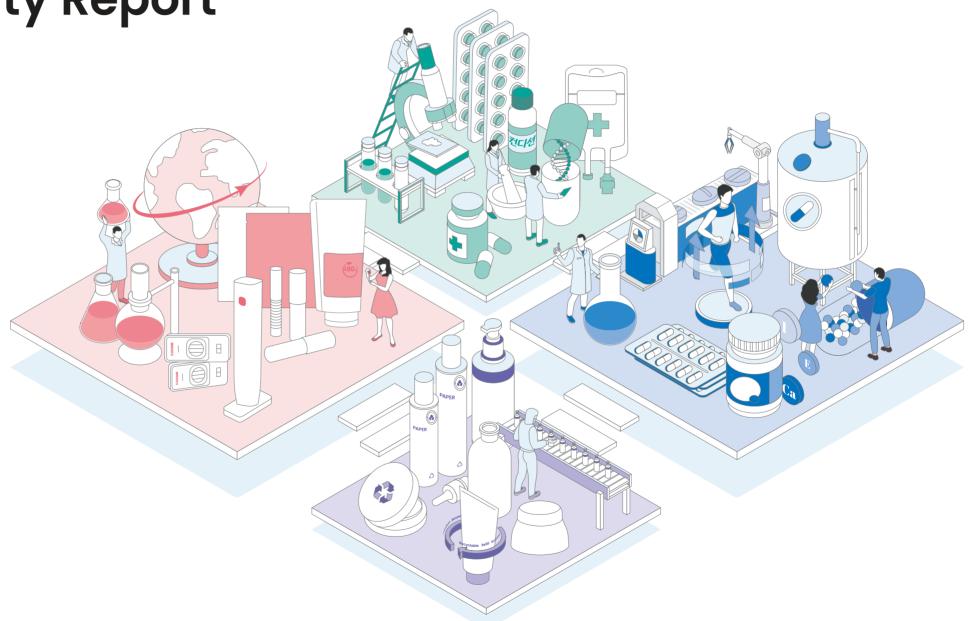
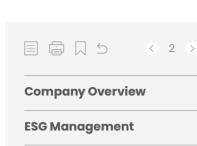
2024 Kolmar Holdings Sustainability Report







**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## **About This Report**

#### **Report Summary**

The 2024 Sustainability Report has been published to transparently disclose Kolmar Holdings' current ESG management practices and future strategic directions to stakeholders, thereby strengthening communication. Kolmar Holdings plans to continue issuing annual reports to actively share the sustainability-related activities and performance of the company and its affiliates.

#### **Report Standards**

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021, the internationally recognized framework for sustainable management reporting. In addition, to reflect the material issues relevant to Kolmar Holdings, which has affiliates specializing in the manufacturing of cosmetics, health supplements, and pharmaceutical and bio products, the report adheres to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The financial information contained in this report is based on consolidated financial statements prepared in accordance with Korean International Financial Reporting Standards (K-IFRS). Furthermore, the report incorporates indicators from the UN Sustainable Development Goals (UN SDGs) and the UN Global Compact (UNGC).

#### **Report Period**

This report covers the sustainability management activities and performance of Kolmar Holdings and its affiliates from January 1, 2024, to December 31, 2024. However, to enhance the timeliness and relevance of the information, certain significant performance data from the first half of 2025, deemed material by the company, have also been included. For quantitative performance, three years of data from 2022 to 2024 are disclosed to enable stakeholders to identify trends over time.

#### **Report Scope**

The scope of the report includes the sustainability management activities and performance in the areas of economy, environment, society, and governance for Kolmar Holdings, the holding company as of 2024, as well as its affiliates Kolmar Korea and Kolmar BNH, and its second-tier affiliates HK inno.N and Yonwoo. The section on strengthening global competitiveness also includes information on Kolmar Global, an affiliate of Kolmar Holdings. Data from certain domestic and overseas affiliates have not been included in this report, considering local conditions and environmental factors. For items where the reporting scope differs or where further distinction is deemed necessary, footnotes have been provided to indicate this separately. In cases where changes in calculation criteria have resulted in differences from information disclosed in previous reporting years, the relevant data have been restated and annotated accordingly in this report.

#### **Report Verification**

To enhance the reliability and quality of both the reporting process and the disclosed information, the information contained in this report has undergone third-party verification by Daishin Economic Research Institute, an independent verification body, and this report was reviewed, finalized, and approved by the Board of Directors. This verification was conducted in accordance with the four AA1000AP assurance principles—Inclusivity, Materiality, Responsiveness, and Impact. The results of the verification can be found on pages 116~117 of this report.

#### Interactive Guide

The 2024 Kolmar Holdings Sustainability Report is available on the official Kolmar Holdings website and is provided as an interactive PDF featuring functions such as direct navigation to relevant sections and quick links to specific pages.

#### Report Publisher and Contact Information

Publisher Kolmar Holdings

12-11, Deokgogae-gil, Jeonui-myeon, Sejong-si, Republic of Korea (HQ)

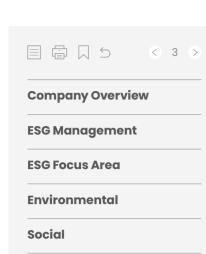
Publication Date August 2025

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Governance

**ESG FACTBOOK** 

**APPENDIX** 

## **Contents**

Company Overview	
CEO Message	5
Board Message	6
About Kolmar Holdings	7
Corporate Philosophy and	8
Management Principles	
History of Kolmar	9
Global Network	10
Overview of Major Affiliates	11
ESG Management	
ESG Strategic Framework	16
Spread of ESG Management Sympathy	17
Double Materiality Assessment	20

•	• Environmental		
	Development of Eco-Friendly Products	53	
	and Enhancement of the Circular		
	Economy		
	Strengthening Management of	56	
	Hazardous and Polluting Substance		
	Efficient Water Resource Management	58	
	Conservation of Biodiversity	59	
	Social		

Strengthening Human Rights

Human Capital Management

Better Smart, Kolmar

**Newborn with Kolmar** 

Product Quality and Safety

and Safety Management

Healthy Organizational Culture and

Establishment of Occupational Health

Sustainable Supply Chain Management

Management

Enhancement

#### **APPENDIX GRI Index** 108 Stakeholder Communication 111 **UNGC Index** 112 TCFD Index 113 **UN SDGs Index** 114 Major Awards and Memberships 115 Third-Party Verification Statement 116

91

97

103

**ESG FACT BOOK** 

ESG Data - Social

61

64

72

74

76

79

82

ESG Data - Environmental

ESG Data - Governance

•	• ESG Focus Area			
	Climate Change Response	2		
	Creating Shared Value	28		
	Strengthening Responsible Management	3		
	Value up, Kolmar	40		

omitate origing response	
Creating Shared Value	28
Strengthening Responsible Management	33
Value up, Kolmar	40
Ethical and Compliance Management	41
Strengthening Global Competitiveness	46

	Governa	ınce
T .		

Strengthening Information Security	87
Company-wide Risk Management	89









CEO Message

Board Message

About Kolmar Holdings

Corporate Philosophy and Management

Principles

History of Kolmar

Global Network

Overview of Major Affiliates

#### **ESG Management**

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

# COMPANY **OVERVIEW**



- 05 CEO Message
- 06 Board Message
- 07 About Kolmar Holdings
- Corporate Philosophy and Management 08
  - Principles
- 09 History of Kolmar
- 10 Global Network
- 11 Overview of Major Affiliates











#### **CEO Message**

Board Message

About Kolmar Holdings

Corporate Philosophy and Management Principles

History of Kolmar

Global Network

Overview of Major Affiliates

#### **ESG Management**

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## CEO Message

#### Dear Valued Stakeholders,

Greetings. I am Sang-Hyun Yoon, CEO of Kolmar Holdings.

It is a great pleasure to share our Group's vision with you through Kolmar Holdings' Sustainability Report. Today, companies are expected to play a pivotal role not only in delivering economic performance but also in creating positive impacts across the environmental, social, and governance (ESG) dimensions to build a sustainable future. In response, Kolmar Holdings and its affiliates have embraced ESG management as a core value and are continuously striving to fulfill their social responsibilities.

Centered on our ESG vision of becoming a 'Global Sustainable Beauty & Bio-Healthcare Company', Kolmar Holdings and its affiliates are committed to contributing to healthier and more beautiful lives based on three core pillars: 'Beautiful Environment', 'Healthy Society', and 'Sustainable Governance'.

From an environmental perspective, we have designated response to climate change as a key business priority and are making systematic efforts to reduce greenhouse gas emissions. By actively adopting energy-efficient technologies, we are contributing to achieving carbon neutrality. We are also pursuing continuous innovation to minimize environmental impacts through the application of eco-friendly technologies in our production processes. In addition, we are undertaking various initiatives for resource circulation and waste reduction, fulfilling our role as a responsible company dedicated to a sustainable future.

From a social perspective, we are strengthening diversity and inclusion among our employees, integrating human rights policies into our operations, and implementing structured talent development programs. We are also striving to foster a happier and safer work environment by enhancing occupational

health and safety. Furthermore, we engage in a wide range of corporate social responsibility activities aimed at shared growth with local communities, earning strong support and trust from both internal and external stakeholders.

From a governance perspective, we are actively reinforcing our ethical management framework and enhance corporate transparency. By strengthening the independence and diversity of our Board of Directors, we are further solidifying the sustainability of Kolmar Holdings and its affiliates. Through our Code of Ethics and Anti-Bribery policies, we are steadfastly fulfilling our role as a trusted company.

Going forward, Kolmar Holdings and its affiliates place sustainability as our highest priority above all else, positioning ESG management as a core organizational agenda to drive continuous innovation and growth. We are committed to establishing ourselves as a trusted company for all our stakeholders.

The sustainable future pursued by Kolmar Holdings and its affiliates cannot be achieved without your interest and collaboration. We sincerely ask for your continued support and guidance, and we look forward to your participation as we embark together on this journey toward a better world.

Thank you.

Yoon Sang-Hyun, CEO of Kolmar Holdings



















CEO Message

#### **Board Message**

About Kolmar Holdings

Corporate Philosophy and Management Principles

History of Kolmar

Global Network

Overview of Major Affiliates

**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 



2024 Kolmar Holdings Sustainability Report

## **Board Message**

Chairperson of the Board

Kang Myung-Soo, External Director



The year 2024 marked a significant step forward for Kolmar Holdings as it advanced the professionalization and systematic development of its ESG (Environmental, Social, and Governance) management. Since its founding, Kolmar Holdings has continuously worked toward a sustainable future, guided by its corporate philosophy of "taking responsibility for the well-being and beauty of humanity and ultimately strive to contribute to building a valuable life" ESG management has firmly established itself as a core direction for realizing this philosophy.

2024 was a year that particularly focused on enhancing the expertise of ESG management. Kolmar Holdings enhanced ESG-related data management and reporting systems to provide more transparent and reliable information while expanding communication with stakeholders. Through these efforts, it aimed to ensure that ESG management goes beyond declarative initiatives and contributes to generating tangible outcomes and meaningful change.

As a holding company, Kolmar Holdings also concentrated on effectively guiding its affiliates to maximize their business performance, which led to overall improvements in results.

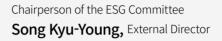
Furthermore, through close collaboration with its affiliates—Kolmar Korea, Kolmar BNH, HK inno.N, and Yonwoo—it embedded ESG management into each company's business strategies and shared a common vision for sustainable development, strengthening execution capabilities. In this process, it further advanced its ESG management framework to support affiliates in enhancing their ESG-based competitiveness within their respective industries.

These efforts were recognized externally as well. Following 2023, in 2024 Kolmar Holdings once again received high evaluations from the Korea Institute of Corporate Governance and Sustainability (KCGS) and Sustinvest. This demonstrates that Kolmar Holdings regards ESG management not as a mere obligation but as an essential value that strengthens the company's long-term competitiveness and social responsibility.

Looking ahead, Kolmar Holdings will continue to fulfill its responsibilities for a sustainable future and will further deepen and expand ESG management together with its affiliates. In doing so, it will play a leading role in enhancing corporate sustainability and creating social value. Moreover, by embedding ESG management throughout its operations, it will build a sustainability framework aligned with global standards to help shape a better future.

Kolmar Holdings invite you to review its efforts and achievements presented in this Sustainability Report and kindly ask for your continued interest and encouragement.

Thank you.





ESG (Environmental, Social, and Governance) management has now established itself as a core element that determines corporate sustainability and competitiveness. ESG is not simply about environmental protection or social responsibility but is an essential management principle for comprehensively managing corporate financial and non-financial risks, strengthening trust with stakeholders, and enhancing corporate value.

In 2024, Kolmar Holdings and its affiliates achieved significant results by implementing ESG management more systematically. In particular, Kolmar Holdings established an integrated financial and non-financial risk management system to ensure that ESG management is embedded in the company's overall decision-making process. Through this, it identified and responded to risks related to environment, social, and governance in advance, laying the foundation for sustainable growth.

In addition, it established an Internal Transaction Committee under the Board of Directors to establish a transparent and fair transaction culture and further strengthen its governance structure. These efforts provide trust to stakeholders and contribute to Kolmar Holdings' positioning as a responsible company.

Furthermore, Kolmar Holdings deployed various activities to enhance corporate value through the Value-Up program. This program focuses on connecting the value of ESG management to tangible results, thereby supporting Kolmar Holdings and its affiliates to become more competitive in the global market.

Kolmar Holdings and its affiliates are making continuous efforts to create a better tomorrow by having a positive impact on the environment and society through ESG management. In particular, it systematically manages human rights and environmental issues that are subject to supply chain due diligence, and spread the value of ESG management through close communication with stakeholders.

As the Chairperson of the ESG Committee, I will do my best to ensure that Kolmar Holdings leads change and innovation, achieves sustainable growth, and enhances corporate value. Kolmar Holdings kindly asks for your continued interest and support.

Thank you.











CEO Message

Board Message

#### **About Kolmar Holdings**

Corporate Philosophy and Management Principles

History of Kolmar

Global Network

Overview of Major Affiliates

**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

# **About Kolmar Holdings**

Kolmar Holdings maintains a high status in the ODM industry with Kolmar Korea, Korea's first cosmetics ODM company, and Kolmar BNH, the largest health supplement ODM company in Korea, as affiliates. Kolmar Holdings possesses leading technology and business competitiveness in cosmetics, health supplements, and pharmaceutical and bio manufacturing through its affiliates and second-tier affiliates such as Kolmar Korea, Kolmar BNH, HK inno.N, and Yonwoo. The company is creating successful overseas expansion results targeting North America and Southeast Asia, and plans to continue strengthening expertise in major business sectors and move forward as a company that provides more differentiated experiences to customers based on various business challenges and possibilities.

Unit: KRW 100 million

#### **Company Overview**

Company Title	KOLMAR HOLDINGS CO., LTD.
CEO	Yoon Sang-Hyun
Date of Establishment	May 15, 1990
Address	12-11, Deokgogae-gil, Jeonui-myeon, Sejong-si, Republic of Korea (HQ)
Business Areas	Cosmetics, Health Supplement, Quasi-drugs
Number of Employees	109 persons

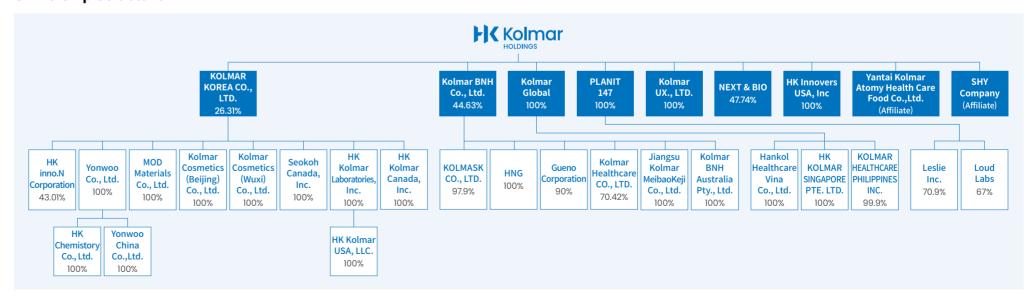
#### Financial Overview\*

Category	2022	2023	2024
Revenue	6,499	6,373	6,767
Operating Profit	330	169	381
Total Assets	12,691	12,897	12,914
Total Equity	8,503	8,162	8,151

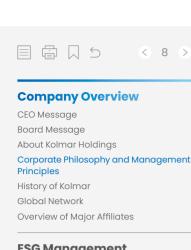
<sup>\*</sup> Based on the consolidated financial statements in the 2024 year-end business report



#### **Ownership Structure**







#### **ESG Management**

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## Corporate Philosophy and **Management Principles**

Kolmar Holdings and its affiliates prioritize people-focused human rights management and technology-driven R&D to maximize customer value and fulfill corporate responsibilities. The company aspires to become a leading entity dedicated to preserving human beauty and health, guided by the principle of 'Slow and steady wins the race', symbolizing unwavering commitment. Its management principles, which include ethical, innovative, and communicative management, are integral to enhancing ESG practices and achieving the company's vision.

#### **Corporate Philosophy**

Kolmar Holdings and its affiliates focus on people as an R&D company that lead new technology and take responsibility for the wellbeing and beauty of humanity, and ultimately strive to contribute to building a valuable life.

#### Human **Human Management**

In principle, Kolmar Holdings pursues organic management that enhances the autonomy of our executives/employees. Kolmar Holdings provides active support to allow individual executives/ employees to do what suits them best and what they do best

#### **Technology Technology Management**

Kolmar Holdings continuously challenges to develop new technologies to become a 'world-first-class R&D manufacturing company

#### Value Value Management

Kolmar Holdings leads by creating customer values. Because Kolmar Holdings provides ODM total services, our customers' success is Kolmar Holdings' success

#### Responsibility Responsibility Management

Kolmar Holdings creates a management environment that allows all to not only voluntarily participate in the management activities with a sense of responsibility in each diversified business sector, but also self-control the performances

#### **Vision and Core Values**

#### Becoming a leading company dedicated to promoting the beauty and well-being of humanity

**VISION** 

Core **Values** 

#### Creativity Create new value through continuous improvement and refinement with a mindset of proactive innovation Rationality **Initiative** Uphold principles Realize potential and fundamentals through meticulous while choosing Virtues planning and bold optimal solutions execution to achieve win-win outcomes Independency Proactively build a fulfilling workplace based on mutua

#### **Being Simple**

Fliminate the Remain humble unnecessary to and learn anytime, focus on what is anywhere essential

Modesty

#### **Sharing**

Cultivate goodness to enjoy lasting blessings

#### Reading

Broaden one's perspective through a wide range of learning experiences

#### Slow & Steady

Persistently advance along one's own path

#### **The 10 Management Principles**

#### Slow and steady wins the race Dream big, and persevere until they are achieved

**Organic Management** Discover employees' talents and improve their competency

#### **Ethical Management**

Follow the principles and put trust first

#### **Value Management**

Start small and focus on the things that are worthwhile

#### **Creative Management**

Constantly seek improvement and new challenges

**Independent Management** 

Consider basics and solve the problems on your own

#### **Communication Management** Share issues transparently and

Leadership

Leaders lead and take responsibility

for the results

communicate clearly

#### Differentiation

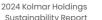
Secure competitiveness through unique organizational culture

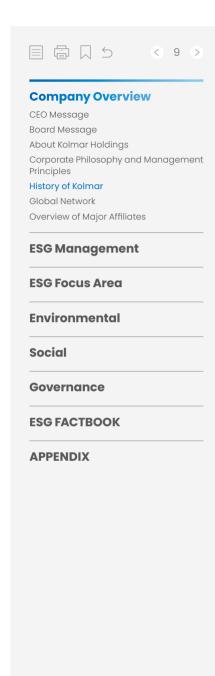
#### **Shared growth**

Grow together with customers and make an impact on the society



Sustainability Report







#### 2024 Kolmar Holdings Sustainability Report

## History of Kolmar

2000

2002

January 15, 2003

January 7,

2004

2006

2007

May 28,

(Beijing) Co., Ltd. in China

The story of Kolmar's commitment to preserving healthy beauty



#### 2011-2016 1990-2010 May 15, 1990 Establishment of Kolmar Korea January 28, Kolmar Korea obtained the first ISO 22716 certification in Korea April 12, 1991 Completion of the Jeonui Cosmetics (International Standard for 'Good Plant for Kolmar Korea

October 25, Opening of the Central Research Kolmar Korea's Basic and Color Institute for Kolmar Korea Cosmetics Plant designated as the first March 15, Entry into the pharmaceutical industry CGMP compliant facility in Korea by the and completion of the pharmaceutical Ministry of Food and Drug Safety plant for Kolmar Korea

Kolmar Korea's Color Cosmetics Plant August 26, April 9, 2002 Listing on the Korea Exchange (KRX) for 2011 designated as the second CGMP Kolmar Korea compliant facility in Korea by the

> Establishment of the first life science research institute in the cosmetics Transition to a holding company October 1, industry by Kolmar Korea 2012 structure and corporate split

Establishment of the first joint venture June 20, Kolmar Korea completed the between public and private sectors 2014 construction of Sejong Plant, the largest with the Korea Atomic Energy Research basic cosmetics plant in Asia Institute, named Sun Bio Tech Co., Ltd.

February 3. Kolmar BNH Co., Ltd. listed on the (now Kolmar BNH) 2015 KOSDAQ March 30, Sun Bio Tech Co., Ltd. (now Kolmar BNH)

Establishment of Kolmask, an affiliate June 28, received the first approval as a national 2016 specializing in manufacturing facial masks research institute company September Acquisition of American cosmetics ODM Establishment of Kolmar Cosmetics

19, 2016

Acquisition of Canadian cosmetics OEM/ November 30, 2016 ODM company CSR Cosmetic Solutions (now Kolmar Canada)

company PTP (now Kolmar USA)

Manufacturing Practices for Cosmetics')

Ministry of Food and Drug Safety

2017-2022

August 16, 2017	Completion of Yeoju Academy by Kolmar Korea
April 18, 2018	Acquisition of CJ Healthcare (now HK inno.N)
October 11, 2018	Establishment of Kolmar Cosmetics (Wuxi) Co., Ltd. in China
July 31, 2019	Launch of the first integrated research center for cosmetics, pharmaceuticals and bio, and health supplements, named 'Kolmar Korea R&D Complex'
December 28, 2021	Kolmar Korea Holdings acquires Next & Bio, a biome platform company
May 17, 2022	Kolmar Korea Holdings acquires global trademark rights for 'KOLMAR'
July 1, 2022	Kolmar Korea acquires 'Yonwoo', a specialized cosmetics packaging company
September 19, 2022	Opening of Kolmar Mugunghwa History and Culture Museum
October 1, 2022	Kolmar Korea establishes the first 'UV Tech Innovation Lab' among cosmetics

companies

2023-2024

January 1, 2023	Kolmar Korea transitions into an intermediate holding company
June 30, 2023	Kolmar Korea Holdings publishes its first sustainability report
November 16, 2023	Kolmar Korea Holdings is selected as a LEAD Group by the UN Global Compact (UNGC) Korean Network for 2 consecutive years
January 11, 2024	Kolmar BNH selected as an Excellent Corporate Research Institute for 3 consecutive years
April 1, 2024	Kolmar Korea Holdings changes its name to Kolmar Holdings
April 25, 2024	Kolmar Korea becomes the first in the industry to obtain 'Green Technology Product Certification' for sunscreen
September 30, 2024	Kolmar Korea and Yonwoo win gold award at the 'IDEA Design Awards 2024' for paper stick packaging
November 6, 2024	In the 2024 ESG evaluation by the Korea Institute of Corporate Governance and Sustainability (KCGS), Kolmar Holdings, Kolmar Korea, and Kolmar BNH received an overall A grade, HK inno.N received

an overall A+ grade









CEO Message

Board Message

About Kolmar Holdings

Corporate Philosophy and Management

Principles

History of Kolmar

**Global Network** 

Overview of Major Affiliates

**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

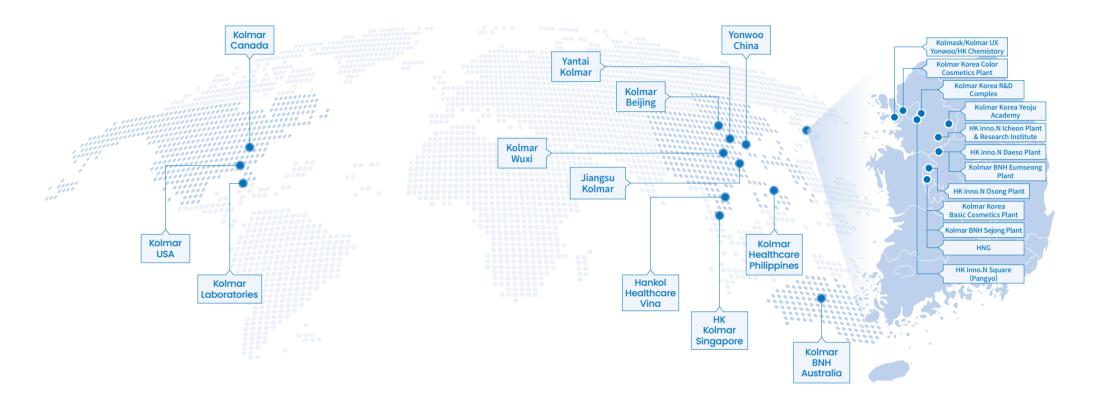
**APPENDIX** 



2024 Kolmar Holdings Sustainability Report

## **Global Network**

Kolmar Holdings and its affiliates are expanding their global presence across seven countries, leveraging 18 domestic and 14 overseas affiliates to strengthen their competitiveness and enhance their standing in key business areas such as cosmetics, health supplements, and pharmaceuticals and bio industries.



#### Kolmar Holdings and Its Affiliates' Global Network Status

Domestic (18)	Kolmar Holdings, Kolmar Korea, Kolmar BNH, HK inno.N, and 14 other affiliates
North America (5)	U.S (3), Canada (2)
Asia (8)	China (5), Vietnam (1), Philippines (1), Singapore (1)
Oceania (1)	Australia (1)

#### **Global Business Expansion of Kolmar Holdings and Its Affiliates**

#### Kolmar Global

- Established a distribution network across Southeast Asia through affiliates in Vietnam, Singapore, and the Philippines
- In 2024, the Vietnam affiliate (Hankol Healthcare Vina) surpassed KRW 10 billion in revenue
- Kolmar Global was honored with USD 3 Million Export Tower Award at the 61<sup>st</sup> Trade Day

#### **Kolmar Laboratories**

- Meeting customer needs in North America by leveraging Kolmar's global network as a central hub for North American operations
- Appointed a CEO and recruited global experts to drive expansion in the North American market
- · Possesses an extensive global network and partnerships covering from raw materials to packaging









CEO Message

Board Message

About Kolmar Holdings

Corporate Philosophy and Management Principles

History of Kolmar

Global Network

Overview of Major Affiliates

#### **ESG Management**

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## **Overview of Major Affiliates**

#### Kolmar Korea

#### **Company Overview\***

Company Title	KOLMAR KOREA CO., LTD.
CEO	Choi Hyun-Kyu
Address	12-11, Deokgogae-gil, Jeonui-myeon, Sejong-si, Republic of Korea
Capital	KRW 11,802,539 thousand (on a standalone basis)
Number of Employees	1,304 persons

#### Financial Overview\*

Unit: KRW 100 million

Year	2022	2023	2024
Revenue	7,246	8,568	10,597
Operating Profit	691	797	1,223
Total Assets	11,588	12,294	14,107
Total Equity	6,023	6,037	7,595

Unit: KRW 100 million



<sup>\*</sup> Based on the standalone financial statements in the 2024 year-end business report

#### **Business Area**

#### **Cosmetics**

Since launching its OEM business in 1990, Kolmar Korea has continuously provided manufacturing services for basic and color cosmetics, securing a wide range of clients through outstanding quality control and manufacturing expertise. Notably, the company was the first in Korea's cosmetics industry to introduce and establish the ODM model, solidifying its position as a market leader by providing comprehensive solutions spanning product development, manufacturing, and distribution.



#### | 2024 Revenue by Major Business Segment

Unit: KRW million

Item	Specific Use	Revenue	Revenue Share
Basic Cosmetics	Cleansing and Moisturizing	1,001,387	40.8%
Color Cosmetics	Makeup and Beauty	333,796	13.6%

| Major Sales Channels

**OLIVE YOUNG** 



GOWOONSESANG













CEO Message

Board Message

About Kolmar Holdings

Corporate Philosophy and Management

Principles

History of Kolmar

Global Network

Overview of Major Affiliates

**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## **Overview of Major Affiliates**

#### Kolmar BNH

#### Company Overview\*

Company Title	Kolmar BNH Co., Ltd.
CEO	Yoon Yea-Won
Address	22-15, Sandan-gil, Jeonui-myeon, Sejong-si, Republic of Korea
Capital	KRW 14,771,779 thousand (on a standalone basis)
Number of Employees	528 persons

#### Financial Overview\*

Unit: KRW 100 million

Year	2022	2023	2024
Revenue	5,059	4,457	4,690
Operating Profit	601	313	239
Total Assets	4,894	5,480	5,358
Total Equity	3,852	3,915	3,908

Unit: KRW 100 million



<sup>\*</sup> Based on the standalone financial statements in the 2024 year-end business report

#### **Business Area**

#### **Health Supplement**

Kolmar BNH is a specialized company dedicated to researching, developing, and commercializing key materials used in health supplements and cosmetics. The company produces and supplies products using an ODM/OEM model, leveraging raw materials derived from natural sources. In particular, it integrates proprietary manufacturing technologies such as fresh herb biotechnology, natural extract coloration technology, and traditional fermentation techniques to develop a wide range of functional cosmetics.

From product planning and development to production and marketing, Kolmar BNH offers total ODM solutions that lead market trends. In addition, leveraging OBM capabilities that cover everything from brand strategy development to product planning and manufacturing for clients, the company also provides consulting services for health supplement brands.



The first registered research institute company under the Ministry of Science, ICT and Future Planning

No. 1 in sales of individually approved raw material-based health supplement products

**ODM** services provided to more than 300 companies

#### | 2024 Revenue by Major Business Segment

Unit: KRW million

Item	Specific Use	Revenue	Revenue Share
Health Supplement	Immune Function Improvement	337,531	54.8%
Cosmetics	Cleansing and Moisturizing, Makeup	261,049	42.4%
Quasi-drugs	Dental Health and Hygiene Management	12,030	2.0%











CEO Message

Board Message

About Kolmar Holdings

Corporate Philosophy and Management Principles

History of Kolmar

Global Network

Overview of Major Affiliates

#### **ESG Management**

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## **Overview of Major Affiliates**

#### HK inno.N

#### Company Overview\*

Company Title	HK inno.N Corporation
CEO	Kwak Dal-Won
Address	239, Osongsaengmyeong 2 ro, Osong-eup, Heungdeok-gu, Cheongju-si, Chungcheongbuk-do, Korea
Capital	KRW 14,452,250 thousand
Number of Employees	1,721 persons

#### Financial Overview\*

Unit: KRW 100 million

Year	2022	2023	2024
Revenue	8,465	8,289	8,971
Operating Profit	525	659	882
Total Assets	18,031	18,480	18,896
Total Equity	11,642	12,036	12,514

Unit: KRW 100 million



<sup>\*</sup> Based on the 2024 year-end business report

#### **Business Area**

#### **Prescription Drugs**

The company manufactures and distributes a diverse range of pharmaceuticals across various therapeutic areas, including treatments for gastroesophageal reflux disease (K-CAB), IV (intravenous) fluids, cardiovascular diseases, diabetes and kidney disorders, thereby strengthening its presence in both domestic and international markets. Launched in Korea in 2019, K-CAB has grown to become the market leader in the peptic ulcer treatment segment. Additionally, since the full-scale operation of the new Osong infusion plant began in 2022, the company has maintained steady revenue growth in the IV (intravenous) fluids business.

Developed K-CAB Tablet, Korea's 30th novel drug

K-CAB is ranked No.1 in prescription performance in Korea and has been launched in 47 countries as of December 2024

Possesses the Largest Fluids **Production Capacity in Korea** 

#### | 2024 Revenue by Major Business Segment

Unit: KRW million

Item	<b>Key Products</b>	Revenue	Revenue Share
Prescription Drugs	K-CAB, Fluids, Rovazet, Epokine, etc.	804,695	89.7%

#### Health & Beauty (H&B)

Since entering the beverage business in 1988, the company has achieved continuous growth with hit products such as 'Condition', 'Hutgaesoo (Oriental Raisin Water)', and 'Tealog'. Beginning in 2020, the business expanded into the Health & Beauty sector, marking a full-scale entry into the cosmetics and hair loss/scalp care markets.

#### | 2024 Revenue by Major Business Segment

Unit: KRW million

Item	Key Products	Revenue	Revenue Share
H&B	CONDITION, Oriental Raisin Water, etc.	92,447	10.3%











CEO Message

Board Message

About Kolmar Holdings

Corporate Philosophy and Management

Principles

History of Kolmar

Global Network

Overview of Major Affiliates

#### **ESG Management**

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## **Overview of Major Affiliates**

#### Yonwoo

#### Company Overview\*

Company Title	Yonwoo Co., Ltd.
CEO	Park Sang-Yong
Address	13, Gajwa-ro 84beon-gil, Seo-gu, Incheon, Republic of Korea
Capital	KRW 6,199,000 thousand (on a standalone basis)
Number of Employees	1,295 persons

#### Financial Overview\*

Unit: KRW 100 million

Year	2022	2023	2024
Revenue	2,229	2,278	2,615
Operating Profit	4	27	41
Total Assets	2,818	2,578	2,642
Total Equity	2,483	1,828	1,903

Unit: KRW 100 million



<sup>\*</sup> Based on the standalone financial statements in the 2024 year-end business report

#### **Business Area**

#### **Cosmetic Packaging Manufacturer**

Since its establishment in 1983, Yonwoo has specialized in manufacturing and supplying cosmetic containers, offering a diverse range of products including pump-type, tube-type, and product sample containers. After developing and commercializing Korea's first dispensing pump for cosmetics, pump-type containers have become the company's flagship products. Yonwoo's accumulated technological expertise extends beyond cosmetics to applications in the pharmaceutical, biotech, and household goods sectors, offering strong versatility and scalability.

Building on its design, technology, and product competitiveness, Yonwoo actively secures intellectual property rights. Rather than simply producing according to orders, it continuously strengthens R&D to drive market innovation by proposing differentiated technologies and new product ideas to its customers.

> Development of eco-friendly packaging products based on the 5R principles (Reduce, Refill, Recycled, Recyclable, Renewable)

Recipient of the Minister of Trade, Industry and Energy Award at the 'Korea Packaging Awards'

Gold Award winner at the 'IDEA Design Awards 2024' for paper stick packaging

#### | 2024 Revenue by Major Business Segment

Unit: KRW million

Item	Specific Use	Revenue	Revenue Share
Pump-Type Container	Cooperatio De alcoring Material	176,049	64.1%
Tube-Type Container	Cosmetic Packaging Material	56,969	20.7%
Product Sample	Mold Sales	23,739	8.6%











#### **ESG Management**

ESG Strategic Framework Spread of ESG Management Sympathy Double Materiality Assessment

**ESG Focus Area** 

**Environmental** 

Social

Governance

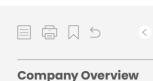
**ESG FACTBOOK** 

**APPENDIX** 

# **ESG** Management



- 16 ESG Strategic Framework
- 17 Spread of ESG Management Sympathy
- 20 Double Materiality Assessment



#### . ,

#### **ESG Management**

**ESG Strategic Framework** 

Spread of ESG Management Sympathy

Double Materiality Assessment

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 



2024 Kolmar Holdings Sustainability Report

## **ESG Strategic Framework**

In 2024, Kolmar Holdings and its affiliates established specific strategic initiatives based on the vision of their existing ESG strategic framework—'GLOBAL SUSTAINABLE BEAUTY & BIO-HEALTHCARE COMPANY'—and the 3 focus areas of Environmental Management, Human Management, and Responsibility Management. To enable Kolmar Holdings and its affiliates to actively and effectively implement sustainability going forward, practical strategic tasks were developed for the key focus areas under each of the 3 strategic directions linked to Environmental (E), Social (S), and Governance (G). These priorities were defined by taking into account the status of sustainability implementation within the industry as well as the progress of each affiliate's ESG strategies.

## GLOBAL SUSTAINABLE BEAUTY & BIO-HEALTHCARE COMPANY

Strategic Directions

**Key Focus** 

Areas

Vision

Maintain a beautiful environment through environmental management







## Contribute to a sound society through human management



## Secure sustainability through responsible management



- 1 Strengthening the ESG Management Function of the Board of Directors
- 2 Enhancing Compliance Management
- 2 Building an Integrated Company-Wide Risk Management System
- 3 Expanding Company-Wide ESG Data Management and Information Disclosure
- 4 Strengthening Information Protection and Privacy Management









#### **ESG Management**

ESG Strategic Framework

Spread of ESG Management Sympathy

Double Materiality Assessment

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## Spread of ESG Management **Sympathy**

#### **Composition and Operation of the ESG Committee**

Kolmar Holdings operates an ESG Committee to implement sustainable management. The ESG Committee consists of two external directors and one internal director and is responsible for reviewing, resolving, and reporting on major issues related to the environment, society, and governance.

In 2024, the ESG Committee carried out a variety of initiatives to strengthen Kolmar Holdings' sustainability management. Key activities included clarifying the company's responsibilities related to human rights through a human rights impact assessment report and identifying improvement measures based on the findings. The Committee also deliberated and resolved on the double materiality assessment conducted to systematically identify Kolmar Holdings' key ESG issues. The double materiality assessment played an important role in prioritizing ESG issues by incorporating both internal business perspectives and the views of external stakeholders.

The ESG Committee adopted resolutions on the establishment and operation of a company-wide risk management system to proactively identify and effectively manage potential risks that could undermine the company's sustainability. These activities are part of Kolmar Holdings' broader efforts to reinforce ESG management and establish itself as a trusted company among stakeholders. The activities and outcomes of the ESG Committee are transparently disclosed in this Sustainability Report, and Kolmar Holdings will continue to advance its ESG management practices going forward.



 4<sup>th</sup> ESG Committee Meeting of Kolmar Holdings (May 2, 2024)

#### Operation of the Kolmar Holdings ESG Committee

Session	Date	Agenda Item	External Director Song Kyu-Young	External Director Kang Myung-Soo	Internal Director Won Jae-sung
,	May 2,	1 <sup>st</sup> Agenda for reporting : Human Rights Impact Assessment Report	(Reporte	ed Item)	(New Appointment)
1	2024	1 <sup>st</sup> Agenda for decision∶ Double Materiality Assessment	Approved	Approved	(New Appointment)
2	June 26, 2024	1 <sup>st</sup> Agenda for decision ∶ Publication of the 2023 Sustainability Report	Approved	Approved	Approved
	November	1 <sup>st</sup> Agenda for decision: 2024 ESG Performance and 2025 Plan	Approved	Approved	Approved
3	19, 2024	2 <sup>nd</sup> Agenda for decision: Establishment and Operation of the 2025 Company-wide Risk Management System	Approved	Approved	Approved

Kolmar Holdings considers enhancing corporate value through sustainable management to be an essential principle of business operations. The company is committed to raising awareness and building consensus around ESG management among suppliers and employees. Through the ESG Committee and ESG Working Council, Kolmar Holdings is creating channels for communication and engagement on sustainability management.

#### **Operation of Affiliate ESG Working Council**

Kolmar Holdings operates the ESG Working Council to systematically implement ESG management. This council is a practical forum that engages in in-depth discussions of key ESG issues within Kolmar Holdings and its affiliates and develops actionable solutions. Since its launch in January 2023, the council has been convened regularly on a quarterly basis. In 2024, discussions focused on a range of topics, including human rights management, compliance management, and the advancement of ESG data management systems, resulting in the identification of concrete improvement measures to further enhance Kolmar Holdings' sustainability management standards.



• 7th Affiliate ESG Working Council (October 11, 2024)

Through close collaboration with various divisions across the Group, the ESG Working Council is enhancing the execution of ESG management and driving meaningful change toward a sustainable future. These activities serve as a critical foundation for establishing Kolmar Holdings as a trusted ESG leader among stakeholders.

#### | Composition of the Kolmar Holdings and Affiliate ESG Working Council















#### **ESG Management**

ESG Strategic Framework

Spread of ESG Management Sympathy Double Materiality Assessment

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

#### **FIC** Kolmar

#### 2024 Kolmar Holdings Sustainability Report

## Spread of ESG Management **Sympathy**

#### **Activities to Embed ESG Management**

#### **Training to Build Understanding of Sustainable Management**

Kolmar Holdings holds annual 'Understanding Sustainable Management' training to share the importance of ESG management for a sustainable future with employees and to establish a foundation for its implementation. The training held in November 2024, and was attended by all employees of Kolmar Holdings, serving as an opportunity to deepen their understanding of ESG management and strengthen their commitment to putting sustainability into practice. This year's training covered a wide range of topics, including not only ESG but also the Compliance Program (CP), corporate social responsibility, and maternity promotion, all coordinated by the Sustainable Management Office. In particular, a case study-based training approach was introduced to help employees more easily grasp relevant concepts and apply them effectively to their work. This shift from theory-centered training to a more practical, example-driven approach significantly contributed to maximizing the training's impact.

After the training, a survey was conducted to assess employees' awareness of ESG management and to gather their perspectives on the future direction of Kolmar Holdings' ESG initiatives. The survey results are being used as valuable input to explore potential improvements in ESG management and to develop more effective strategies that reflect employees' feedback. Through this training, Kolmar Holdings successfully enhanced employees' awareness of the importance of sustainable management and improved their practical understanding of ESG management and related activities. Kolmar Holdings will continue to strengthen training and communication efforts to build a sustainable future together with employees.

• Kolmar Holdings Understanding Sustainable Management Training (November 19, 2024)



| Satisfaction for 2024 Understanding

#### Very satisfied 63.9% Neutral 6.6%

Overy dissatisfied 0.0%

#### Satisfied 29.5% Dissatisfied 0.0%

#### Publication of the Sustainable Management Letter 'Jinji (眞持)'

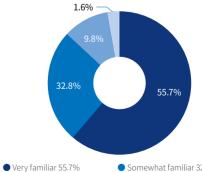
Kolmar Holdings publishes the Sustainable Management Letter 'Jinji (真持)' to share the value of sustainable management with employees and deepen their understanding of ESG practices. The name 'Jinji (真持)' conveys the meaning of 'authentic sustainable management,' serving as a communication channel that reflects Kolmar Holdings' ESG philosophy and commitment to action. Since its first issue in February 2023, 'Jinji (真持)' has been distributed quarterly to all Kolmar Holdings employees, the CEOs of major affiliates, and ESG officers. It is also posted on the company's website to ensure easy access for external stakeholders. Beginning in 2024, the content of the letter has expanded beyond ESG topics to cover a wider range of sustainable management themes, including Compliance Program (CP), corporate social responsibility, and maternity promotion, thereby broadening its scope and depth.

Notably, 'Jinji (真持)' explains complex ESG concepts through case studies and real-world examples, making the content easier for employees to understand and apply in their work. This approach has significantly contributed to raising employees' interest in and engagement with ESG management. Kolmar Holdings will continue to use the Sustainable Management Letter 'Jinji (真持)' as a tool to share the value of sustainability with employees and strengthen communication to advance ESG practices. In doing so, it aims to help build a sustainable future together with its employees.



· Kolmar Holdings Sustainable Management Letter 'Jinji (眞持)'

#### 2024 Awareness of the Sustainable Management Letter 'Jinji (眞持)'



Have heard of it 9.8% Not familiar at all 0.0% Somewhat familiar 32.8% Not very familiar 1.6%









#### **ESG Management**

ESG Strategic Framework Spread of ESG Management Sympathy

Double Materiality Assessment

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## Spread of ESG Management **Sympathy**

#### **Activities to Embed ESG Management**

#### **Operation of Kolmar ESG Week**

Since 2022, Kolmar Holdings has operated 'Kolmar ESG Week (Connect for Green)' to encourage employees to practice ESG management in their daily lives and to experience the value of sustainable management firsthand. In 2024, Kolmar ESG Week was held online in October, allowing employees working at sites across the country to participate without any time or location constraints. The event served as an opportunity to inspire active participation and increase employees' interest in ESG management.

The theme of this year's Kolmar ESG Week was 'Practicing ESG Management in Everyday Life'. To help employees naturally incorporate ESG practices into their routines, a variety of programs were offered, including an ESG Quiz and ESG Bingo. ESG Bingo was designed around eco-friendly actions that can be practiced in daily life, such as waste separation and energy conservation. Employees were encouraged to share proof of their participation via social media channels. In addition, the prizes selected for the event were eco-friendly products and items that reflected the company's ESG values throughout the process.

Kolmar ESG Week has established itself as a flagship program that goes beyond a one-off event to motivate employees to engage with ESG more closely and practice it voluntarily. Kolmar Holdings will continue to pursue participatory ESG programs like Kolmar ESG Week to work together with all employees toward realizing a sustainable future.





· 'Kolmar ESG Week'

#### • 'Kolmar ESG Week' - ESG Bingo

#### Participation in the UN Global Compact (UNGC) Initiatives

Kolmar Holdings joined the United Nations Global Compact (UNGC) in August 2021 to strengthen the implementation of sustainable management and advance ESG practices aligned with global standards. UNGC is the world's largest voluntary corporate sustainability initiative, promoting corporate social responsibility based on 10 principles across 4 key areas: Human Rights, Labor, Environmental, and Anti-corruption.

In 2024, Kolmar Holdings was selected for the second consecutive year as a member of the "UNGC Korea Network LEAD Group" and carried out ESG mentoring activities as a core part of its engagement. As a mentor company, Kolmar Holdings focused on sharing ESG management know-how with mentee companies, discussing the challenges they face in implementing ESG practices, and identifying solutions together. A total of three mentoring sessions were held, during which in-depth discussions took place on various aspects of sustainable management, including human rights management and compliance management. Kolmar Holdings provided practical advice and support to help mentee companies effectively implement ESG management, thereby contributing to spreading the importance of ESG and strengthening collaboration among companies. Going forward, Kolmar Holdings will continue to practice sustainable management based on the UNGC's Ten Principles and pursue diverse initiatives to further promote ESG management.



• UNGC Initiative of Kolmar Holdings - ESG Mentoring (May 28, 2024)













#### **ESG Management**

ESG Strategic Framework Spread of ESG Management Sympathy Double Materiality Assessment

#### **ESG Focus Area**

#### **Environmental**

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## **Double Materiality Assessment**

#### **Double Materiality Assessment Process**

Kolmar Holdings conducts an annual materiality assessment with direct participation from internal and external stakeholders and discloses the results through its Sustainability Report. As part of the assessment, a 'Double Materiality Assessment' was carried out, which considers both the social and environmental impacts of Kolmar Holdings' business activities on the external environment (Impact Materiality) and the financial impacts that sustainability issues have on Kolmar Holdings (Financial Materiality), in accordance with the ESRS framework. This assessment was conducted through a comprehensive analysis of global disclosure standards and evaluation indicators, international initiatives, guidelines and associations, ESG management trends in peer companies, the status of affiliates and internal operations, and surveys of Kolmar Holdings' key internal and external stakeholders. Based on this process, a shortlist of 9 final key issues was identified. For these 9 issues, the company mapped connections across the value chain and assessed the characteristics and extent of their impacts by identifying the impacts, risks, and opportunities associated with each issue. Among them, 6 top material issues were identified. Kolmar Holdings plans to transparently disclose related activities and performance on these issues and to actively incorporate them into future business strategies to ensure that its ESG management framework is aligned in the right direction.

#### Step 1. Formation of Issues Pool

Long-list developed based on analysis of ESRS 1 AR16 Sustainability Topic List, GRI Topic Standards and SASB Industry Metrics

#### Composition of a pool of 42 issues

Selection of the short-list through analysis of ESG disclosure and evaluation indicators, international initiatives, guidelines and associations, internal status of Kolmar Holdings and its affiliates, industry peers, and major client companies

#### Selection of 9 final key issues

Identification of impact, risk, and opportunity (IRO) of short-listed issues

#### Impact identification

- Value Chain Upstream, Own, Downstream
- Classification into positive/negative and actual/ potential impacts, potential impacts assessed by short-/medium-/long-term time horizons

#### Risk/Opportunity identification

- Value Chain Mapping
- Evaluation across short-, medium-, and long-term time horizons

Identified 9 final issues pool, a total of 39 IROs

#### Step 2. Internal and External Stakeholder Survey Assessment of IROs related to Kolmar Holdings' ESG issues (multiple choice, 4-point scale) Composed of 4 key areas: Environmental (E), Social (S), Governance (G), and Economy (EC) • Evaluation of the likelihood and scale of IROs (Impacts, Risks, Opportunities) associated with each sustainability issue: ① Social and environmental impacts (Inside-out) ② Financial impacts (Outside-in) Social. **FI** Kolmar Environmental • Internal Stakeholder - Employees of Kolmar Holdings and its affiliates Survey (Kolmar Korea, Kolmar BNH, HK inno.N, Yonwoo) Participants External Stakeholder - Shareholders and Investors, Partners, NGOs, Local Communities, ESG Experts Survey • March 19~27, 2025 Period

#### **Step 3. Selection of Material Issues**

To derive the Impact (social and environmental impact) and Risk/Opportunity (financial impact) values, analyses were conducted referencing global standards and initiatives, as well as benchmarking peer companies in the same industry

#### Analysis of Impact (Inside-out)

- Global Standards and Initiatives: UNGC, UN SDGs
- Guidelines and Certifications: ISO 26000, K-ESG
- Media Analysis: 332 press releases from major media outlets (January 1-December 31, 2024)
- Major Issues of Affiliates : Kolmar Korea, Kolmar BNH

#### Analysis of Risk/Opportunity (Outside-in)

- ESG Disclosures and Evaluation Indicators: KCGS. DJSL MSCI
- Guidelines and Associations: WEF
- Industry Peer Benchmarking (BM)

By comprehensively considering the Insideout Impacts and the Outside-in Risks/ Opportunities, priorities were determined for the 9 final issues

Identified top 6 material issues













#### **ESG Management**

ESG Strategic Framework Spread of ESG Management Sympathy Double Materiality Assessment

#### **ESG Focus Area**

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

#### **FIC** Kolmar

#### 2024 Kolmar Holdings Sustainability Report

## **Double Materiality Assessment**

#### **Results of Material Issues Derivation**

Based on the short-list of 9 final issues, Kolmar Holdings conducted a double materiality assessment to evaluate both social and environmental impacts as well as financial impacts. As a result, 6 material issues were identified: 'Strengthening Global Competitiveness', 'Climate Change Response', 'Creating Shared Value', 'Ethical Management', 'Compliance Management', and 'Strengthening Responsible Management'.

Similar to the results of the previous year's assessment, issues emphasizing the role and responsibilities of the holding company were prominently identified, along with ongoing priorities such as responding to climate change and fulfilling environmental responsibilities. Notably, 'Creating Shared Value', which emerged as a new issue in the 2024 materiality assessment, is a shared priority that Kolmar Holdings and its affiliates have been pursuing under a long-term vision.

Kolmar Holdings actively manages and responds to the issues identified through the materiality assessment and transparently discloses their management status to stakeholders through the annual Sustainability Report. Kolmar Holdings Sustainability Report includes detailed information on how each material issue is managed and implemented.

#### 2024 Kolmar Holdings Double Materiality Assessment Matrix



#### | 2024 Kolmar Holdings Double Materiality Assessment Results

	Category*	Short-list Issue**	Social and Environmental Impact****	Financial Impact****	GRI Index	Report Page
	EC1	Strengthening Global Competitiveness	•	•	201	46-51
	E1	Climate Change Response	0	•	302, 305	24-27
Material	S3	Creating Shared Value	•	0	203, 413	28-32
Issues	G1	Ethical Management***	•	•	205	41.45
	G2	Compliance Management***	•	•	206	41-45
	G3	Strengthening Responsible Management	•	•	405	33-40
	E2	Environmental Impact Management	0	•	303, 304, 306, 308	52-59
anagement	S1	Occupational Health and Safety	0	0	403	79-81
Issues	S2	Product Safety and Quality	0	•	417	76-78

<sup>\*</sup> EC: Economic, E: Environmental, S: Social, G: Governance

<sup>\*\*</sup> All 11 material issues from 2023 are reflected in the 2024 material issues.

<sup>\*\*\*</sup> The Ethical Management and Compliance Management issues have been disclosed together as one, as the difference in their material scores was minimal and in consideration of peer company disclosures and the similarity between the two issues.

<sup>\*\*\*\*</sup> Impact: Based on the minimum and maximum impact levels among the final material issues, impacts were classified as 
High / 
Medium / 
Low











#### **ESG Management**

ESG Strategic Framework Spread of ESG Management Sympathy Double Materiality Assessment

**ESG Focus Area** 

Environmental

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 



2024 Kolmar Holdings Sustainability Report

## **Double Materiality Assessment**

#### **Final Material Issue Assessment Result**

#### Impact

			Value Chain Identification		Impact Classification		Time Horizon		n	
Category	Material Issue	Impact Factors	Up	Own	Down	Positive/ Negative	Actual/ Potential	Short	Medium	Long
Environmental	Climata Changa Basnansa	Acceleration of climate change due to greenhouse gas emissions during manufacturing processes	•	•		Negative	Actual	•	•	•
Environmentat	Climate Change Response	Increased energy consumption and indirect greenhouse gas emissions resulting from continuous business expansion				Negative	Actual			
Social	Creating Shared Value	Contribution to community welfare and quality of life improvement through Corporate Social Responsibility Programs				Positive	Actual			
	Ethical Management	Promotion of legal compliance culture in the industry through the implementation of corporate ethical management				Positive	Potential		•	
Governance	Compliance Management	Contribution to creating a fair industrial ecosystem by ensuring transparency in supplier selection and contracting processes				Positive	Potential			
Governance	Strengthening Responsible Management	Enhancement of trust among shareholders and stakeholders through transparent and fair decision-making		•	•	Positive	Potential		•	•
Economic	Strengthening Global Competitiveness	Acceleration of the low-carbon transition across industries through the development of eco-friendly products		•	•	Positive	Potential		•	•

#### **Risk and Opportunity Perspective**

Category	Material Issue	Туре	Financial Risk and Opportunity Factors Impacting the Company		alue Ch entifica		Tir	ne Hori	zon	Response Measures
				Up	Own	Down	Short	Medium	Long	
		Risk	Increased response costs due to carbon reduction requirements in the cosmetics, health supplement, and pharmaceutical and bio industries		•			•	•	Kolmar Holdings and its affiliates conduct global
Environmental	Climate Change	Risk	Financial losses from damage to production facilities and operational disruptions caused by abnormal weather events	•	•		•	•	•	business primarily in cosmetics, health supplement, and pharmaceutical and bio sectors. The company is striving to
	Response	Opportunity	Growth in new revenue streams through the development of eco-friendly products such as sustainable cosmetics and health supplement		•			•	•	actively reduce carbon emissions generated during product manufacturing processes and to strengthen our portfolio of eco-friendly products.
		Opportunity	Reduction in electricity purchasing costs through investments in renewable energy facilities		•	•		•		or eco mentry products.
Social	Creating Shared Value	Opportunity	Enhanced brand reputation among local communities and customers through corporate social responsibility activities aligned with the company's business characteristics		•	•		•	•	Kolmar Holdings and its affiliates are committed to creating shared value by operating corporate social responsibility programs linked to their businesses. These strategic corporate social responsibility activities aim to build trust with local communities and effectively communicate shared value to customers, thereby enhancing corporate image and brand value.
	Ethical	Risk	Stock price decline and loss of global investors due to ethical management issues							
	Management	Opportunity	Strengthened corporate brand value and reputation through ethical business practices			•		•	•	As a holding company, Kolmar Holdings is working to
	Compliance	Risk	Direct costs such as fines and penalties resulting from compliance violations		•	•		•	***************************************	reinforce its role and responsibilities by ensuring the
Governance	Management .	Opportunity	Reduced legal risk costs through the proactive establishment of compliance systems		•	•		•		independence, transparency, and expertise of its Board
	Strengthening	Risk	Operational risks arising from lack of independence or expertise on the Board of Directors		•				•	of Directors and by establishing proactive compliance
	Responsible Management	Opportunity	Increased capacity to drive new business and improved investment appeal through enhanced Board expertise		•			•	•	management systems to prevent compliance risks.
		Risk	Weakened market competitiveness due to delays in developing eco-friendly technologies		•	•		•	•	Given that Kolmar Holdings and its affiliates manufacture
-	Strengthening	Opportunity	Enhanced corporate image and increased sales through the production of eco-friendly products		•	•		•	•	products closely connected to consumers' daily lives, such
Economic	Global Competitiveness	Opportunity	Securing a leading position in the industry through internalization of core technologies		•	•		•	•	as cosmetics, health supplement, and pharmaceuticals, the company focuses on securing technological capabilities that address both quality and environmental performance.









#### **ESG Management**

#### **ESG Focus Area**

Climate Change Response Creating Shared Value

Strengthening Responsible Management

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

# ESG Focus Area



24 Climate Change Response 28 Creating Shared Value 33 Strengthening Responsible Management Value up, Kolmar 40 41 Ethical and Compliance Management Strengthening Global Competitiveness 46







< 24 >

**Company Overview** 

**ESG Management** 

**ESG Focus Area** 

Climate Change Response

Creating Shared Value

Strengthening Responsible Management

Ethical and Compliance Management Strengthening Global Competitiveness

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

# Climate Change Response



#### **Key Achievements**

Kolmar Holdings and its Affiliates

**Development** of Integrated **Greenhouse Gas Reduction Roadmap**  Cumulative Number of Affiliates Joining K-RE100

4 Companies



4 Affiliates

**Establishment of Climate Change Risk** Response Governance













#### **ESG Management**

#### **ESG Focus Area**

#### Climate Change Response

Creating Shared Value

Strengthening Responsible Management

Value up, Kolmar

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

#### Governance

**ESG FACTBOOK** 

#### **APPENDIX**

### FIX Kolmar

#### 2024 Kolmar Holdings Sustainability Report

## Climate Change Response

Kolmar Holdings recognizes climate change response not merely as a matter of responsibility but as a strategic imperative for ensuring sustainable growth and resilience in business operations. Amid the rapid transition to carbon neutrality and an evolving global regulatory landscape, Kolmar Holdings is strengthening its capacity to transform climate risks into business opportunities.

#### Governance

#### **Establishment of Climate Risk Response Management System**

Kolmar Holdings and its affiliates have established governance structures to respond swiftly and proactively to the threats of climate change. The Board of Directors and ESG Committee of Kolmar Korea oversee and supervise major issues related to climate change response. The ESG Committee, composed of two external and one internal director, convenes twice a year to regularly review reports and make decisions regarding climate response strategies, implementation plans, and progress. Kolmar BNH has established an ESG Committee and Chief Safety Officer (CSO) under the Board of Directors, and the Head of the Environmental Safety Division oversees Environmental Safety Team 1 and Environmental Safety Team 2, leading practical environmental management. HK inno.N has established a systematic decision-making framework for ESG and environmental management to address climate change and pursue carbon neutrality. The Sustainability Management Committee under the Board of Directors—comprising all board members—is responsible for formulating the mid- to long-term environmental management strategy and making final decisions. Under the managements, the ESG Management Committee and Safety Environment Committee are held bimonthly to share ESG and environmental performance updates. Yonwoo's major environmental management matters and achievements are reported to and reviewed by its Board of Directors, the highest decision-making body, to respond swiftly to climate change and advance environmental management.

Each affiliate has designated dedicated departments responsible for climate change response. The environment, safety, and ESG organizations across Kolmar Holdings and its affiliates drive practical initiatives such as reducing greenhouse gas emissions and energy use, addressing environmental regulations, and monitoring progress. This structure enables timely management and minimizes climate risks through regular reporting to management. At HK inno.N, the Safety and Environment Planning Team under the Safety Management Division acts as the dedicated environmental function, working closely with production site environmental teams through the Environmental Management Cross-Functional Team (CFT) and the ESG and Environmental Management Working-level Committee. These groups are responsible for integrated energy data management, greenhouse gas measurement and verification, renewable energy investment planning, and campaign development. In 2023, Yonwoo established an ESG Council to determine major policies covering all aspects of ESG, including environment, ethics and compliance, human rights, safety, CSR, customer and shareholder value, and governance. In addition, to ensure close collaboration on environmental matters, the company operates the Environmental Council that coordinates across relevant departments.

#### | Kolmar Korea Climate Change Response Governance



















#### **ESG Management**

#### **ESG Focus Area**

#### Climate Change Response

Creating Shared Value

Strengthening Responsible Management Value up, Kolmar

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

#### Social

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**



2024 Kolmar Holdings Sustainability Report

## Climate Change Response

#### Strategy

#### **Analysis of Climate Change Risks and Opportunities**

Kolmar Holdings and its affiliates analyze climate-related risks and opportunities to respond to climate change more systematically. Kolmar Korea and Kolmar BNH are proactively assessing risk factors at each business site to address the physical risks posed by climate change and are identifying key vulnerabilities by forecasting asset loss rates through scenario analysis.

In particular, temperature extremes and flooding have been commonly identified as the disasters with the greatest impact, with projections indicating an increasing risk of losses over the long term. Accordingly, Kolmar Korea is planning to establish a monitoring and management system for temperature extremes, heavy rainfall, and flooding. Kolmar BNH plans to gradually mitigate risks by reinforcing the structures at high-risk sites and decentralizing production facilities.

#### | Key Affiliates' Climate Risk Analysis Results

Affiliate	M	lajor Risks and Opportunities	<b>Impact on Business Activities</b>	Response Measures
	Opportunities	Reduction in electricity purchasing costs through the use of renewable energy	<ul> <li>Kolmar Korea joined Korea RE100 in 2022 and is required to achieve 100% renewable energy use by 2050</li> <li>By introducing on-site solar power generation facilities, the company aims to reduce electricity costs, which have steadily increased since 2022, while strengthening energy self-sufficiency and the stability of energy supply</li> </ul>	<ul> <li>At the Sejong site, the company is considering expanding solar self-generation facilities to cover approximately 5% of annual electricity consumption</li> <li>Developing products to reduce carbon emissions, thereby lowering electricity use and emissions and obtaining Green Technology Certification</li> </ul>
FJC Kolmar	Physical Risks Asset losses due to rising average temperatures		<ul> <li>Increased risk of damage to production facilities due to abnormal weather events</li> <li>Rising energy costs caused by prolonged heat waves</li> <li>Decreased productivity due to lower plant operation rates</li> </ul>	Plans to establish management systems to minimize damage by strengthening facility management at each site and allocating budgets to prepare for extreme weather events
	Transition Risks	Growing demand for decarbonization of the supply chain following customers' carbon neutrality commitments	As domestic and global cosmetics companies strengthen carbon emissions management across their supply chains, there is a growing need to improve production process efficiency and adopt reduction equipment	<ul> <li>Establishing mid- to long-term plans to reduce greenhouse gas emissions and promoting a variety of reduction activities</li> <li>Prioritizing operational reduction measures, such as improving energy efficiency and direct production of renewable energy, to reduce emissions</li> </ul>
A CC'II' - L -		Litar Piala and Constanting	Lucy Andrews Andrews	Paraman Manager
Affiliate	IV.	lajor Risks and Opportunities	Impact on Business Activities	Response Measures
	Opportunities	Strengthened product competitiveness and increased sales driven by changing consumer preferences	<ul> <li>Increased sales through the production and sale of products based on eco-friendly raw materials to meet the demands of consumers and customers</li> </ul>	Conducting Life Cycle Assessments (LCA) of major products and expanding production of products using eco-friendly raw materials
<b>FJC</b> Kolmar BNH	NH Transition Risks	Increased costs for managing and disclosing sustainability-related data due to mandatory climate disclosures	<ul> <li>Higher operating costs due to mandatory climate disclosure requirements and potential declines in investor and customer demand if the accuracy of climate-related information is not ensured</li> </ul>	Assigning site managers and establishing data management systems to manage climate disclosure data
		Rising energy transition and purchasing costs	Rising investment costs for renewable energy generation facilities and increased renewable energy purchasing costs	Establishing reduction targets and renewable energy procurement strategies to achieve Korea RE100 commitments









#### **ESG Management**

#### **ESG Focus Area**

#### Climate Change Response

Creating Shared Value

Strengthening Responsible Management Value up, Kolmar

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

#### Governance

**ESG FACTBOOK** 

#### **APPENDIX**

## Climate Change Response

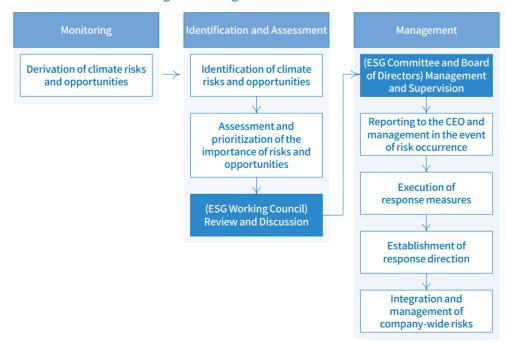
#### **Risk Management**

#### **Climate Change Risk Management Process**

Kolmar Holdings and its affiliates operate a multi-layered process of consultation and analysis to systematically identify and respond to risks and opportunities arising from climate change. In collaboration with the environmental safety departments and operational managers of each production facility, the company identifies physical risks. At the same time, it works closely with key departments such as corporate strategy and finance to identify transition risks and related opportunities.

The results of these analyses are comprehensively reviewed by management and relevant committees. Based on this review, the company establishes mid- to long-term climate goals and response strategies. Through this process, climate risks are recognized not merely as environmental issues but as critical factors directly linked to business strategy and financial stability, enabling proactive responses.

#### | Kolmar Korea Climate Change Risk Management Process



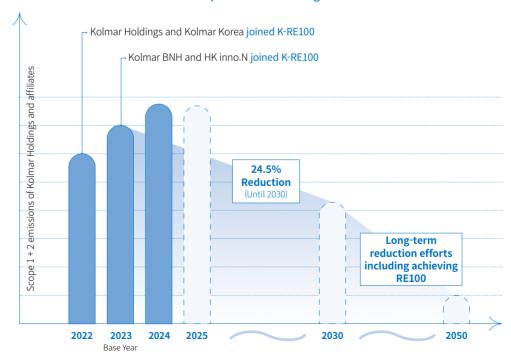
#### **Metrics and Targets**

#### **Establishment of Greenhouse Gas Reduction Targets and Roadmap**

Using 2023 as the base year, Kolmar Holdings developed an integrated greenhouse gas reduction roadmap that incorporates the reduction plans of each affiliate. Kolmar Holdings, along with Kolmar Korea, Kolmar BNH, and HK inno.N, completed joining K-RE100 between 2022 and 2023.

In line with this commitment, Kolmar Holdings and its affiliates will actively participate in renewable energy procurement, optimize energy efficiency in production processes, and work toward long-term greenhouse gas reductions by expanding the development of eco-friendly technologies.

#### | Greenhouse Gas Reduction Roadmap for Kolmar Holdings and It's Affiliates











< 28 >

#### **Company Overview**

#### **ESG Management**

#### **ESG Focus Area**

Climate Change Response Creating Shared Value

Strengthening Responsible Management

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## **Creating Shared Value**



#### **Key Achievements**

**Recognized Companies** for CSR(Corporate Social Responsibility) in the Community

**3 Companies** (Kolmar Holdings, HK inno.N, Yonwoo) Volunteer Hours in the 'Kolmar Connect Week' Campaign

**7,400 Hours** 



'Win-Win Dream Academy'

**Participation by** 27 Partner **Companies** 



Operation of the Corporate Social **Responsibility Council** 

**Participation by 8 Affiliates** 













#### **ESG Management**

#### **ESG Focus Area**

Climate Change Response

#### Creating Shared Value

Strengthening Responsible Management Value up, Kolmar

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## **Creating Shared Value**

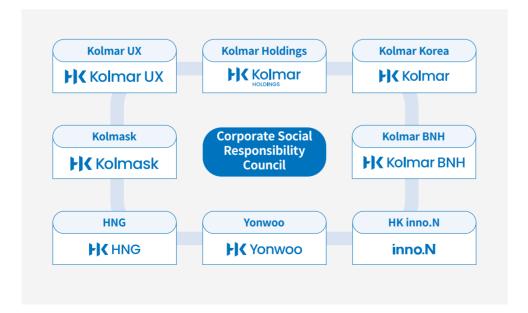
Kolmar Holdings views corporate social responsibility not merely as an obligation but as a core strategy for sustainable growth. Through corporate social responsibility activities linked to its business, the company aims to build understanding with stakeholders and expand healthy, positive social impact.

#### Governance

#### **Social Contribution Governance System**

Kolmar Holdings and its affiliates have operated a 'Corporate Social Responsibility Council' to maximize the synergy of corporate social responsibility activities and strengthen the execution of sustainable management. Since 2024, this has been integrated into the 'ESG Working Council', establishing a systematic implementation framework that encompasses environmental, social, and governance. By incorporating employees' perspectives into key decisionmaking, the company is fostering a fielddriven culture of collaboration. Kolmar Holdings systematically collects and shares the corporate social responsibility performance and plans of its affiliates every month, creating a collaborative structure that enables mutual benchmarking and the identification of joint initiatives. Through this integration, Kolmar Holdings and its affiliates have built a foundation to promote sustainable management in a more strategic and integrated manner. Going forward, Kolmar Holdings will continue to advance corporate social responsibility governance centered on the ESG Working Council, working to create systematic and sustainable social value and fulfill its role as a responsible corporate citizen.

#### | Kolmar Holdings and Its Affiliates Corporate Social Responsibility Governance



#### Strategy

#### **Developing a Social Impact Strategy**

Kolmar Holdings and its affiliates, guided by the corporate social responsibility vision of 'Connect for Better Future', are creating a virtuous cycle of value that combines corporate expertise with social responsibility. Corporate social responsibility is not merely regarded as an obligation but as a strategic activity through which companies and society can grow together sustainably. To realize this vision, the company has established and is implementing an integrated and systematic approach that encompasses Kolmar Holdings and its affiliates. Corporate social responsibility initiatives are organized around three core missions: Social Connect, which aligns business operations with community value; Dream Connect, which empowers marginalized groups and nurtures future talent; and Winning Connect, which supports partner companies to promote mutual growth. Kolmar Holdings and its affiliates will continue to position corporate social responsibility as a core strategy and will work to create a sustainable future in which everyone grows together through meaningful connections with society.

#### | Kolmar Holdings and Its Affiliates Social Impact Strategy











< 30 >

#### **Company Overview**

#### **ESG Management**

#### **ESG Focus Area**

Climate Change Response Creating Shared Value

Strengthening Responsible Management Value up, Kolmar

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## **Creating Shared Value**

#### Strategy

#### **Operation of 'Sharing Crew'**

SOCIAL Connect

Kolmar Holdings and its affiliates operate 'Sharing Crew', in-house volunteer groups that employees form on their own initiative. 'Sharing Crew' is Kolmar's unique approach to volunteering, connecting employees' hobbies and interests with corporate social responsibility activities. When 3 or more employees voluntarily apply to establish a crew, an internal review process selects those that meet the eligibility criteria. The approved crews receive support in the form of activity time and budgets to enable their participation in volunteer work. Since 'Sharing Crew' activities are planned and managed by employees, they encompass a wide range of corporate social responsibility initiatives that reflect individual characteristics and expertise. This not only expands social impact but also helps foster a healthy organizational culture rooted in autonomy and proactivity.

#### | 2024 Kolmar Holdings 'Sharing Crew' Activities

Crew	Activity Theme
Dodam-Dodam	Safe Steps for Kids: Traffic Safety Initiative
Sprout Dream	Bright Futures: Empowering Underprivileged Youth





· Kolmar Holdings 'Sharing Crew' Activities (March 29, 2024)

#### 'Kolmar Connect Week' Campaign

DREAM Connect SOCIAL Connect

Kolmar Holdings and its affiliates designate the last week of November each year as 'Kolmar Connect Week', a dedicated week to encourage corporate social responsibility in which all employees are invited to participate voluntarily. This event is a group-wide annual corporate social responsibility campaign aimed at connecting the company with local communities through compassion and promoting a mature culture of sharing. In the fourth campaign held in 2024, a total of 768 employees participated, contributing approximately 7,400 hours of volunteer work. Employees voluntarily engaged in a variety of charitable activities, bringing warmth to local communities and putting corporate social responsibility into practice. In addition, major affiliates such as Kolmar Korea and HK inno.N operated their own signature programs tailored to their specific business characteristics and site conditions, enabling the entire group to expand its corporate social responsibility capabilities in a more systematic and effective manner.

#### 2024 'Kolmar Connect Week' Activities

Th	ieme	Activity
Sharing B	read of Hope	In four regions across Korea—including Gangnam-gu and Jongno-gu in Seoul, Incheon, and Cheonan—freshly baked bread was prepared and delivered to students learning and teaching at nonprofit educational organizations
	ing Day for dent Youth	A 1:1 mentoring program supporting future readiness through comprehensive experiences, including tours of the R&D Complex, hands-on exposure to cosmetics, health supplements, and pharmaceutical and bio-related jobs, product development workshops, and insights into employment preparation and working life
<b>F)(</b> Kolmar	Employee Personal Item Donation Campaign	Donation Zones were set up at the R&D Complex, Sejong site, and Bucheon site (548 items donated by 116 employees were sold through Beautiful Store, with proceeds used to support underprivileged communities)
ínno.N	Step Donation Campaign	The campaign surpassed its target of 500 million steps by more than double, raising scholarship funds for 15 children of organ donors







• Mentoring Day for Independent Youth (November 29, 2024)









#### **ESG Management**

#### **ESG Focus Area**

Climate Change Response Creating Shared Value

Strengthening Responsible Management Value up, Kolmar

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## **FIC** Kolmar



• Kolmar Holdings 'Give and Match' Platform Briefing Session (September 2, 2024)

## **Creating Shared Value**

#### Strategy

#### Launching of 'Give and Match'

SOCIAL Connect

Kolmar Holdings has introduced the Give and Match platform to promote a culture of employee-driven donation. This platform uses a matching gift approach, in which the company matches the amount donated by employees to designated recipients, effectively doubling the impact of each contribution. For example, if an employee donates KRW 10,000, the company matches it with an additional KRW 10,000, resulting in a total donation of KRW 20,000.

In addition to simple monetary donations, the platform allows employees to convert their volunteer hours into donation points, allowing for broader and more diverse forms of participation in corporate social responsibility activities. In March 2025, to support the swift recovery of areas in the Yeongnam region affected by large-scale wildfires, a special fundraising campaign was conducted through the Give and Match platform. Under this campaign, the company matched employees' donations with an equal amount. Through this initiative, Kolmar Holdings helped ensure that employees' acts of giving made a meaningful impact on community recovery efforts.

#### Kolmar Holdings hosted a 'Career and Job Experience Day' at the Kolmar Korea R&D Complex for approximately 180 sixth grade students from Eonnam Elementary School in Seoul, as part of its corporate social responsibility efforts to support the dreams and skill development of future generations. Held for the second consecutive year, this event received high satisfaction from

'Career and Job Experience Day' Event

as a regular program.

their futures.

DREAM Connect

In addition to helping students understand Kolmar Holdings' core business areas—cosmetics, health supplements, and pharmaceutical and bio-professionals in various fields such as sales, marketing, IT, design, and legal affairs participated as mentors. These mentors provided guidance to help students understand real working environments and broaden their career perspectives. Kolmar Holdings will continue to offer opportunities for young people to discover their abilities and interests and design

participating students and teachers and has now been established



• Kolmar Holdings Career and Job Experience Day Event (February 3, 2024)

#### Operations of Win-Win Dream Academy (WINNING Connect)

Kolmar Holdings shares its talent management philosophy and provides training opportunities to help employees of small and medium-sized enterprises (SMEs) enhance their competitiveness and achieve independent growth. Its signature program, the 'Win-Win Dream Academy', reflects Kolmar's management philosophy of 'moving a thousand miles at the pace of an ox,' emphasizing steady and reliable growth over speed. In the first half from 2024, the program provided introductory training for 16 new employees from SME partners of Kolmar Holdings and its affiliates. In the second half, leadership development training was offered for 24 team-level leaders.



• Kolmar Holdings Win-Win Dream Academy (April 24, 2024)

#### **Creating 'Eco-friendly** Classroom at Seoul Narae School'

SOCIAL Connect

Kolmar Holdings contributed to creating an eco-friendly environment by presenting potted endangered plants (129 small and 46 medium pots) to all students at Seoul Narae School, a public special education school. This initiative is expected to help protect endangered plant species and preserve biodiversity. Donation points were also awarded to employees who participated in the volunteer activity, encouraging further engagement in corporate social responsibility initiatives.

Kolmar Holdings will continue to pursue a variety of initiatives for a sustainable society and strive to create positive impacts on both the environment and the community.











#### **ESG Management**

#### **ESG Focus Area**

Climate Change Response Creating Shared Value

Strengthening Responsible Management Value up, Kolmar

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

#### Governance

**ESG FACTBOOK** 

#### **APPENDIX**

## **Creating Shared Value**

#### Strategy

#### **Creating Continuous Social Impact**

Kolmar Holdings and its affiliates conduct a wide range of corporate social responsibility activities yearround, based on their social impact strategy. Centered on the three core missions—Social Connect, Dream Connect, and Winning Connect—the company generates tangible social value across various areas, including education, welfare, the environment, health, and sponsorship.

#### Social Impact Activities of Major Affiliates

#### **FIK** Kolmar

- Collaborative project to support Independent Youth ('Vitto Hand Cream' donation )
- Promote healthy development of juvenile in custody (Beauty Mentoring etc.)
- Support for children from vulnerable groups in Sejong and Bucheon regions
- Donation to establish the Humanities Library at Seoul National University
- Provision of essential goods vouchers for underprivileged residents near the Sejong site
- Mutual growth programs with SME clients and partners

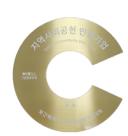
#### **FIK** Kolmar BNH

- Environmental cleanup volunteering near business sites (Seoul office, Sejong/Eumseong plants, and the Food Science Research Center)
- Official sponsorship of the 2024 Blue Run commemorating 'World Diabetes Day', with free health supplements
- Donations of health supplements (to the Korean National Tuberculosis Association, Korea Diabetes Association, Korea Senior Citizens Welfare Center, Giving Plus, etc.)
- Monetary donations (to the Korean Red Cross. Korean Peninsula Population Institute for Future, etc.)

Kolmar Holdings and its affiliates have consistently supported underprivileged groups through partnerships with various fundraising organizations, such as the Community Chest of Korea (Love Fruit) and the Korean Red Cross, while fostering coexistence with local communities. In particular, during 'Kolmar Connect Week', held for the fourth time in 2024, all affiliates participated in a week of intensive corporate social responsibility activities, actively fulfilling the company's social responsibility. Additionally, Kolmar Holdings contributed to the protection of endangered plants and biodiversity by creating an eco-friendly classroom at Seoul Narae School, a public special education school. The 'Sharing Crew', in-house volunteer groups operated through employees' voluntary participation, also continue to he active.

#### Kolmar Holdings and its Affiliates Recognized as 'CSR in the Community'

Kolmar Holdings and HK inno.N have been selected for two consecutive years since 2023 as recognized companies under 'CSR in the Community', jointly administered by the Ministry of Health and Welfare and the Korea National Council on Social Welfare. In 2024, Yonwoo was newly designated, joining the group. 'CSR in the Community' certifies companies and organizations that have contributed to improving community welfare in cooperation with local nonprofit organizations. Evaluation is based on a comprehensive assessment of both quantitative indicators—including sales, social contribution budgets, and programs—and qualitative indicators. As of 2024, a total of 626 companies and organizations have been recognized under this program.



 Kolmar Holdings 'CSR in the Community'

#### **Risk Management**

#### **Operation of Local Community Communication Forum**

Kolmar Holdings and its affiliates operate local community communication forums. Since 2021, Kolmar Korea has held these forums twice a year at its main manufacturing plant in Sejong, bringing together key leaders and practitioners from various organizations in Jeonui-myeon, Sejong City, along with Kolmar Korea employees, to discuss a wide range of local issues. Through this forum, the company actively participates in resolving community problems and supporting local initiatives. In addition, Kolmar Korea operates a channel on its website to receive feedback and suggestions related to corporate social responsibility from the local community. Kolmar BNH also operates a local community communication forum with Daepung-ri Village near its Eumseong site. The company holds annual council meetings to collaborate with local organizations and engages in sponsorship activities such as providing health supplements to promote the health and well-being of the local community.

#### **Metrics and Targets**



**Experience Day Approximately** 

**Career and Job** 

180 6-grade elementary school students participated

**Win-Win Dream** Academy

27 small and mediumsized partner companies

40 employees

**Connect Week** 

Kolmar

768 employees 7,400 hours of volunteer activities









< 33 >

#### **Company Overview**

#### **ESG Management**

#### **ESG Focus Area**

Climate Change Response Creating Shared Value

Strengthening Responsible Management

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

# Strengthening Responsible Management



#### **Key Achievements**

**Board of Directors Evaluation** 

4.93 Points (out of 5)



**Proportion of Female External** Director

33.3%



2024 Attendance Rate of External Directors at the Board

100%



2024

**Establishment of Internal Transactions** Committee











#### **ESG Management**

#### **ESG Focus Area**

Climate Change Response Creating Shared Value

#### Strengthening Responsible Management

Value up, Kolmar

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

#### Governance

**ESG FACTBOOK** 

#### **APPENDIX**



2024 Kolmar Holdings Sustainability Report

## Strengthening Responsible Management

#### Governance

#### **Kolmar Holdings Corporate Governance Charter**

Kolmar Holdings has established and publicly discloses the 'Kolmar Holdings Corporate Governance Charter' on its website to ensure open and transparent governance that supports continuous growth and enhances shareholder value. The charter is founded on the company's core value of 'contributing to the happiness of humankind' and outlines the management principles and commitment to action aimed at building a sustainable company in collaboration with all stakeholders.

#### 'Kolmar Holdings Corporate Governance Charter'

Kolmar Holdings Co., Ltd. (hereinafter referred to as the 'Company') must persistently exist and develop in stability and growth permanently. Through this, the Company must create value for customers, members, and shareholders, play a crucial role in the development of society and the economy, and furthermore contribute to the happiness of society.

The Company shall enhance its value to ensure sustainable creation of shareholder value, contribute to economic development, and grow together with society through creating social value. Additionally, the Company shall strive for harmony and balance among stakeholders and consider both current and future happiness for long-term sustainability.

The Company clearly recognizes the importance of establishing a sound and transparent governance to realize this management philosophy.

Therefore, the Company establishes the 'Charter of Governance Kolmar Holdings Co., Ltd.' and aims for the highest standard of governance.

#### **Board Regulations**

The Board of Directors of Kolmar Holdings deliberates and decides on matters stipulated by laws and the Articles of Incorporation, matters delegated by the General Meeting of Shareholders, and issues related to the company's management policies and business execution. In doing so, the Board enhances the rationality, transparency, and objectivity of the decision-making process. The Board is systematically operated in accordance with relevant regulations, and the full text of these regulations is available through the 'Corporate Governance Report' so that all stakeholders can review them.

Kolmar Holdings operates an optimal decision-making system grounded in transparent and sound governance, thereby strengthening corporate competitiveness and effectively managing risks. Through these efforts, the company practices responsible management that builds trust with all stakeholders, including shareholders and investors.

#### **Board Composition**

As of May 2025, the Board of Directors of Kolmar Holdings consists of nine members: three internal directors, three other non-executive directors, and three external directors. To further strengthen the independence and transparency of the Board, the roles of Board Chairperson and CEO are separated, with external director Kang Myung-Soo appointed as the Chairperson. Each specialized committee under the Board is composed primarily of external directors to maintain checks and balances within management. In particular, the Compensation Committee and the Internal Transactions Committee are composed exclusively of external directors, further reinforcing objectivity and transparency in the decision-making process.

#### | Current Composition of the Board of Directors\*

■ Chairperson ○ Committee Member

			Speci	alized Committe	ee			
Category	Name (Gender)	External Director Candidate Recommendation	ESG	Compensation	Internal Transaction	Audit	Term	Key Career Highlights
	Yoon Sang- Hyun (M)						23.03 ~26.03	CEO of Kolmar Holdings
Internal Director	Moon Byoung- Seok (M)						22.03 ~27.03	Head of Kolmar Holdings Technology Research Institute
	Won Jae- Sung (M)	0	0				23.03 ~26.03	Head of Finance Group (CFO of Kolmar Holdings)
Other	Kim Hyun- Joon (M)						21.03 ~27.03	CEO of Quintessa Investment
Non- Executive Director	Lim Sung- Yoon (M)						25.03 ~27.03	Co-CEO of Dalton Korea
Director	Shin Jung- Sik (M)					0	25.03 ~26.03	Auditor of Kolmar Holdings
	Kang Myung- Soo (M)**	0	0	•	0	0	22.03 ~26.03	Professor of Global Business Track, Hansung University
External Director	Song Kyu- Young (F)		•	0	0	0	23.03 ~26.03	Director of GENINUS
	Park Min (M)	•		0	•	•	23.03 ~27.03	Senior Partner at Hyunmin Law Firm

<sup>\*</sup> This information was prepared as of the end of May 2025 to provide timely data

<sup>\*\*</sup> To enhance the independence and transparency of the Board, the Chairperson role has been separated from the CEO, and external director Kang Myung-Soo has been appointed as the Chairperson of the Board









#### **ESG Management**

#### **ESG Focus Area**

Climate Change Response Creating Shared Value

#### Strengthening Responsible Management

Value up, Kolmar

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## Strengthening Responsible **Management**

#### Governance

#### **Board Management System**

Kolmar Holdings has established and operates specialized committees within the Board to enhance the expertise and efficiency of Board operations. These include the External Director Candidate Recommendation Committee, ESG Committee, Compensation Committee, Internal Transactions Committee, and Audit Committee. In 2024, the company established the Internal Transactions Committee to build a Board-led management framework for overseeing internal transactions. In March 2025, Kolmar Holdings also proactively introduced the Audit Committee through the Annual General Meeting of Shareholders, even though it is not mandated under the Commercial Actj. This has strengthened the independence of internal audit functions and further reinforced the Board's oversight and monitoring of management. In addition, to strengthen ESG management at the Board level, ESG indicators have been incorporated into the CEO's KPIs, thereby enhancing the accountability and execution capability of top management in achieving sustainability performance.

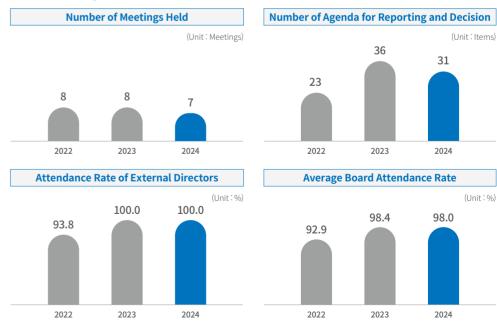
#### | Kolmar Holdings Board of Directors and Specialized Committees



#### **Current Status of Board Operations**

The Board of Directors of Kolmar Holdings is convened at the request of any director, and when a meeting is called, a notice is provided to all directors and auditors at least one week in advance. However, with unanimous consent, this notification can be waived for operational efficiency. Resolutions require the attendance of a majority of directors and the approval of a majority of those present, except for matters under Article 397-2 (Prohibition of Appropriation of Company's Opportunities and Assets) and Article 398 (Transactions between Directors and Company) of the Commercial Act,, which require a two-thirds majority. Chapter 5 of the company's Articles of Incorporation outlines the responsibilities, appointment procedures, and overall operations of the Board. Kolmar Holdings publicly discloses its adherence to the Code of Best Practices for Corporate Governance on its website, ensuring transparency in Board operations.

#### | Kolmar Holdings Current Status of Board Operations















#### **ESG Management**

#### **ESG Focus Area**

Climate Change Response Creating Shared Value

#### Strengthening Responsible Management

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

#### Governance

**ESG FACTBOOK** 

#### **APPENDIX**



## **Strengthening Responsible** Management

#### Governance

#### **Record of Board Meetings and Resolutions**

Session	Date	Agenda Items	<b>Approval Status</b>
		Agenda for reporting: Internal Control over Financial Reporting Operation Status Report	(Reported)
1	February 9, 2024	Agenda for reporting: Board and External Director Activity Evaluation Report	(Reported)
		Agenda for decision: 34 <sup>th</sup> Fiscal Year Financial Statements and Business Report	Approved
		Agenda for reporting: Operation Status of the Internal Control over Financial Reporting Report by the Auditor	(Reported)
2	March 14, 2024	Agenda for reporting: Recommendation of External Director Candidates by the External Director Candidate Recommendation Committee	(Reported)
		Agenda for decision : Decision on the 34 <sup>th</sup> Annual General Meeting of Shareholders	Approved
		Agenda for decision: Decision on Cash Dividends	Approved
		Agenda for reporting: Results of the ESG Double Materiality Assessment Report	(Reported)
		Agenda for decision: Appointment of CEO	Approved
3	May 2, 2024	Agenda for decision: Appointment of Members of the External Director Candidate Recommendation Committee	Approved
		Agenda for decision : Appointment of Members of the ESG Committee	Approved
		Agenda for decision: Provision of Collateral for Affiliates	Approved
		Agenda for reporting : Publication of the 2023 Sustainability Report	(Reported)
		Agenda for decision: Appointment of New Compliance Officer	Approved
4	June 26,	Agenda for decision: Decision on Corporate Value Enhancement Plan	Approved
	2024	Agenda for decision: Cancellation of Treasury Shares	Approved
		Agenda for decision: Extension of Borrowings from the Korea Development Bank	Approved

Session	Date	Agenda Items	Approval Status
5	August 21, 2024	Agenda for decision: Provision of Collateral for Affiliates	Approved
		Agenda for reporting: Amendment to Internal Control over Financial Reporting Regulations	(Reported)
		Agenda for reporting: 2024 ESG Performance and 2025 Plans Report	(Reported)
		Agenda for reporting: Establishment and Operation Plan of the 2025 Company-wide Risk Management System	(Reported)
6	November 19, 2024	Agenda for reporting : Management Review Report of ISO 37001 & ISO 37301	(Reported)
		Agenda for decision: Establishment of the Internal Transactions Committee and Appointment of Members	Approved
		Agenda for decision: Extension of Loan to Next&Bio(Affiliate)	Approved
		Agenda for decision : Provision of Collateral for Kolmar Global(Affiliate)	Approved
		Agenda for reporting: Comprehensive Approval of 2025 Transaction Amounts by Affiliate	(Reported)
		Agenda for reporting: Amendments to Internal Transaction Management Regulations and Checklists	(Reported)
	December	Agenda for reporting: Status Report of Internal Transaction Reviews	(Reported)
7	17, 2024	Agenda for reporting: Revision of the Executive Compensation System	(Reported)
		Agenda for decision: Establishment of Executive Appointment Regulations	Approved
		Agenda for decision: Extension of Facility Borrowings from the Korea Development Bank	Approved









#### **ESG Management**

### **ESG Focus Area**

Climate Change Response Creating Shared Value

#### Strengthening Responsible Management

Value up, Kolmar

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

#### Governance

**ESG FACTBOOK** 

#### **APPENDIX**



#### 2024 Kolmar Holdings Sustainability Report

## Strengthening Responsible Management

## Strategy

## **Board of Directors Independence**

The Board of Directors of Kolmar Holdings is composed of directors appointed by the General Meeting of Shareholders. The roles of the CEO and Chairperson of the Board are separated so that the Board can function independently from management and controlling shareholders. This separation enables checks and balances between the Board and management, thereby enhancing transparency and effectiveness in corporate governance. To ensure the Board can effectively exercise oversight over management, the proportion of external directors is maintained at 33.3%, in compliance with relevant laws and regulations, including Article 542-8, Paragraph 1 of the Commercial Act.

External directors are selected and recommended through the External Director Candidate Recommendation Committee. Each candidate is comprehensively evaluated based on their expertise, experience, potential conflicts of interest, number of consecutive terms, and concurrent positions held at other companies. Final candidates are confirmed after screening to ensure they meet all legal requirements and have no grounds for disqualification under the ΓCommercial Act<sub>J</sub> and its Enforcement Decree. Through this framework, Kolmar Holdings continuously strengthens its governance structure, ensuring balanced and effective mutual oversight among the Board, management, and external directors.

## **Board of Directors Diversity**

To promote gender diversity on the Board, Kolmar Holdings appointed Song Kyu-Young as an external director. As of March 2025, women account for 33.3% of the external directors.

## **Board of Directors Expertise**

The Board is composed of directors who do not represent any specific interests and who possess expertise and practical experience across various fields, thereby enhancing the Board's overall competence. All directors meet the qualifications required under applicable laws, including Article 382 (Appointment of Directors, Relationship with Company and Outside Directors) Paragraph 3, and Article 542-8 (Appointment of Outside Directors) Paragraph 2 of the Commercial Act. Kolmar Holdings ensures that the Board includes members with diverse backgrounds and expertise to improve its effectiveness. The company strives to appoint external directors with professional knowledge in areas such as business, law, finance, and management. In addition, in accordance with Board regulations, external directors may seek support or advice from employees or external experts when necessary. The company covers any related costs, thereby creating an environment that enables the Board to operate with a high degree of professionalism.

## | Board of Directors Independence and Diversity





#### | Board Skill Matrix

(As of the end of May 2025)

		Area of Expertise						
Category	Name (Gender)	Corporate Management	Research	Finance and Accounting		Audit	Medicine	Legal
	Yoon Sang-Hyun (M)	•						
Internal Director	Moon Byoung-Seok (M)	•	•					
	Won Jae-Sung (M)			•			•	
Other Non-	Kim Hyun-Joon (M)		•		•			
Executive	Lim Sung-Yoon (M)	•	•	•				
Director	Shin Jung-Sik (M)	•	***************************************	•		•	•	
_	Kang Myung-Soo (M)	•						
External Director	Song Kyu-Young (F)	•					•	
Director	Park Min (M)	•	•					•

## | External Director Training Overview

Training Date	Training Provider	Participated External Directors	Key Training Content
May 9, 2024	Korea Listed Companies Association	2 persons	Key Role in Management Oversight and Decision-making by External Directors
June 3, 2024	Korea Listed Companies Association	3 persons	Job Training for External Directors*
November 22, 2024	Samil PwC	3 persons	Job Training for External Directors**

<sup>\*</sup> Roles and responsibilities of external directors of listed companies, ESG disclosure centered on KSSB draft, best practices and cases for external directors, understanding corporate value enhancement plan guidelines, etc.

<sup>\*\*</sup> Corporate value-up programs and corporate value enhancement, trends and implications of 2024 Corporate Governance Reports, etc.









#### **ESG Management**

#### **ESG Focus Area**

Climate Change Response Creating Shared Value

#### Strengthening Responsible Management

Value up, Kolmar

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

#### Governance

**ESG FACTBOOK** 

#### **APPENDIX**



## **Risk Management**

#### **Internal Control over Financial Reporting**

Kolmar Holdings operates an Internal Control over Financial Reporting (ICFR) system to prepare and disclose reliable financial information. In 2018, the company established ICFR regulations, followed by the ICFR System Guidelines in 2020, which detail the framework and operational protocols. The Internal Accounting Team within the Finance Group is responsible for internal control over financial reporting tasks and conducts annual evaluations of the system's design and operational status for each fiscal year. The Internal Control Manager continually assesses the system's effectiveness and presents the findings annually to the Board of Directors and the Audit Committee. In addition, the Audit Committee independently evaluates the operation of the system and reports its findings to the Board. External auditors also oversee the ICFR system.

#### | Internal Control over Financial Reporting Organization

Category	Name	Position	Responsibilities
	Kang Myung-Soo	External Director	
	Song Kyu-Young	External Director	Evaluates the enerational status of the ICED
Audit Committee	Park Min	External Director	• Evaluates the operational status of the ICFR system and reports to the Board of Directors
Committee	Shin Jung-Sik	Other Non- Executive Director	Reviews amendments of ICFR regulations
Board of Directors	Yoon Sang-Hyun	CEO	Responsible for overseeing and managing ICFR system Appoints the internal control manager Reports on the operational status of the system to the General Meeting of Shareholders, the Board of Directors, and the Audit Committee
Head of Internal Control over Financial Reporting	Won Jae-Sung	Internal Control Manager, Head of Finance Group	<ul> <li>Oversees the design and operation of ICFR system</li> <li>When delegated by the CEO, reports to the Board of Directors and the Audit Committee on the operational status of the system</li> </ul>

#### **Establishment and Operation of the Internal Transactions Management System**

Kolmar Holdings has introduced and rigorously operates an Internal Transactions Management System to systematically manage unavoidable intra-group transactions and prevent unfair support practices under the \( \text{Monopoly Regulation and Fair Trade Act} \). The company has established a structured management foundation by setting two core priorities: strengthening policies for monitoring and operating internal transactions—including the establishment of review bodies—and raising employee awareness through in-depth training and guidance provided to all affiliates.

In 2024, the 'Internal Transactions Committee' was newly established under the Board of Directors to clarify directors' supervisory responsibilities and enhance transparency in decision-making. The 'Internal Transactions Committee Regulations' also specify agenda items subject to review by business type, providing the institutional foundation for the committee's effective operation. As the dedicated organization responsible for managing internal transactions, the ESG Team under the Sustainable Management Office monitors irregularities, revises policies, and provides training to employees. In 2025, Kolmar Holdings plans to offer advanced training to strengthen alignment with legal requirements and to develop an 'Internal Transactions Guidebook' to serve as a reference for practitioners. Additionally, the holding company will actively support each affiliate in building its own self-directed internal transaction review system. Through these institutional improvements and practical initiatives, Kolmar Holdings is committed to continuously enhancing the transparency and fairness of internal transactions.







Kolmar Korea Internal Transactions Training (April 16, 2024)











### **ESG Management**

#### **ESG Focus Area**

Climate Change Response Creating Shared Value

#### Strengthening Responsible Management

Value up, Kolmar

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

#### Governance

**ESG FACTBOOK** 

#### **APPENDIX**

## **FIC** Kolmar

2024 Kolmar Holdings Sustainability Report

## Strengthening Responsible Management

#### **Board of Directors Evaluation**

Kolmar Holdings conducts an annual Board of Directors evaluation based on internal regulations to ensure that the Board performs its duties fairly and transparently. The self-evaluation of Board activities for 2024 achieved a high score of 4.93 out of 5, reflecting excellent performance in Board operations and fulfillment of duties. The evaluation results were transparently shared with all Board members and are being used as reference material to guide future improvements in Board operations and to further enhance the Board's expertise.

#### | Board Evaluation Results



## **Board of Directors Compensation**

Kolmar Holdings evaluates the compensation of each director based on factors such as expertise, contributions, and responsibilities. The company ensures the objectivity and transparency of compensation through the Compensation Committee under the Board of Directors. The Compensation Committee impartially reviews the limits and structure of directors' remuneration. The committee also assesses the appropriateness of registered directors' compensation to maintain a fair and reasonable remuneration framework.

## | Director and Auditor Compensation Overview

Category	Number of People (Persons)	Total Compensation Amount (KRW)	Average Compensation per Person (KRW)
Registered Directors	4	4,086,678,990	1,021,669,748
External Directors	3	108,000,000	36,000,000
Auditors	2	242,332,410	121,166,205

## **Metrics and Targets**

#### **Status of Compliance with Key Corporate Governance Indicators**

Kolmar Holdings complies with 13 out of 15 key corporate governance indicators presented by the Korea Exchange and is continuously enhancing systems to realize sustainable governance.

Key Indicators	Status	Remarks
Notice of Convocation 4 Weeks Prior to the General Meeting of Shareholders	Х	In accordance with ESG best practices, Kolmar Holdings strives to provide shareholders with notice of the General Meeting of Shareholders and related disclosures 4 weeks in advance. However, due to the characteristics of a holding company and the time required to prepare and audit consolidated financial statements, the company has been unable to fully comply with the 4-week recommendation. It continues to make every effort to shorten the preparation and audit timeline for consolidated financial statements. Ultimately, it will continue to streamline the closing process so that the company can comply with the ESG best practice recommendation of providing notice and disclosure 4 weeks prior to the general meeting.
Electronic Voting Implementation	0	Since the Annual General Meeting held in March 2019, Kolmar Holdings has introduced electronic voting, electronic proxy voting, and the solicitation of proxy voting rights.
Holding the General Meeting on Non-Concentration Days	0	At the 35 <sup>th</sup> Annual General Meeting held in March 2025, Kolmar Holdings participated in the program to voluntarily avoid shareholder meeting concentration dates and convened the meeting on March 31, 2025, a non-concentration day.
Providing Predictability Regarding Cash Dividends	0	The record date for dividends was set after the date of the General Meeting of Shareholders to improve predictability regarding dividend payouts. (AGM date: March 31, 2025; dividend record date: April 1, 2025)
Notification of Dividend Policy and Plans to Shareholders at Least Annually	0	Kolmar Holdings informs shareholders of its shareholder return policy at least once a year through disclosures and its website.
Establishment and Operation of CEO Succession Policy	0	Kolmar Holdings has enacted and operates regulations governing CEO succession.
Establishment and Operation of Internal Control Policies Including Risk Management	0	The ESG Committee has approved the company-wide risk management framework and policies. In addition, internal control policies—including compliance policy, internal control over financial reporting policy, disclosure management policy, and the Code of Ethics—have been established to manage corporate risks.
Whether the Board Chairperson Is an External Director	0	The Board Regulations stipulate the separation of the roles of Board Chairperson and CEO. As of the report submission date, an external director serves as Chairperson.
Adoption of Cumulative Voting	Х	Cumulative voting is not adopted in the company's Articles of Incorporation
Establishment of a Policy to Prevent the Appointment of Executives Responsible for Damaging Corporate Value or Infringing Shareholder Rights	0	To prevent the appointment of executives responsible for damaging corporate value or infringing on shareholder rights, Kolmar Holdings established the 'Executive Appointment Regulations' in December 2024. These regulations define the qualification criteria and appointment procedures for executives. Based on these regulations, the company reviews whether candidates have any disqualifying factors and, in principle, excludes them from appointment if such factors are identified.
The Board Is Not Composed of a Single Gender	0	Among the nine Board members, one external director is female.
Establishment of an Independent Internal Audit Department (Internal Audit Support Organization)	0	Kolmar Holdings has established an internal audit support organization called the 'Management Diagnosis Team', consisting of one manager responsible for internal audit activities and supporting the evaluation of the Internal Control over Financial Reporting.
Presence of Accounting or Financial Expert(s) on the Internal Audit Body	0	One member of the Audit Committee is an accounting and finance expert.
Internal Audit Body Holds Quarterly Meetings with External Auditors Without Management Present	0	The full-time auditor or Audit Committee holds meetings with external auditors at least once per quarter without management present.
Procedures for the Internal Audit Body to Access Important Management Information	0	The Board Regulations and the Audit Committee Regulations provide a basis for the internal audit body to access important management information.









#### **ESG Management**

#### **ESG Focus Area**

Climate Change Response Creating Shared Value

Strengthening Responsible Management

#### Value up, Kolmar

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

#### Governance

**ESG FACTBOOK** 

#### **APPENDIX**

# Value up, Kolmar

## Kolmar's Plan to Enhance Corporate Value Together with Shareholders

Kolmar Holdings reviews and implements various policies to enhance shareholder value. As part of these efforts, in June 2024, it became the third listed company in Korea—and the first among holding companies and cosmetics companies—to publicly disclose a corporate value enhancement plan. By presenting medium- to long-term goals that consider both financial and non-financial indicators, Kolmar Holdings aims to clearly communicate management's commitment to shareholder value enhancement, strengthen market confidence, and promote active communication with shareholders.

#### Kolmar Holdings' Proactive Value **Enhancement Initiatives**

3<sup>rd</sup> among listed companies in Korea, 1<sup>st</sup> among holding companies and in the cosmetics

## Status of Public Disclosures on Shareholder Return Policy Guidance

Categ	ory	Before Cancellation	After Cancellation		
June 2024		acquisition of 2,473,261 treasury shares (6. cancellation of all acquired treasury shares			
	Largest Treasury Share Cancellation in the Cosmetics ODM Industry				
November 2023		a 1:1 bonus issue (excluding treasury share er of shares after the bonus issue : 36,769,5			
	Conducting 100% Bonus Issue				
August 2023	<ul> <li>Completed the newly a</li> </ul>	acquisition of 94,459 treasury shares cancellation of a total of 191,959 treasury s cquired shares cancellation for shareholder return purpose	shares, including previously held shares and es in the cosmetics ODM industry		
		Acquisition and Cancellation	of Treasury Shares		
July 2023	• Resources: standalone • Methods: Ex	Implementation of shareholder returns equal financial statement basis secution of a bonus issue within 2023, quainds, and acquisition and cancellation of tre	uivalent to at least 50% of net income on a rterly cash dividends in addition to annual		
	3 Ye	ear Shareholder Return Policy Disclosu	re to Enhance Shareholder Value		

Category	<b>Before Cancellation</b>	After Cancellation
Total Shares Issued	36,769,520 shares	34,296,259 shares
Earnings per Share*	KRW 1,360	KRW 1,458



<sup>\*</sup> Based on net income of KRW 50 billion

#### **Shareholder Return Status**

	Category	2021	2022	2023	2024
Total Shareholder	Based on equity attributable to owners of the parent company	22.0%	-	-	98.7%
Return	On a standalone financial statement basis	24.7%	80.5%	48.5%	163.2%
Treasury Share Acquisition (KRW 100 million)		-	-	41	174
Total Dividend Payment (KRW 100 million)		48	55	66	69
Dividend per Share (KRW)		245	300	180	200
Reflecting bonus issue adjustments (KRW)		122.5	150	180	200

## Kolmar Holdings' Long-Term Strategy to Maximize Shareholder Value

Kolmar Holdings employs a variety of strategies to enhance shareholder value from multiple angles, aiming to strengthen shareholders' rights and increase returns over the long term. It plans to adopt a twopronged approach that focuses both on improving business performance and establishing shareholder return policies.



## **Corporate Value Enhancement Objectives**

Achieve a PBR of 1

2025 PBR 0.7 →

Mid- to long-term PBR 1

50% Total Shareholder Return

Based on a standalone financial statements

**Governance Advancement** Establish Board- and Committeecentered management operations











## **ESG Management**

#### **ESG Focus Area**

Climate Change Response Creating Shared Value

Strengthening Responsible Management

Ethical and Compliance Management

Strengthening Global Competitiveness

#### **Environmental**

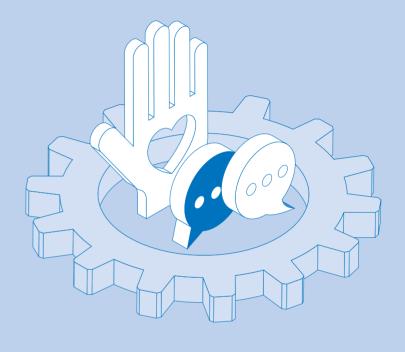
Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

# **Ethical and Compliance** Management



## **Key Achievements**

2024 Number of Reports Received via Reporting Channels

0 Cases



For All Employees



**Operation of** Compliance Day



Semi-annually

**CP Committee** Held













#### **ESG Focus Area**

Climate Change Response Creating Shared Value

Strengthening Responsible Management Value up, Kolmar

**Ethical and Compliance Management** 

Strengthening Global Competitiveness

#### **Environmental**

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## **Ethical and Compliance** Management

Kolmar Holdings is committed to building trust with stakeholders and fulfilling its social responsibilities through robust ethical management and compliance practices. By operating the CP Committee and implementing various ethics and compliance strategies, the company strives to establish ethical and compliance management.

#### Governance

Kolmar Holdings is strengthening its ethical management and compliance systems to achieve sustainable management and establish a transparent, ethical corporate culture. It established the CP Team (Compliance Program Team), a dedicated department for ethical management and compliance, in March 2021. In December 2022, the organization was expanded and reorganized into the Sustainable Management Office, reporting directly to the CEO, by incorporating ESG management functions to advance sustainability practices. The Sustainable Management Office establishes and manages various internal regulations to ensure that all employees work in an ethical and legally compliant environment and plays a central role in Kolmar Holdings' ethical management and compliance oversight.

Key regulations include the CP Operating Regulations, the Public Affairs and Media Relations Guidelines, and the Donation and Sponsorship Guidelines. When amendments to the CP Operating Regulations are proposed, they are reported to the CP Committee, which is composed of the CEO and senior management, and finalized through management's review and approval. This process ensures accountable participation and oversight by management in the development and execution of policies. To further enhance the effectiveness of the ethical management and compliance system, Kolmar Holdings convenes the CP Committee semi-annually. The CP Committee, which includes the CEO and other executives, discusses major compliance issues, supervises policy development and implementation, and carries out activities to raise employee awareness.

Ethical management and compliance are not merely about regulatory adherence but are corporate values that must be embedded throughout the organization. Accordingly, the Sustainable Management Office undertakes a range of initiatives, including providing regular training and guidelines for employees and establishing systems to support ethical decision-making. Through the CP Committee, management also directly underscores the importance of ethical management. Based on this system, Kolmar Holdings is committed to practicing transparent and responsible management and aims to grow into a sustainable company trusted by all stakeholders.



• Kolmar Holdings 6th CP Committee (June 24, 2024)

### | Kolmar Holdings Ethical and Compliance Management Governance











< 43 >

#### **Company Overview**

## **ESG Management**

#### **ESG Focus Area**

Climate Change Response Creating Shared Value

Strengthening Responsible Management Value up, Kolmar

**Ethical and Compliance Management** Strengthening Global Competitiveness

#### **Environmental**

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## **Ethical and Compliance** Management

## Strategy

#### **Designation and Operation of Compliance Day**

Since 2023, Kolmar Holdings has designated its founding anniversary as "Compliance Day" each year to embed the values of ethics and compliance into its corporate culture. Through this event, all employees prepare and reaffirm their commitments to comply with ethical and legal standards, thereby continuously reinforcing their awareness of the importance of ethical management. In addition, Compliance Day serves as an opportunity for Kolmar Holdings to share its ethics and compliance initiatives and achievements, supporting employees in integrating these principles into their daily work. Based on these efforts, Kolmar Holdings aims to establish ethical management as a core part of its corporate culture—beyond mere regulatory compliance—and to grow as a transparent and trusted company.







Kolmar Holdings 2024 2<sup>nd</sup> Compliance Day (May 14, 2024)

#### **Establishment of the Compliance Manual**

In 2021, Kolmar Holdings created the Compliance Manual to improve employees' understanding of fair trade laws and to instill an ethical corporate culture. This manual serves as a crucial guide, covering legal provisions, case studies, Q&A, and operational considerations to help employees maintain compliance awareness and exercise sound ethical judgment in their work. It is also actively used as training material for both new and existing employees. The manual is updated semiannually to reflect the latest laws and practices. In the 2024 revised edition, visual materials were incorporated to improve comprehension and practical usability. Through the Compliance Manual, Kolmar Holdings is promoting a culture of compliance and strengthening the foundation for sustainable ethical management.

II. 업무관련 공정거래 법령

■ 기업집단「S사」의 특수관계인에 대한 부당한 이익제공행위 제재 ('23.09)

H사 지분을 취득하여 H사에 대한 지배력을 강화하고자 하였 다. B사기 H사 지분을 취득하기 위하여 사업활동을 통한 현 회를 제공하였다 사는 C사에게만 정상 할인액보다 더 높은 할인액을 적용하여 다른 비계열사 대비 ( 당히 낮은 가격으로 판매함으로써 과다한 경제상 이익을 제공하였다. C사에 제공된 힘 인은 A사가 영업 적자가 발생하는 수준이었으나, C사의 적자를 막기 위해 지속되었다. 이 결과 C사는 상당한 경쟁력을 갖춰 업계 매출액 1위 사업자가 되었다. 대기업집단 개 열회사들이 특수관계인L 개인회사를 지원함으로써 L에게 부를 이전시키고, L의 계임 구 「독점규제 및 공정거래에 관한 법률, 제23조 제1항 제1항 제7호(지원주제), 동조의2 제1항 1호(제공주제\*) 제23조 제1항 제7호 제 2항(지원객체), 동조의2 제1항 1호(제공객체\*)

시정 명령(A사, B사, 특수관계인L) 과징금(총 3,276백만원 (A사 2,122백만원, B사 1,154백만원), 고발(A사)

8기업집단 S의 통수관계인L은 B사를 설립하고 이를 통해





#### **Conducting CP Training**

Kolmar Holdings systematically conducts CP (Compliance Program) training for all employees to promote compliance and ethical management. The training focuses on real-life cases of legal violations to help employees proactively recognize potential legal risks in their work and strengthen their compliance awareness. In November 2024, the company delivered practical training focused on fair trade violation cases to all employees. In December, separate training sessions were conducted for management, addressing legal issues related to internal transactions. This management training particularly emphasized strengthening compliance awareness in strategic decision-making processes. Through comprehensive CP training programs spanning from frontline employees to senior management, Kolmar Holdings is fostering a culture of compliance throughout the organization. Going forward, the company will continue to enhance these training efforts to realize ethical and sustainable management.



• Kolmar Holdings CP Training (November 21, 2024)













#### **ESG Focus Area**

Climate Change Response Creating Shared Value

Strengthening Responsible Management Value up, Kolmar

**Ethical and Compliance Management** 

Strengthening Global Competitiveness

#### **Environmental**

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 



2024 Kolmar Holdings Sustainability Report

## **Ethical and Compliance** Management

## **Risk Management**

## Establishment of Risk Management System Through Integrated ISO 37001 & 37301 Certification

In 2022, Kolmar Holdings obtained integrated certifications for the Anti-Bribery Management System (ISO 37001) and the Compliance Management System (ISO 37301), establishing an ethics and compliance framework that meets global standards. Based on this foundation, each department independently identifies\* risks, prioritizes them, and carries out autonomous risk management activities. In addition, internal and external audits are conducted annually to assess each department's risk response activities. The results of these audits are reported to the Board of Directors and incorporated into improvement measures. Through this approach, Kolmar Holdings continually strengthens the reliability and effectiveness of its risk management system. By embedding anti-bribery and compliance practices throughout the organization, supported by the integrated ISO 37001 & 37301 certifications. Kolmar Holdings is committed to realizing sustainable, globally aligned ethical and compliance management in the years to come.

\* No high-level risks were identified; four medium-level risks were identified, while the remaining risks were classified as low-level

## **Operation of the Compliance Inspection System**

Kolmar Holdings strengthens company-wide risk prevention and management through systematic, issuefocused compliance inspections. Kolmar Holdings establishes inspection criteria based on checklists, and each affiliate completes them to assess their compliance status and potential risks before submission. Subsequently, Kolmar Holdings conducts risk assessments using the submitted materials and carries out on-site inspections for any high-risk areas identified. Based on the inspection findings, affiliates are guided to develop improvement plans, with continuous monitoring to ensure implementation. Through this process, Kolmar Holdings proactively prevents legal risks and reinforces a foundation of ethical and transparent management. Going forward, the company plans to further advance its compliance inspection system in collaboration with its affiliates to realize sustainable compliance management.

#### | Kolmar Holdings Compliance Inspection System Operation Process

#### 1 Establishment

- · Formation of the compliance organization
- Development of an annual implementation plan
- Revision of procedures and manuals Review and corrective action on recommendations from the 2023 follow-up inspection

#### 4 Performance Evaluation

- Feedback on performance
- Performance evaluation
- Management review reporting

#### 2 Awareness Enhancement

- Expansion of Sustainability Management Letter content and recipient
- Operation of the 2<sup>nd</sup> Compliance Day · Commitment by the Board of Directors,
- the CEO, and all employees Company-wide sharing of compliance objectives

#### (5) Inspection

- Secondary follow-up inspection
- Corrective actions

#### 3 Operation

- · Identification, analysis, and assessment
- Execution of internal inspections
- · Ongoing monitoring
- Implementation of corrective actions
- Due diligence on business partners

#### **6** Certification Maintenance

• Renewal inspection scheduled for 2025

### **Operation of Accessible Reporting Channels**

Kolmar Holdings operates internal and external reporting channels to practice ethical and transparent management. These channels are designed to allow not only employees but all stakeholders to report unethical conduct, thereby strengthening ethical management and building trust within the organization. Internal reports are submitted through 'Better Kolmar' on the company intranet and cover various issues such as workplace bullying, sexual harassment, and breaches of ethics. All reports are promptly and thoroughly investigated. External reports can be submitted at any time via the company website, where anonymity protections and process guidance are provided to safeguard whistleblowers' rights and interests. Through these transparent communication channels, Kolmar Holdings proactively addresses internal issues and welcomes feedback from external stakeholders, reinforcing its foundation of ethical management. The company will continue to enhance its reporting systems to foster a trustworthy environment of compliance and ethics that everyone can rely on.

Kolmar Holdings 2024 Number of Reports Received via Reporting Channels

0 cases

## | Kolmar Holdings Reporting Channel Operation Process

Following the receipt of a report, the related department will Whistleblower Intake and undergo preliminary procedures while adhering to the principle of **Content Verification** protecting the whistleblower's identity. **\**/ Once the investigation team, duration, and methods are Initiation of Investigation determined, the investigation will commence. The duration may vary depending on the subject and scope of the investigation. Upon confirming the veracity of the reported information Completion of Investigation and through objective evidence and investigation, it will be handled in Conclusion accordance with internal regulations.  $\vee$ If the whistleblower explicitly requests feedback on the Notification of Result and investigation results, the company will provide feedback within Follow-up

interests.

the boundaries that do not infringe upon its legitimate rights and











#### **ESG Focus Area**

Climate Change Response Creating Shared Value

Strengthening Responsible Management Value up, Kolmar

Ethical and Compliance Management

Strengthening Global Competitiveness

#### **Environmental**

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 



## **Ethical and Compliance** Management

## **Metrics and Targets**

## Introduction and Operation of the Compliance Program (CP)

Kolmar Holdings operates a genuine Compliance Program (CP) and evaluates its implementation through the CP Evaluation. The CP Evaluation is a system administered by the Korea Fair Trade Commission (KFTC) that assigns ratings to companies that have operated a CP for at least one year and voluntarily apply for evaluation. The assessment comprehensively reviews the company's operational framework and performance. Kolmar Holdings has set a target of achieving an A Grade in 2025 and is striving to reach an AA Grade by 2027. The company has established and is executing an operational framework grounded in the 8 core elements of compliance. In addition, it is working to internalize related systems and promote a compliance culture by utilizing the Compliance Manual.



## | Kolmar Holdings Compliance Program (CP): Operational Status by 8 Core Elements

	8 Core Elements	Operational Status
1	Establishment and Enforcement of CP Standards and Procedures	• Strengthened ethical management and proactive prevention of legal risks through regular revisions of CP operational regulations and work guidelines (4 types, including a Self-Checklist)
2	CEO's Commitment and Support for Compliance	• Enhanced CP management system and improved transparency in internal transactions by operating the newly established Internal Transactions Committee • Public declaration of commitment to ethical management through publication of the Code of Ethics
3	Appointment of Compliance Officer	Secured legitimacy and independence by appointing the Compliance Officer through the Board of Directors
4	Production and Utilization of Compliance Manuals	<ul> <li>Reflected the latest legal updates by establishing and revising the Compliance Manual twice a year</li> <li>Improved employees' understanding and work efficiency by producing tailored materials segmented by group/department</li> </ul>
5	Provision of Continuous and Systematic Compliance Trainings	• Raised awareness through 'Understanding Sustainable Management' training for employees and internal transaction training for compliance support departments at affiliati (e.g., Kolmar Korea, Kolmar BNH, HK inno.N)
ô	Establishment of Internal Monitoring Systems	<ul> <li>Improved utilization by conducting internal transaction risk assessments and improving internal transaction work processes</li> <li>Supported affiliates in establishing their own internal assessment systems by providing training materials, checklists, and guidelines by type, thereby advancing the internal transaction management system across Kolmar Holdings and its affiliates</li> </ul>
7	Investigations and Sanctions of Executives/Employees Violating Fair Trade Related Laws	<ul> <li>Secured fairness and credibility by specifying and categorizing disciplinary measures in regulations</li> <li>Enhanced awareness by operating the internal reporting system (Better Kolmar) and providing ongoing employee training</li> </ul>
8	Effectiveness Assessments and Corrective Actions	• Strengthened the proactive prevention system by conducting CP awareness evaluations for employees and preparing comprehensive reports on fair trade risk audit plans a operational status







< 46 >

## **Company Overview**

## **ESG Management**

#### **ESG Focus Area**

Climate Change Response Creating Shared Value

Strengthening Responsible Management

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

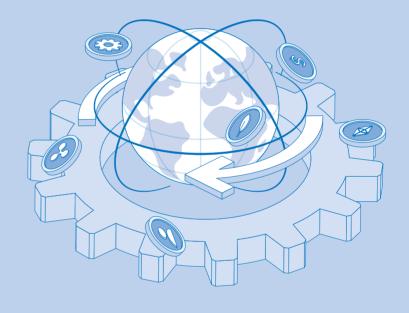
Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

# Strengthening Global Competitiveness



## **Key Achievements**

**Cumulative Sales** Volume of 'Condition'

700 Million **Bottles** 



**Patent Applications** in Cosmetics, Health Supplements, and Pharmaceutical and Bio

680 Cases

**Expansion** into Southeast Asia

**Established** affiliates in **3 Countries** 



Development of Ecofriendly Raw Material 'Eco-Pulse Centella'

**Reduced Carbon Emissions by** 20%

Kolmar Global

Designated as a **'Specialized Trading Company** 2024'

'Cosmopack Awards 2025'

Won in the **Sustainability** and Innovative **Technology** Category (March 2025)











## **ESG Management**

#### **ESG Focus Area**

Climate Change Response Creating Shared Value

Strengthening Responsible Management Value up, Kolmar

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## Strengthening Global Competitiveness

## **Global Expansion Strategy through Kolmar** Global

Kolmar Global distributes health supplements, hangover relief drinks, and premium cosmetics worldwide, driving the innovative global growth of Kolmar Holdings and its affiliates. Centered on affiliates in Vietnam, Singapore, and the Philippines, the company has established a robust distribution network across Southeast Asia and is pursuing entry into new markets, including Malaysia, Indonesia, and Thailand. Kolmar Global is further expanding its global presence by entering into the United States and the European Union. By providing products and services tailored to the cultures and consumer needs of each region, the company is building sustainable connections with local markets.

Kolmar Global, an affiliate of Kolmar Holdings, plays a key role in driving the overseas market expansion of Kolmar affiliates by leveraging its global network. The company is responsible for distributing and selling health supplements, hangover relief products, and cosmetics brands manufactured by affiliates, with a focus on markets across Southeast Asia.



#### | Kolmar Global Business Areas

R&D

Building a mid-to long-term portfolio and developing localized products through product development and functional ingredient research

Distribution Business

Establishing reliable partnerships and a strong distribution network worldwide, with a focus on Southeast Asia

ODM

Providing comprehensive ODM services spanning product design, manufacturing, and distribution channel development

Trading **Business**  Offering import and export services to customers across Asia by leveraging diverse networks

## Network of Kolmar Global



**CONDITION Brand Expands into Singapore's** Largest Health & Beauty Store

In July 2022, Kolmar established HK Kolmar Singapore and began full-scale operations in 2023. In September 2023, the company entered the health supplement and hangover relief markets through Guardian, Singapore's largest health and beauty drugstore, focusing on developing CONDITION into a global brand. Through active marketing initiatives and the establishment of an online sales system, the company plans to rapidly expand its distribution network beyond health & beauty channels to supermarkets and convenience stores throughout Singapore.



 Kolmar Global's Entry into Guardian

## Hankol Healthcare Vina

'CONDITION LIVER' Achieves No.1 Sales in Liver Health Category Across Major Local Pharmacies

In 2012, Kolmar established a local office in Ho Chi Minh City, Vietnam, to explore market opportunities for pharmaceuticals, hangover relief products, and health supplements. In March 2019, the company established Hankol Healthcare Vina to develop products tailored to local consumers, and in 2020, it launched its flagship health supplement brand, "Healthcare Solution CONDITION," across major local pharmacies. Among these products, CONDITION LIVER achieved the No. 1 sales position in the liver health category at Pharmacity, Vietnam's leading pharmacy chain, receiving a highly positive response from consumers.



'CONDITION LIVER'

## Kolmar Healthcare Philippines

'CONDITION' Ventures into the Philippine Export Market

In 2024, Kolmar Global's Philippine affiliate. Kolmar Healthcare Philippines, participated in WOFEX (World Food Expo), the largest food exhibition in the Philippines. At the event, Kolmar Global raised brand awareness in the Philippines and across Southeast Asia while strengthening its networks with key local .WOFFX distributors and retailers. By showcasing the CONDITION brand lineup, the company successfully attracted local consumer interest and expanded its points of purchase.



(World Food Expo)











#### **ESG Management**

#### **ESG Focus Area**

Climate Change Response Creating Shared Value

Strengthening Responsible Management

Value up, Kolmar

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## Strengthening Global Competitiveness

## **Kolmar Global's Brand Power and Quality Competitiveness**

Kolmar Global has built a diverse brand portfolio to support consumers' daily health, beginning with the flagship hangover relief brand "CONDITION" and expanding to the global healthcare solution brand "Healthcare Solution CONDITION." These products are manufactured to ensure safe and verified quality, and the company is actively working to further strengthen its competitiveness in quality going forward.

### Kolmar Global Designated as a 'Specialized Trading Company 2024'

Specialized Trading Companies, designated by the Ministry of Trade, Industry and Energy and the Korea International Trade Association, play a role in securing proactive export opportunities in global markets and discovering domestic companies to generate business performance.

## Brand of Kolmar Global





The "CONDITION" brand, Korea's first hangover relief product, has led the market for 32 years since its launch in 1992, solidifying its position as the No. 1 brand. Supported by the dedicated Hangover Relief Research Center's continuous ingredient discovery and scientific research, CONDITION has consistently provided balanced solutions and innovative products to consumers.

Cumulative sales: 700 million bottles<sup>1)</sup>

CONDITION DRINK, CONDITION STICK



Healthcare Solution CONDITION leverages advanced research technologies and a global distribution infrastructure to provide tailored health solutions for customers. The brand specializes in developing efficacy-focused products in areas such as children's health, inner beauty, and men's health.

3-in-1 technology for optimally combining essential nutrients and health-functional ingredients

**CONDITION OMEGA, CONDITION Beyou Collagen** 



Launched in 2012, 'HONGSAMJIN' is a premium health supplement that integrates Korea's traditional red ginseng heritage with modern scientific technology. At its core is premium 6-year-old red ginseng cultivated in Korea's pristine regions. This meticulous cultivation process ensures the preservation of the ginseng's benefits and health-enhancing properties.

Development of diverse product types based on 6-yearold red ginseng

HONGSAMJIN Gold, HONGSAMJIN Every Stick











#### **ESG Management**

#### **ESG Focus Area**

Climate Change Response Creating Shared Value

Strengthening Responsible Management Value up, Kolmar

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

#### Governance

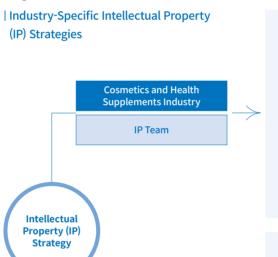
**ESG FACTBOOK** 

#### **APPENDIX**

## Strengthening Global Competitiveness

## Intellectual Property (IP) Strategy

Kolmar Holdings manages its intellectual property (IP) activities under unified policies and systems through its dedicated department. The company has established a tailored support framework that reflects the unique characteristics of the diverse industries within Kolmar Holdings and its affiliates. By developing differentiated IP strategies that take into account the technology life cycles and market environments of the cosmetics, health supplements, and pharmaceutical and bio industries, Kolmar Holdings implements optimal patent acquisition and management practices for each business sector. This approach strengthens technological competitiveness and lays the foundation for sustainable growth. Going forward, the company will continue to expand its domestic and international patent portfolio to secure greater competitiveness in the global market.



Pharmaceutical and Bio Industry

**Pharmaceutical Patent Team** 

## IP Strategy for the Cosmetics and Health Supplements Industry

The cosmetics and health supplements industry is characterized by rapidly changing technology trends and evolving consumer needs, resulting in relatively short technology life cycles. Accordingly, the IP Team at Kolmar Holdings prioritizes the swift and agile acquisition of patents.

#### **Rapid Response to Technological Change**

Continuously monitor the latest technology trends and market demands, and secure competitiveness through prompt patent filings

#### **Domestic-Focused Patent** Acquisition

Prioritize domestic patent applications to build competitive advantage in the domestic market, while gradually expanding overseas patent applications to support global market entry

#### **Support for Sustainable** Innovation

As part of ESG management, proactively secure patents related to environmentally friendly materials and technologies

## | Applications and Registrations in the **Cosmetics and Health Supplements** Industry

(Unit: Cases)

Category	Patents	Utility Models	Designs
Applied	456	13	118
Registered	282	4	100

<sup>\*</sup> Status of 3-year (January 2022~December 2024)

## IP Strategy for the Pharmaceutical and Bio Industry

The pharmaceutical and bio industry has long technology life cycles and requires significant investment in R&D and strict regulatory compliance. In response, Kolmar Holdings' Pharmaceutical Patent Team strategically pursues the establishment of a long-term, systematic patent portfolio targeting global markets.

#### **Sustainable Market Protection**

Secure preemptive patents for core technologies and compounds during new drug development to maintain longterm market exclusivity even after product launch

### **Building a Global IP Portfolio**

Strengthen international competitiveness by strategically securing rights in major countries

#### Multi-layered IP Protection Strategy

Design a comprehensive rights structure encompassing not only substance patents, but also formulation, use, and manufacturing process patents across the entire lifecycle of new drugs

## | Applications and Registrations in the **Pharmaceutical and Bio Industry**

(Unit: Cases)

Category	Patents	Trademarks	Designs
Applied	224	198	13
Registered	166	183	14

<sup>\*</sup> Status of 3-year (January 2022~December 2024)











## **ESG Management**

#### **ESG Focus Area**

Climate Change Response Creating Shared Value

Strengthening Responsible Management Value up, Kolmar

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## Strengthening Global Competitiveness

## **IP Strategy Reflecting ESG Management**

Kolmar Holdings is strengthening its IP strategy to support sustainable technology development and protection in line with ESG management principles. In the cosmetics and health supplements sector, the company fulfills its environmental responsibilities by securing patents for eco-friendly materials and technologies. In the pharmaceutical sector, it focuses on acquiring patents related to process improvements and technologies that minimize environmental impact.

### **Development of Eco-Friendly Packaging**

Kolmar Korea has developed eco-friendly packaging using paper to advance its sustainable management. The packaging is designed to minimize environmental impact in cosmetics and health supplements and takes recyclability and biodegradability into consideration.

Kolmar Korea transferred the rights to this eco-friendly packaging to its affiliate Yonwoo to facilitate commercialization. As a result, Yonwoo is expanding supply to global clients and focusing on providing sustainable packaging solutions.

## **Development of Eco-Friendly Materials**

'ECO-PULSE™ Centella,' an eco-friendly ingredient derived from Centella Asiatica extract with skin-soothing and regenerative effects, is patented by Kolmar Korea. Developed using Kolmar Korea's eco-friendly technology, this ingredient utilizes a nonheating, green processing method that allows faster production while reducing carbon emissions by more than 20% compared to conventional methods.

### **Global Recognition of Kolmar Taechnology**

In March 2025, Kolmar Korea won both in the Sustainability and the Innovation Technology Category at the 'Cosmopack Awards 2025,' known as the Oscars of the cosmetics industry.

The Sustainability Award recognized 'ECO-PULSE™ Centella' as an innovative eco-friendly material that achieves energy savings and carbon emission reductions. The Innovation Technology Award was presented for 'CAIOME,' an Al-based microbiome diagnostic and personalized skincare solution platform. This diagnostic technology analyzes harmful and beneficial skin bacteria to prescribe customized skincare formulations. As an example of combining AI innovation with the hyper-personalization trend, it received high praise. These awards highlighted Kolmar Korea's internationally recognized capabilities in environmental protection and sustainable technological innovation.



Kolmar Korea Won the 'Cosmopack Awards 2025'

#### **IP Awareness Enhancement Activities**

#### Monitoring and Analyzing Patent Trends by Industry

In the cosmetics and health supplements sector, quarterly patent monitoring was conducted to track the latest research trends and define directions for technology development. In 2024, Kolmar Holdings analyzed the disclosure and patent status of major competitors to establish R&D and patent application strategies. This enabled us to identify technological strengths and proactively detect potentially conflicting patents, thereby minimizing legal risks. Strategic patent applications have strengthened the company's technological edge and contributed to enhanced market competitiveness.

In the pharmaceutical and bio industries, Kolmar Holdings systematically manages its patent portfolio by focusing on core technology clusters linked to major pipelines. The company continuously implements proactive, life cycle-based patent application strategies tailored to each product development stage. In 2024, Kolmar Holdings conducted in-depth analyses of patents and technology trends by key target mechanisms—such as GIP and GLP-1—which are attracting attention in the obesity treatment market. It also carried out multidimensional patent reviews and compiled year-over-year technology development trends for earlystage pipelines and license in/out projects, making a tangible contribution to HK inno. N's pipeline strategy for obesity treatments.



Publication of Patent Trend Reports













#### **ESG Focus Area**

Climate Change Response Creating Shared Value

Strengthening Responsible Management Value up, Kolmar

Ethical and Compliance Management Strengthening Global Competitiveness

#### **Environmental**

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## Strengthening Global Competitiveness

#### **IP Awareness Enhancement Activities**

## **Invention Consultation and Education Program** Operation

Kolmar Holdings' IP team is conducting various activities to link new inventions with patent applications. To strengthen communication with inventors, the company operates "Invention Consultation Day" biweekly, meeting directly with inventors to discuss ideas. Additionally, quarterly education programs are conducted to enhance researchers' intellectual property capabilities.



• Invention Consultation Day

## | 2024 Education Programs

Category	<b>Education Contents</b>
Trademark Application & Management	Education to enhance understanding of trademark application and management
Health supplements	Specialized education on patents and intellectual property management in the health supplements sector
IPMS Usage	Education on how to use the company's internal Intellectual Property Management System (IPMS)
KIPRIS Search	Education on patent search methods utilizing the Korea Intellectual Property Rights Information Service (KIPRIS)

## 'Patent Technology Award'

Kolmar Holdings' IP team hosts the 'Patent Technology Award' annually to encourage researchers' intellectual property activities and recognize outstanding achievements. The award is presented to two researchers: one for the highest number of patent applications and another for outstanding registered patents. Through such award programs, the company emphasizes the motivation of researchers and the importance of intellectual property activities. Additionally, it contributes to strengthening the intellectual property management capabilities of Kolmar Holdings and its affiliates, and fostering a sustainable innovation culture.





· Kolmar Holdings and its Affiliates Patent Technology Awards

### **Intellectual Property Information Management System**

Kolmar Holdings integrates and manages intellectual property information through the Intellectual Property Management System (IPMS) for each affiliate, and each company has established an internal reporting system based on the operation of Intellectual Property Deliberation Committees.

The company also provides annual compensations for employees' job-related inventions according to the 'Employee Invention Promotion Regulations'. The Korean Intellectual Property Office evaluates intellectual property management systems including Employee Invention Promotion systems and Intellectual Property Deliberation Committees operations to grant 'Certificate of Excellent Enterprise in Employee Invention Promotion', which Kolmar Korea and HK inno. N have obtained and maintained.

HK inno.N operates a standardized invention management process throughout the entire process from invention disclosure to patent application/registration, as it has many research projects aimed at global license-out. Through this, the company has established a systematic risk management system to prevent the risk of research results being leaked in advance or inappropriately disclosed, and to maximize the protection of intellectual property and commercialization potential.



 Kolmar Korea Certificate of Excellent Enterprise in Employee Invention Promotion



• HK inno.N Certificate of Excellent Enterprise in Employee Invention Promotion











## **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

Development of Eco-Friendly Products and Enhancement of the Circular Economy

Strengthening Management of Hazardous and Polluting Substance

Efficient Water Resource Management Conservation of Biodiversity

Social

Governance

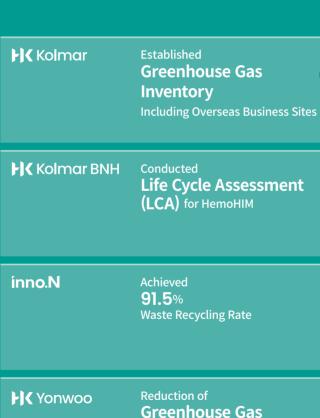
**ESG FACTBOOK** 

**APPENDIX** 

# **Environmental**



53 Development of Eco-Friendly Products and **Enhancement of the Circular Economy** 56 Strengthening Management of Hazardous and Polluting Substance 58 Efficient Water Resource Management 59 Conservation of Biodiversity









< 53 >

#### **Company Overview**

#### **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

Development of Eco-Friendly Products and Enhancement of the Circular Economy

Strengthening Management of Hazardous and Polluting Substance Efficient Water Resource Management Conservation of Biodiversity

#### Social

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

## Development of Eco-Friendly Products and Enhancement of the Circular Economy

## **Eco-Friendly Product Development**

Kolmar Korea has adopted the '3R GREEN Strategy' centered on three pillars - Reduce, Replace, and Recycle - as its core environmental strategy, and is working to establish a sustainable product production system. Through this approach, the company is developing eco-friendly packaging material solutions and reducing the environmental impact of products, continuing technological innovation for the realization of a circular economy society and environmental protection.

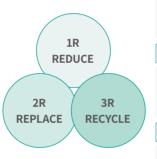
#### | Kolmar Korea 3R GREEN Strategy Framework

#### **Resource Saving**

- Packaging rationalization
- Carbon emission reduction
- Weight reduction

#### **Recycle Waste into Resource**

- Recycling systematization • Ease of waste seperation
- **Ease of Waste Disposal**
- · Non-hazardous material Ease of incineration



#### BY Redesign, Resize, Reuse

- Plastic usage reduction
- Refillable containers

#### BY Renewable, PCR

- Utilize recycled resin
- Utilize petroleum-based alternative materials

#### **BY One Material**

- Utilize single-material
- Easily recyclable containers

### 2024 Kolmar Korea Major Development Cases of Eco-Friendly Packaging



REASYFILL





REASYFILL DEEP

Cost-effective Pads (Wide/Half & Half Pads)





Refillable Eye Serum Stick

Paper Pouch

For Kolmar Holdings and its affiliates, which manufacture products closely related to consumers such as cosmetics, health supplements, and pharmaceutical and bio products, the value of eco-friendliness is more important than anything else. The company is striving to provide more eco-friendly and sustainable product experiences throughout all processes of purchasing, using, and ultimately disposing of products.

Kolmar BNH's flagship green technology product, 'HemoHIM,' first received Green Technology Product Certification in 2020 and was recertified in 2023, reaffirming both its product excellence and ecofriendly technological capabilities. This achievement is further underscored by the fact that green technology products, including 'HemoHIM,' accounted for oneguarter of total sales in 2022.







• Kolmar BNH Green Technology and Product-Related Certificates

Based on this, Kolmar BNH obtained 'Green Expert Company' certification. In particular, as of May 2024, Kolmar BNH is the only listed company among the 11 Green Expert Company certified by the Ministry of Agriculture, Food and Rural Affairs, which can be said to be external recognition as a leading company with an eco-friendly business structure.

Additionally, Kolmar BNH is working closely with various partner companies and clients to use paper packaging materials made from materials certified by the Forest Stewardship Council (FSC), and is transitioning to 100% recyclable packaging materials by applying water-based coating instead of conventional PE coating. In particular, the containers and lids of six Centrum products have been replaced with recycled plastic material PCR through collaboration with Haleon Korea. Through this transition to sustainable packaging materials, Kolmar BNH expects to reduce plastic usage by approximately 41 tons annually.

#### **Kolmar BNH Sustainable Packaging Material Development and Introduction**

2025~2030 2023 2024

- Introduction of eco-friendly packaging materials for 9 products including Atomy Inner Collagen
- · Additional introduction for 8 products including Atomy Probiotics 10 Plus
- Expansion of eco-friendly packaging material usage ratio to 20% of all products











### **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

Development of Eco-Friendly Products and Enhancement of the Circular Economy

Strengthening Management of Hazardous and Polluting Substance Efficient Water Resource Management Conservation of Biodiversity

#### Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## Development of Eco-Friendly Products and **Enhancement of the Circular Economy**

## **Eco-friendly Product Development**

HK inno.N has established a 'Sustainable Packaging 3R Strategy' (Recycle, Reduce, Reuse) to minimize the resources used in product packaging and enhance its environmental friendliness. Under this strategy, the company is actively promoting packaging improvements across both its pharmaceutical and H&B (Health & Beauty) businesses, including beverages and beauty products, by reducing secondary packaging materials such as cushioning and inner components. This initiative aims to meet growing customer demand for eco-friendly products while minimizing the environmental impact of post-consumer waste. In particular, HK inno.N is continuously working to reduce packaging weight for its H&B beverage products to decrease plastic usage. In 2022, the company reduced the weight of 1-liter 'Hutgaesoo (Oriental Raisin Water)' containers by 25%. In 2024, it achieved a 10% weight reduction for 500mL PET containers of 'Hutgaesoo,' 'Saessakbori (Sprout Barley Tea),' and 'Tealog' compared to conventional containers. These efforts have resulted in an annual reduction of approximately 117 tons of plastic.



• HK inno.N Beverage Product Packaging Weight

Yonwoo has adopted the 5R (Reduce, Refill, Recyclable, Recycled, Renewable) principles as its core strategy and is accelerating the development of eco-friendly products. Beyond simple container manufacturing, the company is presenting new standards for sustainable packaging through innovative products that consider plastic usage reduction, ease of waste separation, maximization of recyclability, and refill systems. Yonwoo's efforts have earned prestigious packaging awards both domestically and internationally, gaining global recognition for its eco-friendly technology and product competitiveness. This represents achievements that actively respond to clients' eco-friendly needs while demonstrating Yonwoo's sincerity toward a sustainable environment. Additionally, through continuous research and development, the company is leading the market by proactively proposing eco-friendly new technologies and product ideas. In addition to customized production, Yonwoo strengthens its position in the global cosmetics packaging market with innovations that surpass market and consumer expectations.

## Yonwoo Eco-Friendly Product Development Strategy 5R



### | HK inno.N 3R Strategy and Resource Circular Economy Performance



Reduced the weight of PET 500 mL containers by 10% to conventional containers

Annual plastic usage reduction of approximately 117 tons











#### **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

Development of Eco-Friendly Products and Enhancement of the Circular Economy

Strengthening Management of Hazardous and Polluting Substance Efficient Water Resource Management Conservation of Biodiversity

#### Social

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

## Development of Eco-Friendly Products and **Enhancement of the Circular Economy**

## **Waste Management and Reduction**

Kolmar Holdings and its affiliates are establishing a company-wide collaborative system to manage waste generated from business activities in a systematic and sustainable manner. To this end, Kolmar Holdings operates a discount system for using personal tumblers at the company cafe and a monthly 'No Food Waste Day' at the company cafeteria, while ensuring that specialized departments share roles at each stage of waste management and collaborate closely.

Kolmar Korea has made improving waste recycling rate and reducing landfill volumes its core objective, continuing improvement efforts throughout all processes. In particular, for waste such as bulk waste and wastewater treatment sludge generated during the production process, the company has achieved significant results by transitioning from conventional incineration and landfill methods to recycling treatment methods within the scope of legal compliance, thereby steadily increasing recycling rates while reducing landfill treatment volume by approximately 57.8% compared to the previous year.

## | Waste Disposal Performance by Affiliates

Affiliates	Category	Unit	2022	2023	2024
	Total Waste Generated	ton	1,246.3	1,498.6	1,872.5
Kolmar Korea <sup>1)</sup>	Waste Intensity <sup>2)</sup>	ton/KRW billion	1.7	1.7	1.8
	Waste Recycling Rate	%	83.8	83.3	85.7
	Total Waste Generated	ton	3,104.0 <sup>3)</sup>	2,825.2	2,414.7
Kolmar BNH	Waste Intensity <sup>2)</sup>	ton/KRW billion	6.1 <sup>3)</sup>	6.3	5.1
	Waste Recycling Rate	%	87.7 <sup>3)</sup>	97.7	98.0
	Total Waste Generated	ton	1,204.6	1,416.1	1,258.7
HK inno.N <sup>1)</sup>	Waste Intensity <sup>2)</sup>	ton/KRW billion	1.4	1.7	1.4
	Waste Recycling Rate	%	63.8	80.9	77.7
	Total Waste Generated	ton	762.0	839.0	867.2
Yonwoo	Waste Intensity <sup>2)</sup>	ton/KRW billion	3.4	3.7	3.3
	Waste Recycling Rate	%	99.14)	87.6	68.3

<sup>1)</sup> Kolmar Korea has reflected based on total waste treatment volume, while HK inno.N has reflected based on total waste generation volume.

Kolmar BNH is practicing environmental management by actively recycling waste resources from the production process. In 2024, the company recovered approximately 1,837.42 tons of spent organic solvent (85% waste alcohol) and reused them as raw materials for production, thereby reducing waste alcohol generations by 1,887.92 tons and saving KRW 1.235 billion in raw material procurement costs. In particular, by recycling plant-based residue waste that was previously incinerated, the company reduced general waste generations by approximately 87% compared to 2022, accelerating the trend of emission reduction.

#### | Kolmar Korea Waste Management Process

#### 01 Product Development

 Environmental assessment at the development stage (ease of packaging recycling, material reduction)

#### 02 Production

- Identification and permitting of new waste
- Separate storage of generated
- Establishment of waste recycling targets

#### 03 Treatment

- Verification of legal compliance
- Confirmation of transport vehicles and transport conditions
- · Regular inspection of treatment companies and verification of lawful treatment

## | Kolmar BNH Circular Economy Goals

#### 2024 Goals and Achievement Status

- Reduced annual waste generations by over 5% (Three-year target achievement)
- · Conducted environmental risk assessment and provided guidance for waste management partner companies (Evaluation of Four Partner Companies

#### Short-term Goals (~2026)

- Participation of Eumseong Plant in certified soft net recycling circular resource programs (By 2025)
- In-house processing of waste alcohol at Sejong Plant 2 (By 2025)
- Installation of water reuse systems (By 2026)
- Zero usage of disposable products within business sites (By 2026)
- Expansion of eco-friendly packaging transitions (By 2026)
- Optimization of water treatment to minimize chemical usage (By 2026)

## Mid- to Long-term Goals (~2030)

- Zero waste incineration across all business sites
- Acquisition of Zero Waste to Landfill (ZWTL) Certification
- Achieve 99% or above waste recycling rate
- Reduce by 10% in water consumption compared to
- Achieve 500 tons of water reuse
- 100% conversion of MEK Chemicals to eco-friendly



<sup>2)</sup> Intensity has been calculated on the revenue of standalone basis.

<sup>3)</sup> Data has been revised due to an error in data entry of Kolmar BNH's designated (hazardous) waste recycling volume.

<sup>4)</sup> Yonwoo's data has been revised due to an error in data entry of waste recycling volume.











**ESG Focus Area** 

#### **Environmental**

Development of Eco-Friendly Products and Enhancement of the Circular Economy

Strengthening Management of Hazardous and Polluting Substance

Efficient Water Resource Management Conservation of Biodiversity

Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## Strengthening Management of Hazardous and Polluting Substance

Activities for managing hazardous substances and pollutants are an essential responsibility of Kolmar Holdings and its affiliates. Therefore, the company is taking the lead in minimizing the impact of hazardous substances and protecting the environment to provide safer and more sustainable product experiences throughout the entire process from product production to use and disposal.

## **Hazardous Chemical Management**

Kolmar Holdings and its affiliates are establishing comprehensive management systems to minimize environmental and human health impacts caused by hazardous chemicals. Kolmar Holdings replaces dust collectors and deodorization equipment filters quarterly or semi-annually to prevent air pollution and ensures strict control of exhaust gas emissions. The company also regularly monitors indoor air quality and atmospheric emissions, taking immediate action when efficiency declines or harmful substances are detected. Through these efforts, Kolmar Holdings and its affiliates maintain a comfortable indoor environment for employees and uphold our commitment to air quality management.

Kolmar Korea is reducing the use of hazardous chemicals through technological innovation and process improvements, such as introducing SOY ink in select affiliate materials to minimize harmful substances. In 2024, the company introduced and began operating equipment that replaces certain hazardous chemicals with safer alternatives in newly expanded processes.

Kolmar BNH strictly complies with the \( \text{Act} \) on the Registration and Evaluation, etc. of Chemical Substances J and the Chemical Substances Control Act. The company has established its own hazardous chemical substance management guidelines to ensure systematic oversight. Based on this, the company establishes supplementary strategies for hazardous substance management and proactively responds to hazardous substances within business sites by regularly investigating and managing data on related performance and emissions.

HK inno.N operates a management process that supervises the entire process from introduction to usage, storage, and disposal in order to systematically manage hazardous chemicals used in pharmaceutical quality control and research and development (R&D) processes. The company has also established inspection and training standards through internal guidelines, with safety and environment teams conducting weekly self-inspections, legally required external inspections, and annual safety checks. Through these efforts, the company strives to prevent violations of the \( \textstyle \text{Chemical Substances} \) Control Act in advance and protect the safety of employees and local communities.

## | Kolmar BNH Hazardous Substance Management Supplementary Strategy

Inventory survey of hazardous substances

Strengthening hazardous substance information labeling Investigation of hazardous substance emission status

Regular/ad hoc inspections of hazardous substance-related facilities Investigation of data on hazardous substance management

## **Chemical Management**

Kolmar Holdings and its affiliates are making various efforts to minimize risks from chemicals used in the product manufacturing process and create a safer workplace environment. Kolmar Korea thoroughly tracks and manages all chemicals handled within the company through an internal management system, and operates a system that allows all employees to easily access Material Safety Data Sheets (MSDS). The company also continues systematic management by conducting regular and ad hoc inspections to enhance workplace safety.

Kolmar BNH sets annual targets to reduce chemical usage and promotes initiatives such as minimizing printing chemicals, improving water treatment facilities to reduce wastewater treatment chemicals, and ensuring safe disposal of hazardous substances through specialized companies.

HK inno.N manages the entire process from introduction to disposal of chemicals based on internal guidelines that reflect relevant laws such as the Chemical Substances Control Acty. The Safety and Environment Team conducts external inspections according to legally required intervals, and department personnel maintain the management system through weekly self-inspections and inspection record keeping. Additionally, hazardous chemical handlers are familiar with substance hazards and management standards through regular training. In 2024, this system enabled HK inno.N to achieve zero chemical exposure accidents and zero violations of the Chemical Substances Control Act.

Yonwoo has established and strictly operates a systematic management process for Material Safety Data Sheets (MSDS) to effectively respond to the MSDS management obligations of the Ministry of Environment and the Ministry of Employment and Labor. The company also continuously monitors changes in domestic and international chemical-related regulations and thoroughly inspects whether all chemicals used by the company meet the latest regulatory requirements.

## | Hazardous Chemical Emission Performance by Affiliates

Affiliates	Category	Unit	2022	2023	2024
Kolmar	Total Hazardous Chemical Usage	ton	5.4	5.2	5.9
Korea	Hazardous Chemical Intensity <sup>1)</sup>	ton/KRW billion	0.007	0.006	0.006
Kolmar	Total Hazardous Chemical Usage	ton	189.4	178.1	234.5
BNH	Hazardous Chemical Intensity <sup>1)</sup>	ton/KRW billion	0.4	0.4	0.5
LIV inno N	Total Hazardous Chemical Usage	ton	290.3	376.9	345.2
HK IIIIO.N	Hazardous Chemical Intensity <sup>1)</sup>	ton/KRW billion	0.3	0.5	0.4

1) Intensity has been calculated on the revenue of standalone basis.













**ESG Focus Area** 

#### **Environmental**

Development of Eco-Friendly Products and Enhancement of the Circular Economy

Strengthening Management of Hazardous and Polluting Substance

Efficient Water Resource Management Conservation of Biodiversity

#### Social

Governance

**ESG FACTBOOK** 

**APPENDIX** 

## Strengthening Management of Hazardous and Polluting Substance

## **Air Pollutant Management**

Kolmar Holdings and its affiliates are continuously working to reduce air pollutants through facility improvements and systematic management for atmospheric environment protection. Kolmar Korea is optimally operating air pollutant prevention facilities based on regular and ad hoc inspections, and in 2024, introduced an IoT-based monitoring system in accordance with revised regulations to enhance connectivity between prevention facilities and emission facilities. At some business sites, oil boilers were replaced with metal heaters, heating and cooling systems, and electric water heaters to reduce nitrogen oxides (NOx) and particulate matter (PM) emissions, achieving approximately 8% reduction in total emissions and meeting target intensity goals. The company plans to continue strengthening management by applying internal standards (within 70% of emissions) that are stricter than legal standards.

Kolmar BNH also thoroughly monitors the emission concentration and volume of major air pollutants such as nitrogen oxides (NOx), sulfur oxides (SOx), and particulate matter (PM), and is actively responding to air pollutant reduction by installing appropriate air prevention facilities. Additionally, the company is effectively reducing emissions by introducing low-nitrogen oxide burners to new processes or improving existing processes, and has set a mid-to-long-term goal of reducing air pollutants by 10% compared to 2025 by 2030, which it is striving to achieve.

#### | Air Pollutant Emission Performance by Affiliates (As of 2024)

Affiliates	Unit	NOx (Nitrogen Oxides) Emissions	SOx (Sulfur Oxides) Emissions	PM (Particulate Matter) Emissions	VOC (Volatile Organic Compounds) Emissions	ODS (Ozone Depleting Substances) Emissions <sup>1)</sup>
Kolmar Korea	ton	1.1	0.0	0.2	-	-
Kolmar BNH	ton	2.2	0.01	0.6	-	-
HK inno.N	ton	5.4	0.2	0.3	3.8	-
Yonwoo	ton	0.0	0.0	0.6	0.0	0.0

1) Unit: tCFC-ea

## **Water Quality and Soil Pollutant Management**

Kolmar Holdings and its affiliates are continuing multifaceted efforts to minimize water pollutant discharges and systematize water quality management. Kolmar Korea participated in the 'IoT-based Wastewater Discharge Monitoring System Establishment Pilot Project' organized by the Ministry of Environment and Korea Environment Corporation in 2024, providing data such as turbidity and conductivity measured through the company's own measuring devices to government policy research. In the same year, the company achieved its water pollutant discharge intensity target of 3%, and plans improvement investments for water pollutant reduction through the introduction of additional treatment processes and expansion of prevention facilities at some business sites in 2025. Additionally, Kolmar Korea conducts regular soil pollution inspections to proactively prevent soil pollution risks that may arise from business site operations and strictly comply with related regulations. While the legal standard is once every two years, Kolmar Korea has been conducting inspections once annually since 2021 at a more stringent level, striving to continuously monitor and improve the environmental safety of soil around business sites.

Kolmar BNH regularly inspects water pollutant concentrations at business sites and realizes thorough emission management by internalizing and advancing company standards that exceed legal standards. The company also introduced an advanced environmental management automation system for water treatment processes, enhancing the accuracy and efficiency of key indicators through big data-based collection and analysis. The management system is continuously monitored and configured to respond quickly through immediate alerts and automatic shutdown functions when abnormal signs occur. In particular, the company further improved the efficiency and stability of water treatment processes by linking PLC panels with automatic ON/OFF functions.

#### | Water Pollutant Emission Performance by Affiliates (As of 2024)

Affiliates	Unit	BOD (Biochemical Oxygen Demand) Emissions	TOC (Total Organic Carbon) Emissions	SS (Total Suspended Solids) Emissions	T-N (Total Nitrogen) Emissions	T-P (Total Phosphorus) Emissions
Kolmar Korea	ton	1.1	2.7	1.1	0.2	0.039
Kolmar BNH	ton	0.3	0.6	0.1	0.3	0.01
HK inno.N	ton	1.1	1.6	1.5	-	-



2024 Kolmar Holdings Sustainability Report









## **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

Development of Eco-Friendly Products and Enhancement of the Circular Economy

Strengthening Management of Hazardous and Polluting Substance

Efficient Water Resource Management

Conservation of Biodiversity

#### Social

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**



## **Efficient Water Resource** Management

## **Water Management**

Kolmar Holdings and its affiliates prioritize efficient water management and expanded reuse across the manufacturing process, recognizing the importance of water resources. Kolmar Holdings is working to reduce water consumption by adjusting the water pressure of restroom sinks to approximately 70% of the previous level for resource conservation.

Kolmar Korea uses purified water manufactured through various water purification methods including reverse osmosis, electrodeionization (EDI), ultraviolet sterilization (UV), and activated carbon as manufacturing water to provide safer and healthier products to customers and reduce environmental impact. In particular, in 2024, despite increased water consumption due to production growth, the company achieved its water intensity reduction target through systematic water reuse system establishment and process improvements. Additionally, process improvement investments were made for some facilities at the Bucheon site, achieving water savings of approximately 2,013.7m<sup>3</sup> annually, equivalent to about 18.3% of total tap water consumption.

Kolmar BNH also strictly controls water consumption for sustainable management of water resources essential for liquid formulation product production and conducts assessments of water risk areas to identify and respond to water stress indices in the Sejong and Eumseong regions. In particular, the Eumseong plant recorded the achievement of reusing 14 tons of water during 2024, and will advance the water management system to achieve the target of 500 tons of water reuse performance by 2050.

HK inno.N is introducing an RO concentrate reuse system to reduce water resource consumption and mitigate water supply risks. In 2022, the Osong site established facilities to recycle concentrate water from the primary RO system as tap water. In 2023, similar systems were reviewed for the Daeso site, including quality analysis, legal reviews, and consultations with authorities. In 2024, a reuse system was established at the Daeso site, additionally reusing 24,948 tons of water compared to the previous year, with an expected annual reduction effect of up to 34,000 tons.

Yonwoo recognizes that changes in precipitation and sea level rise due to climate change and water scarcity are global problems, and is working to reduce water consumption in facility operations and minimize the emission of water pollutants. Additionally, all water consumed in production is transparently managed in accordance with the Groundwater Act. Consumed water is recycled as much as possible through a recirculation system, and unavoidable wastewater is entrusted to specialized treatment facilities to minimize environmental impact.

As a company that utilizes water as a major resource, Kolmar Holdings and its affiliates believe that efficient water resource management is a core value of sustainable production. The company is striving to provide more eco-friendly product experiences by enhancing water consumption efficiency throughout all stages of product production and minimizing environmental impact during reuse and discharge processes.

## **Wastewater Treatment and Discharge**

Kolmar Holdings and its affiliates are working to treat wastewater generated from business activities more cleanly and safely to minimize environmental impact. Kolmar Korea operates a dual treatment system to thoroughly manage wastewater generated during product production and research and development processes. First, primary treatment is conducted through its own wastewater treatment facilities, and this treated wastewater is then transferred in its entirety to public wastewater treatment facilities for secondary purification processes before final discharge, effectively preventing water pollution. Through this dual treatment system, the company strictly complies with legal discharge standards while minimizing environmental impact.

Additionally, efforts are being made in parallel to reduce wastewater generation. By introducing standardized cleaning methods for each product to prevent unnecessary washing water input and continuously monitoring washing water consumption, the company contributes to wastewater reduction. Furthermore, beyond simply meeting regulatory requirements, the company is exploring wastewater reuse methods to reduce potential risks related to water resources and strengthen sustainable operating systems through circular utilization of resources.

#### | Wastewater Discharge Performance by Affiliates

Affiliates	Category	Unit	2022	2023	2024
Kolmar Korea	Total Wastewater Discharges	ton	72,669.3	81,682.9	88,967.8
Kotiliai Korea	Wastewater Discharge Intensity <sup>1)</sup>	ton/KRW billion	100.3	95.3	84.0
Kolmar BNH	Total Wastewater Discharges	ton	51,964.0 <sup>2)</sup>	41,364.0 <sup>2)</sup>	70,631.0
KOIIIIAI DINH	Wastewater Discharge Intensity <sup>1)</sup>	ton/KRW billion	102.7 <sup>2)</sup>	92.8 <sup>2)</sup>	150.6
HK inno.N	Total Wastewater Discharges	ton	360,770	384,702	365,418
TIV IUUO'N	Wastewater Discharge Intensity <sup>1)</sup>	ton/KRW billion	426.2	464.1	407.3

<sup>1)</sup> Intensity has been calculated on the revenue of standalone basis

<sup>2)</sup> Data has been revised due to recalculation of groundwater withdrawal and consumption volume, and wastewater discharge volume at Kolmar BNH's Eumseong plant.









## **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

Development of Eco-Friendly Products and Enhancement of the Circular Economy

Strengthening Management of Hazardous and Polluting Substance

Efficient Water Resource Management

#### Conservation of Biodiversity

#### Social

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**



**Conservation of Biodiversity** 

## **Conservation of Biodiversity Strategy and Activities**

Kolmar Korea operates a CITES (Convention on International Trade in Endangered Species of Wild Fauna and Flora) compliance process during the product development stage to protect endangered wild flora and fauna species. Before selecting new raw materials, the company carefully reviews whether the materials fall under CITES regulations and continuously monitors related regulations and policies to prevent the illegal trade of endangered species in advance and contribute to ecosystem conservation. Additionally, Kolmar Korea employees regularly participate voluntarily in environmental cleanup activities at Yeouicheon Stream and Cheongye Mountain near Naegok-dong, fulfilling their responsibilities as members of the local community. Furthermore, recognizing the importance of palm oil, which has a significant impact on biodiversity, the company is steadily expanding its use of eco-friendly palm oil certified by RSPO (Roundtable on Sustainable Palm Oil). Based on these efforts, the company became an official member of RSPO in 2023, and plans to continue monitoring regulatory trends and carrying out various activities for endangered species protection and conservation of biodiversity in the future.

#### | Kolmar Korea Conservation of Biodiversity Activity System

Category	Expected Effects	Detailed Activities
Protected Areas	• Improvement of qualitative management of protected areas	Environmental cleanup activities in protected areas (Cheonggye Mountain Wonteogol)
Species Protection	Strengthening of harmonious coexistence with wild fauna and flora     Strengthening the foundation for conservation management outside of habitats     Strengthening the safety net for the entire process of wild fauna quarantine and management	• Review of CITES Applicability of Raw Materials
Pollution Reduction	Systematic management of stream organic matter     Reduction of post-consumer plastics in daily life	Environmental Cleanup Activities at Nearby Stream     Volunteer activities for environmental cleanup of nearby streams (Naegok Yeouicheon Stream, Sejong Jocheon Stream)
Climate Change	Establishment of an integrated management system for climate response of ecosystem	• Establishment of environmental governance
Sustainable Business Activities	Expansion of eco-labeled products and development of basic information for Environmental Product Declarations (EPD)     Support for building a sustainable supply chain	Development of eco-friendly 'Sheet Mask Paper Pouch'  Sustainable Procurement Policy for partner company and Code of Conduct Increase in purchase rate of RSPO-certified raw materials

Kolmar Holdings and its affiliates pursue sustainable business activities that harmonize with natural ecosystems and recognize the conservation of biodiversity as an important environmental responsibility. Through various activities to protect ecosystems around business sites and conserve endangered species, the company strives to provide consumers with product experiences that embody coexistence with nature.

Kolmar BNH recognizes the importance of conservation of biodiversity and is continuously promoting various activities to protect domestic native plants and endangered wild animals. Under the management of the National Institute of Biological Resources, the company investigates whether endangered species and plants classified as threatened species by the International Union for Conservation of Nature (IUCN) inhabit areas near business sites, and establishes appropriate protection measures for them. In addition, the company is striving to protect the ecosystem by conducting strict environmental impact assessments during new factory construction and participating weekly in nearby stream cleanup activities.

As part of these efforts, Kolmar BNH performed biodiversity management activities over a 1,000m<sup>3</sup> area as of 2024, and plans to expand this to manage 10,000m<sup>3</sup> of ecological space by 2030, thereby contributing to the maintenance and enhancement of regional biodiversity. Furthermore, the company aims to further expand activities for ecosystem health promotion and conservation of biodiversity through cooperation with local communities. In 2024, through collaboration with the Korea Arboreta and Gardens Institute and the Sejong National Arboretum, employees directly participated in forest biological resource protection activities.





· Kolmar BNH Ecosystem-Disturbing Plants Removal and Eco-Friendly Mulching Material Application Activities











**ESG Focus Area** 

**Environmental** 

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and Human Capital Management

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety Enhancement

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

Governance

**ESG FACTBOOK** 

**APPENDIX** 

# Social



- 61 64 Healthy Organizational Culture and 72 Better Smart, Kolmar 74 Newborn with Kolmar
- 79 Establishment of Occupational Health and Safety Management

Product Quality and Safety Enhancement

82 Sustainable Supply Chain Management

**H** Kolmar

76

**Advancement of Human Rights Management** 



**H** Kolmar

Conducted ESG Evaluation

for a Total of **830 Partner Companies** 



H Kolmar BNH

the Job Creation Award at the 16<sup>th</sup> Korea KOSDAQ Awards



inno.N

ISO 27001



H Yonwoo

**Human Rights Impact Assessment for the First** Time











## **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

#### Social

#### Strengthening Human Rights Management

Healthy Organizational Culture and Human Capital Management

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety **Enhancement** 

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

## Strengthening Human Rights Management

## Human Rights Policy Operations



Kolmar Holdings established a human rights policy in 2021 to prevent human rights violations and mitigate related risks, expressing a strong commitment to human rights management. This policy has created an environment where employees and stakeholders are respected and has become a core foundation for sustainable management. In 2024, Kolmar Holdings expanded the scope and content of its human rights policy to align with global standards and social expectations. The revised policy incorporates new elements, including responsible supply chain management, environmental rights protection, and human rights impact assessments. In particular, the company strengthened cooperation with partner companies to encourage human rights management practice throughout the supply chain, and specified environmental rights as an important element of human rights, reflecting the commitment to minimize the impact of business activities on the environment.

Additionally, it has introduced human rights impact assessment to identify and mitigate human rights risks that may arise throughout business operations in advance. The assessment results are practically reflected in policies, contributing to enhancing the effectiveness of human rights protection and further solidifying the human rights management system. Kolmar Holdings will continue to make ongoing improvements and efforts to practice human rights management as a responsible company that respects and protects the human rights of all stakeholders.

#### Key Contents of Kolmar Holdings' Human Rights Policy **Guarantee of Freedom** Non-Discrimination in **Prohibition of Forced** Guarantee of of Assembly and Collective Labor and Child Labor Occupational Safety **Employment** Responsible Supply Chain Protection of Human Guarantee of **Protection of Customer** Management Rights of Local Residents **Environmental Rights** Rights

#### | Detailed Contents of Revisions of Kolmar Holdings' Human Rights Policy

Category		Contents
Reflection of Human Rights Impact Assessment Items	<ul><li>Responsible Supply Chain Ma</li><li>Guarantee of Environmental F</li></ul>	
	Non-Discrimination	Application of non-discrimination policy to overall company operations, not limited to employment
Revision from Human Rights Risk Management Perspective	Prohibition of Forced Labor and Child Labor	Removal of forced labor type restrictions, expression of commitment to prohibit indirect forced labor for supply chain human rights risk management, expression of active commitment to prohibit child labor
	Guarantee of Occupational Safety	Description of specific measures for guarantee of occupational safety, description of compensation measures for occupational accidents

Kolmar Holdings strictly complies with internationally declared labor and human rights standards such as the 'Universal Declaration of Human Rights', 'UN Guiding Principles on Business and Human Rights', 'The Constitution of the International Labor Organization', 'The Ten Principles of UN Global Compact', and 'OECD Due Diligence Guidance for Responsible Business Conduct', and is striving to improve human rights awareness and internalize human rights management.

## **Conducting Human Rights Education**

Kolmar Holdings conducted human rights education for employees at the manager level and below in December 2024 to enhance employees' human rights awareness and cultivate human rights sensitivity. This education was designed to prevent human rights issues that lower-level employees may experience in the work environment and to help them easily understand the necessity of human rights management.

The education featured case-based video content from the National Human Rights Commission of Korea's 'Learning Human Rights Management Through Cases' and received positive feedback, such as 'I was able to understand how to apply human rights management to work.' Kolmar Holdings plans to expand the education target to all employees in 2025 to strengthen company-wide human rights management culture, and will continue to practice ethical and sustainable management through consistent human rights education and create a corporate culture that respects human rights together with all stakeholders.



<sup>·</sup> Kolmar Holdings Human Rights Education Content

#### 2024 Human Rights Education Status

Category	FIC Kolmar	FIC Kolmar	FIC Kolmar BNH	ínno.N	FIC Yonwoo
Total Human Rights Education Hours* (Hours)	591	3,885	2,565	6,023.5	2,556
Total Number of Employees Subject to Human Rights Education (Persons)	109	1,295	528	1,721	1,278
Total Number of Employees who Completed Human Rights Education (Persons)	109	1,295	528	1,721	1,278
Completion Rate on Human Rights Education (%)	100.0	100.0	100.0	100.0	100.0

<sup>\*</sup> Human rights education hours include legally mandated education hours related to human rights.



2024 Kolmar Holdings Sustainability Report









### **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

#### Social

#### Strengthening Human Rights Management

Healthy Organizational Culture and Human Capital Management

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety Enhancement

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

#### **ESG FACTBOOK**

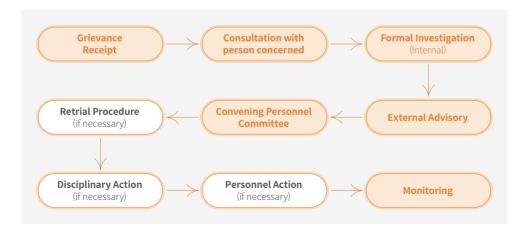
#### **APPENDIX**

## Strengthening Human Rights Management

## **Operation of Human Rights Violation Reporting Channel 'Better** Kolmar'

Kolmar Holdings operates the internal reporting channel 'Better Kolmar' for human rights protection and human rights risk prevention. Established under Article 17 of the human rights policy, the system is open to individuals who have experienced human rights violations and all stakeholders aware of potential risks. In particular, reflecting the results of the 2024 human rights impact assessment, it has introduced procedures to involve external experts in the investigation and deliberation processes, thereby further strengthening procedural independence and fairness. The participation of external experts enhances the objectivity of the investigation process and ensures that investigation results can be transparently and reliably reflected in the outcomes. This approach builds stakeholder trust in the reporting and handling of human rights violations while continuously improving procedural transparency. Kolmar Holdings will continue to operate systematic systems for human rights protection, prevent human rights risks in advance, and do its best to create an environment where all stakeholders can participate with confidence.

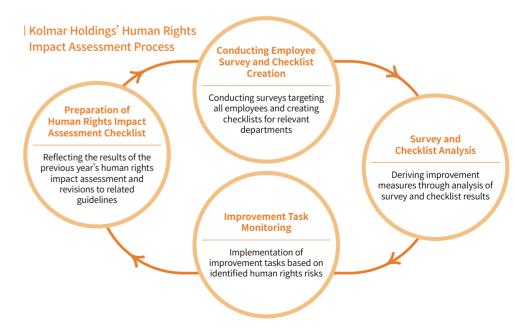
## | Kolmar Holdings' 'Better Kolmar' Process



## **Establishment of Human Rights Risk Management Process**

Kolmar Holdings has been conducting human rights impact assessments regularly since 2024 in accordance with Article 16 of the human rights policy (Human Rights Impact Assessment). The assessment aims to identify and prevent actual and potential risks posed by the company's business activities to stakeholders, including employees, partners, and local communities. Kolmar Holdings conducts human rights impact assessments regularly once a year and establishes improvement and mitigation measures for risks identified based on the assessment results. These measures are reflected throughout the company's operations, contributing to preventing human rights violations and strengthening trust with stakeholders. Additionally, by disclosing information about the results of human rights impact assessments and risk improvement and mitigation measures through sustainability management reports, Kolmar Holdings clearly expresses its commitment to human rights management.

Kolmar Holdings systematically manages human rights risks through reporting channels and human rights impact assessments, practicing ethical and transparent management, and will continue to do its best to prevent human rights violations and realize sustainable human rights management together with stakeholders. These efforts play an important role in Kolmar Holdings creating social value as a responsible company and building a sustainable future.













#### **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

#### Social

#### Strengthening Human Rights Management

Healthy Organizational Culture and Human Capital Management

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety **Enhancement** 

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

## **FIC** Kolmar

## Strengthening Human Rights Management

## **Conducting Human Rights Impact Assessment**

Kolmar Holdings conducted a human rights impact assessment in the first half of 2025 to identify and assess human rights risks that may arise from corporate activities in advance. The human rights impact assessment is a core element of due diligence to realize corporate responsibility for respecting human rights, and this assessment was conducted based on 9 areas and 63 indicators including nondiscrimination in employment, guarantee of freedom of assembly and collective bargaining, prohibition of forced labor and child labor, guarantee of occupational safety, guarantee of environmental rights, and respect for local community human rights. Additionally, based on the results of the 2024 assessment, employee surveys were conducted in parallel to gain in-depth understanding of key stakeholders' opinions and further strengthen the human rights due diligence system.

The assessment results showed that Kolmar Holdings has an overall stable management system for major human rights issues, with particularly positive evaluations in the areas of occupational safety guarantee and respect for local community human rights. Based on the improvement areas identified in this assessment, Kolmar Holdings plans to further strengthen and advance its human rights management system. In particular, recognizing the need for improvement in supply chain management, the company plans to establish partner company codes of conduct to systematically manage human rights-related policies and procedures with partner companies. Through this, it will prevent human rights risks within the supply chain in advance and establish a responsible supply chain management system through regular monitoring.

Additionally, to strengthen communication with key stakeholders, the company plans to implement not only employee surveys but also FGI (Focus Group Interview). Through this, it plans to advance the human rights due diligence implementation system and actively reflect stakeholder opinions in management. In particular, by regularly conducting employee surveys, the company will strengthen its internal human rights protection system and reflect employee voices in management decision-making to create a more transparent and trusted corporate culture. Kolmar Holdings will continue conducting regular human rights impact assessments to uphold human rights-centered values across its operations. By maintaining a human rights management system aligned with international standards, the company aims to practice sustainable management and build trust with stakeholders.

#### | Kolmar Holdings Human Rights Risk Improvement Results

Category	<b>Human Rights Risks</b>	Implementation Performance	Implementation Rate
	Insufficient disclosure of personal information processing methods	Established and disclosed privacy policy (April 2024)	
	Insufficient transparency in grievance system operation and process	Advanced grievance system operation and process (May 2024)	
	Missing key human rights items in human rights policy	Revised human rights policy (May 2024)	
2024	Insufficient disclosure of human rights management status	Disclosed in the Sustainability Report (June 2024)	100%
	Insufficient effectiveness evaluation and independence of remedy procedures following grievance system	Conducted effectiveness evaluation of remedy procedures through HRM EOS* and established remedy procedures through external experts (August 2024)	
	Need to enhance internal awareness of human rights management	Internalized human rights due diligence system through human rights education (November 2024)	

<sup>\*</sup> HRM EOS (Employee Opinion Survey): Employee survey conducted by the HR Group

#### | Kolmar Holdings Human Rights Risk Improvement Plan

Category	Contents	Implementation Plans	
	Management and disclosure of quantitative and qualitative implementation performance of human rights impact assessment	Disclosure in the Sustainability Report (July 2025)	
	Establishment of dedicated human rights management organization (conducting once per half-year)	To be implemented within 2025	
2025	Establishment and distribution of partner company code of conduct	To be implemented within 2025	
	Conducting FGI during human rights impact assessment process (targeting key stakeholders)	Planned to be implemented during 2026 human rights impact assessment	
	Establishment of partner company human rights protection monitoring process	To be implemented within 2026	









### **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and **Human Capital Management** 

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety **Enhancement** 

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

## Healthy Organizational Culture and Human Capital Management

## **Building a Healthy Organizational Culture Through Communication**

#### Operation of Communication-Type Webzine 'It Kolmar' Platform

Kolmar Holdings is conducting various communication activities to strengthen communication with employees, clients, and create a healthy organizational culture. This serves as a core pillar for effectively delivering Kolmar's vision and values to members while practicing sustainable management. In particular, the in-house webzine 'It\_Kolmar' contributes to establishing a more creative and systematic internal culture by reconstructing content that might otherwise feel heavy and rigid into something that members can easily relate to and enjoy.

#### | 2024 'It\_Kolmar' Participation Status

2024 View Increasing Rate

Year-over-year growth rate (approximately 2x increase / average views increased by approximately 54.7%)

**2024 Comment Increasing Rate** 

Year-over-year increasing rate

#### Won the '2024 Korea Communication Awards'

Kolmar Holdings' in-house webzine 'It Kolmar' won the Minister of Culture, Sports and Tourism Award in the webzine category at the most prestigious '2024 Korea Communication Awards' in Korea, an honor given to only one team, achieving a meaningful accomplishment that externally recognized the excellent communication capabilities between Kolmar Holdings and its affiliates.





#### • Kolmar Holdings Won the '2024 Korea Communication Awards' (November 21, 2024)

Kolmar Holdings considers people as the foundation of corporate competitiveness and believes that improving employee satisfaction and engagement is the key to sustainable growth. The company will establish a sustainable talent development system by building a healthy organizational culture where employees can communicate freely and grow together, providing systematic education and training opportunities, and implementing welfare systems that consider work-life balance.

### **Various Communication Activities Connecting Daily Life**

Kolmar Holdings promoted various communication activities in 2024, and diverse communication activities were pursued to create a healthy organizational culture in daily life.

## The Joy of Being Together, "It Kolmar Communication Campaign"

The 'It\_Kolmar Communication Campaign' is a communication activity that creates a pleasant and comfortable atmosphere in internal messengers and actual conversations by using friendly speech patterns and words with colleagues. In January 2024, the campaign was conducted by using "~~yong" - manner of speaking - to mark the beginning of the 'Year of the Dragon', and in July, conversations shared using phrases like "Lucky Kolmariana (modified a popular expression used by young generations)" meaning 'Lucky 7' were posted as comments. All employees across the company could participate, and through this, colleagues were able to form an internal atmosphere where they could communicate comfortably beyond rigid work-related conversations, and employees were also able to become closer to each other by sharing stories through comments.



'It Kolmar' Communication Campaign

## Healthy Communication in Daily Life. "Hev Kolmar, Let's Walk Together"

'Hey Kolmar, Let's Walk Together' is a participatory wellness event designed to help employees take care of their health and communicate naturally during the walking season. This event goes beyond simply meeting target step counts, creating positive changes in daily life such as employees starting their day by sharing walking stories in the morning and taking walks around the workplace with colleagues during lunch breaks while having casual conversations. This is a communication method that supports employees' healthy lives while contributing to unaffected relationship building and organizational culture improvement



· 'Hey Kolmar, Let's Walk Together' Event











**ESG Focus Area** 

#### **Environmental**

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and **Human Capital Management** 

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety Enhancement

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

**ESG FACTBOOK** 

**APPENDIX** 

## Healthy Organizational Culture and Human Capital Management

## **Building a Healthy Organizational Culture Through Communication**

## A Platform for Employee Communication and Harmony, 'Dive into Kolmar'

Kolmar Holdings has been operating the 'Dive into Kolmar' event since 2023 to create a platform for communication and harmony with employees. In 2024, the event was held in Sejong, which is called the beginning and heart of Kolmar, with approximately 1,500 employees from Kolmar Korea, Kolmar BNH, and HNG participating to share Kolmar's core values and strengthen bonds in a meaningful time. The event shared the symbolism and role of the Sejong plant, which represents Asia's largest single cosmetics factory and global manufacturing competitiveness, providing an opportunity for employees to feel pride and envision a sustainable future together. Additionally, beyond simple information sharing, town hall meetings were held where employees could share honest opinions and understand each other, and a new maternity promotion policy was surprisingly announced at this event, receiving great enthusiasm. Kolmar Holdings will continue to achieve sustainable growth based on active communication with employees.

## Intergenerational Communication Program Between Seniors and Juniors, 'Kolmar Reverse Mentoring'

Kolmar Holdings and its affiliates are operating a reverse mentoring program to create an open corporate culture and strengthen intergenerational communication. This role-reversal mentoring allows executives, as mentees, to gain new perspectives from MZ-generation employees, while mentors acquire leadership skills and insights from executives—a truly empathetic system.

This reverse mentoring serves as an important opportunity to strengthen leadership capabilities by sharing each other's cultures and values beyond generational and hierarchical boundaries, and enabling management to directly experience changing markets and new generational perspectives. As such, it is also utilized as part of leadership development programs for executives, contributing to building communication skills with younger generations. Kolmar Holdings and its affiliates will continue to expand a communication-centered organizational culture where diverse generations mutually respect and grow together, enabling the creation of a flexible and innovative corporate culture.



















#### **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and **Human Capital Management** 

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety **Enhancement** 

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

## Healthy Organizational Culture and Human Capital Management

## **Building a Healthy Organizational Culture Through Communication**

## 'Open Council' for Creating a Labor-Management Harmony Culture

Kolmar Holdings operates an 'Open Council' to create a better labor-management harmony culture beyond the typical labor-management council, building a high-level labor-management partnership. The Open Council includes key management executives, including the CEO, who directly participate as management members, providing deep interest and substantial support for the organization and its members.

The Open Council consists of 5 management members and 5 employee members, and holds regular meetings every quarter by collecting opinions from employees in their respective constituencies to deliberate and promote agenda items. In particular, employee members are selected through direct elections by employees, conducted fairly through a process of presenting election pledges and campaigning periods. Through this, representatives who can best represent the diverse voices of the workplace become members, creating a consultation structure that enables substantial communication and participation. In addition, matters resolved or discussed at the council are announced on the internal intranet within 10 days to ensure that all employees are promptly informed. This process enhances transparent communication and strengthens execution capabilities.

In 2024, the Open Council focused on discussing employee welfare-related agenda items such as Family Month events, and also worked to build a healthy organizational culture centered on employees through initiatives like Clean Office and Mutual Respect Campaign.



• 2024 'Open Council' Carnation Flower Basket Making Class Program (May 10, 2024)

### Open Organizational Culture, 'Usoboso (Let's Smile: Monthly Meetings)'

Kolmar Holdings and its affiliates operate 'Usoboso (Let's Smile: Monthly Meetings)', a monthly communication platform for employees, to create a participationcentered organizational culture. This venue features 3-minute speeches where employees directly share their thoughts and experiences, and delivers messages from top management to transparently share company-wide business information. 'Usoboso' has established itself as an open communication opportunity where all employees can understand business conditions and freely exchange opinions, positioning itself as an important pillar in creating Kolmar's healthy organizational culture.



· Usoboso (Let's Smile: Monthly Meetings)

### **Organizational Culture Diagnosis for Creating a Good Work Environment**

Kolmar Holdings recognizes creating a work environment where members can work happily as an important management task. Accordingly, the company regularly conducts diagnosis on employee satisfaction from four perspectives: individual, team, leader, and company, and based on this, systematically analyze organizational strengths and improvement tasks annually. By closely examining the overall organizational situation to identify problems and establishing practical improvement measures, it is strategically improving its organizational culture. As a result of these efforts, the organizational culture has achieved worthy results of 75 points or higher over the past three years, and the company plans to continue gradual improvements in the future.

## | Kolmar Holdings Organizational Culture Diagnosis Items and Results





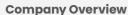












**ESG Focus Area** 

#### **Environmental**

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and **Human Capital Management** 

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety Enhancement

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

**ESG FACTBOOK** 

**APPENDIX** 

# Healthy Organizational Culture and Human Capital Management

## **Creating a Healthy Work Environment**

#### Practicing Work Life Harmony for Creating a Family-Friendly Corporate Culture

Kolmar Holdings and its affiliates are exemplarily operating various familyfriendly systems to practice 'Work Life Harmony' so that employees can focus on their work in a stable and satisfying environment. The company provides family-friendly systems tailored to life cycles, enhancing employees' quality of life and work-family balance. Through practical welfare benefits such as childbirth and childcare support, education allowances for preschool children, family allowances based on the number of family members, and filial piety allowances paid when caring for parents, it is enhancing employees' life stability and satisfaction. As a result of these efforts, Kolmar Holdings obtained 'Family-Friendly Company' certification from the Ministry of Gender Equality and Family, and affiliates including Kolmar Korea, Kolmar BNH, HK inno.N, and Yonwoo also obtained family-friendly company certification.

Furthermore, Kolmar Holdings received the Minister of Employment and Labor Award (Work Environment Improvement Category) for its highly evaluated efforts to balance work and family life, including consistent job creation efforts such as increasing employment by 18% compared to the previous year as of 2024, and having all listed affiliates selected as 'Family-Friendly Certified Companies'. Going forward, Kolmar Holdings and its affiliates will continue to prioritize the happiness of employees and their families as the top value and strengthen the institutional foundation that fosters a sense of belonging and pride in the organization.

Kolmar Holdings

2024

**Operation of Special In-House Programs with Family** 



 Kolmar Holdings Received the Minister of Employment and Labor Award (Work Environment Improvement Category) (November 29, 2024)

Yonwoo

2022

Re-Certification

HK inno.N

2022

## Welfare Management for Improving Employees' Healthy Quality of Life

Kolmar Holdings and its affiliates are operating diverse and effective welfare benefit systems that reflect each company's characteristics and environment to improve employees' health and quality of life. In 2024, the Kolmar Korea R&D Complex further improved its in-house cafe and fitness facilities, and expanded welfare systems to enable employees to increase work efficiency in a freer and more flexible atmosphere and lead a healthy and satisfying work life. Additionally, the company is focusing on enhancing satisfaction with the daily work environment by improving the service quality, menu composition, and meal portions of the company cafeteria and in-house cafe based on employee feedback. Furthermore, it is continuously working to ensure that all employees can enjoy welfare benefits suited to their individual situations by reorganizing the long-term service award system to enhance the devotion and loyalty of long-term employees and discussing welfare systems for unmarried employees.

## | Welfare Benefits System\* of Kolmar Holdings and its Affiliates

## Long-term Service Awards

We provide commendations and leaves to long-term employees at 5-year intervals such as 5/10/15/20 years!

#### **Flexible Work Hours**

Start vour workday at vour preferred time!

#### **Casual Dress Code**

Work comfortably in casual attire!

#### Flexible PTO

Freely use your annual leave, half-days, and quarter-days without any worries

In-house Library Libraries and e-libraries are available at all business sites!

#### **Company Club** Support

Enjoy various activities with colleagues!

#### **Educational Support** We support your language

education and your children's education! (Kindergarten and university, etc.)

#### **Health Management**

We provide annual health check-ups!

#### Mental Wellness **Program**

Remote and in-person psychological counseling is available!

#### In-house Welfare **Facilities**

We have an in-house cafe. fitness center, and women's lounge!

#### **Family Events Support** We stand by

you and your family during important events! (Monetary gifts, leave, and supplies)

#### **Maternity Support**

Receive special bonuses for childbirth! (KRW 10 million for the first and second child, KRW 20 million for the third and subsequent children)

## **Company Shuttle**

Commute to work with our shuttle bus service! (Available at selected sites)

#### **Employee Discounts**

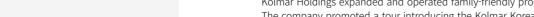
We offer discounts on cosmetics and health supplements!

#### Cafeteria

We operate cafeterias at all our facilities!

#### **Celebration Gifts**

Receive welcome kits, birthday gifts and anniversary gifts!



Kolmar Holdings expanded and operated family-friendly programs for employees and their families in 2024. The company promoted a tour introducing the Kolmar Korea R&D Complex for employees' children, 'Kolmar Family Day' - a family invitation event where family members can directly experience their parents' work, and the 'Kolmar Picnic' program that employee families can enjoy together. Through these programs, it aimed to strengthen bonds between employees and their families, foster pride in the company, and create an organizational culture that realizes work-life balance.

| Status of 'Family-Friendly Company' Certification of Kolmar Holdings and Its Affiliates

Kolmar Korea

2024

Kolmar BNH

2024



2024 Kolmar Holdings Sustainability Report

<sup>\*</sup> Welfare benefits may vary depending on the affiliate.









#### **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and **Human Capital Management** 

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety **Enhancement** 

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

## Healthy Organizational Culture and Human Capital Management

## **Promoting Diversity and Inclusion**

## **Non-Discrimination and Respect for Diversity**

Kolmar Holdings and its affiliates uphold equity and diversity as core values, avoiding discrimination based on individual attributes such as age and gender in all HR systems including hiring and promotion. To this end, the company is working to create an equal work environment where all employees are respected and can fully demonstrate their capabilities, and to form a healthy organizational culture that respects diversity.

In particular, in 2024, the company focused on establishing a system to evaluate applicants based on their capabilities during the recruitment stage for hiring new employees of Kolmar Holdings and its affiliates. The company identified key competencies aligned with its ideal talent profile and developed objective evaluation criteria, creating a fair and non-discriminatory recruitment system. The new recruitment system is scheduled to be implemented from 2025, and it is expected to further strengthen diversity and equity through competency-based talent selection. Non-discrimination and respect for diversity are core elements in Kolmar Holdings' sustainable management strategy, and the company plans to continue expanding and developing fair and transparent HR operations based on these principles.

### **Expansion of Employment for People with Disabilities**

As of December 2024, Kolmar Holdings and its affiliates employ a total of 39 para-athletes who are achieving economic independence under the stable support of 6 affiliates including Kolmar Holdings, with diverse athletes competing in a total of 9 sports including swimming, table tennis, taekwondo, and bowling. Kolmar Holdings and its affiliates recognize the expansion of employment for people with disabilities and securing diversity in human capital as important responsibilities, and are doing our best to provide continuous training and activity support for the stable job performance and capability development of disabled employees.

## | Para-Athletes Employment Status of Kolmar Holdings and its Affiliates

Company Name	Number of Employed Para-Athletes (Unit: Persons)	Category
FIX Kolmar HOLDINGS	2	Swimming, Table tennis
FJ <b>(</b> Kolmar	10	Taekwondo, Track and field, Sjoelen, Table tennis, Boccia
FIC Kolmar BNH	5	Table tennis, Boccia
ínno.N	10	Swimming, Track and field, Rowing, Table tennis
<b>FIC</b> Yonwoo	10	Lawn Bowls, Bowling
F)(HNG	2	Table tennis
Total	39	

## **Supporting Women's Empowerment**

Kolmar Holdings is working to create gender equality and a family-friendly workplace culture to realize sustainable management. As part of these efforts, the company participated in the 2024 Korea-China-Japan UNGC (UN Global Compact) Gender Webinar to discuss the role and responsibilities of companies.

This webinar was a joint event hosted by the UNGC Korea, China, and Japan offices, where companies from the three countries gathered to share best practices and practical measures for achieving gender equality and building a family-friendly organizational culture.

Kolmar Holdings participated in panel discussions on the theme "Corporate Challenges and Solutions for Creating Gender Equality and Family-Friendly Workplace Culture," conducting in-depth discussions on the realistic challenges companies face and their solutions. Kolmar Holdings' activities were included as a representative Korean case in the "Korea-China-Japan Report on Building Family-Friendly Workplace Culture" published by the UNGC China office, receiving international recognition for its achievements. The report introduced various policies and programs promoted by Kolmar Holdings, which were presented as benchmarking cases for other companies. Kolmar Holdings plans to continue promoting various activities to spread gender equality and family-friendly culture. Furthermore, the company will support work-life balance and build a work environment where all employees are respected. Kolmar Holdings plans to continue strengthening related policies and systems with the belief that these efforts go beyond simple social responsibility to become the foundation for sustainable growth and innovation.



















#### **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and **Human Capital Management** 

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety **Enhancement** 

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**



#### 2024 Kolmar Holdings Sustainability Report

## Healthy Organizational Culture and Human Capital Management

## **Fair and Growth-Based HR Management**

#### **Fair Recruitment**

Based on a 'people-centered' management philosophy, Kolmar Holdings and its affiliates recognize employees as the company's core asset and aim to support them in growing into industry experts. Accordingly, the company operates a recruitment process based on job-specific competencies rather than relying on academic background or specifications, and has established a transparent recruitment system to hire talent that aligns with corporate culture and ideal talent profile. Additionally, it adheres to the principle of open public recruitment that is accessible to everyone regardless of gender, age. education, major, or region, and strives to realize a culture that respects the values of diversity and inclusion. In particular, since 2017, the company has introduced online AI competency assessments to further strengthen recruitment fairness. This helps reduce evaluator fatigue and bias that may occur during document screening, and enables more sophisticated evaluation of applicants' potential capabilities and areas for improvement that are difficult to identify through documents alone. Through these efforts, Kolmar Holdings continuously maintains a fair and transparent recruitment system and creates an environment where capable talents can freely challenge themselves and grow.

## **Operation of Performance Management System**

Kolmar Holdings and its affiliates operate an integrated HR management system that organically links performance evaluation results with talent development policies. Through an evaluation system designed to link organizational KPIs with individual goals for joint achievement, and colleague feedback that reviews the goal achievement process, the company sets not only performance but also individual growth directions for each employee. By exchanging insights about work methods in this way, member development points are derived, and based on this, an effective performance management system is implemented. To ensure accuracy and objectivity of evaluations, year-end individual final evaluations are conducted by comprehensively reflecting continuous monitoring results and feedback from evaluation targets, and an appeal system for evaluations is also established for fair and transparent operation. Through this, the company is creating an open and trust-based evaluation environment where employees' opinions are actively reflected.

## | Performance and Career Development Evaluation Status\*

Category	2022	2023	2024
Percentage of Employees Who Completed Evaluation (%)	100.0	100.0	100.0

<sup>\*</sup> Career employees with less than 3 months of service as of the evaluation date, those who completed probation or ended internships within 3 months, and employees on leave with less than 3 months of working days during the target period are excluded from performance and career development evaluation.

#### Operation of KSR (Kolmar Self Recommendation) System

Kolmar Holdings and its affiliates operate a KSR (Kolmar Self Recommendation) System, enabling employees to evaluate their capabilities and recommend themselves for promotion. Under this system, employees directly write promotion applications based on their job competencies and loyalty to the company, and promotion decisions are made through deliberation by the Personnel committee. Through the KSR system, Kolmar Holdings and its affiliates are establishing a fair compensation system based on performance and spreading a culture of employee motivation and proactive growth.

#### KSR (Kolmar Self Recommendation) Process of Kolmar Holdings and its Affiliates



Promotion Application Preparation



Personnel Committee Deliberation



Promotion through KSR

## Operation of CDP (Career Development Program)

Kolmar Holdings and its affiliates operate CDP, a job rotation policy, through internal job postings held twice a year. CDP is a system that enables optimal talent placement by giving priority opportunities to internal members when vacancies occur within the organization or when job reinforcement is needed. Through this system, members can move to workplaces that match their aptitudes and capabilities, and expand their job competencies through new work experiences. For employees, they can expect career development, self-realization, and even improved job satisfaction by quickly responding to open positions and being assigned to immediately needed roles. Kolmar Holdings and its affiliates are fostering versatile talents through CDP, which serves as the foundation for creating synergistic effects within the organization, thereby pursuing both corporate productivity and sustainability. Against this background, CDP has established itself as a human capital management system with high satisfaction levels for both labor and management.

## **Job-Centered Human Resource Management**

Kolmar Holdings and its affiliates are implementing human resource management systems including recruitment, organizational operations, competency assessment, and development based on a jobcentered human resource management system. In particular, for downstream positions, the company conducts competency surveys to identify the capabilities required at the time of hiring and actively reflect these in the recruitment process. When team transfers or job changes occur, it tracks these changes and provides data-based job recommendations. Kolmar Holdings and its affiliates plan to further refine and advance this human resource management system. Additionally, through the career development system, the company supports job-specific special lectures and customized development plans that reflect members' career needs, and in the performance management system, it is building and operating a performance-driven and highly acceptable management system through strengthened linkage between organizational and individual goals and expanded feedback.











**ESG Focus Area** 

**Environmental** 

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and **Human Capital Management** 

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety **Enhancement** 

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

**ESG FACTBOOK** 

**APPENDIX** 



## Healthy Organizational Culture and Human Capital Management

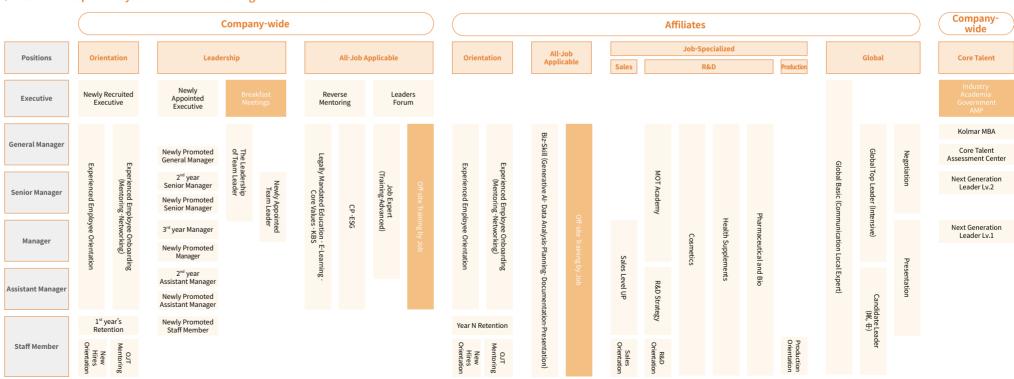
## **Supporting Talent Development and Competency Enhancement**

## **Establishment of Talent Development System and Operation of Education Programs**

Kolmar Holdings and its affiliates operate a systematic educational system for competency development of all employees from new hires to executives. The company conducts onboarding education for new and experienced hires to enhance understanding of Kolmar's core values and philosophy, and systematically operates leadership and cultivation education necessary for role performance for team leaders and executives. In particular, Kolmar Holdings and its affiliates have clearly defined leadership by position level and consistently execute customized education based on this at the group level.

To strengthen job expertise, the company conducts specialized training in sales, R&D (cosmetics, health supplements, pharmaceutical and bio, etc.), and production areas that reflect the business characteristics of each affiliate, alongside common job training. Through this, it contributes to the improvement of field-centered practical capabilities and professional expertise. Additionally, the company operates global talent development programs and has introduced the Core Talent system to identify and nurture key talent, establishing a foundation for the growth of next-generation leaders. Kolmar Holdings and its affiliates will continue to provide optimized educational opportunities by position, job function, and career stage, thereby nurturing talent with expertise and leadership and working to secure sustainable organizational competitiveness.

## | Talent Development System of Kolmar Holdings and Its Affiliates











#### **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and **Human Capital Management** 

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety Enhancement

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

## Healthy Organizational Culture and Human Capital Management

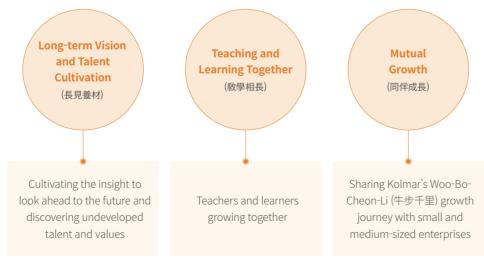
## **Supporting Talent Development and Competency Enhancement**

## Dream Learning Center, Operation of 'Yeoju Academy' Training Center

Kolmar Holdings and its affiliates established Yeoju Academy in 2018, and it operates as a training center to promote sustainable growth throughout the industrial ecosystem by providing quality educational opportunities to small and medium-sized enterprises lacking educational infrastructure and sharing Kolmar's unique experiences. Yeoju Academy operates centered on three core values: Long-term Vision and Talent Cultivation (長見養材), Teaching and Learning Together (教學相長), and Mutual Growth (同伴 成長).

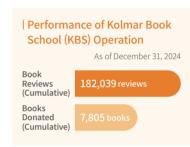
Through the flagship program 'Win-Win Dream Academy', the center provides educational programs reflecting Kolmar's management philosophy to employees of small and medium-sized partner companies, and continuously develops customized educational programs considering partner companies' needs. In this way, Yeoju Academy goes beyond being a simple educational facility, aspiring to be a sustainable win-win platform where companies and individuals grow together as a learning ground that embodies human-centered management philosophy.

## | Operating Philosophy of Yeoju Academy Training Center



## Operation of Kolmar Book School (KBS), a Reading Incentive Program

Kolmar Holdings and its affiliates are practicing reading management for nurturing talent equipped with lifelong knowledge and wisdom under the value that human growth is organizational growth. Since 2006, the company has operated our own reading incentive program KBS (Kolmar Book School), where books donated by employees as return gifts during family celebrations are placed in 'book cafes' established at 12 business sites, and it also encourages employees' daily reading through 'e-library (e-KBS)' in partnership with a major bookstore.



The company also provides various learning content including reading essay educational content 'Reading Communication' and book summary lecture content 'Book Learning'. In particular, reading activities are linked to the HR system, where writing book reviews 6 times a year is reflected in personnel evaluations, allowing reading to influence employee growth. KBL (Kolmar Book Leader), Kolmar's reading leaders, lead the company's reading culture through monthly reading meetings with discussions and book recommendations, and published the in-house book 'Call it Love' through a book writing program. Additionally, the company encourages employee participation in reading through best book report award events. As a result of this reading management, Kolmar Holdings, Kolmar Korea, Kolmar BNH, and HK inno.N obtained Certification for 'Excellent Workplace for Reading Management' consecutively in 2024 following 2023, and Yonwoo newly obtained the certification.





 Kolmar Holdings and its Affiliates Certified for 2024 'Excellent Workplace for Reading Management'











### **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and Human Capital Management

#### Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety Enhancement

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

## FIX Kolmar

2024 Kolmar Holdings Sustainability Report

## Better Smart, Kolmar

## Routinization of Technology, Writing Kolmar's Story More Conveniently

The 'HK GPT' project to create Kolmar's unique Al was initiated to help employees actively utilize generative AI technology to automate repetitive and inefficient tasks, and to enhance individual work efficiency and decision-making accuracy based on knowledge assets accumulated within the company. This is a strategic initiative designed to continuously strengthen not only individual productivity improvement but also company-wide operational efficiency and competitiveness. The project was launched in December 2024, officially started service in February 2025, and is scheduled to complete expansion to all affiliates within this year.

'HK GPT' is designed as a three-tier assistant system consisting of group level, affiliate level, and individual level. This service prioritizes information security and is equipped with 12 key features to maximize work applicability and practical support efficiency. The company will continue to strengthen Kolmar's business competitiveness through continuous updates, technology development, and utilization improvement education so that all employees can use HK GPT in their work processes.

### Achievement of Goal to Enhance Corporate Competitiveness

Through Routinization of AI Utilization in Company-wide Business Processes

Automation of repetitive tasks

Upward leveling the understanding of internal knowledge

Repetitive Work and Activating Internal Knowledge

Proposal automation for Accelerating rapid client response mployee Decision **Making and Work** 

Automation

Strengthening companywide decision-making speed through AI utilization

#### **HK GPT Key Features**

#### **Specialized Features**

Education/Welfare

System

Education support and

internal welfare system



#### **HR/General Affairs** Regulations HR and general affairs

system and regulation



Compliance Regulations Various internal compliance regulation questions/answers



Expense/Approval

Regulations

Expense usage and payment

processing regulation

Kolmar-Specialized Features: This feature is a system that uploads document files accumulated within the company, such as PDF and DOCX files, to enable AI to reference and cite the content of these documents when answering user questions. When each department registers documents they possess in the company's official assistant system, it provides accurate answers with source citations when users ask questions about information within the documents. This enables rapid understanding and problem-solving regarding internal ESG policies and systems, compliance regulations, and other matters.

#### **Meeting Minutes Creation Feature**

An automatic meeting minutes creation feature was developed that enables real-time transcription of meeting content and upload of previous meeting audio files. It

supports automatic speaker separation and automatic organization of Action Items and key discussion points mentioned during meetings.



## **Proposal Draft Creation Feature**

A tool that automatically conducts research and creates report and proposal drafts when only the topic and reference

materials are provided, with options for writing style and ending selection, and report table of contents editing. It was developed reflecting the actual proposal process of Kolmar's Marketing Team.



## **Employee Usage Status** Usage Status by Assistant Category (Kolmar Holdings) Organization 0.9% Recruitment 0.8% Reporting 0.5% Company Assistant Writing 0.3% Work 1.1% Meeting Minutes/ Proposals 4.2% Images 5.4% Assistant 13.2% Chat 65.5% Looking at the usage status by assistant category, the utilization of assistants in the [Chat] category including HK GPT, document file review, and data analysis is highest at approximately 65.5%, with various assistant

features being used evenly across the board











#### **ESG Focus Area**

#### **Environmental**

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and Human Capital Management

#### Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety Enhancement

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

### Better Smart, Kolmar

#### Routinization of Technology, Writing Kolmar's Story More Conveniently

#### **Operation of AI Utilization Competency Enhancement Program**

#### **Education and Seminars to Improve AI Understanding and Utilization**

As the importance of working with AI grows, Kolmar Holdings and its affiliates have established AIrelated education programs and conducted special lectures with domestic AI experts participating. The special lectures shared Al's core concepts, latest technologies, global trends, and actual cases applied to work. Through these sessions, participants engaged in meaningful discussions about new innovations Kolmar can create using AI and explored ways employees can apply AI to improve work performance. Kolmar Holdings and its affiliates plan to continue providing learning opportunities where employees can share AI utilization methods and work efficiency improvement strategies learned through education and seminars, and develop them together.

#### | Generative AI Education Program

Education Program	Key Contents
Al Frontier	• Provided comprehensive learning of generative AI technology and mentoring on role-specific AI applications.
AI Leadership Academy	• Delivered insights on AI market trends, technical concepts, and real-world use cases from other companies.
Generative AI Special Lecture	Presented industry-focused AI expert talks, explored practical application methods, and identified strategic initiatives







· Generative Al Special Lecture Poster

#### Al Business Application Project (Project. Al Lab)

Kolmar Holdings and its affiliates are exploring AI utilization methods at the organizational level. Accordingly, we are promoting 'Project. AI Lab' where business departments and developers collaborate to develop practically applicable AI models. This project aims to establish a foundation for companywide AI expansion by securing department-level AI success cases and build the foundation for AI Transformation through innovation in Al-based working methods. Additionally, we seek to strengthen the competitiveness of Kolmar Holdings and its affiliates through improvement and advancement of business processes. To participate in the project, departments can participate in the form of department-level or inter-departmental collaboration tasks consisting of 2-3 department members, and participating departments will select tasks where AI technology can be applied and develop models that can be utilized in work through task specification and execution.

#### | Project. Al Lab Execution Process



#### **HK GPT User Certification System**

Kolmar Holdings and its affiliates developed Kolmar's own generative AI program 'HK GPT' to make AI utilization routine in company-wide business processes, and officially opened the system in February 2025. HK GPT is equipped with various functions for business support including basic conversation functions using Open Al's GPT engine, as well as Kolmar-specialized assistant and chatbot functions based on company information. Kolmar Holdings and its affiliates are conducting user certification education to enable employees to use HK GPT safely and effectively. We provide education programs including information security, HK GPT function guidance, prompt engineering method guidance, and business application practice to employees, and grant HK GPT access privileges only to employees who have completed this education.

#### **HK GPT User Certification Process**



<sup>·</sup> AI Leadership Academy Special Lecture









#### **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and Human Capital Management

Better Smart, Kolmar

#### Newborn with Kolmar

Product Quality and Safety Enhancement

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

### **FIC** Kolmar

2024 Kolmar Holdings Sustainability Report

### Newborn with Kolmar

### Doubling the Joy of Birth, Kolmar's Story of Growing Together with Children



Maternity Promotio

**Launch of Kolmar Maternity Promotion Team** 

Kolmar Holdings and its affiliates have continuously worked to create an organizational culture where employees do not hesitate to have children at work, responding to the era of ultra-low birth rates. As a result of this strong commitment, the 'Kolmar Maternity Promotion Team' was launched in March 2024, the first of its kind in Korea. Kolmar Holdings and its affiliates have proactively introduced maternity promotion systems since 2009, continuing family-friendly management that practices social responsibility.

The establishment of the Kolmar Maternity Promotion Team represents a strategic turning point that goes beyond simple system operation to build effective family-friendly systems that substantially support work-life balance. The Kolmar Maternity Promotion Team is closely analyzing the current state and effects of operating systems, and based on this, is preparing customized programs that can practically support employees' childbirth and childcare. Kolmar Holdings will continue to fulfill its social responsibility for childbirth and childcare, and create the sustainable growth of the company and the future of the community together.

**Expansion of Childbirth Incentive Allowance Support** and Mandatory Parental Leave

In May 2024, CEO Yoon Sang-Hyun directly announced new childbirth and childcare policies at the 'Dive into Kolmar' town hall meeting. This policy represents a comprehensive overhaul of existing familyfriendly systems, centered on expanding childbirth incentives and establishing the Kolmar Parental Leave System. The childbirth incentive allowance was significantly increased to KRW 10 million for the first and second children, and KRW 20 million from the third child onwards. Additionally, both men and women are required to take at least one month of parental leave immediately after maternity leave, with full salary compensation for the first month to reduce economic burden.



Guarantee

Implementation of Internal Maternity Protection **System and Support for Parental Leave Returnee** 

Kolmar Holdings and its affiliates operate a maternity protection system that spans from pregnancy through childbirth to childcare, practicing family-friendly policies that prevent career interruption and enable continuous employment of

We operate a return-to-work support program for parental leave to ensure employees can continue their careers without career interruption even after childbirth and childcare. This program provides education for employees preparing to return to work, covering topics such as understanding Kolmar's family-friendly systems and mindset for coexistence of family and work. Through this, we support stable return preparation for those on parental leave.











#### **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and Human Capital Management

Better Smart, Kolmar

#### Newborn with Kolmar

Product Quality and Safety Enhancement

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

# Newborn with Kolmar

### Doubling the Joy of Birth, Kolmar's Story of Growing Together with Children

#### Congratulatory Home Visit for Employee Who Gave Birth to Triplets

Kolmar Holdings CEO, Yoon Sang-Hyun personally visited the home of an employee who gave birth to triplets and delivered congratulatory gifts. CEO Yoon Sang-Hyun stated, "The company has been improving and implementing childbirth incentive policies since last year, and is delighted that triplets were born shortly after. The company will strive to ensure these children grow up happily."



• Congratulatory Home Visit for Employee Who Gave Birth to

#### Received Seoul Mayor's Award in the Parenting Support category for parents working together

Kolmar Holdings was selected as an excellent company in population management at the \( \Gamma 2024 \) Child-Friendly Company Awards co-hosted by the Korean Peninsula Population Research Institute for Future and Seoul Metropolitan City, and received the Seoul Mayor's Award in the 'Parenting Support with Parents' category. This is the result of highly evaluated efforts to reform childbirth incentive policies, including establishing the Kolmar Maternity Promotion Team and mandating the use of parental leave regardless of gender.



• Excellent Population Management Company Awards



· Seoul Mayor's Award for Excellent Company in Parenting Support with Parents

#### Kolmar Holdings and Its Affiliates Operation of "Pregnant Women's Day"

To commemorate the legal anniversary, Pregnant Women's Day (October 10), Kolmar Holdings and its affiliates operated 'Kolmar Pregnant Women's Day' by inviting expectant mothers and fathers to communicate with top management about childbirth and childcare support. This contributes to creating an internal culture that supports and values pregnant employees.



• 2024 Kolmar "Pregnant Women's Day" Event

"Through this event, the company aims to create an internal atmosphere where employees not only continue their careers after childbirth but also accept pregnancy and childbirth more positively. It will strive to create a more family-friendly company."

Kolmar Holdings CEO, Yoon Sang-Hyun

#### Kolmar's Policy Direction for Establishing Family-Friendly Organizational Culture

Kolmar Holdings and its affiliates are continuously working to build an organizational culture where childbirth is natural and respected, beyond providing substantial support for childbirth and childcare. To enable employees to realize childbirth and childcare with the organization's active support, the company conducts various communication activities such as CEO Yoon Sang-Hyun's childbirth celebration events, operation of Pregnant Women's Day, and internal campaigns promoting maternity, striving to naturally embed positive perceptions of childbirth into the company culture.

Additionally, the company aims to gradually expand the current system centered on childbirth and spouses to create an organizational culture where colleagues celebrate and support each other's childbirth. In this way, Kolmar Holdings and its affiliates will work to institutionalize a workplace culture where celebration and consideration are part of daily life.



2024 Kolmar Holdings Sustainability Report











#### **ESG Focus Area**

#### **Environmental**

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and Human Capital Management

Better Smart, Kolmar

Newborn with Kolmar

#### Product Quality and Safety Enhancement

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

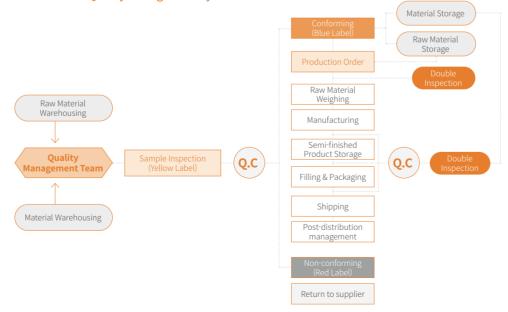
### **Product Quality and Safety Enhancement**

#### **Establishment of Quality Management System**

Kolmar Korea has established and operates a systematic organizational structure to ensure safe and excellent quality throughout the entire process from raw material warehousing to final finished product production. The quality management system, centered on the Quality Headquarters, is managed more systematically and effectively through quality officers designated to each department, who identify quality-related issues and stakeholder requirements both within and outside their departments once a year. The company drives quality improvement by identifying and assessing risks that may affect product quality. These activities are integrated into the officers' KPIs to ensure accountability and performance.

Kolmar BNH strictly complies with Good Manufacturing Practice (GMP) standards from the Ministry of Food and Drug Safety and operates a quality system based on these standards to maintain trust with customers and ensure excellent quality. The company carefully inspects and reviews product safety and efficacy in all manufacturing processes, and through this systematic management system, achieved zero product recalls in 2024.

#### | Kolmar BNH Quality Management System



Kolmar Holdings and its affiliates prioritize product safety and high quality consistency as our top goals to ensure customer trust and satisfaction. To achieve this, each affiliate is making continuous efforts to maintain transparency and provide consistent quality throughout the entire product production process.

#### **Quality Management Risk Management**

Kolmar Holdings and its affiliates consider product quality as their top priority and are establishing a quality management risk management system that meets global standards. Kolmar Korea systematically conducts annual ISO 9001 follow-up audits and internal audits to ensure continuous improvement of the quality management system and maintain global-level operating systems. Through ISO 9001 followup audits conducted by external certification bodies, the company checks whether the entire process from establishing to implementing the management system is operating as planned, and objectively evaluates the suitability of company-wide quality management requirements. Additionally, internal audits are regularly conducted by dedicated audit organizations to ensure overall operational stability by identifying and controlling quality risks in advance. Particularly when management system changes or significant quality-related issues occur, the company responds quickly through special audits and has established a maintenance system that includes follow-up inspections.

Kolmar BNH's Sejong 3 Plant is maximizing operational efficiency by collecting and analyzing data from all processes in real-time based on smart process technology. Through this, the company quickly detects abnormal signs that may occur during production and takes immediate response measures to maintain product quality consistency while continuously improving overall production safety and resource input efficiency.

HK inno. N thoroughly manages quality risks across the entire value chain to ensure products are safely delivered and consumed by consumers. The company has established quality assurance systems for each area to secure product quality, and production facilities have been recognized for their high-level manufacturing and quality management systems through GMP certification. Additionally, the company strengthens proactive prevention activities such as GMP self-inspections and provides accurate productrelated information transparently through customer information protection and responsible sales and marketing. In particular, the company is working to prevent factors that may harm customer health and monitor product safety by managing counterfeit drugs and operating pharmacovigilance systems.

Yonwoo operates a systematic quality management system for high-quality raw material production according to strict quality management principles to provide the highest value to customers. As part of these efforts, the company has obtained various international certifications including ISO 9001 to secure customer trust and confidence in quality. In particular, ISO 9001 certification well demonstrates Yonwoo's management philosophy that prioritizes quality management and customer satisfaction, serving as an important foundation for further strengthening trust between customers and partner companies













#### **ESG Focus Area**

#### **Environmental**

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and Human Capital Management

Better Smart, Kolmar

Newborn with Kolmar

#### Product Quality and Safety Enhancement

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**



#### 2024 Kolmar Holdings Sustainability Report

determined.

### **Product Quality and Safety Enhancement**

#### **Quality Management Process**

Kolmar Korea operates a systematic 6-step quality control process to prevent product quality defects in advance and ensure quality stability throughout all processes. This process focuses on precisely inspecting and controlling quality step by step from raw material warehousing to finished product shipment.

The quality management department conducts tests on raw materials and packaging, selecting only raw materials that meet specifications for use in product production. Next, in the raw material weighing stage, the accuracy of measurement and compliance with procedures are checked to establish the quality foundation for subsequent manufacturing processes. In the manufacturing stage, process conditions and quality immediately after manufacturing are repeatedly inspected to detect abnormalities early, and whether to proceed with the process is determined through semi-finished product quality testing.

Kolmar BNH has established a scientific and thorough product production system based on advanced analytical equipment and professional personnel. The company strictly complies with relevant regulations for general foods and health supplements, and when self-testing is required according to regulations, it is mandatory to perform such testing. Various tests including hazardous substance management, microbial testing, and content analysis are systematically conducted throughout the entire process from raw material warehousing to mixing, filling, substance analysis, finished product production, and shipment.

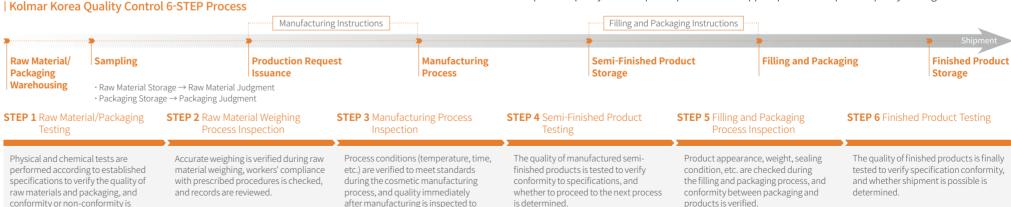
#### **Quality Education**

Kolmar Korea has prepared various educational programs for employees who work at manufacturing site and perform quality-related work to internalize the quality management system and improve product quality, operating them systematically. In 2024, monthly education was conducted for production site employees on topics such as quality issue response, workplace hygiene management, global regulations and operating standards, and internal information management. Additionally, in-depth education on quality management processes and standards for the entire process from raw material warehousing to manufacturing and shipment is being conducted for quality-related departments.

#### **Partner Company Evaluation and Quality Management**

Kolmar Korea systematically selects and manages raw material, packaging, and production outsourcing companies to ensure high-quality standards. Related departments including procurement, development, and quality—conduct comprehensive evaluations of new product development capabilities, production and technical capabilities, and quality levels to enhance evaluation objectivity. Finally selected partner companies undergo regular evaluations in terms of quality, delivery, and ESG aspects. Additionally, the company establishes customized quality management processes and actively supports improvement activities for mutual growth with partner companies and quality capability enhancement.

HK inno.N has established a dedicated department, the H&B Quality Management Team, to systematically manage quality control for H&B product outsourced production. The H&B Quality Management Team enhances its expertise through regular training and certification programs and operates quality issue response processes to support partner companies' quality management activities.



determine any abnormalities.











**ESG Focus Area** 

**Environmental** 

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and Human Capital Management

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety Enhancement

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

**ESG FACTBOOK** 

**APPENDIX** 

### **Product Quality and Safety Enhancement**

#### **Quality Management Certification Achievements and Awards**

Kolmar Korea, as a global cosmetics manufacturer, is continuously working to secure and maintain leading quality management certifications to realize world-class quality control, including being designated as Korea's first CGMP-compliant facility and obtaining Korea's first ISO 22716 (International Good Manufacturing Practices and Quality Management Standards for Cosmetics) certification. Additionally, in 2024, the company obtained Halal certification to secure trust from local consumers for market development in the Middle East and Southeast Asia, receiving international recognition for product quality and safety.

Kolmar BNH is also securing numerous global certifications related to religion and sports to proactively respond to diverse consumer needs and expand into global markets. In particular, the company obtained Halal certification from Indonesia's Majelis Ulama Indonesia (MUI) and the Korea Muslim Federation (KMF), actively pioneering new markets by exporting certified products to various countries including Indonesia, Singapore, Malaysia, Turkey, the United Kingdom, and Germany. Additionally, the company received anti-doping certification from Informed Choice, meeting World Anti-Doping Agency (WADA) standards and demonstrating product quality and safety.

#### | Kolmar Korea Quality Management Certifications

<b>Certification Name</b>	Certification /	Authority	Description	<b>Certified Sites</b>
CGMP	MFDS	MFDS	Current Good Manufacturing Practice Standards	Korea (Sejong, Bucheon)
ISO 22716	Bureau Veritas	SOUTH SEATON SEA	International Good Manufacturing Practices and Quality Management Standards for Cosmetics	Korea (Sejong, Bucheon), Beijing, Wuxi, USA, Canada
ISO 9001	Bureau Veritas	SO NOT BUREAU VERTEAS Certification	Quality Management System Certification	Korea (Sejong, Bucheon), Beijing
FDA OTC	U.S. FDA	FDA REGISTRATION	OTC Products and Cosmetics Certification	Korea (Sejong, Bucheon), USA, Canada
Health Canada	Health Canada	Health Canada	NHP & Drug Products and Cosmetics Certification	Korea (Sejong)
KMF Halal	KMF	HALAL	Halal Certification for Cosmetics	Korea (Sejong, Bucheon)
KHA Halal	KHA	korea Malal	Halal Certification for Cosmetics	Korea (Sejong, Bucheon)

The Food Science Research Center under Kolmar BNH has obtained accreditation from the Korea Laboratory Accreditation Scheme (KOLAS), becoming the first in the domestic ODM industry to acquire the qualification to independently issue internationally recognized test reports for Lactobacillus, Lactococcus, Streptococcus thermophilus, and Bifidobacterium specifications. This accreditation holds the same validity as certificates issued by 109 accreditation bodies across 116 regions that are members of the International Laboratory Accreditation Cooperation (ILAC), as well as 46 accreditation bodies in 28 countries under the Asia Pacific Accreditation Cooperation (APAC). As such, it not only enhances trust in product quality but also significantly contributes to simplifying export inspection procedures and reducing associated costs. Furthermore, in 2025, Kolmar BNH expanded its KOLAS accreditation at its Sejong Plant 3 to cover six additional chemical test items in the food sector, thereby further strengthening its export competitiveness and quality credibility.

Kolmar Korea actively supports employees' autonomous quality improvement and capability enhancement through Quality Control Circle (QCC) activities. The company holds annual in-house quality control circle competitions to share best practices and provide motivation through awards, and selected quality control circles participate in the National Quality Management Competition hosted by the Korean Agency for Technology and Standards of the Ministry of Trade, Industry and Energy and organized by the Korea Standards Association. As a result, Kolmar Korea has participated in the competition for seven consecutive years from 2018 to 2024, winning medals in the name of the President and the Minister of Trade, Industry and Energy Award, and in 2024, won bronze award in the 'Field Improvement' category. These quality innovation efforts continue at Kolmar BNH as well. Kolmar BNH achieved a triple crown by winning three awards at the 50<sup>th</sup> National Quality Management Competition in 2024, recognized for excellent quality management and innovation capabilities.



 Kolmar Korea Won at the 50<sup>th</sup> National Quality Management Competition



 Kolmar BNH Won at the 50<sup>th</sup> National Quality Management Competition











#### **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and Human Capital Management

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety Enhancement

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

### **FIC** Kolmar

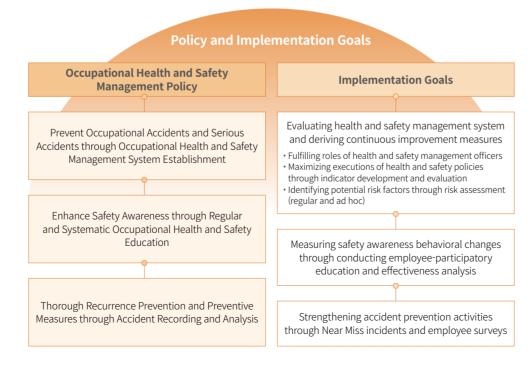
2024 Kolmar Holdings Sustainability Report

### Establishment of Occupational Health and Safety Management

#### **Establishment of Occupational Health and Safety Management Policy**

Kolmar Holdings annually reviews and updates its occupational health and safety management policies and goals to enhance company-wide safety levels and prevent serious accidents. These updates reflect policies and guidelines announced by the Ministry of Employment and Labor and the Korea Occupational Safety and Health Agency, translating them into actionable policies and goals tailored to Kolmar Holdings' circumstances. In 2024, the company revised the policy to an effective management policy focused on proactive prevention, reflecting the advancement of occupational health and safety management systems, provision of systematic and regular occupational health and safety education, and recording and analysis when accidents occur. This is applied as the standard for Kolmar Holdings' safety activities and plays an important role in raising occupational health and safety awareness within the organization.

#### | Kolmar Holdings Occupational Health and Safety Management Policy



Kolmar Holdings and its affiliates are actively working to establish a health and safety management system to maintain employee health and enable work in a safe environment. The company will continue to do its best to realize global-level safety management to protect all employees and partner company employees.

#### **Establishment of Management Organization for Health and Safety** Management

Kolmar Holdings is establishing a health and safety management organization centered on clear roles and responsibilities for company-wide health and safety risk management and systematic operation. The occupational health and safety management officer oversees occupational health and safety activities, and through a reporting system connected to the CEO, ensures that occupational health and safety operation results and corresponding improvement measures are finally reviewed and decided, enabling rapid decision-making on major issues. The working organization includes safety manager, health manager, and management supervisor. Safety manager is managed through internal appointment, health manager is operated through outsourcing considering the expertise of doctors and nurses, and management supervisor is directly leading occupational health and safety activities for field-centered practical management.

#### | Kolmar Holdings Management Organization for Occupational Health and Safety Management



#### Implementation of Occupational Health and Safety Management Compliance

Kolmar Holdings continues to build and advance a company-wide health and safety management system based on strict compliance with occupational health and safety-related regulations to enhance the implementation of occupational health and safety management policies. The company ensures the effectiveness of the occupational health and safety system through regular legal compliance checks and effectiveness evaluations, and systematically maintain company-wide management processes.

To prevent violations in advance, the company strengthens preventive pre-inspections, and when violations occur, it establishes and implements root cause analysis and recurrence prevention measures to minimize risks. Additionally, by expanding education and awareness-raising activities for employees and partner companies, the company is establishing a occupational health and safety culture throughout the organization so that safety can be positioned as a fundamental value in the workplace.











**ESG Focus Area** 

#### **Environmental**

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and Human Capital Management

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety **Enhancement** 

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

**ESG FACTBOOK** 

**APPENDIX** 

### Establishment of Occupational Health and Safety Management

#### **Workplace Risk Assessment**

Kolmar Holdings and its affiliates conduct regular and systematic risk assessments to create safe research and work environments, practicing proactive measures to protect employees' lives and property. Kolmar Holdings conducts annual regular risk assessments, including ad hoc assessments, to identify and improve potential hazardous and dangerous factors in advance. In 2024, the company completed 100% improvement measures for risk factors identified through employee surveys and risk assessment processes.

Additionally, to strengthen collaborative occupational health and safety management with affiliates, the company operates the Occupational Health and Safety Committee on a quarterly basis. The committee shares risk factors related to buildings and facilities in joint areas with affiliates and promptly decides and implements improvements, thereby promoting occupational health and safety level improvements.

#### | Kolmar Holdings Business Site Risk Factor Improvement Status

100% Kolmar Holdings

• Kolmar Holdings completed 100% improvements for risk factors identified

Kolmar Korea conducts annual R&D Complex precise safety diagnoses at a level higher than legal standards to prevent risks that may occur during research activities. In 2024, precise safety diagnoses were conducted for a total of 37 research laboratories with the participation of 3 external special-class technicians in chemical safety, discovering 2 deficiencies and taking measures to prevent recurrence. Additionally, the company operates a Similar Accident Prevention TF for accident-prone processes to prevent employees from being exposed to accidents during processes. This TF focuses on systematically analyzing the root causes of similar accidents and deriving practical improvement measures to prevent recurrence. Environment & Safety, Production, and Facility Management departments are actively collaborating for more professional and efficient activities, thereby strengthening a prevention-centered safety management system to enhance workplace safety levels and protect workers' lives and health.

#### | Kolmar Korea Business Site Risk Factor Improvement Status

100% 100% Sejong Site R&D Complex

• 53 out of 53 cases completed improvement

• 24 out of 24 cases completed improvement

**Bucheon Site** 100% Kolmar BNH conducts risk assessments on an ad hoc basis to identify and address potential risk factors in the workplace in advance, conducting assessments without exception for all work-related accidents. Risk assessment consists of 5 stages: process selection, risk factor derivation, risk evaluation, improvement measure establishment, and education/posting, with effectiveness enhanced through active worker participation. In 2024, the company identified a total of 118 risk factors across all workplaces and completed 100% improvement measures.

#### | Kolmar BNH Business Site Risk Factor Improvement Status





HK inno.N conducts external safety diagnoses annually through external specialized institutions to check the occupational health and safety implementation status of manufacturing workplaces in accordance with relevant laws such as the \( \text{Serious Accidents Punishment Act} \) and the \( \text{Occupational Safety and} \) Health Act<sub>1</sub>. The Safety Environment Planning Team tracks and checks improvement items based on diagnostic results and supplements deficiencies in each workplace through cross-checking.

Yonwoo strictly complies with the Serious Accidents Punishment Act and the Occupational Safety and Health Act J, conducting risk assessments on a regular and ad hoc basis to manage potential risk factors in the workplace. The company conducts in-depth analysis of hazardous and dangerous factors throughout processes and operations to carefully identify major accident risks such as falls, stenosis, and collisions, actively discovering and improving significant risk factors to focus on minimizing safety risks.



<sup>• 16</sup> out of 16 cases completed improvement











**ESG Focus Area** 

**Environmental** 

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and Human Capital Management

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety Enhancement

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

Governance

**ESG FACTBOOK** 

**APPENDIX** 

### Establishment of Occupational Health and Safety Management

#### **Strengthening Occupational Health and Safety Capabilities**

#### **Conducting Occupational Health and Safety Education**

Kolmar Holdings and its affiliates conduct systematic occupational health and safety education and training programs to enhance employee safety awareness and establish a safety culture, emphasizing safety as the top priority. Kolmar Holdings establishes emergency scenarios assuming various safety accidents including fires to enable rapid and efficient response to emergencies, and conducts annual regular training with employee participation. In 2024, the company conducted fire evacuation training in preparation for electric vehicle fires, with all employees working that day participating in emergency evacuation procedures, and conducted practical training on using electric vehicle suffocation fire blankets for permanent employees. Additionally, it conducted correspondence training to protect lives in emergency situations, including cardiopulmonary resuscitation and automated external defibrillator (AED) usage education.









Kolmar Holdings Fire Evacuation Training

Kolmar Korea conducts regular occupational health and safety education for office and non-office employees, strengthening intensive education for non-office employees to spread field-centered safety culture. Additionally, the company enhances workplace safety capabilities through specialized safety training for unique work environments and has established separate occupational health and safety education courses for new employees to internalize basic safety knowledge.

Kolmar BNH operates various customized educational courses aimed at raising employee awareness of occupational health and safety and nurturing professional personnel. In particular, the company supports employees to develop capabilities to respond quickly and safely in emergency situations both inside and outside the workplace through practical programs including cardiopulmonary resuscitation, first aid, fire prevention and response education.

#### Occupational Health and Safety Management System (ISO 45001) Certification

Kolmar Holdings and its affiliates are establishing systematic health and safety management systems through international standard Occupational Health and Safety Management System (ISO 45001) certification, focusing on establishing company-wide safety culture and creating substantial results. Kolmar Korea has established a foundation for achieving zero serious accidents and preventing occupational accidents by obtaining this certification across all business sites. Kolmar BNH has also completed ISO 45001 certification at a total of 3 manufacturing facilities including Sejong and Eumseong, realizing safe workplace operations. In particular, the newly operated Sejong 3 Plant in 2024 is aiming to obtain certification within 2025, continuously working toward completing certification for all manufacturing facilities.





· Kolmar Korea and Kolmar BNH Occupational Health and Safety Management System (ISO 45001) Certificate











**ESG Focus Area** 

**Environmental** 

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and Human Capital Management

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety **Enhancement** 

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

**ESG FACTBOOK** 

**APPENDIX** 

### Sustainable Supply Chain Management

#### **Promoting Sustainable Supply Chain Management Strategy**

Kolmar Holdings and its affiliates are effectively managing supply chain ESG risks through systematic organizational operations. Kolmar Korea, led by the ESG Committee under the Board of Directors, collaborates closely with the Quality Headquarters, SCM Headquarters, and Sustainable Management Group to conduct quality audits, ESG evaluations, education, consulting, and mutual growth activities for partner companies, enhancing supply chain sustainability. Additionally, in 2024, the company revised the Partner Company Code of Conduct to ensure compliance with the 'Kolmar Korea Partner Company Code of Conduct Guidelines', encouraging partner companies to fulfill their social responsibilities centered on ethical, safety, human rights, and environmental management. This guideline requires both existing and new partner companies to submit a 'Compliance Pledge for the Code of Conduct', with 89.9% of all partner companies implementing this as of 2024.



Kolmar Korea Partner Company Code of

Kolmar Korea's ratio of partner companies that have signed the Compliance Pledge for the Code of Conduct

89.9%

Kolmar BNH has established a 'Code of Conduct for Partner Companies' based on international guidelines, requiring partner companies to respect human rights, create safe working environments, and fulfill environmental responsibilities. Additionally, the company strives to realize responsible supply chain operations by establishing detailed tasks annually through the supply chain ESG management organization and systematically executing them.

#### | Kolmar BNH Supply Chain ESG Management Activities



Establishing supply chain ESG management policies and disseminating to partner companies



Conducting ESG risk assessment and due diligence to prevent and minimize partner company ESG risks



Supporting partner company improvement activities



Receiving and handling partner company grievances

Kolmar Holdings and its affiliates deeply empathize with the importance of mutual growth with partner companies and the internalization of ESG values. Accordingly, the company is leading the creation of a sustainable industrial ecosystem through systematic support to strengthen partner companies' quality, technology, and sustainable management capabilities and the establishment of a supply chain ESG management system.

HK inno.N recognizes supply chain risk management as a core element of sustainable management and systematically manages it by dividing business stages into 'Research and Development (R&D)-Production-Distribution (Transportation)-Sales-Customer.' In particular, considering the business characteristics requiring high production expertise, the company closely communicates with productionrelated partner companies and focuses on managing major risks such as production processes and quality control. Additionally, the company established the 'Code of Conduct for Partner Companies' and disclosed it on its website to achieve sustainable growth together with partner companies. This code of conduct specifies standards including ESG elements in four major areas: ethical, human rights, health and safety, and environment that partner companies must comply with. HK inno.N utilizes the partner company management platform 'On-buddy' to comprehensively analyze ESG-related capability diagnosis results and reflects them in new transaction registration reviews for purchasing and distribution, managing supply chain risks in an integrated manner. Furthermore, the company conducts preliminary checks to prevent the occurrence of four major unfair practices prohibited by the Fair Transactions in Subcontracting Act and continuously strives to maintain healthy relationships with suppliers.

Yonwoo values sustainable supply chain management as a core element of stable and efficient business operations and is making multifaceted efforts to achieve this. In particular, the company seeks to simultaneously secure supply chain stability and competitiveness through strengthening partner companies' capabilities and discovering new partner companies. To this end, Yonwoo operates a comprehensive evaluation system including multi-layered reviews such as financial soundness, construction and delivery capabilities, past bidding records, self-surveys, and field evaluations to select excellent partner companies with potential and reliability. In particular, Yonwoo utilizes the 'Code of Conduct for Partner Companies' and Global Supply Chain Evaluation Guidelines as key indicators to reflect global-level ESG standards in evaluations. This is part of efforts to internalize ESG values not only throughout Yonwoo's business operations but also in the process of interaction with partner companies, and to realize responsible supply chain management. Through such multi-layered and in-depth ESG risk assessments, Yonwoo identifies potential risk factors in advance and supports partner companies' ESG capability enhancement, building a more transparent and sustainable partnership ecosystem.











#### **ESG Focus Area**

#### **Environmental**

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and Human Capital Management

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety Enhancement

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

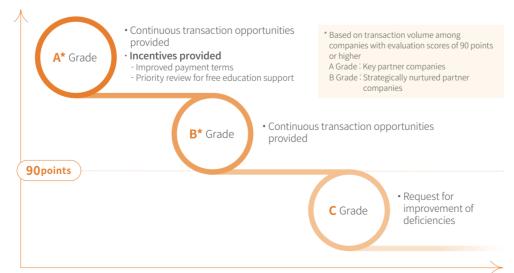
### Sustainable Supply Chain **Management**

#### **Supply Chain Evaluation and Strengthening ESG Management**

Kolmar Korea applies the same ESG evaluation process to both new and existing partner companies, consisting of six stages: partner company identification, written evaluation, partner company selection, monitoring and field evaluation, improvement measures and incentive provision, and implementation support. In particular, the company utilizes diagnostic indicators jointly developed with NICE Information Service Co., Ltd. to effectively identify and manage potential sustainability risks within the supply chain, comprehensively considering partner companies' scale and compliance with major ESG indicators to reflect evaluation results in supply chain strategy.

Kolmar Korea conducts evaluations based on ESG indicators for raw material, packaging, and outsourced processing partner companies. These indicators consist of a total of 34 items including 12 environmental (E) items, 12 social (S) items, and 10 governance (G) items, diagnosing partner companies' sustainable management levels from multiple perspectives. In 2024, ESG evaluations were conducted for a total of 830 partner companies, and rewards are operated based on quantified evaluation results. Excellent partner companies receive incentives such as priority in bidding opportunities and volume allocation, and shortened payment periods, while partner companies with inadequate evaluations are provided with sector-specific tasks to support continuous improvement.

#### Kolmar Korea Partner Company Evaluation Criteria



Kolmar BNH classifies partner companies into three tiers (Tier 1, 2, 3) based on purchasing importance, transaction continuity, and activities within the value chain, operating a differentiated management system according to priority. Based on this, 13 partner companies have been selected for supply chain due diligence, and due diligence using the 'Supply Chain Due Diligence Checklist' is planned for these partner companies. Additionally, the company is enhancing the substance of supply chain ESG evaluation by actively collecting partner companies' opinions during the due diligence process and reviewing the consistency and effectiveness of the checklist together.

#### Kolmar BNH Supply Chain Evaluation Process



HK inno.N has established a sustainable supply chain management system to systematically manage financial and non-financial risks in the supply chain. The company conducts supply chain dependency and ESG evaluations for existing supply chains to classify key supply chains and high-risk supply chains, and receives corrective action plans based on evaluation results. Subsequently, the company actively supports supply chain improvement activities to proceed smoothly based on these plans.

Yonwoo operates an ESG risk assessment system to systematically manage ESG risks that may occur throughout partnerships and realize sustainable growth. Based on major indicators such as climate change response, environmental management, human capital, and local community, the company comprehensively evaluates partner companies' ESG risks and management systems across three major areas: environmental (E), social (S), and governance (G).

#### Yonwoo ESG Risk Assessment Process

Risk assessment plan establishment

Conducting assessment

Improvement item derivation

**Assessment** result sharing

Improvement item implementation monitoring









#### **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and Human Capital Management

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety **Enhancement** 

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

### Sustainable Supply Chain Management

#### **Partner Company Mutual Growth Support**

#### **CONNECT FOR PARTNER'S GROWTH**

Kolmar Holdings places mutual growth with cosmetics and health supplements clients as its top priority value, conducting various support activities for sustainable mutual growth. The company regularly holds briefing sessions and seminars to help clients avoid difficulties due to lack of information about government support programs, providing substantial support for clients' growth and competitiveness enhancement.

In 2024, the company strengthened cooperation with clients by conducting 'CONNECT FOR PARTNER'S GROWTH' events three times in total. The first event held in April featured briefing sessions on government support programs for startup and growth-stage companies, along with beauty trend briefing sessions for the recently notable cosmetics indie brands. The second event held in August focused on strengthening clients' sales and marketing capabilities by holding marketing strategy briefing sessions and presenting ways to build strategic collaborative relationships. The third event held in December conducted briefing sessions introducing 2025 S/S beauty trends and Kolmar Korea's innovative technologies, while sharing 2025 government support program trends to help clients prepare for the future.

Each event was attended by over 100 clients and received great response, with positive evaluations that Kolmar Holdings' mutual growth efforts are providing substantial help to the clients. Kolmar Holdings will continue to prepare various support measures for mutual growth with clients and make constant efforts for sustainable mutual growth. Under the philosophy that clients' success is Kolmar Holdings' success, it aims to create a future of growing together through cooperation and innovation.



Connect for Partner's Growth Event (April 25, 2024)

#### **CONNECT FOR GREEN**

Kolmar Korea is actively leading the way in sustainable mutual growth. To achieve this, Kolmar Korea is conducting various activities to create a sustainable environment together with clients and partner companies and spread eco-friendly values. In September 2024, Kolmar Korea held the 2<sup>nd</sup> Sustainability Seminar 'CONNECT FOR GREEN' at the R&D Complex in Seocho-gu, Seoul, forming consensus on sustainability with domestic cosmetics industry stakeholders. This seminar was a large-scale event attended by approximately 200 people from brands, manufacturing, and raw material companies, serving as a venue to discuss cooperation plans for eco-friendly raw material use and sustainable product development.

In this seminar, not only Kolmar Korea but also German chemical company EVONIK, global vitamin producer DSM, and white bio research company GS Caltex participated to introduce their respective ecofriendly raw material technologies, presenting possibilities for cooperation toward a sustainable future. Additionally, various eco-friendly raw material samples used in the cosmetics industry were exhibited, receiving great interest from participants.

Especially, actress Park Jin-Hee, known as a representative environmental practitioner in the entertainment industry, served as a speaker and delivered a lecture on the theme 'Life for Sustainable Happiness,' sharing environmental protection methods that can be practiced in daily life and her own experiences, earning positive responses from participants.

Kolmar Korea plans to continue efforts to create a sustainable environment together with clients and partner companies in the future. Under the belief of using right ingredients to make the earth right, the company will continue cooperation and innovation for overcoming the climate crisis and sustainable mutual growth, creating a future where everyone can grow together.



Connect for Green Event (September 5, 2024)











#### **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

#### Social

Strengthening Human Rights Management

Healthy Organizational Culture and Human Capital Management

Better Smart, Kolmar

Newborn with Kolmar

Product Quality and Safety Enhancement

Establishment of Occupational Health and Safety Management

Sustainable Supply Chain Management

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

### Sustainable Supply Chain Management

#### **Partner Company Mutual Growth Support**

Kolmar Holdings and its affiliates operate various programs to support partner companies' sustainable growth. Through this, the company aims to maximize mutual benefits with partner companies and realize mutual growth through strengthened competitiveness. Kolmar Korea operates a management system centered on four strategic tasks: providing fair trading opportunities, supporting partner company education/ consulting, promoting partner company sales expansion and partnership strengthening, and financial support, striving to build sustainable mutual growth relationships.

olmar BNH values mutual growth with local farming communities as a core value and, as part of ESG management, is expanding cultivation contract in cooperation with Nonghyup(National Agricultural Cooperative Federation) for major medicinal crops such as Angelica gigas. Through this collaboration, farmers are guaranteed stable sales channels and income, while Kolmar BNH has achieved a virtuous cycle by securing



Kolmar BNH Received the Minister of Agriculture, Food and Rural Affairs Award at the 2024 Korea Agri-Food ESG Management Awards (November 15, 2024)

a reliable supply and distribution network for high-quality raw materials. These efforts led to receiving the Minister of Agriculture, Food and Rural Affairs Award at the 2024 Korea Agri-Food ESG Management Awards, with Kolmar BNH being externally recognized as a best practice example of ESG management.

#### | Kolmar Korea Mutual Growth Strategic Tasks

#### **Providing Fair Trading Opportunities**

- Registration of potential partner companies through the SRM\* website
- Registration and transaction as partner companies after review and screening
- · Voluntary raw material development proposals from partner companies





#### Partner Company Education/ **Consulting Support**

• Corporate credit evaluation education and consulting • Operation of talent development education programs

#### **Financial Support**

• Support for stable fund management through efficient payment of funds to fair trade agreement partners

**Promoting Partner** Companies' Sales Expansion and Strengthening Partnerships

development

• Support to secure overseas markets through Kolmar Korea's overseas affiliates for partner companies handling Korean raw materials · Promotion of joint technology and raw material



\* SRM (Supplier Relationship Management): Partner Company Management System

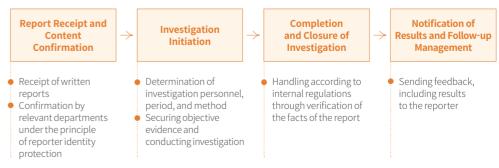
HK inno.N is conducting various support activities for mutual growth with partner companies. The company provides quality education through the Quality Council for Partner Companies and regularly conducts education sharing the latest information in the compliance field.

Yonwoo operates a mutual cooperation program aimed at mutual growth under the value of 'going far together' beyond simple transactional relationships with partner companies. This program is designed to go beyond one-time support to enable partner companies to develop independent competitiveness and secure substantial growth momentum. Technology support focuses on strengthening partner companies' core capabilities, sharing Yonwoo's expertise and know-how to build partnerships that design the future together. Educational support helps the sustainable growth of both Yonwoo and partner companies by providing customized education that strengthens partner company employees' capabilities and enables them to respond to industry changes. Additionally, the company has established open communication channels to build trust through regular communication, enhance mutual understanding, and create a culture of sharing partner companies' difficulties and seeking solutions together.

#### **Operation of Partner Company Grievance Channel**

Kolmar Korea has established a dedicated reporting portal and provides ongoing guidance on grievance channels to resolve partner companies' grievances and prevent unethical behavior. Through this, the company improves partner companies' working environments and continuously monitors reports on various issues including transaction relationships, ethical violations, improper solicitation, environmental and human rights issues. In 2024, the number of partner companies' grievances received was 0 cases.

#### | Kolmar Korea Partner Company Grievance Process













**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

#### Governance

Strengthening Information Security Company-wide Risk Management

**ESG FACTBOOK** 

**APPENDIX** 

## Governance





**FI** Kolmar

Establishment and Operation of

Company-wide Risk Management



**FI** Kolmar

Achieved

'A' Grade in CP Evaluation



**H** Kolmar BNH

Selected as

**Target Company in** the Consumer Staples Sector at the Korea

Value-Up Index

inno.N

First in Industry to Hold

100 CP Committee

Meetings



H Yonwoo

**Activated Board Reporting** and Resolutions

Agenda Related ESG Management







**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

#### Governance

Strengthening Information Security
Company-wide Risk Management

**ESG FACTBOOK** 

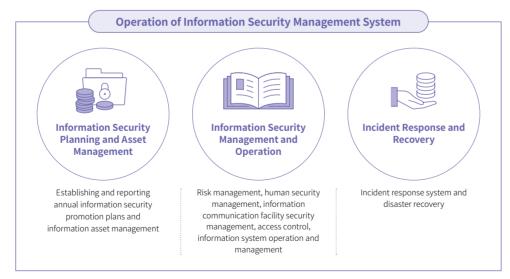
**APPENDIX** 

# Strengthening Information Security

#### **Establishment of Information Security Policy and Guideline**

Kolmar Holdings has established and operates an information security management system based on information security policies and guidelines. In 2024, the company completely revised its information security policies and guidelines, carefully reviewing the connectivity between the two and reflecting the changed work environment to establish an information security management system more suitable for Kolmar Holdings and specific implementation standards. The information security policy includes information security planning, management and operation, incident response and recovery, while the information security guidelines contain practical implementation standards such as human security management and information communication facility security management. Kolmar Holdings operates its business according to these policies and guidelines and recognizes information security as a core element of corporate strategy. Through this, it continuously strives to create an organizational culture where all employees recognize the importance of information security and can practice it with responsibility.

#### | Kolmar Holdings Information Security Policy

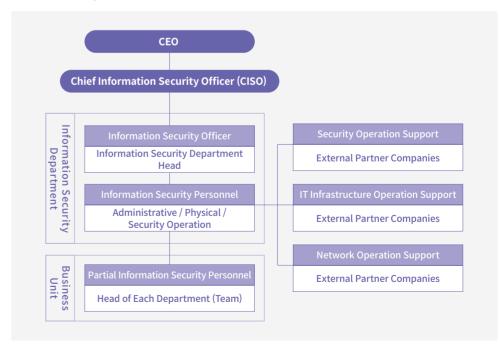


Kolmar Holdings recognizes the importance of information security and has established systematic information security policies and guidelines to protect the company's key information assets. The company is enhancing customer trust and improving business sustainability by promoting various information security activities with external professional personnel and creating a secure information environment.

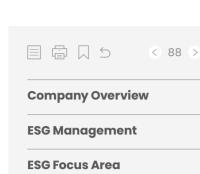
#### **Information Security Governance Structure**

Kolmar Holdings operates an information security governance composed of Chief Information Security Officer, Information Security Officer, and Information Security Personnel for efficient information security operations and information security risk management, promoting systematic security management at the enterprise level. Information security personnel in each department manage information assets in their respective departments, perform information security activities, and promptly share security control measures and communications with department members and related parties. Through this, all employees recognize their responsibility to protect the company's information assets as implementers of information security and thoroughly comply with related regulations. Furthermore, the company is establishing an information security organizational culture where security awareness spreads companywide from the Chief Information Security Officer to all employees.

#### | Kolmar Holdings Information Security Governance Structure







Environmental

Social

#### Governance

Strengthening Information Security
Company-wide Risk Management

**ESG FACTBOOK** 

**APPENDIX** 

# Strengthening Information Security

#### **Information Asset Management and Risk Management**

Kolmar Holdings conducts vulnerability inspections on information assets at least once a year for physical protection zones where information systems (servers, networks, information security systems, DBMS, PCs, etc.) are installed within the company. The inspection is conducted in 5 stages, with results classified as 'Good', 'Vulnerable', 'Partially Satisfied', or 'Not Applicable'. Following the inspection, response measures are established for risks identified through risk assessment, and appropriate information security measures are implemented accordingly. Kolmar Holdings has established a 'Degree of Assurance (DoA)' to systematically perform this risk management, and for risks exceeding this standard, additional protection measures are established and implemented. The results of vulnerability inspections and risk assessments, along with the corresponding risk management and security measures, are reported to the Chief Information Security Officer, while relevant departments and personnel actively implement measures to strengthen information asset security and reduce risks.

#### | Kolmar Holdings Information Asset Vulnerability Inspection Process

Plan Establishment	Vulnerability Inspection	Result Analysis	Risk Assessment	Protection Measure Establishment
- Updating information asset - Inspection target selection - Inspection item selection - Vulnerability inspection plan establishment	- Performing administrative, physical, and technical inspections	- Analysis and provision of inspection results - Immediate action implementation	- Vulnerability risk analysis - Risk treatment method determination (risk reduction, risk acceptance)	- Vulnerability response plan establishment - Improvement measures and protection measure establishment

#### | Kolmar Holdings Information Asset Risk Assessment Process

Asset Importance Assessment	Risk Grade Assessment	Risk Level Assessment	Risk Assessment Report Preparation
- Asset importance     assessment     - Asset grade calculation	- Analysis of potential threat impact and probability of occurrence     - Risk grade determination	- Asset risk level assessment considering asset importance and risk rating	- Risk assessment report preparation and derivation of risk items requiring management

#### **Establishment of Systematic Information Security System**

Kolmar Holdings has established and operates a systematic information security system in various areas including personnel security, information communication facility security, and information system security. All employees are familiar with and faithfully implement the company's information security policies and guidelines, and the Information Security Department continuously conducts activities to enhance employees' information security awareness, such as promoting and posting relevant content to prevent security incidents. Additionally, to prevent internal trade secrets or confidential materials from being leaked to external sources through work terminals used by employees, the company records and manage activities such as email attachments and external site file attachments while monitoring them in real-time. Through this, it prevents information leakage incidents in advance and create a safer work environment.

#### | Kolmar Holdings ON/OFF Line Information Leak Prevention System

#### ON Line

- Blocking email/webmail
- Blocking writing posts and file uploads on web pages such as web boards/cafes/blogs
- Blocking file leaks through messengers
- Blocking file leaks through Bluetooth
- Blocking file leaks through P2P file sharing programs

#### OFF Line

- Blocking removable storage devices such as USB/external disks
- Blocking printing tasks through network/ local printers
- Blocking file leaks through smartphones (MTP/PTP)
- Blocking file leaks between PCs through shared folders
- Blocking file leaks through screen capture











**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

#### Governance

Strengthening Information Security Company-wide Risk Management

**ESG FACTBOOK** 

**APPENDIX** 



### Company-wide Risk **Management**

#### **Establishment of Company-wide Risk Management System**

Kolmar Holdings established a company-wide risk management system in November 2024 to comprehensively manage financial and non-financial risks, and completed ESG Committee resolution and board reporting on this matter. This system establishment was promoted to more efficiently identify and proactively respond to risks by integrating company-wide management of risks that were previously managed individually by departments. Through this, Kolmar Holdings expects to enable systematic and efficient risk management while simultaneously strengthening governance transparency.

Kolmar Holdings' company-wide risk management system is designed as a three-stage structure consisting of the CP Committee, ESG Committee, and Board of Directors, First, the CP Committee identifies company-wide risks semi-annually to identify potential risk factors, and the ESG Committee reviews the appropriateness of risk assessment and response status. These procedures contribute to enhancing the systematicity and execution power of risk management and strengthening corporate sustainability. In November 2024, the ESG Committee appointed a CRO (Chief Risk Officer) and confirmed the risk management system and risk classification criteria. Won Jae-Sung, Managing Director of the Finance Group, who was appointed as the new CRO, has expertise in financial risk management as well as understanding of non-financial risks as an ESG Committee member, and is expected to play a substantial central role in the company-wide risk management system. The Chief Risk Officer will be responsible for evaluating the appropriateness of the company-wide risk management system, identifying and analyzing risks, establishing related response plans, and reporting execution results to the Board of Directors. Additionally, the company plans to focus on enhancing the effectiveness of company-wide risk management through continuous monitoring and systematic response to risks.

Starting with this risk management system establishment, Kolmar Holdings plans to continuously strengthen integrated and transparent risk management activities covering both financial and nonfinancial risks. In 2025, the company plans to pursue specific implementation plans including risk identification and assessment, response plan monitoring, and review of management system appropriateness, and will do its best to realize sustainable management and maximize the company's long-term growth and stakeholder value through this.

#### | Kolmar Holdings Risk Classification

	Busines	s Risks	ESG Risks	Other Risks
Ī	Internal	External	LJO KISKS	Other Risks
	Business Management Issues such as Strategy, Investment, Finance, etc.	Economy, Finance, Industry, and Global Issues	Environmental, Social, and Governance	Ethics, Compliance, etc. (Items on Compliance Inspection)

Kolmar Holdings has established a company-wide risk management system to comprehensively manage financial and non-financial risks occurring during business activities, and has prepared systematic risk identification, assessment, and response systems. For Kolmar Holdings' long-term growth and maximization of stakeholder value, the company will expand risk management activities such as establishing risk management policies in the future.

#### | Kolmar Holdings Risk Management Structure



#### | Kolmar Holdings Risk Management Status

Cat	egory	Contents
Business Risks	Internal	(Internal Accounting) Risk identification and management for accounting fraud and errors through operation of Internal Control over Financial Reporting     (Finance) Risk identification and management through expense management and financial management process operation
	External	(External Environment) Material issue selection through double materiality assessment, related risk identification and management
	Environmental	(Climate Change) Risk management through environmental strategy establishment and mid-to- long-term goal setting suitable for affiliate business characteristics
ESG Risks	Social	(Human Rights) Definition of human rights impact factors by stakeholder group, and identification and management of risks through the implementation of human rights impact assessments     (Quality Management) Risk identification and management through quality management system operation by affiliates     (Health and Safety) Risk management through identifying hazardous and dangerous factors at business sites and monitoring safety improvement implementation status     (Information Security) Risk identification and management through quarterly IT council operation and conducting risk assessment
	Governance	• (Anti-Bribery) Risk identification and management through the operation of the Anti-Bribery and Compliance Management System
Othe	er Risks	• (Ethics and Compliance) Risk identification and management for business-related legal violation risks through risk assessment and CP compliance monitoring







**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

#### **ESG FACTBOOK**

ESG Data - Environmental

ESG Data - Social

ESG Data - Governance

#### **APPENDIX**

# **ESG FACTBOOK**



- 91 ESG Data - Environmental
- 97 ESG Data - Social
- 103 ESG Data – Governance









**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

ESG Data - Environmental

ESG Data - Social

ESG Data - Governance

**APPENDIX** 





### ESG Data - Environmental

#### **Greenhouse Gas (GHG)**

	C-4		Unit -	1	Kolmar Korea	a <sup>1)</sup>		Kolmar BNH	I		HK inno.N			Yonwoo	
	Cat	regory	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
	Total GHG Emis	sions (Scope 1, 2) <sup>2)</sup>	tCO₂eq	16,630.5	17,459.5	18,973.5	11,212.2	11,139.1	14,810.7	32,908	35,386	36,534	15,024	16,499	15,960
GHG Emission	Total Scope 1 E	missions	tCO₂eq	3,513.6	3,578.0	3,618.8	3,305.0	3,157.7	4,172.3	11,473	11,637	12,386	512.8	507.6	463.1
(Scope 1, 2)	Total Scope 2 E	missions (Location-based) <sup>2)</sup>	tCO₂eq	13,116.9	13,881.5	15,354.8	7,907.2	7,981.4	10,638.4	21,435	23,750	24,149	14,513.0	15,992.9	15,500.2
	GHG Emission I	ntensity (Scope 1, 2) <sup>2), 3)</sup>	tCO <sub>2</sub> eq/KRW billion	18.3	15.9	14.3	22.2	25.0	31.6	38.9	42.7	40.7	67.4	72.4	61.0
	Total GHG Emis	sions (Scope 3)	tCO₂eq	1,837.8	93,541.7	120,351.7	1,134.5 <sup>4)</sup>	1,028.14)	943.9	54,712	55,216	56,503	-	-	-
		Category 1 (Purchased goods and services)	tCO₂eq	-	90,334.7	81,502.5	=	-	-	49,131	47,659	38,545	-	-	-
		Category 2 (Capital goods)	tCO₂eq	-	245.8	367.8	-	-	-	680	1,735	11,432	-	-	-
		Category 3 (Fuel- and energy- related activities)	tCO₂eq	-	645.4	1,191.5	-	-	-	2,753	3,811	4,968	-	-	-
	Scope 3 Emissions (Upstream)	Category 4 (Upstream transportation and distribution)	tCO₂eq	-	-	2,286.7	-	-	-	-	-	-	-	-	-
		Category 5 (Waste generated in operations)	tCO₂eq	464.7	461.5	536.1	296.8 <sup>4)</sup>	275.3 <sup>4)</sup>	199.4	296	224	233	-	-	-
		Category 6 (Business travel)	tCO₂eq	91.9	428.3	308.3	64.5 <sup>4)</sup>	117.5 <sup>4)</sup>	135.3	36	134	137	-	-	-
GHG		Category 7 (Employee commuting)	tCO₂eq	1,281.1	1,426.1	1,416.4	773.2 <sup>4)</sup>	635.4 <sup>4)</sup>	609.1	1,113	1,110	812	-	-	-
Emission (Scope 3)		Category 8 (Upstream leased assets)	tCO₂eq	-	-	298.1	-	-	-	-	-	-	-	-	-
		Category 9 (Downstream transportation and distribution)	tCO₂eq	-	-	-	-	-	-	-	-	-	-	-	-
		Category 10 (Processing of sold products)	tCO₂eq	-	-	-	-	-	-	615	443	278	-	-	-
	Scope 3 Emissions	Category 11 (Use of sold products)	tCO₂eq	-	-	-	-	-	-	-	-	-	-	-	-
	(Downstream)	Category 12 (End-of-life treatment of sold products)	tCO₂eq	-	-	-	-	-	-	88	100	98	-	-	-
		Category 13 (Downstream leased assets)	tCO₂eq	-	-	226.1	=	=	-	-	-	-	-	=	-
		Category 14 (Franchises)	tCO₂eq	-	-	-	-	-	-	-	-	-	-	-	-
		Category 15 (Investments)	tCO₂eq	-	-	32,218.2	-	-	-	-	-	-	-	-	-

<sup>1)</sup> Kolmar Korea's environmental data have been revised due to changes in calculation criteria, such as adjustments to organizational boundaries and the inclusion of overseas site data.

<sup>2)</sup> HK inno.N's figures has reflected based on market-based Scope 2 emissions.

<sup>3)</sup> Kolmar Korea's figures have been calculated based on revenue, including overseas sites.

<sup>4)</sup> Kolmar BNH's data have been revised due to changes in Scope 3 emission factors and data supplementation.









**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

#### **ESG FACTBOOK**

ESG Data - Environmental

ESG Data - Social

ESG Data - Governance

**APPENDIX** 



#### 2024 Kolmar Holdings Sustainability Report

### ESG Data - Environmental

#### **Energy**

	Cata			11		Kolmar Kore	a		Kolmar BNH			HK inno.N		Yonwoo		
	Cate	egory		Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
	Total Energy Cor	nsumptions		TJ	295.6	309.9	334.8	230.01)	228.61)	304.6	670	721	746	308	339	328
			Total Fuel Consumption	TJ	9.1	10.6	9.6	1.1 <sup>1)</sup>	1.1 <sup>1)</sup>	1.0	25	26	24	6.5	6.3	5.6
			Gasoline	TJ	0.7	1.6	1.4	0	0	0	-	-	-	2.0	1.9	2,1
		Fuel	Diesel	TJ	3.4	3.9	3.8	1.1	1.0	1.0	-	-	-	4.5	4.4	3.5
	Energy Consumptions		Kerosene	TJ	0.8	0.9	0.6	0.02	0.02	0	25	26	24	=	=	0.008
Гионен			HI-SENE	TJ	4.2	4.2	3.9	=	=	-	-	-	-	-	=	-
Energy Consumption		LNG	•	TJ	55.2	54.0	55.5	63.7 <sup>1)</sup>	60.8	80.9	193	194	212	1.0	1.1	1.2
		LPG	•	TJ	1.5	1.8	2.3	0	0	0	-	-	-	0.2	0.3	0.3
		Electricity	•	TJ	212.0	225.2	248.3	165.2	166.8	222.3	450	498	507	303.3	334.2	323.9
		Steam	•	TJ	17.0	17.2	18.0	=	=	-	-	-	-	-	=	-
		Self- generation	Solar Power	TJ	0.8	1.1	1.1	0	0	0.5	2	2	3	0	0	0
	Energy Intensity	3)		TJ/KRW billion	0.3	0.3	0.3	0.5	0.5	0.6	0.8	0.9	0.8	1.4	1.5	1.3

<sup>1)</sup> Kolmar BNH's data have been revised due to changes in calculation methodology.

<sup>2)</sup> HK inno.N's renewable energy consumption is the sum of self-generation and renewable energy purchases.

<sup>3)</sup> Kolmar Korea's figures have been calculated based on revenue, including overseas sites.









**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

#### **ESG FACTBOOK**

ESG Data - Environmental

ESG Data - Social

ESG Data - Governance

**APPENDIX** 





#### **Pollutants**

	6-4-		Unit		Kolmar Korea	1		Kolmar BNH			HK inno.N		Yonwoo		
	Cate	egory	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
		BOD (Biochemical Oxygen Demand)	ton	0.7	0.8	1.1	0.2	0.1	0.3	2.1	1.9	1.1	=	=	-
Water	Water Pollutant	TOC (Total Organic Carbon)	ton	2.7	2.9	2.7	0.6	0.7	0.6	2.4	1.9	1.6	=	=	-
Pollutant Emissions	Emissions	SS (Suspended Solids)	ton	1.5	1.1	1.1	0.1	0.3	0.1	1.7	2.2	1.5	=	=	-
Lillissions		T-N (Total Nitrogen)	ton	0.2	0.2	0.2	0.4	0.41)	0.3	-	-	-	-	-	-
		T-P (Total Phosphorus)	ton	0.002	0.004	0.039	0.02	0.012)	0.01	-	-	-	-	=	-
		NOx (Nitrogen Oxides)	ton	1.7	1.1	1.1	1.2	1.2	2.2	4.6	3.4	5.4	0	0	0
		SOx (Sulfur Oxides)	ton	0	0	0	0	0.06	0.01	0.06	0.2	0.2	0	0	0
Air Pollutant	Air Pollutant	PM (Particulate Matter)	ton	0.5	0.2	0.2	0.4	0.1	0.6	0.3	0.3	0.3	0.3	0.08	0.6
Emissions	Emissions	VOC (Volatile Organic Compounds)	ton	-	-	-	-	-	-	5.6	2.1	3.8	0	0	0
		ODS (Ozone Depleting Substances)	tCFC-eq	-	-	-	-	-	-	-	-	-	0	0	0
Hazardous	Total Hazardous	Chemical Usage	ton	5.4	5.2	5.9	189.4	178.1	234.5	290.3	376.9	345.2	-	-	-
Chemical Usage	Hazardous Chen	nical Intensity	ton/KRW billion	0.007	0.006	0.006	0.4	0.4	0.5	0.3	0.5	0.4	-	-	-









**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

#### **ESG FACTBOOK**

ESG Data - Environmental

ESG Data - Social

ESG Data - Governance

**APPENDIX** 



2024 Kolmar Holdings Sustainability Report

### ESG Data - Environmental

#### Water

	Cod		Unit		Kolmar Kore	a		Kolmar BNH	l		HK inno.N			Yonwoo	
	Cat	egory	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
	Total Water Wit	hdrawals	ton	253,785.7	275,455.9	291,057.7	82,852.0	69,260.0 <sup>1)</sup>	108,636.0	524,037	567,274	543,842	51,161.0	61,368.0	83,393.0
		Tap Water	ton	253,785.7	275,455.9	291,057.7	59,441.0	50,352.0	78,142.0	489,347	531,120	506,204	51,161.0	61,368.0	83,393.0
Water	Water	Surface Water	ton	0	0	0	0	0	0	0	0	0	0	0	0
Withdrawal	Withdrawals	Underground Water	ton	0	0	0	23,411.0	18,908.0 <sup>1)</sup>	30,494.0	34,690	36,154	37,638	0	0	0
		Seawater	ton	0	0	0	0	0	0	0	0	0	0	0	0
	Water Withdray	val Intensity <sup>2)</sup>	ton/KRW billion	277.7	247.1	219.8	163.8	155.4	231.6	619.0	684.4	606.2	229.5	269.3	318.8
	Total Water Cor	nsumptions <sup>3), 4)</sup>	ton	274,051.7	304,285.9	309,151.7	82,852.0	69,260.0 <sup>1)</sup>	108,650.0	163,267	182,572	178,424	51,161.0	61,368.0	83,393.0
Water	Water Consump	otion Intensity <sup>2)</sup>	ton/KRW billion	299.9	273.0	233.4	163.8	155.4	231.7	192.9	220.3	198.9	229.5	269.3	318.8
Consumption	Total Water Rec	ycling	ton	20,266.0	28,830.0	18,094.0	0	0	14.0	25,243	33,327	51,733 <sup>5)</sup>	0	0	0
	Water Recycling	g Rate	%	7.4	9.5	5.9	0.0	0.0	0.01	4.6	5.5	8.7	0.0	0.0	0.0
Wastewater	Total Wastewat	er Discharges	ton	72,669.3	81,682.9	88,967.8	51,964.0 <sup>1)</sup>	41,364.0 <sup>1)</sup>	70,631.0	360,770	384,702	365,418	-	-	-
Discharge	Wastewater Dis	charge Intensity	ton/KRW billion	100.3	95.3	84.0	102.7 <sup>1)</sup>	92.81)	150.6	426.2	464.1	407.3	-	-	-

<sup>1)</sup> Kolmar BNH has revised its data after recalculating groundwater withdrawal and consumption, as well as wastewater discharge, at the Eumseong plant.

<sup>2)</sup> Kolmar Korea's figures have been calculated based on revenue, including overseas sites.

<sup>3)</sup> Total water consumption has been calculated as the sum of water withdrawal and water recycling.

<sup>4)</sup> HK inno. N's total water consumption has been calculated by subtracting wastewater discharges from total water withdrawal (Total water consumption = Total water withdrawal — Wastewater discharge).

5) HK inno. N's total water recycling volume includes an increase of water recycling volume of 24,948 tons year-on-year at the Daeso site.









**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

#### **ESG FACTBOOK**

ESG Data - Environmental

ESG Data - Social

ESG Data - Governance

**APPENDIX** 



2024 Kolmar Holdings Sustainability Report

### ESG Data - Environmental

#### Wastes

	C-1		11-24		Kolmar Kore	a		Kolmar BNH	l		HK inno.N			Yonwoo	
	Cat	egory	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
	Total Waste Ger	nerated <sup>1)</sup>	ton	1,246.3	1,498.6	1,872.5	3,104.05)	2,825.2	2,414.7	1,204.6	1,416.1	1,258.7	762.0	839.0	867.2
	Total General W	/aste Generated <sup>2)</sup>	ton	1,222.5	1,470.9	1,841.5	2,264.4	2,747.2	2,237.4	715.9	699.9	783.8	512.0	580.0	564.7
	C	Incineration	ton	149.1	199.2	228.1	380.9	64.6	47.8	295.3	203.2	213.6	0	0	0
	General Wastes (Non-	Landfill	ton	28.4	24.0	10.1	0	0	0	0	0	0	0	0	0
	hazardous	Recycling	ton	1,045.0	1,247.8	1,603.3	1,883.5	2,682.6	2,189.6	418.1	490.9	566.2	512.0 <sup>6)</sup>	580.0	564.7
Waste	wastes)	Other	ton	0	0	0	0	0	0	2.5	5.8	4.0	0	0	0
Generation	Total Designate	d Waste Generated <sup>3), 4)</sup>	ton	23.9	27.7	30.9	839.75)	78.1	177.3	488.8	716.2	475.0	250.0	259.0	302.6
		Incineration	ton	23.9	27.7	29.0	0.6	0.8	0.6	137.9	61.7	63.5	7.0	104.0	274.8
	Designated Wastes	Landfill	ton	0	0	0	0	0	0	0	0	0	0	0	0
	(Hazardous	Recycling	ton	0	0	1.9	839.1 <sup>5)</sup>	77.3	176.7	350.9	654.5	411.5	243.0	155.0	27.7
	wastes)	Other	ton	0	0	0	0	0	0	0	0	0	0	0	0
	Waste Intensity	1)	ton/KRW billion	1.7	1.7	1.8	6.1 <sup>5)</sup>	6.3	5.1	1.4	1.7	1.4	3.4	3.7	3.3
Waste	Total Waste Red	cycling	ton	1,045.0	1,247.8	1,605.2	2,722.65)	2,759.8	2,366.3	768.9	1,145.4	977.7	755.0 <sup>6)</sup>	735.0	592.4
Recycling	Waste Recycling	g Rate <sup>1)</sup>	%	83.8	83.3	85.7	87.7 <sup>5)</sup>	97.7	98.0	63.8	80.9	77.7	99.1 <sup>6)</sup>	87.6	68.3

<sup>1)</sup> Kolmar Korea's figures have reflected based on total waste treatment volume, while HK inno.N's figures have reflected based on total waste generation volume.

<sup>2)</sup> Kolmar Korea's figures have reflected based on total general waste treatment volume, while HK inno.N's figures have reflected based on total general waste generation volume.

<sup>3)</sup> Medical waste is included in the calculation of designated waste.

<sup>4)</sup> Kolmar Korea's figures have reflected based on total designated waste treatment volume, while HK inno.N's figures have reflected based on total designated waste generation volume.

<sup>5)</sup> Kolmar BNH has revised its data due to errors in designated (hazardous) waste recycling volume entry.

<sup>6)</sup> Yonwoo has revised its data due to errors in waste recycling volume entry.









**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

#### **ESG FACTBOOK**

ESG Data - Environmental

ESG Data - Social

ESG Data - Governance

#### **APPENDIX**



#### **Environmental Investment**

Cabanami	11-24	Kolmar Korea				Kolmar BNH			HK inno.N		Yonwoo		
Category	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Environmental Investment Total Amount of Environmental Investment <sup>1)</sup>	KRW 100 million	4.3	0.8	1.0	13.0	9.0	9.5	3.7	6.0	9.3	=	=	-

#### **Environmental Management**

	Cot		Unit		Kolmar Korea	a		Kolmar BNH			HK inno.N			Yonwoo	
	Cate	egory	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
	Environmental	Number of Business Sites Subject to Acquisition	Sites	5	5	5	5	5	6	4	4	4	3	3	2
Environmental Management System	Management System (ISO 14001)	Number of Business Sites that Acquired the Certification	Sites	3	3	3	3	3	3	2	3	3	2	2	2
System	Certification	Ratio of Business Sites that Acquired the Certification	%	60.0	60.0	60.0	60.0 <sup>2)</sup>	60.0 <sup>2)</sup>	50.0	50.0	75.0	75.0	66.7	66.7	100.0
Environmental	Total Environme	ental Education Hours	Hours	3,306	3,298	3,345	8,982	1,848	2,664	5,902	9,997	7,927	0	0	56
Education	Number of Empl Environmental E	loyees Participated in the Education	Persons	976	972	1,156	499	132	148	1,716	1,709	1,721	1	1	1
	Total Violation o	of Environmental Regulations	Cases	0	0	0	0	0	0	1	0	0	0	0	0
Violation of Environmental		lation of Environmental	KRW million	0	0	0	0	0	0	0.5	0	0	0	0	0
Regulations	Non-Monetary S Environmental F	Sanctions Due to Violation of Regulations	Cases	0	0	0	0	0	0	0	0	0	0	0	0



 $<sup>1) \,</sup> HK \, inno. N's \, total \, amount of environmental investment \, has been calculated \, based \, on investments for physical \, and \, transition \, risks.$ 

<sup>2)</sup> Kolmar BNH has revised its data due to a change in the calculation criteria for the number of sites subject to Environmental Management System (ISO 14001) certificate acquisition (HQ, Sejong Plants 1-2, Eumseong Plant, and the research institute).









**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

#### **ESG FACTBOOK**

ESG Data - Environmental

ESG Data - Social

ESG Data - Governance

**APPENDIX** 





### ESG Data - Social

#### **Employees**

		Catalana		11-24	Ko	lmar Holdii	ngs	H	Kolmar Kor	ea		Kolmar BNI	1		HK inno.N			Yonwoo	
		Category		Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
	Total Numb	er of Employe	ees	Persons	109	119	109	1,003	1,110	1,304	512 <sup>1)</sup>	503 <sup>1)</sup>	528	1,716	1,709	1,721	1,322	1,319	1,295
		E. II Eine	Total	Persons	109	116	105	1,003	1,105	1,219	500 <sup>2)</sup>	489 <sup>2)</sup>	519	1,703	1,669	1,694	1,266	1,261 <sup>6)</sup>	1,244
	_	Full-Time (Regular)	Male	Persons	64	60	55	595	640	695	320	315	326	1,233	1,227	1,251	469	485	489
	By Employment	(regular)	Female	Persons	45	56	50	408	465	524	180	174	193	470	442	443	797	776	755
	Type	Part-Time	Total	Persons	0	3	4	0	5	85	12 <sup>1)</sup>	14 <sup>1)</sup>	9	13	40	27	56	58 <sup>6)</sup>	51
	31	(Non-	Male	Persons	0	3	3	0	3	29	5	7	7	4	10	10	32	25	21
		regular)	Female	Persons	0	0	1	0	2	56	7	7	2	9	30	17	24	33	30
		Male	Number of Employees	Persons	64	63	58	595	643	724	325 <sup>1)</sup>	3221)	333	1,237	1,237	1,261	501	510	510
	Ву	mate	Ratio	%	58.7	52.9	53.2	59.3	57.9	55.5	63.5 <sup>1)</sup>	64.0 <sup>1)</sup>	63.1	72.1	72.4	73.3	37.9	38.7	39.4
	Gender	Female	Number of Employees	Persons	45	56	51	408	467	580	187 <sup>1)</sup>	181 <sup>1)</sup>	195	479	472	460	821	809	785
		remate	Ratio	%	41.3	47.1	46.8	40.7	42.1	44.5	36.5 <sup>1)</sup>	36.0 <sup>1)</sup>	36.9	27.9	27.6	26.7	62.1	61.3	60.6
		Under 30	Number of Employees	Persons	24	23	17	241	402	515	220	188	192	558	494	437	123	111	123
		onder 50	Ratio	%	22.0	19.3	15.6	24.0	36.2	39.5	43.0	37.4	36.4	32.5	28.9	25.4	9.3	8.4	9.5
	By Age	30~50 <sup>3)</sup>	Number of Employees	Persons	74	90	87	720	679	751	279	301	323	1,038	1,079	1,128	795	773	724
	by Age	30 30	Ratio	%	67.9	75.6	79.8	71.8	61.2	57.6	54.5	59.8	61.2	60.5	63.1	65.5	60.1	58.6	55.9
		Over 50	Number of Employees	Persons	11	6	5	42	29	38	13	14	13	120	136	156	404	435	448
		OVEI 30	Ratio	%	10.1	5.0	4.6	4.2	2.6	2.9	2.5	2.8	2.5	7.0	8.0	9.1	30.6	33.0	34.6
Number of			Total	Persons	16	13	10	36	35	33	17	16	16	19	19	18	5	6	9
Domestic Employees			Male	Persons	14	10	9	33	33	30	16	14	14	17	17	16	5	6	9
Employees			Female	Persons	2	3	1	3	2	3	1	2	2	2	2	2	0	0	0
		Executives	Ratio of Female Executives among Total Executives	%	12.5	23.1	10.0	8.3	5.7	9.1	5.9	12.5	12.5	10.5	10.5	11.1	0.0	0.0	0.0
			Ratio of Female Executives among Female Employees	%	4.4	5.4	2.0	0.7	0.4	0.5	0.5	1.1	1.0	0.4	0.4	0.4	0.0	0.0	0.0
		CI	Total	Persons	15	9	14	33	42	61	21	22	18	56	54	54	6	8	12
	By Position	General Manager	Male	Persons	12	6	10	27	34	50	19	21	16	37	37	38	6	8	12
		manager	Female	Persons	3	3	4	6	8	11	2	1	2	19	17	16	0	0	0
		Senior	Total	Persons	37	46	42	272	305	323	88	80	98	453	442	471	158	161	166
		Manager/	Male	Persons	18	24	21	188	208	212	72	59	77	365	359	385	142	145	147
		Manager	Female	Persons	19	22	21	84	97	111	16	21	21	88	83	86	16	16	19
		Assistant	Total	Persons	41	51	43	662	728	887	386	385	396	1,188	1,194	1,178	1,153	1,144	1,108
		Manager/	Male	Persons	20	23	18	347	369	432	218	228	226	818	824	822	348	351	342
		Staff	Female	Persons	21	28	25	315	359	455	168	157	170	370	370	356	805	793	766
		Ratio of Femal	e among Management Positions <sup>7)</sup>	%	36.8	40.0	41.2	27.2	28.9	31.3	8.9 <sup>4)</sup>	4.3 <sup>4)</sup>	8.3	17.4 <sup>5)</sup>	15.6 <sup>5)</sup>	12.4	9.6	8.1	8.4
	By Title	Toom	Total	Persons	19	20	17	81	83	96	45	46	48	195	199	186	73	86	83
	by Title	Team Leader <sup>8)</sup>	Male	Persons	12	12	10	59	59	66	41	44	44	161	168	163	66	79	76
			Female	Persons	7	8	7	22	24	30	4	2	4	34	31	23	7	7	7
luara aa	Total Averag	ge Tenure		Years	3.3	5.6	6.3	5.3	5.5	5.9	3.0	3.4	3.8	7.9	8.3	8.6	7.6	7.4	7.6
Average Tenure	Male			Years	3.6	6.5	7.2	6.3	6.7	7.1	3.3	3.7	4.0	8.6	8.9	9.1	6.3	6.3	6.4
	Female			Years	2.8	4.5	5.3	4.4	4.3	4.4	2.5	2.8	3.4	6.3	6.7	7.1	8.4	8.5	8.8

<sup>1)</sup> Kolmar BNH has revised its data due to changes in the calculation standards for total number of employees and number of employees by employment type (based on year-end figures in the annual business report).

<sup>2)</sup> Kolmar BNH has revised its data due to the changes in the calculation standards for the number of full-time employees (regular employees), including executives.

<sup>3)</sup> HK inno.N's figures have been calculated based on the number of employees aged 30 or older but under 50.

<sup>4)</sup> Kolmar BNH has revised its data due to a change in calculation standards.

<sup>5)</sup> HK inno.N has revised its data due to a change in calculation standards.

<sup>6)</sup> Yonwoo has revised its data due to a change in calculation standards.

<sup>7)</sup> Management position has been calculated based on team leaders.

<sup>8)</sup> Yonwoo's figures have been calculated based on team leaders and part leaders.







**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

#### **ESG FACTBOOK**

ESG Data - Environmental

ESG Data - Social

ESG Data - Governance

**APPENDIX** 







#### **New Hires**

		Catanami		Unit	Ko	lmar Holdi	ngs	K	olmar Kor	ea	ı	Kolmar BNI	н		HK inno.N			Yonwoo	
		Category		Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
	Number of	Total Nun	nber of New Hires	Persons	31	42	25	204	230	336	174	89	124	341	235	209	242	338	243
	New Hires	Total New	/ Hire Rate	%	28.4	35.3	22.9	20.3	20.7	25.8	34.0	17.7	23.5	19.9	13.8	12.1	18.3	25.6	18.8
		Mala	Number of Employees	Persons	12	22	9	91	115	163	102	58	80	243	168	151	147	188	123
		маιе	Ratio	%	38.7	52.4	36.0	44.6	50.0	48.5	58.6	65.2	64.5	71.3	71.5	72.2	60.7	55.6	50.6
		Famala	Number of Employees	Persons	19	20	16	113	115	173	72	31	44	98	67	58	95	150	120
Domestic		remate	Ratio	%	61.3	47.6	64.0	55.4	50.0	51.5	41.4	34.8	35.5	28.7	28.5	27.8	39.3	44.4	49.4
New Hires		Um day 20	Number of Employees	Persons	10	11	6	133	161	279	75	44	74	236	149	133	87	86	79
		Under 30	Ratio	%	32.3	26.2	24.0	65.2	70.0	83.0	43.1	49.4	59.7	69.2	63.4	63.6	36.0	25.4	32.5
		20 501)	Number of Employees	Persons	20	30	17	68	67	52	92	43	48	102	78	75	146	236	153
		30~50	Ratio	%	64.5	71.4	68.0	33.3	29.1	15.5	52.9	48.3	38.7	29.9	33.2	35.9	60.3	69.8	63.0
		Over 50	Number of Employees	Persons	1	1	2	3	2	5	7	2	2	3	8	1	9	16	11
		Over 50	Ratio	%	3.2	2.4	8.0	1.5	0.9	1.5	4.0	2.2	1.6	0.9	3.4	0.5	3.7	4.7	4.5

#### **Employee Turnover**

		Catagony		Unit	Ko	lmar Holdi	ngs	K	olmar Kor	ea	1	Kolmar BN	Н		HK inno.N			Yonwoo	
		Category		Onic	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
	Number of	Total Nun	nber of Turnovers	Persons	38	33	16	164	119	135	132	99	102	300	239	194	294	338	166
	Turnovers	Total Turr	nover Rate	%	34.9	27.7	14.7	16.4	10.7	10.4	25.8	19.7	19.3	17.5	14.0	11.3	22.2	25.6	12.8
		Mala	Number of Employees	Persons	23	19	8	81	68	77	87	66	65	213	162	125	158	177	55
	By Gender Female	маце	Ratio	%	60.5	57.6	50.0	49.4	57.1	57.0	65.9	66.7	63.7	71.0	67.8	64.4	53.7	52.4	33.1
		FI-	Number of Employees	Persons	15	14	8	83	51	58	45	33	37	87	77	69	136	161	111
		remale	Ratio	%	39.5	42.4	50.0	50.6	42.9	43.0	34.1	33.3	36.3	29.0	32.2	35.6	46.3	47.6	66.9
F		II d 20	Number of Employees	Persons	8	9	2	78	68	76	51	35	41	146	99	80	54	46	5
Turnover		under 30	Ratio	%	21.1	27.3	12.5	47.6	57.1	56.3	38.6	35.4	40.2	48.7	41.4	41.2	18.4	13.6	3.0
	D 4	20 501)	Number of Employees	Persons	26	19	12	81	48	54	74	60	56	143	126	102	206	238	99
	By Age	30~50~	Ratio	%	68.4	57.6	75.0	49.4	40.3	40.0	56.1	60.6	54.9	47.7	52.7	52.6	70.1	70.4	59.6
			Number of Employees	Persons	4	5	2	5	3	5	7	4	5	11	14	12	34	54	62
		Over 50	Ratio	%	10.5	15.2	12.5	3.0	2.5	3.7	5.3	4.0	4.9	3.7	5.9	6.2	11.6	16.0	37.3
	Voluntary	By Age 30~50" Ratio Over 50 Numl Ratio  Voluntary Total Number of	nber of Voluntary Turnovers	Persons	23	11	14	149	111	113	127	85	72	273	217	184	264	302	157
	Turnovers	Total Volu	untary Turnover Rate <sup>2), 3)</sup>	%	60.5	33.3	87.5	90.9	93.3	83.7	96.2	85.9	70.6	15.9	12.7	10.7	89.8	89.3	94.6

<sup>1)</sup> HK inno.N's figures have been calculated based on the number of new hires aged 30 or older but under 50.

<sup>2)</sup> Voluntary turnover rate has been calculated based on the number of voluntary turnovers among total number of turnovers.

3) HK inno.N's figures have been calculated based on the number of voluntary turnovers among total number of employees.









**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

#### **ESG FACTBOOK**

ESG Data - Environmental

ESG Data - Social

ESG Data - Governance

**APPENDIX** 





### ESG Data - Social

#### **Work-Life Balance**

	Cata			Unit	Ко	lmar Holdi	ngs	K	Colmar Kore	ea	1	Kolmar BNI	Н		HK inno.N			Yonwoo	
	Cate	egory		Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
	Employees	Total		Persons	3	8	11	47	32	45	19	11	15	53	43	63	23	22	18
	Entitled to	Male		Persons	1	2	7	36	18	24	14	7	12	48	31	54	4	12	10
	Parental Leave	Female		Persons	2	6	4	11	14	21	5	4	3	5	12	9	19	10	8
		T-4-1	Number of Employees	Persons	0	4	5	11	10	26	7	4	13	5	8	43	23	22	18
	Employees on ental Parental Parental Ma	Total	Ratio	%	0.0	50.0	45.5	23.4	31.3	57.8	36.8	36.4	86.7	9.4	18.6	68.3	100.0	100.0	100.0
		Mala	Number of Employees	Persons	0	0	2	1	0	11	2	0	10	2	0	36	4	12	10
Parental Leave <sup>1)</sup>		маιе	Ratio	%	0.0	0.0	28.6	2.8	0.0	45.8	14.3	0.0	83.3	4.2	0.0	66.7	100.0	100.0	100.0
Leave	ntal Parental Leave Ma e <sup>1)</sup>	EI-	Number of Employees	Persons	0	4	3	10	10	15	5	4	3	3	8	7	19	10	8
		Female	Ratio	%	0.0	66.7	75.0	90.9	71.4	71.4	100.0	100.0	100.0	60.0	66.7	77.8	100.0	100.0	100.0
	Employees who Have Worked	Total		Persons	0	0	2	1	9	17	2	5	4	8	16	16	11	11	25
	for At Least 12	Male		Persons	0	0	1	0	0	1	0	1	1	2	7	8	2	3	7
Mont	Months after Parental Leave	Female		Persons	0	0	1	1	9	16	2	4	3	6	9	8	9	8	18
Maternity	Number of Empl Hours during a C		o Reduced Working Period	Persons	0	1	1	0	1	1	0	0	1	3	1	5	6	5	4
Leave	Number of Empl	oyees on	Paternity Leave	Persons	1	2	5	36	19	23	14	7	12	53	38	59	23	11	16

#### **Occupational Health and Safety**

	Catao	2007	Unit	Ko	lmar Holdi	ngs	K	olmar Kor	ea	1	Kolmar BN	Н		HK inno.N			Yonwoo	
	Categ	ory	OIIIC	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Employee	Total Accidents/	Number of Fatalities	Persons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Occupational	Incidents	Fatality Rate	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Accident/ Incident	Serious Accidents	Serious Accident Rate	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Occupational	Occupational Health and Safety	Number of Business Sites Subject to Acquisition	Sites	2	2	2	5	5	5	5	5	6	3	3	3	3	3	2
Health and Safety Management	Management System	Number of Business Sites that Acquired the Certification	Sites	0	0	0	3	3	3	3	3	4	3	3	3	2	2	2
System	h Management I System Certification Control of the	Ratio of Business Sites that Acquired the Certification	%	0.0	0.0	0.0	60.0	60.0	60.0	60.0	60.0	66.7	100.0	100.0	100.0	66.7	66.7	100.0
Occupational Health and Safety System	Ratio of Employee Health and Safety	es Applied with Occupational System	%	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

<sup>1)</sup> Data have been revised due to the changes in calculation standards.









**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

#### **ESG FACTBOOK**

ESG Data - Environmental

ESG Data - Social

ESG Data - Governance

#### **APPENDIX**





### ESG Data - Social

#### **Employee Education and Training**

		Category		Unit	Ko	lmar Holdi	ngs	K	olmar Kor	ea		(olmar BN	Н		HK inno.N			Yonwoo	
		Category		Ollit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
	Total Educa	ation and Trai	ning Hours	Hours	5,439	4,120	3,610	32,733	32,453	40,791	19,411	21,335	26,226	128,700	128,175	135,959	16,282	15,356	19,311
	Total Educa	ation and Trai	ning Hours per Employee	Hours/Persons	49.9	34.6	33.1	32.6	29.2	31.3	37.9	42.4	49.7	75	75	79	12.3	11.6	14.9
		D. Candau	Male	Hours/Persons	51.3	34.5	34.6	31.3	28.3	26.2	37.9	42.4	49.7	74	75	76	24.2	21.8	27.5
Employee	Education	By Gender	Female	Hours/Persons	47.9	34.8	31.5	34.4	31.1	37.3	37.9	42.4	49.7	78	75	86	5.1	5.1	6.8
Education	Education and		Executive	Hours/Persons	44.9 <sup>1)</sup>	39.0 <sup>1)</sup>	33.4	24.9	80.2	25.3	20.3	5.2	25.9	36	69	84	16.4	18.3	31.3
and Training Hours	Training		General Manager	Hours/Persons	60.6 <sup>1)</sup>	50.5 <sup>1)</sup>	53.9	64.7	34.6	30.1	41.6	20.6	55.8	69	63	75	5.1	42.8	58.6
	Hours per Employee	By Position	Senior Manager/ Manager	Hours/Persons	63.4 <sup>1)</sup>	36.3 <sup>1)</sup>	32.7	41.0	30.6	32.2	32.0	15.4	44.1	56	75	78	39.3	38.8	31.1
			Assistant Manager/ Staff	Hours/Persons	35.7 <sup>1)</sup>	29.2 <sup>1)</sup>	26.7	28.0	25.9	31.3	39.8	50.8	51.7	84	76	80	9.2	7.5	10.8
Employee	Total Educa	ation and Trai	ning Costs	KRW million	72.8	26.8	50.3	242.9	307.9	364.5	203.0	192.0	129.5	*	*	*	16,282	15,356	19,311
Education and Training Costs	Total Educa	ation and Trai	ning Costs per Employee	KRW million/ Persons	0.7	0.2	0.5	0.2	0.3	0.3	0.4	0.4	0.2	*	*	*	12.3	11.6	14.9
		Total Educat	ion Hours	Hours	545	618	591	3,057	3,330	3,885	2,560	2,490	2,565	3,432	3,845	6,023.5	706	626	2,556
Education	Human		er of Employees Subject ghts Education	Persons	109	119	109	1,019	1,110	1,295	512	503	528	1,716	1,709	1,721	353	313	1,278
and Training Status by Category	ng Rights Total Number of Education Completed Hum	er of Employees who Human Rights Education	Persons	109	119	109	1,019	1,110	1,295	512	503	528	1,716	1,709	1,721	353	313	1,278	
			oloyees who Completed ts Education	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

#### **Employee Diversity**

	Catac		I I mit	Kol	mar Holdi	ngs	K	olmar Kor	ea	K	olmar BN	Н		HK inno.N			Yonwoo	
	Categ	ory	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Minority and Vulnerable	Employees with	Total Number of Employees with Disabilities <sup>2),3)</sup>	Persons	0	4	4	7	17	16	8	16	15	17	24	23	41	41	40
Groups	Disabilities	Ratio of Employees with Disabilities <sup>4)</sup>	%	0.0	3.4	3.7	0.7	1.6	1.3	1.6	3.2	2.8	1.0	1.4	1.3	3.1	3.1	3.1

<sup>1)</sup> Kolmar Holdings' data have been revised due to changes in calculation methodology.

<sup>2)</sup> Number of personnel specified in the disability employment levy reflecting the severity of disabilities, not the actual number of disabled employees.

<sup>3)</sup> HK inno.N's figures have been calculated based on the actual number of disabled employees without considering severity.

<sup>4)</sup> Kolmar Korea's figures have been calculated based on the ratio according to the Korea Employment Agency for Persons with Disabilities calculation standards (Number of employees with disabilities / Employees of constant time  $\times$  100).









**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

#### **ESG FACTBOOK**

ESG Data - Environmental

ESG Data - Social

ESG Data - Governance

#### **APPENDIX**





### ESG Data - Social

#### **Employee Wages**

	Col		Unit	Ko	lmar Holdi	ngs	K	olmar Kor	ea		Kolmar BN	Н		HK inno.N			Yonwoo	
	Cal	tegory	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
		Male	KRW million	3.8 <sup>1)</sup>	3.71)	4.3	4.0	4.2	4.3	3.8	4.2	4.3	4.4	4.6	4.7	*	*	*
Employee	Basic Salary	Female	KRW million	3.0 <sup>1)</sup>	3.0 <sup>1)</sup>	3.7	3.4	3.6	3.7	3.1	3.9	4.2	4.0	4.1	4.3	*	*	*
Wages	by Gender	Ratio of Female Basic Salary among Male Basic Salary	%	79.1 <sup>1)</sup>	81.0 <sup>1)</sup>	85.5	85.2	85.4	85.5	82.3	93.0	97.2	91.1	90.9	91.5	*	*	*
	Starting Wage f	or Male Employees	KRW million	3.71)	3.81)	3.9	3.7	3.8	3.9	3.7	3.8	3.9	*	*	*	*	*	*
Chautin -	Starting Wage f	or Female Employees	KRW million	3.7 <sup>1)</sup>	3.8 <sup>1)</sup>	3.9	3.7	3.8	3.9	3.7	3.8	3.9	*	*	*	*	*	*
Starting Wages by Gender	Ratio of Startin Minimum Wage	g Wage for Male Compared to	%	192.4	188.7	189.6	192.4	188.7	189.6	192.4	187.8	189.6	*	*	*	*	*	*
	Ratio of Startin Minimum Wage	g Wage for Female Compared to	%	192.4	188.7	189.6	192.4	188.7	189.6	192.4	187.8	189.6	*	*	*	*	*	*
		Amount of the Highest Compensation	KRW million	1,336.7	1,577.5 <sup>2)</sup>	1,904.7	1,111.9	1,420.8	2,006.6	707.4	1,292.5	1,779.9	*	*	*	*	*	*
Employee Compensations	Annual Total Compensation	Annual Total Amount of Compensation (Median) for All Employees	KRW million	57.0	55.0	72.0	58.2	55.7	68.3	44.9	47.4	50.3	*	*	*	*	*	*
operiodiorio	' Ratio	Ratio of Total Annual Compensation of All Employees (Median) to the Highest Compensation	Times	23.5 <sup>3)</sup>	28.7 <sup>3)</sup>	26.5	19.1	25.5	29.4	15.8	27.3	35.4	*	*	*	*	*	*

#### **Corporate Social Responsibility**

	Catagoni		Unit	Ko	lmar Holdi	ngs	K	olmar Kor	ea	P	Kolmar BNI	н		HK inno.N			Yonwoo	
	Category		Onit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Participating	Number of Business Si Communities	tes Participating in Local	Sites	2	2	2	3	3	3	1	1	1	*	*	*	3	2	2
Business Sites	Ratio of Business Sites Communities	Participating in Local	%	100.0	100.0	100.0	60.0	60.0	60.0	20.0	20.0	16.7	*	*	*	100.0	100.0	100.0
	Employee Voluntary	Total Hours of Voluntary Activities	Hours	271	2574)	399	528	1,222	1,458	1,393	1,229	441	*	*	*	70.0	577.5	524.5
Corporate Social Responsibility	Activities	Total Hours of Voluntary Activities per Employee	Hours/Persons	2.5	2.2	3.7	0.5	1.1	1.1	2.7	2.4	0.8	*	*	*	0.1	0.4	0.4
Activities	Corporate Social Responsibility Amounts	Total Amount of Donations	KRW 100 million	1.1	3.6	1.6	1.9	8.6	5.2	9.6	4.3	4.5	20	9	8	0.1	3.7	0.5

<sup>1)</sup> Kolmar Holdings' data have been revised due to changes in calculation methodology.

<sup>2)</sup> Kolmar Holdings' data have been revised due to changes in calculation methodology. (business report basis).

<sup>3)</sup> Kolmar Holdings' data have been revised due to changes in calculation methodology.

<sup>4)</sup> Kolmar Holdings' data have been revised due to errors in calculation methodology.









**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

ESG Data - Environmental

ESG Data - Social

ESG Data - Governance

**APPENDIX** 



2024 Kolmar Holdings Sustainability Report

### ESG Data - Social

#### **Customer Management**

	Cato	gory	Unit	Kol	lmar Holdi	ngs	K	olmar Kore	a	ŀ	Kolmar BNI	4		HK inno.N			Yonwoo	
	Cate	gory	Onic	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Violations	Product/ Service Safety	Total Number of Voluntary Regulation Violations	Cases	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
on Product Responsibilities	Regulatory Compliance	Total Number of Regulatory Violations	Cases	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0

#### **Privacy Protection**

	Cata	gory	Unit	Ко	lmar Holdi	ngs	K	olmar Kor	ea		Kolmar BNI	1		HK inno.N			Yonwoo	
	Cate	gory	Offic	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Violations on Client Privacy Protection		Privacy Violations	Cases	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Client Privacy	Number of Client Privacy Complaints	Number of Complaints with Proven Client Privacy Violations (Regulatory Authorities)	Cases	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
	Received	Number of Complaints with Proven Client Privacy Violations (External Parties)	Cases	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0









**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

#### **ESG FACTBOOK**

ESG Data - Environmental

ESG Data - Social

ESG Data - Governance

#### **APPENDIX**



2024 Kolmar Holdings Sustainability Report

### ESG Data - Governance

#### **Board Status**

	Board Composition (By type)  Board Composition (By type)  Ratio of External Director Ratio of External Director Number of Non-Executive Directors Ratio of Non-Executive Directors Number of Male Director Ratio of Male Directors Number of Female Director Ratio of Female Director Under 30 Ratio of Under 30  Board Composition Ratio of Under 30		Unit	Ko	lmar Holdi	ngs	K	olmar Kor	ea		Kolmar BN	Н		HK inno.N			Yonwoo	
	Cate	egory	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
	Total Number of	Directors	Persons	6	8	7	6	7	7	6	6	5	6	6	6	5	5	3
		Number of Internal Directors	Persons	3	4	3	4	4	4	3	3	2	2	2	2	3	2	2
		Ratio of Internal Directors	%	50.0	50.0	42.9	66.7	57.1	57.1	50.0	50.0	40.0	33.3	33.3	33.3	60.0	40.0	66.7
	Deend	Number of External Directors	Persons	2	3	3	2	3	3	2	2	2	3	3	3	2	2	0
		Ratio of External Directors	%	33.3	37.5	42.9	33.3	42.9	42.9	33.3	33.3	40.0	50.0	50.0	50.0	40.0	40.0	0.0
	(By type)	Number of Non-Executive Directors	Persons	1	1	1	0	0	0	1	1	1	1	1	1	0	1	1
			%	16.7	12.5	14.3	0.0	0.0	0.0	16.7	16.7	20.0	16.7	16.7	16.7	0.0	20.0	33.3
Board		Number of Male Directors	Persons	6	7	6	6	6	6	5	5	4	5	5	5	4	4	3
Status		Ratio of Male Directors	%	100.0	87.5	85.7	100.0	85.7	85.7	83.3	83.3	80.0	83.3	83.3	83.3	80.0	80.0	100.0
		Number of Female Directors	Persons	0	1	1	0	1	1	1	1	1	1	1	1	1	1	0
		Ratio of Female Directors	%	0.0	12.5	14.3	0.0	14.3	14.3	16.7	16.7	20.0	16.7	16.7	16.7	20.0	20.0	0.0
		Under 30	Persons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Ratio of Under 30	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		30~50	Persons	2	3	3	3	4	2	2	3	2	2	2	2	3	3	1
	(By age)	Ratio of 30~50	%	33.3	37.5	42.9	50.0	57.1	28.6	33.3	50.0	40.0	33.3	33.3	33.3	60.0	60.0	33.3
		Over 50	Persons	4	5	4	3	3	5	4	3	3	4	4	4	2	2	2
		Ratio of Over 50	%	66.7	62.5	57.1	50.0	42.9	71.4	66.7	50.0	60.0	66.7	66.7	66.7	40.0	40.0	66.7









**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

#### **ESG FACTBOOK**

ESG Data - Environmental

ESG Data - Social

ESG Data - Governance

**APPENDIX** 





### ESG Data - Governance

#### **Committees Under the Board**

		stogens	Unit	Ko	lmar Holdi	ngs	F	Kolmar Kore	ea		Kolmar BNI	Н		HK inno.N			Yonwoo	
	Ca	ategory	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
		Number of Members in External Director Candidate Recommendation Committee	Persons	3	3	3	3	3	3	3	3	3	3	3	3	-	3	3
		Number of External Directors in External Director Candidate Recommendation Committee	Persons	2	2	2	2	2	2	2	2	2	3	3	3	-	2	_2)
	External	Ratio of External Directors in External Director Candidate Recommendation Committee	%	66.7	66.7	66.7	66.7	66.7	66.7	66.7	66.7	66.7	100.0	100.0	100.0	-	66.7	_2)
	Director Candidate Recommendation	Attendance Rate of External Directors in External Director Candidate Recommendation Committee	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	-	100.0	100.0	-	,2)	_2)
	Committee	Number of Female Directors in External Director Candidate Recommendation Committee	Persons	0	0	0	0	0	0	0	0	0	1	1	1	-	1	0
		Ratio of Female Directors in External Director Candidate Recommendation Committee	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	33.3	33.3	33.3	-	33.3	0.0
Committees		Number of External Director Candidate Recommendation Committee Meetings Held	Times	1	2	1	1	2	1	1	2	3	0	1	1	-	0	0
Under the Board		Number of Members in ESG Committee (Sustainable Management Committee)	Persons	-	3	3	-	3	3	-	3	3	-	6	6	-	-	-
		Number of External Directors in ESG Committee (Sustainable Management Committee)	Persons	-	2	2	-	2	2	-	2	2	-	3	3	-	-	-
	ESG	Ratio of External Directors in ESG Committee (Sustainable Management Committee)	%	-	66.7	66.7	-	66.7	66.7	-	66.7	66.7	-	50.0	50.0	-	-	-
	Committee (Sustainable Management	Attendance Rate of External Directors in ESG Committee (Sustainable Management Committee)	%	-	100.0	100.0	-	100.0	100.0	-	100.0	100.0	-	100.0	100.0	-	-	-
	Committee) <sup>1)</sup>	Number of Female Directors in ESG Committee (Sustainable Management Committee)	Persons	-	1	1	-	1	1	-	0	0	-	1	1	-	-	-
		Ratio of Female Directors in ESG Committee (Sustainable Management Committee)	%	-	33.3	33.3	-	33.3	33.3	-	0.0	0.0	-	16.7	16.7	-	-	-
		Number of ESG Committee (Sustainable Management Committee) Meetings Held	Times	-	3	3	-	2	1	-	2	4	-	2	4	-	-	-

<sup>1)</sup> Newly established in 2023 (Kolmar Holdings, Kolmar Korea, Kolmar BNH, HK inno.N).

<sup>2)</sup> Yonwoo's figures have reflected the retirement of external directors due to term expiration.









**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

ESG Data - Environmental

ESG Data - Social

ESG Data - Governance

**APPENDIX** 



2024 Kolmar Holdings Sustainability Report

### ESG Data - Governance

#### **Board Operations**

	Catagor	v	Unit	Kol	lmar Holdi	ngs	K	olmar Kore	ea	· ·	Kolmar BNI	Н		HK inno.N			Yonwoo	
	Categor	у	OIIIC	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
	Average Tenure of Di	irectors	Months	43	39	52	51	45	57	41	55	65	30	38	50	13.8 <sup>3)</sup>	16.2 <sup>3)</sup>	27.0
	Number of Board Me	eetings Held	Times	8	8 <sup>1)</sup>	7	10	9	9	9	9	8	7	6	7	15	7	9
		Total Average Attendance Rate	%	92.9	98.4	98.0	98.3	95.0 <sup>2)</sup>	98.4	98.1 <sup>2)</sup>	98.1 <sup>2)</sup>	90.8	95.6 <sup>2)</sup>	100.0	100.0	100.0	94.3 <sup>2)</sup>	100.0
	Attendance Rate of	Average Attendance Rate of Internal Director	%	93.8	96.9	100.0	100.0	100.0	100.0	100.0	100.0	91.7	95.2	100.0	100.0	100.0	100.0	100.0
Board Operations	Directors	Average Attendance Rate of External Director	%	93.8	100.0	100.0	95.0	87.0	96.3	100.0	94.4	93.8	95.2	100.0	100.0	100.0	85.7	_4)
		Average Attendance Rate of Non-Executive Director	%	87.5	100.0	85.7	-	=	-	88.9	100.0	87.5	100.0	100.0	100.0	-	100.0	100.0
		Total Number of Agendas	Cases	23	36	31	28	34	35	22	28	22	25	23	24	33	28	27
	Board Agendas	Total Number of Agendas with Dissenting/Revising Opinions Presented by External Directors	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	_4)

#### **Board Efficiency and Expertise**

	Catagony	Unit	Ko	lmar Holdi	ngs	K	olmar Kore	ea	P	(olmar BNI	+		HK inno.N			Yonwoo	
	Category	Onic	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Board Efficiency	Number of the Board Evaluations Conducted	Times	1	1	1	1	1	2	0	1	1	0	1	1	-	-	1
	Number of Directors with Industry Expertise	Persons	6	8	7	4	4	4	4	4	4	4	4	4	5	5	3
Board	Ratio of Directors with Industry Expertise	%	100.0	100.0	100.0	66.7	57.1	57.1	66.7	66.7	80.0	66.7	66.7	66.7	100.0	100.0	100.0
Expertise	Number of External Director Expertise Trainings Conducted	Times	$1^{1)}$	1	3	1	2	2	1	1	1	0	1	1	1	3	_4)

<sup>1)</sup> Kolmar Holdings' data have been revised due to errors in calculation methodology. 2) Kolmar Korea, Kolmar BNH, HK inno.N and Yonwoo's data have been revised due to the changes in calculation methodology

<sup>3)</sup> Yonwoo's data have been revised due to errors in calculation methodology.

<sup>4)</sup> Yonwoo's figure has reflected the retirement of external directors due to term expiration.









**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

ESG Data - Environmental

ESG Data - Social

ESG Data - Governance

**APPENDIX** 





### ESG Data - Governance

#### **Ethical Management**

		Catagonia		Unit	Ko	lmar Holdi	ngs	K	olmar Kor	ea		Kolmar BN	Н		HK inno.N			Yonwoo	
		Category		Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
	F#h:aa	Total Number o Received	f Ethics Reports	Cases	0	0	0	8	2	11	0	0	0	*	*	*	1	4	4
	Ethics Reports	Number of	Bribery	Cases	0	0	0	0	0	0	0	0	0	*	*	*	0	0	0
	Received	<b>Ethics Reports</b>	Discriminations	Cases	0	0	0	5	1	6	0	0	0	*	*	*	0	0	0
		Received	Others	Cases	0	0	0	3	1	5	0	0	0	*	*	*	1	4	4
Ethics Reports		Total Number o Handled	f Ethics Reports	Cases	0	0	0	6	1	9	0	0	0	*	*	*	1	4	4
	Ethics	Number of	Dismissal	Cases	0	0	0	0	0	0	0	0	0	*	*	*	0	0	0
	Reports Handled	<b>Ethics Reports</b>	Disciplinary	Cases	0	0	0	6 <sup>1)</sup>	1 <sup>1)</sup>	9	0	0	0	*	*	*	0	1	0
	Hallatea	Handled	Others	Cases	0	0	0	0	0	0	0	0	0	*	*	*	1	3	4
		Ratio of Ethics F	Reports Handled	%	0.0	0.0	0.0	75.0	50.0	81.8	0.0	0.0	0.0	*	*	*	100.0	100.0	100.0
	Number of Assessmer		ubject to Bribery Risk	Sites	2	2	2	5	5	5	5	5	6	21	24	24	3	3	2
Anti-Bribery Assessment	Number of Risk Asses		at Conducted Bribery	Sites	2 <sup>2)</sup>	2 <sup>2)</sup>	2	3	3	3	5	5	6	20	23	23	0	0	0
	Ratio of Bu Risk Assess		Conducted Bribery	%	100.0	100.0	100.0	60.0	60.0	60.0	100.0	100.0	100.0	95.2	95.8	95.8	0.0	0.0	0.0
		Number of Emp Sign Ethics Pled	oloyees Subject to Ige	Persons	109	119	109	953	1,011	1,168	512	503	528	1,716	1,709	1,721	-	-	-
Ethics Pledge	Employee Ethics Pledge	Number of Emp Ethics Pledge	oloyees who Signed	Persons	109	119	109	934	911	861	455	480	528	1,716	1,709	1,721	-	-	-
	. icugc	Ratio of Employ Ethics Pledge	ees who Signed	%	100.0	100.0	100.0	98.0	90.1	73.7	88.9	95.4	100.0	100.0	100.0	100.0	-	-	-

#### Compliance

	Catagory	Unit	Kol	mar Holdii	ngs	K	olmar Kore	ea	ı	Kolmar BNI	1		HK inno.N			Yonwoo	
	Category	UIIIL	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Violations of Laws and Regulations	Total Number of Violations of Laws and Regulations <sup>3)</sup>	Cases	0	1	0	0	0	0	0	0	0	1	1	0	0	0	0

<sup>1)</sup> Kolmar's data have been revised due to errors in calculation methodology.

<sup>2)</sup> Kolmar Holdings' data have been revised due to errors in calculation methodology.

<sup>3)</sup> While there is no separate internal standard, calculations are based on the same criteria as the business report.









**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

#### **APPENDIX**

**GRI Index** 

Stakeholder Communication

**UNGC Index** 

TCFD Index

UN SDGs Index

Major Awards and Memberships

Third-Party Verification Statement

# **APPENDIX**



- 108 **GRI Index**
- 111 Stakeholder Communication
- 112 **UNGC Index**
- 113 TCFD Index
- 114 **UN SDGs Index**
- 115 Major Awards and Memberships
- 116 Third-Party Verification Statement











#### **ESG Focus Area**

#### **Environmental**

#### Social

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

#### **GRI Index**

Stakeholder Communication

**UNGC Index** 

TCFD Index

UN SDGs Index

Major Awards and Memberships Third-Party Verification Statement



The Global Reporting Initiative (GRI) is an international organization that provides guidelines for sustainability reports. Since its introduction in 2016, GRI Standards have been used by over 10,000 companies as disclosure guidelines for sustainability reports. Kolmar Holdings has selected disclosure items according to GRI Standards and conducted a double materiality assessment proposed by GRI to identify issues related to Kolmar Holdings and measure internal and external impacts, disclosing them in order of material issues to create a report that is easy for stakeholders to understand.

Statement of Use	Kolmar Holdings reports sustainability management activities and data during the period from January 1, 2024 to December 31, 2024 in accordance with GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	Not applicable

#### Universal Standards (GRI 2: General Disclosures 2021)

Topic	Indicator	Disclosure List	Page
	2-1	Organizational details	7, 10-14
The Organization	2-2	Entities included in the organization's sustainability reporting	2
and its	2-3	Reporting period, frequency and contact point	2
Reporting Practices	2-4	Restatements of information	91-106
	2-5	External assurance	116-117
	2-6	Activities, value chain and other business relationships	11-14
Activities and Workers	2-7	Employees	7, 97
	2-8	Workers who are not employees	Annual Report p.317
	2-9	Governance structure and composition	17, 34, 37
	2-10	Nomination and selection of the highest governance body	37
	2-11	Chair of the highest governance body	37
	2-12	Role of the highest governance body in overseeing the management of impacts	17
Governance	2-13	Delegation of responsibility for managing impacts	17, 25, 29, 34-36, 42, 82, 89
	2-14	Role of the highest governance body in sustainability reporting	36
	2-15	Conflicts of interest	37
	2-16	Communication of critical concerns	35-36
2-17	2-17	Collective knowledge of the highest governance body	37
	2-18	Evaluation of the performance of the highest governance body	39
	2-19	Remuneration policies	39

Topic	Indicator	Disclosure List	Page
Governance	2-20	Process to determine remuneration	39
Governance	2-21	Annual total compensation ratio	101
	2-22	Statement on sustainable development strategy	5-6
	2-23	Policy commitments	61, 79, 82, 87
Strategy,	2-24	Embedding policy commitments	61-63, 79-81, 82- 85, 87-88
Policies and Practices	2-25	Processes to remediate negative impacts	44, 62, 85
	2-26	Mechanisms for seeking advice and raising concerns	44, 62, 63, 85
	2-27	Compliance with laws and regulations	106
	2-28	Membership associations	115
Stakeholder	2-29	Approach to stakeholder communication	111
Communication	2-30	Collective bargaining agreement	66











**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

#### **APPENDIX**

**GRI Index** 

Stakeholder Communication

**UNGC Index** 

TCFD Index

**UN SDGs Index** 

Major Awards and Memberships Third-Party Verification Statement



2024 Kolmar Holdings Sustainability Report

### **GRI Index**

### Universal Standards (GRI 3: Material Topics 2021)

Topic	Indicator	Disclosure List	Page
Matarial Tanica	3-1	Process to determine material topic	20-22
Material Topics	3-2	List of material topics	21-22
Strengthening	3-3	Management of material topics	22, 46-47
Global Competitiveness	201-2	Financial implications and other risks and opportunities due to climate change	26
	3-3	Management of material topics	22, 41, 43
Ethical	205-1	Operations assessed for risks related to corruption	106
Management	205-2	Communication and training about anti-corruption policies and procedures	43
	205-3	Confirmed incidents of corruption and actions taken	106
Compliance	3-3	Management of material topics	22, 41, 43
Management	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report p.333-334
	3-3	Management of material topics	22, 24, 26-27
	302-1	Energy consumption within the organization	92
	302-2	Energy consumption outside of the organization	92
	302-3	Energy intensity	92
	302-4	Reduction of energy consumption	91
Climate Change	305-1	Direct (Scope 1) GHG emissions	91
Response	305-2	Energy indirect (Scope 2) GHG emissions	91
	305-3	Other indirect (Scope 3) GHG emissions	91
	305-4	GHG emissions intensity	91
	305-6	Emissions of ozone-depleting substances (ODS)	93
	305-7	Nitrogen Oxide (NOx), Sulfur Oxide (SOx), and other significant air emissions	93

Topic	Indicator	Disclosure List	Page
	3-3	Management of material topics	22, 28-29
	203-1	Infrastructure investments and services supported	29-32
Creating Shared	203-2	Significant indirect economic impacts	101
Value	413-1	Operations with local community engagement, impact assessments, and development programs	30, 32, 101
	413-2	Operations with significant actual and potential negative impacts on local communities	32
Strengthening	3-3	Management of material topics	22, 33, 40
Responsible Management	405-1	Diversity of governance bodies and employees	103









**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

#### **APPENDIX**

**GRI Index** 

Stakeholder Communication

**UNGC Index** 

TCFD Index

**UN SDGs Index** 

Major Awards and Memberships

Third-Party Verification Statement



### **GRI Index**

#### **Topic Standards**

Topic	Indicator	Disclosure List	Page
GRI 300(Environn	nental Perfo	rmance)	
	303-1	Interactions with water as a shared resource	58
	303-2	Management of water discharge-related impacts	58
Water and Effluents	303-3	Water withdrawal	94
	303-4	Water discharge	94
	303-5	Water consumption	94
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	59
Biodiversity	304-2	Significant impacts of activities, products and services on biodiversity	59
	304-3	Habitats protected or restored	59
	306-1	Waste generation and significant waste-related impacts	55
	306-2	Management of significant waste-related impacts	53-55
Waste	306-3	Waste generated	95
	306-4	Waste diverted from disposal	95
	306-5	Waste directed to disposal	95
Supplier Environmental Assessment	308-2	Negative environmental impacts in the supply chain and actions taken	83
GRI 400(Social Pe	erformance)		
	401-1	New hires and employee turnover	98
Employment	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	67
	401-3	Parental leave	99
Labor/ Management Relations	402-1	Minimum notice periods regarding operational changes	66

Topic	Indicator	Disclosure List	Page
Occupational	403-1	Occupational health and safety management system	81
	403-2	Hazard identification, risk assessment, and incident investigation	80
	403-3	Occupational health services	67
	403-4	Worker participation, consultation, and communication on occupational health and safety	79-80
Health and Safety	403-5	Worker training on occupational health and safety	81
Juicty	403-6	Promotion of worker health	67
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	80-81
	403-9	Work-related injuries	99
	403-10	Work-related ill health	99
Training and Education	404-1	Average hours of training per year per employee	100
	404-2	Programs for upgrading employee skills and transition assistance programs	70
	404-3	Percentage of employees receiving regular performance and career development reviews	69
Diversity and Equal Opportunity	405-2	Ratio of basic salary and remuneration of women to men	101
Non- Discrimination	406-1	Incidents of discrimination and corrective actions taken	44, 62
Supplier Social Assessment	414-2	Negative social impacts in the supply chain and actions taken	83
Customer Health and Safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	102
Marketing and Labeling	417-1	Requirements for product and service information and labeling	76
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	102









#### **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

#### Social

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

GRI Index

#### Stakeholder Communication

**UNGC Index** 

TCFD Index

**UN SDGs Index** 

Major Awards and Memberships

Third-Party Verification Statement



2024 Kolmar Holdings Sustainability Report

### **Stakeholder Communication**

Kolmar Holdings actively engages in communication with various stakeholders including customers, shareholders and investors, local communities, government agencies, partner companies, and employees, transparently sharing the company's management matters and operational status. The company categorizes communication channels according to each stakeholder's interests and establish specific communication frequencies such as ongoing or annual interactions. Kolmar Holdings strives to collect stakeholders' opinions and connect them to various activities.

Category	Key Concerns	Communication Channels	Key Activities
Customers	<ul> <li>Product and Service Quality</li> <li>Safety and Reliability</li> <li>Customer Feedback Incorporation</li> <li>Sustainable Product and Service Provision</li> </ul>	<ul><li>Official website (ongoing)</li><li>Customer surveys (ongoing)</li><li>Social media platforms (ongoing)</li></ul>	<ul> <li>Conducting regular satisfaction surveys and reflecting feedback</li> <li>Operating rapid response systems for customer complaints and requests</li> <li>Hosting customer-focused campaigns and events</li> </ul>
Shareholders & Investors	Financial Performance and Investment Returns     Corporate Sustainability Strategy and Performance     Transparent Information Disclosure and Risk Management	<ul> <li>Annual shareholders' meetings (annually)</li> <li>Investor briefings (ongoing)</li> <li>Business reports and Sustainability Reports (annually)</li> <li>Official website and investor information pages (ongoing)</li> </ul>	<ul> <li>Quarterly earnings releases and IR meetings</li> <li>ESG management performance reports</li> <li>Shareholder dividend policy and shareholder rights protection activities</li> <li>Sustainability-related investor briefings</li> </ul>
Local Communities	Local Economy and Job Creation     Environmental Protection and Local Community Development     Corporate Social Responsibility Activities	<ul> <li>Local community meetings (ongoing)</li> <li>Local media and communities (ongoing)</li> <li>Corporate social responsibility program promotion pages (ongoing)</li> </ul>	Corporate social responsibility volunteer activities and donations     Participation in environmental cleanup projects     Regular communication and collaboration with local residents
Government Agencies	Regulatory Compliance and Response     Local Community Development and Public Policy Support     Environmental and Safety Standards Compliance	<ul> <li>Report submissions (ongoing)</li> <li>Public hearings and policy consultations (ongoing)</li> <li>Participation in government-led events and forums (ongoing)</li> </ul>	Strengthening compliance with laws and regulations     Contributing to community development through cooperation with government     Obtaining environment and safety-related certifications
Partner Companies	Fair Trading and Win-Win Cooperation     Building Sustainable Supply Chain	<ul> <li>Partner company meetings (ongoing)</li> <li>Supply chain management system and portal (ongoing)</li> <li>Training and workshops for partner companies (ongoing)</li> </ul>	<ul> <li>Operating fair trade and win-win cooperation programs</li> <li>ESG education and support for partner companies</li> <li>Expanding technology and information sharing with partner companies</li> </ul>
Employees	Improving Working Environment and Welfare     Career Development and Educational Opportunities     Communication and Participation within the Organization	Internal intranet and email (ongoing) Regular town hall meetings (annually) and surveys (ongoing) Anonymous reporting and opinion collection channels (ongoing) Open council meetings (quarterly)	Operating employee welfare and working environment improvement programs Providing job and leadership development training Enhancing internal communication and expanding participation opportunities











**ESG Management** 

**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

#### **APPENDIX**

GRI Index

Stakeholder Communication

**UNGC Index** 

TCFD Index

**UN SDGs Index** 

Major Awards and Memberships

Third-Party Verification Statement



**UNGC Index** 

#### **UNGC Communication on Progress**

	Category	System and Policy of Kolmar Holdings	Related Activities	Page
		Human Rights		
Principle 1.	Businesses should support and respect the protection of internationally proclaimed human rights.	<ul> <li>Kolmar Holdings Human Rights Policy –</li> <li>Chapter 2 Operation of Human Rights Policy</li> <li>Operation of human rights violation reporting channel 'Better Kolmar'</li> </ul>	<ul> <li>Establishment and operation of Kolmar Holdings Human Rights Policy</li> <li>Operation of human rights violation reporting channels</li> </ul>	61-62
Principle 2.	Businesses should make sure that they are not complicit in human rights abuses.	Kolmar Holdings Human Rights Policy – Chapter 3 Human Rights Policy Framework     Conducting Human Rights Impact Assessment	Implementation of company-wide employee human rights training     Establishment of human rights risk management processes	61-62
		Labor		
Principle 3.	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<ul> <li>Kolmar Holdings Human Rights Policy –</li> <li>Chapter 2, Article 7 Guarantee of Freedom of Assembly and Collective Bargaining</li> </ul>	Operating Open Council meetings to foster a labor-management harmony culture	66
Principle 4.	Businesses should uphold the elimination of all forms of forced and compulsory labor.	Kolmar Holdings Human Rights Policy – Chapter 2, Article 8 Prohibition of Forced Labor and Child Labor	<ul> <li>Kolmar Holdings and its affiliates do not utilize any form of forced labor for employees and do not benefit from forced labor.</li> </ul>	-
Principle 5.	Businesses should uphold the effective abolition of child labor.	Kolmar Holdings Human Rights Policy – Chapter 2, Article 8 Prohibition of Forced Labor and Child Labor	<ul> <li>Kolmar Holdings and its affiliates prohibit child labor in principle and implement measures to guarantee educational opportunities for young workers and ensure their safety.</li> </ul>	-
Principle 6.	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Kolmar Holdings Human Rights Policy – Chapter 2, Article 4 Non-Discrimination	<ul> <li>Participation in UN Global Compact seminars on gender equality and family-friendly workplace culture</li> <li>Expansion of employment for para-athletes</li> </ul>	68
		Environmental		
Principle 7.	Businesses should support a precautionary approach to environmental challenges.	Kolmar Holdings Human Rights Policy – Chapter 2, Article 12 Guarantee of Environmental Rights	<ul> <li>Efficient water management and expansion of reuse</li> <li>Air, water, and soil pollutant management activities and systematic management implementation</li> </ul>	58
Principle 8.	Businesses should undertake initiatives to promote greater environmental responsibility.	Kolmar Holdings Human Rights Policy – Chapter 2, Article 12 Guarantee of Environmental Rights	<ul> <li>Kolmar Korea's expansion of RSPO-certified palm oil usage</li> <li>Kolmar BNH's ecosystem-disturbing plants removal and eco-friendly mulching material application activities</li> </ul>	59
Principle 9.	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Kolmar Holdings Human Rights Policy – Chapter 2, Article 12 Guarantee of Environmental Rights	<ul> <li>Kolmar Korea's 3R GREEN strategy framework establishment</li> <li>Kolmar BNH's development and introduction of sustainable packaging materials</li> </ul>	53-54
		Anti-Corruption		
Principle 10.	Businesses should work against corruption in all its forms, including extortion and bribery.	Operation of dedicated compliance department – ESG Team Operation of compliance inspection system and reporting channels	<ul> <li>Designation and operation of Compliance Day</li> <li>Introduction and operation of Compliance Program (CP)</li> </ul>	42-45











**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

#### **APPENDIX**

GRI Index

Stakeholder Communication

**UNGC Index** 

#### TCFD Index

**UN SDGs Index** 

Major Awards and Memberships

Third-Party Verification Statement



2024 Kolmar Holdings Sustainability Report

### **TCFD** Index

4 Pillars	Category	Page
Governance	a) Description of the Board of Directors' oversight in managing and supervising risks and opportunities related to climate change	25
	b) Description of the role of management in assessing and managing risks and opportunities related to climate change	25
	a) Description of the risks and opportunities related to climate change identified over the short, medium, and long-term	26
Strategy	b) Explanation of the impact of risks and opportunities related to climate change on the organization's business, strategy, and financial planning	26
	c) Description of the organization's resilience considering various climate change-related scenarios, including a scenario below 2°C	26
	a) Description of the process to identify and assess risks related to climate change	27
Risk Management	b) Description of the process to manage risks related to climate change	27
	c) Explanation of how the process of identifying, assessing, and managing risks related to climate change is integrated into the organization's overall risk management	27
	a) Disclosure of metrics used to assess risks and opportunities related to climate change in line with the strategy and risk management process	27, 91-96
Metrics and Targets	b) Disclosure of Scope 1, Scope 2, and if applicable, Scope 3 greenhouse gas (GHG) emissions and related risks	27, 91-92
	c) Description of the targets used by the organization to manage climate-related risks and opportunities, and performance against these targets	27, 91-96











**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

#### **APPENDIX**

**GRI Index** 

Stakeholder Communication

**UNGC Index** 

TCFD Index

#### **UN SDGs Index**

Major Awards and Memberships Third-Party Verification Statement

### **UN SDGs Index**

#### **Strengthening Global Competitiveness**

Kolmar Global, an affiliate of Kolmar Holdings, plays a key role in supporting Kolmar's affiliates' entry into overseas markets based on its global network. Through this, the company strives to create various job opportunities, contribute to national economic development, and create sustainable social and environmental value.







Page 47-51 53-55 67-68

#### **Climate Change Response**

Kolmar Holdings recognizes climate change response not merely as a responsibility, but as a strategic imperative for securing sustainable growth and business resilience. In the midst of transition to carbon neutrality and rapidly changing global regulatory environments, the company is strengthening its execution capacity to transform climate risks into business opportunities rather than risk factors.









25-27 53-59

#### **Creating Shared Value**

Kolmar Holdings practices corporate social responsibility not merely as a responsibility, but as a core strategy for sustainable growth Through business-linked corporate social responsibility activities, the company will build consensus with stakeholders and spread healthy and positive social impact.









29-32 68 74-75

#### **Ethical and Compliance Management**

Kolmar Holdings strives to build trust with stakeholders and fulfill social responsibilities through ethical and compliance management. In particular, it seeks to establish ethical and compliance management by implementing various ethical and compliance management strategies, including the operation of the CP Committee.



42-45

#### **Strengthening Responsible Management**

Kolmar Holdings operates an optimal decision-making system based on transparent and sound governance structures to enhance corporate competitiveness and effectively manage risks. Through this, the company realizes responsible management that builds trust with all stakeholders, including shareholders and investors.



34-40



2024 Kolmar Holdings Sustainability Report











**ESG Focus Area** 

**Environmental** 

Social

Governance

**ESG FACTBOOK** 

#### **APPENDIX**

**GRI Index** 

Stakeholder Communication

**UNGC Index** 

TCFD Index

**UN SDGs Index** 

Major Awards and Memberships

Third-Party Verification Statement

### Major Awards and Memberships

#### **Awards and Certification Status**

ISO 37001 & 37301			2024 Excellent Workplace for Reading Management		2024 EDAILY Ex	2024 EDAILY Excellent Job Minister of Employment and Labor's Awar			
	November 2022			Novemb	er 2024		November 202	24	
Issuing Organization	on Ter	m of Validity		Issuing Organization	Term of Validity	Issuin	g Organization	Term of Validity	
Korea Compliance Certification Assurance Valid for 3 years		id for 3 years	Ministry of Culture, Sports and Valid fo		Valid for 1 year			Social and Labor - .C)/EDAILY CO.,LTD.	
Family-friendly Company			Excellent Company in Population Management Seoul Mayor's Award		Excellent Institution for Human Resources Development		Recognized Companies for CSR(Corporate Socia Responsibility) in the Community		
December 2024			October 2024		September 2023		January 2024		
Issuing Organization	Term of Validity	Issuing Org	anization	Term of Validity	Issuing Organization	Term of Validity	Issuing Organization	n Term of Validity	
Ministry of Gender Equality and Family	Extended by 2 year	Korean peninsu Institute fo Seoul Metrop	r Future/	-	Ministry of Employment and Labor	Valid for 3 years	Ministry of Health and Welfare	d Valid for 1 year	

#### **Major Association Membership Status**

D.C.Bar (The District of Columbia Bar)	Human Development Institute
IHCF (In-House Counsel Forum)	FKI International Management Institute
UN Global Compact Network Korea	Korea Enterprises Federation
Korea Fair Trade Federation (KFCF)	The Federation of Korean Industries
Korean Bar Association	Korea Institute of Certified Public Accountants
Korea Chamber of Commerce and Industry	Korea Listed Companies Association
Seoul Bar Association	Federation of Middle Market Enterprises of Korea
Women's Bioscience Forum	Korea Intellectual Property Protection Agency

#### **ESG Evaluation Rating Status (as of 2024)**





2024 Kolmar Holdings Sustainability Report









#### **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

#### Social

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

**GRI Index** 

Stakeholder Communication

**UNGC Index** 

TCFD Index

**UN SDGs Index** 

Major Awards and Memberships

Third-Party Verification Statement

### **FIC** Kolmar

#### 2024 Kolmar Holdings Sustainability Report

### Third-Party Verification Statement

#### To Management and Stakeholders of Kolmar Holdings

#### **Responsibility and Independence**

Kolmar Holdings (hereinafter "the Company") is responsible for all information and claims contained in the "2024 Kolmar Holdings Sustainability Report" (hereinafter "the Report") regarding establishment of the Company's sustainability management goals, performance management, etc. Daishin Economic Research Institute (hereinafter "DERI") is not engaged in any other commercial activities, except for its role as an independent assurance provider.

#### Assurance Standards and Level

#### **Assurance Standards**

This assurance engagement was conducted in accordance with the international assurance standard AA1000AS v3, and assessed whether the reporting met the requirements for reporting with reference to the Global Reporting Initiative (GRI) Standards 2021.

- Compliance with AA1000AS Principles of Inclusivity, Materiality, Responsiveness, and Impact
- Compliance with GRI Standards 2021 Reporting requirements

#### **Assurance Type & Level**

DERI performed a Type2, Moderate Level of assurance using AA1000AP(2018) with the adherence to the Principles of Inclusivity, Materiality, Responsiveness, Impact and verified the accuracy and integrity of the performance data related to sustainability.

#### **Assurance Scope**

This assurance includes the following.

- Data and information included in the Report regarding sustainability management activities from January 1, 2024 to December 31, 2024 (with certain quantitative data extending into the first half of 2025)
- · Claims, commitments, plans, material issues included in the Report
- Consistency between the data and information presented in the Report and those publicly disclosed
- Validation of management system and process

Universal Standards	2-1, 2-2, 2-3, 2-4, 2-5 (The organization and its reporting practices) 2-6, 2-7, 2-8 (Activities and workers) 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-18, 2-19, 2-20, 2-21 (Governance) 2-22, 2-23, 2-24, 2-25, 2-26, 2-27, 2-28 (Strategy, policies and practices) 2-29, 2-30 (Stakeholder Communication) 3-1, 3-2, 3-3 (Disclosures on Material Topics)
Topic Standards	201(Economic Performance) 203(Indirect Economic Impacts) 205(Anti-corruption) 206(Anti-competitive behavior) 302(Energy) 305(Emissions) 405(Diversity and Equal Opportunity) 413(Local Communities)
Other	<ul> <li>TCFD recommendations: Climate-related Governance, Strategy, Risk management, and Metrics and Targets</li> <li>UN SDGs, UNGC</li> </ul>

#### **Assurance Methodology**

The assurance was conducted through the following procedure.

- Review of materiality test process and appropriateness of material issue
- Review of the appropriateness of the evidence provided to meet index requirements through on-site due diligence
- Review of the processes for the creation, collection, and reporting of data used in the key performance indicator (KPI) evaluation









#### **ESG Management**

#### **ESG Focus Area**

#### **Environmental**

#### Social

#### Governance

#### **ESG FACTBOOK**

#### **APPENDIX**

**GRI Index** 

Stakeholder Communication

**UNGC Index** 

TCFD Index

**UN SDGs Index** 

Major Awards and Memberships

Third-Party Verification Statement



2024 Kolmar Holdings Sustainability Report

### Third-Party Verification Statement

#### Limitations

The assurance was conducted through the following procedure

- Interview individuals in charge of preparing and collecting the performance related to sustainability and review of the data presented in the Report
- Review based on publicly available data pertaining to the corresponding period

#### **Assurance Findings**

DERI could not find further any material misstatements or bias from the Report against the following principles.

#### Inclusivity

The company identifies customers, shareholders and investors, local communities, government, partner and employees as its stakeholders and has established stakeholder engagement process. DERI has verified the effort to provide stakeholder engagement opportunities for all management processes, collect their opinions and reflect them in business decisions.

#### ■ Materiality

The company has identified key sustainability issues—namely, those that reflect the undertaking's significant impacts on the environment and society, and/or affect, or are likely to affect, its financial position, performance, and development—through its own defined process. The company has reported comprehensively on six key issues, with no material omissions identified.

#### Responsiveness

The company operates appropriate communication channels for each type of stakeholder in order to satisfy and meet the interests and demands of major stakeholders. It has been confirmed that the company, through the established communication channels, adequately addresses the demands raised by stakeholders and manages relevant sustainability-related issues.

#### Impact

The company has identified the influence of stakeholders and material issues on the organization, and conducts analysis and ongoing monitoring of the impacts of its business operations on stakeholders, with such information appropriately reflected in the report.

#### Reliability and quality of specified performance

DERI assessed the reliability of the sustainability performance information. To verify the disclosed information, interviews with relevant personnel were conducted, with reference to supporting documents and publicly available data. DERI concludes that the performance information presented in the report was collected and disclosed through reliable processes and substantiated evidence. Furthermore, the assurance process did not identify any evidence indicating that the specific sustainability information was inaccurately or misleadingly reported.

#### **GRI-Reporting**

The company has self-declared its compliance with the GRI Standards 2021. DERI has verified that the report has been prepared in accordance with the GRI Standards, and confirms that, based on the information and data provided by the company, there is no evidence of material misstatement in the organization's claim of compliance with the GRI requirements, including both the Universal Standards and Topic Standards. Sector standards were not applied.

#### **Qualifications of the Assurance Provider**

DERI is a leading ESG research and consulting institute in Korea and an officially licensed provider of AA1000. DERI engagement was conducted by an assurance team with sufficient knowledge of ESG and professional expertise in assurance practices, including CSAP(Certified Sustainability Assurance Practitioner) professionals.





Seoul, Republic of Korea, June 2025

CEO of Daishin Economic Research Institute

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