

2025 Kolmar Holdings SUSTAINABILITY REPORT

2025 KOLMAR HOLDINGS SUSTAINABILITY REPORT

CONNECT FOR SUSTAINABILITY



About This Report

Report Overview

This 2025 Sustainability Report was published to transparently disclose Kolmar Holdings' ESG management status and direction to stakeholders and to strengthen communication on this basis. Kolmar Holdings will continue to actively share Kolmar Group's sustainable management activities and performance through the publication of this report every year.

Reporting Standards

This report was prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021, the international reporting standard for sustainable management. In addition, to reflect material issues for Kolmar Holdings, which has affiliates specializing in cosmetics, health supplements, and pharmaceutical and bio manufacturing, we comply with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Financial information in this report is based on the consolidated financial statements prepared in accordance with Korean International Financial Reporting Standards (K-IFRS) and reflects indicators such as the UN SDGs (UN Sustainable Development Goals) and the UNGC (UN Global Compact).

Reporting Period

This report covers Kolmar Group's sustainable management activities and performance from January 1, 2025 to December 31, 2025. However, at the company's discretion, and in consideration of the timeliness and materiality of information, some performance from the first half of 2026 deemed to hold significant meaning has been included. For quantitative performance, three years of data from 2023 to 2025 have been disclosed to enable identification of trends

Reporting Scope

As of 2025, the reporting scope covers the sustainable management activities and performance—including economic, environmental, social, and governance aspects—of Kolmar Holdings, the holding company; Kolmar Korea and Kolmar BNH, its subsidiaries; and HK inno.N and Yonwoo, its sub-subsidiaries. The section on Strengthening Business Competitiveness includes information on Kolmar Global, a subsidiary of Kolmar Holdings, and Kolmar Labs, its indirect subsidiary. Data for some of our domestic and overseas subsidiaries was not included in this report, taking into consideration on-site conditions and circumstances, among other factors. Footnotes have been added and separately indicated only for items where the reporting scope differs or where a distinction was deemed necessary. Where information in this report differs from that published in previous reporting years due to changes in calculation standards, the relevant data has been restated with footnotes. In addition, quantitative data figures may differ depending on the calculation standards applied by each company.

Report Assurance

This report was finalized following review and final approval by the Board of Directors, and third-party assurance was conducted by BSI Group Korea, an independent assurance body, to enhance the reliability of the report preparation process and the information disclosed, and to improve quality. This assurance process faithfully reflected the four principles of AA1000AS (Inclusivity, Materiality, Responsiveness, and Impact), and the assurance statement can be found on page 139~140 of this report.

Interactive Guide

The 2025 Kolmar Holdings Sustainability Report is available on the official Kolmar Holdings website and has been published as an Interactive PDF with features such as navigation to pages containing related content and embedded page shortcuts.

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Report Publisher and Contact Information

Publisher	Kolmar Holdings, 12-11, Deokgogae-gil, Jeonui-myeon, Sejong-si, Republic of Korea (HQ)
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CEO MESSAGE

To our esteemed stakeholders,

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

Today, environmental, social, and governance (ESG) factors have become an important management element directly linked to corporate sustainability. Amid these changes, Kolmar Group is doing our utmost to fulfill our role as a responsible company that builds a sustainable future beyond economic performance.

To generate substantive outcomes in ESG management, Kolmar Holdings selected "Business Ethics and Compliance Management," "Strengthening Business Competitiveness," "Occupational Health and Safety," and "Climate Change Response" as our material issues for 2025. This reflects our strategic direction for simultaneously fulfilling the environmental and social responsibilities we face while achieving the company's sustainable growth. In particular, "Business Ethics and Compliance Management" and "Climate Change Response" go beyond mere corporate obligations to become essential tasks for a sustainable future, and we continue to pursue a range of efforts centered on these areas.

First, in the area of Environmental (E), we have made climate change response our top priority, contributing to the realization of carbon neutrality through greenhouse gas emissions reduction and the introduction of energy efficiency technologies. We are also strengthening activities for biodiversity conservation, resource circulation, and waste reduction.

In the area of Social (S), we consider the health and safety of stakeholders, including our employees, a top priority, and closely analyze the potential impacts of our business activities through human rights impact assessments. On this basis, we are fostering a more inclusive and fair organizational culture, and working to improve employees' quality of life through family-friendly programs.

In the area of Governance (G), we are enhancing corporate transparency by strengthening business ethics and compliance management. We aim to establish ourselves as a trusted company by advancing our internal transaction management system and strengthening the independence and diversity of the Board of Directors.

In the 2025 Kolmar Holdings Sustainability Report, alongside our final material issues, we would like to share Kolmar Holdings' key activities and achievements—including "Biodiversity Conservation," "Conducting Human Rights Impact Assessments," "Operation of Family-Friendly Programs," and "Internal Transaction Management"—through Special Pages. Through this, we will present an even clearer direction for Kolmar Holdings' ESG management toward a sustainable future.

Kolmar Holdings will continue to place sustainable management as our foremost value and will continuously challenge and innovate to build a better world together with all our stakeholders. We ask for our stakeholders' unwavering support as we work together to build a sustainable future.

Thank you.

Yoon Sang-hyun
CEO, Kolmar Holdings



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Board of Directors MESSAGE

Greetings. I am Kang Myung-soo, Chairperson of the Board of Kolmar Holdings.

2025 was a year in which Kolmar Holdings focused on transforming ESG (Environmental, Social, and Governance) management beyond integration into a core competitive advantage for the company. To enhance corporate sustainability, the Board of Directors worked closely with management to ensure that ESG management would not remain a mere declarative goal, but would lead to substantive outcomes and innovation.

In 2025, Kolmar Holdings selected "Business Ethics and Compliance Management," "Strengthening Business Competitiveness," "Occupational Health and Safety," and "Climate Change Response" as our core issues, and further strengthened the company's sustainability through implementation strategies centered on these areas. In particular, the Board recognized that ESG management is an essential management principle for building our long-term growth and stakeholder trust, and actively supported decision-making based on this recognition.

In 2025, we further expanded cooperation with our affiliates, pooling our efforts to spread the value of ESG management across the Group. Affiliates such as Kolmar Korea, Kolmar BNH, HK inno.N, and Yonwoo are realizing ESG-based innovation in their respective business areas, jointly achieving Kolmar Group's sustainable management goals. The Board takes a leading role in this cooperation, supporting affiliates in creating new opportunities and securing competitiveness in the global market through ESG management.

In addition, the Board worked to further advance the internal transaction management system and strengthen the independence and diversity of the Board of Directors in order to enhance corporate transparency. Through this, Kolmar Holdings is establishing ourselves as a company trusted by stakeholders and laying the foundation for a sustainable future.

The Board of Directors will continue to do its utmost to ensure that Kolmar Holdings builds a sustainable management system that meets global standards and works together with all stakeholders to build a better world. We ask for stakeholders' continued interest and support.

Thank you.

Chairperson of the Board

Kang Myung-soo, Independent Director



Dear valued stakeholders, I am Song Kyu-young, Chairperson of the ESG Committee of Kolmar Holdings.

2025 was a year in which Kolmar Holdings embedded ESG management as a core corporate strategy and achieved important outcomes toward a sustainable future. The ESG Committee played an important role in strengthening the company's sustainability and presenting strategic direction to ensure that ESG management would lead to substantive change and outcomes beyond mere declarations.

In 2025, the ESG Committee selected the company's key ESG issues through a double materiality assessment and conducted an in-depth analysis of the impact of these issues on the company's sustainability and its stakeholders. On this basis, the Committee established concrete strategies to ensure that ESG management contributes to strengthening the company's long-term competitiveness and creating new opportunities.

In addition, the Committee strengthened the company-wide integrated risk management system, laying the foundation for systematically identifying and managing risks and opportunities related to the environment, society, and governance. Through this, Kolmar Holdings has been able to make strategic decisions for sustainable growth even amid a changing global environment.

In particular, we focused on strengthening ESG-related data management and reporting systems to provide stakeholders with reliable information and to enhance transparency and accountability. Through these efforts, Kolmar Holdings has presented a standard of sustainable management that meets global standards and further advanced its ESG management system.

The ESG Committee will continue to do its utmost to help Kolmar Holdings secure a leading position in the global market through ESG management, while enhancing the company's sustainability and creating social value. We ask for stakeholders' continued interest and support.

Thank you.

Chairperson of the ESG Committee

Song Kyu-young, Independent Director



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About Kolmar Holdings

Kolmar Holdings maintains a leading position in the ODM industry by holding as subsidiaries Kolmar Korea, Korea's first cosmetics ODM company, and Kolmar BNH, Korea's largest health supplement ODM company. Through subsidiaries and sub-subsidiaries such as Kolmar Korea, Kolmar BNH, HK inno.N, and Yonwoo, Kolmar Holdings possesses leading technology and business competitiveness in the manufacturing of cosmetics, health supplements, and pharmaceuticals/bio products. We have achieved successful overseas expansion in markets such as North America and Southeast Asia, and we plan to continue strengthening our expertise in key business sectors and moving toward becoming a company that delivers a more differentiated customer experience, based on diverse business challenges and possibilities.

General Overview

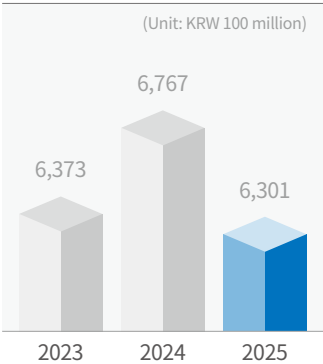
Company Name	Kolmar Holdings
CEO	Yoon Sang-hyun
Date of Establishment	May 15, 1990
Address	12-11, Deokgogae-gil, Jeonui-myeon, Sejong-si, Republic of Korea
Business Sector*	Cosmetics, Health supplements, Pharmaceuticals/bio
Number of Employees	113

Financial Overview**

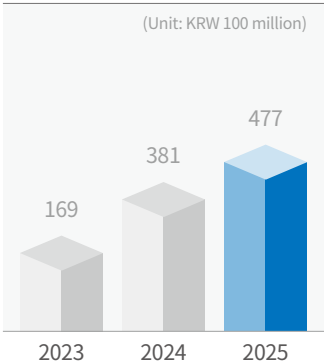
Period	2023	2024	2025
Revenue	6,373	6,767	6,301
Operating Profit	169	381	477
Total Assets	12,897	12,914	12,944
Total Equity	8,162	8,151	8,069

** Based on consolidated financials in the 2025 year-end business report

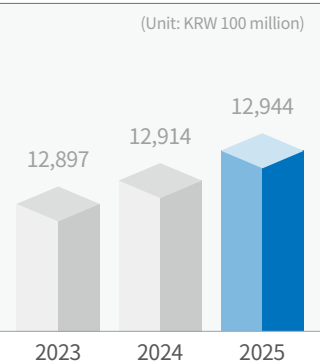
Revenue



Operating Profit

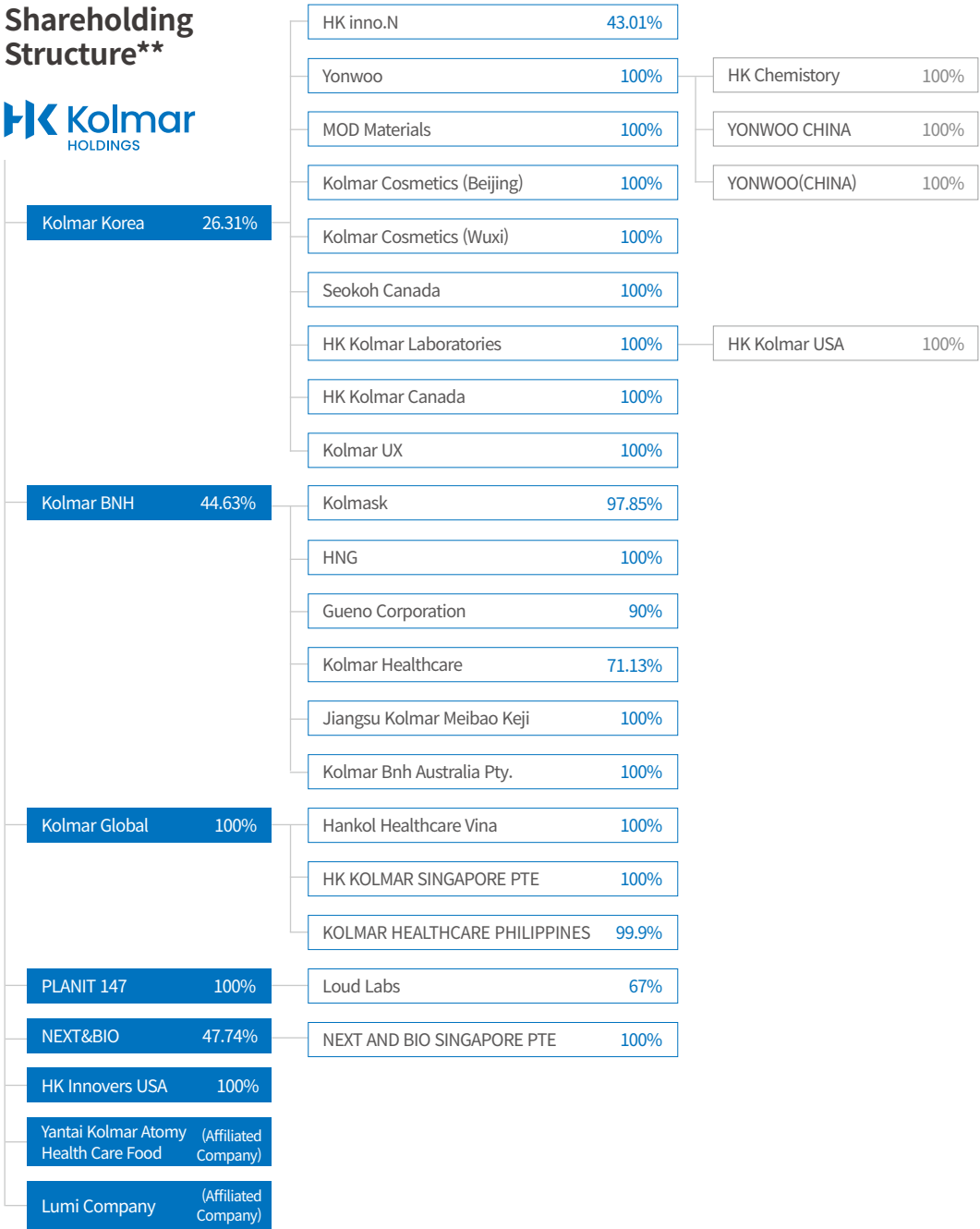


Total Assets



* Limited to business sectors of subsidiaries engaged in operations excluding the holding company business, based on business report disclosures in the Data Analysis, Retrieval and Transfer System (DART)

Shareholding Structure**



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Kolmar Value System and Kolmar Way

Mission

We realize the value of human health and beauty through technology and talent.

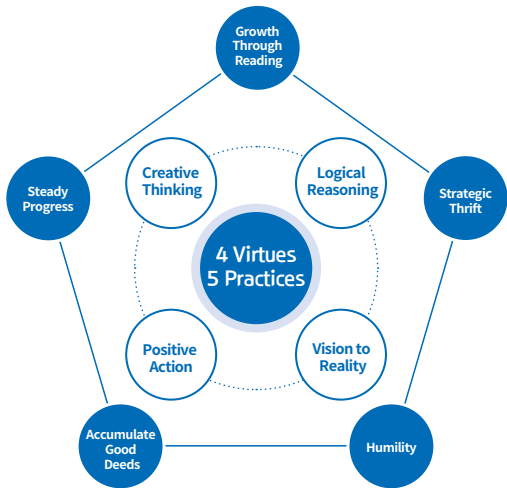
Vision

A platform service company that provides optimal solutions for cosmetics, pharmaceuticals, and health supplements.

Founding Spirit

Slow and Steady Wins the Race (牛步千里)

Core Value



Talent Profile



We the Kolmar Professionals

Kolmar people uphold principles, respect one another, and execute persistently.



P

Principle

Act responsibly by adhering to principles and processes

01

Judge based on principles



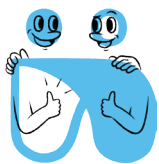
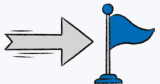
02

Work accurately and transparently



03

Finish what we start



R

Respect

Acknowledge each other's perspectives and diversity and communicate based on trust and cooperation

04

Listen to each other's stories



05

Acknowledge differences



06

Create achievements together



O

Operation

Respond flexibly to change and do our utmost to achieve goals

07

Focus on the goal



08

Solve problems flexibly



09

Continuously learn and grow



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History of Kolmar

The story of Kolmar, steadfastly protecting healthy beauty

1990–2010	2011–2016	2017–2022	2023–2025
Established Kolmar Korea Kolmar Korea listed on the Korea Exchange (KRX)	Kolmar Korea Became the First Korean Company to Obtain ISO 22716 Certification (International Guidelines for Good Manufacturing Practices for Cosmetics)	Acquired CJ HealthCare (currently HK inno.N) Kolmar Korea Acquired Yonwoo, a Cosmetics Packaging Specialist	Kolmar BNH selected as an Excellent Corporate Research Institute for three consecutive years Kolmar Korea commenced operations at Kolmar USA's second plant
May 15, 1990 April 12, 1991 October 25, 2000 March 15, 2002 April 9, 2002 January 15, 2003 January 7, 2004 March 30, 2006 May 28, 2007 Established Kolmar Korea Completed construction of the Jeonui Cosmetics Plant for Kolmar Korea Built and opened the new Central Research Institute for Kolmar Korea Entered the pharmaceutical industry and completed construction of a pharmaceutical plant for Kolmar Korea Listed Kolmar Korea on the Korea Exchange (KRX) Established the first Life Science Research Institute in the cosmetics industry Established Sun Biotech (currently Kolmar BNH), the first public-private joint venture with the Korea Atomic Energy Research Institute (KAERI) Approved Sun Biotech (currently Kolmar BNH) as the first national research institute-based company Established Chinese subsidiary Kolmar Cosmetics (Beijing)	January 28, 2011 July 18, 2011 August 26, 2011 October 1, 2012 June 20, 2014 February 3, 2015 June 28, 2016 September 19, 2016 November 30, 2016 Obtained Korea's first ISO 22716 (International Good Manufacturing Practice and Quality Management Standard for Cosmetics) certification Designated Kolmar Korea's Basic and Color Cosmetics Plant as Korea's first CGMP-compliant facility (Ministry of Food and Drug Safety) Designated Kolmar Korea's Color Cosmetics Plant as Korea's second CGMP-compliant facility (Ministry of Food and Drug Safety) Transitioned to a holding company structure and completed corporate spin-off Completed construction of the Sejong Site, one of the largest skincare cosmetics plants in Asia Kolmar BNH listed on KOSDAQ Established Kolmask, an affiliate specializing in mask pack manufacturing Acquired PTP (currently Kolmar USA), a U.S. cosmetics ODM company Acquired CSR Cosmetic Solutions (currently Kolmar Canada), a Canadian cosmetics OEM/ODM company	August 16, 2017 April 18, 2018 October 11, 2018 July 31, 2019 December 28, 2021 May 17, 2022 July 1, 2022 September 19, 2022 October 1, 2022 Completed construction of the Kolmar Korea Yeosu Academy training center Acquired CJ HealthCare (currently HK inno.N) Established Chinese subsidiary Kolmar Cosmetics (Wuxi) Launched the Korea Kolmar R&D Complex, Korea's first integrated research center for cosmetics, health supplements, and pharmaceuticals/bio Kolmar Korea Holdings acquired NEXT&BIO, a biome platform company Kolmar Korea Holdings acquired the global trademark rights to "KOLMAR" Kolmar Korea acquired Yonwoo, a cosmetics packaging specialist Opened the Kolmar Mugunghwa History and Culture Museum Kolmar Korea became the first cosmetics company to establish the UV Tech Innovation Lab	June 30, 2023 November 16, 2023 January 11, 2024 April 1, 2024 April 25, 2024 September 30, 2024 February 25, 2025 February 3, 2025 July 16, 2025 November 19, 2025 November 20, 2025 Kolmar Korea Holdings published its first Sustainability Report Kolmar Korea Holdings selected for the LEAD Group by the UN Global Compact (UNGC) Korean Network for the second consecutive year Kolmar BNH selected as an Excellent Corporate Research Institute for the third consecutive year Kolmar Korea Holdings changed its corporate name to Kolmar Holdings Kolmar Korea became the first company in the industry to obtain Green Technology Product certification for sunscreen Kolmar Korea and Yonwoo won the Gold Award at the Paper Stick IDEA Design Awards 2024 Kolmar Korea developed the world's first stabilization technology for hybrid sunscreen combining organic and inorganic UV filters HK inno.N opened HK inno.N Square (Pangyo) Kolmar Korea commenced full-scale operations at Kolmar USA's second plant Kolmar BNH selected as an "Excellent Quality Competitiveness Enterprise" at the Quality Management Convention Yonwoo received a Ministerial Commendation as an Outstanding Family-Friendly Company

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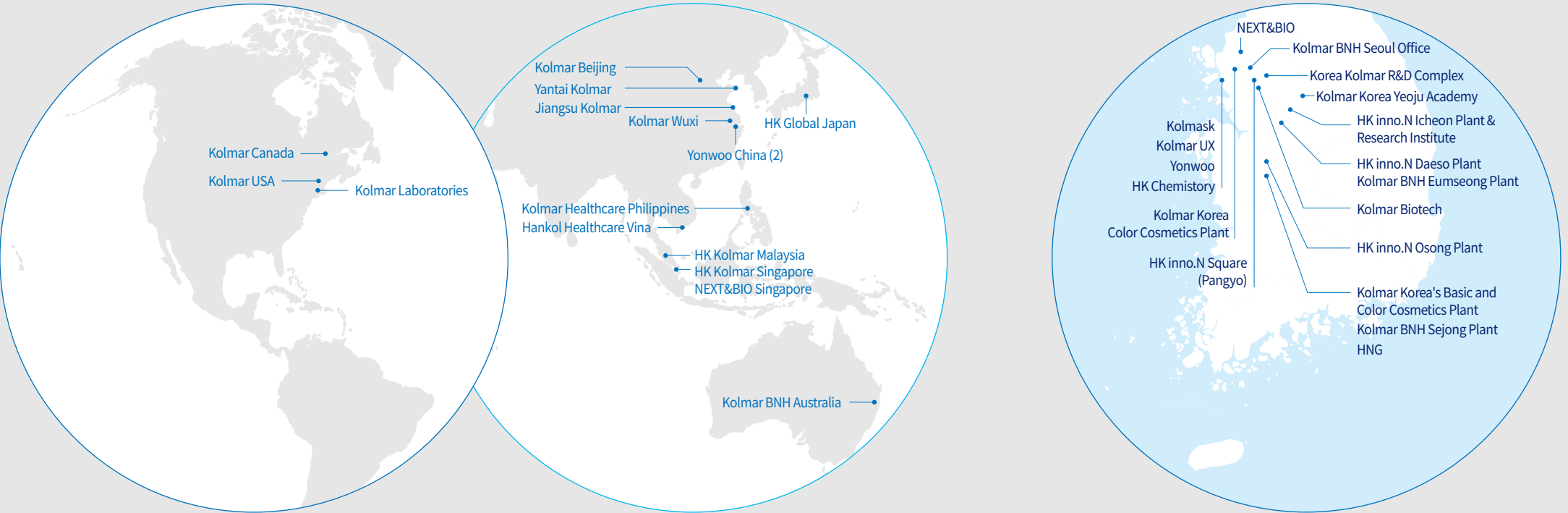
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Global Network

Based on 18 domestic and 18 overseas affiliates, Kolmar Group has expanded into 9 countries, securing global competitiveness and enhancing its standing in key business areas including cosmetics, health supplements, and pharmaceuticals/bio.

Kolmar Group Global Network Status



Kolmar Group Global Network Status

Domestic (18)	Kolmar Holdings, Kolmar Korea, Kolmar BNH, HK inno.N, and 14 other affiliates
North America (5)	United States (3), Canada (2)
Asia (12)	China (6), Vietnam (1), Philippines (1), Singapore (2), Japan (1), Malaysia (1)
Oceania (1)	Australia (1)

Kolmar Group Global Business Expansion

Kolmar Global	Kolmar Laboratories
Strengthened the Northeast/Southeast Asia distribution network through the establishment of a Japanese subsidiary in 2025 and a Malaysian subsidiary in April 2026	Expanded global production capacity with completion of the second U.S. plant (annual production capacity of over 400 million units)
Launched personal care cosmetics brand "anok" (entry into the beauty business)	Operates a North American local production system applying GMP and quality standards on par with domestic headquarters (supporting global product launches)
Received the 5 Million Dollar Export Tower for Kolmar Global at the 62nd Trade Day	Secured accessibility for West Coast U.S. clients through the opening of a Studio in LA

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Kolmar Korea

Kolmar BNH

HK inno.N

Yonwoo



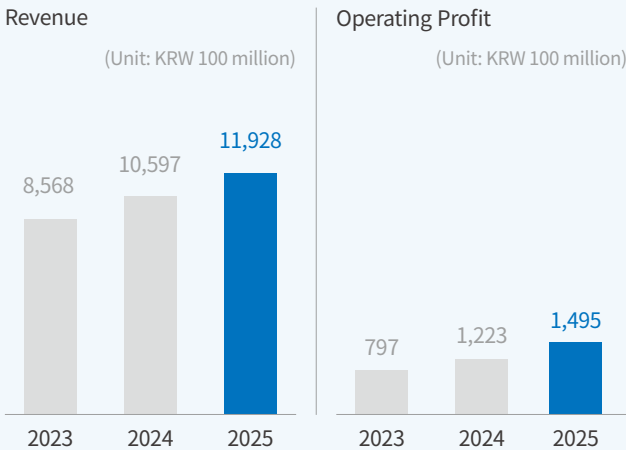
General Overview

Company Name	Kolmar Korea
CEO	Choi Hyun-Kyu
Address	12-11, Deokgogae-gil, Jeonui-myeon, Sejong-si, Republic of Korea
Capital	KRW 11,802,539 thousand (separate basis)
Number of Employees	1,384

Financial Overview*

(Unit: KRW 100 million)

Category	2023	2024	2025
Revenue	8,568	10,597	11,928
Operating Profit	797	1,223	1,495
Total Assets	12,294	14,107	15,290
Total Equity	6,037	7,595	8,529

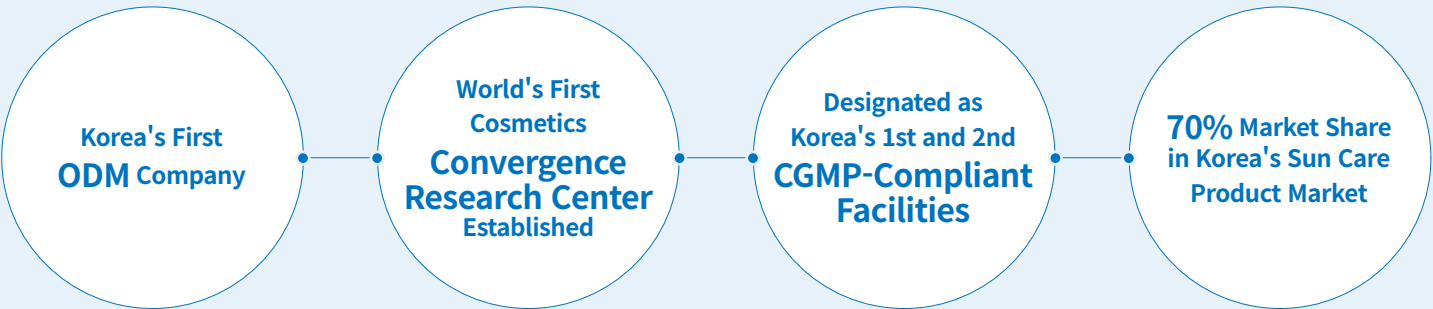


* Based on separate financial statements in the 2025 year-end business report

Business Areas

Cosmetics Sector

As Korea's first ODM company, Kolmar Korea provides a systematic total service ranging from trend identification, product planning, and development to shipment and management, based on its superior technology and quality standards. The company leads the global market through a customized platform that supports brand companies' global expansion. Kolmar Korea will continue to support the customers' growth based on its unrivaled R&D capabilities and become a partner that delivers healthy beauty to the world.



2025 Revenue by Major Business Segment (Consolidated)*

* Other revenue and consolidation adjustment amounts are excluded from this table.

Basic Cosmetics Cleansing and moisturizing	Revenue (KRW million) Revenue share	1,105,957 40.6%	Color Cosmetics Makeup and Beauty	Revenue (KRW million) Revenue share	368,653 13.6%
Packaging Cosmetic containers	Revenue (KRW million) Revenue share	250,862 9.2%	Prescription Drugs K-CAB, intravenous (IV) fluids, Rovazet, Epokine, etc.	Revenue (KRW million) Revenue share	985,407 36.2%
H&B CONDITION, Hutgaesoo, etc.	Revenue (KRW million)	73,155	Revenue share	2.7%	

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Kolmar BNH

HK inno.N

Yonwoo



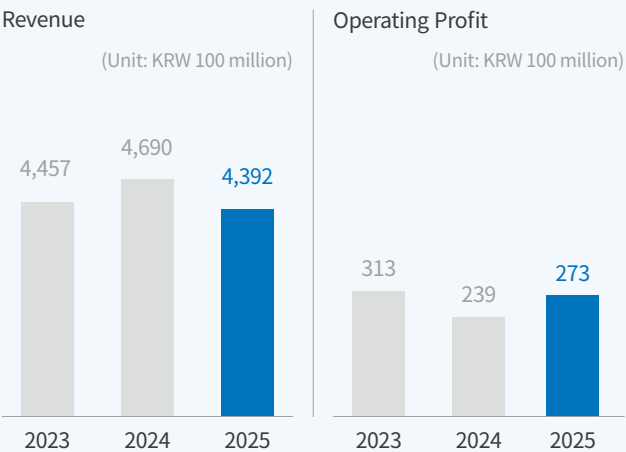
General Overview

Company Name	Kolmar BNH
CEO	Yi Seung hwa
Address	22-15, Sandan-gil, Jeonui-myeon, Sejong-si, Republic of Korea
Capital	KRW 14,771,779 thousand (separate basis)
Number of Employees	468

Financial Overview*

(Unit: KRW 100 million)

Category	2023	2024	2025
Revenue	4,457	4,690	4,392
Operating Profit	313	239	273
Total Assets	5,480	5,358	5,206
Total Equity	3,915	3,908	3,224

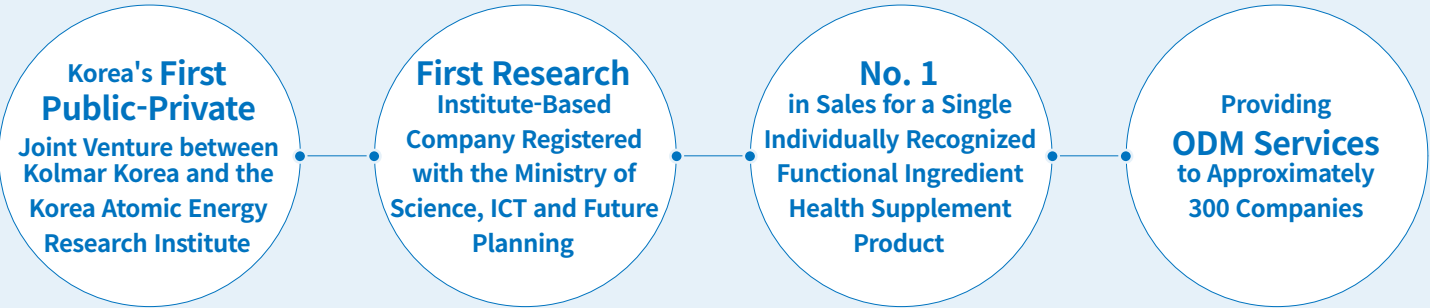


* Based on separate financial statements in the 2025 year-end business report

Business Areas

Health Supplements Sector

Kolmar BNH is Korea's first public-private joint venture, jointly established by Kolmar Korea and the Korea Atomic Energy Research Institute, and is the first research institute-based company registered with a government agency. Through the research and development of new materials based on natural substances, Kolmar BNH is driving innovation in Korea's health supplement and cosmetics markets. Based on its strong R&D capabilities, advanced production facilities, and extensive industry experience, the company provides industry-leading ODM (Original Development Manufacturing) total solutions covering everything from trend identification to product planning and development, finished product manufacturing, and after-sales management. Furthermore, Kolmar BNH supplies products to more than 30 countries worldwide, including the United States, China, and Australia, strengthening its position as Korea's leading global health supplement and cosmetics company.



2025 Revenue by Major Business Segment (Consolidated)

Health Supplements Immune function improvement	Revenue (KRW million) Revenue share	316,605 55.1%	Cosmetics Cleansing, Moisturizing, and Makeup	Revenue (KRW million) Revenue share	239,562 41.7%
Quasi-Drugs Dental health and hygiene care	Revenue (KRW million) Revenue share	11,887 2.1%	Rental/Other	Revenue (KRW million) Revenue share	6,831 1.1%

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HK inno.N

Yonwoo

inno.N

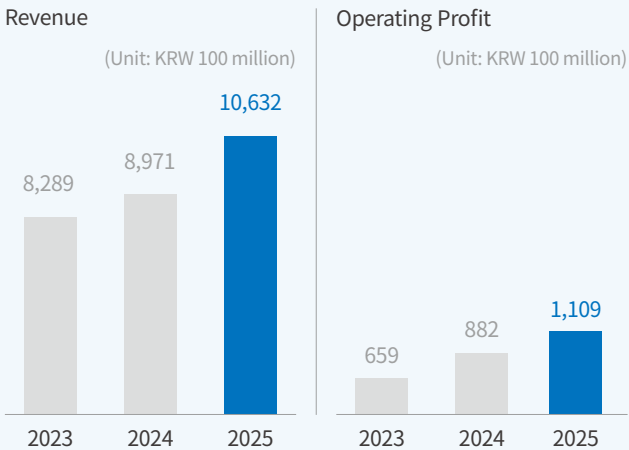
General Overview

Company Name	HK inno.N
CEO	Kwak Dal-won
Address	239, Osongsaengmyeong 2-ro, Osong-eup, Heungdeok-gu, Cheongju-si, Chungcheongbuk-do, Republic of Korea
Capital	KRW 14,452,250 thousand
Number of Employees	1,723

Financial Overview*

(Unit: KRW 100 million)

Category	2023	2024	2025
Revenue	8,289	8,971	10,632
Operating Profit	659	882	1,109
Total Assets	18,480	18,896	20,969
Total Equity	12,036	12,514	13,284



* Based on the 2025 year-end business report

Business Areas

Prescription Drugs Sector

HK inno.N manufactures and distributes pharmaceuticals across a range of therapeutic areas, including K-CAB, a treatment for gastroesophageal reflux disease, as well as IV fluids and medications for the cardiovascular and diabetes/renal areas, expanding its competitiveness in domestic and overseas markets. In particular, K-CAB, launched domestically in 2019, has established itself as the No. 1 product by market share in the peptic ulcer treatment market, and the company has continued stable revenue growth in its IV fluids business based on the new Osong IV fluids plant, which began full-scale operation in 2022.



H&B Sector

Having entered the beverage business in 1988, HK inno.N has continued its growth through hit products such as its flagship brands CONDITION, Hutgaesoo (Oriental Raisin Water), and Tealog. Since 2020, the company has expanded into the H&B (Health & Beauty) segment, entering the cosmetics and hair loss/scalp care markets in earnest, and since 2022 has continued to expand its business through the ongoing launch of new products, including the "CONDITION Stick" and the "Vionce" brand.

2025 Revenue by Business Segment

Prescription Drugs	Revenue (KRW million)	985,407	H&B	Revenue (KRW million)	77,744
K-CAB, intravenous (IV) fluids, Rovazet, Epokine, etc.	Revenue share	92.7%	CONDITION, Hutgaesoo, etc.	Revenue share	7.3%

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Major Affiliates

Kolmar Korea

Kolmar BNH

HK inno.N

Yonwoo



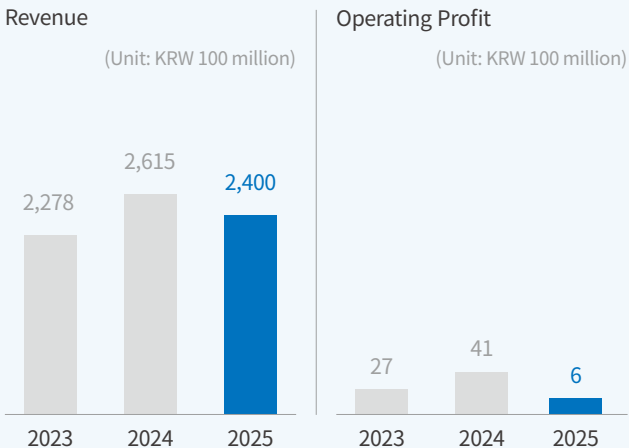
General Overview

Company Name	Yonwoo
CEO	Park Sang-yong
Address	13 Gajwa-ro 84beon-gil, Seohae-gu, Incheon, Republic of Korea
Capital	KRW 6,199,000 thousand (separate basis)
Number of Employees	1,185

Financial Overview*

(Unit: KRW 100 million)

Category	2023	2024	2025
Revenue	2,278	2,615	2,400
Operating Profit	27	41	6
Total Assets	2,578	2,642	2,605
Total Equity	1,828	1,903	1,952



* Based on the audit report for the 2025 year-end period

Business Areas

Cosmetic Container Manufacturing Sector

Since its establishment in 1983, Yonwoo has specialized in manufacturing and supplying cosmetic containers, and maintains a diverse product portfolio including pump-type containers, tube-type containers, and sample containers. Having developed and commercialized Korea's first cosmetics dispenser pump, Yonwoo has grown pump-type containers into its core product line, and its accumulated technological capabilities are now widely applied not only to cosmetics but also to the pharmaceutical/bio and household goods sectors. Based on its design, technology, and product competitiveness, Yonwoo is actively pursuing the securing of intellectual property rights, and continues to strengthen its R&D capabilities by proposing differentiated technologies and new product ideas, going beyond simply manufacturing products that meet customer requirements. Through this, Yonwoo is responding to changing market demands and providing innovative packaging solutions.



*5R (Reduce, Refill (Reuse), Recycle (Recyclable), Recycled, Renewable) Principles

2025 Revenue by Business Segment

Pump-Type Containers

Revenue (KRW million) **165,186**
Revenue share **68.8%**

Tube-Type Containers

Revenue (KRW million) **55,657**
Revenue share **23.2%**

Samples

Revenue (KRW million) **19,122**
Revenue share **8.0%**

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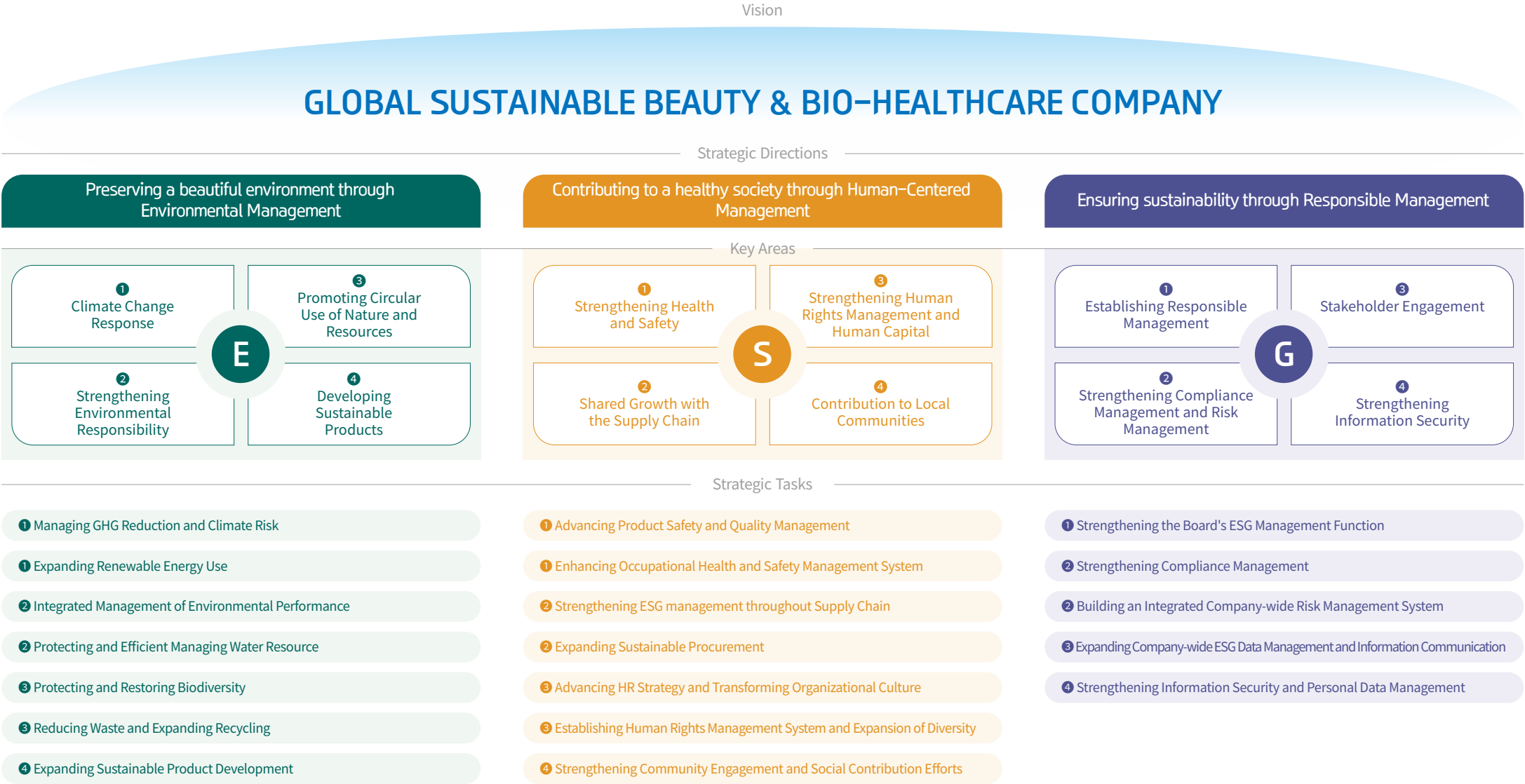
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ESG Strategic Framework

Kolmar Group has established specific strategic tasks based on the vision of its existing ESG strategy framework, "GLOBAL SUSTAINABLE BEAUTY & BIO-HEALTHCARE COMPANY," and its three strategic directions of Environmental Management, Human-Centered Management, and Responsible Management. To enable Kolmar Group to implement proactive and practical sustainability going forward, we have established concrete strategic tasks for the key areas under each of the three strategic directions linked to Environmental (E), Social (S), and Governance (G), taking into account the sustainability implementation status of industry peers and the ESG strategy implementation status of affiliates.



Spreading Consensus on ESG Management

ESG Governance and Committee Operation

Kolmar Holdings operates an ESG Committee under the Board of Directors to internalize sustainable management across our business and enhance the transparency of our governance. Composed of one executive director and two independent directors to ensure independence and expertise, the ESG Committee serves as a control tower that reviews major issues related to the environment, society, and governance and manages and oversees company-wide risk.

In 2025, ESG Committee achieved tangible results in advancing ESG governance. First, building on the company-wide risk management system established in 2024, the Committee reviewed and approved the "Company-Wide Integrated Risk Identification and Assessment Plan," enhancing the execution of risk management. In addition, to comprehensively reflect the diverse perspectives of internal and external stakeholders, the Committee resolved to conduct a double materiality assessment, through which it comprehensively analyzed the impact of the business on the environment and society as well as financial risks and opportunities, and finalized the priority ranking of key ESG issues. Furthermore, to fundamentally secure the reliability and transparency of ESG data, the Committee prepared a group-wide "ESG Indicator Definition Document" and reported it to the ESG Committee, thereby reinforcing the data accountability system at the governance level.

Kolmar Holdings transparently discloses the ESG Committee's leading activities and sustainable management performance every year through our Sustainability Report. Based on a robust governance system, we will continue to create positive value for the environment and society and establish ourselves as a company trusted by stakeholders.

2025 ESG Committee Key Agenda Items

Session	Date	Agenda	Independent Director, Song Kyu-young	Independent Director, Kang Myung-soo	Executive Director, Won Jae-sung
1	2025.03.12.	Agenda Item No. 1: Design of Double Materiality Assessment Methodology and Selection of Key Issue Pool	Approved	Approved	Approved
2	2025.05.08.	Agenda Item No. 1: Selection of Impacts, Opportunities, and Risks of Material Issues Based on the Double Materiality Assessment	Approved	Approved	Approved
3	2025.06.26.	Agenda Item No. 1: Company-Wide Integrated Risk Identification and Assessment Plan	Approved	Approved	Approved
		Agenda Item No. 2: Publication of the 2024 Sustainability Report	Approved	Approved	Approved
4	2025.11.20.	Report No. 2: Report on Kolmar Group ESG Indicator Definition Document	(Reported Item)	(Reported Item)	-*

* On November 14, 2025, Executive Director Won Jae-sung resigned midterm for personal reasons, and on November 20, 2025, Executive Director Moon Byoung-seok was appointed as a member of the ESG Committee through a regular Board of Directors meeting.

Kolmar Holdings regards the enhancement of corporate value through sustainable management as an essential management principle, and strives to spread consensus on ESG management and raise awareness among partners and employees. We are carrying out activities such as establishing a communication platform for sustainable management through the ESG Committee and the affiliates' working-level council.

Operation of Kolmar Group ESG Working Council

Since January 2023, Kolmar Group has regularly operated the "Kolmar Group ESG Working Council" to systematically implement its ESG strategy and strengthen ESG capabilities across the Group. This council is a working-level communication platform in which the ESG-responsible departments of each affiliate within the Group participate, and it is responsible for reviewing key ESG issues from multiple angles and developing concrete action plans.

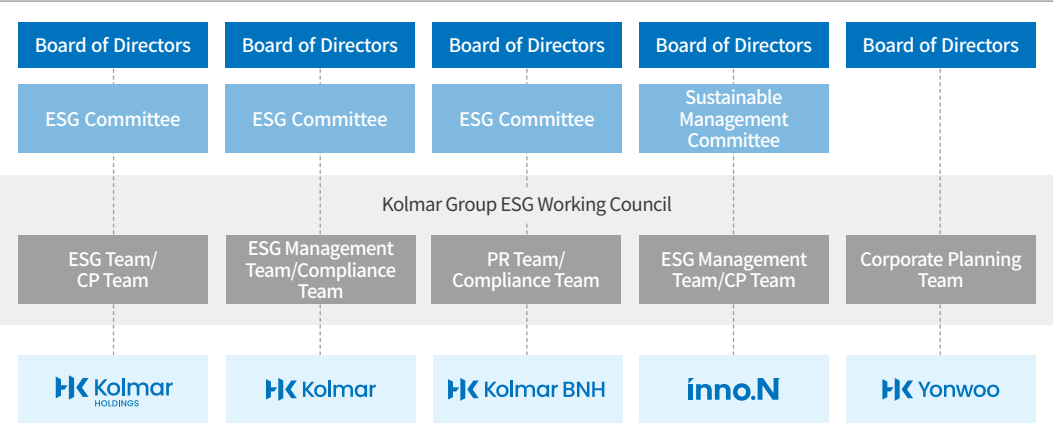
In 2025, the council discussed a range of topics to advance the Group's level of sustainable management. First, to advance the Group's ESG data management system, the council prepared an indicator definition document and held in-depth discussions on ways to improve the data management system, thereby establishing a foundation for realizing data-driven ESG management. In addition, the council discussed the planning and implementation of "Kolmar ESG Week," discussing various activities to embed ESG across the Group. Furthermore, the council reviewed measures to strengthen legal and ethical responsibility, including the CP Rating Evaluation, contributing to advancing the Group's level of compliance management.

Kolmar Holdings will continue to actively utilize Kolmar Group ESG Working Council to enhance the management and execution of key ESG issues, further advancing the Group's ESG management. Based on close collaboration and organic communication among affiliates, we will establish ourselves as an ESG-leading company trusted by stakeholders.



10th Kolmar Holdings ESG Working Council Meeting
(December 23, 2025)

Kolmar Group ESG Governance



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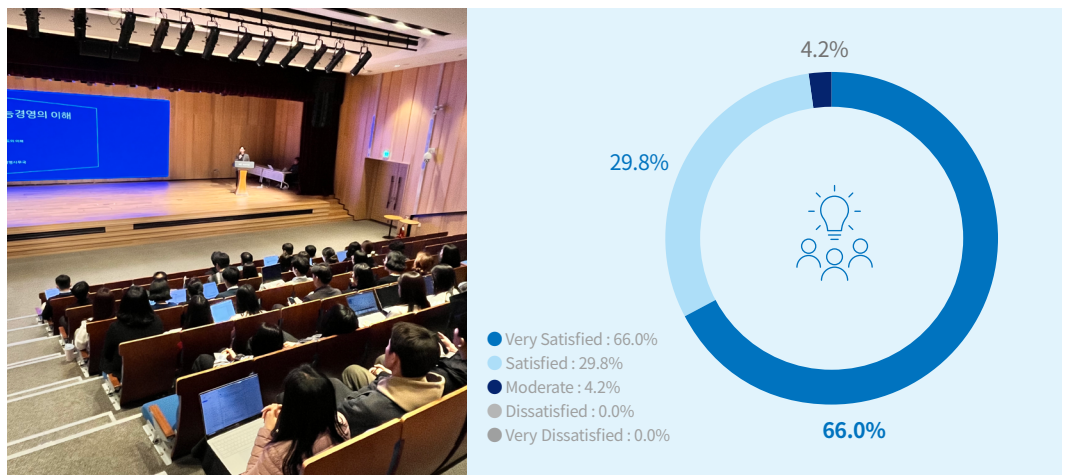
ESG Management Integration Activities

Sustainable Management Training

Kolmar Holdings conducts "Understanding Sustainable Management" training for all employees every year to share the importance of sustainable management and to establish a foundation for applying it in practice. The 2025 training was structured around Kolmar Group's key ESG activities and achievements, focusing on building company-wide ESG consensus. In particular, rather than being limited to general ESG concepts, this training encompassed the various areas overseen by the Sustainable Management Office, including the CP (Compliance Program), corporate social responsibility, and family-friendly programs, helping employees easily understand the broad value of sustainable management.

Furthermore, moving away from conventional theory-centered training, we adopted a "case-based training method" that compares and analyzes Kolmar Group's actual activity cases with global trends, maximizing the training's effectiveness. Following the training, we conducted an awareness survey among employees to gather on-the-ground feedback, which was actively reflected in the process of establishing the next sustainable management strategy and planning activities. Through this, we are building a two-way communication system and strengthening cooperation with employees. Kolmar Holdings will continue to internalize employees' commitment to action through ongoing training and communication, and will further spread a culture of mutual growth that contributes to the environment and society.

2025 “Understanding Sustainable Management” Training

2025 “Understanding Sustainable Management” Training
(November 10, 2025)

2025 “Understanding Sustainable Management” Training Survey Results

Publication of the Sustainable Management Letter “Jinji (眞持)”

Kolmar Holdings publishes “Jinji (眞持, authentic sustainable management),” a regular newsletter, to share its sustainable management vision with internal and external stakeholders, including employees. Since its first publication in February 2023, “Jinji” has been produced quarterly and shared with Kolmar Holdings employees as well as the CEOs and management of affiliates, and is also transparently disclosed to internal and external stakeholders through the company intranet (V-GMP) and the company's official website.

In 2025, the newsletter broadly covered in-depth topics such as the advancement of the ESG strategy framework, the double materiality assessment, and human rights impact assessments. In particular, by presenting complex global ESG trends at a level accessible to employees and centered on practical activities, the newsletter contributed to building company-wide ESG consensus and motivating the practice of ESG in daily work.

These ongoing communication efforts have led to tangible results. According to an employee survey conducted in connection with the training, internal awareness of the Sustainability Report and ESG management increased significantly compared to the previous year, demonstrating that “Jinji” has established itself as a pivotal communication channel for raising company-wide interest.

Kolmar Holdings will continue to further strengthen communication through its newsletter, solidifying its position as an ESG-leading company that opens a sustainable future together with its employees.



Kolmar Holdings Sustainable Management Letter “Jinji (眞持)” Issue No. 9

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ESG Management Integration Activities

Operation of Kolmar ESG Week

Since 2022, Kolmar Group has designated the last week of October every year as "Kolmar ESG Week" to help employees recognize the importance of ESG management and put it into practice. In 2025, marking its fourth year, the program was held under the slogan "Practicing ESG Management in Everyday Life," with participatory online and offline programs encouraging active employee participation. Offline, the program provided opportunities to experience the value of resource circulation through upcycling activities such as making sea-glass keychains and coffee grounds magnets, while online, the program included carbon reduction certification, an ESG quiz, and an encouragement-message event to raise understanding of ESG and inspire commitment to ESG practice. Kolmar Group will continue to strengthen a participation-centered sustainable management culture that allows employees to experience ESG values in daily life and take the lead in putting them into practice.

Operation of Earth Hour

Since 2025, Kolmar Holdings has participated in the global environmental campaign "Earth Hour*" to join the global response to the climate crisis, sharing the importance of energy conservation and encouraging action for a sustainable future. We provided guidelines to encourage employees to actively participate at home, and spread the message of everyday ESG practice through the event. Kolmar Holdings will continue to actively participate in global campaigns such as this, and provide employees with various opportunities to practice environmental protection and energy conservation. Through this, we will fulfill our role as a company that practices sustainable management and spreads positive influence on the environment and society.

* A global campaign held at 8:30 p.m. on the last Saturday of March every year, in which people around the world turn off unnecessary lights for one hour to raise awareness of the need for energy conservation and climate change response



2025 Kolmar ESG Week Poster



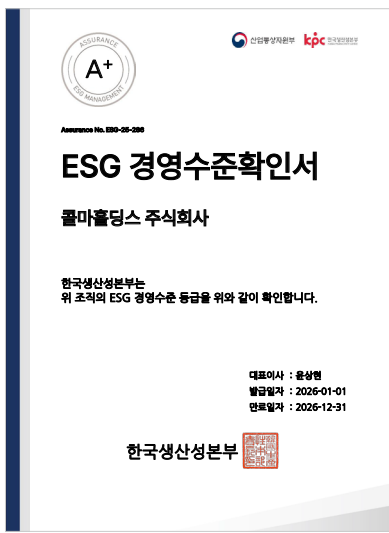
2025 Earth Hour Poster

ESG Management Level Assessment

Kolmar Holdings participated in a supply chain due diligence and consulting program hosted by the Ministry of Trade, Industry and Energy and operated by the Korea Productivity Center, and had our ESG management level assessed against global standards. Through this assessment, Kolmar Holdings' strong sustainable management foundation was objectively verified across all areas of environment, labor and human rights, health and safety, and governance.

In the Environmental area, it was confirmed that, given the holding company's structure, physical environmental risk is very low, and reasonable energy management is being carried out without any regulatory violations. In the Labor and Human Rights and Health and Safety areas, the maturity of the human rights management system was recognized through systematic compliance with working conditions and the establishment of grievance-handling procedures, and the maintenance of "zero" industrial accidents through thorough prevention-focused activities was positively evaluated. In addition, in the Social, Ethics, and Governance area, Kolmar Holdings received a favorable evaluation for faithfully implementing key elements required of a holding company, such as operating a Code of Ethics and whistleblowing channel and complying with internal fair business practices regulations.

Based on the results of this assessment, Kolmar Holdings confirmed the need to advance its integrated ESG management system spanning affiliates and the broader supply chain, and to establish and manage a Group-wide ESG KPI (Key Performance Indicator) system. We will fulfill our responsibility as the ESG control tower leading sustainable management across Kolmar Group by managing environmental, social, and governance data in a more comprehensive manner.



Kolmar Holdings ESG Management Level Certificate

Double Materiality Assessment

Double Materiality Assessment Process

Kolmar Holdings conducts a materiality assessment involving internal and external stakeholders every year and transparently discloses the results through our Sustainability Report. In 2026, we further advanced the ESRS-based Double Materiality Assessment, comprehensively considering both the impact of business activities on society and the environment (Impact Materiality) and the financial impact of external factors on corporate value (Financial Materiality). Through comprehensive analysis of global disclosure standards and key initiatives, industry ESG trends, and affiliates' internal status, we derived a final short-list of 7 issues, and subsequently, through value chain-linked analysis, identified the Impact, Risk, and Opportunity (IRO) for each issue and conducted an in-depth review of their scope and characteristics. In addition, in 2026, we conducted additional Focus Group Interviews (FGIs) to enhance the effectiveness of the survey and more faithfully reflect the opinions of working-level staff. Through this, we verified the materiality and priority of each issue as felt on the ground, strengthening the reliability of the assessment results. The 4 final key material issues derived will be actively reflected in Kolmar Holdings' future ESG strategy and company-wide management direction.

Step 1. Issue Pool Development

Developed a long list based on analysis of the ESRS 1 AR16 list of sustainability matters, GRI Topic Standards, and SASB industry metrics

Developed a pool of 42 issues

Selected a Short-list from the Long-list through analysis of ESG disclosure and evaluation metrics, initiatives, guidelines and associations, Kolmar Group's internal status, industry peers, and key client companies

Selected a final pool of 7 issues

Identified Impact, Risk, and Opportunity (IRO) for the Short-list

Impact Identification

- Value chain: Upstream, Own, Downstream
- Classification by positive/negative and actual/potential impact
(For potential impact assessments, evaluation of short/medium/long-term time horizons)

Risk/Opportunity Identification

- Value chain mapping
- Evaluation of short/medium/long-term time horizons

Identified 23 IROs for the 7 final issues in the pool

Step 2-1. Internal and External Stakeholder Survey

Survey Subjects and Period

- Internal stakeholders: Kolmar Holdings employees and affiliates, March 18 (Wed) – March 24 (Tue), 2026
- External stakeholders: Client companies, partners, and ESG experts, April 10 (Fri) – April 16 (Thu), 2026

Survey Composition

- Internal stakeholders: IRO assessment of Kolmar Holdings' ESG issues
 - Composed of four areas: Environmental (E), Social (S), Governance (G), and Economic (GE)
 - Assessment of the likelihood and magnitude of the IRO for each sustainability issue
- External stakeholders: Priority ranking of Kolmar Holdings' 7 final issues

Step 2-2. Focus Group Interview

Overview

- Date: April 9, 2026 (Thu)
- Participants: Key relevant departments and affiliates
- Content: In-depth discussion of survey results and priority ranking



Step 3. Selection of Material Issues

Benchmarking analysis of global standards and initiatives and industry peer companies to derive Impact (social/environmental impact) and Risk/Opportunity (financial impact) values

Impact Analysis (Inside-out)

- Global standards and initiatives (UNGC, UN SDGs)
- Guidelines and certifications (ISO 26000, K-ESG)
- Media analysis (2025 press releases from major media outlets)
- Key issues of affiliates (Kolmar Korea, Kolmar BNH)

Risk/Opportunity Analysis (Outside-in)

- ESG disclosure and evaluation metrics (ISSB, KCGS, Sustaininvest, MSCI)
- Guidelines and associations (WEF)
- Industry peer BM(Business Model)

Comprehensive consideration of Impact (Inside-out) and Risk/Opportunity (Outside-in) to derive the priority ranking of the 7 final issues in the pool

Selected the top 4 key material issues

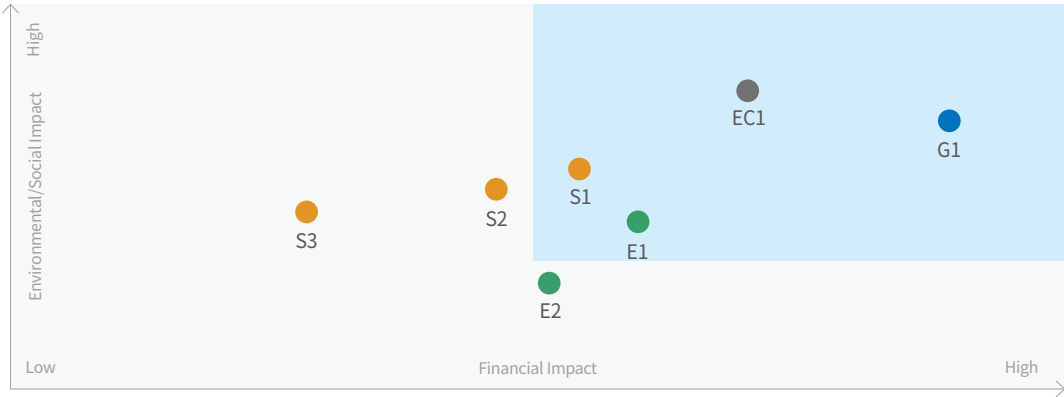
Double Materiality Assessment

Material Issue Assessment Results

Based on the final short-list of 7 issues, Kolmar Holdings conducted a double materiality assessment evaluating environmental/social impact and financial impact, and selected "Business Ethics and Compliance Management," "Enhancing Business Competitiveness," "Occupational Health and Safety," and "Climate Change Response" as our 4 material issues.

These results clearly reflect the Company's role and responsibility as a holding company in establishing sound governance structure and supporting the fundamental competitiveness of its subsidiaries. In particular, following the previous year, Kolmar Holdings has continued to fulfill environmental responsibilities such as climate change response, while establishing business ethics to strengthen organizational integrity and health and safety, which prioritizes employee safety, as key tasks, thereby reinforcing the foundation for sustainable growth. Kolmar Holdings links the 4 selected key issues to its management strategy to generate tangible outcomes, and transparently discloses the progress of implementation to all stakeholders through its annually published Sustainability Report. This report presents the management status and future plans for each key issue, in order to set out Kolmar Holdings' direction and efforts toward establishing a sustainable ESG management system.

2025 Kolmar Holdings Double Materiality Assessment Matrix



2025 Kolmar Holdings Double Materiality Assessment Detailed Results

Category ¹⁾		Short-list Issue ²⁾	Environmental/Social Impact ⁵⁾	Financial Impact ⁵⁾	Previous Year Ranking	Change in Ranking	GRI Index	Reporting Page
Material Issues	G1	Business Ethics and Compliance Management ³⁾	●	●	4, 6	△3	205	24~30
	EC1	Enhancing Business Competitiveness ⁴⁾	●	●	1	▽1	201	31~40
	S1	Occupational Health and Safety	●	●	8	△5	403	41~46
	E1	Climate Change Response	○	●	2	▽2	302, 305	47~51
Managed Issues	S2	Improvement of Employee Working Conditions	●	○	New	New	401, 402	71~74, 79~81
	S3	Employee Equality and Opportunity	●	○	New	New	404	74~78
	E2	Environmental Impact Management	○	●	7	-	303, 304, 306, 308	53~62

1) EC : Economic, E : Environmental, S : Social, G : Governance
2) Compared to the previous year's short-list issues, "Realizing Social Value," "Strengthening Responsible Management," and "Product Safety and Quality" have been excluded.
3) "Business Ethics" and "Compliance Management" have been consolidated.
4) Renamed from "Strengthening Global Competitiveness" in the previous year to "Enhancing Business Competitiveness."
5) Impact Level: The impact level is assessed based on the minimum and maximum values within each final material issue, and classified as ● High / ● Medium / ○ Low.

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Double Materiality Assessment

Final Material Issue Assessment Results

Impact Aspect

Area	Issue	Impact Factor	Value Chain Identification			Impact Classification		Time Horizon		
			Up	Own	Down	Positive/Negative	Actual/Potential	Short-term	Medium-term	Long-term
Environmental	Climate Change Response	Acceleration of climate change due to direct and indirect greenhouse gas emissions from product manufacturing processes at business sites	●	●	●	Negative	Actual	●	●	●
	Environmental Impact Management	Causing air, water, and soil pollution during raw material processing, manufacturing, and disposal	●	●		Negative	Actual	●	●	●
Social	Occupational Safety and Health	Protecting employees' physical and mental health from hazardous and risk factors in the workplace to create a safe working environment and culture	●	●	●	Positive	Actual	●	●	●
	Improvement of Employee Working Conditions	Enhancing employees' work-life balance through various benefits and welfare programs		●		Positive	Actual	●	●	●
	Employee Equality and Opportunity	Improvement of employees' job satisfaction and quality of life		●		Positive	Actual	●	●	●
Governance	Business Ethics and Compliance Management	Contributing to the spread of a compliance culture across the industry and the creation of a fair industry ecosystem through the implementation of corporate business ethics	●	●	●	Positive	Potential	●	●	●
Economic	Enhancing Business Competitiveness	Promoting technological innovation in the cosmetics and healthcare industries through product innovation and expanded patents leveraging AI-based R&D and data analysis capabilities		●	●	Positive	Potential		●	●

Risk and Opportunity Aspect

Area	Issue	Category	Impact of Financial Risk and Opportunity Factors on the Company	Value Chain Identification			Time Horizon			Response Measures
				Up	Own	Down	Short-term	Medium-term	Long-term	
Environmental	Climate Change Response	Risk	Financial risk arising from insufficient response to major global clients' demands for climate change response		●			●	●	Kolmar Group is managing financial risk by strengthening our carbon footprint calculation capabilities and building infrastructure to prepare for extreme weather, while maximizing energy cost efficiency through the advancement of our renewable energy procurement strategy.
		Risk	Losses arising from damage to production facilities and operational disruptions due to extreme weather	●	●		●	●	●	
		Opportunity	Mitigating power cost volatility and improving cost efficiency through investment in renewable energy facilities and advancement of procurement strategy		●			●	●	
	Environmental Impact Management	Risk	Increased costs for building environmental infrastructure such as pollution reduction facilities and wastewater treatment facilities		●		●	●	●	Kolmar Group is proactively managing legal risk by expanding investment in environmental infrastructure and operating a real-time monitoring system, and is improving operational efficiency and reducing costs by building a resource circulation system.
		Risk	Burden of potential legal sanctions and fines for non-compliance with environmental regulations		●		●	●	●	
		Opportunity	Cost reduction and efficiency improvement through the establishment of a resource circulation system		●			●	●	
Social	Occupational Safety and Health	Risk	Increased direct costs, including work interruption, damages, and rising insurance premiums due to industrial accidents	●	●		●	●	●	Kolmar Group is thoroughly blocking financial losses and operational risks from industrial accidents by strengthening our company-wide management system and regulatory monitoring. In addition, the Group is reducing accident response costs and improving management efficiency by establishing a safety culture through field-focused prevention programs and training.
		Opportunity	Preventing accidents and reducing related costs through the establishment of a proactive safety management system		●			●	●	
	Improvement of Employee Working Conditions	Risk	Loss of sales due to production disruptions caused by labor-management conflict	●	●	●	●	●	●	Kolmar Group is proactively managing management risk and enhancing the vitality of our human resources through a trust-based culture of labor-management cooperation and life-cycle welfare programs. Through this, the Group strengthens operational efficiency and pursues sustainable growth by fostering an organizational culture that balances work and life.
		Opportunity	Reducing direct medical and labor cost burdens through improvement of employees' mental and physical health		●			●	●	
	Employee Equality and Opportunity	Risk	Loss of key talent and increased HR management costs due to glass ceilings and unfair evaluations		●			●	●	Kolmar Group is preventing the loss of key talent and enhancing the reliability of HR operations through a competency-based, fair HR system and transparent compensation. In addition, the Group is securing outstanding talent and improving innovation capabilities and productivity across the organization by establishing an equal working environment that respects diversity.
		Opportunity	Strengthened innovation capabilities and improved productivity through increased employee satisfaction and attracting talented personnel		●			●	●	
Governance	Business Ethics and Compliance Management	Risk	Direct costs such as fines and penalties arising from compliance violations		●		●	●	●	To strengthen our role and responsibility as a holding company, Kolmar Holdings is preventing compliance risk by ensuring the Board's independence, transparency, and expertise, and by establishing a proactive compliance management system.
		Opportunity	Increased capital inflow based on positive stakeholder feedback through the integration of business ethics		●		●	●	●	
Economic	Enhancing Business Competitiveness	Risk	Decline in sales due to delayed development of new products and reduced global competitiveness resulting from insufficient AI utilization capabilities		●	●		●	●	Kolmar Group is focusing on securing AI technology capabilities to strengthen product development competitiveness and on strengthening domestic and international intellectual property rights to protect its products.
		Opportunity	Improving operational efficiency, reducing costs, and generating new revenue through the integration of AI-based core technologies and the filing of product patents		●	●		●	●	

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- 031 Enhancing Business Competitiveness
- 041 Occupational Safety and Health
- 047 Climate Change Response

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Business Ethics and Compliance Management

Key Achievements



Achieved Grade A in the
2025 Compliance Program(CP)
Rating Evaluation



Recognized as a
**UNGC Business
Ethics Best Practice**



Held the
3rd Compliance Day



Conducted
**Compliance
Audits of Affiliates**

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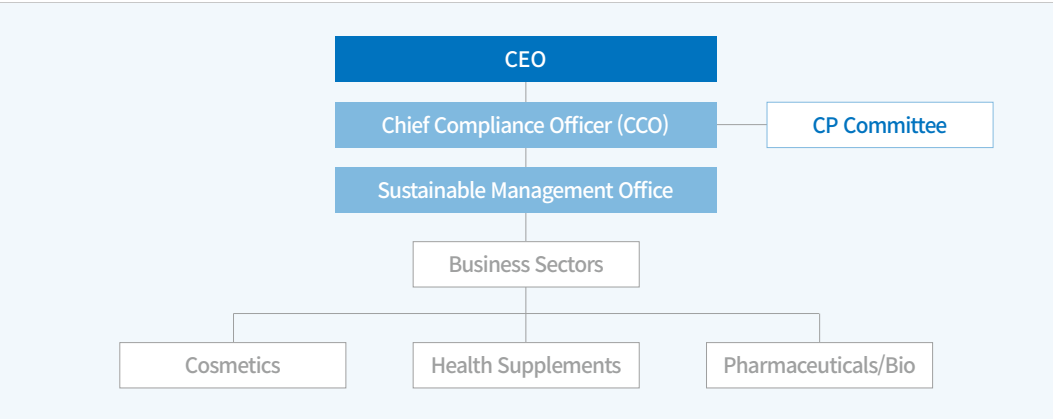
Establishment of the Business Ethics and Compliance Management and Compliance Operation System

Kolmar Holdings continues to strengthen our business ethics and compliance management system in order to establish a transparent and ethical corporate culture. Building on the CP Team, a dedicated department newly established in 2021, Kolmar Holdings launched the "Sustainable Management Office," reporting directly to the CEO and integrating the ESG management function, in December 2022, maximizing company-wide execution capability. The Sustainable Management Office establishes and manages an advanced internal regulatory framework — including compliance control standards, operating regulations for the Compliance Program (CP), internal transaction management regulations, anti-bribery and code-of-conduct compliance policies, and guidelines on government/media relations and donations/sponsorships — to enable employees to perform their duties while complying with laws and regulations.

In particular, Kolmar Holdings has established strict governance to ensure that management provides responsible oversight throughout policy establishment and implementation. When major regulations such as the compliance control standards and CP operating regulations are amended, they are submitted to the CP Committee, in which the CEO and senior management participate, and are finalized following Board review and resolution depending on the matter. In addition, the CP Committee, which meets regularly once every half-year, analyzes company-wide compliance risk and continuously oversees policy implementation.

Business ethics and compliance management and compliance are core assets driving Kolmar Holdings' sustainable growth. The Sustainable Management Office will continue to provide practical guidelines and regular training to spread an ethical corporate culture throughout the organization, and will further establish Kolmar Holdings as a globally trusted and sustainable company trusted by stakeholders, based on responsible management in which leadership leads by example.

Compliance and Business Ethics Organizational Structure



Kolmar Holdings strives to build a transparent corporate culture and fulfill our social responsibility through business ethics and compliance management. In particular, we seek to strengthen business ethics and compliance management through the operation of the CP Committee and its linkage with ESG management.

Operation of the CP Committee

The Kolmar Holdings CP Committee is composed of a total of 7 members, chaired by Vice Chairman and CEO Yoon Sang-hyun, and performs key decision-making and reporting functions to strengthen the company-wide compliance management system and establish a compliance culture. The CP Committee regularly reviews key compliance-related issues and risks, discusses systematic management directions, and enhances the execution of compliance management.

In 2025, the CP Committee resolved and reported on matters including the company-wide integrated risk identification and assessment plan and the results of operating the company-wide risk management system, thereby enhancing executives' understanding of compliance with fair business practices and related laws and embedding these principles across the Company.

In addition, the Committee discussed improvement tasks identified through the reporting of the 2025 CP Rating Evaluation results and the status of compliance inspection activities, and established concrete measures to strengthen execution. Furthermore, the Committee conducted separate training on "collusion" to help employees clearly understand the risks of collusive conduct and the applicable legal regulations under the Monopoly Regulation and Fair Trade Act and to support their compliance.

In this way, the CP Committee comprehensively manages the company-wide compliance management system and contributes to enhancing the effectiveness of risk response.

Kolmar Holdings will continue to advance our business ethics and compliance management system and build a transparent corporate culture trusted by stakeholders by pursuing ongoing monitoring and improvement activities centered on the CP Committee.

2025 CP Committee Key Agenda Items

Date	Agenda
2025.06.26.	[Resolution] Company-Wide Integrated Risk Identification and Assessment Plan
	[Report] Status of Internal Transaction Review (2024 – H1 2025)
2025.12.23.	[Report] 2025 CP Rating Evaluation Results
	[Report] Compliance Review Results: Self-Dealing
	[Report] 2025 Enterprise Risk Management (ERM) Framework Results
	[Training] Major Fair Trade Compliance Area: Collusion



9th CP Committee (December 23, 2025)

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Business Ethics and Compliance Management

Strategy

Establishment of Kolmar Group Code of Ethics

[LINK](#)

In 2021, Kolmar Group established the Code of Ethics, a code of conduct to be observed by all employees, in order to fulfill our social and ethical responsibilities in accordance with our management principle of "upholding principles and prioritizing trust above all else." This Code is based on the Group's corporate philosophy, core values, and management principles, and provides desirable behavioral guidance to help employees make sound judgments in situations where independent judgment is difficult during the course of their work. In addition, the Group continues to make ongoing efforts to embed a culture of business ethics throughout the organization through continuous training for employees.

Code of Ethics Practices

Customer Trust	Prioritizing trust with our customers Providing trusted products, honest sales and marketing, customer information security
Trust between Executives/ Employees	Building trust with our employees together Fair and equitable job performance, mutual respect among employees, gender equality and prohibition of sexual harassment, a safe and healthy working environment, protection of assets and intellectual property rights, prevention of information leaks
Partner Trust	Achieving mutual growth with our partners through trust Thorough compliance with laws on fair business practices, pursuit of fair and free competition, prohibition of corruption and improper solicitation, lawful and legitimate information gathering
Stockholder Trust	Building a relationship of trust with our stockholders Enhancing mid- to long-term stockholder value, preventing conflicts of interest, enhancing the transparency of accounting information, prohibiting the illegal use of internal information
Social Trust	Steadily building trust with society Joint environmental protection, ongoing corporate social responsibility activities, respect for human rights and cultural diversity, maintaining political neutrality

Establishment of the Anti-bribery and Code-of-Conduct Compliance Policy

[LINK](#)

Kolmar Holdings, which pursues people-centered values, is responsible for humanity's health and beauty and, furthermore, practices the corporate philosophy of human-centered management, technology management, value management, and responsible management as a company that contributes to a valuable life. Based on this philosophy, Kolmar Holdings established the Anti-bribery and Code-of-Conduct Compliance Policy in 2022 to lead a compliance culture. This policy presents clear standards of conduct to enable all employees to grow into a trusted company through ethical and transparent work performance, and aims to embed anti-bribery and code-of-conduct compliance as core values of the corporate culture. In addition, Kolmar Holdings continuously raises awareness so that employees fully understand and practice the importance of the policy through regular training and the collection of pledges, and emphasizes company-wide participation and responsible practice. Kolmar Holdings will continue to strengthen our anti-bribery and code-of-conduct compliance activities and advance our business ethics system in line with international standards, leading the way in building a sustainable future and a trusted corporate culture.

Establishment and Revision of the Fair Trade Compliance Manual

[LINK](#)

Kolmar Holdings established the Fair Trade Compliance Manual in 2021 to enhance employees' understanding of laws and regulations on fair business practices and to establish an ethical corporate culture. This manual systematically covers key legal provisions, case studies, Q&A, and practical points of caution, supporting employees in maintaining a sense of compliance and making ethical judgments in their work, and is also actively used as training material for employees. The manual is revised semi-annually to reflect the latest laws and precedents, and in 2025, it underwent 2 regular revisions and 1 ad hoc revision. Kolmar Holdings will continue to spread a culture of compliance with fair business practices through the Fair Trade Compliance Manual and strengthen the foundation for realizing sustainable business ethics.



Kolmar Holdings Fair Trade Compliance Manual

2025 Key Revisions to the Kolmar Holdings Compliance Program Manual

7th Regular Revision	8th Ad Hoc Revision	9th Regular Revision
- Reflected amendments to the Monopoly Regulation and Fair Trade Act and the Internal Transaction Management Regulations - Notified revisions to the review guidelines related to "unfair support activities" and "unfair provision of benefits to specially related persons" - Added guidance on sanctions under other laws related to "internal transactions"	- Overhauled overall design - Added operating performance, illustrations, and card news content	- Added H2 operating performance - Reflected amendments to the Monopoly Regulation and Fair Trade Act - Outlined key business implementation plans of the Korea Fair Trade Commission - Supplemented content on "unfair collusive acts" - Reflected amendments to the Notice on Fines under the Subcontracting Act

Registration as a UNGC Business Ethics Best Practice Case

[LINK](#)

To respond to the strengthening of ESG and global regulations, Kolmar Holdings recognizes anti-corruption risk as a core management task and has continued to strengthen its business ethics and compliance management system through the operation of a dedicated organization reporting directly to the CEO, maintenance of integrated ISO 37001 & 37301 certification, and systematic compliance training and risk management activities. These efforts were recognized as a best practice case for embedding business ethics and a compliance culture, and were registered in the UN Global Compact (UNGC)'s Business Ethics Case Study.



Introduction to the UNGC Business Ethics Case Study

Business Ethics and Compliance Management

Strategy

Operation of Compliance Day

Since 2023, Kolmar Holdings has designated its founding anniversary as "Compliance Day" each year to establish the values of business ethics and compliance management as a distinctive organizational culture. “Compliance Day” provides an occasion for employees to recognize the gravity of compliance for themselves and strengthen their ethical awareness, contributing to reinforcing compliance awareness company-wide and spreading a culture of business ethics.

To this end, Kolmar Holdings collects pledges from all employees committing to comply with ethical standards and internal regulations. In particular, the "Code-of-Conduct Compliance Pledge" is made available to employees for participation through the company intranet, and pledges are collected from all members of the Board of Directors, including executive, independent, and other non-executive directors. Through this tailored process for each target group, we have maintained a 100% company-wide pledge rate, which stands as a best-practice example of corporate governance, demonstrating the strong commitment and accountability of both management and the Board in leading by example and promoting ethical business conduct.

In addition, Kolmar Holdings shares our compliance activities and achievements company-wide every year, supporting employees in naturally embedding compliance management in their daily work. Through this, we are establishing business ethics as a corporate culture that goes beyond simple regulatory compliance, further solidifying its foundation for growing into a transparent and trusted company.

Kolmar Holdings plans to realize sustainable management based on the values of ethics and compliance and lead a business ethics culture in line with international standards.



2025 3rd Compliance Day (May 15, 2025)



Operation of the Compliance Program (CP)

Kolmar Holdings operates the Compliance Program (CP) for fair and transparent corporate operations and pursues ongoing review and improvement. We manage our operating system and performance through the Korea Fair Trade Commission's "CP Rating Evaluation," and have established a systematic operating system based on the 8 core elements of the Compliance Program. In addition, we utilize the "Compliance Program Manual" to embed related systems and spread a compliance culture throughout the organization. As a result of these efforts, Kolmar Holdings obtained Grade A in the 2025 CP Rating Evaluation and was selected as an outstanding CP company, and is pursuing continued improvement and advancement with the goal of achieving Grade AA in 2026.



2025 Compliance Program (CP) Forum
(December 19, 2025)

8 Core Elements of the Compliance Program		Operating Status
1	Establishment and Implementation of CP Standards and Procedures	- Compliance Program operating regulations and business guidelines (4 types, including a Self-Checklist) - Strengthening business ethics and preventing legal risk in advance through regular revisions
	CEO's Commitment to and Support for Compliance	- Advancement of the CP management system through operation of the Internal Transaction Committee, and securing transparency of intra-group internal transaction operations through the "Internal Transaction Pre-Review Request Form" - Expression of commitment to business ethics through publication of the Code of Ethics
3	Appointment of the Chief Compliance Officer (CCO)	- Securing legitimacy and independence through the appointment of the Chief Compliance Officer (CCO) by the Board of Directors
4	Production and Utilization of the Fair Trade Compliance Manual	- Reflecting the latest legal amendments through the establishment and revision of the Fair Trade Compliance Manual - Improving employee readability through an overall design overhaul, and enhancing employee understanding through illustrations and card news content
	Continuous and Systematic Compliance Training	- Raising awareness through "Understanding Sustainable Management" training for employees and training for affiliates' compliance support departments (Kolmar Korea, Kolmar BNH, HK inno.N, Yonwoo, etc.) - Conducting training and providing support and responding to inquiries for all affiliates ahead of the "Disclosure of Current Status of Business Groups" required for designated Business Group Subject to Disclosure
6	Establishment of an Internal Monitoring System	- Improving utilization through internal transaction pre-review risk assessments and improvements to internal transaction work processes - Advancing Kolmar Group's internal transaction management system by supporting affiliates in establishing their own review systems (providing training materials, checklists, and type-specific guidelines, among others)
	Ensuring for Employees Violating Laws on Fair Business Practices	- Ensuring fairness and reliability through the categorization and clarification of disciplinary sanction types within regulations - Enhancing awareness through operation of the internal reporting system (Better Kolmar) and ongoing employee training
8	Effectiveness Assessment and Improvement Measures	- Strengthening the preventive management system through employee CP awareness assessments and comprehensive reporting on the operating status of the fair business practice risk audit plan

Business Ethics and Compliance Management

Strategy

Operation of CP Training

Kolmar Holdings continuously operates systematic CP training for all employees and affiliates to ensure compliance with laws on fair business practices and to integrate business ethics. The training is structured around actual cases of legal violations, helping employees recognize potential legal risks in their work in advance and strengthen their response capabilities.

In particular, in 2025, we subdivided training targets and topics to enhance the effectiveness of the training. Practical training centered on violations of fair business practice laws was conducted for all employees, and customized training and the distribution of case studies were conducted for the R&D institute and affiliates' CP departments to help prevent risks in day-to-day operations. In addition, to strengthen compliance awareness among executives, we regularly operate a training program dedicated to executives and support responsible decision-making through training on the prevention of internal transactions and collusion.

Kolmar Holdings is currently establishing a company-wide mandatory training system covering employees, affiliates, and new hires, and is expanding ad hoc training on various topics, including the prevention of self-dealing, internal transactions, and collusion. We plan to continue advancing its training system to strengthen a culture of compliance management and lead the realization of ethical and sustainable management.

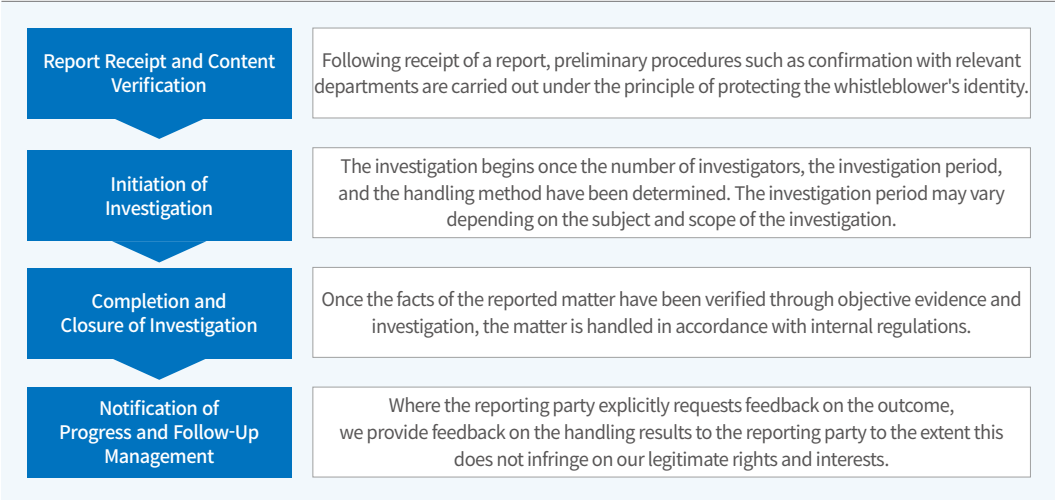
2025 Kolmar Holdings CP Training (for Employees)

Date	Training Content	Target
2025.02.06.	Understanding Sustainable Management	Kolmar Group New Hires
2025.06.24., 2025.06.30.	Training on Risk Assessment Table	DX Strategy Teams 1 and 2, Global Legal Team
2025.06.26.	Company-Wide Integrated Risk Identification and Assessment	CP Committee Members
2025.07.07.	Comparison of the Large-Scale Internal Transaction Regulatory Framework: "Unfair Support Practices" vs. "Profit Transfer to Related Parties" Regulatory Framework	CEO and Executives, Team Leaders
2025.08.20.	Understanding Sustainable Management	Kolmar Group New Hires
2025.10.14.	Credit Extension and Unfair Support Practices	Legal Team, Finance Team
2025.11.10., 2025.11.12.	Understanding Sustainable Management	All Employees
2025.11.20.	Methods and Necessity of Board Approval for Internal Transactions among Affiliates Board of Directors Members	Board of Directors Members
2025.12.23.	Unfair Collusive Acts (Legal Requirements, Cases, Internal Operating Guidelines)	CP Committee Members

Operation of Accessible Internal and External Whistleblowing Channels

To foster an ethical and transparent corporate culture, Kolmar Holdings has established standard manuals for grievance handling and internal/external whistleblowing, and operates a systematic business ethics and compliance management system based on these manuals. These manuals clearly define the legal definitions and handling procedures for workplace bullying, workplace sexual harassment, and violations of business ethics, providing a fair and transparent investigation environment that all stakeholders can trust. Employees may raise concerns at any time through "Better Kolmar," operated on the company intranet, and external stakeholders may do so through the whistleblowing channel available on the official website. All received cases are handled strictly and fairly in accordance with a pre-established standard process, and the anonymity and rights of the reporting party are thoroughly protected in accordance with our core principles of business ethics. In particular, pursuant to the "Internal whistleblowing Operating Regulations," the identity of the reporting party is thoroughly protected, and any form of retaliation or disadvantageous treatment arising from a report is strictly prohibited. This systematic internal control system plays an important role in proactively managing potential risks. Kolmar Holdings will continue to enhance the accessibility and operational reliability of our reporting system, thereby fulfilling ethical and responsible management and further strengthening trust with all stakeholders.

Kolmar Holdings Whistleblowing Channel Operating Process



고충처리 매뉴얼



Kolmar

Grievance Handling Manual

Resolution Rate of Reported Ethics Violations (Kolmar holdings)

100%

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Risk Management

Operation of the Integrated Business Ethics Risk Management System

Kolmar Holdings operates an advanced risk management system based on international standard certifications to strengthen our business ethics and compliance system to a global standard. In 2022, Kolmar Holdings first obtained integrated certification for our Anti-Bribery and Compliance Management Systems (ISO 37001 & 37301), and successfully passed the recertification review in 2025, once again demonstrating the excellence and effectiveness of the system. Based on this integrated certification system, all departments of Kolmar Holdings actively carry out "autonomous risk management activities," including identifying potential risks embedded in their work processes and setting priorities on their own. Through this, each department is establishing systematic and proactive response measures to prevent risks in advance and minimize potential issues. In addition, to strengthen the objectivity and execution of the risk management system, Kolmar Holdings conducts internal and external audits once a year, and the results of departmental risk response activities are transparently reported to the CEO and the Board of Directors, the Company's highest decision-making body. Through this process, Kolmar Holdings enhances the practical execution of business ethics and compliance management, and is establishing a trusted management culture across the organization. Kolmar Holdings will continue to internalize a culture of anti-bribery and code-of-conduct compliance company-wide based on our ISO 37001 & 37301 integrated certification system, and to strive continuously to realize transparent and sustainable business ethics and compliance management in line with international standards.



Kolmar Holdings ISO 37001 & 37301 Certificate

2025 Kolmar Holdings ISO 37001 & 37301 Integrated Certification Process



2025 Kolmar Holdings Key Risk Types and Improvement Cases

Key Risk	Improvement and Action Taken
Mandatory consideration of climate change factors and system application	Newly added climate change-related provisions to the Anti-Bribery and Compliance Management System Manual and the compliance obligations and risk assessment work procedures
Gifts, entertainment, donations, and similar benefits	Guided employees on practical measures and reporting channels through the delivery of the "Lunar New Year and Chuseok Business Ethics Letter"
Compliance management system and performance monitoring	Revised department (team)-specific monitoring checklists and department (team)-specific monitoring reports

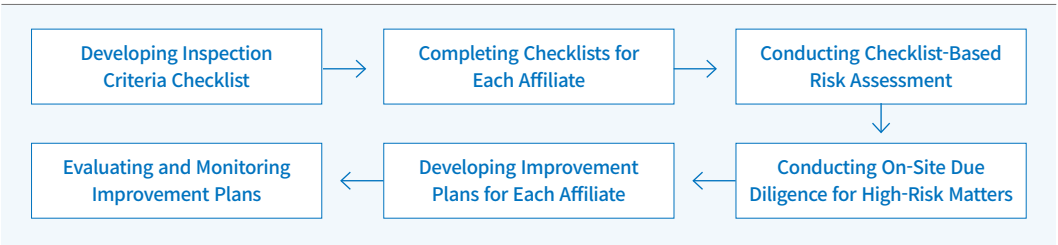


Kolmar Holdings Chuseok Business Ethics Letter

Operation of the Compliance Inspection System

Kolmar Holdings strengthens our company-wide risk prevention and management system through systematic compliance inspections centered on key issues. The holding company establishes checklist-based inspection standards, and each affiliate conducts its own inspection of its compliance status and potential risks based on these standards and submits the results to the holding company. The holding company then conducts a risk assessment based on the submitted materials, and for high-risk items, carries out additional inspections through on-site due diligence. In addition, based on the due diligence results, the holding company supports each affiliate in establishing improvement plans and continuously monitors the implementation of follow-up measures, further enhancing the level of proactive prevention and management of compliance risk. Through this systematic inspection process, Kolmar Holdings is strengthening the foundation for ethical and transparent management, and continuously advancing our compliance inspection system through close cooperation with affiliates. Kolmar Holdings will continue to do our best to advance risk management through the Compliance Inspection System and to establish a sustainable business ethics culture together with our affiliates.

Kolmar Holdings Compliance Inspection Implementation Process



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Metrics and Targets

2025 Performance and 2026 Plans

Maintenance of ISO 37001 & 37301 Integrated Certification	
Performance	• Maintained integrated certification qualification following the recertification audit in 2025, since first obtaining integrated certification in 2022
Plan	• Undergo the 2026 post-certification audit and maintain integrated certification qualification

CP Rating Evaluation	
Performance	• Selected as an outstanding CP company by obtaining Grade A in 2025, up from Grade B in 2024
Plan	• Achieve Grade AA in 2026

Advancement of the Internal Transaction Management System	
Performance	• Reported Kolmar Group's internal transaction status and inspection results to the CEO • Supported affiliates in establishing their own review systems for Kolmar Group (providing training materials, checklists, and type-specific guidelines, etc)
Plan	• Inspect the status of "internal transactions" and expand training for affiliates in line with designation as a Business Group Subject to Disclosure • Produce and distribute a compliance work manual and training materials

Support for Affiliates' Compliance Management for Fair Business Practices	
Performance	• Prepared and distributed training materials and checklists → Conducted compliance inspections using training materials and checklists on "internal transactions" under the Monopoly Regulation and Fair Trade Act, training materials on " Self-Dealing" and "credit extension" under the Commercial Act, and training materials on the Subcontracting Act • Reported results of the review by the Chief Compliance Officer (CCO) of the "restrictions on holding company conduct" provisions under the Monopoly Regulation and Fair Trade Act → Reported results of the CP Committee's review of "self-dealing" under the Commercial Act
Plan	• Support small and medium-sized affiliates in establishing a compliance management system for fair business practices → Conduct and support training on fair business practices, and support the introduction and operation of the Compliance Program (CP)



2025년도 대표이사
컴플라이언스 메시지

" 공정거래 자율준수 프로그램(CP)의
활성화와 확산에 기여하는 기업 "

임직원 여러분 안녕하십니까,
콜마홀딩스 대표이사 윤상현입니다.

공정거래 자율준수는 기업 스스로가 사회적인 가치에
부합하는 경영을 한다는 의미에서
진정성 있는 ESG 경영의 중요한 관문이라고 할 수 있습니다.

지속적으로 변하는 글로벌 비즈니스 환경속에서
공정하고 윤리적인 경영은
고객과 파트너로부터의 신뢰를 얻는 가장 확실한 방법이며,
CP는 법적 준수의 경계를 넘어
기업의 지속가능한 경쟁력에 영향을 줍니다.

2025년 콜마그룹은 「居安思危」(저안사위: "안정된 상황에
있을 때에도 불확실한 미래를 대비하기 위해
새로운 기술과 지식을 습득하면서 조직의 장기적인
성공을 위해 지속적으로 준비하는 것이 필요하다.")라는
경영방침을 바탕으로 준법경영에 더욱 집중하고자 합니다.

구성원 모두가 적극적으로 CP를 준수할 때
원칙을 지키며 신뢰를 최우선으로 하는
윤리경영의 원칙이 뿌리 깊게 내릴 수 있을 것입니다.
이를 통해 콜마홀딩스의 지속가능한 성장을
이루어 나갈 수 있도록
임직원 여러분의 많은 관심과 참여를 당부 드립니다.

감사합니다.

콜마홀딩스
대표이사 윤상현



2025 Compliance Message from the CEO of Kolmar Holdings

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Enhancing Business Competitiveness

Key Achievements



Completion of the
Second U.S.
Manufacturing Facility
and Opening of
Studio in LA



Introduction of **HK GPT**,
an Internal Generative
AI Platform



Patent Rights for
K-CAB Maintained
Through 2031
Following a Successful
Litigation Outcome



Received the
Silver Award in
the **SNS Marketing
Category** at the Korea
Digital Advertising Awards

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Enhancing Business Competitiveness

Kolmar Holdings is strengthening product excellence and brand competitiveness through global business expansion, AI utilization, intellectual property protection, and digital media-based advertising activities, achieving continued growth in domestic and overseas markets.

Expansion of Global Business Bases and Strengthening of Growth Foundations

Kolmar Global

Kolmar Global leads Kolmar Group's global growth strategy by distributing health supplements, hangover relief drinks, premium cosmetics, and other products to markets worldwide. Centered on its subsidiaries in Vietnam, Singapore, and the Philippines, Kolmar Global has built a strong distribution network across Southeast Asia, and in 2025, established new subsidiaries in Japan and Malaysia to identify new business opportunities and pursue business expansion in the Asian market. In addition, Kolmar Global operates an internal investment review process, systematically establishing and pursuing global investment decisions and overseas market entry strategies based on this process.

Strengthened Northeast/
Southeast Asia Distribution Network
through Establishment of Japanese
Subsidiary in 2025 and Malaysian
Subsidiary in 2026

Launched Personal
Care Cosmetics Brand
"anok"

Kolmar Global
Received the 5 Million
Dollar Export Tower
at the 62nd Trade Day

Designated as a
Specialized Trading
Company
for 2024–2027

Kolmar Laboratories

Kolmar Laboratories serves as Kolmar Group's key base for its North American business, enhancing customers' access to its global service network and supporting the strengthening of local market response capabilities. Kolmar Laboratories provides a one-stop solution spanning the entire process from product planning to development and production, applying Kolmar Korea's R&D know-how and technological capabilities locally to strengthen customer engagement and collaboration efficiency. In addition, in 2025, through the completion of the second U.S. plant and the opening of Studio in LA, Kolmar Laboratories expanded points of contact with North American clients, strengthened its locally tailored business foundation, and contributed to expanding global business competitiveness.

Expanded global production capacity
with completion of
the second U.S. plant
(annual production of 400 million+ units)

Operates a North American Local
Production System
Applying GMP and Quality Standards
on Par with Domestic Headquarters

Secured accessibility for
West Coast U.S. clients
through the opening of a Studio in LA

Kolmar Global's Brands

Hangover & Vitality Solution!

CONDITION



CONDITION, Korea's first hangover relief product, has led the market for 33 years since its launch in 1992, solidifying its position as the No. 1 brand. Through the Hangover Relief Research Center's ongoing discovery of ingredients and scientific research, CONDITION continues to provide consumers with balanced solutions and innovative products.

Cumulative Sales of 700 Million Bottles¹⁾

CONDITION Drink, CONDITION Stick

Distributed to More Than 17 Countries Worldwide

Healthcare Solution

CONDITION



Healthcare Solution CONDITION provides optimal health solutions to global customers based on innovative research technology and global distribution capabilities. CONDITION specializes in developing efficacy-focused products across various categories, including functional products, inner beauty, and men's health, contributing to the wellness of people around the world.

3-in-1 Technology for the Optimal Blending of
Essential Nutrients and Health Functional Ingredients

CONDITION LIVER, CONDITION BeYou Collagen



Launched in 2012, HONGSAMJIN is a premium health supplement that reinterprets the value of traditional Korean red ginseng through modern science. Its core ingredient, domestically produced 6-year-old red ginseng, delivers optimal efficacy through thorough management and quality standards.

Development of Diverse Product Types Using
Domestically Produced 6-Year-Old Red Ginseng

HONGSAMJIN Gold, HONGSAMJIN Every Stick

anok



Launched by Kolmar Global in 2025, anok is a personal care brand offering wellness beauty solutions that combine naturally derived ingredients with functionality. anok is characterized by its clinically tested signature scent that embodies real wellness, and its use of soy-derived enzymes and vegan protein to help restore the skin's natural healthy condition.

Low-Irritation, High-Efficacy Wellness Personal Care

Soy Therapy Hair & Body Care

1) Cumulative sales figure for products sold by HK inno.N since the product's launch in 1992

Enhancing Business Competitiveness

Strengthening Global Market Leadership

Participation in Exhibitions to Identify Overseas Business Opportunities

CES 2025

Kolmar Korea participated in CES 2025, the world's largest technology exhibition, for the first time in 2025, unveiling its AI-based hyper-personalized skin care solution platform "CAIOME" and showcasing its global technology competitiveness. CAIOME is an innovative platform that uses AI technology to analyze an individual's skin condition in real time and provide customized information, representing a next-generation beauty solution with enhanced accessibility and convenience. During CES, approximately 2,000 visitors came to Kolmar Korea's booth, generating strong interest from beauty industry professionals and influencers from a range of countries, including North America, Latin America, Europe, and Southeast Asia, and leading to numerous business collaboration inquiries. Through its participation in CES, Kolmar Korea aims to strengthen its global competitiveness based on innovative technology and lead the future of a sustainable beauty industry.

Amazon Beauty in Seoul 2025

Kolmar Korea is expanding its strategic cooperation with Amazon to strengthen the global competitiveness of K-beauty and reinforce the ecosystem supporting global market entry. The two companies have built a cooperative relationship with the goal of supporting the global growth of K-beauty brands, and in 2025, through "Amazon Beauty in Seoul 2025," in which Kolmar Korea participated as the exclusive manufacturing sponsor, the companies created a forum for sharing global market entry strategies and industry insights. At this event, which approximately 3,000 people attended, Kolmar Korea showcased its diverse product portfolio — including sun care, skin care, makeup, and personal care — as well as its research and manufacturing capabilities, and actively identified customer needs related to global markets and overseas exports through customized consultations involving its research institute and sales organization. Through this, Kolmar Korea strengthened its responsiveness to global consumer trends and contributed to expanding the foundation for K-beauty brands' overseas expansion.

InterCHARM Korea 2025

Kolmar UX participated in InterCHARM Korea, a global beauty industry exhibition, for the second consecutive year, strengthening its brand competitiveness and business cooperation foundation in the global market. InterCHARM Korea is a leading B2B platform where buyers and industry professionals from around the world participate, serving as an event for sharing global beauty trends and identifying new cooperation opportunities. Kolmar UX operated an experiential exclusive booth, showcasing its innovative formulation technology and product development capabilities. In particular, through collaboration with Kolmar Korea's U'r Lab, Kolmar UX exhibited sensory and differentiated products, introducing innovative formulations that combine functionality with user experience and drawing strong interest from global buyers. In addition, during the event, Kolmar UX actively conducted export consultations and discussions on customized product development with global buyers, expanding new business opportunities.

Leap Toward the North American Market

Strengthening Global Competitiveness through Expansion of North American Production Infrastructure

Kolmar Korea completed construction of Kolmar USA's second plant in Pennsylvania, U.S.A., expanding its production infrastructure to target the North American market and strengthening its global competitiveness. The second plant is a facility specializing in the production of sun care and basic products, with an annual production capacity of 120 million units, and including the existing first plant and the Canadian subsidiary, the combined system has a total annual production capacity of 470 million units, securing the largest production capacity in the North American ODM industry. In particular, by applying the production system and operational know-how of Kolmar Korea's Sejong Plant, the plant achieves quality competitiveness at a global standard level, and by introducing an AI-based quality monitoring system and process optimization technology, it has strengthened both production efficiency and quality stability. In addition, approximately 80% of the overall process has been automated, enhancing production efficiency and operational stability. Through the establishment of Kolmar USA's second plant, Kolmar Korea will strengthen its local production base, thereby improving supply chain efficiency and expanding its ability to develop and produce customized products for customers.



Kolmar USA Second Plant Completion Ceremony



Kolmar USA Second Plant

Securing Global New Drug Competitiveness

HK inno.N successfully completed the U.S. Phase 3 clinical trial for its flagship new drug, K-CAB, laying an important foundation for strengthening its global market competitiveness. K-CAB not only met all efficacy evaluation endpoints but also demonstrated superior therapeutic effects compared to competing drugs, raising the likelihood of its entry into the U.S. market. In particular, if it obtains U.S. FDA approval, K-CAB is expected to become the first domestically developed treatment for gastroesophageal reflux disease (GERD), securing a foundation for strengthening technological capability and brand credibility in the global market. This clinical trial was conducted in cooperation with a U.S. partner company in accordance with strict FDA standards, and demonstrated therapeutic efficacy for both erosive esophagitis and non-erosive gastroesophageal reflux disease, confirming differentiated competitiveness. In particular, the achievement of simultaneously demonstrating improvement in key symptoms is regarded as a meaningful result showcasing K-CAB's technical excellence and innovativeness. Building on its entry into the U.S. market, HK inno.N plans to expand its business into Europe and other major global markets, and to pursue sustainable growth and strengthen its global pharmaceutical competitiveness based on its innovative new drug development capabilities.

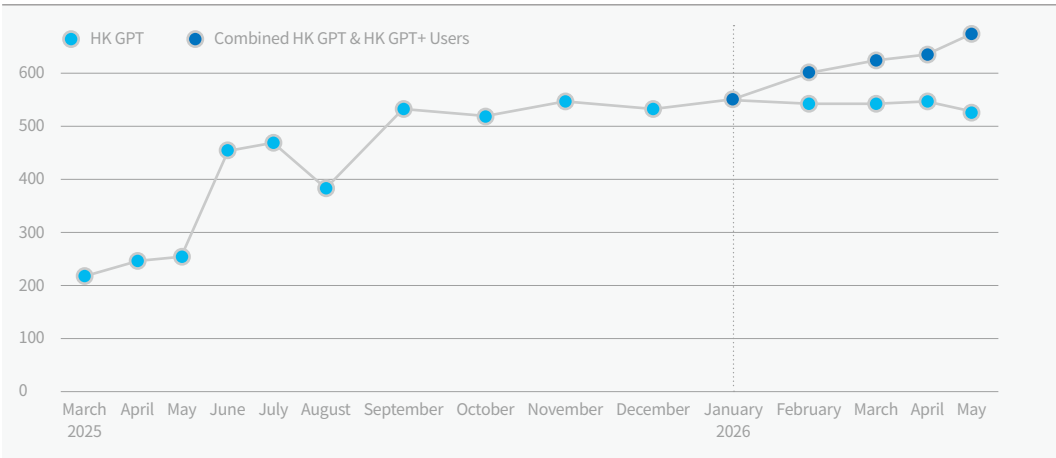
Enhancing Business Competitiveness

Building an AI Utilization Environment

HK GPT: Creating a Work-Specific Generative AI Utilization Environment

In February 2025, Kolmar Group officially introduced "HK GPT," an in-house generative AI platform, to help employees move away from repetitive tasks and focus on more strategic and creative work. HK GPT is a digital work infrastructure operated within an independent cloud environment, and serves as a "company-wide shared assistant" trained on the company's internal regulations and practice-specific information. Since its introduction, HK GPT has quickly established itself as an essential work tool for Kolmar Group owing to its practical, work-oriented functions, and Kolmar Group continues to closely analyze usage trends and on-the-ground feedback to continuously advance its functionality. In particular, in February 2026, Kolmar Group additionally introduced "HK GPT+," an in-house AI SaaS service, to support more agile and flexible AI utilization. HK GPT+ allows individual employees to select the latest AI model of their choice for immediate use in their work, maximizing work efficiency and expanding an AI ecosystem that can respond swiftly to technological change. Kolmar Group will continue to support an optimized AI work environment and strengthen the organization's overall competitiveness through technological innovation.

HK GPT & HK GPT+ Daily Average User Trend



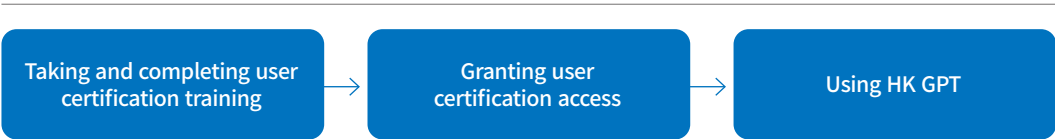
HK GPT & GPT+ Number of Users (as of May 2026)

HK GPT Daily Average Users	519	HK GPT & HK GPT+ HK GPT & GPT+ Unique Users	2,218
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Operation of HK GPT User Certification System

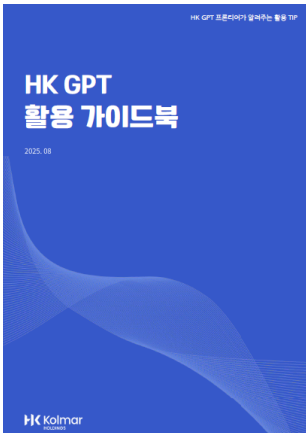
Kolmar Group operates a "User Certification System" to raise the quality of AI utilization. The mandatory training conducted prior to granting access focuses not only on familiarizing employees with HK GPT's functions but also on cultivating prompt engineering capabilities suited to their work purposes. Through practice-oriented training courses, employees acquire the capability to use AI not merely as a tool but as a partner that maximizes business efficiency.

HK GPT User Certification Process



Publication and Distribution of the HK GPT Utilization Guidebook

Kolmar Group produced and distributed the "HK GPT Utilization Guidebook" to proactively respond to the rapidly changing AI technology environment and strengthen employees' practical capabilities. This guidebook is organized around case examples for each job function — R&D, sales/marketing, production/quality, and management support — and provides guidance on how to apply AI in the workplace. Through this, Kolmar Group expects to systematically accumulate and share in-house AI utilization experience and know-how, and to solidify a practice-oriented foundation for AI utilization, contributing to improving company-wide AI literacy and work productivity.



HK GPT Utilization Guidebook

Enhancing Business Competitiveness

Spreading a Culture of AI Utilization and Strengthening Capabilities

Strengthening AI Understanding and Utilization Capabilities

Kolmar Group established a company-wide AI training curriculum to foster a shift in mindset around working alongside AI. Rather than simply sharing global trends through special lectures and seminars in partnership with AI experts, Kolmar Group built a detailed, tailored curriculum by employee competency level. The training courses are broadly divided into two tracks — "Work Efficiency" and "Job Specialization" — each structured into basic, practical, and advanced levels, designed so that employees can learn at their own level. Through this, beyond one-off training sessions, employees are using AI on their own initiative to create real innovation and results in their actual jobs, marking the starting point of tangible change.

Kolmar Group AI Training Curriculum

	Work Efficiency		Job Specialization	
	Performance	AI, AI Agent		
Business Deep-Dive	Advanced Data Visualization with Power BI	Work Automation with Power Automate	Research Design Based on Cosmetics/Health Supplement/ Pharmaceutical-Bio Papers	
Practical Business Skills	Practical Tasks Using Python	Implementing AI Work Automation with n8n	Research Data Analysis and Visualization	
	Practical Data Visualization Starting with Power BI	Advanced Vibe Coding	Creating Content That Captivates Customers' Attention	
	Practical Data Utilization Based on Excel		Developing Analytics-Based Marketing Strategies	
			Using Data to Transform Sales Performance	
Work Fundamentals	Building a Foundation in Python	First Steps in AI Work Automation with n8n	Process and Production Environment Data Analysis	
	Fundamentals of Data Utilization Based on Excel	HK GPT User Certification Training	Identifying Business Opportunities Using AI	
	Using M365 Smartly		Automating Effective Document Creation	
		Introduction to Vibe Coding		
		Creating Images and Videos Using AI		
		Prompt Engineering		

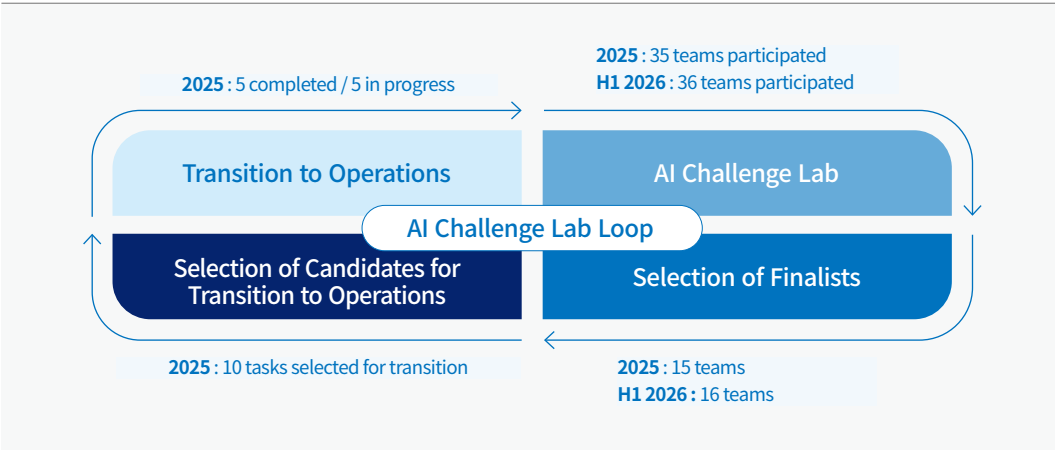
AI Challenge Day: A Practical Innovation Program Connecting Job Expertise with AI

Kolmar Group is going beyond the mere introduction of AI technology to create an innovative work environment that strengthens business competitiveness through employees' proactive participation. "AI Challenge Day," the core platform realizing this, moves away from general-purpose training and serves as a forum for innovation in which working-level employees, as "citizen developers" who best understand the challenges of their own work, directly automate their work processes. Through the best-practice case competition and the AI Challenge Lab, employees combine their job expertise with low-code platforms to directly design practical, field-oriented solutions. This program achieved strong results by enhancing work consistency through "field-oriented design" that captures the details of actual operations. In particular, it confirmed remarkable efficiency gains in data-intensive repetitive tasks, and the resulting workflows are being accumulated in-house as organizational assets in a database. The outstanding ideas identified are being carried forward to the commercialization stage through collaboration with developers, creating a virtuous cycle in which one employee's achievement expands into company-wide work innovation. Kolmar Group plans to further solidify its culture of AI-based work innovation. The Group will continue to provide technical support to help outstanding ideas take root in practice, while fostering an environment in which any employee can create greater value based on their job expertise. Kolmar Group will further strengthen our digital governance so that AI technology can function as a core driver supporting sustainable growth and ethical management.



AI Challenge Day (December 2–3, 2025)

AI Challenge Lab – Loop Virtuous Cycle Status



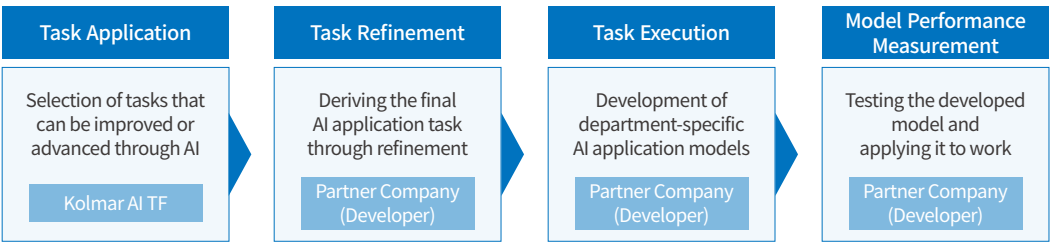
Enhancing Business Competitiveness

Field-Driven AI Application and Advancement

Advancing and Building Assets from the AI Development Strategy

Kolmar Group is accelerating digital innovation through the "AI Business Application Project (Project AI Lab)," in which working-level departments and professional developers collaborate to solve practical business problems. Among 134 ideas submitted company-wide, 37 outstanding tasks were rigorously selected based on feasibility and business impact and are being pursued intensively; of these, 9 are undergoing further development with specialized partners, and some tasks have already been successfully implemented in the field. Launched through voluntary participation at the department level, this project goes beyond simple model development to automate and standardize work processes across the board, and verified success cases are immediately reflected in HK GPT, the company-wide common platform, accumulating as a digital asset available for anyone in the organization to use. Through this field-driven practical innovation, Kolmar Group will continue to strengthen its digital capabilities so that ideas translate into tangible business outcomes and, further, so that an intelligent work ecosystem can be embedded across the organization.

Project: AI Lab Process



AI Service Usage and Security Guide

In 2026, Kolmar Group established and distributed the "AI Service Usage and Security Guide" company-wide to support employees' safe and responsible use of AI. This guide manages information security risks that may arise in the course of AI utilization and presents basic principles and compliance standards for protecting critical information assets. Through this, Kolmar Group has established minimum security standards for generative AI utilization and is working to create a stable digital work environment.



AI Service Usage Security Guide

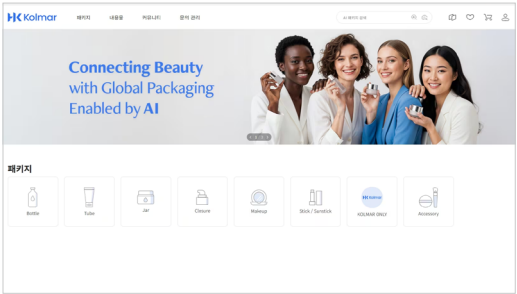
Business Diversification Using AI

Transition to AI Autonomous Manufacturing in the Cosmetics Manufacturing Process

Kolmar Korea is pursuing the digital transformation of its cosmetics manufacturing process by participating in the Ministry of Trade, Industry and Energy's AI Factory Pilot Program. At its core is the establishment of an "autonomous manufacturing system" in which AI independently assesses and controls a complex manufacturing environment involving tens of thousands of possible combinations, from raw materials to packaging. Kolmar Korea is currently developing a model that predicts errors in advance through real-time monitoring of equipment data and minimizes process deviation to maintain accuracy at a level of 95%. This technical approach aims to improve process efficiency and embed a data-driven manufacturing process in an ODM manufacturing environment with high demand for high-mix, low-volume production. This system, as a foundation model for manufacturing data, is expected to be advanced into a general-purpose manufacturing technology applicable to a range of production settings beyond the cosmetics industry.



AI Factory Alliance Strategy Meeting (October 1, 2025)



Kolmarpkg.com

Optimizing Work Processes through an AI-Based Package Sourcing Platform

Kolmar Korea has introduced and operates "Kolmarpkg.com," an AI technology-based platform, to improve the efficiency of its package sourcing process. This platform uses image recognition AI to analyze information on desired cosmetics packaging and instantly matches the optimal solution from a database of more than 4,000 package types worldwide. The platform aims to streamline the cumbersome steps previously involved in sourcing — such as supplier verification, quantity review, and quotation — reducing the package selection period from the previous 3–6 months to within 1 month at most. In addition, through real-time unit pricing and direct connections with experts at global subsidiaries, the platform supports the complex decision-making process involved in entering overseas markets. This is part of a strategy to accelerate customers' product development speed and strengthen responsiveness to global markets by building a manufacturing data-centered sourcing system.

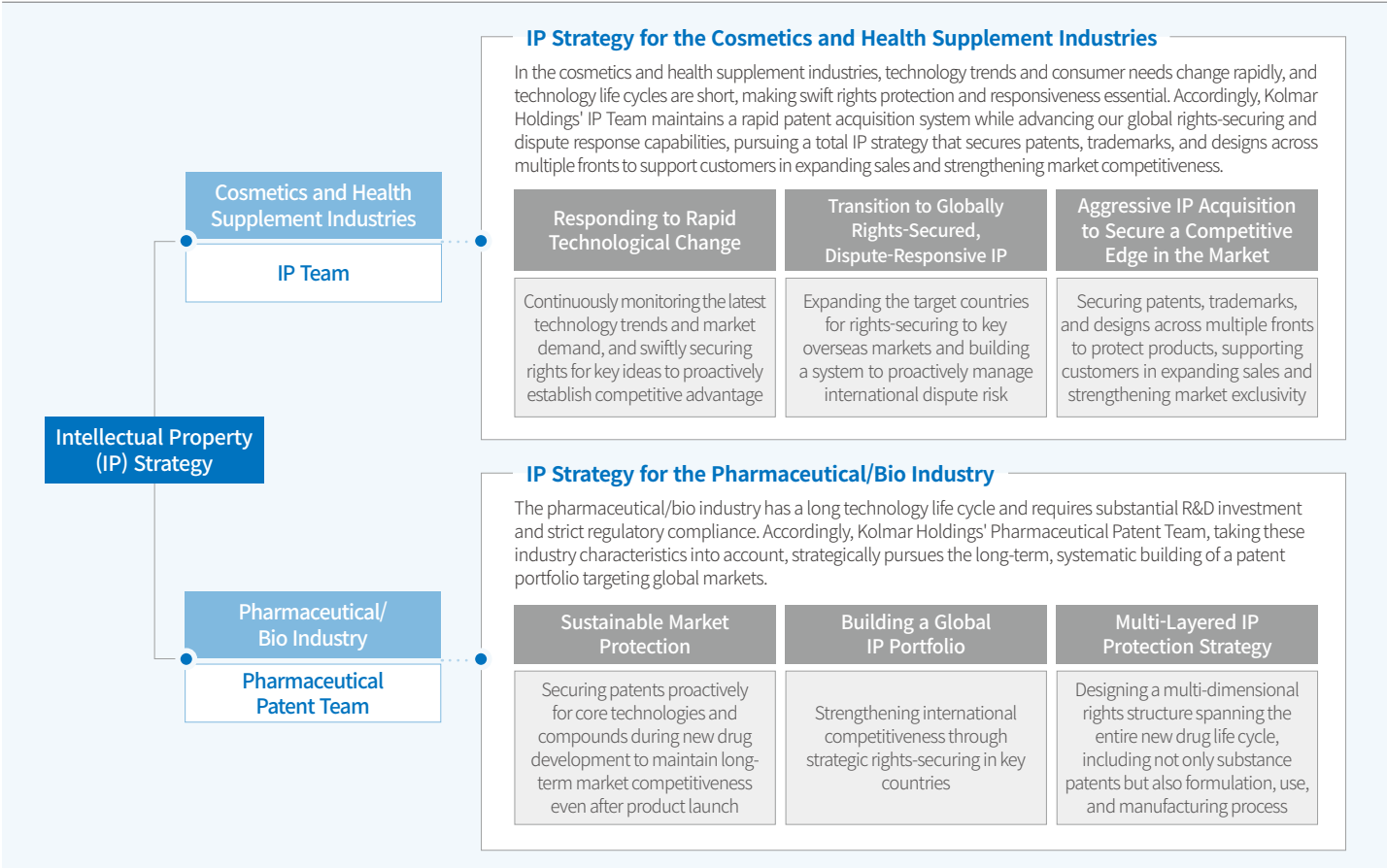
Enhancing Business Competitiveness

Strengthening Competitiveness through Intellectual Property (IP)

Industry-Tailored Intellectual Property Strategy

Kolmar Holdings operates our intellectual property (IP)-related work under unified policies and systems through our dedicated departments, and has built a customized support system reflecting the characteristics of the various industries within Kolmar Group. Kolmar Holdings has established differentiated IP strategies that take into account the technology life cycles and market environments of the cosmetics/health supplement and pharmaceutical/bio industries, and implements patent acquisition and management approaches optimized for each industry. Through this, Kolmar Holdings is strengthening our technological competitiveness and building a foundation for sustainable growth. In particular, as global business expansion and overseas market entry accelerate, the importance of overseas patent filings, beyond domestic patent acquisition, continues to grow. Accordingly, Kolmar Holdings' Pharmaceutical Patent Team operates a Patent Review Committee, which reviews the necessity of overseas filings, business viability, and rights-securing strategy on a semi-annual basis. As market environments and IP protection systems differ by country, securing overseas rights is recognized not merely as a means of technology protection but as a core element of strategies to strengthen global business competitiveness and secure early market positioning. Accordingly, Kolmar Holdings continues to expand our patent portfolio both domestically and overseas, focusing on securing technological competitiveness and enhancing the value of our intellectual property in the global market.

Intellectual Property (IP) Strategy by Industry



Patents/Utility Models, Trademarks, and Designs in the Cosmetics and Health Supplement Industries (Unit: cases)

Category	Patents/Utility Models	Trademarks	Designs
Filed	465	529	102
Registered	282	485	86

* 3-year period (January 2023 – December 2025)

Patents/Utility Models, Trademarks, and Designs in the Pharmaceutical/Bio Industry (Unit: cases)

Category	Patents/Utility Models	Trademarks	Designs
Filed	184	149	18
Registered	247	189	13

* 3-year period (January 2023 – December 2025)

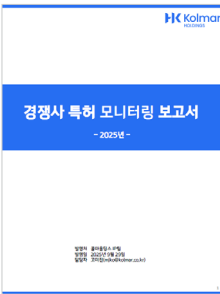
Enhancing Business Competitiveness

Strengthening Intellectual Property Capabilities

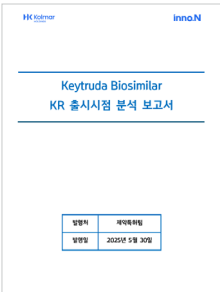
Monitoring and Analysis of Industry Patent Trends

In the cosmetics and health supplement sectors, Kolmar Holdings prepares an annual competitor patent monitoring report to analyze other companies' filing status and key research areas. Through this, Kolmar Holdings identifies major technology trends and key terms within the industry and identifies customer needs, applying these insights to establishing R&D and business strategies. In addition, focusing on Kolmar Korea's flagship sunscreen products, Kolmar Holdings analyzed the flow of technological development and key patents from the 1990s to the present, reviewing the direction of technological change and future development potential.

In the pharmaceutical/bio sector, Kolmar Holdings systematically manages a patent portfolio centered on key technology groups linked to major pipeline products, and continuously pursues a proactive patent filing strategy based on the product development life cycle. In particular, in 2025, Kolmar Holdings conducted our own IP R&D trend survey, carrying out in-depth patent analysis to strengthen technological competitiveness. First, Kolmar Holdings analyzed the timing of the domestic launch of a Keytruda biosimilar from a patent perspective, proactively reviewing potential legal and technical risks that could arise in establishing a market entry strategy. In addition, through a survey of the latest patent trends related to treatments for sarcopenia, Kolmar Holdings analyzed technology trends and competitors' patent status, and used this analysis to refine our R&D direction. These patent strategy activities have made a tangible contribution to HK inno.N's introduction of new technologies and pipeline expansion, and play an important role in strengthening competitiveness in core technology areas and securing a foundation for future growth.



Patent Trend Report



Pharmaceutical/
Bio IP R&D Report

Expansion of the Global Patent Portfolio

Kolmar Group continues to pursue the protection of differentiated core technologies and the strengthening of IP competitiveness in the global market.

Category	Key Content	Global IP Expansion
Kolmar Korea	Secured proprietary sponge (polyurethane foam) technology for cushion products, strengthening durability and moisture stability and achieving uniform application feel and stable content delivery	Filed patents in key markets including Korea, the United States, Europe, Japan, China, and Taiwan
Kolmar BNH	Advanced core ingredient technology for the "HemoHIM Series," optimizing ingredient selection and formulation and securing a research foundation related to immune function and fatigue improvement	Expanded patents in the United States, Europe, Australia, China, Hong Kong, and other markets based on domestic and PCT international filings

Spreading a Culture of Intellectual Property Innovation

Kolmar Holdings' IP Team operates the "Patent Technology Award" at the end of each year to encourage researchers' intellectual property activities and to identify and recognize outstanding research achievements. The Patent Technology Award is given to the researcher with the most filings in a given year and to researchers who have secured outstanding registered patents, recognizing their contributions to R&D achievements and IP creation. This award program helps motivate researchers and raise awareness of the importance of IP activities. Through this, Kolmar Group is also strengthening our IP management capabilities and spreading a culture of continuous technological innovation and creative research, building a foundation for sustainable innovation.



Kolmar Group Patent Technology Award Ceremony

Operation of Invention Consultation and Training Programs

Kolmar Holdings is strengthening communication-based activities with researchers to identify new inventions and expand patent filings. Kolmar Holdings regularly operates "Invention Consultation Day," directly discussing ideas with researchers and identifying technologies with patent potential, connecting them to actual filings. In addition, by continuously operating IP training programs for researchers, Kolmar Holdings strengthens invention capabilities and IP awareness, expanding the foundation for systematically identifying innovative ideas within the organization and securing rights to them.

2025 Training Program

Topic	Details
Pharmaceutical Patent Strategy	Pharmaceutical Patent Life Cycle Management (LCM) Strategies and Key Patent Case Precedents
Advisory Support for Key New Drug Development Projects	Advisory Meetings on Patent Filings for Key New Drug Projects (HPK1, PCSK9, and TYK2)
Patent Database Search	Training on Patent Search Methods Using the Keywert Patent Database

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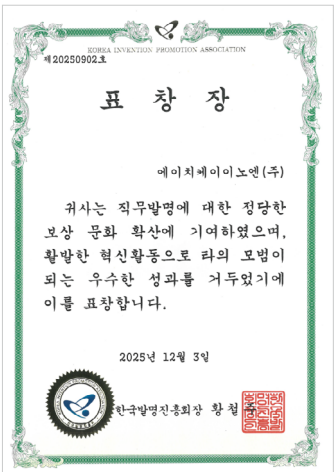
Enhancing Business Competitiveness

Key Achievements in Strengthening Intellectual Property Capabilities

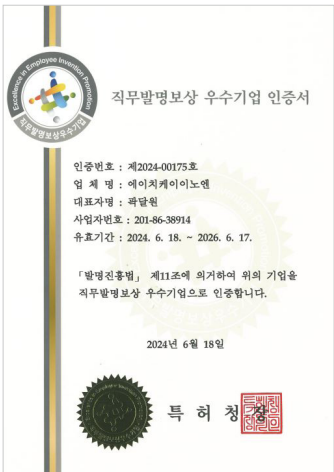
Selected as a Best Practice for Employee Invention Program Operation

The Employee Invention Program is a system that provides fair compensation to employees for inventions created in the course of performing their duties; HK inno.N introduced this system in 2014 to encourage employees' R&D activities and invention of new technologies, and has continuously operated it for 11 years. HK inno.N operates a systematic compensation system that includes not only compensation for patent filing and registration but also implementation compensation based on patent utilization performance and compensation for retired employees, and actively supports employees' employee invention activities through the operation of a Patent Review Committee and internal/external IP-related training.

Based on the operation of this system, HK inno.N's patent creation capabilities continue to strengthen. In particular, K-CAB, its flagship new drug, is a representative achievement created through the Employee Invention Program, contributing to strengthening R&D capabilities and IP competitiveness. In recognition of these achievements, HK inno.N was selected in 2025 as a "Best Practice for Employee Invention Program Operation" hosted by the Korean Intellectual Property Office and the Korea Invention Promotion Association, and received a commendation from the President of the Korea Invention Promotion Association. HK inno.N plans to continue encouraging researchers' creativity and technological innovation, and to expand the foundation for ongoing new drug development and strengthened IP competitiveness.



HK inno.N Employee Invention Program Best Practice Commendation



HK inno.N Certified as Excellent Company for Employee Invention Compensation



Kolmar Korea Certified as Excellent Company for Employee Invention Compensation

Strengthening Innovation and IP Competitiveness through External Cooperation

Kolmar Holdings continues to expand our cooperation system with external specialized institutions to strengthen global IP competitiveness and develop the industry ecosystem. In 2025, Kolmar Holdings strengthened our ties with global IP cooperation institutions, working to establish international IP protection and support systems, and collaborated with domestic IP policy institutions to share industry perspectives and participate in discussions on system improvements.

In particular, through cooperation with the World Intellectual Property Organization (WIPO), Kolmar Holdings shared our experience using the international patent (PCT), international trademark (Madrid), and international design (Hague) systems, and discussed global IP protection and cooperation measures. Building on this, WIPO proposed operating a dedicated support system to strengthen cooperation and providing IP protection training support for domestic brands, strengthening the foundation for linking with the global innovation network.

In addition, at a field meeting with the Korean Intellectual Property Office, Kolmar Holdings shared key IP issues in emerging technology areas, including directions for improving patent examination standards and procedures in the cosmetics field, patent filing trends, and AI-based product development. Through this, Kolmar Holdings established a foundation for reflecting the technological competitiveness of the K-beauty industry and field perspectives in policy and examination practices, and contributed to the development of the IP ecosystem by strengthening the connection between industry and institutions.

Strengthening IP Stability for Key Pipeline Products

Kolmar Holdings' Pharmaceutical Patent Team supports the strengthening of long-term business competitiveness and the establishment of a foundation for sustainable growth by securing patent rights stability for key pipeline pharmaceutical products. In particular, with respect to K-CAB, a treatment for gastroesophageal reflux disease, the team strategically responded to numerous patent trials and litigation concerning the validity and scope of rights of the core substance patent, strengthening the stability of the patent rights.

The scope of effect of the K-CAB substance patent following its term extension was raised as a key issue, but the patent holder's position was consistently upheld by the Intellectual Property Trial and Appeal Board, the Patent Court, and ultimately the Supreme Court, securing a foundation for the stable maintenance of the substance patent's rights through 2031. In this process, the Pharmaceutical Patent Team comprehensively reviewed technical characteristics such as indications and mechanisms of action to establish its response strategy, and strengthened its core patent defense system through close collaboration with research and business departments and external expert advisory bodies. This ruling, which rejected competitors' claims of patent circumvention and clarified our R&D achievements and market exclusivity, represents an important milestone in IP defense.

Enhancing Business Competitiveness

Strengthening Business Competitiveness through Digital Platforms

Corporate PR Activities through Advertising Campaigns

Kolmar Group has built a business portfolio spanning cosmetics, health supplements, and pharmaceuticals/bio, centered on Kolmar Korea, Korea's first cosmetics ODM company; Kolmar BNH, a health supplement ODM company; and HK inno.N, which researched and developed K-CAB, Korea's first P-CAB-class blockbuster new drug., Its ODM R&D and production capabilities enable stable and innovative product development for client companies that do not have their own research institutes or production facilities, and have contributed to enhancing competitiveness across the industry.

The "These Products We Use. They're Actually All Made by Kolmar!" campaign communicated Kolmar Group's manufacturing expertise and quality reliability to end consumers while also enhancing trust in client companies' products. By enabling consumers to confidently choose Kolmar-manufactured products, the campaign also created the effect of raising the brand value and quality competitiveness of client companies' products. Through this, the Group strengthened our integrated competitiveness spanning cosmetics, health supplements, and pharmaceuticals/bio.

Media Communication Performance

Kolmar Group operates channels centered on "Made by Kolmar" to effectively communicate Kolmar Korea's technological capabilities. With the goal of supporting indie brands' promotional efforts and achieving mutual growth with client companies, the Group has planned and operated content, expanding our influence. As a digital communication platform connecting consumers and client companies, the Group's Instagram channel was recognized for its operating performance and won the "Silver Award" in the SNS Marketing Category at the Korea Digital Advertising Awards. This result was based on strong performance, including a 77% increase in the interaction index compared to 2024. The Korea Digital Advertising Awards, hosted by the Korea Digital Advertising Association and sponsored by the Ministry of Culture, Sports and Tourism, is a leading digital advertising awards program in Korea, and this award represents external recognition of Kolmar Korea's digital communication capabilities and content planning expertise.

Kolmar Korea's YouTube and Instagram channels also won three awards in the digital advertising category at the "2025 &Awards," further demonstrating the Group's content competitiveness. The YouTube web variety show "I Am Kolmar: Season 3" contributed to expanding direct communication with consumers and increasing brand affinity, and, driven by global interest in K-beauty, recorded a cumulative view count of 25 million and more than 16 million views from overseas. Kolmar Group utilizes digital media not merely as a promotional channel but as a core platform for customer communication, brand value enhancement, and strengthening global market competitiveness.

2025 Key External Communication Achievements

Awards	Instagram	Web Variety Show
		
Korea Digital Advertising Awards, SNS Marketing Category Won Silver Award A.N.D Award Won 3 Awards	Interaction Index* Compared to 2024** Increased by 77% * Interaction Index: User responses within the channel, such as likes and comments ** Based on April–December 2025	Cumulative Views 25 Million+ Overseas Views 16 Million+

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Occupational Safety and Health

Key Achievements



Established a
**Response System for
the Serious Accidents
Punishment Act**
Across 4 Affiliates



Expanded the Scope
of Risk Improvements
Based on Safety Culture
Assessments



Established
**L.O.T.O. Safety
Procedures**



Strengthened
**Risk Assessment
Management
Standards**
of Workplace Risk Assessment

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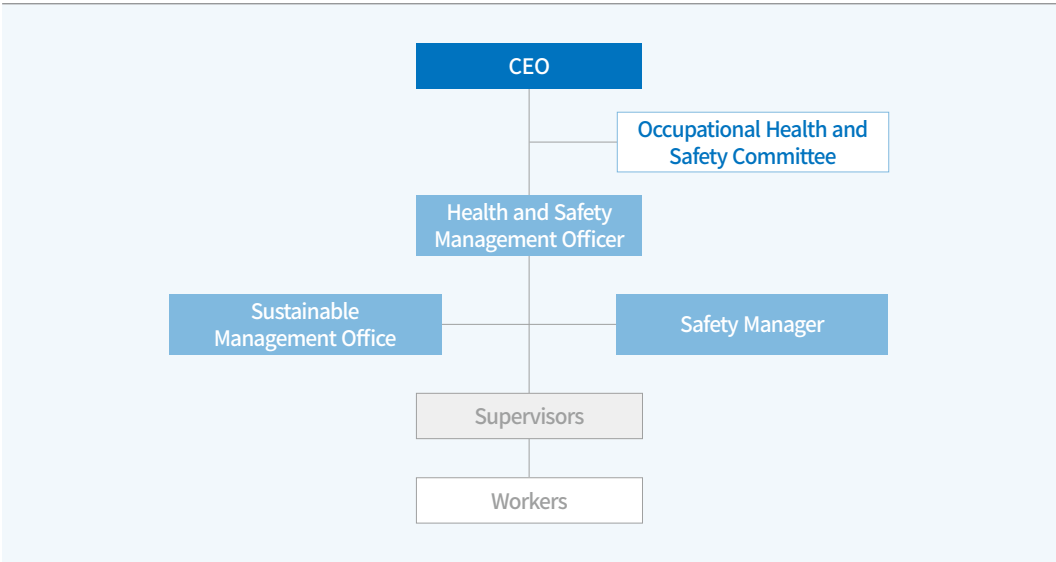
Occupational Safety and Health

Governance

Safety and Health Management Organization

Kolmar Holdings has built 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 Safety and Health Management Officer oversees company-wide health and safety activities, and through a reporting structure up to the CEO, conducts a final review and determination of health and safety operating performance and related improvement measures, enabling swift decision-making on major issues. The working-level organization consists of a safety manager, a health manager, and supervisors; the safety manager is managed through internal appointment, while the health manager is operated on an outsourced basis in consideration of specialized expertise. Supervisors are responsible for field-centered operations and perform the role of continuously monitoring overall occupational health and safety. In addition, Kolmar Holdings operates a quarterly Occupational Safety and Health Committee to share safety-related issues between labor and management, building a communication-based governance structure that reflects field input in management policy. The Occupational Safety and Health Committee is composed of an equal number of employer- and employee-side members to reflect employees' opinions in a balanced manner, and Kolmar Holdings operates an anonymous near-miss reporting system through surveys, continuously working to proactively identify and address potential risk factors and establish a culture of accident prevention.

Kolmar Holdings Health and Safety Management Organization

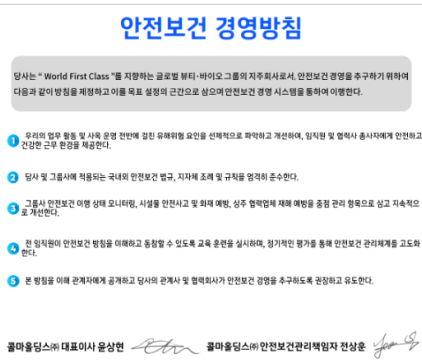


Kolmar Group operates a globally aligned health and safety management system so that both employees and partners' employees can work in a healthy and safe environment. We will lead the way in establishing an effective safety culture company-wide and realizing a sustainable workplace where all employees can feel secure.

Strategy

Occupational Health and Safety Management Policy

As a holding company, Kolmar Holdings has established a health and safety management policy to improve health and safety standards company-wide and prevent serious accidents, making it a foundation of our management. The health and safety strategy is established in line with the policies and guidelines of the Ministry of Employment and Labor and the Korea Occupational Safety and Health Agency, and Kolmar Holdings systematically manages our health and safety management regulations based on this strategy. In 2025, Kolmar Holdings supplemented and operated our health and safety management system with a focus on advancing the health and safety management system, providing regular education and training, and strengthening the system for recording and analyzing accidents. The internal management policy encompasses compliance with domestic and international laws and local government ordinances, prevention of facility safety accidents and fires, and prevention of accidents involving on-site partners, and is firmly applied as the basic standard for safety activities in which all employees participate.



Kolmar Holdings Occupational Health and Safety Management Policy

Occupational Health and Safety Management System Certification

In 2026, Kolmar Holdings newly obtained certification for the Occupational Health and Safety Management System (ISO 45001), an international standard, to further solidify our systematic health and safety management system. Kolmar Korea, Kolmar BNH, HK inno.N, and Yonwoo are all currently operating safe workplaces based on this certification. In addition, Kolmar Holdings operates a Group Health and Safety Council. Through this, Kolmar Holdings shares health and safety insights among affiliates and unifies management capabilities, continuously raising the level of safety management across the Group.



Occupational Health and Safety Management System (ISO 45001) Certificates (Kolmar Holdings, Kolmar Korea, Kolmar BNH, HK inno.N, Yonwoo)

Occupational Safety and Health

Strategy

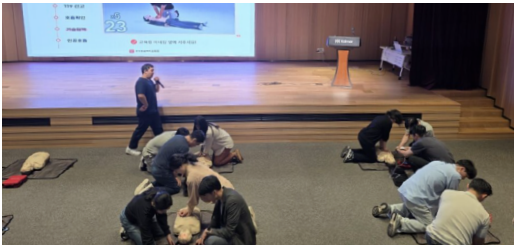
Occupational Health and Safety Management Activities

Emergency Response Training

Kolmar Group regards safety as our foremost value and continues systematic education and training to raise employees' safety awareness and establish a safety culture. Kolmar Holdings has established emergency response scenarios by accident type and conducts regular training accordingly; in 2025, we conducted electric shock response training in H1 and a laboratory fire evacuation drill in H2. We also conducted hands-on training in cardiopulmonary resuscitation (CPR) and automated external defibrillator (AED) use, and further strengthened employees' practical crisis response capabilities and health and safety standards by incorporating a range of possible disaster scenarios — including electric shock, suffocation, fire, and elevator entrapment — into our training.



Fire Evacuation Training (October 24, 2025)



CPR and AED Usage Practice (September 23, 2025)

Compliance with Occupational Health and Safety Laws and Regulations

Kolmar Holdings operates a proactive process for compliance with occupational health and safety-related laws and regulations to realize our strict occupational health and safety management policy. Kolmar Holdings monitors and updates trends in the enactment and amendment of relevant laws and regulations, such as the Occupational Safety and Health Act and the Serious Accidents Punishment Act, on a quarterly basis. Identified legal requirements are immediately reflected in the health and safety management system of the Company and its affiliates, and regular compliance assessments are conducted to evaluate the feasibility and implementation status of on-site application. The assessment results are transparently shared following a formal approval process involving stakeholders in each department and management, fundamentally blocking company-wide legal compliance risk and practicing responsible safety management.

Occupational Health and Safety Training

Kolmar Holdings operates health and safety training as a mandatory course from the early stages of new employees' onboarding to spread a company-wide safety culture. By strengthening basic literacy training so that new hires naturally internalize safety rules from the first stage of adapting to the organization and can respond to potential risk factors that may arise in their daily work, Kolmar Holdings is building a foundation for company-wide health and safety management.

Kolmar Korea conducts regular and special training to raise employees' safety awareness and establish a field-centered safety culture. Kolmar Korea provides regular health and safety training to all employees, both office and non-office staff, and strengthens safety management for non-office employees through field-tailored training. In addition, Kolmar Korea conducts special safety training to control hazardous and risk factors in special working environments and prevent safety accidents, enhancing practical response capabilities. Kolmar Korea has also established a separate health and safety training course so that new hires can internalize safety rules from the early stages of their employment.

Kolmar BNH operates health and safety training courses tailored by timing and position, with the goal of raising employees' awareness of health and safety and preventing industrial accidents. Kolmar BNH thoroughly conducts practice-oriented programs before work begins, including training upon hiring and upon changes in work content, as well as Material Safety Data Sheet (MSDS) training for employees handling chemical substances. In particular, in 2025, all 467 employees subject to training completed the regular training, achieving a 100% completion rate, and all 51 supervisors also completed a dedicated training course, strengthening their capability to respond swiftly to emergencies at business sites.

HK inno.N actively conducts both legally mandated health and safety training and practice-oriented, self-developed safety training programs to raise employees' safety awareness and prevent accidents. In particular, in addition to mandatory statutory training such as training upon hiring and training for supervisors, HK inno.N operates a range of programs, including training for employees with less than 3 years of tenure, immersive training using VR and the Jecheon Safety Experience Center, and CPR training, enhancing on-site response capabilities. Through this, HK inno.N strengthens control over potential risk factors and works to establish a company-wide safety culture.

Yonwoo strengthens its practical accident prevention capabilities by conducting field-centered risk assessments and regular health and safety training and emergency response drills in line with the company-wide health and safety strategy. In particular, centered on the Occupational Safety and Health Committee, Yonwoo comprehensively monitors the implementation status of legally mandated training and risk factor improvement measures, operating a site-focused safety management system. Based on close cooperation between headquarters and business sites, Yonwoo plans to advance its health and safety management standards and create a safe and healthy working environment.

Occupational Safety and Health

Strategy

Occupational Health and Safety Management Activities

Safety Culture Assessment

Kolmar Holdings operates a "Safety Culture Assessment" process to build a safety culture in which employees take the lead, going beyond legal regulations. This is intended to supplement the existing top-down workplace risk assessment by strengthening the substance of safety management based on the real voices of on-site personnel.

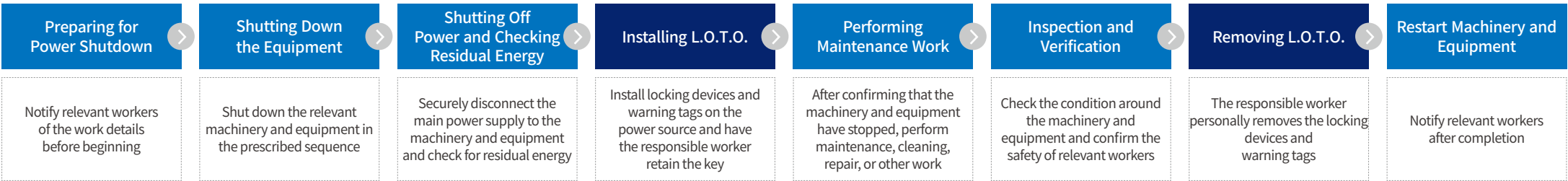
The quarterly "Anonymous Employee Listening Survey" serves as a key communication channel for proactively identifying potential hazardous and risk factors and near-misses in the field. In 2025, Kolmar Holdings substantially expanded the scope of risk improvement to enhance the effectiveness of the assessment. Previously, considering frequency and severity, improvement measures were taken only for items classified as high-risk (a risk score of 9 or above) in accordance with legal requirements; this threshold has now been lowered to a medium risk level of 8, enabling more proactive improvement activities.

This is being pursued with the ultimate goal of carrying out accident prevention activities through proactive prevention rather than after-the-fact handling. Kolmar Holdings is strengthening group-wide safety capabilities by establishing an organizational culture where employees practice safety themselves through the voluntary collection of employee opinions and strict risk management that exceeds legal standards.

L.O.T.O. Establishment of Safety Procedures and Introduction of a Culture for Non-Routine Work

Kolmar Holdings has established and introduced an L.O.T.O. (Lock-Out, Tag-Out) safety procedure system in the field to prevent safety accidents that may occur during non-routine work outside of daily repetitive tasks, such as maintenance, inspection, cleaning, and calibration of machinery and equipment. Accidents involving non-routine work refer to incidents caused by the operation of machinery being worked on without the awareness of a third-party worker who is not the party performing the work, and the L.O.T.O. work procedure was introduced to prevent such accidents. Accordingly, Kolmar Holdings has established standard work procedures centered on power shutoff, installation of locking devices, and posting of warning signs, and has equipped the field with physical isolation tools by energy source — including electrical lockout devices, start switch lockout devices, and valve lockout devices — to ensure work stability. In May 2025, Kolmar Holdings conducted preliminary safety training for partner workers on the risks of non-routine work and the usage of L.O.T.O. equipment by type. Kolmar Holdings plans to constantly monitor whether L.O.T.O. is used during non-routine work to ensure that established safety procedures are thoroughly implemented on-site, and to continuously manage consistency by comparing the actual work status with the safety work log.

L.O.T.O. Procedure



L.O.T.O. Case Study

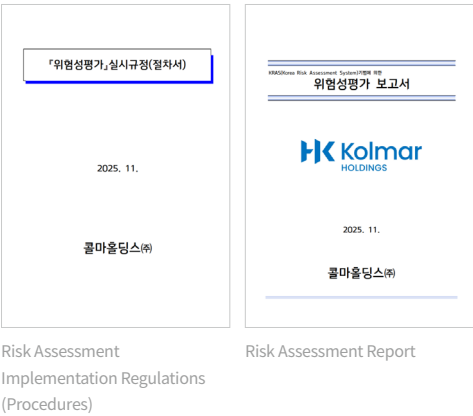
Occupational Safety and Health

Risk Management

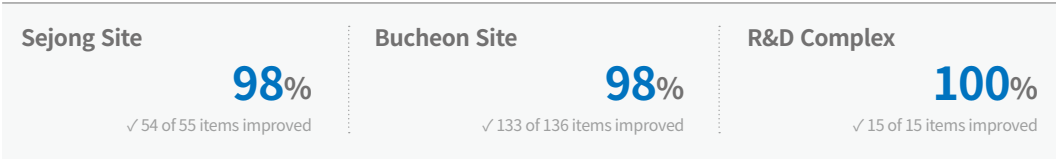
Workplace Risk Assessment

Kolmar Holdings proactively identifies and improves potential hazardous and risk factors through regular and ad hoc risk assessments. Since 2025, Kolmar Holdings has lowered the risk assessment management threshold from 9 to 8 points, broadening the scope of management, and cumulatively manages identified factors to enhance the effectiveness of improvement measures. In addition, Kolmar Holdings operates a quarterly Occupational Safety and Health Committee with our affiliates to strengthen cooperative management systems. With an equal number of employer- and employee-side members participating, the Committee shares on-site risk factors and develops practical improvement measures, raising the level of health and safety across affiliates.

Kolmar Korea prioritizes worker safety above all and operates a multi-layered risk assessment system that proactively controls potential risk factors. Kolmar Korea conducts a regular annual assessment and a monthly ongoing assessment, and also conducts ad hoc assessments in response to environmental changes such as the introduction of new equipment, strengthening continuous monitoring. In particular, Kolmar Korea has built a field-centered system involving safety managers, supervisors, and on-site workers together to develop effective improvement measures, and takes immediate action on high-risk factors according to priority. In addition, Kolmar Korea conducts department-level Tool Box Meetings (TBM) each month based on assessment results, quickly disseminating information on risk factors and spreading a prevention-focused safety culture across business sites.



Business Site Risk Factor Improvement at Kolmar Korea



Kolmar BNH conducts risk assessments on an ad hoc basis to proactively identify and address potential risk factors within its business sites, and conducts assessments without exception for all work-related accidents. The risk assessment consists of 5 stages — process selection, identification of risk factors, risk score calculation, risk evaluation, and establishment of improvement measures — and enhances its effectiveness through employees' active participation. In 2025, Kolmar BNH identified a total of 88 risk factors for improvement across all business sites and completed improvement measures for 100% of them.

Business Site Risk Factor Improvement at Kolmar BNH



HK inno.N conducts an annual external safety assessment of its manufacturing sites through an external specialized institution based on legal requirements under the "Serious Accidents Punishment Act" and the "Occupational Safety and Health Act." The Safety and Environment Planning Team regularly monitors the implementation of improvements based on the assessment results, and conducts cross-checks across business sites to address deficiencies at each site.

Yonwoo thoroughly complies with the "Serious Accidents Punishment Act" and the "Occupational Safety and Health Act," and, centered on the Occupational Safety and Health Committee, advances a prevention-focused management system that proactively controls potential risk factors. Yonwoo identifies hazardous and risk factors in detail through periodic risk assessments involving all members and joint on-site inspections, and has secured effective, field-centered response capabilities by conducting scenario-based emergency response training in cooperation with the jurisdictional 119 Safety Center. As a result of these systematic efforts, the industrial accident rate in 2025 significantly improved to 0.34% compared to the previous year, and Yonwoo plans to focus on minimizing safety risk at its business sites through continued training and strengthened ongoing monitoring.

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Occupational Safety and Health

Metrics and Targets

2025 Performance and 2026 Plans

Kolmar Holdings Occupational Health and Safety Targets

Occupational Disease
Incidence Rate

0%

- ✓ Maintain indoor air quality and rest area conditions above regulatory standards
- ✓ Provide consultation and management for 100% of cases related to musculoskeletal disorders, cerebrovascular and cardiovascular diseases, and job stress
- ✓ Provide personal protective equipment to all applicable workers and ensure it is worn

Risk Factors

100% Improved

- ✓ Identify potential risk factors such as near-misses and facility defects, achieving a 100% action rate
- ✓ Conduct risk assessments at both business sites and partners
- ✓ Implement a preventive safety work permit system to eliminate risk factors that may arise during hazardous work in advance

Serious Industrial
Accidents

ZERO

- ✓ Achieve zero serious industrial accidents among all workers, including partners
- ✓ Conduct emergency response training at least once every six months for all workers, including partners
- ✓ Achieve 100% completion rate for occupational health and safety training (excluding employees who have left or are on leave)

2025 Key Achievements

Serious Accidents Punishment Act
(Small Affiliates)

Established
Response System
(4 of 5 Companies Completed)

R&D Complex

Introduced L.O.T.O. Procedures
(Completed Training and Use for Non-Routine Work)

Building Management and Risk
Factor Identification

13 Items Improved

Occupational Health and
Safety Training Completion Rate

100% Completed

Environmental, Health & Safety
(EHS) Deadline Compliance

100% Compliant

2026 Key Plans

Operate a Group-wide Occupational
Health and Safety Dashboard

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

Operate Emergency Response
and Health Promotion Activities

Occupational Health and
Safety Training Completion Rate

100%

Environmental, Health & Safety
(EHS) Deadline Compliance

100%

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Climate Change Response

Key Achievements



Kolmar Group

Established
Environmental Management Policy



Kolmar Group

Established
Greenhouse Gas Reduction Roadmap

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Climate Change Response

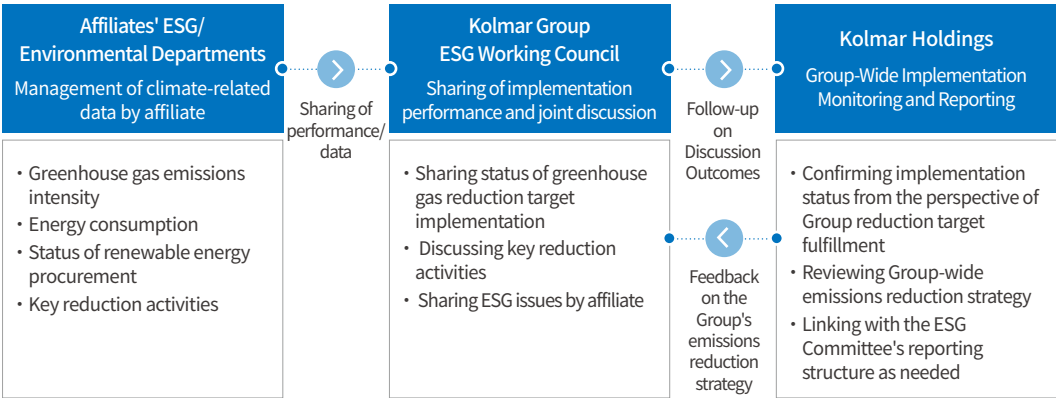
Governance

Kolmar Group Climate Change Response Governance

Kolmar Holdings recognizes climate change not as a mere environmental issue but as a core management risk directly linked to corporate sustainability. Accordingly, for systematic Group-wide climate change response, Kolmar Holdings has established a 3-stage implementation management system based on close cooperation with affiliates, and comprehensively manages a range of climate change response activities, including greenhouse gas reduction. Affiliates' ESG/environmental departments, as the starting point of climate change response, directly collect and manage key climate-related data at the business site level, including greenhouse gas emissions, energy consumption, renewable energy procurement status, and key reduction activities. Through this, affiliates identify their own climate risks and embed their response capabilities, while regularly sharing the managed data so that it can serve as a basis for understanding the Group's overall climate change response status.

Kolmar Group ESG Working Council shares the status of climate change response implementation based on performance data collected from each affiliate, and discusses key climate-related activities, including greenhouse gas reduction. In addition, by sharing ESG issues that may arise for each affiliate due to climate change, the Council strengthens climate change response capabilities across the Group. The discussion outcomes derived by the Council are passed on to Kolmar Holdings for use in a comprehensive Group-level review.

Based on the outcomes discussed at Kolmar Group ESG Working Council, Kolmar Holdings comprehensively reviews the implementation status of the Group's climate change response targets, and continuously reviews the Group's response direction in consideration of internal and external conditions. Where necessary, Kolmar Holdings links the review results to the ESG Committee's reporting structure to ensure that the climate change response strategy is sufficiently reflected in management decision-making. In addition, by sharing the Group-level climate change response direction established through this review with the Working Council, Kolmar Holdings ensures that affiliates' implementation activities remain consistent with the Group's mid- to long-term climate strategy. Based on this organic and cyclical management structure, Kolmar Holdings will embed climate change response across the Group's overall management.



Kolmar Holdings recognizes climate change response as a strategic imperative for securing sustainable growth and resilience in our management processes, beyond a mere dimension of responsibility. Amid the transition to carbon neutrality and rapidly changing global regulatory conditions, Kolmar Holdings is strengthening our execution capability to convert climate risk into a business opportunity rather than a risk factor.

Establishment and Operation of Kolmar Group Environmental Management Policy

[LINK](#)

Kolmar Group regards the environment as a core value of our corporate management and strives to realize a sustainable future. The Group considers environmental protection and resource circulation in all management activities, and seeks to fulfill its social responsibility through climate change response and environmentally responsible management. To this end, the Group established our Environmental Management Policy in November 2025, concretizing a Group-level commitment to environmental management and clarifying our direction for implementation.

The Environmental Management Policy focuses on pursuing sustainable development through management activities that consider the environment and fostering an environmental management culture in which both employees and stakeholders participate together. Based on this Environmental Management Policy, Kolmar Group strengthens greenhouse gas emissions reduction and resource circulation, and practices low-carbon and environmentally responsible management, including by expanding the proportion of renewable energy use across all business sites. In addition, the Group is introducing process technologies to minimize environmental impact during product development and production, and increasing the rate of recycled material use, striving to realize products and processes designed to reduce environmental impact. Through these activities, the Group is contributing to creating sustainable value and strengthening corporate competitiveness, going beyond simple environmental protection.

Kolmar Group thoroughly complies with domestic and international environmental laws and international agreements, and operates a systematic environmental management system based on ISO 14001. The Group spares no effort in effectively achieving our environmental targets and continuously improving our environmental performance through internal management standards and monitoring systems. In addition, we operate regular training programs to enhance the environmental capabilities of all employees and are strengthening internal communication and cooperation to prevent environmental accidents and practice environmental management. Transparent disclosure of environmental performance and cooperation with stakeholders also form an important pillar of Kolmar Group's environmental management. The Group transparently discloses its environmental performance and key activities through our Sustainability Report, and supports green management through collaboration with partners. In addition, the Group operates regular communication channels with stakeholders to gather and reflect their opinions on environmental management, practicing responsible environmental management based on trust.

Kolmar Group fosters a culture in which all employees can participate in environmental management, and continues our tangible efforts for environmental protection and sustainable development. The Group will continue to fulfill our social responsibility through management activities that consider the environment and do its best to build a sustainable future together with stakeholders.

Climate Change Response

Strategy

Analysis of Climate Change Risk and Opportunity Factors

Kolmar Group reviews climate-related risk and opportunity factors in consideration of the business characteristics and climate change exposure factors of our key affiliates. Kolmar Korea and Kolmar BNH conducted scenario-based analysis for their key business sites, analyzing the potential financial impact that climate change could have on business site operations, assets, energy costs, and the low-carbon transition process.

Key Affiliates' Climate Change Risk and Opportunity Identification and Assessment Procedure

Kolmar

Kolmar Korea identifies climate-related risk and opportunity factors based on global sustainability disclosure standards, industry peer cases, and stakeholder requirements. Identified issues are selected based on their relevance to business activities, value chain impact, strategy, and implementation status, and are assessed as key climate risks and opportunities through scenario analysis and review of potential financial impact. The results of this analysis are used in establishing the climate change response strategy and management plan.

Identification of Climate Risks and Opportunities

- Based on issues identified in the previous year and existing managed issues, reflecting the TCFD guidelines, industry peer cases, industry characteristics, and client company requirements

Review of Impact Period and Business Model/ Value Chain Impact

- Reviewing the short-, medium-, and long-term impact period, location of occurrence, and current/expected impact on business activities and the value chain for identified climate risks and opportunities

Climate Scenario Analysis

- Analyze exposure and potential loss impacts by physical risk factor using analytical tools
- Review scenario-specific impacts for transition risks and opportunities based on key parameters and assumptions

Financial Impact Analysis

- Review potential financial impacts based on scenario analysis results and major impact factors

Development of Response Strategies

- Establish targets and management plans in consideration of the financial impacts and management priorities of material climate-related risks and opportunities

Results of Climate-Related Risk and Opportunity Analysis at Major Affiliates

Kolmar BNH

Material Risk and Opportunity		Impact on Business Activities	Response Measures
Physical Risk	Extreme Temperatures	• Increased risk of damage to production facilities due to extreme weather • Increased energy costs and reduced productivity due to lower plant utilization rates caused by prolonged heat waves	• Plan to establish a management system to minimize damage by strengthening facility management at each business site and allocating budgets for extreme weather preparedness
	Acute Flooding	• Need to restore damaged facilities or construct new facilities due to extreme weather events • Potential disruption of business-site operations	• Consider obtaining insurance to mitigate asset damage • Plan to develop and operate manuals for emergency response and evacuation procedures related to natural disasters and expand disaster prevention infrastructure
Transition Risk	(Technology) Increased Cost Burden from Introducing Low-Carbon Facilities	• Increased initial investment burden when introducing low-carbon facilities • Increased need to introduce low-carbon facilities, including fuel conversion, high-efficiency equipment, and on-site renewable energy generation facilities, to achieve reduction targets	• Prioritize internal reduction projects and establish an investment evaluation system through the introduction of an internal carbon price to mitigate investment costs associated with low-carbon facilities
Opportunity	(Resilience) Strengthened Ability to Respond to Electricity Cost Volatility through Greenhouse Gas Reduction Target Implementation	• Strengthened ability to respond to electricity rate volatility and improved energy supply stability through the introduction of on-site solar power generation facilities, expanded renewable energy procurement, and improved energy efficiency	• Expand renewable energy use and strengthen the ability to respond to electricity cost volatility by expanding on-site solar power generation facilities at the Sejong site and reviewing the potential introduction of solar power generation facilities at newly established sites

Climate Change Response

Risk Management

Climate Change Risk Management Process

To review climate change-related risks and opportunities more systematically, Kolmar Group comprehensively considers each affiliate's business characteristics, production facility operating status, greenhouse gas emissions, and energy consumption status. Physical risk is reviewed centering on the location and asset characteristics of key business sites and their exposure to climate risk, while transition risks and opportunities are analyzed centering on reduction target implementation, energy costs, renewable energy procurement, and the potential for low-carbon facility conversion.

The results of this review are managed in conjunction with each affiliate's climate change response status, and will serve as reference material when reviewing future reduction targets, renewable energy procurement plans, and key response tasks. Kolmar Group recognizes that climate change issues are not limited to environmental management but are a factor that can affect business operations, cost structure, and mid- to long-term competitiveness, and plans to continue monitoring the response status of key affiliates.

Key Affiliates' Climate Risk Management Process

HK Kolmar BNH

Kolmar BNH identifies climate change-related risks and opportunities centered on its Environment & Safety Team 1 and Team 2, and reviews their impact on business activities. Identified key matters are managed in conjunction with the reporting structure of the Board of Directors and the ESG Committee, and related data such as energy consumption and greenhouse gas emissions are also reviewed together. In addition, Kolmar BNH has introduced third-party assurance of greenhouse gas emissions to secure the transparency and reliability of climate data, and plans to gradually expand the scope of assurance.

Kolmar BNH's Climate Risk Management Process



Metrics and Targets

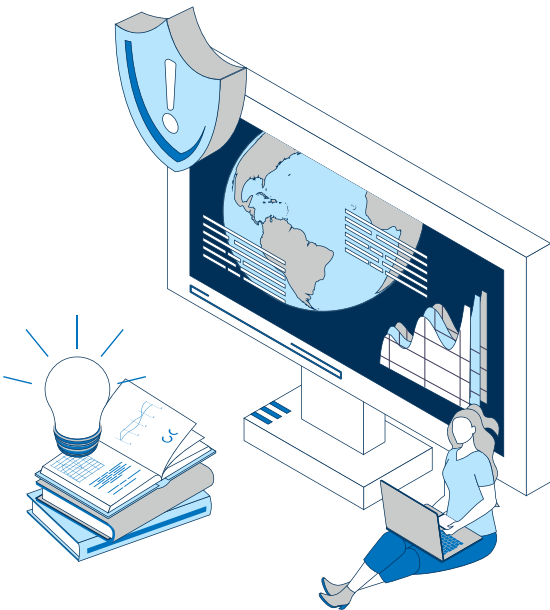
Monitoring of Reduction Target Implementation Based on the ESG Working Council

In 2025, Kolmar Holdings established a Group-level greenhouse gas reduction roadmap based on each affiliate's reduction plans. This roadmap was prepared by comprehensively considering each affiliate's greenhouse gas reduction targets, emissions status, and K-RE100 participation status, and Kolmar Group is pursuing long-term greenhouse gas reduction based on this roadmap.

Kolmar Holdings collects each affiliate's reduction targets and emissions status through a reduction implementation diagnostic survey, and reviews issues by affiliate. Through this, Kolmar Holdings identifies the difficulties affiliates face in implementing their reduction targets and works together to explore Group-level solutions, supporting the implementation of reduction targets under the roadmap.

To strengthen overall climate change response capabilities through ongoing cooperation with affiliates, Kolmar Holdings is reinforcing the governance structure that links "affiliates' ESG/environmental organizations → Kolmar Group ESG Working Council → Kolmar Holdings." Through this structure, we share affiliates' greenhouse gas emissions and renewable energy implementation performance, and continuously confirm key implementation status from the perspective of Group reduction target fulfillment.

Through this governance structure, Kolmar Holdings will discuss greenhouse gas emissions, energy consumption, renewable energy procurement status, and key reduction activities in stages, and will continue to expand our climate action initiatives, including increased renewable energy procurement and improved process energy efficiency.



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Metrics and Targets

2025 Performance and Future Plans

Kolmar Group is optimizing facility operations and improving energy efficiency to reduce energy consumption and greenhouse gas emissions. Depending on conditions at each business site, the Group is pursuing the introduction of high-efficiency equipment, the establishment of an energy management system, and expanded use of renewable energy, while maintaining ongoing monitoring. In particular, Yonwoo established a Factory Energy Management System (FEMS) through its Smart Energy Platform project, and successfully reduced greenhouse gas emissions by improving power efficiency through repairs to its substation room and replacement with high-efficiency LED lighting. Kolmar Group plans to continue our greenhouse gas emissions reduction and energy conservation activities to strengthen our climate change response capabilities.

Category	Greenhouse Gas Emissions (Scope 1+2)*			Energy Consumption			Targets and Action Plans
	2023 (tCO ₂ eq)	2024 (tCO ₂ eq)	2025 (tCO ₂ eq)	2023 (TJ)	2024 (TJ)	2025 (TJ)	
Kolmar Korea	17,459.5	18,973.5	20,844.5	309.9	334.8	368.9	- Invest in high-efficiency utilities and equipment to reduce electricity consumption - Introduce lower-impact vehicles across all corporate-owned fleets - Introduce reduction technologies, including equipment efficiency improvements and use of unutilized thermal energy - Achieve Net Zero by 2050
Kolmar BNH	11,139.1	14,810.7	16,288.4	228.7	304.3	334.9	- Establish renewable energy facilities at Sejong Plant 3 (solar power) - Expand the scope of greenhouse gas verification to include the Seoul Office and other sites - Introduce lower-impact corporate-owned vehicles - Improve equipment efficiency and recover waste heat - Expand the application of renewable energy facilities - Achieve Net Zero by 2050
HK inno.N	35,386.0	36,685.0	41,265.0	720.7	746.1	849.5	- Establish a K-RE100 implementation plan and transition to renewable energy - Track greenhouse gas emissions and energy use and establish and implement reduction measures - Establish business-site infrastructure to prepare for natural disasters and extreme weather - Strengthen the transition to renewable energy by establishing on-site solar power generation systems, purchasing renewable energy certificates (RECs), and entering into off-site power purchase agreements (PPAs) - Link executive compensation to implementation of the established carbon neutrality roadmap - Achieve Net Zero by 2050
Yonwoo	16,499.0	15,960.0	13,693.0	339.0	328.0	283.0	- Improve energy efficiency and optimize processes - Invest in high-efficiency equipment and conserve energy - Transition to lower-impact fuels and renewable energy - Achieve Net Zero by 2050

* Scope 2 emissions were calculated using the location-based method.

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- 053 Development of Products Designed to Reduce Environmental Impact and Strengthening the Circular Economy
- 056 Strengthening Management of Hazardous Substances and Pollutants
- 058 Efficient Water Resource Management
- 059 Protecting Biodiversity



HK Kolmar



Implementation and Disclosure
in Accordance with
KSSB Standard No. 2

HK Kolmar BNH



Achieved 149 Tons
of Water Reuse at the
Eumseong Plant in 2025

inno.N



Conducted Life Cycle
Assessments (LCA) for
K-CAB and Condition

HK Yonwoo



Achieved a
94.09% Raw Material
Waste Recycling Rate

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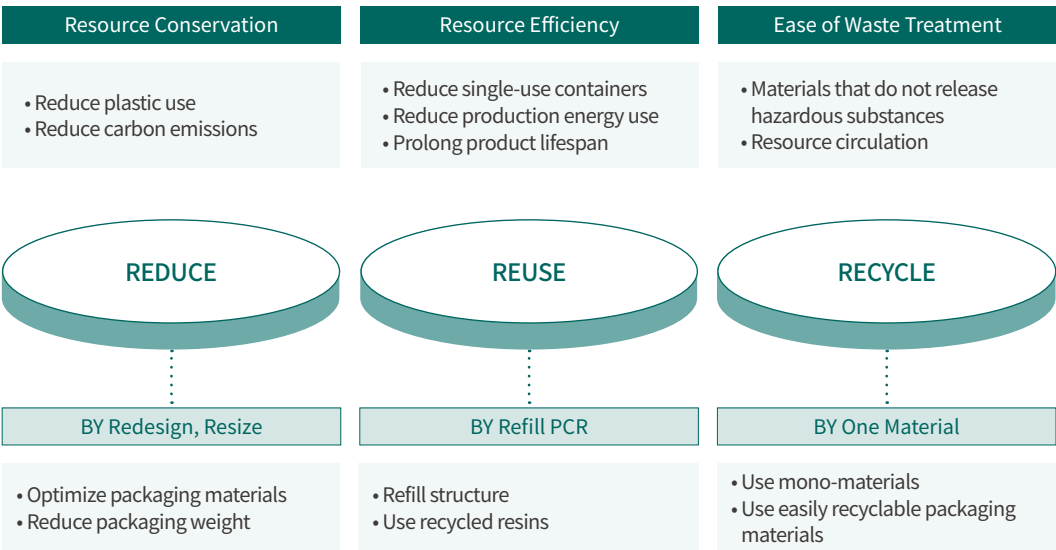
Development of Products Designed to Reduce Environmental Impact and Strengthening the Circular Economy

Development of Products Designed to Reduce Environmental Impact

Kolmar Korea is advancing packaging material solutions designed to reduce environmental impact across the entire manufacturing process, from product planning and design to production, based on its "3R GREEN Strategy," centered on the three pillars of Reduce, Reuse, and Recycle. To contribute to realizing a resource-circulating society, Kolmar Korea introduces sustainable packaging solutions from the early stages of product development, achieving both minimized plastic use and reduced carbon emissions through expanded application of single-material packaging and the establishment of refill structures.

In particular, Kolmar Korea is verifying the potential of paper materials to reduce environmental impact and broadly applying innovative design strategies that enhance circular efficiency across the entire production process, including sterilized paper carton technology and ALL-PP single-material pumps. In addition, Kolmar Korea is expanding its use of FSC-certified paper materials that have also obtained global safety certifications, contributing to forest protection and reduced environmental impact. Through this kind of leading container development and process innovation, Kolmar Korea minimizes the environmental impact of its products, and will continue to strengthen the ESG management foundation across its value chain by securing both technological competitiveness and environmental sustainability.

Kolmar Korea 3R GREEN Strategy Framework



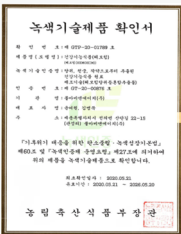
Kolmar Group, which manufactures cosmetics, health supplements, and pharmaceutical/bio products closely connected to consumers' daily lives, places significant importance on managing environmental impact throughout the entire product life cycle. The Group strives to reduce environmental burden throughout the entire process, from product purchasing and use to disposal, and to provide products that incorporate sustainability considerations.

Kolmar BNH became the first company in the health supplement ODM industry to obtain Green Technology and Green Technology Product Certification, practicing environmentally responsible management across the entire product development and manufacturing process. In particular, since first obtaining Green Technology Product Certification in 2020, Kolmar BNH has maintained the certification through 2025, continuing to be recognized for its products' functional excellence and level of green technology application. This demonstrates that the Company's efforts to secure both technological competitiveness and environmental sustainability are translating into tangible results.

In addition, Kolmar BNH broadly applies green technology in the development of health supplements using individually recognized functional ingredients. In the development of functional materials using domestic medicinal crops such as *Angelica gigas*, *Cnidium officinale*, and *Paeonia lactiflora*, the Company incorporates measures to reduce environmental impact across the entire process — including improved energy efficiency, solvent recovery and reuse, and byproduct upcycling — minimizing environmental impact. These efforts contribute not only to improved product quality and production efficiency but also to expanded resource circulation and reduced environmental impact, strengthening the foundation for the Group's sustainable management practices.

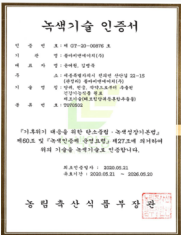
Green Technology Product

A product commercialized for sale that applies certified green technology

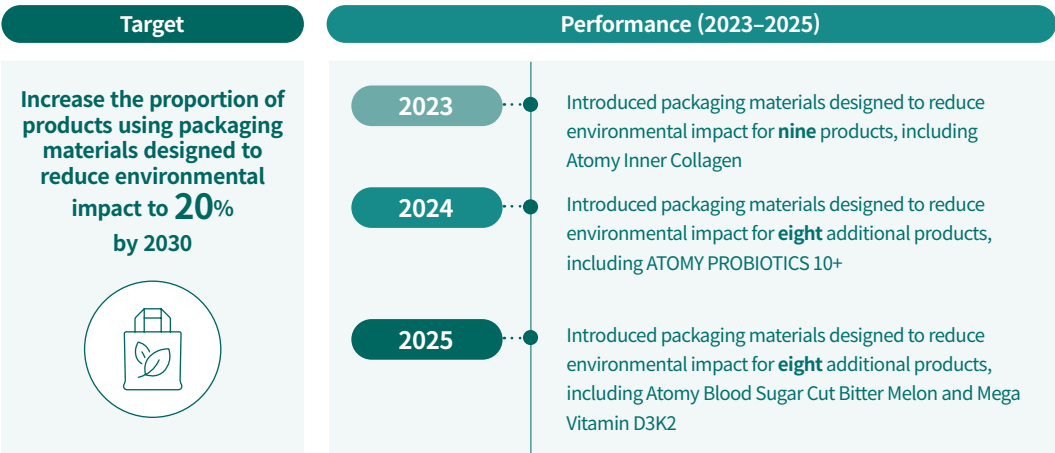


Green Technology

Certification granted to technology that conserves and efficiently uses energy and resources, minimizing GHG and pollutant emissions



Kolmar BNH Development and Introduction of Sustainable Packaging Materials



Environmental

Development of Products Designed to Reduce Environmental Impact and Strengthening the Circular Economy

Strengthening Management of Hazardous Substances and Pollutants
Efficient Water Resource Management
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Development of Products Designed to Reduce Environmental Impact and Strengthening the Circular Economy

Development of Products Designed to Reduce Environmental Impact

HK inno.N has established a 3R (Recycle, Reduce, Reuse) strategy to enhance the environmental performance of its products. Based on this strategy, HK inno.N strives to minimize resource use in product packaging through the use of materials designed to reduce environmental impact, lightweighting of packaging, improved ease of waste separation, and the adoption of reusable packaging. In addition, to effectively implement its 3R strategy, HK inno.N is introducing reusable containers and pursuing the commercialization of reuse, while continuously conducting product planning and development activities.

HK inno.N 3R Action Plans and Strategic Tasks

Key Areas	Action Plan	Strategic Tasks
Recycle	• Use materials designed to reduce environmental impact • Improve recyclability	• Expand use of packaging materials designed to reduce environmental impact • Transition to unprinted boxes with standardized specifications • Apply non-adhesive labels (tear tape) • Apply packaging that can be separated for disposal
Reduce	• Reduce packaging weight • Minimize plastic use	• Apply attached instruction leaflets (Manual Pack) • Apply shrink film • Reduce the weight of PET beverage containers
Reuse	• Reuse packaging materials	• Commercialize applicator reuse

Yonwoo has adopted the 5R principles (Reduce, Refill, Recyclable, Recycled, Renewable) as its core strategy, accelerating the development of products designed to reduce environmental impact and the realization of a circular economy. Going beyond simple container manufacturing, Yonwoo is setting a new standard for sustainable packaging through product development that considers reduced plastic use, the application of refill systems, improved recyclability, and the use of recycled materials. In addition, Yonwoo continuously pursues technology development and global cooperation to commercialize lower-impact materials and expand resource circulation, strengthening the competitiveness of these products. In 2025, Yonwoo launched more than 10 new products designed to reduce environmental impact, expanding this product portfolio, and provides a range of solutions to respond to client companies' demand for lower-impact solutions. Through ongoing R&D, Yonwoo proactively proposes new technologies and product ideas designed to reduce environmental impact, contributing to building a sustainable packaging ecosystem together with its customers.

Yonwoo 5R Product Development Strategy for Reduced Environmental Impact



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Development of Products Designed to Reduce Environmental Impact and Strengthening the Circular Economy

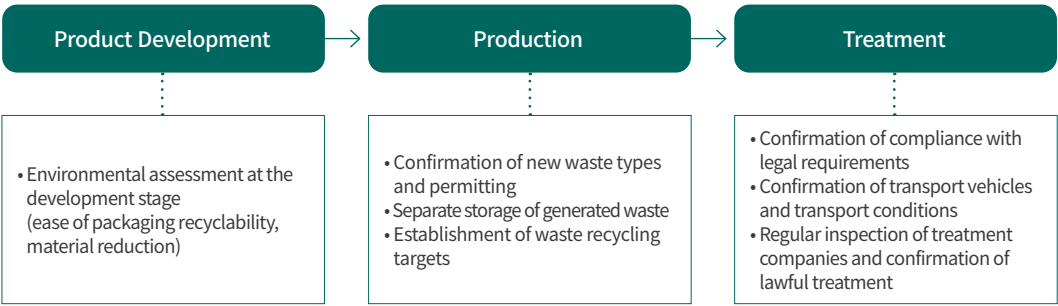
Waste Management and Reduction

Kolmar Group generates waste — including waste raw materials, waste bulk product, packaging materials, sludge, plant residue, and spent organic solvents — in the course of its manufacturing operations across cosmetics, health supplements, pharmaceutical/bio products, and packaging. If not properly managed, such waste can cause negative environmental impacts, including soil and water pollution, air pollution, greenhouse gas emissions, and resource depletion. In particular, packaging materials increase resource consumption, sludge and plant residue cause odor and greenhouse gas emissions, and spent organic solvents carry the risk of volatile organic compound (VOC) emissions and soil/groundwater contamination, making systematic management essential. Accordingly, Kolmar Group operates a company-wide waste management system to minimize environmental impact and expand resource circulation.

Kolmar Holdings is spreading a resource circulation culture among employees through initiatives such as a tumbler discount program at the in-house cafe to reduce single-use items and the regular operation of "No Food Waste Day" at the cafeteria, and operates a collaborative system with specialized companies throughout the waste management process. In line with these efforts, affiliates are also carrying out reduction activities tailored to their industry characteristics.

Kolmar Korea continues to expand the recycling of waste raw materials, waste bulk product, and auxiliary materials generated during production, based on a legally compliant management process for each type of waste. Rather than simply incinerating or landfilling general waste, packaging materials, and sludge (sediment) generated at business sites, Kolmar Korea maximizes resource circulation value by processing them into cement auxiliary materials or solid refuse fuel (SRF) through a separate processing procedure. All waste is safely handled through specialized outsourced waste treatment companies, and Kolmar Korea thoroughly manages the appropriateness of operations through in-person inspections and technical reviews at each annual contract renewal. In addition, Kolmar Korea transparently monitors the entire process from waste generation to final disposal using GPS data linked to the national comprehensive waste management system (Allbaro), and does its best to build a resource circulation system by maintaining a stable recycling rate through continuous process improvement and the introduction of auxiliary materials designed to reduce environmental impact.

Kolmar Korea Waste Management Process



Kolmar BNH practices environmental management by reusing and recycling waste resources generated during the production process. In 2024, through a process to recover ethanol used in manufacturing mixed extracts, including Angelica gigas, for the HemoHIM products, Kolmar BNH reused 1,837.4 tons of spent organic solvent as production raw material. Through this, the Company reduced waste alcohol emissions by 1,788.8 tons and saved KRW 1.11 billion in raw material purchasing costs. In particular, by recycling plant residue waste that had previously been incinerated, Kolmar BNH accelerated the trend of reducing waste emissions, achieving zero plant residue emissions in 2025.

Kolmar BNH Waste Management Status and Targets

Target Achievement Status as of 2025		Medium- to Long-Term Targets (Through 2030)
Achieved for 4 Consecutive Years	Reduced annual waste discharge by at least 5%	Achieve zero waste incineration across all business sites
9 Companies Assessed	Environmental risk assessments and guidance for waste contractors	Obtain Zero Waste to Landfill (ZWTL) certification
Achieved Medium- to Long-Term Target Early	Achieved a waste recycling rate of 99.7%	Achieve a waste recycling rate of at least 99%
Achieved the 2025 Target	Waste discharge reached 92.1% of the 2025 target	

Waste Discharge Performance by Affiliate

Affiliate	Category	Unit	2023	2024	2025
Kolmar Korea	Total Waste Emissions	ton	1503.7 ²⁾	1892.4 ²⁾	2,225.3
	Waste Generation Intensity ¹⁾	ton/KRW billion	1.8	1.8	1.9
	Waste Recycling Rate	%	83.0	84.8	84.4
Kolmar BNH	Total Waste Emissions	ton	2825.3	2414.8	1842.8
	Waste Generation Intensity ¹⁾	ton/KRW billion	6.3	5.1	4.2
	Waste Recycling Rate	%	97.7	98.0	98.3
HK inno.N	Total Waste Emissions	ton	1,416.1	1,258.7	1,343.0
	Waste Generation Intensity ¹⁾	ton/KRW billion	1.7	1.4	1.3
	Waste Recycling Rate	%	80.9	77.7	74.0
Yonwoo	Total Waste Emissions	ton	839.0	867.2	660.8
	Waste Generation Intensity ¹⁾	ton/KRW billion	3.7	3.3	2.8
	Waste Recycling Rate	%	87.6	68.3	66.6

1) Since the environmental data used as the numerator in calculating intensity is on a separate (non-consolidated) basis, the revenue figure used in the intensity calculation is also on a separate basis.

2) Kolmar Korea's waste generation = waste treatment volume + waste storage volume / Revised due to recalculation of some 2023–2024 data

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Strengthening Management of Hazardous Substances and Pollutants

Management of Hazardous Chemical Substances

Kolmar Group has built a multifaceted management system to minimize the environmental and human health impacts of hazardous chemical substances. Kolmar Holdings replaces dust collector and deodorization equipment filters quarterly or semi-annually to prevent air pollution, thoroughly managing exhaust gas. In addition, Kolmar Holdings periodically monitors indoor air quality and air emissions, taking immediate action when efficiency is low or hazardous environmental substances are detected. Through this, Kolmar Holdings provides employees with a comfortable indoor environment and fulfills our responsibility for air quality management.

Kolmar Korea is actively pursuing the reduction of hazardous chemical substance use across the entire manufacturing process through technology development and process improvement. Kolmar Korea has introduced soy-based ink for auxiliary materials and is operating non-hazardous substance replacement equipment in new processes, and plans to continue expanding investment in equipment designed to reduce environmental impact. In addition, Kolmar Korea regularly conducts training, simulation drills, and on-site inspections for employees handling chemicals to prevent chemical accidents, doing its best to raise safety standards in the workplace.

Kolmar BNH systematically operates its management process based on a separately established hazardous chemical substance management guideline. Through regular inspection and ongoing monitoring of related performance and emissions, Kolmar BNH proactively manages potential risks and strengthens its management system across the entire process of storage, handling, and disposal. In particular, Kolmar BNH is gradually replacing MEK (Methyl Ethyl Ketone) ink, previously used in the packaging printing process, with lower-impact ink, and has currently completed approximately 80% of the transition.

HK inno.N recognizes that the handling, storage, use, and release of pollutants and hazardous chemical substances may have potential negative impacts on the health of local residents, employee safety, and the ecosystem near business sites, and assesses the related impacts, risks, and opportunities. To prevent and mitigate negative impacts from pollutants and hazardous chemical substances, HK inno.N assesses the pollutant management level of its partners to manage pollution-related impacts across the value chain, and has established a hazardous chemical substance management system to monitor compliance with relevant legal standards throughout the entire process, including chemical substance purchasing, receiving, use, storage, and disposal.

Kolmar BNH’s Hazardous Substance Management Enhancement Strategy



Managing hazardous and pollutant substances is a core management area for Kolmar Group. Accordingly, the Group manages the use and release of hazardous substances throughout the entire process, from the introduction of raw materials to product manufacturing, use, and disposal, and operates a management system to comply with relevant laws and standards. In addition, the Group aims to minimize impacts on the environment and human health through hazardous substance reduction activities and regular inspection and monitoring.

Chemical Management

Kolmar Group makes various efforts to minimize risks arising from chemical substances used in the product manufacturing process and to create a safer workplace environment. Kolmar Korea operates a company-wide traceability system to protect employees from the potential risks of chemical substances. Kolmar Korea ensures information accessibility so that all employees can check Material Safety Data Sheets (MSDS) at any time, and has enhanced the effectiveness of the working environment through regular inspections and measurement of local exhaust ventilation airflow rates. In addition, Kolmar Korea strengthens its emergency response system through CCTV operation within chemical storage areas and the provision of tailored disaster prevention equipment, continuously working to comply with relevant laws and regulations and maintain a safe handling environment.

Kolmar BNH establishes annual reduction targets to reduce chemical substance use, and pursues various improvement activities, including reducing the use of printing chemicals and reducing wastewater treatment chemical use through improvements to water treatment facilities. In addition, Kolmar BNH operates a safe disposal system for hazardous substances through specialized waste disposal companies, and continuously strengthens the level of safety management throughout the entire chemical handling process through employee MSDS (Material Safety Data Sheet) training and the establishment of preventive equipment.

HK inno.N manages the entire life cycle of chemical substances based on its internal hazardous chemical substance management guidelines, which incorporate compliance requirements under the "Chemical Substances Control Act" and other relevant laws. The Safety and Environment Planning Team conducts external inspections in accordance with the legally mandated cycle, and the responsible personnel in working-level departments maintain the management system through weekly self-inspections and the preparation of inspection logs. In addition, employees handling hazardous chemical substances are familiarized with the risks of the substances and management standards through regular training.

Yonwoo operates a systematic management system to minimize the environmental and safety impacts of chemical substances used in the product manufacturing process. Yonwoo manages the potential risks of hazardous chemical substances through MSDS management, chemical substance risk assessments, and employee training, and secures product safety through a verification process for the raw materials used. In addition, Yonwoo reviews chemical substance-related laws and regulations in its key markets and countries of operation, and responds to strengthening environmental regulations by operating a management process for SVHC (Substances of Very High Concern) candidate substances, among other measures.

Hazardous Chemical Substance Emissions Performance by Affiliate

Affiliate	Category	Unit	2023	2024	2025
Kolmar Korea	Hazardous Chemical Substance Usage	ton	5.2	5.9	5.9
	Hazardous Chemical Substance Usage Intensity ¹⁾	ton/KRW billion	0.006	0.006	0.005
Kolmar BNH	Hazardous Chemical Substance Usage	ton	178.1	234.5	256.1
	Hazardous Chemical Substance Usage Intensity ¹⁾	ton/KRW billion	0.4	0.5	0.6
HK inno.N	Hazardous Chemical Substance Usage	ton	376.9	345.2	369.7
	Hazardous Chemical Substance Usage Intensity ¹⁾	ton/KRW billion	0.5	0.4	0.3

1) Since the environmental data used as the numerator in calculating intensity is on a separate (non-consolidated) basis, the revenue figure used in the intensity calculation is also on a separate basis.

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Strengthening Management of Hazardous Substances and Pollutants

Air Pollutant Management

Kolmar Group continues to work on reducing air pollutants through facility improvements and systematic management to protect air quality. Kolmar Korea strengthens regular and ad hoc inspections of prevention facilities to reduce air pollutant emissions, and has built an IoT system to operate a monitoring system linked with emission facilities. In particular, Kolmar Korea replaced oil-fired boilers at some business sites with electric alternatives such as electric water heaters, air conditioning/heating units, and metal heaters, substantially reducing nitrogen oxide (NOx) and dust generation, and successfully achieved its annual intensity target. Kolmar Korea continues proactive facility investment and management to strictly control air pollutant emissions within 70% of the legal standard, and does its best to maintain a clean air environment.

Kolmar BNH also thoroughly monitors the emission concentration and volume of key air pollutants, including nitrogen oxides (NOx), sulfur oxides (SOx), and particulate matter (PM), and actively responds to air pollutant reduction by installing appropriate air pollution prevention facilities. In addition, Kolmar BNH effectively reduces emissions by introducing low-NOx burners in new processes or improving existing processes, and has set and is working to achieve a mid- to long-term target of reducing air pollutants by 10% by 2030 compared to 2025.

Management of Water and Soil Pollutants

Kolmar Group continues our multifaceted efforts to minimize water pollutant discharge and systematize water quality management. Kolmar Korea participated in the "IoT-Based Wastewater Discharge Monitoring System Establishment Pilot Project," providing data and achieving its water pollutant discharge intensity target (3%), and continues to invest in improvements to reduce water pollution, including introducing additional processes and expanding prevention facilities. In addition, to proactively prevent soil pollution risk, Kolmar Korea conducts regular soil contamination testing annually — more frequently than the legal requirement of once every two years — thoroughly inspecting and maintaining environmental safety around its business sites.

Kolmar BNH regularly monitors the concentration of water pollutants at its business sites and manages discharge by applying internal management standards in addition to compliance with legal standards. In addition, Kolmar BNH has introduced an environmental management automation system in its water treatment process to manage the process based on operating data, and responds to abnormalities through a discharge suspension and alert system. Furthermore, Kolmar BNH uses PLC and automatic control systems to enhance operational stability and management efficiency in its water treatment process.

Air and Water Pollutant Emissions Performance by Affiliate

		Item	Unit	Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo		
				2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Air Pollutant Emissions	Air Pollutant Emissions Volume	NOx (Nitrogen Oxides)	ton	1.1	1.1	0.9	1.2	2.2	1.8	3.4	5.4	2.7	0.0	0.0	0.0
		SOx (Sulfur Oxides)	ton	0.0	0.0	0.0	0.06	0.01	0.04	0.2	0.2	0.07	0.0	0.0	0.0
		PM (Particulate Matter)	ton	0.2	0.2	0.2	0.1	0.6	0.8	0.3	0.3	0.2	0.08	0.6	1.1
		VOC (Volatile Organic Compounds)	ton	-	-	-	-	-	-	2.1	3.8	4.0	0.0	0.0	0.0
		ODS (Ozone-Depleting Substances)	tCFC-eq	-	-	-	-	-	-	-	-	-	-	-	-
Water Pollutant Discharge	Water Pollutant Discharge Volume	BOD (Biochemical Oxygen Demand)	ton	0.8	1.1	1.7	0.1	0.3	0.3	1.9	1.1	0.9	-	-	-
		TOC (Total Organic Carbon)	ton	2.9	2.7	4.2	0.7	0.6	0.7	1.9	1.7	1.7	-	-	-
		SS (Suspended Solids)	ton	1.1	1.1	0.9	0.3	0.08	0.2	2.2	1.5	1.2	-	-	-
		T-N (Total Nitrogen)	ton	0.2	0.2	0.2	0.4	0.3	0.4	-	-	-	-	-	-
		T-P (Total Phosphorus)	ton	0.004	0.039	0.017	0.01	0.006	0.004	-	-	-	-	-	-

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Efficient Water Resource Management

Water Management

Kolmar Group recognizes the importance of water resources and makes various efforts to achieve efficient water management and expanded water reuse across our manufacturing processes. Kolmar Holdings works to reduce water use by adjusting restroom sink water pressure to approximately 70% of our previous level to conserve resources.

Kolmar Korea uses safe water produced through various water purification methods, including reverse osmosis and electrodeionization (EDI), in its manufacturing process, and manages water-related risk through a systematic recovery and reuse system. In 2025, even as production volume increased 6.6% year-over-year, Kolmar Korea managed the increase in water use to 1.4% through improvements to utility facilities, and reduced water use at the relevant business site by approximately 7% by recycling reject water generated during purified water production as indirect process water. Through this, Kolmar Korea substantially increased its water reuse volume in 2025 to 33,852 m³, and, at its Chinese business site in a water-stressed region, achieved a water reuse rate of 20% by recycling reclaimed water from the industrial complex, building region-specific customized water management measures and continuously working toward sustainable resource circulation.

Kolmar BNH manages water use, which is essential for producing liquid-formulation products, and assesses and responds to water stress levels at its business sites through evaluation of water-risk areas. In particular, the Eumseong Plant reused 149 tons of water in 2025, and Kolmar BNH is advancing its water management system with the goal of achieving 500 tons of water reuse by 2050.

HK inno.N has introduced and operated an RO concentrate reuse system at its Osong and Daeso sites since 2022 to reduce water use and mitigate water supply risk. In 2025, HK inno.N conducted a water quality analysis of the RO concentrate reuse system at the Daeso site, and, based on the analysis results, temporarily suspended operation to ensure stable water quality. HK inno.N is working to advance its water management system and achieve efficient water resource management by setting the securing of stable water quality as the standard for resuming operation and continuously reviewing technical improvement measures.

Water Withdrawal, Consumption, and Wastewater Discharge by Affiliate

Item		Unit	Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo		
			2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Water Withdrawal	Total Water Withdrawal	ton	275,455.9	291,057.7	307,099.9	69,260.0	108,622.0 ¹⁾	120,848.0	567,274.0	543,842.0	540,349.0	61,368.0	83,393.0	63,619.0
	Water Withdrawal Intensity	ton/KRW billion	247.1	219.8	211.0	155.4	231.6	275.1	684.4	606.2	508.3	269.3	318.8	265.1
Water Consumption	Total Water Consumption	ton	304,285.9	309,151.7	340,951.9	69,260.0	108,636.0	120,997.0	182,572.0	178,424.0	217,402.0	61,368.0	83,393.0	63,619.0
	Water Consumption Intensity	ton/KRW billion	273.0	233.4	234.3	155.4	231.6	275.5	220.3	198.9	204.5	269.3	318.8	265.1
	Water Reuse Volume	ton	28,830.0	18,094.0	33,852.0	0.0	14.0	149.0	33,327.0	51,733.0	45,210.0	0.0	0.0	0.0
	Water Reuse Rate	%	9.5	5.9	9.9	0.0	0.01	0.12	5.5	8.7	7.7	0.0	0.0	0.0
Wastewater Discharge	Wastewater Discharge Volume	ton	81,682.9	88,967.8	95,015.0	41,364.0	70,631.0	50,861.0	384,702.0	365,418.0	322,947.0	-	-	-
	Wastewater Discharge Intensity	ton/KRW billion	95.3	84.0	79.7	92.8	150.6	115.8	464.1	407.3	303.8	-	-	-

As a company that relies on water as a key resource, Kolmar Group has established the efficient use and management of water resources as an important operational task, managing water use at every stage of production and expanding water reuse, while striving to minimize environmental impact through wastewater treatment and discharge management.

Yonwoo recognizes the importance of water resources and works to reduce water use in its facility operations and minimize the discharge of water pollutants. Water used in the production process is systematically managed in accordance with relevant laws and regulations, and Yonwoo pursues activities to improve water use and intensity through more efficient business site operations. In addition, wastewater generated in the production process is outsourced to specialized treatment institutions to minimize environmental impact, and Yonwoo contributes to sustainable business site operations through responsible water resource management.

Wastewater Treatment and Discharge

Kolmar Group works to minimize our impact on the water environment by safely treating wastewater generated from our business activities and reducing discharge volume, and discloses specific management measures in each affiliate's Sustainability Report. Kolmar Korea strictly complies with legal discharge standards by operating a thorough dual-treatment system linking its own facilities with public wastewater treatment facilities. In particular, Kolmar Korea enhances the effectiveness of management by lowering the discharge concentration of key water pollutants through continuous process improvement and proactive investment, including turbo blower replacement and advanced treatment equipment.

In addition, Kolmar Korea carries out comprehensive preventive activities to reduce water use and wastewater generation itself. Kolmar Korea operates an ongoing monitoring system to prevent unnecessary waste of water in the product manufacturing and cleaning processes, thereby stably controlling wastewater discharge volume. Going beyond simple regulatory compliance, Kolmar Korea continuously explores various options for wastewater reuse to reduce potential water-related risk, and continues to fulfill its corporate responsibility through the circular use of resources.

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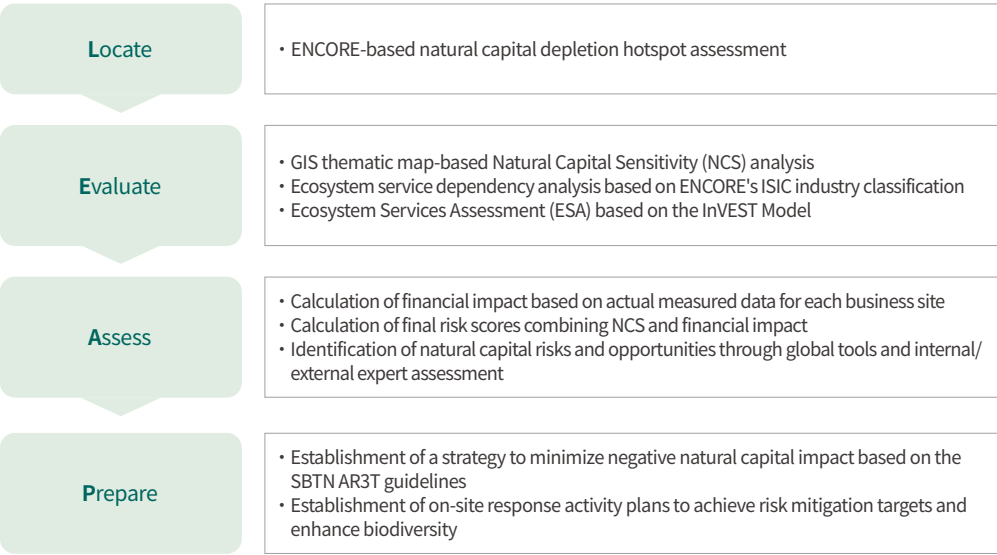
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Biodiversity Risk Management System

Kolmar Holdings systematically identifies and manages nature-related risks and opportunities in accordance with the LEAP process recommended by the Taskforce on Nature-related Financial Disclosures (TNFD). From a holding company perspective, to understand affiliates' biodiversity status and natural capital-related impacts, Kolmar Holdings conducted a pilot analysis centered on key business sites, assessing the impact on and dependency on natural capital and biodiversity arising from business operations. In addition, based on the identified nature-related risks and opportunities, Kolmar Holdings intends to establish a mid- to long-term response strategy and strengthen our management system for sustainable business operations.



* SBTN(Science Based Targets for Nature)
** AR3T(Avoid, Reduce, Restore & Regenerate, Transform)

Activities and Achievements

Locate – Identifying Spatial Interfaces with Nature

In the Locate stage of the TNFD LEAP methodology, Kolmar Holdings conducted an ENCORE-based natural capital depletion hotspot analysis for 8 key domestic and overseas business sites of Kolmar Korea and Kolmar BNH to identify spatial interfaces with nature. Based on business site location information, this analysis assessed regional sensitivity on a 5-point scale across 4 areas — atmospheric depletion, biodiversity depletion, soil depletion, and water quantity depletion — focusing on comparing and analyzing the level and characteristics of nature-related risk by business site.

The weighting for each item was established based on the ecosystem dichotomy principle of the UN System of Environmental-Economic Accounting–Ecosystem Accounting (SEEA-EA). The importance of the biotic elements that make up an ecosystem (habitat and species diversity) and the abiotic elements (atmosphere, soil, water quantity) was assumed to be at the same level, in order to more evenly reflect the natural capital dependency and impact characteristics of each business site.

Rank	Business Site	Industry	Atmospheric Depletion	Biodiversity Depletion	Soil Depletion	Water Quantity Depletion
1	Kolmar Korea Color Cosmetics Plant (Bucheon)	Manufacturing				
1	Kolmar Korea Yeosu Academy	Education/ Tourism				
3	Korea Kolmar R&D Complex ¹⁾	R&D				
4	Kolmar BNH Eumseong Plant	Manufacturing				
5	Kolmar BNH Sejong Plant 1	Manufacturing				
5	Kolmar BNH Sejong Plant 3	Manufacturing				
5	Kolmar Korea Sejong Plant	Manufacturing				
8	Wuxi Kolmar ²⁾	Manufacturing				

(1 point) (2 points) (3 points) (4 points) (5 points)

1) As the InVEST tool used in the Evaluate stage currently lacks a module for assessing the R&D industry, this site was excluded from further analysis following the Locate stage.
2) As this site received the lowest score in the hotspot assessment, it was excluded from further analysis following the Locate stage.

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Evaluate – Assessment of Nature Dependency and Impact

Identification of Dependency

- Analysis of ecosystem service dependency levels by business site using the dependency matrix based on ENCORE's ISIC* industry classification

* ISIC (International Standard Industrial Classification)

Dependency Assessment Results (Dependency Level "Medium" or Above)

Other Education Services ¹⁾	Other Chemical Product Manufacturing ²⁾	Other Food Manufacturing ³⁾
Recreation-Related Services	Water Purification	Water Purification
Landscape Services	Flood Mitigation Services	Water Supply
Education/Science/Research Services	Water Supply	Water Flow Regulation
Spiritual/Artistic/Symbolic Services	Water Flow Regulation	Solid Waste Treatment
Storm Mitigation	Storm Mitigation	Storm Mitigation
Flood Mitigation Services	Soil and Sediment Retention	Flood Mitigation Services

1) Yeosu Academy

2) Kolmar Korea Color Cosmetics Plant (Bucheon), Kolmar Korea Sejong Site, Kolmar BNH Sejong Plants 1 and 3

3) Kolmar BNH Eumseong Plant

Very High High Medium

- ✓ Yeosu Academy was identified as having a very high level of dependency on cultural service items such as recreation-related services and landscape services.
- ✓ Kolmar Korea's Bucheon Plant and the Kolmar Korea/Kolmar BNH Sejong plants were identified as having a medium level of dependency on services such as flood mitigation, climate regulation, and soil and sediment retention.
- ✓ Kolmar BNH Eumseong Plant was identified as having a high level of dependency on water resource-related ecosystem services.

Natural Capital Sensitivity (NCS) Assessment*

- A methodology that assesses how ecologically sensitive and vulnerable the natural environment is in the region where a business site is located, evaluating the severity of a company's impact on natural capital in that regional context
- Calculates the spatial overlap ratio** within a 10 km radius of each business site with Korea Designated Protected Areas (KDPA), Ecosystem and Nature Map Grades 1 and 2, separately managed areas, and national cultural heritage sites

* Natural Capital Sensitivity (NCS)

** (Area of overlap with key thematic maps within the 10 km radius of the business site) ÷ (Total area within the 10 km radius of the business site) × 100 (%)

Natural Capital Sensitivity Assessment Results

Business Site	Protected Areas in Korea		Ecosystem and Nature Map Grades 1/2 & Separately Managed Areas		National Cultural Heritage	
	Overlap Ratio (%)	Details	Overlap Ratio (%)	Details	Overlap Ratio (%)	Details
Kolmar BNH Sejong Plant Kolmar Korea Sejong Plant	1.8	• Gobok Reservoir (Provincial Park) • Wildlife Protection Area, Water Source Protection Area, Nature Environment Conservation Area, Landscape Conservation Area, Forest Genetic Resource Protection Area, etc.	43.9	• Sawtooth Oak and Pine Communities (Grades 1–2) • Forest Protection Area, Wildlife Protection Area (Separately Managed Area)	0.002	• Jeonui Biamsa Three-Story Stone Pagoda • Jeonui Hyanggyo (Local Confucian School) • Sejong Biamsa Geungnakbojeon Hall (National Treasure)
Kolmar Korea Yeosu Academy	7.7	• Breeding Ground of Egrets and Grey Herons in Sinjeop-ri, Yeosu (Natural Monument) • Paldang Lake Water Source Water Quality Conservation Special Countermeasure Area	30.6	• Mongolian Oak, Oriental Cork Oak, and Pine Communities(Grades 1–2) • Forest Protection Area, etc. (Separately Managed Area)	0.7	• Yeongneung and Yeongneung Royal Tombs, Yeosu
Kolmar BNH Eumseong Plant	1	• Breeding Ground of Grey Herons in Nowon-ri, Jincheon (Natural Monument) • Water Source Conservation Area	31.9	• Mongolian Oak, Oriental Cork Oak, and Pine Communities (Grades 1–2) • Forest Protection Area, etc. (Separately Managed Area)	0.1	• Breeding Ground of Grey Herons in Nowon-ri, Jincheon
Kolmar Korea Color Cosmetics Plant (Bucheon)	3.6	• Jangsudong Ginkgo Tree, Incheon (Natural Monument) • Seoul Nanji Hangang Park Wildlife Protection Area	21.5	• Sawtooth Oak, Mongolian Oak, and Black Locust • Wildlife Protection Area, etc. (Separately Managed Area)	-	-

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Evaluate – Assessment of Nature Dependency and Impact

Ecosystem Services Assessment (ESA)*

- Selecting key service items based on the results of the industry-specific dependency assessment and quantifying the value of ecosystem services around business sites using the InVEST** model, implementing the assessment to establish restoration and regeneration priorities when developing the SBTN's AR3T strategy

*Ecosystem Services Assessment (ESA)
** InVEST (Integrated Valuation of Ecosystem Services and Tradeoffs): A model developed by Stanford University's Natural Capital Project to quantify and value ecosystem services, using GIS-based spatial data to quantitatively assess the ecosystem services of a specific region

Ecosystem Service	Assessment Module by Service
Water Flow Regulation	Quantifying the annual water supply of the watershed surrounding the business site
Water Quality Regulation	Assessing the level of water purification service by analyzing the runoff of nutrients such as nitrogen and phosphorus
Climate Regulation	Quantification of carbon storage and sequestration by land cover type around the business site
Landscape Value	Quantification of the visual appeal of the natural environment

- ✓ Kolmar Korea Bucheon Plant was identified as having strong water flow regulation services but weak climate regulation services compared to the surrounding forest ecosystem.
- ✓ Yeosu Academy was identified as having favorable landscape value compared to the surrounding natural ecosystem.
- ✓ Kolmar BNH Sejong Plant and Kolmar Korea's Sejong Plant were identified as having strong water flow regulation services but weak water quality regulation services compared to the surrounding forest ecosystem.
- ✓ Kolmar BNH Eumseong Plant was identified as having weak water flow regulation services but favorable water quality and climate regulation services compared to the surrounding agricultural ecosystem.

Assess – Analysis of Nature-Related Risks and Opportunities

To analyze the potential financial impact of natural capital dependency and impact on business operations, Kolmar Holdings conducted a financial exposure analysis linking the ecosystem services assessment results with business site operating data. For manufacturing sites, key environmental operating data such as water use, wastewater discharge, total phosphorus (T-P) discharge, and carbon emissions were reflected, while for the Academy, which is used as an education and training facility, data considering operating characteristics such as visitor satisfaction survey results was used to derive nature-related risks and opportunities by business site. Based on these analysis results, Kolmar Holdings identified key natural capital risks and management priorities by business site, and plans to expand the scope of quantifying nature-related financial impact and gradually advance its management system.

Key Ecosystem Service	Risk and Financial Impact	Opportunity and Financial Impact
Water Flow Regulation	• Increase in Water Procurement Costs • Increase in operating costs due to stricter water withdrawal regulations • Increase in investment costs for water reuse systems	• Reduction of operating costs through wastewater reuse and improved water efficiency • Enhanced response to sustainable supply chain requirements and increased customer trust
Water Quality Regulation	• Production disruptions and revenue losses if water quality regulations are strengthened • Increase of wastewater treatment costs • Increase of investment costs for advanced wastewater treatment facilities • Decline in the value of business assets due to deteriorating water quality	• Increase of attraction of ESG investment through leading water quality management • Strengthened sustainable supply chain management and enhanced customer trust
Climate Regulation	• Loss of revenue opportunities if the transition to renewable energy is not addressed • Increase of Scope 2 electricity procurement costs • Increase of investment costs for transitioning to low-carbon facilities	• Stabilization of electricity costs through expanded renewable energy use • Enhanced revenue opportunities and competitiveness through the low-carbon transition • Enhanced response to sustainable supply chain requirements and increased investment attraction
Landscape Value	• Decline of facility attractiveness and operating revenue due to damage to natural assets • Increase of investment costs to maintain facility competitiveness • Higher response costs due to strengthened regulations on protected areas and cultural heritage	• Increase of visitors and revenue through nature-friendly branding • Avoidance of restoration costs through proactive landscape management • Preservation of long-term asset value through natural capital conservation

Environmental

Development of Products Designed to Reduce Environmental Impact and Strengthening the Circular Economy
Strengthening Management of Hazardous Substances and Pollutants
Efficient Water Resource Management
[Protecting Biodiversity](#)

Social

Governance

Protecting Biodiversity

Sustainable Value Rooted in Nature

Prepare – Establishing Response Strategy and Pursuing Improvement Activities

Kolmar Holdings is establishing a systematic natural capital management strategy to minimize identified natural capital risks and proactively respond to potential and future risks. In particular, based on the AR3T framework (Avoid, Reduce, Restore & Regenerate, Transform) recommended by the Science Based Targets Network (SBTN), Kolmar Holdings plans to develop response strategies and implementation directions suited to the key risks of each business site, following the 4-stage hierarchical principle of Avoid, Reduce, Restore & Regenerate, and Transform. Each strategy is designed reflecting the ecosystem service deficiency types and financial exposure analysis results derived in the Evaluate and Assess stages of the TNFD LEAP methodology, and Kolmar Holdings plans to gradually advance a practical and effective natural capital risk management system that considers the natural capital dependency and impact characteristics of each business site.

Restore & Regenerate

Creation of an Ecological Garden to Enhance Biodiversity at the Seoul Metropolitan Children's Hospital

Kolmar Holdings, together with the Environmental Foundation, created "The Four Seasons Picnic Garden," an ecological garden to enhance biodiversity within the Seoul Metropolitan Children's Hospital. This garden was created to help children with developmental disabilities who use the children's hospital, and their guardians, experience nature more closely and heighten their ecological sensitivity. The Four Seasons Picnic Garden was created on approximately 162 m² of idle land near the main entrance of the children's hospital, and was designed as an ecological garden reflecting the local ecosystem, planted with a total of 26 species and approximately 1,900 individual plants, including domestic rare and endemic species as well as native plants. In addition, interpretive panels containing information on the various plants were installed, allowing the garden to also serve as a space for nature and ecology education going forward. Approximately 20 Kolmar Holdings employees and their spouses and children participated in the garden's creation, directly carrying out the planting activities, and participants took part in prior ecological education sessions to learn about the significance of conserving rare and native plants and the importance of biodiversity. Kolmar Holdings plans to continue expanding various biodiversity conservation activities in cooperation with local communities.



Yangseom (Yeoju) Ecosystem Protection Activity

In the first half of 2025, Kolmar Group conducted the "Yeoju Yangseom Ecosystem Protection Activity" as part of our onboarding training program for newly recruited college graduates. Yangseom, located in Yeoju, Gyeonggi Province, is an inland island of approximately 400,000 m² located near "Kolmar Korea Yeoju Academy," which was established to share Kolmar Group's "human-centered management" philosophy, and is an ecologically valuable area home to a diverse range of species. This activity was conducted in cooperation with the "Hangang Social Cooperative," an environmental organization that carries out biodiversity conservation and endangered species protection activities, and new hires learned about Yangseom's ecological value and the importance of biodiversity conservation through ecological education. Following this, the new hires directly participated in practical ecosystem protection activities, including the removal of invasive species, tree planting and forest maintenance, and observation of the Yangseom ecosystem, heightening their ecological sensitivity and experiencing the meaning of nature conservation firsthand. This activity was made especially meaningful as Kolmar Group's first ecosystem enhancement volunteer activity at Yangseom. Kolmar Group plans to continue expanding biodiversity and ecosystem conservation activities in cooperation with local communities, based on the values of environmental management and mutual growth with local communities.



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Conducted FGI with Vulnerable Groups

Based on Human Rights Impact Assessment Results

Kolmar Connect Week
8,480 Hours of Volunteer Activities Conducted



First Implementation of Human Rights Impact Assessment



First Implementation of Human Rights Impact Assessment



82.19% of Parental Leave Usage Rate



Received the Minister's Commendation from the Ministry of Gender Equality and Family for Excellence in Family-Friendly Management

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Strengthening Human Rights Management

Establishment and Operation of the Human Rights Management System

Kolmar Holdings prioritizes the protection of the human rights of stakeholders, including employees, in all management activities, and practices systematic human rights management with the Board of Directors as our highest decision-making body. The dedicated ESG Team spreads a company-wide culture of respect for human rights through regular employee human rights training, and focuses on proactively identifying and mitigating potential risks through human rights impact assessments.

In particular, to substantively embed human rights management, Kolmar Holdings has solidified a cross-departmental collaboration framework with the HR Team. The ESG Team leads the advancement of company-wide human rights policies and processes, while the HR Team is responsible for prompt grievance response when human rights risks arise and for preventing secondary harm, jointly pursuing systematic human rights management across our operations.

In addition, Kolmar Holdings continues our efforts to strengthen the expertise and reliability of our human rights management. The human rights impact assessment, first introduced in 2024, has further strengthened its objectivity and independence since 2025 by adding an external expert review process. Kolmar Holdings will continue to actively gather input from external experts and various stakeholders and implement effective improvement measures to further solidify our human rights management system.

Kolmar Holdings strictly complies with internationally recognized labor and human rights standards, including the "Universal Declaration of Human Rights," the "UN Guiding Principles on Business and Human Rights," the "International Labor Organization Constitution," the "UN Global Compact's Ten Principles," and the "OECD Due Diligence Guidance," and works to raise human rights awareness and embed human rights management.

Establishment and Operation of the Human Rights Policy

LINK

Kolmar Group regards respect for human rights as a core value of our corporate management, and strives to establish and practice a human rights policy that resonates with all stakeholders. Kolmar Group's Human Rights Policy was established in 2021, and was subsequently revised in 2024 to reflect global standards and social expectations. The Human Rights Policy is used as a Group-level policy following review by Kolmar Holdings' ESG Committee and Board of Directors, and has become an important guideline for Kolmar Group's sustainability management.

Kolmar Holdings does not treat our Human Rights Policy merely as a document, but provides various training and materials to help employees more easily understand and practice it. In particular, in 2025, Kolmar Holdings created a manual summarizing the key content of the Human Rights Policy in the form of card news content and distributed it. The card news content is composed in a concise and visually accessible format, helping employees clearly grasp and practice the policy's key content. As a result of these efforts, employees' understanding of the Human Rights Policy has significantly improved.

Kolmar Group will continue to strengthen training and communication based on the Human Rights Policy, creating an environment in which all employees can practice the value of respecting human rights. Through this, Kolmar Group will realize sustainable management aligned with global standards and continue to fulfill our role as a socially responsible company.

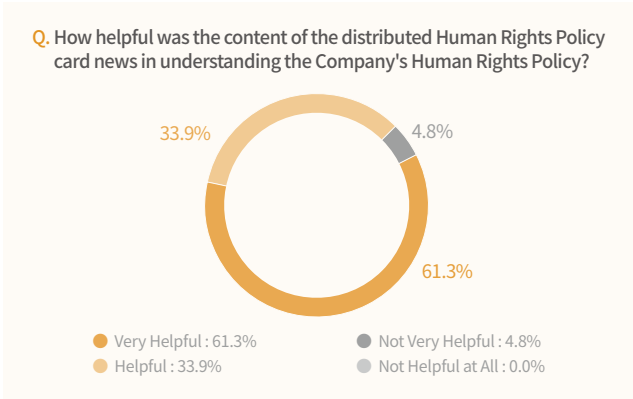
Kolmar Holdings Human Rights Policy Key Content

Non-Discrimination in Employment	Guarantee of Freedom of Association and Collective Bargaining	Prohibition of Forced and Child Labor	Ensuring Occupational Safety
Responsible supply chain management	Protection of Local Residents' Human Rights	Ensuring Environmental Rights	Protection of Customers' Human Rights

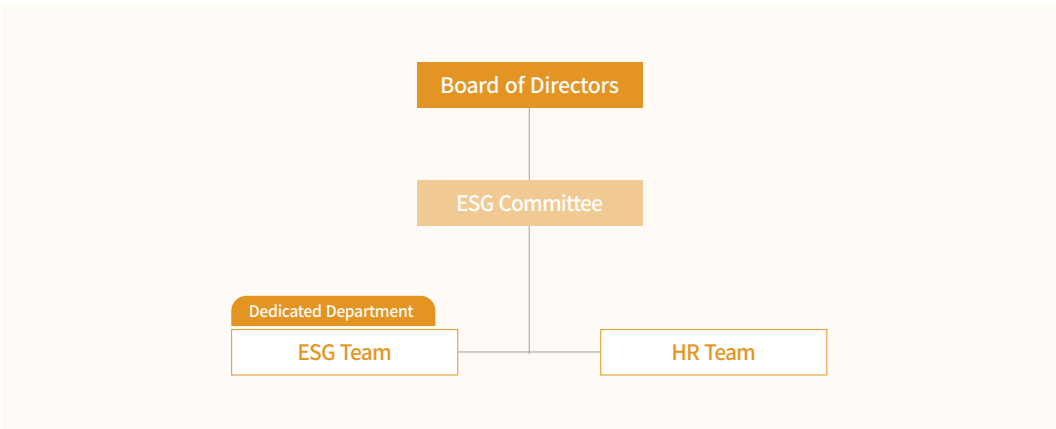
Kolmar Group Human Rights Policy Card News



Kolmar Group Human Rights Policy Card News Survey Results



Kolmar Holdings Human Rights Management System Organization Chart



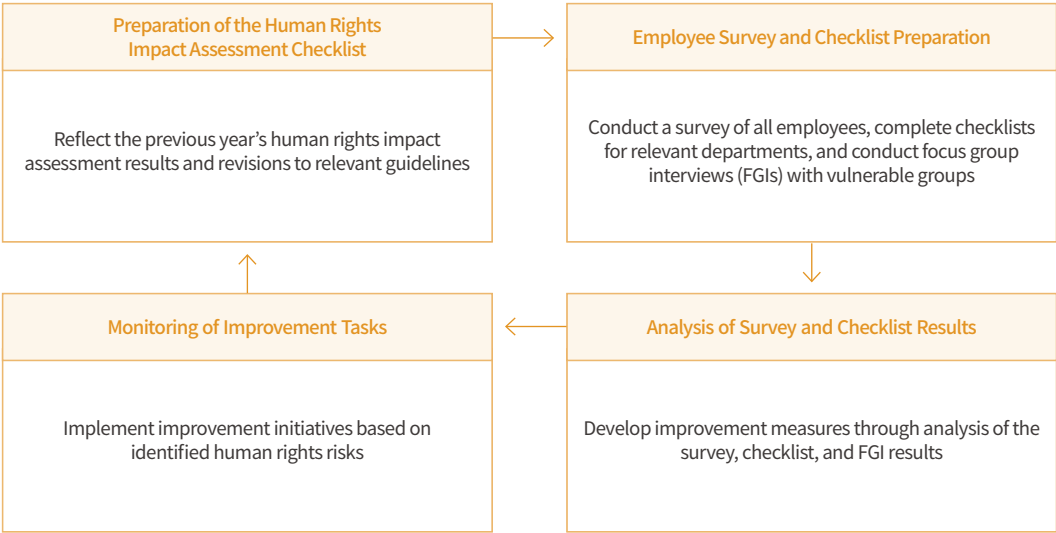
Strengthening Human Rights Management

Human Rights Risk Management Process

Pursuant to Article 16 of its Human Rights Policy, Kolmar Holdings has conducted a regular human rights impact assessment once a year since 2024. This assessment aims to proactively identify and prevent actual and potential risks that our management activities may pose to key stakeholders, including employees, partners, and local communities. Risk improvement and mitigation measures derived through the assessment are reflected across our operations to prevent human rights violations, while related information and performance are transparently disclosed in the Sustainability Report, enhancing confidence in our human rights management.

In particular, in 2026, to more closely listen to employees' voices and address blind spots in human rights management, Kolmar Holdings introduced Focus Group Interviews (FGIs) with vulnerable groups for the first time. The vulnerable groups defined by Kolmar Holdings refer to "specific groups of employees by tenure" who showed the lowest satisfaction or the most pronounced improvement feedback in the human rights management survey. Through this FGI, Kolmar Holdings gained an in-depth understanding of the grievances felt by employees at different tenure levels, providing an opportunity to advance an effective human rights management system.

Kolmar Holdings will continue to systematically manage human rights risk based on our reporting channels and human rights impact assessment, and fulfill our social responsibility by realizing the value of sustainable human rights management together with stakeholders.

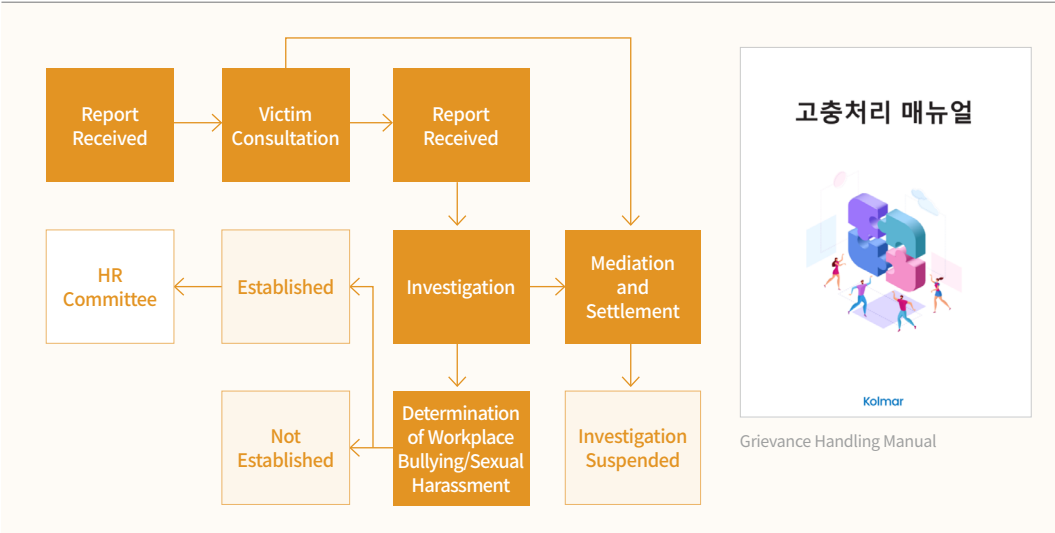


Human Rights Grievance Handling

Operation of the "Better Kolmar" Human Rights Violation Reporting Channel

Kolmar Holdings systematically operates internal reporting and grievance handling procedures, prioritizing victim protection and fair resolution of issues in the event of a human rights violation. To this end, Kolmar Holdings operates our internal reporting channel, "Better Kolmar," providing a system through which any employee who becomes aware of workplace bullying, workplace sexual harassment, or violations of business ethics can file a report. This channel is operated pursuant to Article 17 of Kolmar Group's Human Rights Policy, and ensures the reliability and transparency of the process through thorough confidentiality throughout the entire reporting and handling process. The human rights violation grievance handling procedure operates in 4 stages — "Report Receipt → Case Investigation → Mediation and Settlement → Follow-Up Action" — and is conducted swiftly and fairly to protect the rights of victims and stakeholders. During the investigation process, victim consultations are conducted to identify their requests, witness interviews and review of supporting evidence are conducted where necessary, and external expert advice is used where needed to secure expertise and objectivity. The case handling report clearly records the relationship between the parties, the confirmation of facts, the application of harassment determination criteria, and follow-up actions, ensuring legitimacy. In particular, in 2025, Kolmar Holdings conducted specialized training for company-wide grievance handling personnel to strengthen their counseling and response capabilities, and updated Kolmar Group Grievance Handling Manual to further strengthen the consistency and systematization of grievance handling. Based on the standardized manual, Kolmar Holdings thoroughly manages confidentiality during the investigation process and prevention of secondary harm, and continues to provide emotional support and follow-up monitoring for victims' healthy recovery even after grievance handling is complete. Kolmar Holdings will continue to regularly review the operation of our grievance handling system and strengthen preventive activities, mitigating human rights risk and fostering a healthy organizational culture.

Kolmar Holdings Grievance Handling Procedure



Grievance Handling Manual

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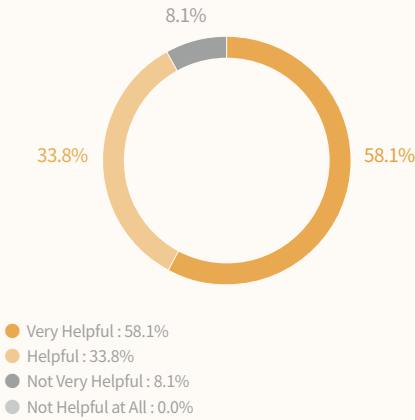
Strengthening Human Rights Management

Human Rights Training

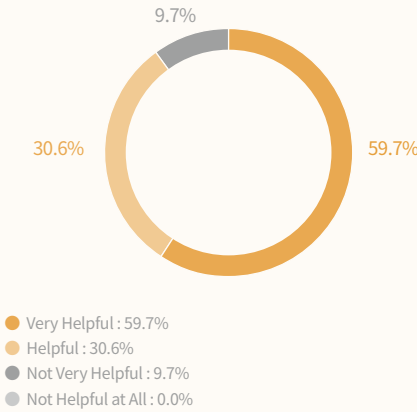
Kolmar Holdings has conducted regular annual human rights training since 2024 to raise employees' human rights awareness and cultivate human rights sensitivity. The human rights training is conducted online over one week centered on "Human Rights Day (December 10)," the day the Universal Declaration of Human Rights was adopted, and through this, Kolmar Holdings works to naturally establish a culture of respect for human rights in daily life. In 2025, training on "Human Rights Management Companies Must Know" was conducted for all employees. To enhance the objectivity and reliability of the training, materials from the National Human Rights Commission of Korea were used, and the content was organized around actual business cases so that employees could gain a practical understanding of the company's role and the importance of human rights management. In addition, to raise company-wide understanding of Kolmar Group's Human Rights Policy, card news content containing key content was produced and distributed in-house. Kolmar Holdings' ongoing efforts to raise human rights awareness form the foundation for realizing the core values of sustainable management, and based on this, Kolmar Holdings will establish an advanced corporate culture that practices human rights management, positioning ourselves as a company that grows together with all stakeholders.

2025 Human Rights Training Survey Results

Q. How helpful was this human rights training in understanding the necessity of human rights management?

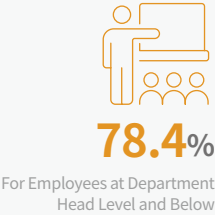


Q. How helpful do you think what you learned in this human rights training will be in practicing behaviors that respect human rights in the work environment?



Kolmar Holdings Human Rights Training Content

Kolmar Holdings Human Rights Training Participation Rate



2025 Human Rights Training Status

Category	Kolmar HOLDINGS	Kolmar	Kolmar BNH	Yonwoo
Human Rights Training Hours* (hours)	628	4,083	1,895	2,324
Number of Employees Subject to Human Rights Training (persons)	113	1,361	467	1,162
Number of Employees Who Completed Human Rights Training (persons)	113	1,361	467	1,162
Human Rights Training Completion Rate (%)	100.0	100.0	100.0	100.0

* Human Rights Training Hours include legally mandated human rights-related training hours.

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Conducting the Human Rights Impact Assessment

Kolmar Holdings has regarded respect for human rights as an important management value and, to put this into practice, has conducted a regular human rights impact assessment every year since 2024. The human rights impact assessment is part of Kolmar Holdings' effort to listen to the voices of stakeholders, including employees, and to practice human rights management based on this input. In 2024, the assessment began by distributing checklists to relevant departments and conducting interviews; in 2025, a survey was added to more broadly gather employees' opinions. Based on feedback from the 2025 assessment process indicating that the survey alone was insufficient to fully reflect employees' opinions, Kolmar Holdings newly introduced stakeholder interviews, including Focus Group Interviews (FGIs), in 2026. The 2026 human rights impact assessment consisted of a checklist review of relevant departments, a human rights status survey of all employees, and stakeholder interviews. Kolmar Holdings comprehensively analyzed the data collected through this process to assess risk, and also conducted third-party assurance to enhance the reliability and effectiveness of the assessment results. In particular, the stakeholder interviews conducted for the first time in 2026 consisted of In-Depth Interviews (IDIs) with relevant departments and FGIs with vulnerable groups and affiliates' human rights management personnel, providing an opportunity to gain a deeper understanding of human rights issues from various perspectives. In the 2026 human rights impact assessment, Kolmar Holdings identified key human rights risks by conducting the checklist review, human rights status survey, and stakeholder interviews in stages, and derived improvement tasks based on this. First, the checklist review consisted of 70 items across 9 areas, including establishment of a human rights due diligence implementation system, prohibition of discrimination in employment and work, guarantee of freedom of association and collective bargaining, prohibition of forced labor and child labor, ensuring industrial safety, respect for local community human rights, responsible supply chain management, ensuring environmental rights, and information security and rights protection. As a result of the assessment, 49 of the 70 items (70%) were already being implemented, while 21 items were found to require some improvement. In particular, it was commonly noted that there was insufficient communication or activity among employees regarding matters that were already being implemented, and this was identified as an improvement task to be carried out. Next, the human rights status survey was conducted among all Kolmar Holdings employees, consisting of a total of 16 questions — 14 Likert-scale (5-point) items, 1 multiple-choice item, and 1 open-ended item. The survey results showed an overall average score of 3.96 out of 5, but weaknesses were identified in the effectiveness of the grievance handling system and protection of whistleblowers. This indicated that while awareness of the system was high, confidence in its effectiveness and in whistleblower protection was lacking. In addition, a gap was found to some extent between other systems in operation and their implementation, and this has been set as an improvement task to be carried out. Finally, for the stakeholder interviews, Kolmar Holdings defined employees with 3–5 years of tenure — a group that scored 0.5 points below average in the human rights status survey — as a vulnerable group and conducted FGIs with them. According to the interview results, fairness in

the operation of systems and cultural differences between departments were identified as key risks, and it was noted that, despite high awareness of the grievance handling system, improvement was needed given concerns about psychological barriers and negative perceptions of those who use the system. Based on these assessment results, Kolmar Holdings derived human rights risk improvement tasks under two broad categories. The first is "improvement of the human rights management system," which involved identifying gaps in the institutional infrastructure for preventing, detecting, and remedying human rights risks and establishing improvement tasks accordingly. Kolmar Holdings plans to strengthen the company-wide foundation for human rights management, primarily through refining the Human Rights Policy and systematizing human rights training. The second is "management of key human rights risks," which involved identifying actual and potential negative impacts on stakeholders' specific rights and establishing improvement tasks by prioritizing them through a materiality assessment. These tasks will be developed in detail and implemented through ongoing communication with relevant departments. Kolmar Holdings will continue to faithfully implement the improvement tasks derived through the human rights impact assessment, doing our best to respect the rights of employees and stakeholders and to practice sustainable management.

Kolmar Holdings Human Rights Impact Assessment Process

Key Activities	
Step 01. Checklist Review	- Consists of 70 items across 9 areas → Establishment of a human rights due diligence implementation system, prohibition of discrimination in employment and work, guarantee of freedom of association and collective bargaining, prohibition of forced labor and child labor, ensuring industrial safety, respect for local community human rights, responsible supply chain management, ensuring environmental rights, information security and rights protection, etc. - Conducted for relevant departments
Step 02. Human Rights Status Survey	- Consists of 14 Likert-scale (5-point) items, 1 multiple-choice item, and 1 open-ended item - Conducted for all employees
Step 03. Stakeholder Interviews	FGIs conducted with the group (vulnerable group) that scored below average in the human rights status survey

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Kolmar Holdings Human Rights Impact Assessment Results

Category	Improvement Task	Implementation Rate	Implementation Performance
2025 Improvement Plan	Manage and Disclose Quantitative and Qualitative Implementation Performance of the Human Rights Impact Assessment	100%	Disclosed in the Sustainability Report (July 2025)
	Require Partners to Fulfill Human Rights Protection Obligations		Revised and distributed the Compliance Pledge for business associates (September 2025)
	Establish and Distribute the Partner Code of Conduct		Reported to the Board and disclosed on the website (November 2025)
	Conduct Human Rights Training Reflecting the Human Rights Policy and Due Diligence System		Distributed card news related to the Human Rights Policy and due diligence system and conducted an effectiveness assessment (December 2025)
	Establish a Manual for Preventing Secondary Harm to Victims and Reporters		Prepared Kolmar Group Grievance-Handling Manual (January 2026)
	Conduct FGIs during the Human Rights Impact Assessment Process (Key Stakeholders)		Conducted during the 2026 human rights impact assessment (April 2026)

Category	Improvement Task	Implementation Plan
2026 Improvement Plan	Strengthen Disclosure of Human Rights Management Information	Disclose in the Sustainability Report (July 2026)
	Improve the Human Rights Policy and Systematize Regular Revisions	
	Systematize Human Rights Training and Strengthen Effectiveness	Implement in 2026
	Establishment of a Formal Stakeholder Engagement Process	
	Establish Human Rights Monitoring Infrastructure for Affiliates	
Management of Key Human Rights Risks	Improve Confidence in Assessments and the Quality of Communication	Develop a plan in 2026
	Activate the Employee Assistance Program (EAP)	

Ensuring Stakeholder Participation in the Human Rights Impact Assessment Process

Kolmar Holdings actively reflects the input of external experts and stakeholders to strengthen our human rights management system. External experts participate in the assessment process to ensure the objectivity and expertise of the human rights impact assessment, and review the results and improvement tasks to support the development of improvement measures that reflect international standards and best practices. In addition, Kolmar Holdings operates various communication channels, including employee status surveys and FGIs, to gather stakeholders' opinions. In particular, by identifying the specific issues faced by vulnerable groups and developing improvement measures, Kolmar Holdings works to ensure that stakeholders' voices are reflected in our policies and action plans. Through this process, Kolmar Holdings enhances the effectiveness of our human rights management and strengthens trust with stakeholders, realizing sustainable management.

Prohibition of Child Labor in Principle and Provision of Education/ Training Opportunities

In accordance with Kolmar Group's Human Rights Policy, Kolmar Holdings prohibits child labor in principle, and takes measures to ensure young workers' access to education and their safety. To this end, Kolmar Holdings requires relevant documentation to verify age during the hiring process, and thoroughly manages our operations to prevent the occurrence of child labor. In addition, to comply with the prohibition of child labor under the Labor Standards Act, Kolmar Holdings and our affiliates appropriately reflect this provision in their employment rules and regularly monitor compliance. This monitoring serves as an important process to confirm that regulations related to preventing child labor are applied consistently across all affiliates, and to take corrective action where necessary.

Implementation of Systematic Management to Prevent Forced Labor and Child Labor

Kolmar Holdings conducts an annual survey of employees' awareness of forced labor and child labor through our human rights impact assessment, and shares the survey results with the HR Department and the Labor-Management Council to discuss improvement measures. Through this, Kolmar Holdings raises employees' human rights awareness and strengthens our internal management system for preventing forced labor and child labor. In addition, to prevent forced labor and child labor among partners, Kolmar Holdings established a Partner Code of Conduct in 2025 specifying related requirements, and requires partners to comply with human rights management through a code-of-conduct compliance pledge at the time of contracting. The pledge clearly states that a company's business relationship may be reconsidered in the event of a human rights management violation, strengthening accountability for preventing forced labor and child labor in transactions with partners. Through these measures to prevent forced labor and child labor, Kolmar Holdings does our best to prevent human rights risks that may arise from our business activities and to realize sustainable management.

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Human Rights Impact Assessment Processes and Results by Affiliate

As a holding company, Kolmar Holdings strives to strengthen the Group-level human rights management system. The human rights impact assessment is conducted based on Kolmar Group's Human Rights Policy, and each affiliate systematically carries out its own assessment based on this, additionally reflecting its business characteristics and industry-specific management environment. In addition to Kolmar Holdings, HK inno.N, and Yonwoo, which had previously conducted human rights impact assessments, Kolmar Korea and Kolmar BNH conducted their first human rights impact assessments in 2026, identifying potential human rights risks specific to each affiliate and deriving improvement tasks. Based on the results of affiliates' human rights impact assessments, Kolmar Holdings comprehensively manages human rights management risk at the Group level, and will continue to monitor the derived improvement plans and track implementation progress.

Key Activities			HK Kolmar	
Step 01. Establishment of a Plan	Preliminary Review and Mapping of Management Activities		Review of Human Rights Issues	
	• Review the previous year's human rights management status	• Map the activity chain	• Identify human rights issues in the public and private sectors	
Step 02. Data Collection	Review of Internal Regulations and Policy Documents		Status Survey	
	• Collect performance data related to indicators	• Review risk identification indicators	• Conduct stakeholder mapping	• Conduct a human rights status survey
Step 03. Impact Analysis	Data Analysis		Materiality Assessment	
	• Identify human rights risks within the company		• Conduct a comprehensive analysis of data	
Step 04. Reporting Results	Selection of Key Human Rights Issues		Reporting Results	
	• Prioritize human rights issues and derive improvement initiatives		• Prepare the report	

Response Strategy by Vulnerable Area

Materiality Assessment Ranking	Key Human Rights Issue	Response Strategy
1st Priority	Improvement of the Human Rights Management System	[Medium Term] Designate and institutionalize a dedicated human rights management organization
	Supply Chain Human Rights Risk Management	[Medium Term] Conduct supply chain mapping and identify partners
	Establishment and Operation of a Living Wage System	[Short Term] Conduct a wage status survey by business site
2nd Priority	Improvement of the Human Rights Management System	[Short Term] Strengthen the role of senior management
	Indicators of Forced Labor	[Medium Term] Prevent overtime work
	Personal Data Protection	[Long Term] Provide training for personnel responsible for personal data
3rd Priority	Improvement of the Human Rights Management System	[Short Term] • Institutionalize human rights impact assessment procedures • Operate training programs and improve their effectiveness
	Establishment and Maintenance of an Environmental Management System	[Long Term] Disclose product information in a manner readily accessible to consumers

* Short term: Initiatives that can be addressed within the current year / Medium term: Initiatives that can be pursued within the next one to two years / Long term: Initiatives requiring a phased approach over three years or longer

Human Rights Impact Assessment Process			Kolmar BNH
Step 01. Establishment of a Plan	- Review internal human rights checklists - Analyze domestic and international human rights guidelines and benchmarks		- Define target stakeholders and establish the assessment scope - Design indicators by assessment area
Step 02. Risk Identification and Assessment	Conducting the Human Rights Impact Assessment	Result Analysis	
	Online survey of all employees and indirectly employed workers	Identification of vulnerable human rights areas and vulnerable groups evaluation	
Step 03. Response Measures and Monitoring	Take action in areas that can be resolved in the short term		Derive priority improvement initiatives and establish a monitoring plan
Step 04. Communication and Disclosure	Report results		Disclose externally

Response Strategy by Vulnerable Area

Category	Vulnerable Area	Key Improvement Activities*
Perceived Vulnerability Areas	Establishment of Human Rights Due Diligence Implementation System	• Conduct a human rights impact assessment
	Guarantee of Freedom of Association and Collective Bargaining	• Diversified and strengthened employee communication channels
Vulnerable Areas in Exposure	Ensuring Industrial Safety	• Periodically improve the health and safety management system • Strengthen online and offline communication on environmental safety • Conduct regular safety training and campaigns
	Prohibition of Discrimination in Employment and Work	• Improve employee welfare programs
Vulnerable Areas in Exposure and Severity	Humane Treatment of Workers	• Promote and activate employee grievance-handling channels

* Activities conducted from 2025 through the first half of 2026

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Human Rights Impact Assessment Processes and Results by Affiliate

inno.N

HK inno.N has expanded the scope of its human rights impact assessment from its own employees to partners, including workers not directly employed by the company, thereby identifying and managing the human rights risks of stakeholders across the supply chain. An analysis of the 2025 human rights impact assessment results by gender and position found relatively lower rates of positive responses among women and employees at the Assistant Manager level and below, identifying these groups as vulnerable groups requiring priority management. For female employees, the company operates various childbirth and childcare support programs offered by Kolmar Group to support work-family balance. For employees at the Assistant Manager level and below, it conducts a campaign promoting the use of the respectful “Nim” form of address and operates regular communication programs between department heads and department members to foster a mutually respectful organizational culture. For partners, the assessment results in the areas of mutual respect and communication were relatively low, identifying these as priority areas for improvement. The company continues to pursue improvement activities through the operation of channels for raising concerns and the collection of feedback.

Human Rights Risk Management System



Human Rights Impact Assessment Process

Category	Content
Frequency	Once per year
Subjects	Employees and some workers not directly employed by the Company
Assessment Areas	Discrimination in employment, forced labor, child labor, freedom of association and collective bargaining, industrial safety, workplace bullying and sexual harassment, etc.
Assessment Method	Consists of a total of 25~35 questions; assessment items are partially revised and supplemented as necessary. Each assessment area is scored on a 5-point scale.

HK Yonwoo

Following its first assessment in 2024, Yonwoo conducted its second human rights impact assessment in 2025, continuing to advance its human rights management system. Based on the UNGC Guide for Business and Human Rights and national human rights management guidelines, Yonwoo assessed 95 indicators across 9 areas for key stakeholders, alongside an employee awareness survey. The assessment results showed improvement compared to the previous year, with progress made in areas including establishing a human rights due diligence implementation system, responsible supply chain management, and respect for local community human rights. Yonwoo plans to continue preventing key human rights risks and expanding the scope of its assessment to strengthen the effectiveness of its human rights management.

Key Human Rights Impact Assessment Results

Category	Content
Assessment Subjects	All domestic business sites (alongside an awareness survey of 120 employees)
Evaluation Criteria	"UNGC Guide for Business and Human Rights," "National Human Rights Management Guidelines," etc.
Assessment Areas	95 indicators across 9 areas
Assessment Results	Overall score of 96.5% (improved compared to the previous year)
Key Improvement Areas	Establishment of a human rights due diligence implementation system, responsible supply chain management, and respect for the human rights of local communities
Future Plans	Expand the scope of assessment to overseas business sites and partners

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Healthy Organizational Culture and Human Capital Management

Building a Healthy Organizational Culture

Promoting Employee Participation-Based Internal Communication

Kolmar Group pursues a range of communication activities to build a healthy organizational culture. These serve as the foundation for effectively conveying Kolmar Group's vision and direction to employees while building a sustainable organizational culture.

In particular, Kolmar Group's internal webzine, "It_Kolmar," is a platform for sharing key updates from each business site, delivering diverse news and culture to employees in an accessible way through text, images, and other content. In addition, Kolmar Group operates the "Kolmar Correspondent" program, selecting employees at each business site as correspondents who report on-the-ground news to be featured as content. Workshops and internal communication training are also provided to strengthen correspondents' capabilities.

In 2025, employee participation increased by approximately 30% compared to the previous year, firmly establishing the webzine as a core platform for facilitating internal communication.

Operation of "Gather 'Round 35"

In 2025, to celebrate Kolmar Group's 35th anniversary, we operated a pop-up program for employees called "Gather 'Round 35." This program was designed to celebrate the 35th anniversary together with employees and to build a sense of belonging and shared identity within the organization. Through a range of participatory activities, such as capsule toy draw and guestbook writing, and by producing and distributing commemorative merchandise, the program provided employees with an enjoyable experience, boosting their sense of pride in the Company and creating an opportunity to grow closer to one another.



Kolmar Correspondent Workshop



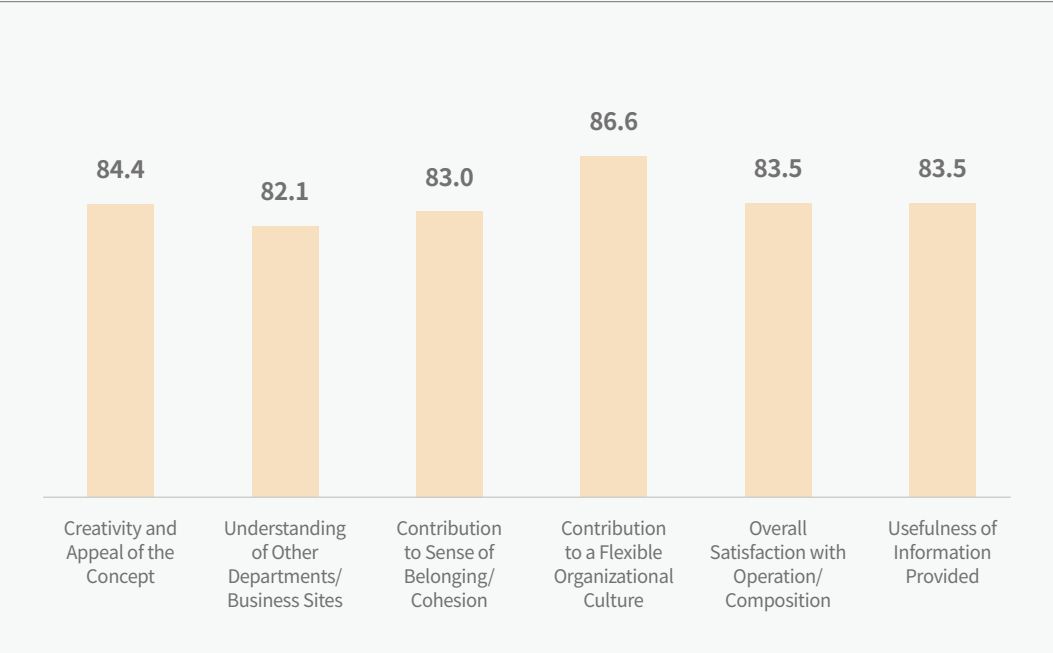
Gather 'Round 35

Kolmar Group regards "people" as the foundation of our corporate competitiveness and the core of sustainable growth. Kolmar Holdings will build a better future together by fostering a healthy organizational culture based on open communication and mutual respect, and through a systematic talent development strategy that supports employees' self-directed growth and work-life balance.

Internal Communication Satisfaction Survey

Kolmar Group conducted a satisfaction survey to objectively measure employee satisfaction with our internal communication activities and reflect the results in future internal content and program planning. The survey covered internal communication activities such as the internal webzine "It_Kolmar" and "in-house programs" such as Gather 'Round 35, and was conducted among key affiliates, including Kolmar Holdings and Kolmar Korea. A total of 1,237 employees participated, and Kolmar Holdings recorded a high score of 83.9 points. Kolmar Group will continue to foster a healthy organizational culture through active internal communication activities.

Kolmar Holdings Internal Communication Satisfaction Survey Results (Unit: Points, out of 100)



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Healthy Organizational Culture and Human Capital Management

Building a Healthy Organizational Culture

"Open Council" for Fostering a Culture of Labor-Management Harmony

Going beyond simple labor-management consultation, Kolmar Holdings operates the "Open Council," based on mutual respect and trust, to build an advanced labor-management culture. The Open Council is a decision-making body in which senior management, including the CEO, participate directly as members, practicing a partnership in which management and employees communicate on an equal footing and work together to address the organization's vision and on-the-ground challenges. The Council holds regular quarterly meetings, with an equal number of management members and employee members elected directly by employees. Through this, the Council maintains a communication structure through which on-the-ground voices are directly reflected in management. Matters resolved or discussed at the Council are announced on the internal intranet within 10 days so that all employees can be promptly informed of the content, enhancing transparent communication and execution. In 2025, centered on the Open Council, Kolmar Holdings introduced a range of programs reflecting employees' practical needs, including organizational culture innovation, improvements to the working environment, and expansion of family-friendly programs. Kolmar Holdings will continue to foster an organizational culture that employees can genuinely feel through active labor-management communication, and realize the value of mutual growth.

2025 Open Council Activities

Activity	Key Content
Introduction of 1-Hour Leave Units	Expanded flexibility in using personal annual leave, ease of use, support for work-life balance
Free Access to the DX Room	Promoting employee health
Installation of Phone Booths	Improving the working environment
Team Communication Strengthening Programs	Team Walk-shops, Team Assimilation
Family Month Prize Draw Event	Employee benefits support during vacation season



Prize draw event offering accommodation vouchers for the Family Month event



Installation of Phone Booths

"One Team Day" – Team Assimilation, Team Walk-shop

Kolmar Holdings conducted the "One Team Day" program to enhance mutual understanding among employees and foster a healthy, trust-centered organizational culture. This program operated a self-directed "Team Walk-shop" for company-wide teams alongside "Team Assimilation," a process facilitated by external experts based on Birkman assessment results. Through this, employees continuously work to recognize differences in their communication styles, develop collaboration principles, and establish a sustainable communication culture within a sense of psychological safety, building a workplace of mutual respect.



2025 Team Walk-shop Activity



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Healthy Organizational Culture and Human Capital Management

Creating a Healthy Working Environment

Welfare Management to Improve Employees' Quality of Life

Kolmar Group makes various institutional efforts to respect employees' autonomy and support work-life balance, while also preventing potential forced labor-related risk. In particular, to support a self-directed working environment, the Group actively operates flexible commuting hours and a selective working hours system, and approximately 70% of employees currently use these systems to work efficiently. In 2025, the Group proactively introduced an "hourly leave system" to support flexible time management, and revised our long-service leave program to provide employees with sufficient opportunity to recharge. In addition, the Group has stably operated a PC-Off system to prevent involuntary overtime work and establish a culture of leaving work on time. Through this, the Group prevents unnecessary extended working hours and firmly guarantees employees' right to rest. Kolmar Group plans to continue gathering on-the-ground feedback to advance our welfare and benefits programs, maintaining a fair, risk-free workplace and supporting all employees in enhancing their quality of life in an autonomous environment.

Kolmar Group Welfare and Benefits Programs

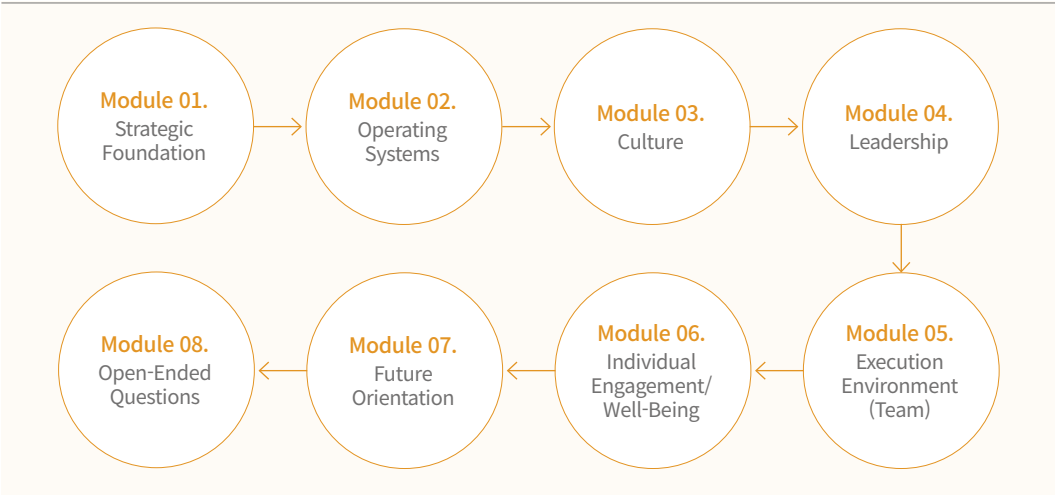
Long-Service Awards Offering commendations and leave to employees with 5, 10, 15, 20 years of service and beyond, at 5-year intervals	Flexible Work Arrangement Working at the hours you want, with flexible commuting hours and a selective working hours system	Business Casual Working flexibly in comfortable attire	Free Use of Annual Leave Using annual leave, half-day leave, and quarter-day leave freely, without hesitation
In-House Library Operating libraries at all business sites, plus an e-library	In-House Club Support Enjoying time together with colleagues	Educational Support Supporting your foreign language education and your children's education costs (kindergarten, university, etc.)	Health Management Supporting regular annual health check-ups
Mental Care Providing psychological counseling services (in-person and remote)	In-House Welfare Spaces Operating an in-house cafe, fitness center, and women's lounge	Support for Family Events Supporting employees and their families through life events (with monetary gifts, leave, and event-related supports)	Childbirth Incentives Providing a special bonus for childbirth (KRW 10 million for the first and second child, KRW 20 million from the third child onward)
Shuttle Bus Operating a commuter shuttle bus! (limited to some business sites)	Employee Discount Sales Offering discounted sales on cosmetics and health supplements	Cafeteria Operating a cafeteria at all business sites	Celebratory Gifts Providing welcome kits, birthday gifts, and company anniversary gifts

* Applicable welfare and benefits programs may vary by affiliate.

Organizational Culture Assessment to Create a Great Place to Work

As a holding company, Kolmar Holdings has made improving "organizational health" — the foundation of sustainable growth across our affiliates — a core management task, and leads assessment and improvement activities to this end. Moving away from the conventional one-directional survey approach, Kolmar Holdings developed "KCI (Kolmar Culture Index)," a proprietary organizational culture assessment tool that incorporates global academic research, including the McKinsey 7-S Framework and psychological safety theory, tailored to Kolmar Group's organizational characteristics. KCI views the organization as a single organic system and is designed multi-dimensionally, consisting of "7 key areas (32 items)" covering organizational management aspects such as strategy, systems, culture, and leadership, along with "open-ended questions (2 items)" to identify specific areas for improvement and strengths. In particular, to enhance the scientific rigor and precision of the assessment, Kolmar Holdings introduced our own "Organizational Culture Index (out of 100 points)" calculation formula reflecting weights for key factors, objectively quantifying the status of each affiliate from a holding company perspective. This assessment, conducted for all Kolmar Group employees, combined quantitative data analysis with qualitative text analysis of open-ended responses, in collaboration with an external specialized institution. Through this, Kolmar Holdings comprehensively reviewed objective figures and subjective opinions, precisely identifying vulnerable areas and potential risks for each organization. Rather than stopping at the assessment results, Kolmar Holdings established customized action plans to strengthen on-the-ground leadership and resolve gaps at the team level, and completed reporting to management. Through regular annual assessments, Kolmar Holdings plans to continuously monitor the Group's organizational culture trends, systematically manage risk factors based on the insights derived, and realize a healthy, dynamic organizational culture.

KCI (Kolmar Culture Index) – Organizational Culture Assessment



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Promoting Diversity and Inclusion

Anti-Discrimination Policy

Kolmar Group regards DEI (Diversity, Equity, and Inclusion) as a core value of our corporate management, and operates a robust protection system so that all employees can perform to their full potential in a fair environment, free of any discrimination. Based on the Human Rights Policy established in 2021, the Group strictly prohibits discrimination in hiring, promotion, and job assignment on the basis of personal attributes such as gender, disability, and age, and specifies this principle in each company's employment rules to institutionally guarantee substantive equality.

In addition, Kolmar Holdings has joined the UN Women's Empowerment Principles (WEPs), complying with global standards for gender equality and women's empowerment. This reflects the Group's strong commitment to a healthy organizational culture in which all members are respected, going beyond mere compliance with formal systems. Not content to rest on these achievements, Kolmar Group plans to further refine our DEI policy starting in H2 2026, in cooperation with each company's HR department. The Group will continue to strengthen an inclusive and fair organizational culture through systematic policy improvement activities that reflect employees' diverse voices.

Expanded Employment of Persons with Disabilities and Establishment of a New Foreign National Hiring Track

Kolmar Group recognizes expanding employment for persons with disabilities and securing diversity in human capital as important responsibilities. As of December 2025, the Group employs a total of 38 para-athletes with disabilities, who compete in a total of 9 sports, including swimming, table tennis, taekwondo, and bowling, achieving economic independence with stable support from 6 affiliates, including Kolmar Holdings. Kolmar Group does our best to continuously support training and activities to help employees with disabilities perform their duties stably and develop their capabilities.

In addition, to secure global talent and spread the value of diversity within the organization, the Group established a new foreign national internship track in 2026 (KOLMAR 2026 Global Internship). The Group has built a systematic process — from a dedicated recruitment website that improves accessibility, through document screening and interviews, to internship participation — and will continue to create an inclusive working environment in which outstanding global talent can perform to their full potential, regardless of nationality or cultural background.

Kolmar Group Employment Status of Para-Athletes with Disabilities

Company Name	Number of Employees (persons)	Sport
Kolmar HOLDINGS	2	Swimming, Billiards
Kolmar	10	Taekwondo, Athletics, Sjoelen, Table Tennis, Boccia
Kolmar BNH	5	Table Tennis, Boccia
inno.N	10	Swimming, Rowing, Table Tennis
Yonwoo	9	Lawn Bowls, Bowling, Boccia, Table Tennis, Taekwondo, Athletics
HNG	2	Table Tennis
Total	38	

Kolmar

KOLMAR 2026

Global Internship

04.30 12:00 – 05.13 23:59

Slow and Steady,
Wins the race

Kolmar

inno.N

Yonwoo

Kolmar

How to Apply

Visit KOLMAR Group recruitment site (<https://kolmarrecruiter.co.kr>) or click the link for the desired job position in this announcement.

Multiple applications during the same period are not permitted.

Recruitment Process

Document screening

First interview

Internship participation (skill test omitted)

2026 Foreign National Internship Track Recruitment Notice

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Promoting Diversity and Inclusion

Building a Mutual Growth Ecosystem with Women Life Scientists

Kolmar Holdings continues our multifaceted support activities for the mutual growth of women scientists in Korea's life sciences field. First, to encourage outstanding women scientists who have contributed to academic advancement in life sciences, Kolmar Holdings has established and continuously sponsored the "WBF-Seokoh Life Scientist Award" together with the Women's Bioscience Forum (WBF) since 2021. Through this, Kolmar Holdings recognizes women scientists' research achievements and supports the enhancement of national science and technology competitiveness and the strengthening of leadership among women in science. Furthermore, to realize substantive industry-academia cooperation beyond one-directional support, Kolmar Holdings holds the "Kolmar Holdings-WBF Open Innovation Forum" every year. At this forum, held for the fifth time in 2025 since its inception in 2021, 7 outstanding women scientists in life sciences presented their research achievements, alongside in-depth discussions on joint research and technology cooperation measures with Kolmar Group research personnel. Kolmar Holdings will continue to do our best to create an inclusive environment in which women scientists can fully realize their capabilities and focus on research and technology development, building a sustainable science and technology ecosystem.



A Model Case of Work-Family Balance: Selected as "Korea's Proud Working Mom"

Kolmar Group deeply recognizes the contributions of working mothers who have achieved outstanding results while fulfilling both work and family responsibilities, and fosters an environment in which they can fully realize their capabilities. As a representative achievement of this effort, Lee Hyun-sook, Managing Director and a leader in Kolmar Korea's cosmetics R&D field, was selected as "Korea's Proud Working Mom" in recognition of her achievements in establishing women's leadership while balancing work and family. Managing Director Lee Hyun-sook developed and commercialized "Smart Delivery," a skin active-ingredient delivery technology, obtaining a patent and receiving a technology award, contributing to strengthening the global competitiveness of Korea's cosmetics industry. In addition, as the mother of two children, she has become a role model for women researchers within the organization by harmoniously balancing childcare and R&D work. Managing Director Lee Hyun-sook's case is an exemplary example that demonstrates not only Kolmar Group's sustainable growth but also the potential of working mothers in Korea. Kolmar Group will continue to advance our work-family balance systems and establish a healthy work-life balance culture so that all employees can realize their capabilities without career interruption.



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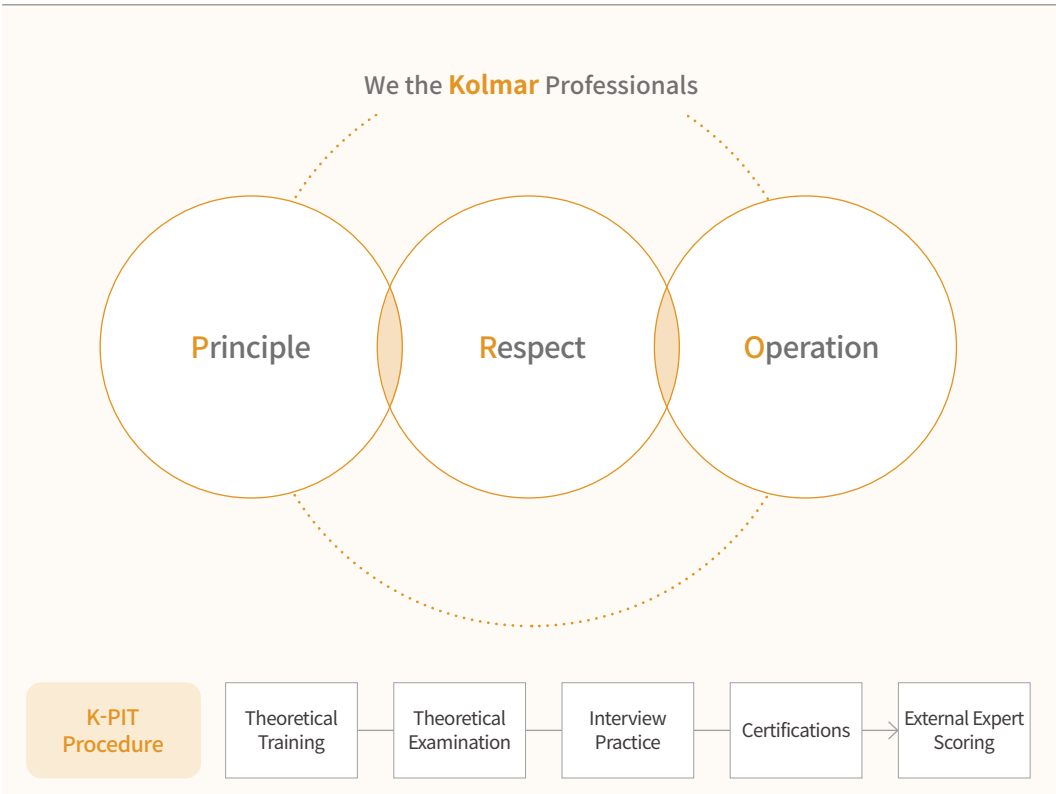
Healthy Organizational Culture and Human Capital Management

Human Resource Management

Fair Hiring and Development

Kolmar Group upholds a fair hiring principle centered on job expertise and competency. Since introducing an AI competency assessment in 2017, the Group has secured objectivity in document screening, and since 2025, has implemented "K-PIT (Kolmar Professional Interviewer Track)," an interviewer competency certification system, to enhance the reliability of interviews. K-PIT, co-developed with an external specialized institution, ensures that only position holders who have passed both theoretical and practical verification participate as interviewers, embedding Kolmar Group's ideal talent profile, "P.R.O. (Principle, Respect, Operation)," throughout the hiring process. Through this system advancement, the 2025 employment rate increased by 11.4% year-over-year based on new hires. In addition, Kolmar Group is raising the quality of talent acquisition and fulfilling our social responsibility by diversifying the hiring pipeline. Kolmar Group will continue to maintain a transparent and efficient hiring process, while leading the way in building a sustainable hiring ecosystem in which the Company and young talent can grow together.

Kolmar Group Ideal Talent Profile: P.R.O.



Operation of the Performance Management System

Kolmar Group operates an integrated performance management system that links performance evaluation with talent development. The Group closely connects organizational Key Performance Indicators (KPIs) with individual goals, and supports tangible growth through peer feedback during the course of work performance. Evaluation goes beyond simply measuring results, aiming for a virtuous cycle that closely reviews the process of achieving work as well. To secure objectivity in evaluation, year-end evaluations are conducted by comprehensively considering the results of ongoing reviews and employees' self-feedback. In addition, the Group ensures employees' opportunity to appeal through an objection system for evaluation results, enhancing the fairness and transparency of the evaluation process and realizing an evaluation culture based on mutual trust.

Operation of the Self-Promotion Recommendation System, KSR (Kolmar Self Recommendation)

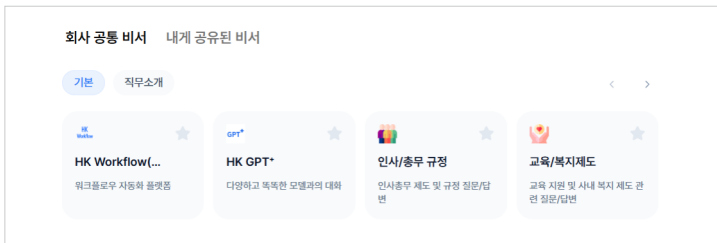
Kolmar Group operates the "Self-Promotion Recommendation System" every January to enable employees to proactively demonstrate their achievements and seek growth opportunities. Under this system, employees directly describe their capabilities and achievements to recommend themselves for promotion, operated separately from the existing regular promotion process based on recommendations from organizational leaders. In the review process, individual job competency and tangible performance are given top priority, and a rigorous evaluation is conducted. Through this, the Group establishes a performance-based, fair promotion system and realizes a proactive growth culture in which employees actively design their own careers.

Kolmar Group Self-Promotion Recommendation System (KSR) Process



Introduction of an HR System Chatbot

Kolmar Group has introduced an HR system chatbot service so that employees can immediately resolve questions about HR regulations, systems, and processes anytime, anywhere. By automating repetitive inquiries that previously required direct contact with HR system personnel, the Group has achieved the dual effect of improving employee convenience and HR team's work efficiency.



HR System Chatbot within HK GPT

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Human Resource Management

Operation of the Career Development Program (CDP)

Kolmar Group organically manages everything from hiring to organizational operation, competency assessment, and development, based on a job-centered integrated workforce management system. Through data-driven competency analysis, the Group places the optimal talent in each role, and maximizes employees' expertise by providing customized development plans and job-specific special lectures that reflect job-specific required competencies and employees' career needs.

In particular, to support employees' proactive career development and the organization's flexible talent management, the Group operates "CDP (Career Development Program)," an in-house, application-based job rotation system, twice a year. This program gives internal talent priority opportunities to take on new challenges when job openings arise, creating an optimal environment for employees to demonstrate their aptitude and capabilities. As a result of these efforts to develop versatile, cross-functional talent, 13 positions across the Group successfully secured new growth momentum in 2025. Kolmar Group will continue to advance the CDP so that employees can design their own careers, further strengthening the Company's sustainable human capital competitiveness.



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

Under the philosophy that "the growth of people is the growth of the organization," Kolmar Group practices reading management to strengthen employees' humanistic literacy and cultivate creative thinking. Centered on "KBS (Kolmar Book School)," which began in 2006, the Group supports employees' daily reading habits, spreading a culture of reading in-house through the operation of book cafes at 12 business sites and the donation of books in lieu of gifts for congratulatory and bereavement events.

In addition, the Group operates "e-KBS," an e-library in partnership with major bookstores, enhancing accessibility so that reading is possible in a digital environment as well. In addition, the Group provides various learning content, including reading essays, reading correspondence, and book learning, expanding employees' reading experience. In particular, reading activities are linked to the HR system, reflecting the writing of book reports 6 times a year in employee evaluations, encouraging reading to translate into employees' tangible capability development. The activities of "KBL (Kolmar Book Leader)," who leads the in-house reading culture, and regular awards for outstanding book reports are also actively operated.

Through these efforts, key Kolmar Group affiliates have achieved Certification for Excellent Workplace for Reading Management for 4 consecutive years. Kolmar Group will continue to solidify our reading-based talent development system, promoting the Company's sustainable growth and innovation.

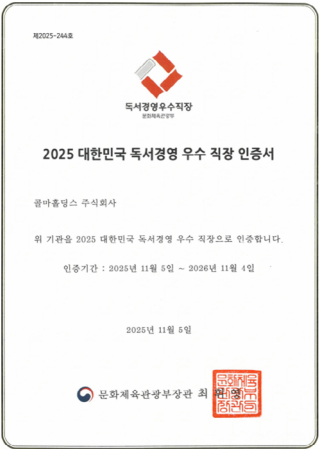
Reading Incentive Program (KBS) Operating Performance



Cumulative
Book Reports

208,603

As of December 31, 2025



2025 Korea Excellent Reading Management Workplace Certificate



The 12th Korea Excellent Reading Management Workplace Certification & Awards Ceremony

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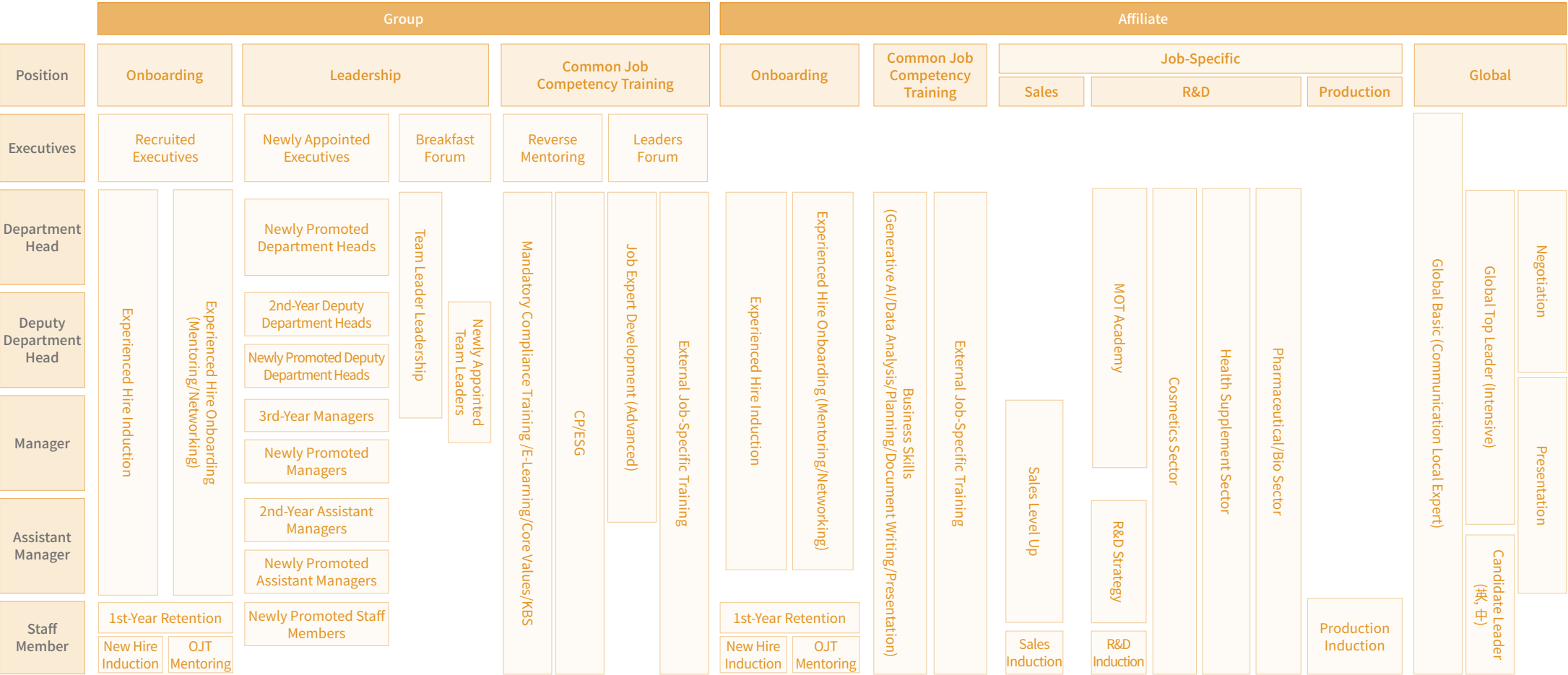
Healthy Organizational Culture and Human Capital Management

Support for Talent Development and Capability Enhancement

Kolmar Group operates a systematic training system to develop the capabilities of employees at every level, from new hires to executives. To deepen understanding of Kolmar's core values and philosophy, the Group conducts onboarding training for new and experienced hires, and provides systematic training for team leaders and executives on the leadership and qualities required for their roles. In particular, Kolmar Group has clearly defined leadership expectations by position level and consistently implements tailored training based on these definitions across the Group.

To strengthen job expertise, the Group operates job-common training alongside specialized training in sales, R&D (cosmetics, health supplements, pharmaceuticals/bio, etc.), and production, reflecting each affiliate's business characteristics. Through this, the Group contributes to strengthening field-oriented practical capabilities and job expertise. In addition, the Group operates global talent development programs and has introduced the Core Talent system to identify and cultivate key talent, building a foundation for growing next-generation leaders. Kolmar Group will continue to provide optimized training opportunities by position level, job function, and career stage, developing talent equipped with expertise and leadership and working to secure sustainable organizational competitiveness.

Kolmar Group Learning & Development Framework



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From One to Family

From the Excitement of Beginnings to the Joy of Growing Together: Kolmar Group's Family-Friendly Roadmap Embracing Employees' Entire Life Journey

Special page

Kolmar Group respects each employee's individual life journey and operates customized family-friendly programs that closely support the full life cycle — from single life through marriage, childbirth, and childcare. Going beyond simply providing one-directional welfare benefits, the Group is building a culture in which the organization empathizes with and supports employees at every important moment in their lives. From health science lectures that support the wellness of all employees regardless of marital status, to date course support to celebrate Couple's Day, to expanded childbirth incentives celebrating the birth of new life and mandatory parental leave (Kolmar Parental Leave System), Kolmar Group's welfare benefits are closely connected to employees' lives.

In 2026, the Group established a new program that compensates colleagues who take on the workload of employees on parental leave during the "childcare immersion period" (the period of work absence due to maternity leave or parental leave), completing a mutually supportive workplace where employees can raise children without concern about workplace pressure or career disadvantages. Kolmar Group will continue to make careful efforts across the entire life cycle so that employees can experience the value of family in their daily lives, and to ensure that our family-friendly culture leads to tangible change and social value creation.

[Single] Balancing Daily Life and Preparing for Tomorrow

[Policy] Partnership with Specialized Organizations

To support employees' life planning and well-being, we provide ongoing discounted benefits through partnerships with matchmaking service providers.

[Activity] Infertility Awareness Training

To support the wellness of all employees regardless of marital status, we hosted a special lecture by a Doctor of Public Health, providing insights on health promotion and balanced lifestyles for both single and married employees



2025 Infertility Awareness Training

[Marriage] Excitement as a Couple and Communication for Prospective Parents

[Activity] Couple's Day

- In celebration of Couples' Day, a nationally designated commemorative day, Kolmar Group launched "Kolmar Couples' Day" in 2025 to promote a family-friendly culture and support employees' family well-being.
- To provide a time for couples to focus fully on each other and strengthen their relationship, in 2025 the Group supported special experiences away from busy daily life in a new setting, including dance classes, movie screenings, commemorative photo sessions, and time to express appreciation for each other



2025 Couple's Day



[Activity] Pregnant Women's Day

- Since 2024, Kolmar Group has annually celebrated "Kolmar Pregnancy Day" in recognition of Pregnancy Day, promoting a supportive and family-friendly work environment for pregnant employees
- As an opportunity to share the excitement and joy of welcoming a new life, Kolmar Group provided childbirth and parenting education for expectant employee parents, along with hands-on activities designed for their future children.
- Kolmar Group provided a platform for open dialogue with senior management, enabling employees to share their perspectives on family-friendly policies and programs. Through these exchanges, the Group further reinforced our commitment to fostering a family-friendly workplace culture and putting our people-centered values into practice.



2025 Pregnant Women's Day



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Kolmar Group's Family-Friendly Roadmap Embracing Employees' Entire Life Journey

Special page

[Childbirth and Childcare] The Joy of New Life Blooming in Celebration

[Policy] Kolmar Childbirth Incentive

		
First Child	Second Child	Third and subsequent children
KRW 10 million	KRW 10 million	KRW 20 million

[Policy] Kolmar Parental Leave System

Mandatory parental leave (1 month or more)
Salary continuation for the first month of parental leave

[Policy] Introduction of Customized Maternity Work Attire

Provision of customized work attire, lab coats, lab aprons, and dust-proof clothing that consider the physical characteristics of pregnant employees

[Policy] In-House Maternity Protection Programs

Pregnancy	Childbirth
- Prenatal check-up time - Infertility treatment leave - Miscarriage/stillbirth leave - Reduced working hours during pregnancy - Prohibition of overtime work - Restrictions on night and holiday work	- Maternity leave - Spousal childbirth leave
	Childcare
	- Guaranteed parental leave and childcare time - Reduced working hours during the childcare period - Family care leave/time off - Reduced working hours for family care

[Policy] Partnership with Specialized Organizations

Ongoing discount support for employees using specialized infant/toddler food companies

[Policy] Kolmar Childcare Colleague Work Support Program (Newly adopted in 2026)

A program compensating colleagues who take on the workload of employees on leave during the "childcare immersion period" (the period of work absence due to maternity leave or parental leave)

- Substitute work onboarding period (up to 3 months): Paid leave provided
- Substitute work performance period (4 months onward): Welfare points provided



Kolmar Group Family-Friendly Poster



Kolmar Return-to-Work Support Program for Parental Leave Poster

[Activity] Kolmar Return-to-Work Support Program for Parental Leave

- Special lectures by an invited childcare research institute director and labor attorney
- Guidance on family-friendly programs by life stage, updates on government policy/legal amendments, and internal company policies

[Family] Mutual Growth and Bonding Raised Together

[Activity] Kolmar Picnic

Invited 100 employee families to Everland and offered a range of recreational activities and flexible family date opportunities. The program provided participants with a chance to step away from their daily routines, refresh and recharge, and enjoy meaningful time with their loved ones.

[Activity] Kolmar Family Day

Invited employees' families to HK inno.N's new Pangyo office building to introduce the Company's vision and working environment, and conducted various hands-on activities for employee families (cosmetics making, rides, personal color analysis, creative science class, cosmetics refill station, etc.)



2025 Kolmar Family Day

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From the Excitement of Beginnings to the Joy of Growing Together:
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Life-Cycle Program Satisfaction Survey

Kolmar Group continuously listens to employee feedback and reflects improvements through a satisfaction survey on our life-cycle programs, working to enhance program quality.

Life-Cycle Program Satisfaction Survey Results



■ Satisfied or Above ■ Neutral or Below

Major Awards and Certifications in the Family-Friendly Field

2025 Prime Minister's Commendation (Family Month)

The Ministry of Gender Equality and Family held a ceremony in May, Family Month, under the theme "Family, Building Happiness Together," awarding medals and commendations to 85 individuals recognized for their contributions to advancing family welfare and spreading a family-friendly culture. At this ceremony, individuals and institutions that contributed to fostering a family-friendly culture and improving families' quality of life across policy and local communities were selected, and Kolmar Holdings was the only company recognized in the corporate category among the award recipients, adding further significance to the honor.



Family Month Commemorative Ceremony

Selected as a Representative Best Practice for Management-Led Initiatives

The "Reasons Why Our Company Is Special Right Now: The Work-Family-Life Balance Playbook," published by the Korean Peninsula Population Institute for Future, featured outstanding company cases for realizing work-life balance, and Kolmar Holdings was introduced as a "management-led" innovation case for establishing the "Kolmar Maternity Promotion Team," Korea's first dedicated organization for maternity promotion. This represents external recognition of Kolmar Holdings' ongoing efforts to operate maternity promotion and family-friendly programs and build a work-family balance culture, and is meaningful in demonstrating the Company's tangible execution capability and sustained commitment to spreading a family-friendly corporate culture.



Reasons Why Our Company Is Special Right Now:
The Work-Family-Life Balance Playbook

Kolmar Group Certified as Best Family Friendly Management

Within Kolmar Group, all 5 key affiliates — including holding company Kolmar Holdings, as well as Kolmar Korea, Kolmar BNH, HK inno.N, and Yonwoo — have obtained and continuously maintained the Ministry of Gender Equality and Family's "Family-Friendly Company" certification. In particular, Yonwoo was selected as an Excellent Family-Friendly Company in 2025 and received a commendation from the Minister of Gender Equality and Family, recognized as a company leading family-friendly management.

Year of Initial Family-Friendly Company Certification

	 2021	 2021	 2021	 2022	 2017
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- Human Rights First
- Healthy Organizational Culture and Human Capital Management
- From One to Family
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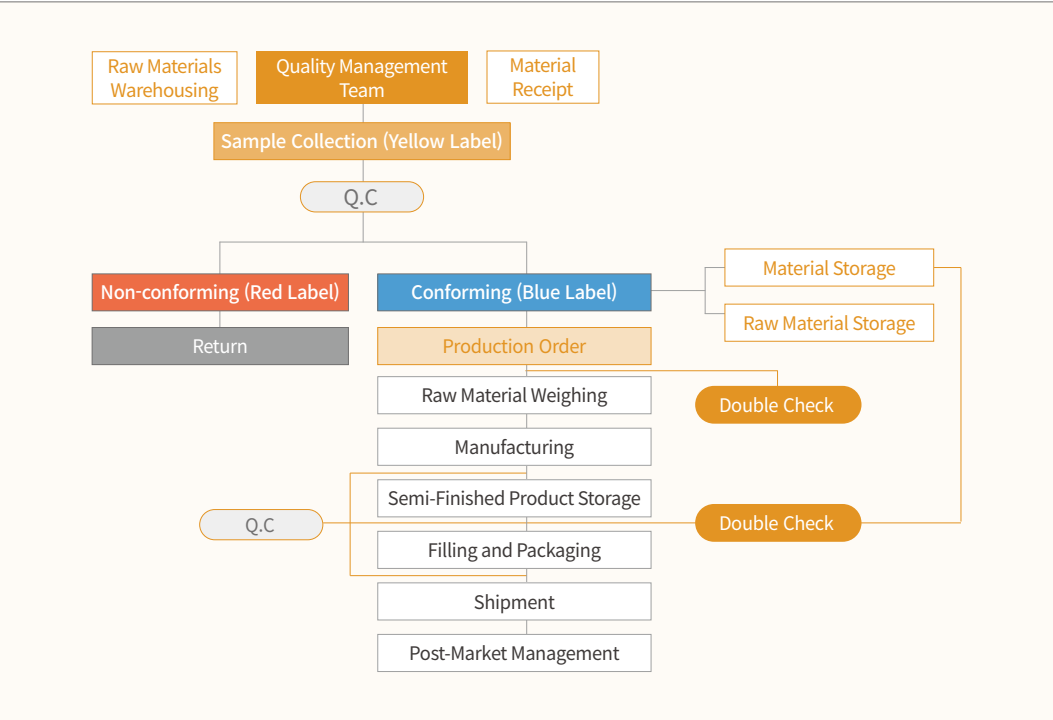
Strengthening Product Quality and Safety

Establishing a Quality Management System

Kolmar Korea operates a systematic organizational structure centered on its Quality Division to ensure quality throughout the entire process, from raw material and subsidiary material procurement to finished product manufacturing. Through quality personnel in each department, Kolmar Korea gathers internal and external quality issues and stakeholder requirements once a year, and carries out a process of proactively identifying and improving product quality risks. In particular, Kolmar Korea links these quality improvement activities to personnel's Key Performance Indicators (KPIs), clarifying accountability and execution at the working level, and continues to work toward securing global-level quality reliability through its newly established Scale-Up Team, which performs quantification of process parameters and key risk assessments.

Kolmar BNH thoroughly complies with the Ministry of Food and Drug Safety's Good Manufacturing Practice (GMP) standards to maintain customer trust and ensure outstanding quality, and has built and operates a quality system based on these standards. The Company carefully inspects and reviews the safety and efficacy of products at every manufacturing stage, and through this systematic management system, achieved zero product recalls in 2025.

Kolmar BNH Quality Management System



For customer trust and satisfaction, Kolmar Group has made product safety and consistently high quality our top priority. To this end, each affiliate makes continuous efforts to maintain transparency throughout the entire product manufacturing process and to provide consistent quality.

Quality Management Risk Management

Kolmar Group has made product quality our top priority and has built a quality management risk management system that meets global standards. Accordingly, Kolmar Korea maintains global quality capabilities based on Korea's first ISO 22716 (International Good Manufacturing Practice and Quality Management Standard for Cosmetics) certification and its designation as a CGMP-compliant facility, and, in particular, successfully passed a U.S. FDA Inspection in 2024, officially demonstrating its product safety and reliability in the global market. In addition, to verify the effectiveness of its quality management system, Kolmar Korea conducts an annual ISO 9001 (Quality Management System) surveillance audit and regular internal audits to continuously control potential risks, and, in the event of a material issue, systematically manages the process through special audits, corrective action, and follow-up inspection, continuing to work to enhance global quality reliability.

Kolmar BNH has introduced smart process technology at its Sejong Plant 3 to monitor process data across all stages in real time, and, based on this, proactively identifies and manages potential anomalies that may arise during production. Through this data-driven management system, Kolmar BNH minimizes quality variation risk and maintains consistent product quality, systematically managing safety and resource operation efficiency across production.

HK inno.N monitors and evaluates the operating status of its manufacturing sites' quality systems on a monthly basis to ensure compliance with quality policy and relevant laws and regulations. HK inno.N also establishes and operates an annual quality program reflecting the characteristics of each business site, continuously monitoring the implementation status of key quality management activities. To secure the reliability of pharmaceutical manufacturing and quality control data, HK inno.N systematically records and manages data generated throughout the entire manufacturing and quality control process in accordance with the latest global GMP regulations. In addition, HK inno.N reflects the assessment criteria of the Ministry of Food and Drug Safety's "Guidelines for Data Integrity Assessment of Pharmaceutical Manufacturers" in its internal standards, and regularly conducts self-inspections to check compliance with data integrity, pursuing continuous improvement activities.

Yonwoo operates a systematic quality management system based on rigorous quality management principles to maximize customer value. Yonwoo has built a management system to enhance quality competitiveness and customer satisfaction across the entire process, from product development to production, and continuously works to secure stable quality. In addition, Yonwoo maintains international standard certifications, including ISO 9001, securing the reliability and objectivity of its quality management system. Based on this, Yonwoo responds to the diverse requirements of customers and partners, continuously strengthening its trusted quality competitiveness in the global market.

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Strengthening Product Quality and Safety

Quality Management Process

Kolmar Korea operates a 6-STEP quality management process to proactively prevent quality defects and ensure stability. First, upon receipt of raw and subsidiary materials, only materials that pass a specification compliance test are used in production, and at the raw material weighing stage, the accuracy of measurement and compliance with work standards are verified. During the manufacturing process, production conditions and the status of semi-finished products are evaluated to strictly control whether subsequent processes may proceed. At the filling and packaging stage, appearance, weight, and sealing condition are then inspected, and only products that pass the designated quality assurance manager's finished product testing and shipment approval are ultimately supplied to the market. Kolmar BNH manages the entire product manufacturing process based on advanced analytical equipment and specialized personnel, complying with laws and regulations related to general foods and health supplements, and conducting its own testing as necessary to manage quality standards. In addition, Kolmar BNH performs key quality verification activities — including hazardous substance management, microbial testing, and content analysis — throughout the entire process, from raw material receiving to shipment, securing product reliability.

Quality Management Training

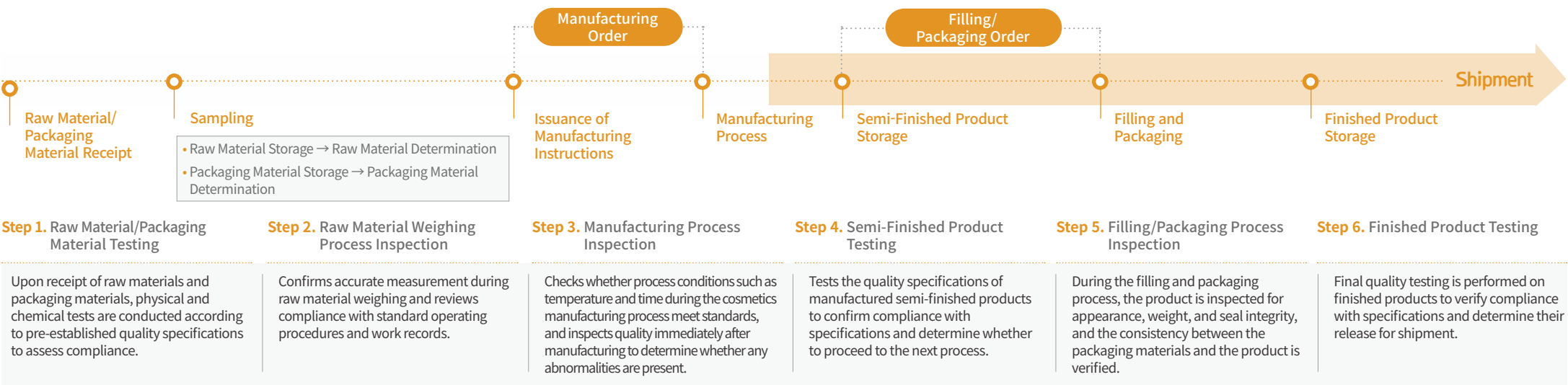
Kolmar Korea operates a systematic training program for all employees to embed its quality management system and improve product quality. Kolmar Korea conducts monthly customized training on global regulations and internal standards across the entire process, from material receipt to manufacturing and shipment, enhancing employees' professional expertise. Kolmar Korea is advancing its training system so that all employees clearly understand quality standards and thoroughly practice them in the field, and continues to work to establish a global-level quality culture.

Partner Assessment and Quality Management

To raise quality standards across its supply chain, Kolmar Korea operates a systematic assessment system for its raw material/material and contract manufacturing partners. In addition to multi-faceted assessment at the registration stage, Kolmar Korea conducts an annual regular assessment reflecting quality, delivery, and ESG factors even after registration, proactively controlling supply chain risk, with a focus on companies with high defect rates. In addition, Kolmar Korea establishes a quality management process tailored to each partner's business characteristics and directly supports process improvement activities, continuing to work to strengthen quality competitiveness based on mutual growth with partners.

HK inno.N operates a systematic supplier evaluation and management framework to ensure product quality and maintain a stable supply chain. New suppliers are selected through a registration assessment process that includes financial and ESG evaluations. Following onboarding, the Company conducts regular assessments and risk analyses based on suppliers' criticality and risk levels within the supply chain. In addition, improvement action plans are established based on assessment results, and audits and ongoing monitoring are carried out to proactively manage potential supply chain risks. Through these efforts, HK inno.N continuously strives to enhance supplier management standards and strengthen the overall resilience of its supply chain.

Kolmar Korea Quality Control 6-STEP Process



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Strengthening Product Quality and Safety

Quality Management Certification Achievements and Awards

Kolmar Korea has worked to obtain and maintain global-level quality management certifications, including designation as Korea's first CGMP-compliant facility and Korea's first ISO 22716 (International Good Manufacturing Practice and Quality Management Standard for Cosmetics) certification. In particular, in 2024, Kolmar Korea successfully passed a U.S. FDA Inspection, officially demonstrating the product safety and quality reliability required in the U.S. and other global markets. Kolmar Korea is strengthening this global quality capability to solidify local consumer trust and accelerate its entry into new overseas markets.

Kolmar BNH is strengthening its quality and safety management system by obtaining international certifications, including Halal, Kosher, NSF cGMP, Global HACCP, FSSC 22000, and ISO 9001, to respond to diverse consumer requirements in the global market. In addition, its HemoHIM products obtained anti-doping certification (Informed Choice), demonstrating safety in line with global standards. Based on this, Kolmar BNH is expanding its foundation for global market entry and supplying safe, reliable products to consumers in a range of countries.

Kolmar Korea Quality Management Certification Status

Certification Title	Certification Body	Certification Content	Certified Entities
CGMP	MFDS	 Good Manufacturing Practice and Quality Management Standard for Cosmetics	Korea (Sejong, Bucheon)
ISO 22716	Bureau Veritas	 International Good Manufacturing Practice and Quality Management Standard for Cosmetics	Korea (Sejong, Bucheon), Beijing, Wuxi, U.S., Canada
ISO 9001	Bureau Veritas	 Quality Management System Certification	Korea (Sejong, Bucheon), Beijing
FDA OTC	U.S. FDA	 OTC Products and Cosmetics Certification	Korea (Sejong, Bucheon), U.S., Canada
Health Canada	Health Canada	 NHP & Drug Products and Cosmetics Certification	Korea (Sejong)
KMF Halal	KMF	 Cosmetics Halal Certification	Korea (Sejong, Bucheon)
KHA Halal	KHA	 Cosmetics Halal Certification	Korea (Sejong, Bucheon)

Kolmar BNH has secured internationally recognized testing capability and strengthened quality reliability by obtaining KOLAS accreditation for its Health Food Lab. In 2025, the Sejong Plant 3 additionally obtained KOLAS accreditation for 6 chemical testing items in the food category, further expanding its accredited testing capability and ability to respond to global markets.

Kolmar BNH was recognized externally for its excellence in quality management after being named a “National Quality Competitiveness Excellence Company” at the 51st National Quality Management Convention hosted by the Korean Agency for Technology and Standards (KATS) under the Ministry of Trade, Industry and Energy. Building on its Minister’s Awards for Outstanding Quality Control Circles in 2023 and 2024, the Company achieved recognition at the National Quality Management Convention for three consecutive years. This accomplishment reflects the successful outcomes of company-wide quality innovation initiatives and continuous improvement efforts.

Kolmar Korea operates a company-wide quality circle system to embed a field-driven, voluntary quality innovation culture. Kolmar Korea holds an annual quality circle competition to identify and share outstanding process improvement cases, and links this to a reward system based on performance to encourage employees' active participation. In practice, in 2025, Kolmar Korea improved its functional cosmetics analysis process, reducing testing time by 30.5% and generating annual cost savings of approximately KRW 124.65 million, strengthening tangible quality competitiveness and building an efficient work system.

Outstanding quality circles that have passed this internal verification compete in the National Quality Management Convention, externally demonstrating Kolmar Korea's quality competitiveness. Kolmar Korea has participated in the National Quality Management Convention for 8 consecutive years, from 2018 to 2025, and has received the Presidential Medal and the Minister of Trade, Industry and Energy's Award.



Kolmar Korea Award at the 51st National Quality Management Convention



Kolmar BNH Selected as an Excellent Company in Quality Competitiveness at the 51st National Quality Management Convention

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Sustainable Supply Chain Management

Establishing Policies for Sustainable Supply Chain Management

Based on sustainable management and an ethical corporate culture, Kolmar Group pursues mutual trust and growth with our partners, and to realize this, has established and operates a "Partner Code of Conduct" and a "Sustainable Procurement Policy." These policies apply to all management activities involving partners and serve as an important foundation for building a sustainable supply chain and strengthening ESG management. Through this, Kolmar Group will fulfill our environmental, social, and ethical responsibilities together with the partners, doing our best to strengthen ESG management and build a sustainable future.

Establishment and Operation of the Partner Code of Conduct

LINK 

The Code of Conduct specifies the principles of ethics, human rights, health and safety, and environmental management that Kolmar Group and our partners must jointly observe, and applies to all management activities involving partners. By complying with the Code of Conduct, partners must implement the principles of ethical management, human rights protection, occupational health and safety management, and environmental management practice. By complying with the Code of Conduct, partners must implement the principles of ethical management, human rights protection, health and safety management, and environmental management practice. Ethical management aims to build trust through transparent and fair transactions and prevent corruption and unethical behavior, while human rights protection includes prohibiting discrimination, forced labor, and child labor, and guaranteeing workers' freedom of association and collective bargaining rights. Occupational Health and Safety management refers to implementing appropriate measures to protect workers' health and safety, and environmental management practice aims to carry out responsible management activities for environmental protection. Through the Partner Code of Conduct, Kolmar Group strengthens mutual trust with our partners and actively supports partners in contributing to the building of a sustainable supply chain.

Establishment and Operation of the Sustainable Procurement Policy

LINK 

The Sustainable Procurement Policy was established to realize environmental, social, and ethical sustainability in the procurement activities of all affiliates, pursuing carbon neutrality and a circular economy, and, through this, to build a sustainable supply chain and strengthen ESG management. This policy is structured around the principles of sustainable procurement: environmental protection, social responsibility, and ethical management. Environmental protection aims to minimize environmental impact through resource conservation, increased energy efficiency, and reduced greenhouse gas emissions, and social responsibility includes protecting the rights of local communities and workers through fair transactions with partners. Ethical management refers to preventing corruption and unethical conduct through transparent and responsible procurement activities. Through this Sustainable Procurement Policy, Kolmar Group realizes environmental, social, and ethical values in its procurement process, and does our best to build a sustainable supply chain together with the partners.

Kolmar Group deeply recognizes the importance of mutual growth with our partners and embedding ESG values. Accordingly, the Group leads the way in building a sustainable industry ecosystem through systematic support to strengthen partners' quality, technology, and sustainable management capabilities, and through the establishment of a supply chain ESG management system.

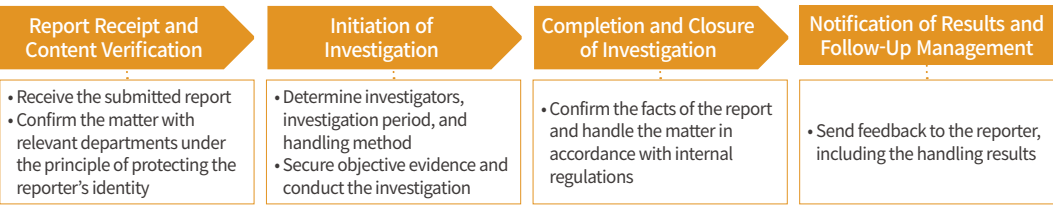
Spreading Human Rights Management Values Across the Supply Chain

Kolmar Group implements systematic preventive measures and management standards to establish human rights management not only among employees but across the entire supply chain, including partners. Based on the human rights impact assessments currently underway at each affiliate, the Group is establishing a mid- to long-term plan to gradually expand the scope of human rights due diligence to partners, advancing supply chain human rights management through this. For tangible human rights risk management, Kolmar Group specifies human rights management principles through a "code-of-conduct compliance pledge" at the time of contracting with partners, and has established an institutional basis for reconsidering the business relationship in the event of a violation. In addition, the Group has established the "Kolmar Group Partner Code of Conduct," requiring partners to create a fair and safe working environment, including prohibiting all forms of discrimination, strictly prohibiting forced and child labor, guaranteeing freedom of association and collective bargaining rights, and complying with statutory working hours and fair wages. Furthermore, Kolmar Group includes human rights management items in our partner ESG assessment framework, periodically reviews their implementation, and promotes mutual growth by providing tailored improvement measures based on the assessment results. Kolmar Group will continue to strengthen human rights capacity across our supply chain through ongoing communication with the partners, completing responsible resource procurement and a sustainable supply chain ecosystem.

Operation of a Partner Grievance Handling Channel

Kolmar Korea operates a partner reporting portal to handle partners' grievances and prevent unethical conduct, continuously promoting the grievance handling channel to support the improvement of partners' working environment. In 2025, 1 case was received regarding the management of delivery for client-designated, free-of-charge consigned packaging materials, and as a solution, a delivery reservation function for such packaging materials was introduced and is now operated within the partner management system. Through partner grievance filings, Kolmar Korea receives and monitors a range of matters, including business relationships, ethical violations, improper solicitation, and environmental and human rights issues. Kolmar BNH continuously operates a dedicated grievance handling channel on its website to resolve partners' grievances and prevent risk across the supply chain. The 1 case received in 2025 was also handled promptly and transparently through to completion, and, furthermore, in the event of a raw material supply or liquidity crisis for partners arising from geopolitical conflict or similar factors, Kolmar BNH realizes tangible mutual cooperation by proactively coordinating delivery deadlines and payment terms.

Kolmar Korea Partner Grievance Handling Process



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Sustainable Supply Chain Management

Sustainable Supply Chain Management Strategy

Kolmar Group systematically manages supply chain ESG risk, centered on the ESG Committee under the Board of Directors. Kolmar Korea encourages accountability in the areas of ethics, safety, human rights, and the environment through its revised "Partner Code of Conduct Guidelines," building a transparent supply chain ecosystem in which 89.9% of all partners have completed the compliance pledge. In addition, Kolmar Korea supports mutual-growth programs to strengthen partners' voluntary ESG capabilities and stable management. To raise standards across the supply chain, Kolmar Korea provides free ESG training and credit-rating improvement consulting, and continues to practice responsible mutual growth through expanded incentives linked to assessment results and regular communication.

Kolmar Korea Roadmap for Strengthening Sustainable Supply Chain Management

Expand Activities to Strengthen Partners' ESG Capabilities	Diversify Shared Growth Programs	Partner Communication
Conduct partner ESG assessments and strengthen the management system to build a sustainable supply chain	Strengthen financial and non-financial support programs for mutually beneficial cooperation	Promote a communication culture that improves industry competitiveness by addressing partner grievances and gathering feedback

Kolmar BNH has established a "Partner Code of Conduct" based on international guidelines, and manages key ESG factors — including human rights, occupational health and safety, environment, and ethics — through partner compliance. In addition, based on its supply chain ESG management system, Kolmar BNH establishes and implements annual tasks, reviewing partner risk and pursuing responsible supply chain operations.

Kolmar BNH Supply Chain ESG Management Organization

Establish Supply Chain ESG Management Policies and Communicate Them to Partners	Conduct ESG Risk Assessments and Due Diligence to Prevent and Minimize Partners' ESG Risks
Support for Partner Improvement Activities	Receive and Address Partner Grievances

HK inno.N recognizes supply chain risk management as a core element of sustainable management and operates an ESG management system to enhance sustainability and build a stable supply system across its supply chain. In addition, to achieve sustainable growth together with its partners, HK inno.N operates a "Partner Code of Conduct," which includes ESG standards that partners must comply with in the areas of ethics, human rights/labor, occupational health and safety, and the environment. HK inno.N uses its integrated Supplier Relationship Management (SRM) system to conduct ESG and financial soundness assessments from the new trading registration stage, and manages potential risk through supply chain ESG assessment and due diligence. In addition, HK inno.N pursues management of critical and high-risk supply chains and capability-building activities for partners, and continuously checks compliance with relevant laws, including the Act on Fair Transactions in Subcontracting, to maintain fair trading relationships.

Yonwoo regards trust-based mutual growth with its partners as a core pillar of its sustainable management. Recognizing the growing importance of supply chain risk management amid global business expansion, Yonwoo has built a supply chain ESG management system, establishing a partner code of conduct, refining its governance, and standardizing its assessment and support processes. To reflect global-level ESG standards, in March 2026 Yonwoo established and announced a "Code of Conduct," covering 5 areas — business ethics, human rights management, safety management, environmental management, and management systems. This is part of the Company's effort to embed ESG values in its interactions with partners and to realize responsible supply chain management. To enhance ESG management across its supply chain, Yonwoo requires a compliance pledge to this Code of Conduct for all new contracts.

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Sustainable Supply Chain Management

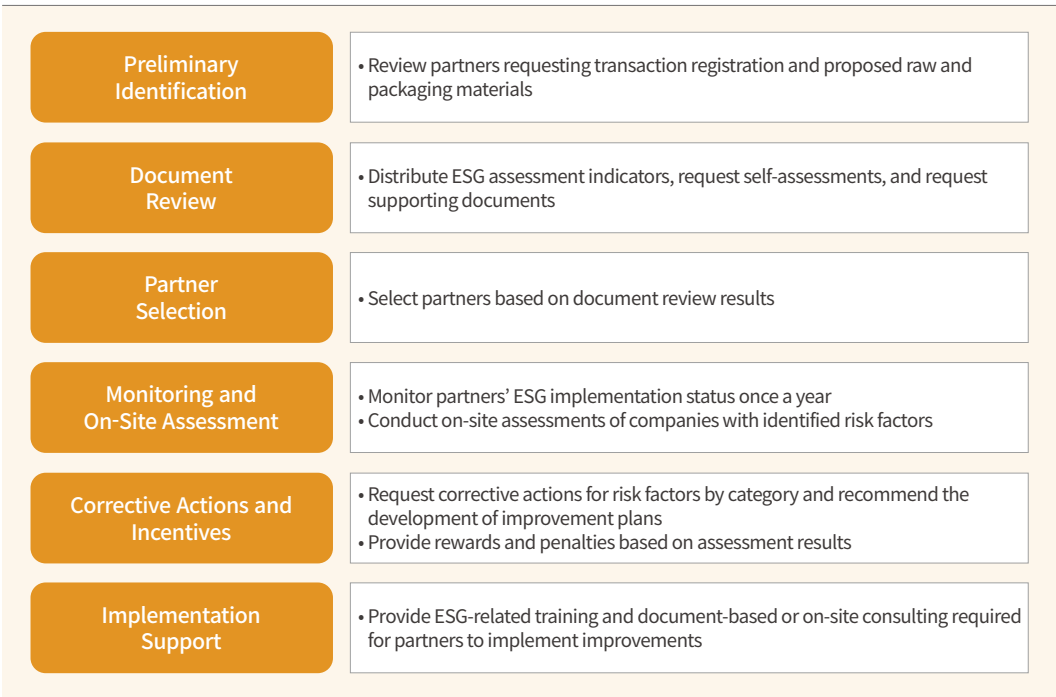
Supply Chain Assessment and ESG Management Strengthening

Kolmar Korea



To secure supply chain sustainability, Kolmar Korea consistently applies a standardized 6-stage ESG assessment process to all new and existing partners. For precise risk diagnosis, Kolmar Korea uses specialized indicators (a total of 34 items) co-developed with NICE Information Service, and in 2025, comprehensively reviewed scale and compliance with key indicators, actively reflecting the results in its supply chain management strategy. Based on assessment results, Kolmar Korea provides incentives such as bidding priority and shortened payment terms to outstanding partners, while presenting customized improvement tasks and providing implementation support to underperforming companies, continuing to work to advance ESG capability across the supply chain.

Partner ESG Assessment Process

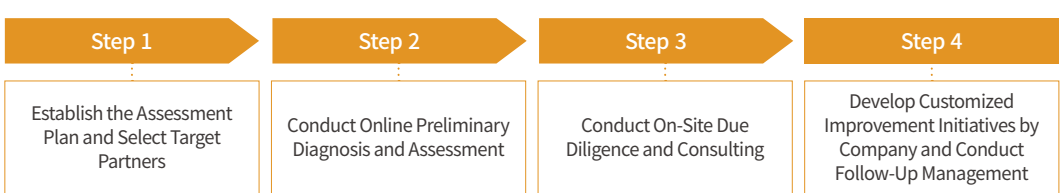


Kolmar BNH



Kolmar BNH comprehensively considers transaction importance, contribution to ESG within the value chain, and partners' ESG management readiness to operate a prioritized, phased supply chain ESG management system. Based on this, in 2025, the Company selected 6 key partners supplying core raw materials and materials for health supplements as subjects for ESG assessment and consulting, introducing a verified assessment model from an external specialized institution to conduct an online preliminary diagnosis and on-site due diligence. In addition, during the due diligence process, the Company actively gathered partners' concerns and derived company-specific improvement tasks based on urgency and importance, ensuring the effectiveness and substance of supply chain ESG management.

Kolmar BNH Partner ESG Assessment/Consulting Process



HK inno.N



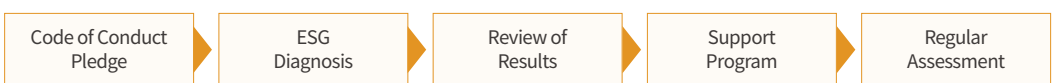
HK inno.N operates an ESG-based supply chain management system to manage financial and non-financial risk across its supply chain. HK inno.N conducts supply chain dependency and ESG assessments for its partners to identify critical and high-risk supply chains, and continuously checks the implementation status of improvement activities. Through this, HK inno.N enhances sustainability and stability across its supply chain.

Yonwoo



Yonwoo prioritizes management of core raw material and material partners accounting for more than 80% of sales/purchase value, operating a 5-stage supply chain ESG management process: "Pledge → Diagnosis → Review of Results → Support → Assessment." Based on diagnosis results, partners are classified into high-, medium-, and low-risk groups, and for the high-risk group, an in-depth diagnosis and improvement support are carried out, followed by a re-diagnosis to confirm improvement outcomes.

Yonwoo Supply Chain ESG Management Process



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Sustainable Supply Chain Management

Supporting Partners' Mutual Growth

Mutual Growth Strategic Tasks

Kolmar Group practices sustainable mutual growth through tailored support for partners by growth stage (lifecycle). From training and consulting to investment linkage and expanded sales channels, the Group plans to realize the value of mutual growth and create greater future value through differentiated programs that drive partners' tangible growth.

Sustainable Mutual Growth, "Connect for Green"

Kolmar Korea held the "2025 Connect for Green" seminar to build a sustainable beauty ecosystem together with our partners. The event was attended by approximately 160 partners from across the K-beauty value chain, including raw material and subsidiary material suppliers, who shared strategies for responding to global ESG regulations and Kolmar Korea's R&D roadmap for reducing environmental impact, strengthening technical cooperation. In particular, through the sharing of practical technologies for carbon neutrality, including biodegradable formulations and PCR packaging, participants agreed to jointly advance next-generation material development and ESG responsiveness. In addition, Kolmar Korea presented plaques of appreciation to 6 outstanding partners, putting the value of mutual growth into practice, and will continue to build a globally competitive, sustainable future together with its partners.

Connections for Growth, "Connect for Partners Growth"

For the sustainable growth of the K-beauty ecosystem, Kolmar Holdings regularly facilitates the "Connect for Partners Growth" seminar for partners and industry professionals. This program aims to resolve the information asymmetry faced by small and medium-sized brands and prospective entrepreneurs and to strengthen practical capabilities, promoting mutual growth across the K-beauty industry. In 2025, we held a total of 2 seminars — on "Amazon Listing and Market Entry Strategy" in H1 and "Utilizing Government Support Programs for Overseas Expansion" in H2. As a result of providing a practice-oriented curriculum reflecting participants' needs (including business plan writing consulting and global regulatory response), more than 50% of participants continued to attend from the previous session, demonstrating the program's effectiveness. In addition, satisfaction survey results showed an overall positive response rate maintained above 90%. This seminar is open not only to our client companies but also to external stakeholders, including cosmetics industry professionals and prospective entrepreneurs, activating knowledge sharing within the industry through an open network in which client companies and external participants take part in roughly equal proportions.

Mutual Growth Program by Partner Growth Stage

Seminars and Information Sharing	Training and Customized Consulting Support	Sales Channel Expansion and Promotional Support
• ESG regulations • Latest R&D trends • Amazon listing strategy • Government support programs	• Business plan writing guide • Mock pitching simulation • Establishing an investment attraction strategy	• Introducing client companies' products and providing buyer discovery opportunities through joint pop-up store operation

Connect for Partners Growth Event History (2024–H1 2026)

Year	Event Title
2024	Government Support Program Briefing and F/W Cosmetics Trends
	Beauty Brand Marketing Strategy and Influencer Marketing Case Briefing
	2025 Government Support Programs and S/S Cosmetics Trends
2025	2025 Global Sales Channel Development and F/W Beauty Trends Briefing
	Government Support Programs for Cosmetics Exports and 2026 S/S Beauty Trends
2026	Indie Brand IR Guide and Derma-Fit & Skincare Planning

Connect For Partner's Growth (H1–H2 2025)



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Sustainable Supply Chain Management

Building Strength for Growth, "Government Support Accelerating Program"

Kolmar Holdings operates the "Government Support Accelerating Program" to help indie brands and early-stage startups build a self-sustaining growth foundation. The core aim of this program is to resolve the grievances of partners who, despite excellent product competitiveness, are left out of government benefits due to complex administrative procedures or a lack of business planning capability. In February 2025, Kolmar Holdings selected 11 companies with high growth potential and provided company-specific intensive consulting, offering a systematic curriculum to help partners proactively leverage external resources and increase their management self-sufficiency.

Session	Topic	Key Activities
1	Strategy Development	Analyze types of government support programs and develop customized targeting strategies for each company
2	Business Plan Preparation	Learn business plan writing techniques and develop template-based writing strategies
3	Business Plan Refinement	Further develop writing strategies based on business plan case analysis
4	Final Rehearsal	Prepare presentation materials, conduct presentation rehearsals, and improve quality through feedback



2025 Accelerating Program

A Stepping Stone for Growth, "Investment Attraction Capability Strengthening Program"

Kolmar Holdings operates a specialized "IR Pitching Program" to support the stable growth and self-sufficiency of promising indie brands. This program targets client companies with high growth potential within 7 years of establishment, focusing on validating the business model from an investor's perspective and embedding investment attraction capability. Kolmar Holdings will continue to support client companies' successful investment attraction and continuously spread the value of mutual growth across the K-beauty ecosystem.

IR Pitching Program Roadmap

Stage	Topic	Key Activities
1	Investment Strategy and IR Fundamentals	Establish fundraising strategies and an IR structure based on an understanding of the beauty start-up market and investment environment
2	IR Materials Development and Refinement	Develop the structure and scenario of IR materials and improve presentation quality through template-based practice
3	IR Day	Conduct IR pitching and Q&A sessions with venture capital and accelerator firms and validate businesses through investor feedback and networking

A Stage for Growth, "Seoul Beauty Week"

Since 2023, Kolmar Holdings and Kolmar Korea have pursued a full-scale partner mutual-growth initiative, supporting the healthy development of the K-beauty ecosystem. In line with the City of Seoul's policy to foster the beauty industry, Kolmar Korea has participated as a lead partner organization of Seoul Beauty Week for 4 consecutive years since 2022, providing tangible business infrastructure so that client companies can communicate directly with the market and build global competitiveness.

In particular, since 2024, Kolmar Korea has operated its promotional booth at Seoul Beauty Week in the form of a "joint pop-up store," helping client companies develop sales channels. Starting with 7 companies in 2024, participation expanded to 8 companies in 2025, with the scale continuing to grow, and Kolmar Korea actively provides these companies with overseas buyer matching and business networking opportunities. Kolmar Korea will continue to faithfully fulfill its role as a partner, sharing its accumulated R&D capabilities and network across the industry to build a sustainable K-beauty industry together with small and medium-sized indie brands.



2025 Seoul Beauty Week



Seoul Beauty Week Plaque of Appreciation

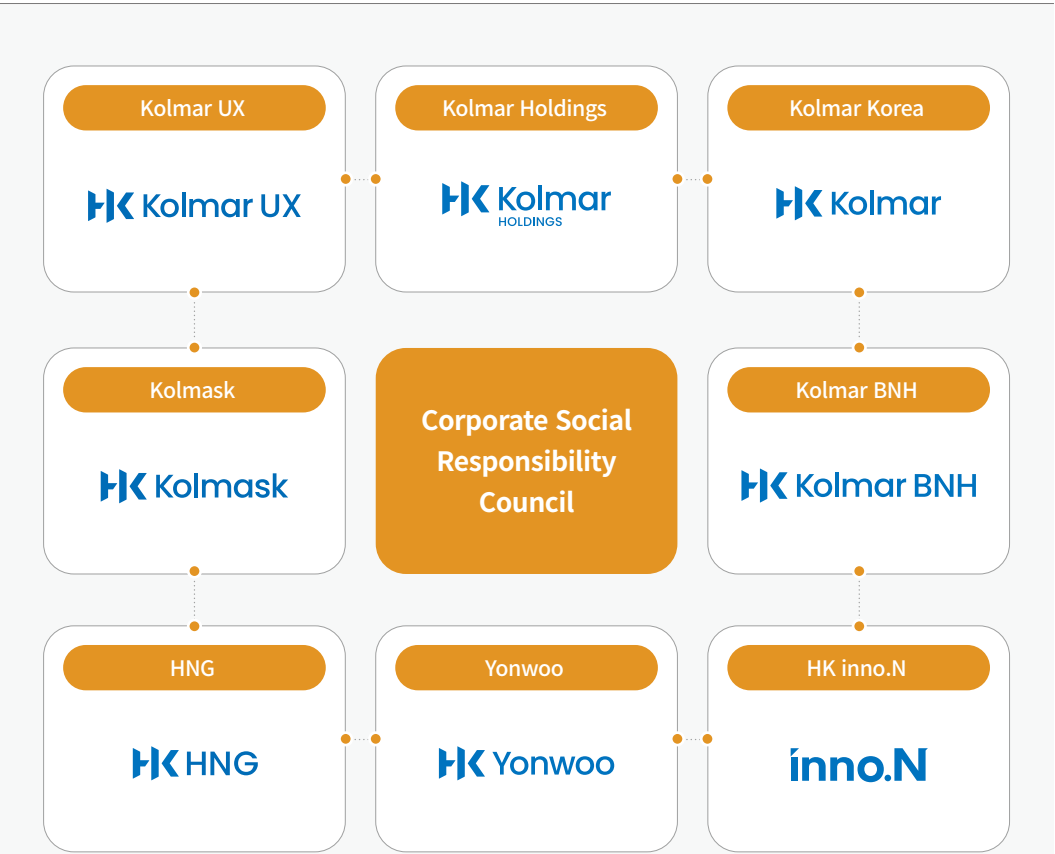
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Realization of Social Value

Corporate Social Responsibility Implementation System and Strategy

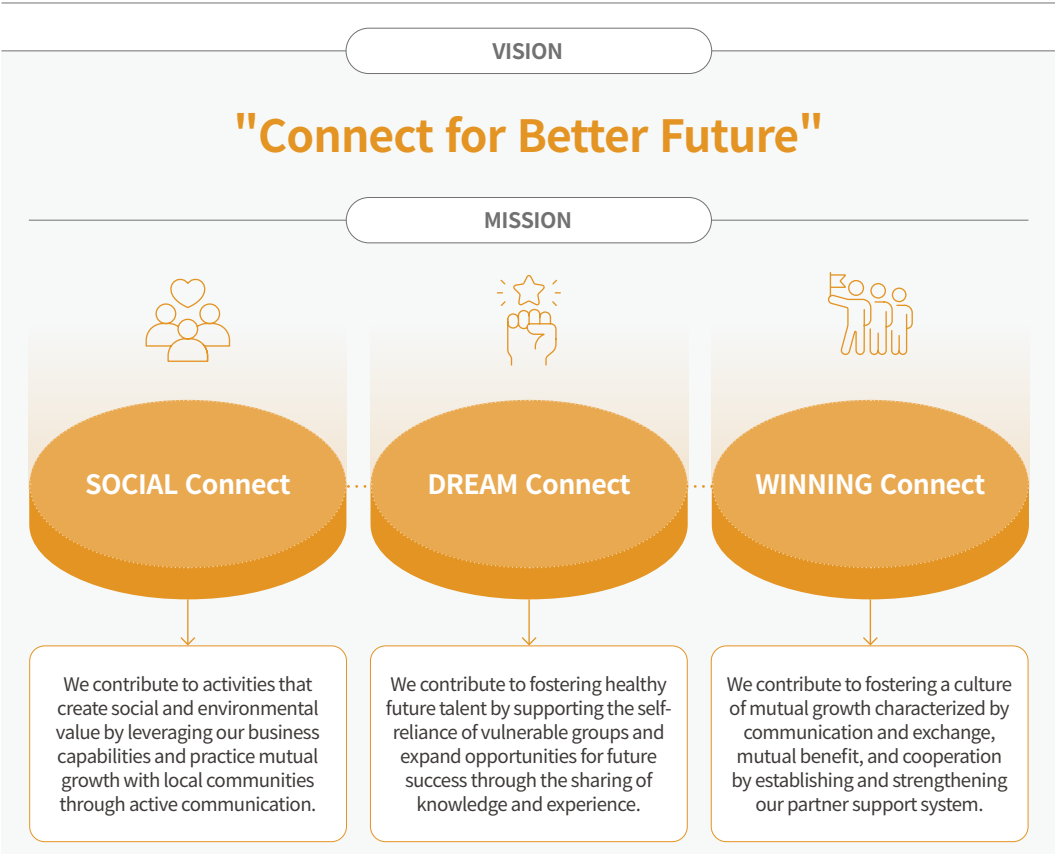
Under our corporate social responsibility vision of "Connect for Better Future," Kolmar Group realizes a virtuous cycle of value creation that combines corporate expertise with social responsibility. Rather than treating corporate social responsibility as merely fulfilling social responsibility, Kolmar Group recognizes it as a strategic activity through which the Company and society grow together in a sustainable way, and establishes and implements an integrated, systematic direction at the Group level. To this end, the Group pursues corporate social responsibility activities centered on 3 mission pillars: "Social Connect," business-linked community mutual-growth activities; "Dream Connect," support for socially vulnerable groups and the development of future talent; and "Winning Connect," building a foundation for mutual growth with partners. To strengthen the execution of these strategic corporate social responsibility activities, Kolmar Group has organized and operated a Corporate Social Responsibility Council since 2022, functioning as a systematic working-level consultation and decision-making body so that all affiliates can unite to carry out Group-level corporate social responsibility.

Kolmar Group Social Contribution Governance



Kolmar Holdings practices community contribution not as a mere responsibility, but as a core strategy for sustainable growth. Through corporate social responsibility activities linked to our business, Kolmar Holdings will build common ground with stakeholders and spread healthy, positive social impact.

Kolmar Group Social Impact Strategy



Company Overview

ESG Framework

ESG Focus Area

ESG Performance

Environmental

Social

- Strengthening Human Rights Management
- Human Rights First
- Healthy Organizational Culture and Human Capital Management
- From One to Family
- Strengthening Product Quality and Safety
- Sustainable Supply Chain Management
- Realization of Social Value

Governance

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Appendix



Realization of Social Value

Activities and Achievements

SOCIAL Connect

DREAM Connect

Operation of "Sharing Crew"

Kolmar Group spreads a culture of sharing and mutual growth within the organization through various volunteer activities based on employees' voluntary participation. As a representative example, the Group operates "Sharing Crew," an in-house volunteer interest group, supporting employees in connecting their hobbies, interests, and expertise with corporate social responsibility activities. Groups of 3 or more employees voluntarily form a crew to plan and run their own activities, and the Company supports selected crews with activity time and budget, fostering a participatory corporate social responsibility culture rooted in voluntary initiative.

Kolmar Holdings 2025 Sharing Crew Activities

Crew Name	Activity Theme
-----------	----------------

Dodam-Dodam	- Child traffic accident prevention and traffic safety campaign activities
-------------	--



Child traffic accident prevention and traffic safety campaign activities



"Kolmar Connect Week" Campaign

Each year, Kolmar Group designates the last week of November as "Kolmar Connect Week," operating a corporate social responsibility encouragement week in which all employees voluntarily participate. This event is an annual Group-level corporate social responsibility campaign designed to warmly connect the Company with local communities and to establish and spread a mature culture of sharing. In 2025, its 5th year, a total of 646 employees participated in the campaign, contributing approximately 8,480 hours of volunteer activity. Employees voluntarily carried out a range of sharing activities, bringing warmth to local communities and practicing corporate social responsibility. In addition, key affiliates such as Kolmar Korea and Kolmar BNH separately operate flagship programs reflecting each company's characteristics and business site conditions, more systematically and effectively expanding the Group's overall corporate social responsibility capacity.

2025 Kolmar Connect Week Activities

Topic	Activity
-------	----------

Kolmar Group Building Furniture, Building Dreams	Built furniture, including bookshelves and desks, in four regions nationwide—Seoul, Incheon, Sejong, and Pangyo—and delivered it to children and adolescents living in group homes across Korea
Kolmar Korea Employee Personal Item Donation Campaign	Collected items from employees and donated them to the Beautiful Store (Recorded a carbon reduction effect of 83 kgCO ₂ eq through the donation of 476 items)
Kolmar BNH Donation Campaign for Vulnerable Groups	Donated health supplements worth approximately KRW 37 million to vulnerable groups in Sejong City and visited older adults living alone to deliver products and provide companionship



"Building Furniture, Building Dreams" Activity for Children and Adolescents in Group Homes



Kolmar BNH "Heartfelt Connection Volunteering" Delivery Ceremony

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Activities and Achievements

SOCIAL Connect

DREAM Connect

Spreading an Employee Participation-Based Donation Culture through the Introduction of the "Give and Match" Platform

Kolmar Holdings carries out ongoing relief activities to support the rapid recovery and return to daily life of affected areas in the event of domestic and international disasters. Going beyond one-time financial support, Kolmar Holdings provides tailored support based on the extent of damage, and fulfills our corporate social responsibility by establishing an employee-centered culture of voluntary giving. To strengthen the continuity of these disaster relief activities, we newly introduced "Give and Match," an employee participation-based donation platform, in 2025. This platform operates on a "matching gift" basis, in which the Company matches the amount designated by an employee for donation, doubling the value of the giving. In addition, the platform enhances accessibility by allowing employees to voluntarily open fundraising pages or propose volunteer activities, and provides a multifaceted participation system in which employees can convert their personal volunteer hours into donation points to contribute. In 2025, Kolmar Holdings successfully ran special fundraising campaigns on the platform to support areas affected by large-scale wildfires and heavy rainfall, solidifying an employee-centered foundation for everyday giving. Kolmar Group will continue our sustainable corporate social responsibility activities in mutual growth with local communities, based on an inclusive donation ecosystem.

Support Program for Children with Rare and Intractable Skin Diseases, "Beautiful Person"

In cooperation with the Korean Organization for Rare Diseases, Kolmar Holdings selected the first recipient of support under the "Beautiful Person" program, which supports children with rare and intractable skin diseases, and held a meaningful presentation ceremony. Launched in 2025, "Beautiful Person" is a corporate social responsibility program that provides a set amount of medical expense support to children suffering from rare and intractable skin diseases and gifts them a special artwork created to capture the child's memories. In particular, the artwork was produced in collaboration with upcycling artist Kim Mi-seung, using cosmetics that were past their expiration date and slated for disposal as materials, adding the meaning of resource circulation. The completed artwork was framed together with a certificate bearing a message of encouragement and delivered to the child. The name "Beautiful Person" carries the meaning that not losing hope and courage in difficult circumstances is true beauty, and that Kolmar Holdings supports everyone who possesses such beauty. Kolmar Holdings will continue to provide ongoing support for children with rare and intractable skin diseases, fulfilling our social responsibility for the healthy life and beauty of future generations. Starting with this support, Kolmar Holdings will fulfill our social responsibility so that even more children of future generations can experience healthy beauty.



"Beautiful Person" Artwork and Certificate Presentation Ceremony

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Activities and Achievements

SOCIAL Connect

DREAM Connect

Childcare Volunteer Activities and Supply Donations for Families Facing Crisis Pregnancy and Childbirth

As part of our efforts to encourage childbirth and spread a family-friendly culture, Kolmar Group practices social responsibility in addressing the low birth rate issue and pursues a range of corporate social responsibility activities to support childbirth and childcare. As part of this effort, the Group visited Aeranwon, a facility supporting the self-reliance of women facing crisis pregnancies, conducting volunteer activities to care for children and improve the facility's environment, and donating necessary supplies. In particular, this activity was made more meaningful by the direct participation of employees at key Kolmar Group affiliates who are responsible for operating family-friendly programs. Employees personally cared for infants under one year of age, feeding them formula and helping with naps, and also participated in cleaning volunteer work to improve the facility's environment. In addition, while the volunteer activities were underway, the Group provided infants' guardians with rest time through outside activities, supporting their recovery from the physical and emotional toll of childbirth and childcare. The Group also covered the cost of towels for the babies and stretch mark cream for postpartum skin care, and donated skincare cosmetics sets so that guardians could enjoy small moments of rest in their daily lives, putting warm sharing into practice.



Childcare Volunteer Activities and Supply Donation Presentation Ceremony

Operation of the Forest Therapy Program "Green Healing Families" for Postpartum Families

As part of our efforts to foster a childbirth- and childcare-friendly culture and support postpartum families, Kolmar Holdings sponsors the forest therapy program "Green Healing Families," pursuing corporate social responsibility activities to support the healthy recovery of postpartum families and emotional stability. To this end, Kolmar Holdings delivered a donation to the Korea Forest Welfare Institute, which provides customized forest welfare services tailored to each life stage, establishing a public-private cooperative support system. "Green Healing Families," first operated as a pilot project in 2025, targeted postpartum families within 1 year of childbirth; Kolmar Holdings is responsible for supplying newborn care items, while the Korea Forest Welfare Institute operates the forest therapy program, working together in cooperation. Through this, the Group supports postpartum families in having time for psychological stability and recovery in nature. This cooperation was carried out as an extension of Kolmar Group's ongoing family-friendly management and maternity promotion policies. The donation provided by Kolmar Holdings was used to purchase and rent approximately 100 childcare support items across a total of 7 types, including newborn beds, diaper-changing tables, and bottle sterilizers at the facility. This provided tangible support for operating a richer and safer program. Kolmar Holdings plans to continuously monitor the effectiveness of the "Green Healing Families" program, and, should the program expand, to create greater social value through long-term cooperation.



Donation Presentation Ceremony for the Forest Therapy Program "Green Healing Families" for Postpartum Families

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Realization of Social Value

Activities and Achievements

SOCIAL Connect

DREAM Connect

Hosting the "Career and Job Experience Day" Event

As part of our corporate social responsibility activities to support the dreams and capability development of future generations, Kolmar Holdings invited approximately 190 people, including 6th-grade students and accompanying teachers from Eonnam Elementary School in Seoul, to host the "Career and Job Experience Day" event at the Korea Kolmar R&D Complex. First held in 2024 and now in its 3rd year, this event has earned high satisfaction from participating students and teachers, establishing itself as a flagship corporate social responsibility program supporting local youth in exploring their career paths. At this event, working professionals among Kolmar Group employees — including a U.S.-licensed attorney and a food development researcher — participated in a pro bono capacity, candidly sharing their professional worlds, career decision-making processes, and actual work experience with the students. In addition, students indirectly experienced Kolmar Group's key business areas — cosmetics, health supplements, and pharmaceuticals/bio — broadening their understanding of the world of work and exploring a range of career possibilities. Expanded and developed further each year, the "Career and Job Experience Day" has become a meaningful opportunity to help young people discover their aptitudes and interests and plan for their future.



Kolmar Holdings Career and Job Experience Day Event



Mentoring Day for Youth Transitioning to Independence

Kolmar Group operates "Mentoring Day for Youth Transitioning to Independence," an employee participation-based program, to support the stable entry into society of young people preparing for independence after leaving child welfare facilities, foster care, or shelters. The Group matches employee mentors with youth mentees on a 1:1 basis to share career and workplace experience, and provides a "One-Day Kolmar Employee Experience," including an office tour and meals/tea time, allowing participants to directly experience workplace culture. In addition, the Group provides growth support scholarships and operates recreational and hands-on program activities together, supporting mentees' self-reliance capability and future growth.



Corporate Social Responsibility Activities of Major Affiliates

Affiliate	Kolmar	Kolmar BNH
Activities	• Collaborative Project to Support Independent Youth (Providing design training, scholarships, living expense support, and donations to promote self-reliance) • Beauty Mentoring Program for Youth Career Exploration • Sponsorship for vulnerable children in the Sejong/Bucheon areas • Support for the healthy development of youth under protective custody • Donations for a voucher support program for vulnerable groups in the local community • Birthday gifts and meal support for elderly individuals living alone	• Health Supplement donations (Seocho Elderly Happiness e-Eum Center, Korea Senior Citizens Welfare Center, Korea Diabetes Association, Giving Plus, etc.) • Support for developing youth talent in the AI special zone (scholarship delivery) • Meal service and kimchi-sharing volunteer activities for elderly individuals living alone and the homeless • Donations to address population issues, including the ultra-low birth rate and aging population (Korean Peninsula Population Institute for Future)

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External Recognition of Corporate Social Responsibility Activities

Kolmar Group Recognized as a ‘Corporate Social Responsibility(CSR) in the Community

Kolmar Holdings and HK inno.N have been selected as recognized companies under the ‘Corporate Social Responsibility(CSR) in the Community,’ jointly operated by the Ministry of Health and Welfare and the Korea National Council on Social Welfare, for 3 consecutive years since 2023, and in 2024, Yonwoo was also newly selected, joining their ranks. The CSR in the Community is a certification program that recognizes companies and institutions that have contributed to improving local welfare in cooperation with local nonprofit organizations, comprehensively assessing quantitative indicators, such as performance, corporate social responsibility budget, and programs, as well as qualitative indicators. As of 2025, a total of 706 companies and institutions have been selected.



Kolmar Holdings, ‘CSR in the Community’

Key Achievements of Social Contribution Activities

CSR in the Community	Career and Job Experience Day Event	Kolmar Connect Week
Approximately 180 6th-grade elementary school students participated	646 employees	8,480 hours of volunteer activity
3 Companies (since 2024)		

Received "Prime Minister's Commendation" at the 2025 Korea National Sharing Award

Kolmar Holdings received the "Prime Minister's Commendation" at the "2025 Korea National Sharing Award" ceremony, jointly hosted by the Ministry of Health and Welfare, KBS, and the Community Chest of Korea. The Korea National Sharing Award is a prestigious award given to individuals and organizations that have contributed to improving public welfare and spreading a culture of sharing, known for its high credibility in the field of corporate social responsibility; Kolmar Holdings received the honor of the Prime Minister's Commendation in particular recognition of our consistent contributions in the area of material giving. This reflects high recognition of Kolmar Group's efforts over the past 25 years to consistently support marginalized and vulnerable groups, children and adolescents, and independent youth through various means, including scholarships and emergency support in the event of domestic and international disasters. Kolmar Group operates "Kolmar Connect Week," a corporate social responsibility encouragement week in which employees company-wide participate, fostering a culture in which anyone can easily take part in corporate social responsibility activities, and participates in sponsorship of the Dream Start program, hosted by the Ministry of Health and Welfare in cooperation with local governments nationwide to support children and adolescents in local communities, cooperating with 5 local governments. In addition, the Group joins emergency support activities in the event of domestic and international disasters, continuously practicing its responsibility for mutual growth and sharing as a corporate citizen. In particular, the Group has joined the "400 Distinguished Sharing Companies" program in cooperation with the Community Chest of Korea and participates in the Korean Red Cross's "Red Cross Honors Club," leading the way in spreading a culture of sharing through high-value donation programs. Kolmar Holdings will continue to expand our genuine corporate social responsibility activities under the "Connect for Better Future" vision, delivering healthy beauty to vulnerable groups and local communities.



2025 Korea National Sharing Award Ceremony



Received Prime Minister's Commendation

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Kolmar
HOLDINGS



Introduction
of the Audit
Committee

Advancement of the
Internal Transaction
Management System

Kolmar



Regular
CP Training
for Executives

Kolmar BNH



Selected as an
Outstanding
Corporation for XBRL
Financial Disclosures

inno.N



73.3%
Compliance Rate
with Key Corporate
Governance Indicators

Kolmar **Yonwoo**



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Strengthening Responsible Management

Governance Framework and Composition

Kolmar Holdings Corporate Governance Charter

In 2022, Kolmar Holdings established the Corporate Governance Charter, setting out our governance principles. Through this, Kolmar Holdings operates a transparent governance structure based on continuous growth and enhanced shareholder value, firmly establishing our core value of "contributing to the happiness of humankind." Kolmar Holdings will continue to work toward realizing a sustainable company together with all stakeholders, based on the Corporate Governance Charter.



"Kolmar Holdings Corporate Governance Charter"

Kolmar Holdings (hereinafter the "Company") must achieve continuous stability and growth so as to endure and develop in perpetuity. Through this, the Company creates value for customers, employees, and shareholders, plays a core role in social and economic development, and, furthermore, must contribute to the happiness of humanity.

The Company must enhance its corporate value so that shareholder value can be continuously created, and, while contributing to economic development, must grow together with society through the creation of social value. In addition, the Company must strive to achieve harmony and balance in the happiness of stakeholders, and must consider both present and future happiness so as to be sustainable over the long term.

The Company clearly recognizes that establishing sound and transparent governance is essential to realizing this corporate philosophy. Accordingly, the Company has established the "Kolmar Holdings Corporate Governance Charter" and aims to achieve the highest level of governance.

Board Regulations

The Kolmar Holdings Board of Directors is the highest decision-making body, resolving on the Company's basic management policies and major business execution based on laws, regulations, the Articles of Incorporation, and matters delegated by the general meeting of shareholders, and overseeing directors' performance of their duties. To secure the rationality, transparency, and objectivity of decision-making, Kolmar Holdings strictly complies with our Board of Directors operating regulations, and, in particular, ensures full discussion within the Board on major agenda items, such as shareholder proposals, to reach objective outcomes. The full text of these regulations and operating guidelines is transparently disclosed through the Corporate Governance Report to communicate with stakeholders.

Kolmar Holdings has built an efficient decision-making system based on transparent governance, enhancing corporate competitiveness and thoroughly managing risk. Kolmar Holdings practices responsible management based on trust with all stakeholders, continuously enhancing corporate value.

Board Composition

As of May 2026, the Kolmar Holdings Board of Directors is composed of a total of 9 directors: 3 executive directors, 3 other non-executive directors, and 3 independent directors. To maximize the independence and transparency of Board operations, Kolmar Holdings has separated the roles of CEO and Chairman of the Board, appointing Independent Director Kang Myung-soo as Chairman of the Board, establishing a substantive oversight structure over management. This Board composition provides a stable foundation enabling sound discussion and rational decision-making among directors with expertise in their respective fields.

Board Composition Status*

● : Chairperson, ○ : Member

Category	Name (Gender)	Specialized Committees					Term	Key Career
		Independent Director Nomination	ESG	Compensation	Internal Transac- tion	Audit		
Executive Directors	Yoon Sang-hyun (M)						2023.03.~ 2028.03.	CEO, Kolmar Holdings
	Moon Byoung-seok (M)						2022.03.~ 2027.03.	Head of the R&D Institute, Kolmar Holdings
	Jo Young-ju (M)		○				2026.03.~ 2028.03.	Head of Finance Group (CFO), Kolmar Holdings
Non- Executive Directors	Kim Hyun-joon (M)						2021.03.~ 2027.03.	CEO, Quintessa Investment
	Lim Sung-Yoon (M)						2025.03.~ 2027.03.	CEO, Dalton Korea
	Shin Jung-Sik (M)					○	2025.03.~ 2028.03.	Auditor, Kolmar Holdings
Independ- ent Directors	Kang Myung-soo (M)**	○	○	●	○	○	2022.03.~ 2028.03.	Professor, Global Business Track, Hansung University
	Song Kyu-young (F)	○	●	○	○	○	2023.03.~ 2028.03.	Director, Geninus
	Park Min (M)	●		○	●	●	2023.03.~ 2027.03.	Representative and Managing Attorney

* This section is prepared as of the end of May 2026 to provide timely data
** To enhance the independence and transparency of the Board, the role of Chairman of the Board was separated from that of CEO, and Independent Director Kang Myung-soo was appointed Chairman of the Board.

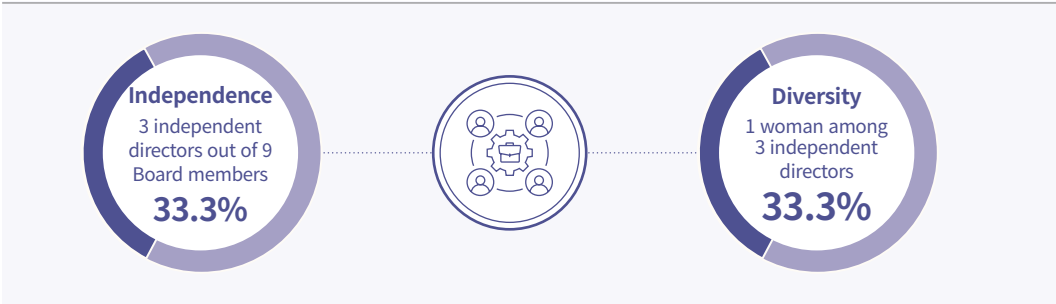
Strengthening Responsible Management

Board Independence, Diversity, and Expertise

Board Independence and Diversity

Kolmar Holdings has proactively introduced and operated on an Audit Committee to provide substantive checks on management and transparent oversight. The Independent Director Nomination Committee, Compensation Committee, and Internal Transaction Committee under the Board are also composed entirely of independent directors, substantively realizing objectivity and a check-and-balance function in the decision-making process. In the process of appointing independent directors, candidates' expertise and independence are rigorously reviewed, and diversity is regarded as a core value, in particular to broaden the Board's perspective and practice balanced decision-making. Accordingly, Kolmar Holdings has appointed a female independent director to enhance the Board's inclusiveness, and has actively reflected shareholder input in management by including on the Board, as other non-executive director, a person nominated through a shareholder proposal. Based on this advanced governance system, Kolmar Holdings has achieved a 100% attendance rate for all Board agenda items, solidifying trust with shareholders and all stakeholders.

Board Independence and Diversity



Independent Director Training Status

Date	Provider	Independent Directors in Attendance (persons)	Content
2025.04.09.	Korea Listed Companies Association	3	Job Training for Independent Directors of Listed Companies
2025.10.17.	Samjong KPMG	3	Fund Control and New Internal Accounting Control System Reporting Standards and the Role of the Audit Committee
2026.02.03.	Samjong KPMG	3	Improving Corporate Governance and Directors' Challenges
2026.05.11.	Samjong KPMG	1	AOP(Auditor On-boarding Program)

Board Expertise

The Kolmar Holdings Board of Directors is composed of directors with proven expertise and extensive practical experience across fields such as management, finance and accounting, medicine, and law. Each director actively participates in Board discussions based on their area of expertise, and, in addition to meeting the qualification requirements set forth under relevant laws, including the Commercial Act, the Board enhances its management efficiency through members with business relevance and strategic judgment. In addition, Kolmar Holdings operates an institutional framework to support the Board's in-depth decision-making. Independent directors seek advice from employees or external experts as needed in the course of their duties, reviewing management issues from multiple angles. Through this advisory system, Kolmar Holdings fosters an environment in which the Board can resolve information asymmetry and make responsible judgments based on specialized knowledge.

Board Skill Matrix (BSM)

(As of the end of May 2026)

Category	Name (Gender)	Area of Expertise						
		General Corporate Management	Research	Finance and Accounting	Global/ Finance	Audit	Medicine	Law
Executive Directors	Yoon Sang-hyun (M)	●						
	Moon Byoung-seok (M)		●					
	Jo Young-ju (M)			●				
Non-Executive Directors	Kim Hyun-joon (M)				●			
	Lim Sung-Yoon (M)				●			
	Shin Jung-Sik (M)			●		●		
Independent Directors	Kang Myung-soo (M)	●						
	Song Kyu-young (F)	●					●	
	Park Min (M)	●						●

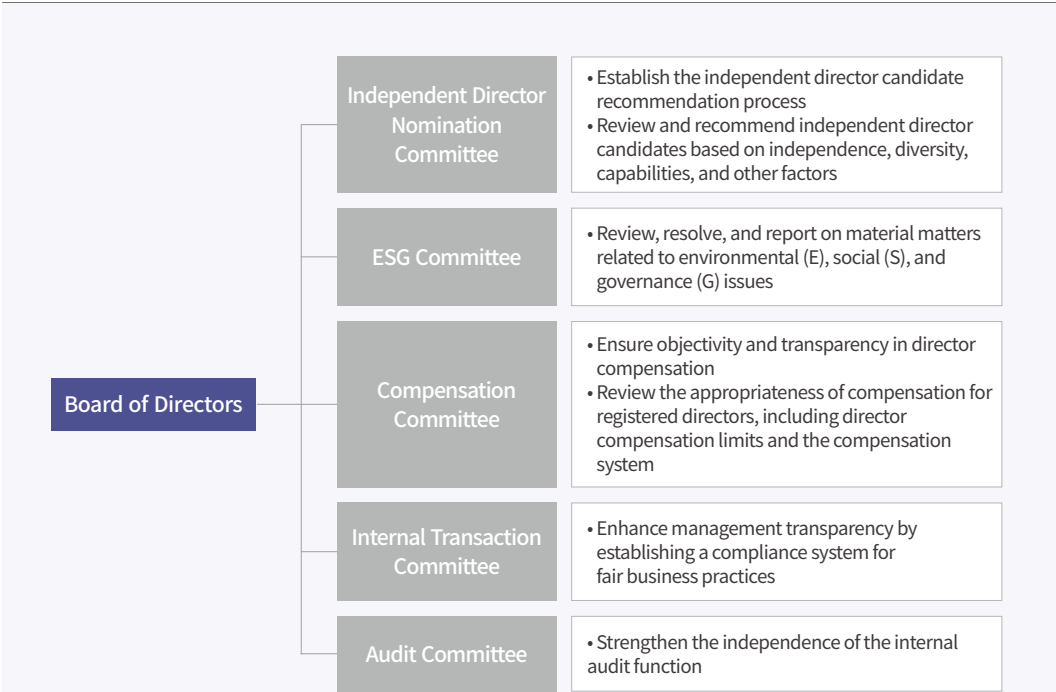
Strengthening Responsible Management

Governance

Board Operating System

The Kolmar Holdings Board of Directors has established a governance operating system centered on specialized committees, setting up the Independent Director Nomination Committee, the ESG Committee, the Compensation Committee, the Internal Transaction Committee, and the Audit Committee for professional and efficient management oversight. In particular, the Audit Committee, introduced in March 2025, has become a core body that secures the independence of the internal audit function and solidifies substantive oversight of management. This reflects Kolmar Holdings' proactive commitment to elevating corporate transparency beyond statutory requirements. In addition, each specialized committee, including the Internal Transaction Committee, performs independent decision-making and mutual check-and-balance functions in line with its designated purpose, supporting the Board's expertise and effective management oversight.

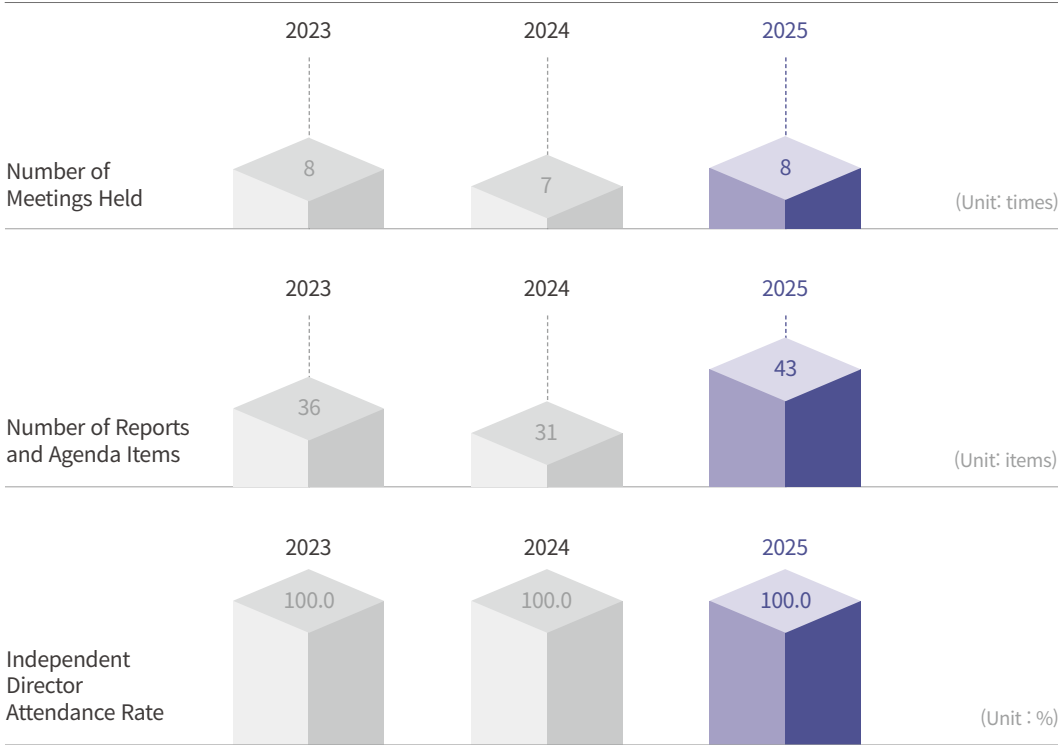
Kolmar Holdings Board of Directors and Specialized Committees



Board Operations

In principle, the Kolmar Holdings Board of Directors provides directors with sufficient time to review agenda items through advance notice one week before each meeting. However, where urgent decisions are required, the Board may waive the convening procedure with the unanimous consent of all directors and hold an immediate meeting, promoting management efficiency. Resolutions are made in principle by a majority of those present and voting, but for matters involving a conflict of interest under Articles 397-2 and 398 of the Commercial Act, a stricter quorum requiring the approval of at least two-thirds of directors applies. Kolmar Holdings clearly sets out the Board's duties and operating procedures in Chapter 5 of the Articles of Incorporation, and, having recorded a 100% Board attendance rate for independent directors over the past 3 years, practices transparent and responsible operation.

Kolmar Holdings Board Operations



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Board Operations

Board Meetings and Resolutions

Session	Date	Agenda	Approval Status
1	2025.02.26.	Report No. 1: Report on the Operating Status of the Internal Accounting Control System	(Reported)
		Report No. 2: Report on the Evaluation of Board and Independent Director ¹⁾ Activities	(Reported)
		Agenda Item No. 1: Approval of the Financial Statements and Business Report for the 35th Fiscal Year	Approved
		Agenda Item No. 2: Setting the Record Date for the 35th Fiscal Year (2024) Year-End Dividend	Approved
		Agenda Item No. 3: Decision on Cash Dividend	Approved
		Agenda Item No. 4: Sale of Shares in Kolmar UX	Approved
		Agenda Item No. 5: Increase in the Loan Limit to Affiliates	Approved
2	2025.03.12.	Report No. 1: Report on the Auditor's Evaluation of the Operating Status of the Internal Accounting Control System	(Reported)
		Report No. 2: Report on the ESG Committee's Design of the Double Materiality Assessment Methodology and Key Issues	(Reported)
		Report No. 3: Report on the Internal Transaction Committee's Revision of the Internal Transaction Management Regulations	(Reported)
		Report No. 4: Report on the Independent Director ¹⁾ Nomination Committee's Nomination of Independent Director ¹⁾ Candidates	(Reported)
		Report No. 5: Report on the Compensation Committee's Revision of the Executive Retirement Benefit Regulations	(Reported)
		Agenda Item No. 1: Revision of the Internal Transaction Committee Regulations	Approved
		Agenda Item No. 2: Convening the 35th Annual General Meeting of Shareholders and Resolution on the Purpose of the Meeting	Approved
3	2025.05.08.	Agenda Item No. 3: Establishment of the Audit Committee Duty Regulations	Approved
		Agenda Item No. 4: Issuance of the 5th Foreign-Currency-Denominated Private Placement Bonds	Approved
		Report No. 1: ESG Committee Report on the Selection of Impacts, Opportunities, and Risks of Material Issues Based on the Double Materiality Assessment	(Reported)
		Report No. 2: Report on the Internal Transaction Committee's Provision of Collateral to Affiliates	(Reported)
		Agenda Item No. 1: Revision of Related Regulations Following the Introduction of the Audit Committee System	Approved
		Agenda Item No. 1: Extension of the Korea Development Bank Loan	Approved

Session	Date	Agenda	Approval Status
5	2025.06.26.	Report No. 1: ESG Committee Report on the Enterprise-wide Risk Identification and Assessment Plan	(Reported)
		Report No. 2: ESG Committee Report on the Publication of the 2024 Kolmar Holdings Sustainability Report	(Reported)
		Agenda Item No. 1: Approval of the 2025 Corporate Value Enhancement Plan	Approved
		Agenda Item No. 2: Exercise of Shareholder Rights over Subsidiary Kolmar BNH	Approved
6	2025.07.31.	Report No. 1: Report on the Internal Transaction Committee's Provision of Collateral to Affiliates	(Reported)
		Report No. 2: Report on the Progress of the Company's Litigation, etc.	(Reported)
		Agenda Item No. 1: Refinancing of KRW 25 Billion in Facility Funds with Shinhan Bank	Approved
		Agenda Item No. 2: Setting the Record Date for the Quarterly Dividend	Approved
		Agenda Item No. 3: Decision on Cash Dividend	Approved
		Report No. 1: Report on the Progress of the Company's Litigation, etc.	(Reported)
		Report No. 2: Report on the Independent Director ¹⁾ Nomination Committee's Nomination of Independent Director ¹⁾ Candidates in Response to a Request to Convene an Extraordinary General Meeting of Shareholders	(Reported)
		Agenda Item No. 1: Setting the Record Date for Determining Eligible Shareholders for the Extraordinary General Meeting	Approved
		Agenda Item No. 2: Convening the 36th Extraordinary General Meeting of Shareholders and Resolution on the Purpose of the Meeting	Approved
		Report No. 1: Report on the 2025 Operating Results of the Company-Wide Risk Management System	(Reported)
		Report No. 2: Report on the Provision of Deposit Collateral to Affiliate	(Reported)
		Report No. 3: Report on the ISO 37001 & 37301 Management Review	(Reported)
8	2025.11.20.	Agenda Item No. 1: Establishment of ESG-Related Policies Following the Restructuring of Kolmar Group Strategy Framework	Approved
		Agenda Item No. 2: Approval of 2025 ESG Performance and 2026 Plans	Approved
		Agenda Item No. 3: 2026 Comprehensive Approval for "Self-Dealing" with Affiliates	Approved
		Agenda Item No. 4: Dissolution of Subsidiary HK Innovers USA, Inc.	Approved
		Agenda Item No. 5: Appointment of an Independent Director ¹⁾ Nomination Committee Member	Approved
		Agenda Item No. 6: Appointment of an ESG Committee Member	Approved
		Agenda Item No. 7: Revision of the Disclosure Information Management Regulations	Approved

1) Renamed to "independent director" as of May 2026

Strengthening Responsible Management

Board Evaluation

Kolmar Holdings conducts a Board evaluation once a year to assess whether the Board is performing its duties fairly and transparently. Kolmar Holdings completed a self-assessment of the Board's 2025 activities and transparently shared the results with employees, using them as a basis for improving Board operations and strengthening expertise going forward. In particular, moving away from a standardized assessment format, Kolmar Holdings plans to continuously advance our evaluation system — diversifying assessment items and introducing methods beyond surveys — to enhance the Board's substantive performance capability.

Board Activity Evaluation Results

■ : 2024 ■ : 2025
(Unit: Points, out of 5)



Board Compensation

Board compensation is determined by comprehensively considering factors such as the difficulty of duties, degree of responsibility, and management performance. To maximize the objectivity and transparency of our compensation system, Kolmar Holdings operates the Compensation Committee under the Board, composed entirely of independent directors. The Compensation Committee fairly reviews director compensation limits and the overall compensation structure, securing the appropriateness of registered directors' compensation. Through this, Kolmar Holdings has established a rational compensation structure linking management performance with enhanced corporate value, supporting the Board in faithfully practicing responsible management.

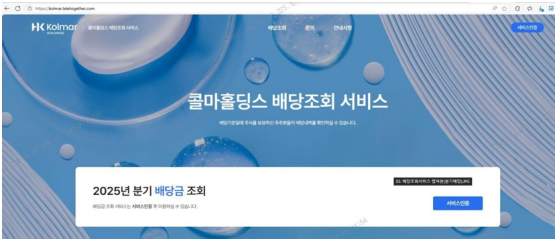
Board Compensation

(Unit: KRW million)

Category	2023	2024	2025
Total Compensation	2,942.4	4,194.7	3,626.6
Fixed Salary	2,736.3	2,653.5	2,750.6
Variable Salary	206.1	377.2	466.4
Retirement Benefits	0.0	1,164.0	409.6

Shareholder Return

Kolmar Holdings pursues a predictable and reliable shareholder return policy to enhance shareholder value. To establish a virtuous cycle in which the Company's growth and performance are shared with shareholders, Kolmar Holdings reviews various dividend policies and makes multifaceted efforts to provide shareholders with tangible value. First, Kolmar Holdings has diversified our dividend policy so that shareholders can receive tangible benefits. As part of this, Kolmar Holdings has implemented quarterly dividends and tax-exempt dividends, and plans to continue operating a stable dividend structure to ensure ongoing shareholder returns. In addition, to enable transparent and efficient communication with shareholders, Kolmar Holdings has introduced an "Online Dividend Inquiry System" to replace the previous written notification method. This has significantly enhanced information accessibility by allowing shareholders to directly check their own dividend details through a dedicated website during the dividend period. Kolmar Holdings will continue to actively utilize various digital communication methods to enhance shareholder satisfaction and fulfill its responsibility as a trusted company.



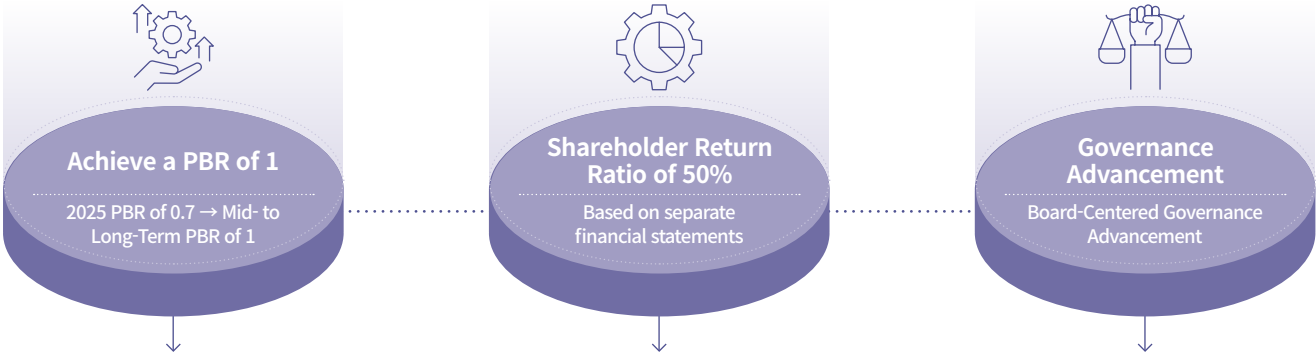
Kolmar Holdings Online Dividend Inquiry Service

Strengthening Responsible Management

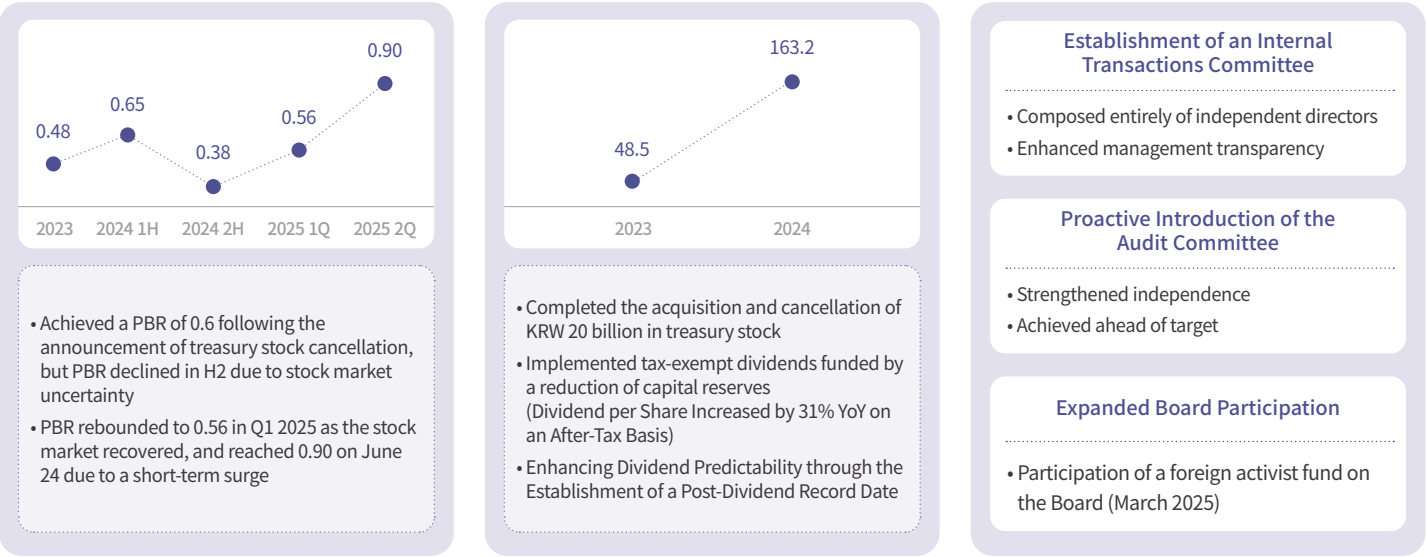
Shareholder Return

Corporate Value Enhancement Plan Implementation Status

Corporate Value Enhancement Targets



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Strengthening Responsible Management

Internal Control

Operation of Internal Accounting Control System

Kolmar Holdings operates an internal accounting control system to ensure the preparation and disclosure of reliable accounting information. Kolmar Holdings established the "Internal Accounting Control Regulations" in 2018, and, following the preparation of the "Internal Accounting Control System Operating Guidelines" in 2020, containing the details necessary for the design and operation of the system, has continuously revised and supplemented it every year since. Internal accounting control work is handled by the Internal Accounting Team within the Finance Group, which conducts an assessment of the system's design and operating status every fiscal year. In addition, Kolmar Holdings optimizes our internal control system by analyzing the changing business environment in a timely manner. Through ongoing review and supplementation of control items, Kolmar Holdings advances our internal accounting control system and builds an efficient and stable control operating environment. Furthermore, by reflecting internal accounting-related Key Performance Indicators (KPIs) in the performance evaluation items of each department's team leader, Kolmar Holdings strengthens employees' sense of accountability and the level of internal control implementation. The internal accounting control officer regularly checks the effectiveness of the system and reports the results to the Board of Directors and the Audit Committee each year. In addition, the Audit Committee independently evaluates the operating status of the internal accounting control system and reports to the Board of Directors, and the external auditor also conducts oversight and verification of the internal accounting control system.

Internal Accounting Control Organization

Category	Name	Position	Responsibilities
Audit Committee	Kang Myung-soo	Independent Director	- Evaluates the operating status of the internal accounting control system and reports to the Board of Directors - Reviews proposed revisions to the Internal Accounting Control Regulations
	Song Kyu-young	Independent Director	
	Park Min	Independent Director	
	Shin Jung-Sik	Other Non-executive Director	
Board of Directors	Yoon Sang-hyun	CEO	- Responsible for managing and operating the internal accounting control system - Designates the internal control manager - Reports the operating status to the General Meeting of Shareholders, the Board of Directors, and the Audit Committee
Internal Accounting Control Oversight	Jo Young-ju	Internal Control Manager, Head of Finance Group	- Oversees the design and operation of the internal accounting control system - Reports the operating status of the internal accounting control system to the Board of Directors and the Audit Committee upon delegation by the CEO

Tax Risk Management

Kolmar Group thoroughly complies with domestic and international tax laws and faithfully fulfills our tax obligations. To proactively manage tax risk, the Group operates a system with clear role divisions among responsible personnel and thorough preliminary review, and verifies the legal validity of non-routine tax matters through consultation with external tax experts. In addition, to enhance tax transparency, the Group strictly controls the use of tax avoidance structures without commercial purpose and the use of tax haven jurisdictions, and does not artificially transfer value created in each region to jurisdictions with lower tax rates. Under these principles, the Group faithfully reports our audit report through the Financial Supervisory Service's electronic disclosure system and transparently discloses related information, such as corporate tax expenses and deferred tax, gaining strong trust from stakeholders.

Operation of the Audit Committee

Kolmar Holdings is not legally required to establish an Audit Committee, as our separate total assets are below KRW 2 trillion, but we undertook a proactive governance restructuring to advance our governance and maximize shareholder value. To implement the key targets declared in our "Corporate Value-Up Plan" disclosure in 2024, Kolmar Holdings formally introduced the Audit Committee system through a resolution at the annual general meeting of shareholders on March 31, 2025. Through this, Kolmar Holdings has dramatically enhanced the independence of our internal audit function and further strengthened the check-and-oversight system over management. The Audit Committee, newly established in March 2025, held a total of 4 meetings during the year, successfully performing its role as a substantive oversight body by handling a total of 10 agenda items for review and resolution, including verification of the reliability of financial information and review of major management activities. In addition, to ensure the independence of its work and the expertise of its audit function, the Audit Committee has established a dedicated working-level organization, the "Management Diagnosis Team," reporting directly to it, operating an ongoing internal control and diagnostic process.

Built on Integrity

Trust Begins with Transparent Internal Transaction Management

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Establishment of the Internal Transaction Management System and Operation of the Management Program

To systematically manage internal transactions occurring within the Group and proactively prevent unfair support activities, Kolmar Holdings operates our internal transactions management system centered on governance establishment and raising employee awareness. As a holding company, Kolmar Holdings has established the "Internal Transactions Management Regulations," applicable Group-wide, and strengthens the fairness and transparency of transactions through the "Internal Transaction Committee," composed entirely of independent directors, securing an independent oversight function for the Board.

In particular, in 2025, Kolmar Holdings focused on advancing infrastructure to enhance the effectiveness of our internal transaction management system. Centered on the CP Team under the Sustainable Management Office, Kolmar Holdings established the mandatory preparation of an "Internal Transaction Pre-Review Request Form" prior to contract execution, strengthening the preliminary review process, and operates a "Preliminary Working-Level Council" involving affiliates and relevant departments depending on the significance of the matter.

In addition, Kolmar Holdings conducts regular training for all employees reflecting key legal issues, including unfair support activities and profit transfer under the Monopoly Regulation and Fair Trade Act and self-dealing and credit extension under the Commercial Act, continuously strengthening compliance awareness. Kolmar Holdings plans to further strengthen the Internal Transaction Committee's substantive control function and advance the operation of our inter-affiliate council and information-sharing system. In addition, Kolmar Holdings will continue to expand field-oriented support and customized training tailored to each affiliate's business characteristics so that each affiliate can establish its own management and training system, strengthening the Group's overall compliance and business ethics culture.



Kolmar Holdings' 5th Internal Transaction Committee (November 20, 2025)

2025 Internal Transaction Management History

No.	Management Activity	Frequency/Number of Cases
1	Establishment and Operation of the Internal Transaction Committee	4 times
2	Revision of the "Internal Transaction Management Regulations"	2 times
3	Revision of the "Self-Inspection Checklist"	1 time
4	In-Depth Review and Reporting of Individual Internal Transactions	62 cases
5	Development of New In-House Training Materials and Training for Affiliates	6 times
6	Provision of Guidelines by Transaction Type	4 times
7	Establishment of the 2026 Management System Advancement Plan	1 time

2025 Internal Transaction Committee Meetings Held

No.	Date	Agenda	Approval Status
1	2025.03.12.	Agenda Item No. 1: Revision of the "Internal Transaction Management Regulations"	Approved
2	2025.05.08.	Agenda Item No. 1: Provision of Deposit Collateral for Affiliate	Approved
3	2025.07.31.	Agenda Item No. 1: Provision of Deposit Collateral for Affiliate	Approved
4	2025.11.20.	Agenda Item No. 1: Provision of Deposit Collateral for Affiliate Agenda Item No. 2: Approval of Self-Dealing	Approved

Revisions to the Internal Transactions Management Regulations

No.	Category	Revised Content
1	Reflecting Amendments to the "Monopoly Regulation and Fair Trade Act"	"Scope of Related Parties of the Same Person," "Scope of Affiliated Companies"
2	Clarifying and Standardizing Terminology	Clarifying the "corporate group" standard, standardizing the term "transaction type"
3	Clarifying the Status of the Regulations	Priority application over other regulations
4	Detailing Work Procedures	Strengthening "internal transaction" operating principles
5	Classification of Violation Handling	Classification by level of violation severity
6	Change in the Approval Line for Internal Transaction Approval Requests	Change in approval line due to appointment of a team leader for the internal transaction-responsible department
7	Internal Transaction Pre-Review Process	Reflecting affiliates' own review processes
8	Party Responsible for Preparing the Internal Transaction Pre-Review Request Form	Expanded work efficiency through exceptional expansion

Built on Integrity

Trust Begins with Transparent Internal Transaction Management

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Operation of Internal Transaction Management Training

Kolmar Holdings' CP Team regularly operates a systematic training program covering key laws related to internal transactions — including unfair support activities and profit transfer under the "Monopoly Regulation and Fair Trade Act" and self-dealing and credit extension under the "Commercial Act" — to strengthen awareness of fair business practices and compliance across all Group employees. In addition, the CP Team provides a "Self-Inspection Checklist" and "Work Guidelines" to enable substantive preliminary control within affiliates, and continuously conducts internal transaction training for employees to strengthen a culture of compliance.

In particular, to strengthen the "self-dealing" management system, Kolmar Holdings conducted a compliance inspection of Group-wide operating status in Q4 2025, and based on this, established unified Group-level improvement measures. In February 2026, Kolmar Holdings distributed a "Self-Dealing Operations Manual" to all affiliates, enhancing its practical applicability. The manual focuses on enhancing employees' understanding by covering legal interpretations and key precedents related to self-dealing, and systematically organizes its content by work flow — including criteria for determining Board approval requirements, review procedures by transaction type, and the approval process — strengthening its practical utility. In addition, internal transaction training now incorporates content related to self-dealing, supporting employees in gaining a comprehensive understanding of the relevant legal requirements.

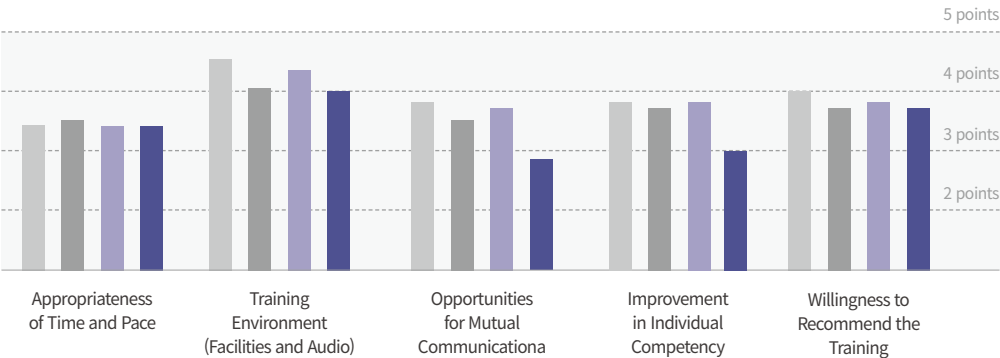
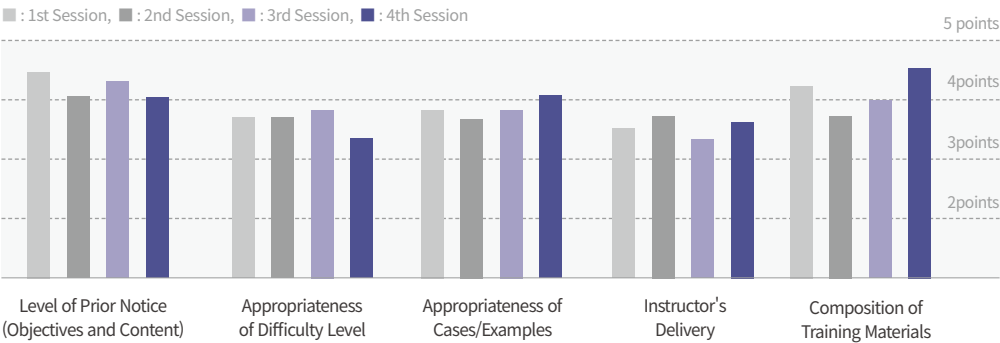


Internal Transaction Training for Affiliates



Internal Transaction Training Sessions and Satisfaction Survey Results

Training Date	Target Participants	Training Topic	Average Training Satisfaction Score (Points, out of 5)
2025.02.14.	HK inno.N (Pangyo)	Internal Transactions (Risk and Cases by Type)	3.9
2025.03.19.	Kolmar Korea R&D Complex	Internal Transactions (Risk and Cases by Type)	3.8
2025.04.16.	Korea Kolmar (Bucheon)	Internal Transactions (Risk and Cases by Type)	3.9
2025.04.18.	Kolmar Korea (Sejong)	Internal Transactions/Subcontracting Act (Risk and Cases by Type)	3.8



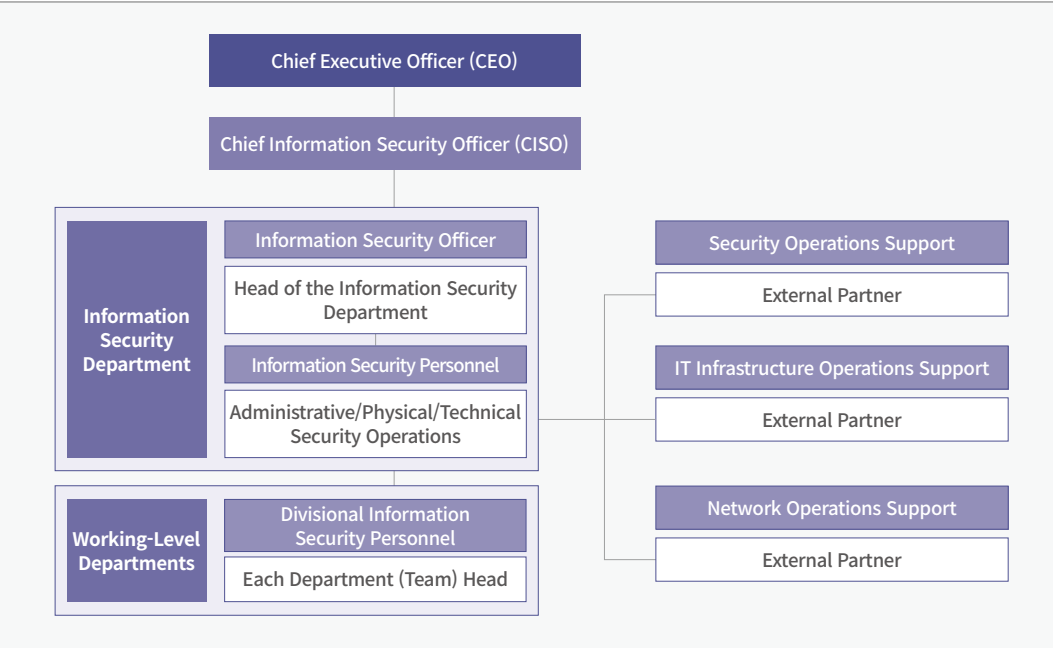
Strengthening Information Security

Information Security Management System and Organization

Kolmar Holdings operates a robust security governance structure centered on the Chief Information Security Officer (CISO) for the efficient execution of information security work and risk management. Through this, Kolmar Holdings assigns clear roles and responsibilities from company-wide information security planning to practical security management, establishing a systematic management structure.

The security organization consists of a dedicated specialized unit overseeing administrative and technical security work, along with information security personnel assigned to each working-level department. This organizational structure supports the smooth operation of the company-wide security management system across all working-level departments, and underpins close security cooperation between the dedicated unit and working-level departments. In addition, as a holding company, Kolmar Holdings plays an integrated management role in enhancing and standardizing the level of information security across all affiliates. Kolmar Holdings leads status surveys of Group affiliates, the identification of improvement tasks, and regular implementation checks, systematically managing security risk at the Group level. Based on this systematic organizational operation, Kolmar Holdings is establishing an organizational culture in which all employees recognize security as a core value and practice it responsibly in their daily work.

Kolmar Holdings Information Security Governance Structure



Kolmar Holdings operates a systematic security management system based on advanced information security policies and guidelines. By continuously refining our information security system in response to the evolving security environment, Kolmar Holdings builds a safe business environment and secures strong customer trust.

Information Security Policy and Guidelines

Kolmar Holdings safely protects our information assets by operating a company-wide integrated management system based on its information security policy and guidelines. Security regulations apply not only to employees but also to partners involved in the performance of work, and set out standardized operating standards across the entire information security process, from information asset management to security incident response and recovery. Kolmar Holdings regularly reviews our information security guidelines in line with the changing work environment, and in 2025, revised and applied the guidelines to reflect internal changes, including organizational restructuring and the introduction of a mobile work environment. In this process, Kolmar Holdings focused on enhancing the effectiveness of security management work by consolidating existing guidelines and supplementing detailed content.

Based on these policies and guidelines, Kolmar Holdings carries out company-wide security management activities, making information security a core value of our business operations. Through this, Kolmar Holdings is building an organizational culture in which all employees embed the importance of information security and practice it responsibly in their daily work.

Kolmar Holdings Information Security Management System



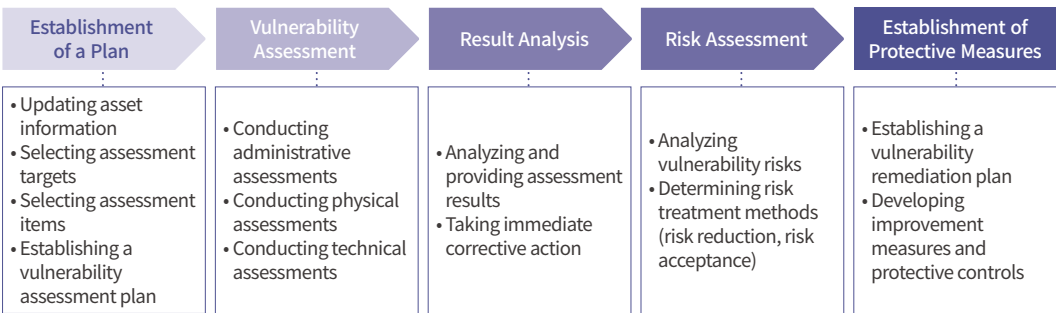
Strengthening Information Security

Information Asset Management and Risk Management

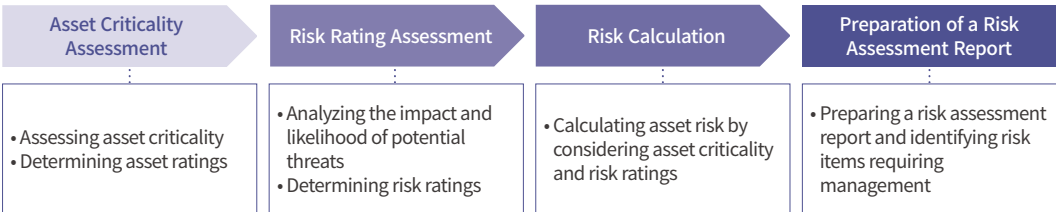
Vulnerability Inspection and Information Asset Risk Assessment

Kolmar Holdings operates a systematic management process, from asset identification to control of potential threats, to thoroughly secure the stability of our information assets. To protect our core information assets, including servers, networks, and database management systems (DBMS), Kolmar Holdings conducts regular vulnerability inspections at least once a year, and, in particular, since H2 2025, has introduced infrastructure security inspections that directly examine network equipment and servers, in addition to the existing web application inspections. Through this, Kolmar Holdings has expanded the scope of risk management, establishing a proactive response system to identify and block vulnerabilities across the system at an early stage. Risks identified through inspections are prioritized and managed according to internal assessment criteria. For risks exceeding the acceptable range, immediate remediation measures are established and reported to the Chief Information Security Officer to ensure transparent decision-making and prompt action. In addition, Kolmar Holdings operates an ongoing monitoring system for external threats, applying an immediate reporting and blocking policy when an intrusion attempt is detected. By refining this asset-specific risk management process, Kolmar Holdings proactively prevents security incidents and works to maintain a stable business environment.

Kolmar Holdings Information Asset Vulnerability Inspection

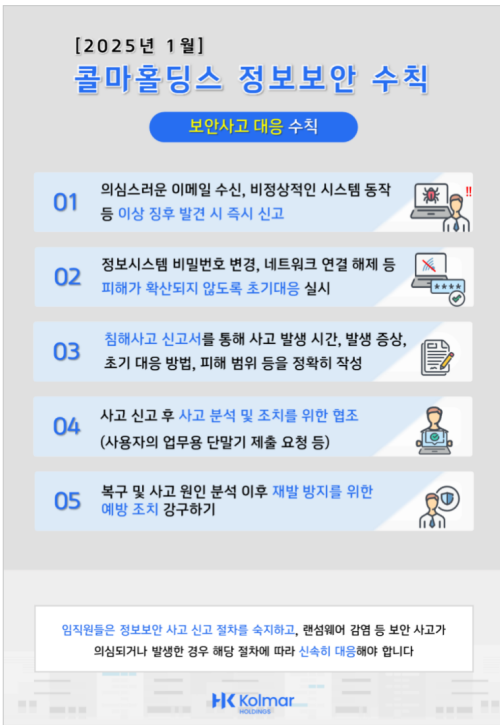


Kolmar Holdings Information Asset Risk Assessment



Information Asset Security Incident Response and Recovery

Kolmar Holdings embeds a systematic response and recovery process that is immediately activated in the event of an information security incident, minimizing the risk of business disruption. Through well-defined initial response procedures and technical recovery protocols, we are able to promptly contain the impact of cybersecurity incidents and ensure swift restoration of operations. In addition, to raise employees' awareness of security response, Kolmar Holdings operates a range of activities, including a response guide covering reporting procedures and preventive rules in the event of an incident. Through these proactive employee awareness efforts and regular simulation exercises, Kolmar Holdings continuously checks and supplements practical response capability, maintaining an effective management environment that can ensure stable business continuity in any emergency situation.



Kolmar Holdings Security Incident Response Rules

Strengthening Information Security

Advancement and Operation of the Information Security System

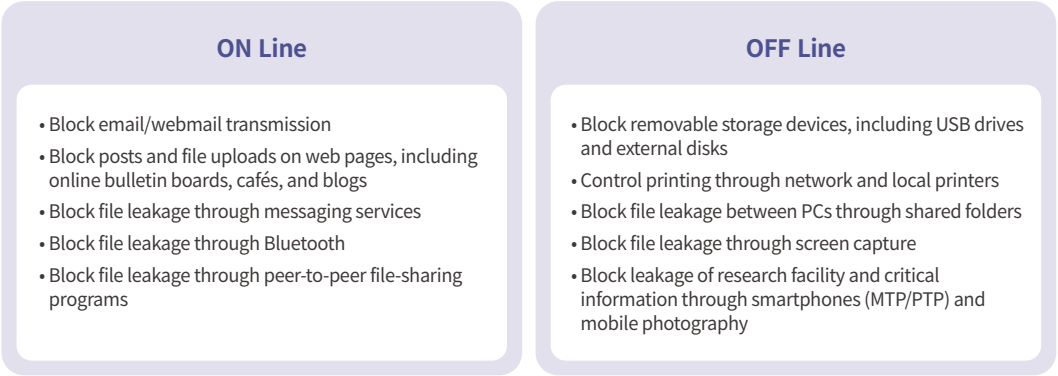
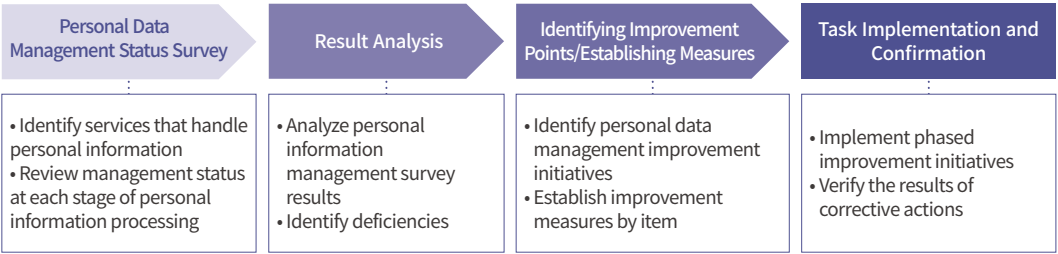
Kolmar Holdings has built a systematic information security system spanning personnel, physical, and technical security domains to create a safe working environment. As a holding company, Kolmar Holdings is pursuing "Integration of Kolmar Group Security Management and Operations" to raise security standards across the Group, systematically implementing identified improvement tasks by priority. In 2025, Kolmar Holdings conducted a survey of information security management status across the Group, establishing the foundation for an integrated Group-wide security system. In addition, Kolmar Holdings has built a malicious email simulation training system and a Mobile Device Management (MDM) solution to raise employees' security awareness, and has established a proactive response foundation, including fundamentally blocking data leaks from critical assets such as research facilities. In particular, the integrated log collection and management system (SIEM), operating since 2026, integrates and analyzes logs from key security solutions in real time. Kolmar Holdings has established an effective security operations system by establishing an organic monitoring process that immediately detects security anomalies, followed by explanation and review by responsible personnel.

Kolmar Holdings plans to continue investing in the advancement of our information security system. In 2026, to further strengthen integrated security monitoring and risk management capability, Kolmar Holdings will expand the introduction of Document Rights Management (DRM) and Endpoint Detection and Response (EDR) solutions across our affiliates. In addition, Kolmar Holdings will support affiliates with relatively limited security infrastructure in establishing standardized information security policies and internal management plans, and will secure a balanced Group-wide security level by strengthening integrated antivirus operation and access control. Furthermore, Kolmar Holdings will regularize malicious email simulation training and personal data management level assessments to enhance effective security execution, spreading a company-wide information security culture by optimizing the Group's integrated security operating environment.

Personal Data Protection System

Kolmar Holdings regards personal data protection as a core management principle and operates a management system that strictly complies with relevant laws and regulations. To protect data subjects' rights, Kolmar Holdings minimizes the collection of personal data and clearly distinguishes between mandatory and optional items to prevent collection beyond the purpose of processing. In particular, as a holding company, Kolmar Holdings conducts an annual personal data protection status inspection across all Group affiliates to raise security standards Group-wide. This inspection covers the entire life cycle of personal data, from collection, use, and provision to disposal, closely analyzing the status against legal compliance requirements. For affiliates where deficiencies are identified through the inspection, Kolmar Holdings immediately provides improvement guidance and manages and oversees the matter until action is completed, through a follow-up process to confirm implementation. In addition, Kolmar Holdings continuously provides our Privacy Policy through the Company's website, enhancing data subjects' accessibility and strengthening the transparency of the management process. Kolmar Holdings will continue to advance our Group-wide personal data protection capability through strengthened management by personal data life-cycle stage and a systematic improvement implementation process.

Personal Data Protection System



Company-Wide Risk Management

Establishment and Operation of the Company-Wide Risk Management System

In November 2024, Kolmar Holdings established its "Company-Wide Risk Management System" to integrate financial and non-financial risks, and completed the ESG Committee's resolution and reporting to the Board of Directors on this matter. The establishment of this framework was driven by the need to integrate risks that had previously been managed independently by individual departments into a company-wide system, enabling more effective risk identification, enhanced visibility, and proactive response.

Kolmar Holdings' company-wide risk management system is designed with a 3-tier structure flowing from the CP Committee → the ESG Committee → the Board of Directors. First, the CP Committee identifies company-wide risks and potential risk factors on a semi-annual basis. Next, the ESG Committee reviews the assessment of identified risks and the appropriateness of the response status, and appoints a Chief Risk Officer (CRO) to assess the adequacy of the system, and to report risk identification and analysis, and the establishment and execution results of response plans, to the Board of Directors.

In November 2024, the ESG Committee appointed the Chief Risk Officer (CRO) and finalized the risk management system and risk classification criteria. In 2026, Executive Director Jo Young-ju was appointed as the new Chief Risk Officer (CRO); as Head of Finance Group, she possesses expertise in financial risk management, and, as an ESG Committee member, has a deep understanding of non-financial risk, positioning her to play a substantive central role in the company-wide risk management system. The Chief Risk Officer (CRO) is responsible for assessing the adequacy of the company-wide risk management system, identifying and analyzing risks, establishing response plans, and reporting execution results to the Board of Directors. In addition, the CRO focuses on enhancing the effectiveness of company-wide risk management through ongoing monitoring of risk and systematic response.

Through this structure, Kolmar Holdings enhances the effectiveness of company-wide risk management by continuously monitoring risk and responding systematically. In 2025, in consideration of government policy direction, Kolmar Holdings conducted risk identification and assessment, review of operating status, employee training, and work process improvement on 2 topics: "unfair support activities (internal transactions)" and "unfair collusive acts (collusion)." In 2026, in line with the designation as a disclosure-target corporate group, Kolmar Holdings plans to focus on institutional refinement to comply with the requirements of relevant laws and regulations. To this end, Kolmar Holdings will revise our internal regulations and systematically establish related processes, strengthening legal compliance and corporate transparency. In addition, as a designated business group subject to public disclosure requirements, Kolmar Holdings will proactively review our various disclosure obligations and reporting processes, while establishing internal management systems to ensure their efficient operation and institutional stability.

Kolmar Holdings will continue to advance our company-wide risk management system and realize sustainable business ethics and compliance management by integrating both financial and non-financial risks.

Kolmar Holdings has established a company-wide risk management system to systematically manage financial and non-financial risks arising from its business activities, and has prepared a systematic risk identification, assessment, and response system. Kolmar Holdings will expand our risk management activities, including establishing future risk management policies, to support the Company's long-term growth and maximize stakeholder value.

Kolmar Holdings Risk Management System

	Composition	Role
Board of Directors	• 3 executive directors • 3 independent directors • 3 other non-executive directors	• Review risk response status • Monitor the risk management system
ESG Committee	• 2 independent directors (Committee Chairperson Song Kyu-young, Board Chair Kang Myung-soo) • 1 executive director (Executive Vice President Jo Young-ju)	• Assess risks and establish response plans • Review the appropriateness of the risk management system
CP Committee	• Chief Executive Officer (Chairperson) • Executives from key departments, including Human Resources, Planning, Finance, Legal, and Communications	• Identify business risks (internal and external), ESG risks, and other risks

Kolmar Holdings Risk Classification

Business Risks		ESG Risks	Other Risks
Internal	External	Environmental/ Social/Governance	Ethics, compliance, etc. (compliance inspection matters)
Business management issues, including strategy, investment, and finance	Economic, financial, industry, and global issues		

Kolmar Holdings Risk Management Status

Composition		Content
Business Risk	Internal	(Internal Accounting) Identifying and managing risk related to accounting fraud/error through operation of the internal accounting control system
	Internal	(Finance) Identifying and managing risk through operation of expense management and financial management processes
	External	(External Environment) Identifying and managing related risk through selection of material issues via the double materiality assessment
Environmental		(Climate Change) Managing risk through establishing an environmental strategy tailored to each affiliate's business characteristics and setting mid- to long-term targets
		(Human Rights) Identifying and managing risk through defining human rights impact factors by stakeholder and conducting human rights impact assessments
		(Quality Management) Identifying and managing risk through each affiliate's operation of its quality management system
ESG Risks	Social	(Occupational Health and Safety) Managing risk through identifying hazardous and risk factors at business sites and reviewing the implementation status of safety improvements
		(Information Security) Identifying and managing risk through quarterly IT council operations and risk assessments
	Governance	(Anti-bribery) Identifying and managing risk through operation of the anti-bribery and code-of-conduct compliance management system
Other Risks		(Ethics, Compliance) Identifying and managing legal violation risk related to business through risk assessment and CP compliance checks

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- In this ESG Factbook, “-” indicates not applicable and “*” indicates non-disclosure.
- Any revisions from the previous year are explained in the footnotes.
- Figures are rounded to one decimal place; therefore, totals may not equal 100.0%.

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Financial (Consolidated)

- Based on the FY2025 year-end consolidated business report

Financial Position

	Category	Unit	2023	2024	2025
Assets	Current assets	million KRW	294,184	288,537	278,920
	Non-current assets	million KRW	995,552	1,002,895	1,015,483
	Total assets	million KRW	1,289,736	1,291,432	1,294,403
Liabilities	Current liabilities	million KRW	321,677	393,941	329,667
	Non-current liabilities	million KRW	151,867	82,382	157,828
	Total liabilities	million KRW	473,545	476,323	487,496
Equity	Total equity	million KRW	816,191	815,109	806,907
	Total equity and liabilities	million KRW	1,289,736	1,291,432	1,294,403

Comprehensive Income

	Category	Unit	2023	2024	2025
	Revenue	million KRW	637,274	676,663	630,112
	Cost of sales	million KRW	537,117	564,784	517,945
	Gross profit	million KRW	100,158	111,879	112,167
	Selling general administrative expenses	million KRW	81,053	94,427	95,504
	Operating income(loss)	million KRW	16,871	38,119	47,743
	Profit (loss) before tax	million KRW	8,076	42,413	19,804
	Tax expense (income)	million KRW	2,027	9,018	8,659
	Profit (loss)	million KRW	6,049	33,395	11,144

Cash Flows

	Category	Unit	2023	2024	2025
	Cash flows from (used in) operating activities	million KRW	43,929	39,504	31,026
	Cash flows from (used in) investing activities	million KRW	(80,272)	(5,779)	23,750
	Cash flows from (used in) financing activities	million KRW	(12,686)	(23,668)	(17,795)
	Net increase (decrease) in cash and cash equivalents before effect of exchange rate changes	million KRW	(49,030)	10,057	36,982
	Effect of exchange rate changes on cash and cash equivalents	million KRW	171	630	(612)
	Cash and cash equivalents at beginning of period	million KRW	109,368	60,508	71,195
	Cash and cash equivalents at end of period	million KRW	60,508	71,195	107,565

Economic Value Distributed

	Category	Unit	2023	2024	2025
Employees	Salaries and Wages	million KRW	74,639	87,004	84,469
	Retirement Benefits	million KRW	6,268	8,064	8,655
Government	Tax expense (income)	million KRW	2,027	9,018	8,659
Shareholders and Creditors	Interests	million KRW	13,076	16,410	13,068
	Dividends	million KRW	6,560	6,859	9,260
Local communities	Donations	million KRW	886	611	1,577

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Financial (Separate)

- Based on the FY2025 year-end non-consolidated business report

Financial Position

	Category	Unit	2023	2024	2025
Assets	Current assets	million KRW	55,417	53,308	44,717
	Non-current assets	million KRW	489,218	479,630	501,353
	Total assets	million KRW	544,635	532,938	546,070
Liabilities	Current liabilities	million KRW	96,076	145,347	124,719
	Non-current liabilities	million KRW	61,757	12,893	33,425
	Total liabilities	million KRW	157,833	158,240	158,145
Equity	Total equity	million KRW	386,802	374,698	387,925
	Total equity and liabilities	million KRW	544,635	532,938	546,070

Comprehensive Income

	Category	Unit	2023	2024	2025
	Revenue	million KRW	38,194	45,445	46,610
	Operating expense	million KRW	36,604	40,503	44,036
	Operating income(loss)	million KRW	1,591	4,941	2,574
	Profit (loss) before tax	million KRW	32,787	12,927	26,336
	Tax expense (income)	million KRW	3,582	(1,929)	4,185
	Profit (loss)	million KRW	21,955	14,855	22,151

Cash Flows

	Category	Unit	2023	2024	2025
	Cash flows from (used in) operating activities	million KRW	(5,496)	10,531	1,443
	Cash flows from (used in) investing activities	million KRW	25,175	36,496	3,021
	Cash flows from (used in) financing activities	million KRW	(45,194)	(24,310)	(10,369)
	Net increase (decrease) in cash and cash equivalents before effect of exchange rate changes	million KRW	(25,515)	22,717	(5,905)
	Cash and cash equivalents at beginning of period	million KRW	29,360	3,845	26,562
	Cash and cash equivalents at end of period	million KRW	3,845	26,562	20,657

Economic Value Distributed

	Category	Unit	2023	2024	2025
Employees	Salaries and Wages	million KRW	13,652	17,079	18,548
	Retirement Benefits	million KRW	1,698	2,183	2,227
Government	Tax expense (income)	million KRW	3,582	(1,929)	4,185
Shareholders and Creditors	Interests	million KRW	5,726	7,601	5,875
	Dividends	million KRW	6,560	6,859	9,260
Local communities	Donations	million KRW	358	162	171

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- Environmental performance data for Kolmar Holdings' operations are included in the environmental performance data of Kolmar Korea.

Greenhouse Gas (GHG)

Category		Unit	Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo		
			2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total GHG Emissions (Scope 1, 2) ¹⁾		tCO ₂ eq	17,459.5	18,973.5	20,844.5	11,139.1	14,810.7	16,288.4	35,386.0	36,685.0	41,265.0	16,499.0	15,960.0	13,693.0
Scope 1 Emissions	Total Scope 1 Emissions	tCO ₂ eq	3,578.0	3,618.8	4,014.5	3,157.7	4,172.3	4,336.7	11,637.0	12,386.0	12,810.0	507.6	463.1	405.8
Scope 2 Emissions	Total Scope 2 Emissions (Location-based)	tCO ₂ eq	13,881.5	15,354.8	16,830.0	7,981.4	10,638.5	11,951.7	23,750.0 ²⁾	24,300.0 ²⁾	28,457.0 ²⁾	15,992.9	15,500.2	13,288.2
GHG Emission Intensity (Scope 1, 2)		tCO ₂ eq/KRW billion	15.9 ³⁾	14.3 ³⁾	14.3 ³⁾	25.0	31.6	37.1	42.7	40.9	38.8	72.4	61.0	57.1
Total GHG Emissions (Scope 3) ¹⁾		tCO ₂ eq	93,541.7	120,351.8	143,973.6	1,028.2	943.9	995.9	55,216.0	56,503.0	58,654.0	-	-	-
Scope 3 Emissions (Upstream)	Category 1 (Purchased goods and services)	tCO ₂ eq	90,334.7	81,502.5	101,647.2	-	-	-	47,659.0	38,545.0	48,405.0	-	-	-
	Category 2 (Capital goods)	tCO ₂ eq	245.8	367.8	341.7	-	-	-	1,735.0	11,432.0	3,051.0	-	-	-
	Category 3 (Fuel- and energy-related activities)	tCO ₂ eq	645.4	1,191.5	3,942.1	-	-	-	3,811.0	4,968.0	5,642.0	-	-	-
	Category 4 (Upstream transportation and distribution)	tCO ₂ eq	-	2,286.7	2,124.5	-	-	-	-	-	-	-	-	-
	Category 5 (Waste generated in operations)	tCO ₂ eq	461.5	536.1	518.0	275.3	199.4	155.6	224.0	233.0	157.0	-	-	-
	Category 6 (Business travel)	tCO ₂ eq	428.3	308.3	373.3	117.5	135.4	59.1	134.0	137.0	154.0	-	-	-
	Category 7 (Employee commuting)	tCO ₂ eq	1,426.1	1,416.4	1,514.8	635.4	609.1	781.2	1,110.0	812.0	738.0	-	-	-
	Category 8 (Upstream leased assets)	tCO ₂ eq	-	298.1	297.1	-	-	-	-	-	-	-	-	-
Scope 3 Emissions (Downstream)	Category 9 (Downstream transportation and distribution)	tCO ₂ eq	-	-	-	-	-	-	-	-	-	-	-	-
	Category 10 (Processing of sold products)	tCO ₂ eq	-	-	-	-	-	-	443.0	278.0	417.0	-	-	-
	Category 11 (Use of sold products)	tCO ₂ eq	-	-	-	-	-	-	-	-	-	-	-	-
	Category 12 (End-of-life treatment of sold products)	tCO ₂ eq	-	-	-	-	-	-	100.0	98.0	90.0	-	-	-
	Category 13(Downstream leased assets)	tCO ₂ eq	-	226.1	1,151.2	-	-	-	-	-	-	-	-	-
	Category 14 (Franchises)	tCO ₂ eq	-	-	-	-	-	-	-	-	-	-	-	-
	Category 15 (Investments)	tCO ₂ eq	-	32,218.2	32,063.7	-	-	-	-	-	-	-	-	-

1) Due to the Company's rounding policy (rounding to the second decimal place), the total amount may not equal the sum of the individual emission figures.

2) Figures have been updated due to the adoption of the location-based method.

3) Calculated based on revenue from both domestic and overseas operations.

Environmental

Energy

Category			Unit	Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo		
				2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total Energy Consumptions ¹⁾			TJ	309.9	334.8	368.9	228.7	304.3 ²⁾	334.9 ²⁾	720.7	746.1	849.5	339.0	328.0	283.0
Energy Consumptions	Total Fuel Consumption		TJ	10.6	9.6	10.2	1.1	1.0	0.8	26.3	24.4	21.0	6.3	5.6	4.8
	Fuel	Gasoline	TJ	1.6	1.4	1.8	0.0	0.0	0.0	0.0	0.0	0.0	1.9	2.1	2.0
		Diesel	TJ	3.9	3.8	4.0	1.0	1.0	0.8	0.0	0.0	0.0	4.4	3.5	2.8
		Kerosene	TJ	0.9	0.6	0.3	0.02	0.0	0.0	26.3	24.4	21.0	0.0	0.008	0.0
		HI-SENE	TJ	4.2	3.9	4.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	LNG		TJ	54.0	55.5	62.0	60.8	80.9	84.4	194.2	211.6	210.6	1.1	1.2	1.2
	LPG		TJ	1.8	2.3	2.7	0.0	0.0	0.0	0.0	0.4 ⁴⁾	10.3	0.3	0.3	0.2 ³⁾
	Electricity		TJ	225.2	248.3	273.9	166.8	222.4	249.7	498.0	506.6	584.9	334.2	323.9	277.7
	Steam		TJ	17.2	18.0	18.7	0.0	0.0	0.0	0.0	0.0	13.0	0.0	0.0	0.0
	Renewable Energy Consumptions	Self-generation Solar Power	TJ	1.1	1.1	1.4	0.0	0.5	0.3	2.2	3.1	9.8	0.0	0.0	0.0
Energy Intensity			TJ/KRW billion	0.3	0.3	0.3	0.5	0.6	0.8	0.9	0.8	0.8	1.5	1.3	1.2

1) Due to the Company's rounding policy (rounding to the second decimal place), the total amount may not equal the sum of the individual emission figures.
2) Renewable energy consumption is not included in total energy consumption.
3) Butane (LPG) consumption is included.
4) Figures have been revised due to a change in the calculation methodology.

Environmental

Pollutants

		Category	Unit	Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo		
				2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Water Pollutant Emissions	Water Pollutant Emissions	BOD (Biochemical Oxygen Demand)	ton	0.8	1.1	1.7	0.1	0.3	0.3	1.9	1.1	0.9	-	-	-
		TOC (Total Organic Carbon)	ton	2.9	2.7	4.2	0.7	0.6	0.7	1.9	1.7	1.7	-	-	-
		SS (Suspended Solids)	ton	1.1	1.1	0.9	0.3	0.08	0.2	2.2	1.5	1.2	-	-	-
		T-N (Total Nitrogen)	ton	0.2	0.2	0.2	0.4	0.3	0.4	-	-	-	-	-	-
		T-P (Total Phosphorus)	ton	0.004	0.039	0.017	0.01	0.006	0.004	-	-	-	-	-	-
Air Pollutant Emissions	Air Pollutant Emissions	NOx (Nitrogen Oxides)	ton	1.1	1.1	0.9	1.2	2.2	1.8	3.4	5.4	2.7	0.0	0.0	0.0
		SOx (Sulfur Oxides)	ton	0.0	0.0	0.0	0.06	0.01	0.04	0.2	0.2	0.07	0.0	0.0	0.0
		PM (Particulate Matter)	ton	0.2	0.2	0.2	0.1	0.6	0.8	0.3	0.3	0.2	0.08	0.6	1.1
		VOC (Volatile Organic Compounds)	ton	-	-	-	-	-	-	2.1	3.8	4.0	0.0	0.0	0.0
		ODS (Ozone Depleting Substances)	tCFC-eq	-	-	-	-	-	-	-	-	-	-	-	-
Hazardous Chemical Usage		Total Hazardous Chemical Usage	ton	5.2	5.9	5.9	178.1	234.5	256.1	376.9	345.2	369.7	-	-	-
		Hazardous Chemical Intensity	ton/KRW billion	0.006	0.006	0.005	0.4	0.5	0.6	0.5	0.4	0.3	-	-	-

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Water

Category		Unit	Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo			
			2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	
Water Withdrawal	Total Water Withdrawals		ton	275,455.9	291,057.7	307,099.9	69,260.0	108,622.0 ¹⁾	120,848.0	567,274.0	543,842.0	540,349.0	61,368.0	83,393.0	63,619.0
	Water Withdrawals	Tap Water	ton	275,455.9	291,057.7	307,099.9	50,352.0	78,142.0	87,329.0	503,259.0 ¹⁾	477,333.0 ¹⁾	482,591.0	61,368.0	83,393.0	63,619.0
		Surface Water	ton	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		Underground Water	ton	0.0	0.0	0.0	18,908.0	30,480.0 ¹⁾	33,519.0	36,154.0	37,638.0	28,829.0	0.0	0.0	0.0
		Seawater	ton	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		Industrial water	ton	0.0	0.0	0.0	0.0	0.0	0.0	27,861.0	28,871.0	28,929.0	0.0	0.0	0.0
	Water Withdrawal Intensity		ton/KRW billion	247.1	219.8	211.0	155.4	231.6	275.1	684.4	606.2	508.3	269.3	318.8	265.1
Water Consumption	Total Water Consumptions		ton	304,285.9	309,151.7	340,951.9	69,260.0	108,636.0 ¹⁾	120,997.0	182,572.0	178,424.0	217,402.0	61,368.0	83,393.0	63,619.0
	Water Consumption Intensity		ton/KRW billion	273.0	233.4	234.3	155.4	231.6	275.5	220.3	198.9	204.5	269.3	318.8	265.1
	Total Water Recycling		ton	28,830.0	18,094.0	33,852.0	0.0	14.0	149.0	33,327.0	51,733.0	45,210.0	0.0	0.0	0.0
	Water Recycling Rate		%	9.5	5.9	9.9	0.0	0.01	0.12	5.5	8.7	7.7	0.0	0.0	0.0
Wastewater Discharge	Total Wastewater Discharges		ton	81,682.9	88,967.8	95,015.0	41,364.0	70,631.0	50,861.0	384,702.0	365,418.0	322,947.0	-	-	-
	Wastewater Discharge Intensity		ton/KRW billion	95.3	84.0	79.7	92.8	150.6	115.8	464.1	407.3	303.8	-	-	-

1) Figures have been revised due to a change in the calculation methodology.

Environmental

Wastes

Category		Unit	Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo			
			2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	
Waste Generation	Total Waste Generated ^{1) 2)}		ton	1,503.7 ⁴⁾	1,892.4 ⁴⁾	2,225.3	2,825.3	2,414.8	1,842.8	1,416.1	1,258.7	1,343.0	839.0	867.2	660.8
	Total General Waste Generated ^{1) 2)}		ton	1,475.6 ⁴⁾	1,861.1 ⁴⁾	2,186.1	2,747.2	2,237.5	1,816.8	699.9	783.8	826.6	580.0	564.7	440.1
	General Wastes (Non hazardous wastes)	Incineration	ton	199.2	228.1	268.4	64.6	47.8	30.8	203.2	213.6	291.1	0.0	0.0	0.0
		Landfill	ton	24.0	10.1	19.1	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0
		Recycling	ton	1,247.8	1,603.3	1,877.4	2,682.6	2,189.7	1,786.0	491.0	566.2	535.3	580.0	564.7	440.1
		Other	ton	0.0	0.0	0.0	0.0	0.0	0.0	5.8	4.0	0.0	0.0	0.0	0.0
	Total Designated Waste Generated ^{1) 2) 3)}		ton	28.1 ⁴⁾	31.2 ⁴⁾	39.2	78.1	177.3	26.1	716.2	475.0	516.4	259.0	302.6	220.6
	Designated Wastes (Hazardous wastes)	Incineration	ton	27.7	29.1	39.2	0.8	0.6	0.0	61.7	63.5	56.5	104.0	274.8	220.6
		Landfill	ton	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0
		Recycling	ton	0.0	1.9	0.0	77.3	176.7	26.1	654.5	411.5	458.1	155.0	27.7	0.0
		Other	ton	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.7	0.0	0.0	0.0
	Waste Intensity		ton/KRW billion	1.8 ⁴⁾	1.8	1.9	6.3	5.1	4.2	1.7	1.4	1.3	3.7	3.3	2.8
	Waste Storage	Total Waste Storage	ton	5.1	19.9	21.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		General Waste Storage	ton	4.7	19.6	21.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		Hazardous Waste Storage	ton	0.4	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total Waste Recycling		ton	1,247.8	1,605.2	1,877.4	2,759.9	2,366.4	1,812.1	1,145.4	977.7	993.4	735.0	592.4	440.1
	Waste Recycling Rate		%	83.0 ⁴⁾	84.8 ⁴⁾	84.4	97.7	98.0	98.3	80.9	77.7	74.0	87.6	68.3	66.6

1) Waste generated = Waste treated + Waste storage
2) Due to the Company's rounding policy (rounding to the second decimal place), the total amount may not equal the sum of the individual emission figures.
3) Includes medical waste.
4) Figures have been revised due to a change in the calculation methodology (including waste storage).

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Environmental Investment

Category	Unit	Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total Amount of Environmental Investment	KRW billion	0.08	0.1	0.07	0.9	1.0	0.5	0.6	0.9	1.1	-	-	0.034

Environmental Management

	Category	Unit	Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo		
			2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Environmental Management System (ISO 14001) Certification	Number of Business Sites Subject to Acquisition	Sites	5	5	5	5	6	6	4	4	3	3	2	2
	Number of Business Sites that Acquired the Certification	Sites	3	3	3	3	3	4	3	3	3	2	2	2
	Ratio of Business Sites that Acquired the Certification	%	60.0	60.0	60.0	60.0	50.0	66.7	75.0	75.0	100.0	66.7	100.0	100.0
Environmental Education	Total Environmental Education Hours	Hours	3,298.0	3,345.0	2,732.5	1,848.0	2,664.0	496.0	9,997.0	7,927.0	8,031.0	0.0	56.0	18.0
	Number of Employees Participated in the Environmental Education	Persons	972	1,156	3,857	132	148	62	1,709	1,721	750	1	1	1
Environmental Risk Assessment	Number of Business Sites Subject to Environmental Risk Assessment	Sites	5	5	5	5	6	6	-	-	-	3	2	2
	Number of Business Sites that Conducted the Assessment	Sites	3	3	3	3	4	4	-	-	-	2	2	2
	Ratio of Business Sites that Conducted the Assessment	%	60.0	60.0	60.0	60.0	66.7	66.7	-	-	-	66.7	100.0	100.0
Violation of Environmental Regulations	Total Violation of Environmental Regulations	Cases	0	0	0	0	0	0	0	0	0	0	0	0
	Fines Due to Violation of Environmental Regulations	KRW million	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Non-Monetary Sanctions Due to Violation of Environmental Regulations	Cases	0	0	0	0	0	0	0	0	0	0	0	0

Social

Employees

Category				Unit	Kolmar Holdings			Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo			
					2023	2024	2025	2023	2024	2025	2023 ⁴⁾	2024 ⁴⁾	2025	2023	2024	2025	2023	2024	2025	
Number of Domestic Employees	Total Number of Employees		-	Persons	119	109	113	1,110	1,304	1,384	503	528	467	1,709	1,721	1,723	1,319	1,295	1,185	
	By Employment Type	Full-Time (Regular)	Total	Persons	116	105	111	1,105	1,219	1,346	491	519	456	1,669	1,694	1,693	1,261	1,244	1,156	
			Male	Persons	60	55	62	640	695	759	311	326	289	1,227	1,251	1,263	485	489	465	
			Female	Persons	56	50	49	465	524	587	180	193	167	442	443	430	776	755	691	
		Part-Time (Non regular)	Total	Persons	3	4	2	5	85	38	12	9	11	40	27	30	58	51	29	
			Male	Persons	3	3	2	3	29	17	7	7	6	10	10	11	25	21	12	
			Female	Persons	0	1	0	2	56	21	5	2	5	30	17	19	33	30	17	
	By Gender	Male		Persons	63	58	64	643	724	776	318	333	295	1,237	1,261	1,274	510	510	477	
		Male Ratio		%	52.9	53.2	56.6	57.9	55.5	56.1	63.2	63.1	63.2	72.4	73.3	73.9	38.7	39.4	40.3	
		Female		Persons	56	51	49	467	580	608	185	195	172	472	460	449	809	785	708	
		Female Ratio		%	47.1	46.8	43.4	42.1	44.5	43.9	36.8	36.9	36.8	27.6	26.7	26.1	61.3	60.6	59.7	
	By Age ⁴⁾	Under 30	Persons	Persons	23	17	15	402	515	508	190	194	145	494	437	364	111	123	113	
			Ratio	%	19.3	15.6	13.3	36.2	39.5	36.7	37.8	36.7	31.0	28.9	25.4	21.1	8.4	9.5	9.5	
		30~50	Persons	Persons	90	87	91	679	751	830	300	322	309	1,079	1,128	1,180	773	724	638	
			Ratio	%	75.6	79.8	80.5	61.2	57.6	60.0	59.6	61.0	66.2	63.1	65.5	68.5	58.6	55.9	53.8	
		Over 50	Persons	Persons	6	5	7	29	38	46	13	12	13	136	156	179	435	448	434	
			Ratio	%	5.0	4.6	6.2	2.6	2.9	3.3	2.6	2.3	2.8	8.0	9.1	10.4	33.0	34.6	36.6	
	By Position	Total	Persons	Persons	13	10	9	35	33	36	15	14	12	19	18	20	6	9	7	
			Male	Persons	10	9	8	33	30	30	14	13	12	17	16	18	6	9	7	
			Female	Persons	3	1	1	2	3	6	1	1	0	2	2	2	0	0	0	
		Executives	Ratio of Female Executives among Total Executives		%	23.1	10.0	11.1	5.7	9.1	16.7	6.7	7.1	0	10.5	11.1	10.0	0.0	0.0	0.0
			Ratio of Female Executives among Female Employees		%	5.4	2.0	2.0	0.4	0.5	1.0	0.5	0.5	0.0	0.4	0.4	0.4	0.0	0.0	0.0
		General Manager	Total	Persons	9	14	16	42	61	54	22	18	18	54	54	59	8	12	16	
			Male	Persons	6	10	11	34	50	40	21	16	16	37	38	42	8	12	16	
			Female	Persons	3	4	5	8	11	14	1	2	2	17	16	17	0	0	0	
		Senior Manager/Manager	Total	Persons	46	42	42	305	323	386	95	98	90	442	471	491	161	166	168	
			Male	Persons	24	21	22	208	212	249	74	77	70	359	385	397	145	147	146	
			Female	Persons	22	21	20	97	111	137	21	21	20	83	86	94	16	19	22	
		Assistant Manager/Staff ¹⁾	Total	Persons	51	43	46	728	887	908	371	398	347	1,194	1,178	1,153	1,144	1,108	994	
			Male	Persons	23	18	23	369	432	457	209	227	197	824	822	817	351	342	308	
			Female	Persons	28	25	23	359	455	451	162	171	150	370	356	336	793	766	686	
		By Title	Ratio of Female among Management Positions		Ratio	%	40.0	41.2	44.4	28.9	31.3	35.0	4.3	8.3	10.2	15.6	12.4	11.3	8.1	8.4
Team Leader ²⁾			Total	Persons	20	17	18	83	96	103	46	48	49	199	186	168	86	83	69	
			Male	Persons	12	10	10	59	66	67	44	44	44	168	163	149	79	76	63	
			Female	Persons	8	7	8	24	30	36	2	4	5	31	23	19	7	7	6	
Average Tenure	Total Average Tenure		-	Years	5.6	6.3	6.6	5.5	5.9	6.3	3.5	3.8	4.4	8.3	8.6	9.0	7.4	7.6	8.9	
	Average Tenure	Male	Years	6.5	7.2	7.1	6.7	7.1	7.3	3.8	4.0	4.6	8.9	9.1	9.5	6.3	6.4	7.4		
		Female	Years	4.5	5.3	6.0	4.3	4.4	4.9	3.0	3.4	4.1	6.7	7.1	7.7	8.5	8.8	9.9		

1) For Yonwoo, the senior staff position is included.

2)For Yonwoo, the part leader position is included.

3) Figures have been revised due to a change in the calculation methodology.

4) For HK inno.N, figures are calculated based on the age groups of 30 to under 50 and 50 and above.

Social

New Hires

Category			Unit	Kolmar Holdings			Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo				
				2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025		
Domestic New Hires	Total Number of New Hires		Number of Employees	Persons	42	25	20	230	336	281	89	124	61	235	209	188	338	243	63	
	Total New Hire Rate		Ratio	Ratio	35.3	22.9	17.7	20.7	25.8	20.3	17.7	23.5	13.1	13.8	12.1	10.9	25.6	18.8	5.3	
	By Gender	Male	Number of Employees	Persons	22	9	13	115	163	139	58	80	50	168	151	136	188	123	40	
			Ratio	Ratio	52.4	36.0	65.0	50.0	48.5	49.5	65.2	64.5	82.0	71.5	72.2	72.3	55.6	50.6	63.5	
		Female	Number of Employees	Persons	20	16	7	115	173	142	31	44	11	67	58	52	150	120	23	
			Ratio	Ratio	47.6	64.0	35.0	50.0	51.5	50.5	34.8	35.5	18.0	28.5	27.8	27.7	44.4	49.4	36.5	
	By Age ¹⁾	Under 30	Number of Employees	Persons	11	6	7	161	279	215	44	74	22	149	133	113	86	79	28	
			Ratio	Ratio	26.2	24.0	35.0	70.0	83.0	76.5	49.4	59.7	36.1	63.4	63.6	60.1	25.4	32.5	44.4	
		30~50	Number of Employees	Persons	30	17	11	67	52	63	43	48	35	78	75	73	236	153	34	
			Ratio	Ratio	71.4	68.0	55.0	29.1	15.5	22.4	48.3	38.7	57.4	33.2	35.9	38.8	69.8	63.0	54.0	
		Over 50	Number of Employees	Persons	1	2	2	2	5	3	2	2	4	8	1	2	16	11	1	
			Ratio	Ratio	2.4	8.0	10.0	0.9	1.5	1.1	2.2	1.6	6.6	3.4	0.5	1.1	4.7	4.5	1.6	

1) For HK inno.N, figures are calculated based on the age groups of 30 to under 50 and 50 and above.

Employee Turnover

Category			Unit	Kolmar Holdings			Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo			
				2023	2024	2025	2023	2024	2025	2023 ¹⁾	2024 ¹⁾	2025	2023	2024	2025	2023	2024	2025	
Turnover	Total Number of Turnovers		Number of Employees	Persons	33	16	11	119	135	138	99	110	121	239	194	186	338	166	165
	Total Turnover Rate		Ratio	Ratio	27.7	14.7	9.7	10.7	10.4	10.0	19.7	20.8	25.9	14.0	11.3	10.8	25.6	12.8	13.9
	By Gender	Male	Number of Employees	Persons	19	8	7	68	77	63	66	66	87	162	125	122	177	55	69
			Ratio	Ratio	57.6	50.0	63.6	57.1	57.0	45.7	66.7	60.0	71.9	67.8	64.4	65.6	52.4	33.1	41.8
		Female	Number of Employees	Persons	14	8	4	51	58	75	33	44	34	77	69	64	161	111	96
			Ratio	Ratio	42.4	50.0	36.4	42.9	43.0	54.3	33.3	40.0	28.1	32.2	35.6	34.4	47.6	66.9	58.2
	By Age ²⁾	Under 30	Number of Employees	Persons	9	2	3	68	76	106	41	50	41	99	80	64	46	5	13
			Ratio	Ratio	27.3	12.5	27.3	57.1	56.3	76.8	41.4	45.5	33.9	41.4	41.2	34.4	13.6	3.0	7.9
		30~50	Number of Employees	Persons	19	12	7	48	54	29	54	53	75	126	102	107	238	99	92
			Ratio	Ratio	57.6	75.0	63.6	40.3	40.0	21.0	54.5	48.2	62.0	52.7	52.6	57.5	70.4	59.6	55.8
		Over 50	Number of Employees	Persons	5	2	1	3	5	3	4	7	5	14	12	15	54	62	60
			Ratio	Ratio	15.2	12.5	9.1	2.5	3.7	2.2	4.0	6.4	4.1	5.9	6.2	8.1	16.0	37.3	36.4
		Total Number of Voluntary Turnovers		Persons	11	14	5	111	113	118	83	67	93	217	184	169	302	157	121
		Total Voluntary Turnover Rate		Ratio	9.2	12.8	4.4	10.0	8.7	8.5	16.5	12.7	19.9	12.7	10.7	9.8	22.9	12.1	10.2

1) Figures have been revised due to a change in the calculation methodology.

2) For HK inno.N, figures are calculated based on the age groups of 30 to under 50 and 50 and above.

Social

Work-Life Balance

Category			Unit	Kolmar Holdings			Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo			
				2023 ¹⁾	2024 ¹⁾	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	
Parental Leave	Employees Entitled to Parental Leave	Total	Persons	5	6	3	32	45	53	11	15	25	43	63	73	22	18	22	
		Male	Persons	2	5	1	18	24	41	7	12	14	31	54	49	12	10	13	
		Female	Persons	3	1	2	14	21	12	4	3	11	12	9	24	10	8	9	
	Employees on Parental Leave	Total	Persons	3	3	3	10	26	34	4	13	22	8	43	60	22	18	19	
		Parental Leave Utilization Rate (Overall)	%	60.0	50.0	100.0	31.3	57.8	64.2	36.4	86.7	88.0	18.6	68.3	82.2	100.0	100.0	86.4	
		Male	Persons	0	2	1	0	11	27	0	10	11	0	36	40	12	10	10	
		Male Utilization Rate	%	0.0	40.0	100.0	0.0	45.8	65.9	0.0	83.3	78.6	0.0	66.7	81.6	100.0	100.0	76.9	
		Female	Persons	3	1	2	10	15	7	4	3	11	8	7	20	10	8	9	
		Female Utilization Rate	%	100.0	100.0	100.0	71.4	71.4	58.3	100.0	100.0	100.0	66.7	77.8	83.3	100.0	100.0	100.0	
		Employees who Have Worked for At Least 12 Months after Parental Leave	Total	Persons	0	0	1	9	17	28	5	4	12	16	16	42	11	25	15
			Male	Persons	0	0	0	0	1	12	1	1	8	7	8	29	3	7	10
			Female	Persons	0	0	1	9	16	16	4	3	4	9	8	13	8	18	5
Maternity Leave	Number of Employees who Reduced Working Hours during a Childcare Period		Persons	0	1	1	1	1	3	0	1	2	1	5	5	5	4	6	
	Number of Employees on Paternity Leave		Persons	2	5	2	19	23	43	7	12	14	38	59	56	11	16	16	

1) Figures have been revised due to a change in the calculation methodology.

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Occupational Health and Safety

Category			Unit	Kolmar Holdings			Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo			
				2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	
Employee Occupational Accident/ Incident	Total Accidents/Incidents		Cases	0	0	0	3	1	6	7	14	6	*	*	*	7	10	4	
	Total Number of Affected Workers		Persons	0	0	0	3	1	6	7	14	6	0	0	2	7	10	4	
	Total Recordable Injuries and Ill Health	Number of Fatalities	Persons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		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	0.0
		Number of Injury Cases	Persons	0	0	0	3	1	6	7	14	6	0	0	2	6	9	4	
		Injury Rate	%	0.0	0.0	0.0	0.3	0.1	0.4	1.4	2.7	1.3	0.0	0.0	0.1	0.5	0.7	0.3	
		Number of Occupational Disease Cases	Persons	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	
		Occupational Disease 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	0.08	0.08	0.0	
		Number of Occupational Accident Cases	Persons	0	0	0	3	1	6	4	2	1	*	*	*	7	10	4	
	Occupational Accidents	Occupational Accident Rate (Employees)	%	0.0	0.0	0.0	0.3	0.1	0.4	0.8	0.4	0.2	0.08	0.04	0.1	0.5	0.8	0.3	
		Frequency Rate	Cases/Million Hours Worked	0.0	0.0	0.0	1.4	0.4	2.2	3.3	1.6	0.9	0.5	0.2	0.5	2.0	2.9	1.2	
	Number of Serious Occupational Accidents	Total	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Serious Occupational 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
	Lost Time Injury Frequency Rate (LTIFR)	Number of Lost Time Injuries (Employees)	Cases	0	0	0	3	1	6	4	2	1	2	1	1	7	10	4	
		Lost Time Injury Frequency Rate (LTIFR) (Employees) ³⁾	Cases/Million Hours Worked	0.0	0.0	0.0	1.2	0.3	2.2	3.3	1.6	0.9	0.10	0.05	0.05	2.0	2.9	1.2	
	Occupational Illness Frequency Rate (OIFR)	Number of Occupational Illness Cases (Employees)	Cases	0	0	0	0	0	0	0	0	0	*	*	*	1	1	0	
		Occupational Illness Frequency Rate (OIFR) (Employees)	Cases/Million Hours Worked	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	*	*	*	0.3	0.3	0.0	
	Total Recordable Injury Frequency Rate (TRIFR)	Number of Total Recordable Injuries (Employees)	Cases	0	0	0	3	1	6	7	14	6	*	*	*	17	24	15	
		Total Recordable Injury Frequency Rate (TRIFR) (Employees) ³⁾	Cases/Million Hours Worked	0.0	0.0	0.0	1.2	0.3	2.2	5.8	11.0	5.3	0.3	0.2	0.3	4.8	6.8	4.7	
	Occupational Health and Safety Management System	Occupational Health and Safety Management System Certification (ISO 45001, etc.) ¹⁾	Number of Business Sites Subject to Acquisition	Sites	2	2	2	5	5	5	5	6	6	3	3	3	3	2	2
Number of Certified Business Sites			Sites	0	0	0	3	3	3	3	4	4	3	3	3	2	2	2	
Certification Rate of Business Sites			%	0.0	0.0	0.0	60.0	60.0	60.0	60.0	66.7	66.7	100.0	100.0	100.0	66.7	100.0	100.0	
Occupational Health and Safety System	Number of Employees Covered by the Occupational Health and Safety Management System		Persons	119	109	113	1,066 ²⁾	1,249 ²⁾	1,384	503	528	467	1,709	1,721	1,723	1,319	1,295	1,185	
	Coverage Rate of Employees under the Occupational Health and Safety Management 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	100.0	100.0	100.0	
Safety Risk Assessment	Number of Business Sites Subject to Safety Risk Assessment		Sites	2	2	2	3	3	3	5	6	6	*	*	*	3	2	2	
	Number of Business Sites Assessed for Safety Risks		Sites	2	2	2	3	3	3	5	6	6	*	*	*	2	2	2	
	Safety Risk Assessment Coverage Rate		%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	*	*	*	66.7	100.0	100.0	

1) As a pure holding company, Kolmar Holdings had not previously obtained occupational health and safety management system certification. However, in response to the growing need for certification, the certification process was initiated in 2026.

2) The number of employees is calculated as of the certification issuance date and therefore may differ from the total number of employees.

3) For HK inno.N, the frequency rates are calculated as cases per 200,000 hours worked.

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Employee Education and Training

Category			Unit	Kolmar Holdings			Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo					
				2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025			
Employee Performance Evaluation	Number of Employees Eligible for Performance Evaluation and Career Development Review		Persons	106	103	108	1,110	1,304	1,384	503	528	467	*	*	*	397	431	430			
	Number of Employees Covered by Performance Evaluation and Career Development Review		Persons	106	103	108	1,054	1,137	1,314	491	519	456	1,571	1,603	1,600	397	431	430			
	Coverage Rate of Employees Covered by Performance Evaluation and Career Development Review		%	100.0	100.0	100.0	95.0	87.2	94.9	97.6	98.3	97.6	*	*	*	100.0	100.0	100.0			
	Number of Employees Receiving Regular Performance Evaluation and Career Development Review	By Gender	Male	Persons	62	57	60	611	660	730	311	326	289	1,153	1,189	1,203	298	318	310		
			Male Ratio	%	98.4	98.3	93.8	95.0	91.2	94.1	97.8	97.9	98.0	93.2	94.3	94.4	58.4	62.4	65.0		
			Female	Persons	44	46	48	443	477	584	180	193	167	418	414	397	99	113	120		
			Female Ratio	%	78.6	90.2	98.0	94.9	82.2	96.1	97.3	99.0	97.1	88.6	90.0	88.4	12.2	14.4	16.9		
					Executives	Persons	13	10	9	32	32	36	15	14	12	18	18	19	6	9	7
					Executives Ratio	%	100.0	100.0	100.0	91.4	97.0	100.0	100.0	100.0	100.0	94.7	100.0	95.0	100.0	100.0	100.0
					General Manager	Persons	9	14	16	42	58	53	22	18	18	52	54	59	8	12	16
			General Manager Ratio	%	100.0	100.0	100.0	100.0	95.1	98.1	100.0	100.0	100.0	96.3	100.0	100.0	100.0	100.0	100.0		
			Senior Manager/ Manager	Persons	40	40	42	305	323	384	95	98	90	434	461	471	148	161	162		
			Senior Manager/ Manager Ratio	%	87.0	95.2	100.0	100.0	100.0	99.5	100.0	100.0	100.0	98.2	97.9	95.9	91.9	97.0	96.4		
			Assistant Manager/ Staff ¹⁾	Persons	44	39	41	675	724	839	359	389	336	1,067	1,070	1,051	235	249	245		
			Assistant Manager/ Staff Ratio	%	86.3	90.7	89.1	92.7	81.6	92.4	96.8	97.7	96.8	89.4	90.8	91.2	20.5	22.5	24.6		
Total Training Hours			Hours	4,120.0	3,610.1	4,022.2	32,453.0	40,791.3	41,526.4	21,335.0	26,226.0	27,521.0	*	*	*	15,356.0	19,311.0	22,333.0			
Employee Training Hours	By Employment Type	Permanent Employees	Hours	4,016.1	3,477.6	4,000.2	*	*	*	21,210.5	26,110.0	27,399.0	*	*	*	15,237.5	19,202.0	22,142.0			
		Fixed-term Employees	Hours	103.9	132.5	22.0	*	*	*	124.5	116.0	122.0	*	*	*	118.5	109.0	191.0			
		Male	Hours	2,171.0	2,005.1	2,115.4	*	*	*	13,658.0	16,540.0	17,334.0	*	*	*	11,190.5	13,988.5	13,825.5			
			Female	Hours	1,949.0	1,605.0	1,906.8	*	*	*	7,677.0	9,686.0	10,187.0	*	*	*	4,165.5	5,322.5	8,507.5		
			Executives	Hours	506.6	333.8	397.0	*	*	*	83.0	414.0	413.0	*	*	*	165.0	282.0	366.5		
			General Manager	Hours	454.1	754.3	569.4	*	*	*	454.0	1,005.0	1,463.0	*	*	*	340.5	1,172.0	960.5		
			Senior Manager/ Manager	Hours	1,670.8	1,373.8	1,603.0	*	*	*	1,235.0	4,323.0	5,864.0	*	*	*	6,325.5	6,208.5	7,060.0		
			Assistant Manager/ Staff ¹⁾	Hours	1,488.5	1,148.2	1,452.8	*	*	*	19,563.0	20,484.0	19,781.0	*	*	*	8,525.0	11,648.5	13,946.0		
			Average Training Hours per Employee	Hours/Persons	34.6	33.1	35.6	29.2	31.3	30.0	42.4	49.7	58.9	75.0	79.0	71.0	11.6	14.9	18.8		
	Training Hours per Employee	By Gender	Male	Hours/Persons	34.5	34.6	33.1	28.3	26.2	23.3	42.4	49.7	58.8	75.0	76.0	72.0	*	*	*		
			Female	Hours/Persons	34.8	31.5	38.9	31.1	37.3	38.4	42.4	49.7	59.2	75.0	86.0	70.0	*	*	*		
			Executives	Hours/Persons	39.0	33.4	44.1	80.2	25.3	30.5	5.2	25.9	34.4	69.0	84.0	72.0	18.3	31.3	52.4		
				General Manager	Hours/Persons	50.5	53.9	35.6	34.6	30.1	52.0	20.6	55.8	81.3	63.0	75.0	82.0	42.8	58.6	60.0	
				Senior Manager/ Manager	Hours/Persons	36.3	32.7	38.2	30.6	32.2	25.1	15.4	44.1	65.2	75.0	78.0	66.0	38.8	31.1	42.0	
				Assistant Manager/ Staff ¹⁾	Hours/Persons	29.2	26.7	31.6	25.9	31.3	30.3	50.8	51.7	57.0	76.0	80.0	71.0	7.5	10.8	14.0	
Total Training Expenditure				KRW million	26.8	50.3	41.3	307.9	364.5	440.2	192.0	129.5	205.0	*	*	*	94.0 ²⁾	124.0 ²⁾	159.0		
Average Training Expenditure per Employee				KRW million/Persons	0.2	0.5	0.4	0.3	0.3	0.3	0.4	0.2	0.4	*	*	*	0.07 ²⁾	0.10 ²⁾	0.13		
Training Expenditure per Employee	By Gender	Male	KRW million/Persons	*	0.5	0.3	0.2	0.2	0.4	0.4	0.2	0.4	*	*	*	*	*	*			
		Female	KRW million/Persons	*	0.4	0.4	0.3	0.3	0.4	0.4	0.2	0.4	*	*	*	*	*	*			
		Executives	KRW million/Persons	0.2	0.4	0.3	0.9	0.8	0.5	0.6	1.2	2.0	*	*	*	*	*	*			
			General Manager	KRW million/Persons	0.4	1.5	0.4	0.4	0.4	1.1	2.0	2.3	3.6	*	*	*	*	*	*		
			Senior Manager/ Manager	KRW million/Persons	0.3	0.3	0.4	0.2	0.3	0.3	0.3	0.3	0.6	*	*	*	*	*	*		
			Assistant Manager/ Staff ¹⁾	KRW million/Persons	0.2	0.3	0.4	0.3	0.3	0.3	0.3	0.3	0.1	0.2	*	*	*	*	*	*	
			Total Training Hours	Hours	618.0	591.0	628.0	3,330.0	3,885.0	4,083.0	2,490.0	2,565.0	1,895.0	*	*	*	626.0	2,556.0	2,324.0		
Education and Training Status by Category	Human Rights Education	Total Number of Employees Subject to Human Rights Education	Persons	119	109	113	1,110	1,295	1,361	503	528	467	*	*	*	313	1,278	1,162			
		Total Number of Employees who Completed Human Rights Education	Persons	119	109	113	1,110	1,295	1,361	503	528	467	*	*	*	313	1,278	1,162			
		Ratio of Employees who Completed Human Rights 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			
		Total Training Hours	Hours	1,759.0	892.0	944.0	20,388.0	22,620.0	24,616	12,666.0	14,242.0	10,284.0	*	*	*	37,967.0	35,504.0	30,128.0			
	Occupational Health and Safety Education	Average Training Hours per Employee	Hours/Persons	14.8	8.2	8.4	19.1	18.1	18.1	8.8	12.7	12.6	*	*	*	20.1	20.9	23.3			
		Number of Employees Required to Complete Occupational Health and Safety Education	Persons	119	109	113	1,066 ³⁾	1,249 ³⁾	1,358 ³⁾	1,440	1,124	815	*	*	*	1,891	1,701	1,292			
		Number of Employees Who Completed Occupational Health and Safety Education	Persons	119	109	113	1,066	1,249	1,358	1,440	1,124	815	*	*	*	1,891	1,701	1,292			
		Occupational Health and Safety Education Completion Rate	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	*	*	*	100.0	100.0	100.0			

1) For Yonwoo, the senior staff position is included.

2) Figures have been revised to correct errors in the previously reported data.

3) Figures represent the total number of employees subject to regular occupational health and safety training, supervisor training, and new hire occupational health and safety training.

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Employee Diversity

Category			Unit	Kolmar Holdings			Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo		
				2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Minority and Vulnerable Groups	Vulnerable Groups Employees with Disabilities	Total Number of Employees with Disabilities ¹⁾²⁾	persons	4	4	4	17	16	26	16	15	15	24	23	29	41	40	38
		Ratio of Employees with Disabilities ⁴⁾	%	3.4	3.7	3.5	1.5 ³⁾	1.2 ³⁾	1.9	3.2	2.8	3.2	1.4	2.2 ³⁾	2.4	3.1	3.1	3.2

1) Figures represent the number of employees reported in the Employment Levy Report for Persons with Disabilities, which reflects the severity of disabilities, rather than the actual number of employees with disabilities.
2) For HK inno.N, figures are calculated based on the actual number of employees with disabilities, without reflecting the severity of disabilities.
3) Figures have been revised due to a change in the calculation methodology.
4) For this indicator, HK inno.N also calculates the employment rate by reflecting the severity of disabilities.

Employee Wages

Category				Unit	Kolmar Holdings			Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo		
					2023 ²⁾	2024 ²⁾	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Employee Wages (monthly) ¹⁾	Basic Salary by Gender	Gender	Male	KRW million	6.4	7.5	7.5	4.2	4.3	4.3	4.2	4.3	4.6	59.0	61.0	63.0	*	*	*
			Female	KRW million	3.4	3.8	4.6	3.6	3.7	3.8	3.9	4.2	4.2	54.0	56.0	58.0	*	*	*
			Ratio of Female Basic Salary among Male Basic Salary	%	52.9	50.9	60.7	85.4	85.5	88.1	93.0	97.2	91.3	90.9	91.5	92.1	*	*	*
Starting Wages by Gender (monthly)	Starting Wage for Male Employees			KRW million	3.8	3.9	4.2	3.8	3.9	4.3	3.8	3.9	4.0	*	*	*	*	*	*
	Starting Wage for Female Employees			KRW million	3.8	3.9	4.2	3.8	3.9	4.3	3.8	3.9	4.0	*	*	*	*	*	*
	Ratio of Starting Wage for Male Compared to Minimum Wage			%	188.7	189.6	200.4	188.7	189.6	202.7	187.8	189.6	190.8	*	*	*	*	*	*
	Ratio of Starting Wage for Female Compared to Minimum Wage			%	188.7	189.6	200.4	188.7	189.6	202.7	187.8	189.6	190.8	*	*	*	*	*	*
Employee Compensations	Annual Total Compensation	Amount of the Highest Compensation		KRW million	1,577.5	1,904.7	2,039.9	1,420.8	2,006.6	2,384.5	1,292.5	1,779.9	1,895.9	*	*	*	*	*	*
		Annual Total Amount of Compensation (Median) for All Employees		KRW million	64.5	77.9	85.8	55.7	68.3	73.6	47.4	50.3	54.9	*	*	*	*	*	*
		Ratio of Total Annual Compensation of All Employees (Median) to the Highest Compensation ³⁾		Times	24.5	24.5	23.8	25.5	29.4	32.4	27.3	35.4	34.5	*	*	*	*	*	*

1) For HK inno.N, figures are based on total annual compensation.
2) Figures have been revised due to a change in the calculation methodology.
3) Calculated as the annual total compensation of the highest-paid individual divided by the average annual total compensation of all employees, excluding the highest-paid individual.

Social

Human Rights Management

Category			Kolmar Holdings			Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo		
			2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Security Personnel Trained in Human Rights Policies and Procedures	Number of Security Personnel Trained in Human Rights Policies and Procedures	persons	6	6	6	15	16	16	6	6	6	*	*	*	*	*	*
	Training Coverage Rate of Security Personnel in Human Rights Policies and Procedures	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	*	*	*	*	*	*

Corporate Social Responsibility

Category			Unit	Kolmar Holdings			Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo		
				2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Participating Business Sites	Number of Business Sites Participating in Local Communities	Sites		2	2	2	3	3	3	4 ¹⁾	2 ¹⁾	4	*	*	*	2	2	2
	Ratio of Business Sites Participating in Local Communities	%		100.0	100.0	100.0	60.0	60.0	60.0	80.0 ¹⁾	33.3 ¹⁾	66.7	*	*	*	100.0	100.0	100.0
Corporate Social Responsibility Activities	Employee Voluntary Activities	Total Hours of Voluntary Activities	Hours	257.0	399.0	663.0	1,222.0	1,458.0	1,032.5	1,229.0	441.0	910.5	*	*	*	577.5	524.5	514.5
		Total Hours of Voluntary Activities per Employee	Hours/Persons	2.2	3.7	5.9	1.1	1.1	0.7	2.4	0.8	1.9	*	*	*	0.4	0.4	0.4
	Social Contribution Expenditure	Total Amount of Donations	KRW Billion	0.36	0.16	0.20	0.86	0.52	1.24	0.43	0.45	1.40	0.99	0.77	1.74	0.37	0.05	0.15

1) Figures have been revised due to a change in the calculation methodology.

Customer Management

Category			Unit	Kolmar Holdings			Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo		
				2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Violations on Product Responsibilities	Product/Service Safety Regulatory Compliance	Total Number of Voluntary Regulation Violations	Cases	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
		Total Number of Regulatory Violations	Total Cases	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0

Privacy Protection

Category			Unit	Kolmar Holdings			Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo		
				2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Violations on Client Privacy Protection		Number of Client Privacy Violations	Cases	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Client Privacy	Number of Client Privacy Complaints Received	Number of Complaints with Proven Client Privacy Violations (Regulatory Authorities)	Cases	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
		Number of Complaints with Proven Client Privacy Violations (External Parties)	Cases	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0

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Board of Directors

Category			Unit	Kolmar Holdings			Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo		
				2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Board Status	Board Composition (By type)	Total Number of Directors	Persons	8	7	8	7	7	7	6	5	8	6	6	6	5	3	3
		Number of Executive Directors	Persons	4	3	2	4	4	4	3	2	4	2	2	2	2	2	2
		Ratio of Executive Directors	%	50.0	42.9	25.0	57.1	57.1	57.1	50.0	40.0	50.0	33.3	33.3	33.3	40.0	66.7	66.7
		Number of Independent Directors	Persons	3	3	3	3	3	3	2	2	2	3	3	3	2	0	0
		Ratio of Independent Directors	%	37.5	42.9	37.5	42.9	42.9	42.9	33.3	40.0	25.0	50.0	50.0	50.0	40.0	0.0	0.0
		Number of Non-Executive Directors	Persons	1	1	3	0	0	0	1	1	2	1	1	1	1	1	1
		Ratio of Non-Executive Directors	%	12.5	14.3	37.5	0.0	0.0	0.0	16.7	20.0	25.0	16.7	16.7	16.7	20.0	33.3	33.3
	Board Composition (By gender)	Number of Male Directors	Persons	7	6	7	6	6	6	5	4	7	5	5	5	4	3	3
		Ratio of Male Directors	%	87.5	85.7	87.5	85.7	85.7	85.7	83.3	80.0	87.5	83.3	83.3	83.3	80.0	100.0	100.0
		Number of Female Directors	Persons	1	1	1	1	1	1	1	1	1	1	1	1	1	0	0
		Ratio of Female Directors	%	12.5	14.3	12.5	14.3	14.3	14.3	16.7	20.0	12.5	16.7	16.7	16.7	20.0	0.0	0.0
	Board Composition (By age) ¹⁾	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	3	3	2	4	2	1	3	2	4	2	2	0	3	1	1
		Ratio of 30~50	%	37.5	42.9	25.0	57.1	28.6	14.3	50.0	40.0	50.0	33.3	33.3	0.0	60.0	33.3	33.3
		Over 50	Persons	5	4	6	3	5	6	3	3	4	4	4	6	2	2	2
		Ratio of Over 50	%	62.5	57.1	75.0	42.9	71.4	85.7	50.0	60.0	50.0	66.7	66.7	100.0	40.0	66.7	66.7

1) For HK inno.N, figures are calculated based on the age groups of 30 to under 50 and 50 and above.

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Board of Directors

Category		Unit	Kolmar Holdings			Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo ¹⁾		
			2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Independent Director Nomination Committee	Number of Members of the Independent Director Nomination Committee	Persons	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3
	Number of Independent Directors on the Independent Director Nomination Committee	Persons	2	2	3	2	2	2	2	2	2	3	3	3	2	0	0
	Percentage of Independent Directors on the Independent Director Nomination Committee	%	66.7	66.7	100.0	66.7	66.7	66.7	66.7	66.7	50.0	100.0	100.0	100.0	66.7	0.0	0.0
	Attendance Rate of Independent Directors at Independent Director Nomination Committee Meetings	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	- ²⁾	-	-	-
	Number of Female Directors on the Independent Director Nomination Committee	Persons	0	0	1	0	0	0	0	0	1	1	1	1	1	0	0
	Percentage of Female Directors on the Independent Director Nomination Committee	%	0.0	0.0	33.3	0.0	0.0	0.0	0.0	0.0	25.0	33.3	33.3	33.3	33.3	0.0	0.0
	Number of Independent Director Nomination Committee Meetings Held	Meetings	2	1	2	2	1	1	2	3	2	1	1	0	0	0	0
	Number of Members of the ESG Committee (Sustainability Management Committee)	Persons	3	3	3	3	3	3	3	3	3	6	6	6	-	-	-
	Number of Independent Directors on the ESG Committee (Sustainability Management Committee)	Persons	2	2	2	2	2	2	2	2	2	3	3	3	-	-	-
	Percentage of Independent Directors on the ESG Committee (Sustainability Management Committee)	%	66.7	66.7	66.7	66.7	66.7	66.7	66.7	66.7	66.7	50.0	50.0	50.0	-	-	-
Committees Under the Board	Attendance Rate of Independent Directors at ESG Committee (Sustainability Management Committee) Meetings	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	-	-	-
	Number of Female Directors on the ESG Committee (Sustainability Management Committee)	Persons	1	1	1	1	1	1	0	0	0	1	1	1	-	-	-
	Percentage of Female Directors on the ESG Committee (Sustainability Management Committee)	%	33.3	33.3	33.3	33.3	33.3	33.3	0.0	0.0	0.0	16.7	16.7	16.7	-	-	-
	Number of ESG Committee (Sustainability Management Committee) Meetings Held	Meetings	3	3	4	2	1	4	2	4	4	2	4	3	-	-	-
ESG Committee (Sustainability Management Committee)																	

1) For Yonwoo, the figures reflect the retirement of an independent director upon the expiration of their term of office.
2) The attendance rate was not calculated, as no meetings of the Independent Director Nomination Committee were held during the reporting year.

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Board of Directors

Category			Unit	Kolmar Holdings			Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo ²⁾				
				2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025		
Board Operations	Average Tenure of Directors		Months	37 ¹⁾	52	54	45	57	65	55	65	31	38	50	62	16	27	39		
	Number of Board Meetings Held		Meetings	8	7	8	9	9	7	9	8	9	6	7	6	7	9	9		
	Attendance Rate of Directors	Overall Average Attendance Rate		%	98.4	98.0	100.0	95.0	98.4	98.1	98.1	90.8	94.5	100.0	100.0	100.0	94.3	100.0	100.0	
		Average Attendance Rate	Executive Directors		%	96.9	100.0	100.0	100.0	100.0	100.0	91.7	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
			Independent Directors		%	100.0	100.0	100.0	87.0	96.3	95.8	94.5	93.8	94.4	100.0	100.0	100.0	85.7	-	-
			Non-Executive Directors		%	100.0	85.7	100.0	-	-	-	100.0	87.5	88.9	100.0	100.0	100.0	100.0	100.0	100.0
	Board Agendas	Total Number of Agenda Items		Cases	36	31	43	34	35	26	28	22	30	23	24	22	28	27	34	
		Number of Approved Agenda Items		Cases	30	17	25	29	29	18	19	14	16	18	16	13	16	14	19	
		Number of Rejected Agenda Items		Cases	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	
		Number of Deferred Agenda Items		Cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		Number of Agenda Items Reported		Cases	6	14	18	5	6	8	9	8	13	5	8	9	12	13	15	
		Number of Agenda Items for Which Independent Directors Expressed Dissenting or Modification Opinions		Cases	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	
	Board ESG Agenda Items	Number of ESG Agenda Items Reviewed		Cases	2	3	5	0	0	0	1	0	2	*	*	*	1	1	2	
		Number of ESG Agenda Items Reported		Cases	3	8	10	2	2	1	2	4	4	*	*	*	4	6	8	
		Number of Climate Change-related Agenda Items Reported and Approved		Cases	0	0	0	1	1	0	1	4	1	*	*	*	0	3	3	
		Number of Occupational Health and Safety-related Agenda Items Reported and Approved		Cases	0	0	0	1	1	1	1	1	1	*	*	*	1	1	1	

1) Figures have been revised due to a change in the calculation methodology.
2) For Yonwoo, the figures reflect the retirement of an independent director upon the expiration of their term of office.

Category		Unit	Kolmar Holdings			Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo		
			2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Board Effectiveness	Number of Board Performance Evaluations Conducted	Times	1	1	1	1	2	1	1	1	1	1	1	1	-	1	1
	Average Number of External Directorships per Director	No.	1.4	1.7	1.0	1.4	1.4	1.6	1.3	1.2	1.9	0.8	1.0	2.7	*	*	*
Board Expertise	Number of Directors with Industry Experience	Persons	8	7	8	4	4	4	4	4	6	4	4	4	5	3	3
	Percentage of Directors with Industry Experience	%	100.0	100.0	100.0	57.1	57.1	57.1	66.7	80.0	75.0	66.7	66.7	66.7	100.0	100.0	100.0
	Number of Professional Training Sessions for Independent Directors	Times	1	3	2	2	2	3	1	1	1	1	1	2	-	-	-
Board Compensation	Total Compensation	KRW million	2,942.4	4,194.7	3,626.6	2,619.0	3,313.0	3,806.0	2,201.0	2,792.0	3,614.0	1,948.0	2,708.0	3,286.0	*	*	*

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Ethical Management

Category			Unit	Kolmar Holdings			Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo				
				2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025		
Ethics Reports	Ethics Reports Received	Total Number of Reports Received		Cases	0	0	1	2	11	8	0	0	1	*	*	*	4	4	7	
		Number of Reports Received	Bribery and Corruption ¹⁾		Cases	0	0	1	0	0	0	0	0	0	*	*	*	0	0	0
			Discrimination ²⁾		Cases	0	0	0	1	6	4	0	0	0	*	*	*	0	0	0
			Others		Cases	0	0	0	1	5	4	0	0	1	*	*	*	4	4	7
	Ethics Reports Handled	Total Number of Reports Received		Cases	0	0	1	1	9	8	0	0	1	*	*	*	4	4	7	
		Number of Reports Received	Dismissal		Cases	0	0	0	0	0	2	0	0	0	*	*	*	0	0	0
			Disciplinary Action		Cases	0	0	1	1	9	5	0	0	0	*	*	*	1	0	3
			Others		Cases	0	0	0	0	0	1	0	0	1	*	*	*	3	4	4
	Ratio of Ethics Reports Handled			%	-	-	100.0	50.0	81.8	100.0	-	-	100.0	*	*	*	100.0	100.0	100.0	
Anti-Bribery Assessment	Number of Business Sites Subject to Bribery Risk Assessment		Sites	2	2	2	5	5	5	5	6	6	24	24	21	*	*	*		
	Number of Business Sites that Conducted Bribery Risk Assessment		Sites	2	2	2	3	3	3	5	6	6	23	23	21	*	*	*		
	Ratio of Business Sites that Conducted Bribery Risk Assessment		%	100.0	100.0	100.0	60.0	60.0	60.0	100.0	100.0	100.0	95.8	95.8	100.0	*	*	*		
Ethics Pledge	Employee Ethics Pledge	Number of Employees Required to Sign the Ethics Pledge		Persons	119	109	113	1,011 ³⁾	1,168 ³⁾	1,276 ³⁾	503	528	467	1,709	1,721	1,693	-	-	1,199	
		Number of Employees Who Signed the Ethics Pledge		Persons	119	109	113	911	861	1,002	480	528	467	1,709	1,721	1,693	-	-	1,199	
		Ethics Pledge Participation Rate		%	100.0	100.0	100.0	90.1	73.7	78.5	95.4	100.0	100.0	100.0	100.0	100.0	-	-	100.0	
Ethics Training	Total Training Hours		Hours	118.0	121.0	130.0	106.0 ⁴⁾	814.0 ⁴⁾	1,254.0 ⁴⁾	503.0	528.0	467.0	*	*	*	626.0	674.0	658.0		
	Average Training Hours per Employee		Hours/Persons	1.0	1.1	1.2	1.0 ⁴⁾	1.0 ⁴⁾	1.0 ⁴⁾	1.0	1.0	1.0	*	*	*	2.0 ⁵⁾	2.0 ⁵⁾	2.0 ⁵⁾		

1) Bribery and corruption include the acceptance of improper benefits from business partners, misuse of company assets, and falsification of documents or financial records.
2) Discrimination includes sexual harassment, workplace harassment, and other forms of discriminatory conduct.
3) The Ethics Pledge is conducted through an electronic survey and applies to employees who use the company's intranet (V-GMP).
4) The figures are based on employees subject to fair trade compliance training. The scope of eligible employees may vary from year to year in accordance with the applicable selection criteria.
5) Training participants are limited to office-based employees and are determined based on active employees at the time the training was delivered.

Compliance

Category		Unit	Kolmar Holdings			Kolmar Korea			Kolmar BNH			HK inno.N			Yonwoo		
			2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Violations of Laws and Regulations	Total Number of Violations of Laws and Regulations ¹⁾	Cases	1	0	0	0	0	0	0	0	2 ²⁾	1	0	0	0	0	0

1) The total number of legal and regulatory violations is based on the disclosures in the annual business reports of the companies included within the reporting boundary.
2) (1) Designation as a non-compliant disclosure entity due to failure to comply with disclosure requirements; and (2) imposition of a disclosure violation penalty by the Korea Exchange (KRX).

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Statement of Use	Kolmar Holdings reports sustainability management activities and data during the period from January 1, 2025 to December 31, 2025 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
The organization and its reporting practices	2-1	Organizational details	7, 10
	2-2	Entities included in the organization’s sustainability reporting	2
	2-3	Reporting period, frequency and contact point	2
	2-4	Restatements of information	2, 110
	2-5	External assurance	139~140
Activities and workers	2-6	Activities, value chain and other business relationships	10~14
	2-7	Employees	7, 119
	2-8	Workers who are not employees	Annual report p.315 VIII. Directors, Employees, and Other Related Personnel, 1. Status of Directors, Employees, and Other Personnel, B. Employee Status
Governance	2-9	Governance structure and composition	97, 126
	2-10	Nomination and selection of the highest governance body	98, 127
	2-11	Chair of the highest governance body	97
	2-12	Role of the highest governance body in overseeing the management of impacts	17
	2-13	Delegation of responsibility for managing impacts	17, 127
	2-14	Role of the highest governance body in sustainability reporting	17
	2-15	Conflicts of interest	25, 29, 98, 104
	2-16	Communication of critical concerns	99~100, 128
	2-17	Collective knowledge of the highest governance body	98
	2-18	Evaluation of the performance of the highest governance body	101, 128
	2-19	Remuneration policies	101, 128
	2-20	Process to determine remuneration	101
	2-21	Annual total compensation ratio	124
Strategy, policies, and practices	2-22	Statement on sustainable development strategy	5~6
	2-23	Policy commitments	16~19
	2-24	Embedding policy commitments	18~19
	2-25	Processes to remediate negative impacts	28, 65, 85
	2-26	Mechanisms for seeking advice and raising concerns	28, 65, 85
	2-27	Compliance with laws and regulations	118, 125, 129
	2-28	Membership associations	138
Stakeholder engagement	2-29	Approach to stakeholder engagement	137
	2-30	Collective bargaining agreements	72

*Relevant information can be found in each affiliate's Sustainability Report (SR) and Annual Report.

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Universal Standards (GRI 3: Material Topics 2021)

Topic	Indicator	Disclosure List	Page
Material topics	3-1	Process to determine material topics	20
	3-2	List of material topics	21, 22
Business Ethics and Compliance Management	3-3	Management of material topics	22, 24~ 30
	205-1	Operations assessed for risks related to corruption	129
	205-2	Communication and training about anti-corruption policies and procedures	27,28
	205-3	Confirmed incidents of corruption and actions taken	129
Enhancing Business Competitiveness	3-3	Management of material topics	22, 31~40
	201-1	Direct economic value generated and distributed	7, 111~112, 125
	201-2	Financial implications and other risks and opportunities due to climate change	49
Health and Safety	3-3	Management of material topics	22, 41~46
	403-1	Occupational health and safety management system	42, 122
	403-2	Hazard identification, risk assessment, and incident investigation	45
	403-3	Occupational health services	43~44
	403-4	Worker participation, consultation, and communication on occupational health and safety	42
	403-5	Worker training on occupational health and safety	43, 122
	403-6	Promotion of worker health	73
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	46
	403-8	Workers covered by an occupational health and safety management system	122
	403-9	Work-related injuries	122
	403-10	Work-related ill health	122
Climate Change Response	3-3	Management of material topics	22, 47~51
	302-1	Energy consumption within the organization	114
	302-3	Energy intensity	114
	302-4	Reduction of energy consumption	51, 114
	305-1	Direct (Scope 1) GHG emissions	113
	305-2	Energy indirect (Scope 2) GHG emissions	113
	305-3	Other indirect (Scope 3) GHG emissions	113
	305-4	GHG emissions intensity	113
	305-5	Reduction of GHG emissions	51, 113
	305-6	Emissions of ozone-depleting substances (ODS)	115
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	115

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Topic Standards

Topic	Indicator	Disclosure List	Page
Market presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	124
Indirect Economic Impacts	203-1	Infrastructure investments and services supported	90~95
Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	129
Tax	207-2	Tax governance, control, and risk management	103
Water and Effluents	303-1	Interactions with water as a shared resource	57~58
	303-2	Management of water discharge-related impacts	58
	303-3	Water withdrawal	116
	303-4	Water discharge	116
	303-5	Water consumption	116
Biodiversity	101-2	Management of biodiversity impacts	59~62
	101-4	Identification of biodiversity impacts	59~62
	101-5	Locations with biodiversity impacts	59~62
	101-6	Direct drivers of biodiversity loss	59~62
	101-8	Ecosystem services	59~62
Waste	306-1	Waste generation and significant waste-related impacts	55
	306-2	Management of significant waste-related impacts	55
	306-3	Waste generated	117
	306-4	Waste diverted from disposal	117
	306-5	Waste directed to disposal	117
Supplier Environmental Assessment	308-2	Negative environmental impacts in the supply chain and actions taken	87
Employment	401-1	New employee hires and employee turnover	120
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	73
	401-3	Parental leave	121
Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	72
Training and Education	404-1	Average hours of training per year per employee	123
	404-2	Programs for upgrading employee skills and transition assistance programs	78
	404-3	Percentage of employees receiving regular performance and career development reviews	123
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	119, 124, 126
	405-2	Ratio of basic salary and remuneration of women to men	124
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	129
Security Practices	410-1	Security personnel trained in human rights policies or procedures	125
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	91~95, 125
Supplier Social Assessment	414-2	Negative social impacts in the supply chain and actions taken	88~89
Customer Health and Safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	125
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	125

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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.	Human Rights Policy – Chapter 2 Operation of Human Rights Policy	• Establishment and operation of Kolmar Holdings Human Rights Policy • Operation of human rights violation reporting channels	64~65
Principle 2.	Businesses should make sure that they are not complicit in human rights abuses.	Human Rights Policy – Chapter 3 Human Rights Policy Framework	• Implementation of company-wide employee human rights training • Establishment of human rights risk management processes • Implementation of human rights impact assessments	64~70
Labour				
Principle 3.	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Human Rights Policy – Chapter 2, Article 7 Guarantee of Freedom of Assembly and Collective Bargaining	- Operating Open Council meetings to foster a labor-management harmony culture	72
Principle 4.	Businesses should uphold the elimination of all forms of forced and compulsory labor.	Human Rights Policy – Chapter 2, Article 8 Prohibition of Forced Labor and Child Labor	- Kolmar Holdings and its affiliates do not utilize any form of forced labor for employees and do not benefit from forced labor. - Establishment of the Supplier Code of Conduct	68, 85
Principle 5.	Businesses should uphold the effective abolition of child labor.	Human Rights Policy – Chapter 2, Article 8 Prohibition of Forced Labor and Child Labor	- Kolmar Holdings and its affiliates prohibit child labor in principle and implement measures to guarantee educational opportunities for young workers and ensure their safety. - Establishment of the Supplier Code of Conduct	
Principle 6.	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Human Rights Policy – Chapter 2, Article 4 Non-Discrimination	- Participation in UN Global Compact seminars on gender equality and family-friendly workplace culture - Expansion of employment for para-athletes - Participation in the UN Women's Empowerment Principles (WEPs)	74
환경				
Principle 7.	Businesses should support a precautionary approach to environmental challenges.	Human Rights Policy – Chapter 2, Article 12 Guarantee of Environmental Rights	- Efficient water management and expansion of reuse - Air, water, and soil pollutant management activities and systematic management implementation	57~58
Principle 8.	Businesses should undertake initiatives to promote greater environmental responsibility.	Human Rights Policy –Chapter 2, Article 12 Guarantee of Environmental Rights	- Ecosystem conservation activities on Yangseom Island, Yeosu - Creation of an ecological garden at Seoul Children's Hospital to promote biodiversity	62
Principle 9.	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Human Rights Policy – Chapter 2, Article 12 Guarantee of Environmental Rights	- Kolmar Korea's 3R GREEN strategy framework establishment - Kolmar BNH's development and introduction of sustainable packaging materials	53~54
반부패				
Principle 10.	Businesses should work against corruption in all its forms, including extortion and bribery.	- Operation of dedicated compliance department (CP Team) - Operation of compliance inspection system and reporting channels	- Designation and operation of Compliance Day - Introduction and operation of Compliance Program (CP)	27

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4 Pillars	Category	Page
Governance	a) Description of the Board of Directors' oversight in managing and supervising risks and opportunities related to climate change	48
	b) Description of the role of management in assessing and managing risks and opportunities related to climate change	48
Strategy	a) Description of the risks and opportunities related to climate change identified over the short, medium, and long-term	49
	b) Explanation of the impact of risks and opportunities related to climate change on the organization's business, strategy, and financial planning	49
	c) Description of the organization's resilience considering various climate change-related scenarios, including a scenario below 2°C	49
Risk Management	a) Description of the process to identify and assess risks related to climate change	50
	b) Description of the process to manage risks related to climate change	50
	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	50
Metrics and Targets	a) Disclosure of metrics used to assess risks and opportunities related to climate change in line with the strategy and risk management process	50, 51, 113
	b) Disclosure of Scope 1, Scope 2, and if applicable, Scope 3 greenhouse gas (GHG) emissions and related risks	50, 51, 113
	c) Description of the targets used by the organization to manage climate-related risks and opportunities, and performance against these targets	50, 51, 113

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	Page
Enhancing Business Competitiveness Kolmar Holdings continues to strengthen its product excellence and brand competitiveness while driving sustainable growth in domestic and global markets through global business expansion, the adoption of AI technologies, the protection of intellectual property rights, and digital media-based advertising activities. 8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	31~40
Climate Change Response Kolmar Holdings recognizes climate change response not merely as a corporate responsibility, but as a strategic imperative for achieving sustainable growth and strengthening business resilience. Amid the global transition toward carbon neutrality and the rapidly evolving regulatory landscape, the company is enhancing its capability to transform climate-related risks into business opportunities. 6 CLEAN WATER AND SANITATION 7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION 15 LIFE ON LAND	47~51
Business Ethics and Compliance Management Kolmar Holdings is committed to fostering a transparent corporate culture and fulfilling its social responsibilities through ethical management and robust compliance practices. In particular, the company strengthens its ethics and compliance management by operating the Compliance Program (CP) Committee and integrating compliance initiatives with its ESG management framework. 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	24~30
Health and Safety Kolmar Group operates a robust occupational health and safety management system that meets international standards to ensure that both its employees and those of its business partners can work in a safe and healthy environment. 3 GOOD HEALTH AND WELL-BEING	41~46

Stakeholder Engagement

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	• Product and Service Quality • Safety and Reliability • Customer Feedback Incorporation • Sustainable Product and Service Provision	• Official website (ongoing) • Customer surveys (ongoing) • Social media platforms (ongoing)	• Conducting regular satisfaction surveys and reflecting feedback • Operating rapid response systems for customer complaints and requests • Hosting customer-focused campaigns and events
 Shareholders & Investors	• Financial Performance and Investment Returns • Corporate Sustainability Strategy and Performance • Transparent Information Disclosure and Risk Management	• Annual shareholders' meetings (annually) • Investor briefings (ongoing) • Business reports and Sustainability Reports (annually) • Official website and investor information pages (ongoing)	• Quarterly earnings releases and IR meetings • ESG management performance reports • Shareholder dividend policy and shareholder rights protection activities • Sustainability-related investor briefings
 Local Communities	• Local Economy and Job Creation • Environmental Protection and Local Community Development • Corporate Social Responsibility Activities	• Local community meetings (ongoing) • Local media and communities (ongoing) • Corporate social responsibility program promotion pages (ongoing)	• 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	• Report submissions (ongoing) • Public hearings and policy consultations (ongoing) • Participation in government-led events and forums (ongoing)	• 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	• Partner company meetings (ongoing) • Supply chain management system and portal (ongoing) • Training and workshops for partner companies (ongoing)	• Operating fair trade and win-win cooperation programs • ESG education and support for partner companies • Expanding technology and information sharing with partner companies
 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

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Awards and Certification Status

ISO 37001 & 37301 November 2025 <table><tr><th>Issuing Organization</th><th>Term of Validity</th></tr><tr><td>Korea Compliance Certification Assurance</td><td>Valid for 3 years</td></tr></table>	Issuing Organization	Term of Validity	Korea Compliance Certification Assurance	Valid for 3 years	2025 Excellent Workplace for Reading Management November 2025 <table><tr><th>Issuing Organization</th><th>Term of Validity</th></tr><tr><td>Ministry of Culture, Sports and Tourism</td><td>Valid for 1 year</td></tr></table>	Issuing Organization	Term of Validity	Ministry of Culture, Sports and Tourism	Valid for 1 year	2025 Family Month Celebration 'Prime Minister's Commendation' May 2025 <table><tr><th>Issuing Organization</th><th>Term of Validity</th></tr><tr><td>Government of South Korea</td><td>-</td></tr></table>	Issuing Organization	Term of Validity	Government of South Korea	-	2025 Korea National Sharing Awards 'Prime Minister's Commendation' November 2025 <table><tr><th>Issuing Organization</th><th>Term of Validity</th></tr><tr><td>Government of South Korea</td><td>-</td></tr></table>	Issuing Organization	Term of Validity	Government of South Korea	-
Issuing Organization	Term of Validity																		
Korea Compliance Certification Assurance	Valid for 3 years																		
Issuing Organization	Term of Validity																		
Ministry of Culture, Sports and Tourism	Valid for 1 year																		
Issuing Organization	Term of Validity																		
Government of South Korea	-																		
Issuing Organization	Term of Validity																		
Government of South Korea	-																		
Family-friendly Company December 2024 <table><tr><th>Issuing Organization</th><th>Term of Validity</th></tr><tr><td>Ministry of Gender Equality and Family</td><td>Valid for 2 years</td></tr></table>	Issuing Organization	Term of Validity	Ministry of Gender Equality and Family	Valid for 2 years	Excellent Company in Population Management Seoul Mayor's Award October 2024 <table><tr><th>Issuing Organization</th><th>Term of Validity</th></tr><tr><td>Korean peninsula Population Institute for Future/ Seoul Metropolitan City</td><td>-</td></tr></table>	Issuing Organization	Term of Validity	Korean peninsula Population Institute for Future/ Seoul Metropolitan City	-	Excellent Institution for Human Resources Development September 2023 <table><tr><th>Issuing Organization</th><th>Term of Validity</th></tr><tr><td>Ministry of Employment and Labor</td><td>Valid for 3 years</td></tr></table>	Issuing Organization	Term of Validity	Ministry of Employment and Labor	Valid for 3 years	Recognized Companies for CSR(Corporate Social Responsibility) in the Community January 2025 <table><tr><th>Issuing Organization</th><th>Term of Validity</th></tr><tr><td>Ministry of Health and Welfare</td><td>Valid for 1 year</td></tr></table>	Issuing Organization	Term of Validity	Ministry of Health and Welfare	Valid for 1 year
Issuing Organization	Term of Validity																		
Ministry of Gender Equality and Family	Valid for 2 years																		
Issuing Organization	Term of Validity																		
Korean peninsula Population Institute for Future/ Seoul Metropolitan City	-																		
Issuing Organization	Term of Validity																		
Ministry of Employment and Labor	Valid for 3 years																		
Issuing Organization	Term of Validity																		
Ministry of Health and Welfare	Valid for 1 year																		

Major Association Membership Status

D.C.Bar(The District of Columbia Bar)	FKI International Management Institute
IHCF(In-House Counsel Forum)	Korea Enterprises Federation
UN Global Compact Network Korea	The Federation of Korean Industries
Korea Fair Trade Federation (KFCF)	The Korean Institute of Certified Public Accountants
Korea Patent Attorneys Association	Korea In-House Counsel Association
Korean Bar Association	Korea Association of Social Workers
Seoul Chamber of Commerce and Industry	Korea Listed Companies Association
Seoul Bar Association	Federation of Middle Market Enterprises of Korea
Korea Federation of Women in Science and Technology	Korea Intellectual Property Association
Human Development Institute	

ESG Evaluation Rating Status (as of 2025)

 한국ESG기준원 Korea Institute of Corporate Governance and Sustainability	 Integrated	 Environmental	 Social	 Governance
	 First half of the year	 Second half of the year		

Independent Assurance Statement

To: The Stakeholders KOLMAR HOLDINGS

Overview

BSI (British Standards Institution) Group Korea (hereinafter referred to as the "Assurer") was requested to verify the 2025 Kolmar Holdings SUSTAINABILITY REPORT (hereinafter referred to as the "Report"). The Assurer is independent of KOLMAR HOLDINGS and has no major operational financial interest other than assurance. This assurance opinion statement is intended to provide information related to the assurance of the KOLMAR HOLDINGS report relating to the environment, social and governance (ESG) to the relevant stakeholders and may not be used for any purpose other than the purpose of publication. This assurance opinion statement was prepared based on the information presented by KOLMAR HOLDINGS and the assurance was carried out under the assumption that the information and data presented were complete and accurate.

KOLMAR HOLDINGS is responsible for managing the relevant information contained within the scope of assurance, operating the relevant internal control procedures, and for all information and claims contained in the report. Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to KOLMAR HOLDINGS only. The Assurer is responsible for providing KOLMAR HOLDINGS management with an independent assurance opinion containing professional opinions derived by applying the assurance methodology to the scope specified and providing the information to all stakeholders of KOLMAR HOLDINGS. The Assurer shall not bear any other responsibility, including legal responsibility, to any third party other than KOLMAR HOLDINGS in providing the assurance opinion and shall not be liable for any other purpose, purpose or stakeholders related thereto for which the assurance opinion may be used.

Scope

The scope of engagement agreed upon with KOLMAR HOLDINGS includes the following:

- Reporting contents during the period from January 1st to December 31st 2025 included in the report, some data included the first half of 2026.
- Major assertion included in the Report, such as sustainability management policies and strategies, goals, projects, and performance, and the Report contents related to material issues determined as a result of materiality assessment.
- Appropriateness and consistency of processes and systems for data collection, analysis and review.
- In Accordance with the four principles of AA1000 AccountAbility in the report, based on the type of Sustainability Assurance based on AA1000AS v3 and if applicable, the reliability of the sustainability performance information contained in the report.

The following contents were not included in the scope of assurance.

- Financial information in Appendix.
- Index items related to other international standards and initiatives other than the GRI.
- Other related additional information such as the website and business annual report.

Assurance Level and Type

The assurance levels and types are as follows;

- Moderate level based on AA1000 AS and Type 2 (confirmation to the four principles as described in the AA1000 Accountability Principle 2018 and quality and reliability of specific performance information published in the report.)

Description and sources of disclosures covered

Based on the scope and methodology of assurance applied, the assurer reviewed the following Disclosures based on the sampling of information and data provided by KOLMAR HOLDINGS.

Universal Standards

2-1 to 2-5 (The organization and its reporting practices), 2-6 to 2-8 (Activities and workers), 2-9 to 2-21 (Governance), 2-22 to 2-28 (Strategy, policies, and practices), 2-29 to 2-30 (Stakeholder engagement), 3-1 to 3-3 (Material Topics Disclosures)

Topic Standards

101-2, 101-4~6, 101-8, 201-1~2, 202-1, 203-1, 205-1~3, 206-1, 207-2, 302-1, 302-3~4, 303-1~5, 305-1~7, 306-1~5, 308-2, 401-1~3, 402-1, 403-1~10, 404-1~3, 405-1~2, 406-1, 410-1, 413-1, 414-2, 416-2, 418-1

Methodology

As a part of its independent assurance, the Assurer has used the methodology developed for relevant evidence collection to comply with the verification criteria and to reduce errors in reporting. The Assurer has performed the following activities;

- A top-level review of issues raised by external parties that could be relevant to organizations policies to provide a check on the appropriateness of statements made in the report.
- Discussion with managers and staff on organization's approach to stakeholder engagement.
- Review of the supporting evidence related to the material issues through interviews with senior managers in the departments responsible.
- Review of the system for sustainability management strategy process and implementation
- Review of materiality issue analysis process and prioritization by reviewing materiality issue analysis process and verifying the results
- Verification of data generation, collection and reporting for each performance index and document review of relevant systems, policies, and procedures where available
- An assessment of the company's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard (2018).
- Visit of the KOLMAR HOLDINGS HQ to confirm the data collection processes, record management practices.

Limitations and approach used to mitigate limitations

The Assurer performed limited verification for a limited period based on the data provided by the reporting organization. It implies that no significant errors were found during the verification process, and that there are limitations related to the inevitable risks that may exist. The Assurer does not provide assurance for possible future impacts that cannot be predicted or verified during the verification process and any additional aspects related thereto.

Competency and Independence

BSI (British Standards Institution) is a leading global standards and assessment body founded in 1901. BSI is an independent professional institution that specializes in quality, health, safety, social and environmental management with almost 120 years history in providing independent assurance services globally. No member of the assurance team has a business relationship with KOLMAR HOLDINGS. The Assurer has conducted this verification independently, and there has been no conflict of interest. All assurers who participated in the assurance have qualifications as an AA1000AS assurer, have a lot of assurance experience, and have in-depth understanding of the BSI Group's assurance standard methodology.

Independent Assurance Statement

Opinion Statement

The assurer was carried out by a team of sustainability report assurors in accordance with the AA1000 Assurance Standard v3. Assurer planned and performed this part of our work to obtain the necessary information and explanations assurer considered to provide sufficient evidence that KOLMAR HOLDINGS's description of their approach to AA1000 Assurance Standard and their self-declaration of compliance with the GRI standards were fairly stated.

On the basis of our methodology and the activities described above, it is our opinion that the information and data included in the Report are accurate and reliable and the Assurer cannot point out any substantial aspects of material with mistake or misstatement. We believe that the economic, social and environmental performance indicators are accurate and are supported by robust internal control processes.

Conclusions

The Report is prepared in accordance with the GRI Standards. (Reporting in accordance with the GRI standards). The detailed reviews against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact and the GRI Standards are set out below.

Inclusivity: Stakeholder Engagement and Opinion

KOLMAR HOLDINGS defined customers, shareholders/investors, local communities, government agencies, partners companies and employees as Key Stakeholder Groups. To collect opinions by each stakeholder group in the context of sustainability, operated the stakeholder engagement process. KOLMAR HOLDINGS conducted a review of the stakeholder engagement process to reflect on the major issues derived through the stakeholder engagement process in sustainability strategy and goals. KOLMAR HOLDINGS disclosed the results related to the process in the Report.

Materiality: Identification and reporting of material sustainability topics

KOLMAR HOLDINGS implemented its own materiality assessment process in consideration of the major business and operational characteristics to derive important reporting issues related to sustainability. In the materiality assessment, KOLMAR HOLDINGS conducted the analysis of global sustainability disclosure and evaluation standards, and conducted the IRO (Impact, Risk, Opportunity) analysis to derive impact and financial materiality. KOLMAR HOLDINGS derived 4 material issues through the process, and disclosed GRI topic standards disclosures related to material issues in the Report.

Responsiveness: Responding to material sustainability topics and related impacts

KOLMAR HOLDINGS operated a management process for material issues in the context of sustainability derived from the materiality assessment. KOLMAR HOLDINGS established mid- to long-term sustainability plans and goals according to the management methodology established to effectively reflect the expectations of key stakeholders. KOLMAR HOLDINGS disclosed the process including policy, indicator, activity and response performance on key issues in the Report.

Impact: Impact of an organization's activities and material sustainability topics on the organization and stakeholders

KOLMAR HOLDINGS identified the scope and extent of the impacts to the organization and key stakeholders in the context of the sustainability of the material issues reported. KOLMAR HOLDINGS established sustainability strategies and objectives based on the analysis results of major impacts, including risks and opportunities for material issues at the governance level, disclosed mid- to long-term plans and strategic system in the Report.

Findings and conclusions concerning the reliability and quality of specified performance information

Among the GRI Topic Standards, the following disclosure related Economic, Social and Enviromental were carried out in a assurance Type 2 based on the information and data provided by the reporting organization. In order to verify the reliability and accuracy of the data and information, internal control procedures related to data processing, processing, and management were verified through interviews with the responsible department, and accuracy was verified through sampling. Errors and intentional distortions in sustainability performance information included in the report were not found through assurance processes. The reporting organization manages the sustainability performance information through reliable internal control procedures and can track the process of deriving the source of the performance. Errors and unclear expressions found during the assurance process were corrected during the assurance process and prior to the publication of the report, and the assurer confirmed the final published report with the errors and expressions corrected.

- GRI Topic Standards: 101-2, 101-4~6, 101-8, 203-1, 205-1~3, 206-1, 403-1~10, 302-1, 302-3~4, 303-3~5, 305-1~7, 306-3~5, 401-1, 401-3, 404-1, 404-3, 405-1~2, 413-1, 416-2, 418-1

Recommendations and Opportunity for improvement

The assurer will provide the following comments to the extent that they do not affect the result of assurance;

- KOLMAR HOLDINGS has established a centralized framework to measure and report on the sustainability performance of the Kolmar Group, disclosing the aggregated outcomes in its reports. Moving forward, focusing on developing a transparent and robust metric calculation system while enhancing internal control procedures will be highly effective.
- Furthermore, to address climate risks proactively, it will be beneficial to establish a structured financial impact assessment framework, climate change governance and comprehensive carbon neutrality roadmap. This approach should factor in KOLMAR HOLDINGS' corporate profile and regulatory disclosure requirements, backed by regular disclosures of its annual progress and strategic directions.

GRI-Reporting

KOLMAR HOLDINGS provided us with their self-declaration of compliance within GRI Standards. Based on our review, we confirm that social responsibility and sustainable development indicators. The Assurer confirmed that the Report was prepared in accordance with the GRI Standards and the disclosures related to the Universal Standards and Topic Standards Indicators based on the data provided by KOLMAR HOLDINGS. The sector standard was not applied.

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For and on behalf of BSI

(British Standards Institution) :
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