

About This Report

“ Since 2019, OTOKI has regularly published its Sustainability Report in accordance with the Global Reporting Initiative (GRI), after first demonstrating our commitment to environmental management by publishing the Environmental Management Report in 2011. OTOKI publishes this Sustainability Report every year to share its sustainability management activities and performance in the Environment, Social and Governance (ESG) areas with its various stakeholders, in the hopes that this will contribute to a more sustainable food industry. ”

Reporting Framework

This report has been prepared in accordance with the GRI Standards 2021.

We have also applied the industry standards for the Processed Foods sector developed by the Sustainability Accounting Standards Board (SASB) to reflect material issues specific to our industry.

Reporting Period

The reporting period for this report is based on the 2024 fiscal year (1/1/2024 to 12/31/2024). For major quantitative performance, this report contains data from the last three years (2022 - 2024) to help identify changes in trends. For some significant activities, the report includes information through the first quarter of 2025, prior to the report's publication, to provide timely information and the latest updates on organizational changes. The reporting cycle for this report is one year. The previous report was the '2024 Sustainability Report', published in 2024.

Reporting Scope and Boundary

The scope of this report is as follows:

- Financial performance includes data on subsidiaries consolidated in the financial statements.
- Non-financial performance includes data on OTOKI Co., Ltd., significant subsidiaries and affiliates based on sales and production volume.
 - Social performance includes data on major domestic business, including OTOKI Center and factories.
 - Environmental performance includes data on OTOKI Co., Ltd. and its production corporations among domestic subsidiaries: Choheung Corporation, OTOKI RAMYON CO., LTD., OTOKI SESAME MILLS CO., LTD., OTOKI FROZEN FOODS CO., LTD., OTOKI SF Co., Ltd., POONGLIM PACKAGE & PRINT and SANGMI FOOD CO., LTD.
- * Excludes RDS Co., Ltd., ADRICH communications Inc., OTOKI LOGISTICS SERVICE CO., LTD., Otoki Friends Co., Ltd., Choheung GF and overseas subsidiaries
- For some quantitative data related to the Environment and Social areas, calculation methods and scopes have changed compared to previous data reported in 2024; such changes are footnoted.

Report Verification

To ensure the accuracy, reliability and objectivity of the content, this report underwent verification by the international verification service KPC (Korea Productivity Center), a third-party verification agency. The Verification Statement is attached in the Appendix.

Contact us

For further information or inquiries regarding this report, please contact us through the contact channel below.

Date of Issue June 2025

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OTOKI Business

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1st OTOKI Illustration Festival →
Grand Prize / Kumhee Bu / OTOKI Village

CEO Message



Dear Esteemed Stakeholders,

OTOKI has been able to maintain solid momentum toward its sustainable growth despite the many challenges and changes over the past year, thanks to your support and trust.

Since our company was founded, OTOKI has consistently been striving to keep high standards of quality and trust based on a management philosophy that prioritizes 'the health and happiness of our customers'. Now we are aiming to disseminate widely this management philosophy further into the global market, to deliver our sustainable values to more consumers.

Especially, we are pursuing various strategies to further strengthen our position in the global market. We are expanding our sales network to major markets such as Asia, North America and Europe, and collaborating with local partners to develop and launch customized products that reflect the inherent culture and dietary habits of each region, helping us meet the diverse needs of global consumers. These efforts are contributing to raising our profile as a global brand and strengthening our competitiveness in diverse markets.

We are also actively adopting AI (Artificial Intelligence) and digital technologies in pursuit of continuous innovation through new attempts and challenges. In our production process, we have applied AI-based systems to maximize efficiency. Additionally, in marketing fields, data is used to better understand customer needs and provide more personalized products and services. These digital initiatives are not only improving customer satisfaction but also becoming core foundation for long-term growth.

Additionally, OTOKI has also been steadfastly committed to sustainable management. We strive to drive innovation across six core areas: responses to climate change, natural capital management, resource circulation, consumer centered management, supply chain ESG management and occupational health and safety: to carry out our environmental and social responsibilities and practice ethical management. We also fulfill our environmental responsibilities through reducing carbon emissions and utilizing renewable energy and meet consumer expectations by providing safe and reliable products. Managing ESG throughout our supply chains and respecting human rights are also essential parts of our efforts to build sustainable value chains.

OTOKI will continue to make significant stride through ongoing innovation and responsible management. We kindly ask for your unwavering trust and encouragement, as we continue to grow to become a more leading company in the global market.

Thank you very much.

Chairman & CEO
Youngjoon Ham

A handwritten signature in black ink, appearing to read 'Youngjoon Ham'.



Management Philosophy

OTOKI's foundational philosophy has been the guiding light throughout our growth journey.

Better Quality

We make high-quality food products and continuously strive to make them even better. This is what empowers OTOKI to continually progress into a better food company. We emphasize quality as our top priority in the company's foundational philosophy to strengthen our commitment to improving the food lifestyle of humanity.

Better Nutrition

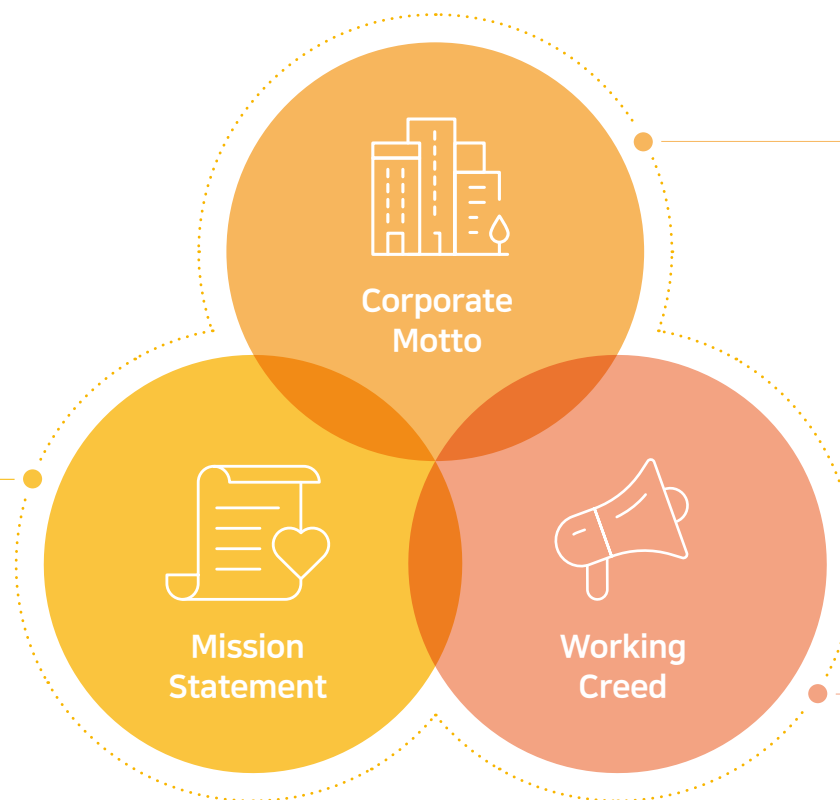
Food must take into account both taste and nutrition. We aim to continue developing products that promote health and nutrition and disseminate a healthy food lifestyle.

Advanced Food

Making advanced food does not simply mean developing new products, it is also about quality and sales. OTOKI aspires to lead the food industry by consistently introducing innovative products.

Contribute to Improving the Food Lifestyle of Humanity

The food industry is directly linked with people's health and lives and must play a constructive role in enhancing the food culture and lifestyle rather than only pursuing sales. We will continue doing our utmost to contribute to a better food lifestyle for humanity.



Corporate Motto

Unity and Harmony

We build connections to foster unity of purpose and collectively pursue shared goals.

Pioneering Research

Through persistent research, we enhance our current products and develop new ones to lead the market.

Speediness and Correctness

We communicate all information swiftly and precisely and make sound judgments to facilitate company advancement.

Working Creed

We will continue to develop more effective Mission methods and put our principles into practice.

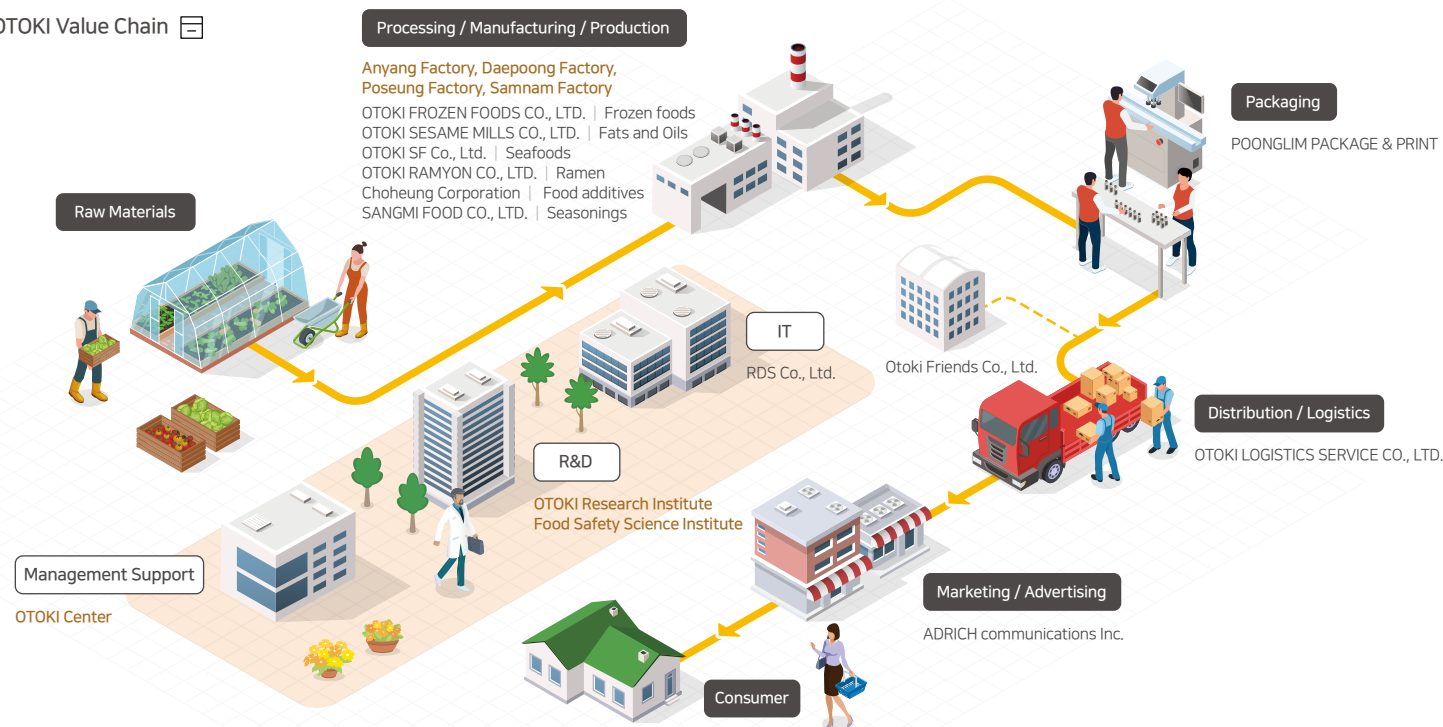
**머리쓰고
땀흘리자**

About Us

Corporate Information

OTOKI is a comprehensive food company that has led significant changes in food culture by launching Korea's first curry, soup, ketchup, mayonnaise and 100% plant-based margarine, beginning with 'Otoki Curry'. We are committed to enhancing dietary habits and health, offering a wide range of products and services focused on the B2C processed food business and the B2B food service distribution sector, with a focus on promoting healthy eating for our customers. OTOKI is engaged in the manufacturing and sale of dried foods, seasoning sauces, oils, noodle products and processed agricultural and marine products. We also collaborate with various affiliates, such as OTOKI RAMYON CO., LTD., Choheung Corporation, POONGLIM PACKAGE & PRINT, to establish a stable quality management and supply system across the entire value chain, from the procurement of food raw materials to production, distribution and sales. In addition, we continuously develop new products to address evolving dietary trends and diverse consumer needs, striving to provide foods that deliver both health and convenience.

OTOKI Value Chain



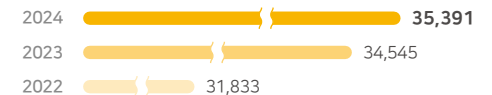
About OTOKI

(As of December 31, 2024)

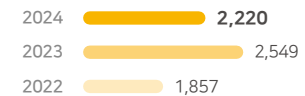
Company name	OTOKI Co., Ltd.
Foundation	May 5, 1969
Headquarters	405 Heungan-daero, Anyang, Gyeonggi Province, South Korea
Primary business	Food manufacturing and sales
Presidents	Youngjoon Ham, Sungman Hwang
Number of employees	3,467
Credit rating	NICE Credit Rating A1 (Criteria: Commercial Paper) Korea Rating(KR) A1 (Criteria: Commercial Paper)

(Consolidated Basis, Unit: KRW 100 million)

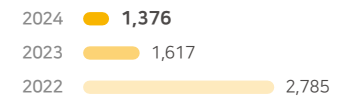
Revenue (Sales)



Operating profit



Net income



History

1969.05

Company founded, Became first in Korea to produce and sell curry

1971.08

First in Korea to produce tomato ketchup

1972.06

Completed Anyang Factory, Became first in Korea to produce mayonnaise

1980.06

Company name changed to OTTOGI FOOD Co., Ltd.

1981.04

Became first in Korea to produce retort pouch products

1983.06

Opened Research Institute

1992.07

Started support program for children with congenital heart defects

1992.07

Completed Samnam Factory

1994.06

Entered China, Established JIANGSU OTTOGI FOODS CO., LTD.

1996.05

Company name changed to OTTOGI Co., Ltd.

1997.05

Completed 'OTTOGI NEW ZEALAND factory'

1980 ~ 1989 Growth and Development

1990 ~ 1999 Securing a Competitive Advantage

1987.11

Became first in Korea to acquire KS mark for mayonnaise

1999.07

ISO 9002 Quality Assurance System Certification



2001.08

Completed Daepoong Factory

2004.11

Completed factory for Washed and Cooked Rice at Daepoong Factory

2005.05

Established North American corporation, 'OTTOGI AMERICA'

2007.06

Established and implemented OTTOGI Co., Ltd. employee Code of Conduct

2009.12

Established OTTOGI VIETNAM and completed local factory

2019.12

Completion of OTTOGI Poseung Factory

2000 ~ 2009 Leading Food Company of the 21st Century

2010 ~ 2019 Making a Second Leap Forward

2002.02

OTTOGI Research Institute KOLAS (internationally recognized testing laboratory) certification

2002.12

Received Food Safety Management Award (Korea Management Association)

2008.02

Delicious Ottogi Rice passed final certification as space food

2010.12

Daepoong Factory obtained HACCP certification for all products

2011.05

Honorary Chairman Taiho Ham awarded the Order of Civil Merit, Camellia Medal

2011.12

Anyang Factory and Samnam Factory obtained HACCP certification for all products

2016.11

Selected as an excellent family-friendly certified company (Ministry of Gender Equality and Family, Korea Management Certification)

2016.12

Certified as an Excellent Service Quality Company in Korea (Korea Service Promotion Association)

2017.06

Selected as 'Excellent' in the 2016 Mutual Growth Index company evaluation

2017.09

OTTOGI ranked first in the ramen category in the National Satisfaction Index (NCSI)

2017.11

President Ganghun Lee received the Silver Tower Order of Industry at the Korea Food Show

2018.01

Chairman Youngjoon Ham received Gold Tower Order of Industry

2019.12

Anyang plant received the Minister of Environment Award in the Circular Resources Information Center Utilization Contest

2020.05

Completed relocation of OTTOGI Research Institute

2020.11

Launched Next ERP 'OBIS'

2020.11

Opened OTTOGI recipe website, O'Kitchen

2020.12

Opened a brand experience space, Roly-poly Cotto

2021.01

Agreement reached on 'Industry-Academic Cooperation Project to Establish OTTOGI FOOD Clinical Research Center'

2021.02

OTTOGI-KEAD agreement to establish a subsidiary-type standard workplace

2021.03

OTTOGI held 1st Food Essay Contest

2021.09

OTTOGI Food Culture Center Library opened

2021.11

Ottogi Cup Ramen adopts Braille transcription

2023.12

Consumer Centered Management (CCM) Proclamation Ceremony

2024.08

Company name changed to OTOKI

2020 ~ Present ESG Management in the Global Era



2020.12

Awarded '100 Million Dollar Export Tower' on Trade Day

2021.12

Reacquired Family-Friendly Certification from the Ministry of Gender Equality and Family

2022.12

Won 24th Korea Disabled Human Rights Award in the private enterprise sector (Korea Differently Abled Federation)

2023.09

Selected as 2023 National Customer Satisfaction Index (NCSI) NO. 1 in Ramen Category (by Korea Productivity Center)

2023.11

Won grand prize at the 2023 contest exhibition for excellent companies improving material structure

2024.09

Selected as 2024 National Customer Satisfaction Index (NCSI) NO. 1 in Ramen Category (by Korea Productivity Center)

2024.11

President Sungman Hwang received the Silver Tower Order of Industry from the Ministry of Agriculture, Food and Rural Affairs

2024.12

Reacquired Family-Friendly Certification from the Ministry of Gender Equality and Family

2024.12

Obtained Consumer Centered Management (CCM) Certification

Business

Business Outcomes and Plans

With the growing number of dual-income and single-person households, consumer trends are prioritizing convenience and health, and the food industry needs to respond. OTOKI is striving to secure market competitiveness by launching a specialized Low-Spec Food brand with reduced sugar, fat and calories. To enhance its brand value, OTOKI operates brand experience spaces in Seoul and Busan, allowing consumers to engage positively with its products and brand. Additionally, OTOKI is conducting various collaborations with different industries utilizing its 'Yellows' character. In 2024, OTOKI's revenue increased by 2.5% year-on-year, to KRW 3,539.1 billion. The sales ratio of its major product groups is as follows: noodle products 28.5%, processed agricultural and fishery products 19.3% and seasoning sauces 17.7%.

Specialized Brands



LIGHT & JOY
Healthy Low-Spec Food



Gapunhanki
Fast and healthy meal



Jeju Dameum
Unique specialty foods from Jeju

Brand Experience Spaces



Roly-poly Cotto



Roly-poly Cotto
Culinary cultural complex



le mill
Bakery



O'Kitchen Cooking House



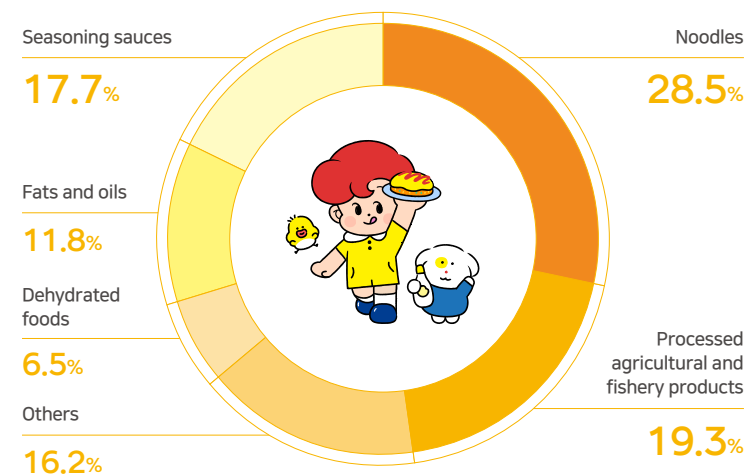
O'Kitchen Studio
Cooking Studio (Seoul)



O'Kitchen Cooking House
Cooking Studio (Busan)

Main Areas of Business

(Consolidated Basis, Unit: %)



Dehydrated foods

Curry, Soup



Seasoning sauces

Mayonnaise,
Ketchup



Fats and oils

Sesame oil,
Edible oil and fat



Noodles

Ramen, Korean vermicelli,
Noodle



Processed agricultural and fishery products

Cooked rice, Seaweed



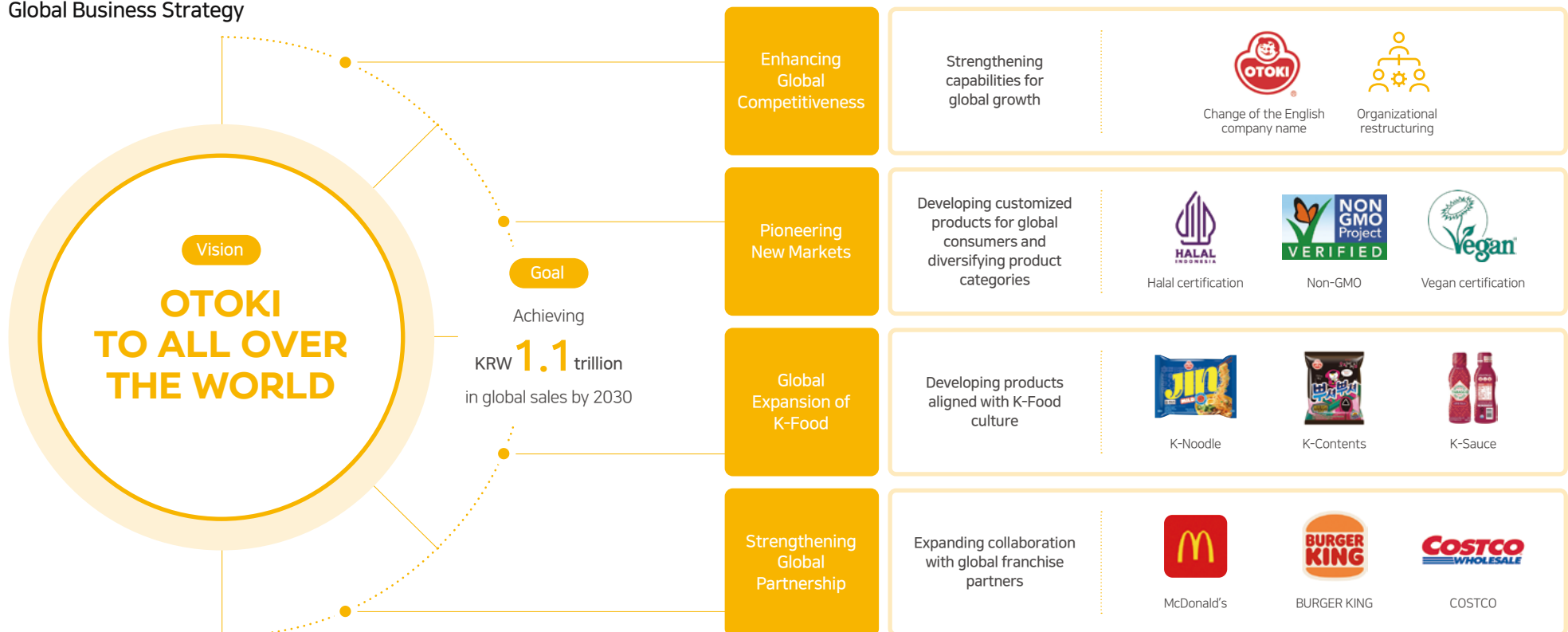
Others

Fresh and frozen food,
Packaging materials,
Logistics

Strengthening Global Competitiveness

OTOKI is strengthening its position in the global market to realize its vision of "OTOKI TO ALL OVER THE WORLD". In 2024, we changed our English name to OTOKI to raise our global brand awareness and upgraded our Global Business Division to the Global Business Headquarters to enhance our ability to enter overseas markets. To enter the Indonesian market, which ranks second in the world in ramen consumption, OTOKI VIETNAM CO., LTD. Bac Ninh Factory in Vietnam, a strategic base for targeting the halal market, was completed in December 2024 and made its first shipment of Jin Ramen in March 2025. OTOKI has received MUI halal certification for Jin Ramen and 11 other products, making it the first in the Vietnamese instant noodle market to achieve this milestone. With this certification, OTOKI plans to expand its presence in Islamic markets, including Southeast Asia and the Middle East, using Indonesia as a key regional hub. We are also focusing on the development and marketing of K-Food products in line with the Korean food culture trend. In March 2025, we launched a global campaign for Jin Ramen to accelerate the globalization of K-Noodles and in response to growing interest in K-Sauce, we developed the global 'Tabasco Gochujang Hot Sauce' project at the request of an overseas partner in December 2024.

Global Business Strategy



Global Network

OTOKI's Business Operations

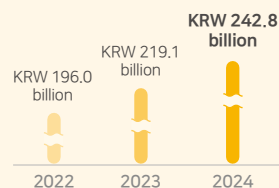
As of the end of 2024, OTOKI operates domestic and overseas manufacturing facilities based on the OTOKI Center, which plays a central role in company-wide operations and the Research Institute, which is responsible for global food culture research. We also have a global network of overseas subsidiaries and manufacturing facilities in the United States, Vietnam, China and New Zealand. This enables the company to quickly analyze food trends and consumer needs in each country, respond to changing market conditions and strengthen its competitiveness as a global food company.



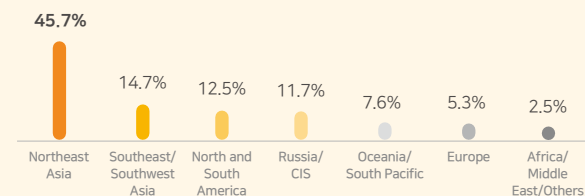
Global Sales

65 countries +

OTOKI exports ramen products that reflect the diverse tastes and cultures of 65 countries around the world and aims to expand its ramen exports to 70 countries in 2025 by continuing to target unexplored markets.



As of the end of 2024, OTOKI's overseas sales totaled KRW 242.8 billion, a 10.8% increase from the previous year. We continue to strengthen our competitiveness in overseas markets.



OTOKI ESG Framework



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- 14 ESG Governance
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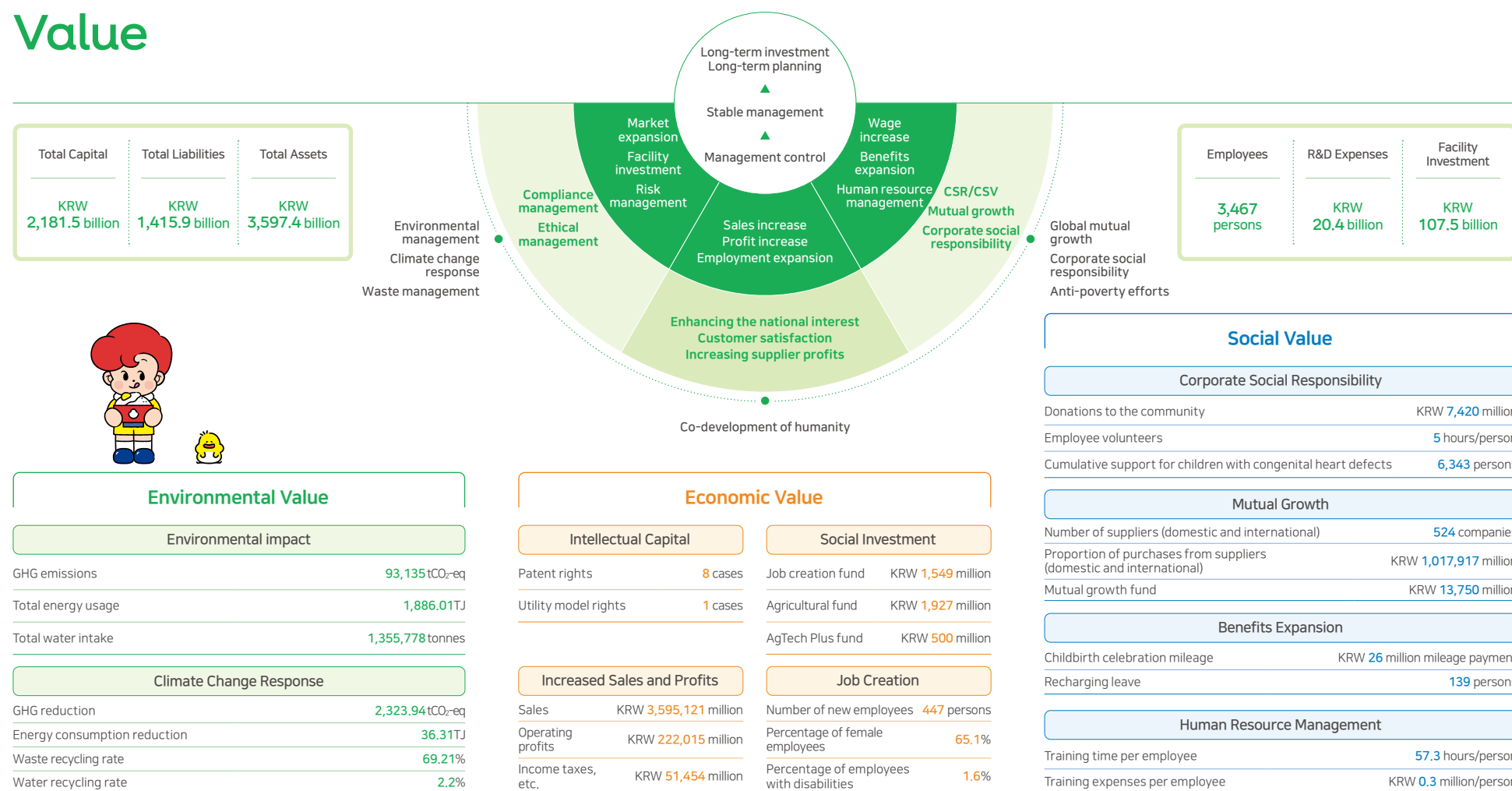


2nd OTOKI Illustration Festival →

Grand Prize / Ian Jang / 2 Minutes, A Delicious Moment for Your Day

Creating Sustainable Value

OTOKI has established an ESG governance system based on the CEO's strong commitment to sustainable business. The company continues to promote company-wide task force activities spanning environmental management, sustainability and ESG. Through these efforts, OTOKI aims to achieve long-term corporate growth and ultimately contribute to the sustainable development of humanity.



ESG Governance

The OTOKI Board of Directors (BOD), the ESG Committee under the BOD and the Steering Committee under the CEO are responsible for planning and decision-making on ESG activities across the business. The Sustainability Team is responsible for implementing the deliberations and resolutions of the Steering Committee and the ESG Committee, disclosing ESG information and communicating with various stakeholders. To drive ESG management activities and spread ESG management across affiliates, OTOKI has organized ESG working groups in each division and operates an ESG TFT that includes employees of affiliates.

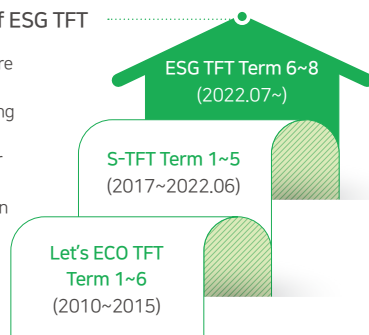
ESG Governance Structure



ESG TFT

Activity Topics of ESG TFT

- Making energy more efficient
- Improving packaging materials
- A virtuous cycle for waste disposal
- Health and nutrition
- Sustainable raw materials



ESG TFT Term 8

Affiliation	Name
OTOKI	HR Management Division Wonhyuk Kwon
	Daepoong Factory Taewoo Kim
	Environment & Safety Team Jinhee Yun
	Packaging Team Handong Jang
	Public Relations Division Yoojeong Sohn
	Quality Assurance Division Taemin Kang
Affiliates	OTOKI RAMYON Minkoo Seo
	OTOKI SESAME MILLS Daekyu Lee

Management of ESG Issues by the Board of Directors

OTOKI's Board of Directors (BOD) is committed to the systematic and effective management of ESG issues such as climate change response, human rights protection and ethical management. Discussions on ESG issues have taken place semi-annually at the ESG Committee under the BOD.

BOD Management Topics

E	<ul style="list-style-type: none"> • Monitoring whether the carbon emission target is attained • Purchasing carbon credits • The current status of certifications and improvements to eco-friendly packaging materials
S	<ul style="list-style-type: none"> • The current implementation status of the safety and health plans • Issues related to the Occupational Health and Safety Act and the Serious Accident Punishment Act, including the creation of a safety and health management system and an analysis of implementation strategies • Activities to improve quality for zero defects • CSR activities and farmer support operations • Expansion of female managers • Inspection for sexual harassment prevention • Human rights impact assessments and supply chain ESG diagnostics
G	<ul style="list-style-type: none"> • Certification readiness for information protection • Activities relating to auditing systems



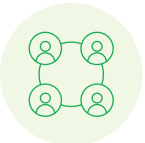


2024 Main Agenda

- Materiality assessment of internal financial impacts and external social and environmental impacts (Double materiality assessment)
- Report on the 2023 human rights impact assessment and supply chain ESG diagnostics
- Key tasks planned for 2024
- 2024 ESG Management Performance (ESG rating by the Korea ESG Standards Institute, Shared Growth Index)
- 2025 Planned Tasks (Advancement of climate change response, Response to natural capital disclosure)
- Planned tasks for mandatory ESG disclosure

Stakeholder Involvement

Stakeholder Communication Channels

OTOKI actively identifies the needs and expectations of its stakeholders and reflects them in its management activities and decision-making processes in order to promote sustainable management. At OTOKI, we consider five major stakeholder groups: customers, supply chains, shareholders/investors, local communities and executives/employees. We will continue to operate more diverse communication channels to build collaborative relationships with the many stakeholders across all areas of our business activities.

	Customers	Supply Chains	Shareholders/Investors	Local Communities	Executives/Employees
					
Communication Channels	<ul style="list-style-type: none"> • Customer's Voice • Customer Support Chatbot • Social media channels • Homemaker monitoring • OTOKI factory visit • OTOKI Mall • Food Truck 	<ul style="list-style-type: none"> • OTOKI purchase portal system • Subcontracting deliberation committee • Discussions with suppliers • ESG TFT • Whistle-blowing system (a channel to report violations of the Code of Ethics) 	<ul style="list-style-type: none"> • Shareholders meeting • Investor Relations on the website • Sustainability Report 	<ul style="list-style-type: none"> • OTOKI Volunteers • Korean Agriculture Mutual Development TFT • Korea Disaster Relief Association, Red Cross Korea • Welfare centers, CSR cooperation agencies (Food Banks, Goodwill Stores, etc.) 	<ul style="list-style-type: none"> • Labor union • Occupational Health and Safety Committee • Internal Communication Channels (Portal, OTOKI Talk, etc.) • OTOKI Newsletter • Counseling center • Whistle-blow system (Cyber Report Center)
Topics	<ul style="list-style-type: none"> • Improving product quality and safety • Providing correct information • Communication with customers • Customer privacy 	<ul style="list-style-type: none"> • Fair trade • Mutual growth • Protection of human rights in supply chains • ESG support for supply chains 	<ul style="list-style-type: none"> • Economic performance • Risk management • Clear and prompt disclosure of information • Sustainable management topics (Environment, Social and Governance) 	<ul style="list-style-type: none"> • Vitalizing the local economy through agriculture mutual support • Fulfilling Cooperate Social Responsibility • Protecting the local community environment 	<ul style="list-style-type: none"> • Capability and career development • Employment and welfare • Diversity and inclusiveness • Safety and health • Labor-management relations

Double Materiality Assessment

Double Materiality Assessment Process

OTOKI's sustainability management topic pool was developed based on global initiatives and domestic ESG evaluation standards, as well as an analysis of internal and external business environments and benchmarking within the industry. We conducted a double materiality assessment that comprehensively considered the impact of corporate activities on the environment and society, as well as the impact of sustainability factors on financial performance. The significance of each topic was analyzed and material topics were identified according to their priority based on the assessment results. For the material topics selected, risk and opportunity factors were identified from financial, environmental and social perspectives. Six material topics were selected through a review by the Board of Directors.

Step 1. Forming the Topic Pool

- Previous Year's Topic Pool
- RE-WORK Strategy RE-WORK →
- Global Initiative Guidelines
- Domestic and International ESG Assessment
- Key Topic for Domestic Food Companies



E	Climate Change Response
	Resource Circulation
	Natural Capital Management
S	Supply Chain ESG Management
	Human Rights Management
	Food Safety and Quality Management
	Sustainable Raw Materials Sourcing
	Occupational Health and Safety
	Health and Nutrition Management
	Consumer Centered Management
	Corporate Social Responsibility
	DE&I
	Talent Development and Organizational Culture
G	Ethics and Compliance Management
	Healthy Corporate Governance
	Information Protection

Step 2. Double Materiality Assessment

The 16 topics were reviewed in terms of their financial and environmental/social impacts based on the results of expert and stakeholder impact assessments, domestic and international ESG evaluation criteria, media analysis, benchmarking and other factors.

Environmental and Social Impact

Global Initiatives

- GRI Standards 2021
- ESRS
- TCFD
- TNFD
- IFRS
- SASB
- UN SDGs
- ISO 26000

Media Research

• **115** articles in 2024

Expert Survey

- Internal: **9 people**
- External: **12 people**

General Survey

• Internal and external stakeholders: **223 people**

Financial Impact

Domestic and International ESG Rating Agencies

- KCGS
- CDP
- MSCI

Benchmarking

- Review of material topics and priority management categories of **8** domestic food companies

Expert Survey

- Internal: **9 people**
- External: **12 people**

Internal ESG Issues

- BOD's agenda
- ESG meeting
- Vulnerabilities identified in the human rights impact assessment

Step 3. Selection of Material Topics

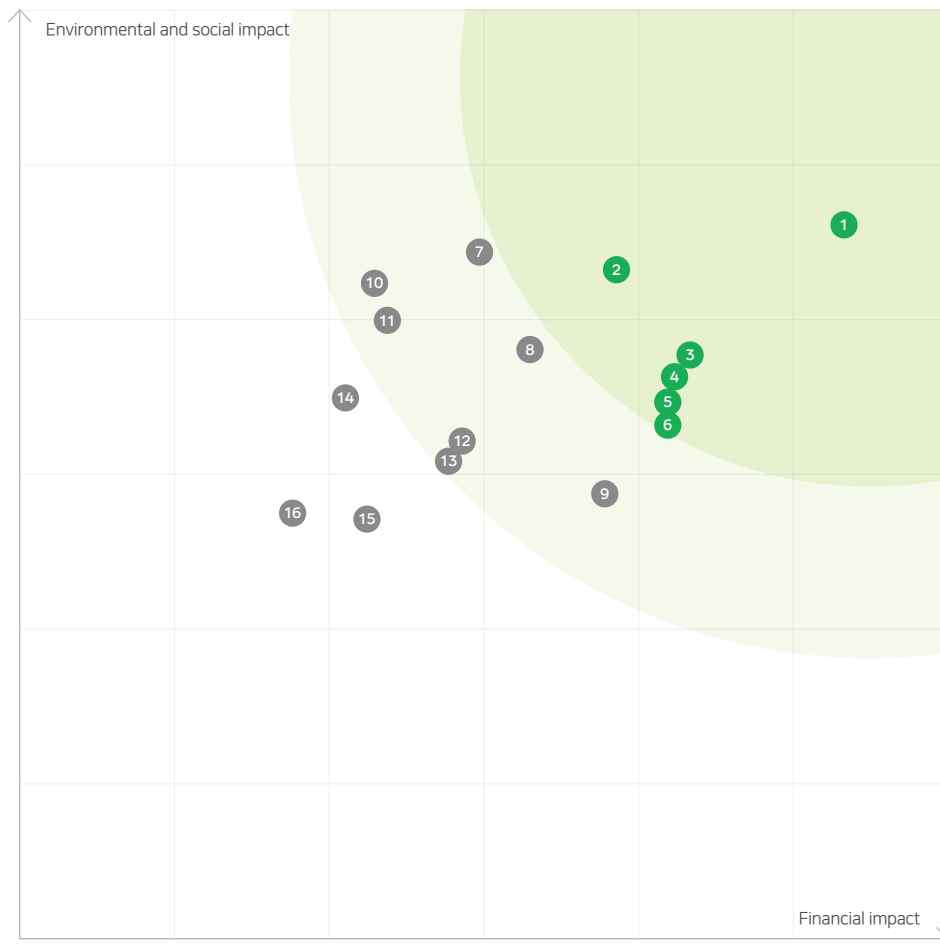
- **Prioritization of material topics**
16 topics were prioritized through a double materiality assessment.

- **Identification of Risk and Opportunity Factors**
The top six topics were analyzed to identify risk and opportunity factors from both financial and environmental/social perspectives. Risks and opportunities for each key topic are provided in the 'Risks and Opportunities by Material Topic' section.

- **Board Review**
The selected material topics and the associated risks and opportunities were finalized through the board of directors and ESG committee reporting and review procedures.

Double Materiality Assessment Results

OTOKI selected a list of 6 material topics with the highest environmental, social and financial impact as material sustainable management topics through a double materiality assessment. 'Consumer Centered Management', 'Natural Capital Management' and 'Occupational Health and Safety' are material topics newly identified in this report.



Material Sustainable Management Topics

Priority	Topics	Priority Changes	Environmental and social impact	Financial Impact	SDGs
1	Climate Change Response	-	●	●	7 AFFORDABLE AND CLEAN ENERGY, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION
2	Consumer Centered Management	NEW	●	●	3 GOOD HEALTH AND WELL-BEING, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
3	Resource Circulation ¹⁾	- (Renamed Topic)	●	●	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION, 14 LIFE BELOW WATER
4	Natural Capital Management ²⁾	NEW	●	●	6 CLEAN WATER AND SANITATION, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION, 14 LIFE BELOW WATER, 15 LIFE ON LAND
5	Occupational Health and Safety	NEW	●	●	3 GOOD HEALTH AND WELL-BEING, 8 DECENT WORK AND ECONOMIC GROWTH
6	Supply Chain ESG Management	▼4	●	●	8 DECENT WORK AND ECONOMIC GROWTH, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 17 PARTNERSHIPS FOR THE GOALS

1) Resource Circulation : Including Sustainable Packaging and Waste Management

2) Natural Capital Management : Including Water Management and Pollutant Management

7	Food Safety and Quality Management	11	Sustainable Raw Materials Sourcing	15	Information Protection
8	Healthy Corporate Governance	12	Corporate Social Responsibility	16	DE&I
9	Human Rights Management	13	Talent Development and Organizational Culture		
10	Health and Nutrition Management	14	Ethics and Compliance Management		

Risks and Results by Material Topics

OTOKI selected 6 material topics based on the results of the double materiality assessment and identified risks and opportunities around each topic from financial and environmental and social perspectives.

[RE-WORK →](#)

Material Topics	Category	Financial Perspective	Environmental and Social Perspective	Management Measures	GRI	Reporting Page
Climate Change Response	Risk	<ul style="list-style-type: none"> Increased investment costs in eco-friendly facilities to expand the use of renewable energy Increased operating costs due to strengthened carbon regulations 	<ul style="list-style-type: none"> Environmental pollution and climate change caused by increased greenhouse gas emissions from business operations Increased electricity consumption due to the operation of facilities with low energy-efficiency 	REWORK <ul style="list-style-type: none"> Identify climate-related risks and establish response strategies based on climate scenario analysis Engage in greenhouse gas reduction activities through calculating emissions and setting reduction targets Engage in energy-saving activities to efficiently manage energy consumption 	201, 302, 305	21~28
	Opportunity	<ul style="list-style-type: none"> Reduction of operating costs through the introduction of high-efficiency production technologies Creation of new business opportunities and market leadership through the development of eco-friendly technologies 	<ul style="list-style-type: none"> Reduction of greenhouse gas emissions and environmental impact through the introduction of new technologies Minimization of energy consumption through the adoption of high-efficiency equipment 			
Consumer Centered Management	Risk	<ul style="list-style-type: none"> Decline in brand value due to increased customer complaints Risk of leakage of consumers' personal information 	<ul style="list-style-type: none"> Decline in consumer trust and deterioration of brand image due to delayed handling of customer complaints 	REWORK <ul style="list-style-type: none"> Apply a prompt and systematic VOC (Voice of Customer) management system Strengthen quality control of products and services Perform hygiene and quality management to provide safe food 	417, 418	38~42
	Opportunity	<ul style="list-style-type: none"> Enhancement of customer satisfaction through product/service improvement Creation of opportunities for new product development based on consumer needs 	<ul style="list-style-type: none"> Increase in customer trust through prompt complaint handling and incorporation of customer feedback 			
Resource Circulation	Risk	<ul style="list-style-type: none"> Increased costs due to stricter regulations on packaging materials and waste Damage to reputation if consumer demand for eco-friendly packaging is not met 	<ul style="list-style-type: none"> Pollution and resource depletion caused by waste generation and disposal issues 	REWORK <ul style="list-style-type: none"> Engage in improvement activities to reduce product packaging material usage Manage to reduce waste and increase recycling rates 	301, 306	35~37
	Opportunity	<ul style="list-style-type: none"> Reduction in waste disposal costs Enhancement of brand value through the development of eco-friendly packaging materials 	<ul style="list-style-type: none"> Minimize environmental impact by creating eco-friendly packaging materials and implementing waste recycling systems 			
Natural Capital Management	Risk	<ul style="list-style-type: none"> Community conflicts and reputational risks caused by ecosystem destruction and resource abuse Increased treatment costs and legal liabilities due to stricter water/air pollution regulations Potential production disruptions caused by water shortages 	<ul style="list-style-type: none"> Destruction of natural habitats and risk of species extinction due to large-scale development activities Water shortages caused by excessive water use and water pollution caused by wastewater discharge 	REWORK <ul style="list-style-type: none"> Identify risks related to natural capital and response measures Engage in protection and management efforts for biodiversity conservation Strengthen water use management and reduction activities Perform preventive and control activities to reduce pollutant emissions 	303, 304	29~34
	Opportunity	<ul style="list-style-type: none"> Identification of new business opportunities through the utilization of ecosystem services Reduction of water costs through water resource recycling 	<ul style="list-style-type: none"> Ecosystem protection through the identification and management of biodiversity-related risks Water quality protection through the introduction of wastewater treatment facilities and water resource conservation through water reuse 			
Occupational Health and Safety	Risk	<ul style="list-style-type: none"> Increased compliance risk due to stricter regulations such as the Serious Accident Punishment Act Disruptions to business operations and reduced productivity due to safety accidents 	<ul style="list-style-type: none"> Increased rates of workplace accidents due to insufficient worker safety training and lack of safety equipment 	REWORK <ul style="list-style-type: none"> Identify hazards in the workplace and implement improvement measures Provide safety-related education and training programs Systematically ensure compliance with industrial safety and health policies 	403	48~50
	Opportunity	<ul style="list-style-type: none"> Increase in productivity through reduction of industrial accidents Reduction of operating costs through the safety and health management system (ex. reduction of insurance premiums) 	<ul style="list-style-type: none"> Prevention of safety accidents through a health and safety management system 			
Supply Chain ESG Management	Risk	<ul style="list-style-type: none"> Shared burden of ESG risks with suppliers Concerns about material supply disruptions caused by supply chain risks 	<ul style="list-style-type: none"> Environmental destruction and unethical labor practices by partner companies due to inadequate supply chain management 	REWORK <ul style="list-style-type: none"> Supply chain ESG risk identification and evaluation system ESG due diligence and monitoring of suppliers Support activities to strengthen ESG management capabilities of suppliers 	308, 314	43~47
	Opportunity	<ul style="list-style-type: none"> Early identification of risks through supply chain transparency Increased stakeholder trust through ESG assessment of suppliers 	<ul style="list-style-type: none"> Regular monitoring through supply chain ESG assessment to strengthen the environmental and social responsibility of suppliers 			

ESG Highlights

Customers

- Obtained CCM (Consumer Centered Management) Certification
- Ranked first in the National Customer Satisfaction Index (NCSI) for instant noodles for the second consecutive year in 2024

Supply Chains

- Supply Chain ESG Diagnosis : 36 Companies Assessed, Consulting Provided to 17
- Food Safety Mutual Growth Academy : 28 Partner Companies Participated

Climate

- Established Net-Zero Strategy Using Climate Scenario Analysis
- Scope1,2 Emissions Voluntarily Calculated by 5 Affiliates

Employees

- Reacquired Family-Friendly Certification from the Ministry of Gender Equality and Family

Natural Capital

- TNFD LEAP Analysis Conducted at 20 Domestic and Global Sites

OTOKI

Material Topics



➔ Environment

- 21 Climate Change Response
- 29 Natural Capital Management
- 35 Resource Circulation

➔ Social

- 38 Consumer Centered Management
- 43 Supply Chain ESG Management
- 48 Occupational Health and Safety



2nd OTOKI Illustration Festival ➔

Excellence Award / Yeji Kwon / OTOKI: The Taste Passed Down Through Generations

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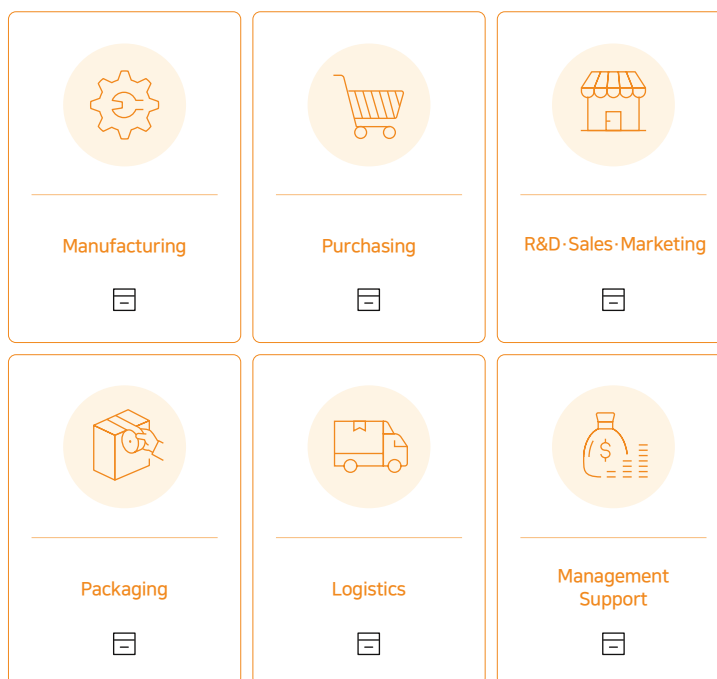
Climate Change Response

Environmental Management Structure

Environmental Management Strategy

Strategy →

OTOKI has established environmental management strategies for each area based on our 'Life Cycle Thinking' approach, in order to realize the value of 'Our taste makes the world a happier place in harmony with nature'. We identify the environmental impact of products throughout their entire life cycle, from raw materials production to consumption and disposal and prioritize key areas with high potential for improvement. OTOKI fulfills its environmental responsibilities by considering environmental impacts at every stage of the value chain, effectively managing various risks including environmental regulations and promoting value enhancement activities by improving environmental management efficiency.



Environmental Management Policy

Policy →

OTOKI's environmental policy discloses our commitment to environmental management in all business activities, including reducing environmental impacts at all stages of the product life cycle from development to disposal, complying with laws and regulations, integrating environmental management with business processes, increasing employee competence and enhancing the operation of facilities. This policy applies to the entire company, including our affiliates and suppliers. We disclose this policy to comply with environmental regulations and identify and manage our environmental risks as part of sustainable management.

OTOKI Environment Management Policy

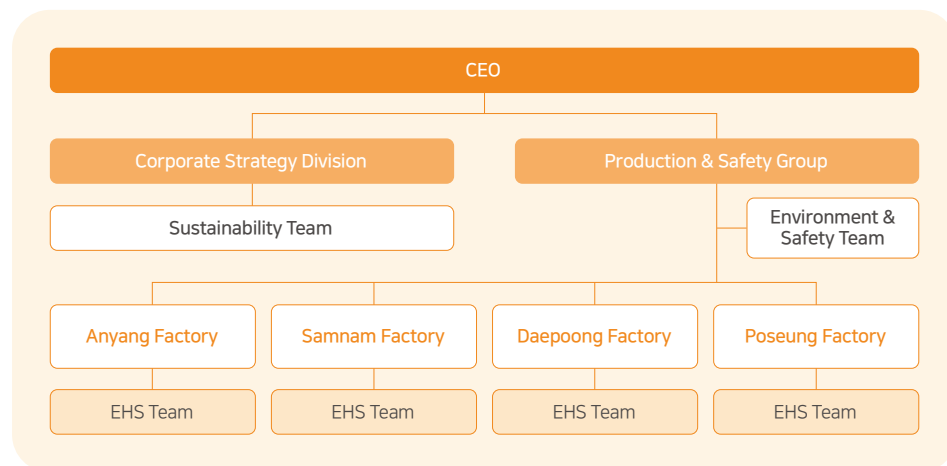
- 1 We save energy, eliminate waste and reduce the emissions of pollutants including greenhouse gas.
- 2 We prevent pollution and minimize pollutants from product development to use and disposal and thereby meet customer expectations for environmental commitment.
- 3 We comply with environmental laws and regulations and establish and abide by internal standards that are stricter than legal requirements.
- 4 We thoroughly analyze business facilities and procedures to improve our environmental performance.
- 5 We take measures to reduce environmental impact and expect the same commitment from our suppliers and partners.
- 6 We take the environment into consideration in all facilities and operations.
- 7 We develop expertise in environmental management to strengthen internal and external communication systems and achieve our strategic goals and objectives.
- 8 We acknowledge our social responsibility for environmental conservation and play an active role in environmental conservation activities in the community.
- 9 We thoroughly delve into environmental aspects and legal requirements related to our business, products and services.
- 10 We furnish sufficient training and materials to ensure that we continuously meet our environmental goals.



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Environment Management Organization



Environmental Training

OTOKI provides specialized training on chemicals classified as toxic under the Toxic Chemicals Control Act to our toxic chemicals managers, technicians and supervisors. We conduct three specialized training courses for personnel on a biennial basis: 'Toxic chemicals manager qualification course', 'Training for toxic chemicals technicians and supervisors' and 'Training for workers handling toxic chemicals'. In 2024, we provided the specialized training to 714 personnel.

Training Name	Course Hours (Hours)	2023		2024	
		Trainees (Persons)	Total Training Hours (Hours)	Trainees (Persons)	Total Training Hours (Hours)
Toxic chemicals manager qualification course	32	1	32	0	0
Training for toxic chemicals technicians and supervisors	16	6	96	2	32
Training for workers handling toxic chemicals	16	34	544	1	16
Training for toxic chemicals workers	2	678	1,356	711	1,422
Total		719	2,028	714	1,470

Eco-friendly Products

OTOKI defines criteria for environmentally friendly products and continuously manages them to develop and increase their share. Our eco-friendly products include products with environmental certifications, eco-friendly packaging and eco-friendly concept designs. There were 7 types¹⁾ of products that met OTOKI's eco-friendly product criteria in 2024, with sales of KRW 330.3 billion. In 2024, these products accounted for 11.28% of OTOKI's sales, a 0.08 percentage point increase compared to 11.20% in 2023²⁾. OTOKI will continue its efforts to reduce the environmental impact of its products by expanding LCA-certified products and researching sustainable packaging.

Criteria of Eco-friendly Products³⁾

Eco-friendly certified products	Products with eco-friendly packaging	Products with eco-friendly concept
<ul style="list-style-type: none"> Environmental Product Declaration (based on LCA) Green Technology Certification 	<ul style="list-style-type: none"> CR-PET FLEXO printing Bio-PET 	<ul style="list-style-type: none"> Vegan Certification

1) Decrease in the number of eco-friendly product types due to changes in the criteria for vegan classification

2) Eco-friendly product sales in 2023 : KRW 321.6 billion

3) The criteria for eco-friendly products are based on the K-Taxonomy

LCA (Life Cycle Assessment)

In August 2023, OTOKI RAMYON completed the LCA certification for two types of Jin Ramen (Jin Ramen Spicy and Jin Ramen Mild) and obtained the Environmental Product Declaration (Stage 1) certification. We plan to expand our LCA-certified items in 2025 and to renew the certification for existing LCA-certified items in 2026.



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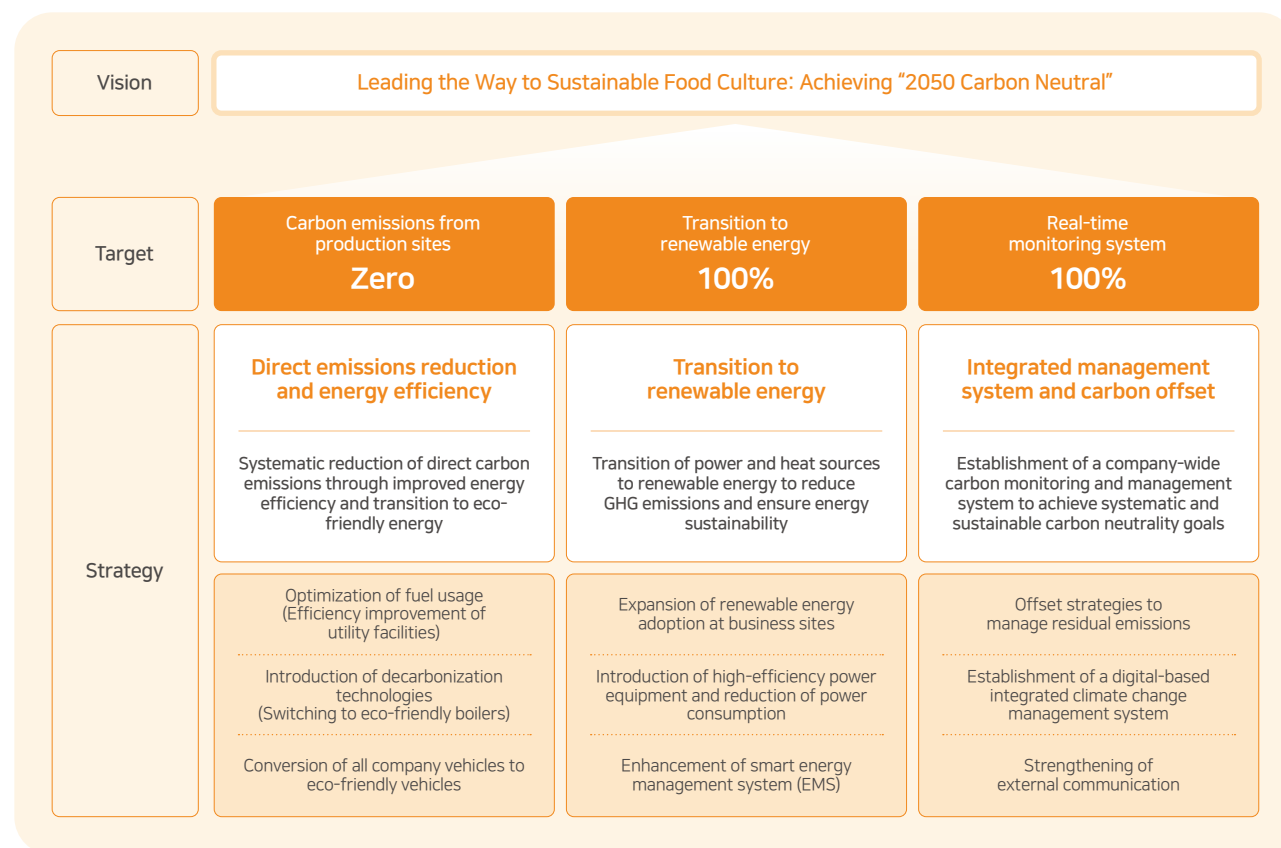
Carbon Neutral

Since the adoption of the Paris Agreement in 2015, international and national responses to curb global temperature rise have been strengthened, making corporate climate change response no longer a choice but a necessity. As the climate crisis intensifies, the establishment and implementation of net-zero targets are accelerating across all industries. Global companies are striving for sustainable growth through diverse strategies, including the transition to renewable energy, adoption of low-carbon technologies, reduction of carbon emissions throughout the supply chain and utilization of carbon credits. In line with this global trend, OTOKI is developing a 2050 carbon neutrality roadmap to achieve a sustainable future and drive innovation in food culture. We are committed to achieving carbon neutrality through the expansion of renewable energy, enhanced energy efficiency and collaborative efforts that broaden our corporate role.

2050 Carbon Neutrality Strategy

OTOKI has established strategic directions and core goals for achieving carbon neutrality by 2050. We have set three major goals: 'Zero carbon emissions from production sites', '100% transition to renewable energy' and '100% implementation of an emissions monitoring system'. We have also identified key strategies to achieve these goals. OTOKI plans to gradually increase the proportion of renewable energy we use and continue to strengthen our investment in high-efficiency, low-carbon facilities in line with the international trend toward net zero. We aim to systematically reduce greenhouse gas emissions across all our business sites and enhance our climate change response capabilities.

In addition, we are finalizing a greenhouse gas reduction roadmap to support the implementation of this strategy and detailed action plans, including annual reduction targets, will be reviewed internally and shared with the relevant departments. The roadmap will be reported to the ESG Committee and the Board of Directors, and used as a basis for strengthening transparency and accountability in the implementation of the strategy. We will continuously review the effectiveness of our carbon neutrality strategy and regularly supplement and refine implementation measures to enhance its execution.



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Identification of Potential Impacts and Response Strategies for Transition Risks and Opportunities

To assess the significance of key transition issues, OTOKI conducted a comprehensive analysis of the likelihood and potential impact of each issue based on internal and external data analysis and stakeholder feedback. We conducted a quantitative evaluation and identified the priority of transition risks and opportunity factors based on the analysis results. Based on this evaluation, six risk factors and one opportunity factor related to climate change were selected as key issues.

Category	Type	Topic Name	Time of Occurrence			Probability of Occurrence	Intensity	Impact Scope	Account Item	Potential Impact Pathways	Response Direction and Strategy
			Short-term	Mid-term	Long-term						
Risk	Policy and law	Emissions trading system	●	●	●	M	M	Operations	<ul style="list-style-type: none"> Provisions/Contingent liabilities Inventory assets Deferred tax assets 	<ul style="list-style-type: none"> Purchase obligation due to exceeding the allocated emissions quota → Increase in carbon credit purchase costs and carbon liabilities 	<ul style="list-style-type: none"> Monitoring of greenhouse gas trends and credit prices. Promotion of carbon emissions reduction through the expansion of an eco-friendly activity portfolio, including energy efficiency and resource recycling.
		Climate change response disclosure		●	●	H	S	Value chain	<ul style="list-style-type: none"> Provisions/Contingent liabilities Corporate tax Intangible assets 	<ul style="list-style-type: none"> Disclosure obligation arising from the adoption of KSSB → Inadequate disclosure may result in penalty costs 	<ul style="list-style-type: none"> Monitoring domestic and international climate disclosure trends and responding to disclosure requirements (e.g., CDP¹⁾, Sustainability Report, etc.) Securing credibility through third-party verification of externally disclosed information
		Green packaging			●	H	S	Value chain	<ul style="list-style-type: none"> Inventory assets Asset impairment 	<ul style="list-style-type: none"> Strengthening of EU plastic packaging regulations → Export restrictions and revenue loss in the EU region 	<ul style="list-style-type: none"> Development and adoption of environmentally friendly materials such as non-plastic and biodegradable materials Complete replacement of non-recyclable plastic packaging
		Climate group lawsuits	●	●	●	H	S	Value chain	<ul style="list-style-type: none"> Provisions/Contingent liabilities Deferred tax assets 	<ul style="list-style-type: none"> Increase in lawsuits related to inadequate climate response and greenwashing → Increase in legal procedure costs and compensation costs 	<ul style="list-style-type: none"> Analysis of environmental stakeholder requirements based on ISO 14001 (Environmental Management System) Strengthened monitoring of legal and compliance obligations in accordance with ISO 37301 (Compliance Management System) Securing credibility of external information through verification by accredited certification and assurance bodies
	Technology	Introduction of eco-friendly technologies	●	●	●	M	S	Operations	<ul style="list-style-type: none"> Tangible assets/Intangible assets Asset impairment 	<ul style="list-style-type: none"> Process modification for the transition to low-carbon technologies → Additional costs 	<ul style="list-style-type: none"> Investment in eco-friendly facilities such as solar power systems, replacement of outdated equipment and application of new eco-friendly processes
	Market	Increased energy costs	●	●	●	H	S	Operations	<ul style="list-style-type: none"> Inventory assets Deferred tax assets Asset impairment 	<ul style="list-style-type: none"> Increased energy consumption → Increase in operating costs 	<ul style="list-style-type: none"> Fuel switching, energy efficiency, investment in renewable energy Review and development of plans for RE100 transition from a long-term perspective
Opportunity	Energy resources	Introduction of eco-friendly technologies	●	●	●	L	M	Operations	<ul style="list-style-type: none"> Provisions Tangible assets/Intangible assets Inventory assets 	<ul style="list-style-type: none"> Transition to low-carbon processes and reduction of greenhouse gas emissions → Reduction in production costs and opportunity for carbon credit sales 	<ul style="list-style-type: none"> Investment in and introduction of high-efficiency new technologies through R&D innovation

1) Carbon Disclosure Project

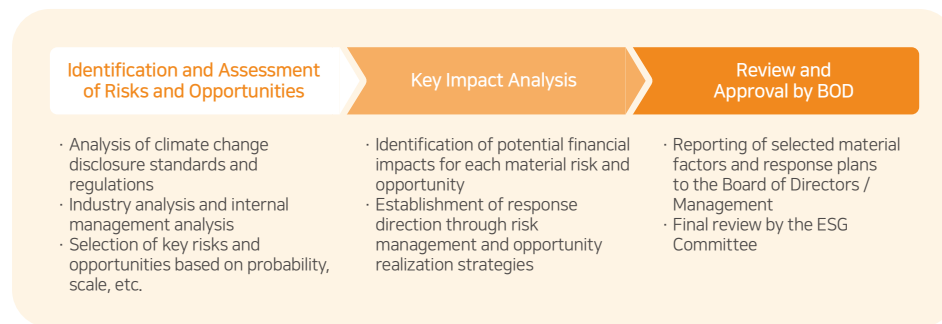
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Climate Change Risk and Opportunity Management

OTOKI operates a climate change risk and opportunity management system to systematically identify risks and opportunities from climate change and respond strategically. We analyze key issues such as related regulations, policies and changes in the industrial environment, compile a pool of risks and opportunities, and assess the financial impact and risks associated with key items based on the system. The results are reported to the Board of Directors, including the ESG Committee and reflected in our response strategies after review and decision-making by management. We are strengthening our climate change response capabilities through this process.

Climate Change Risk and Opportunity Management Process



Results of the Potential Impact Analysis of Material Transition Issues

Based on the TCFD recommendations and guidelines, OTOKI analyzed various future scenarios reflecting key variables such as policy changes, carbon pricing and energy mix, utilizing scenarios from reputable institutions such as the International Energy Agency (IEA). The analysis showed that increases in energy costs, stricter regulations, market changes and reputational risks were highly likely to occur, while technological risks were assessed as having a low likelihood but a potentially wide in impact if realized.

OTOKI is actively promoting carbon reduction and a transition to renewable energy based on medium- to long-term emission projections and is proactively responding to expected carbon price increases and stricter regulations. In addition, we are practicing eco-friendly management by expanding our eco-friendly investments, introducing eco-friendly certified packaging materials, applying eco-friendly printing processes and expanding the use of recycled PET (CR-PET) bottles. We will continue to manage our climate change risks systematically and enhance our resilience.

Analysis of Potential Financial Impact of Transition Risk

OTOKI selected 'Response to the emissions trading system', 'Increased energy costs' and 'Introduction of eco-friendly technologies' as key risk and opportunity factors and analyzed their potential financial impacts. The analysis utilized IEA scenarios and reflected key considerations such as future carbon emissions and energy consumption forecasts, future paid allocation ratios and past electricity price trends.



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Greenhouse Gas, Energy and Utility Management

Scope1,2 Emissions Management

OTOKI has calculated direct and indirect GHG emissions to manage its GHG emissions systematically and efficiently. Scope1 is GHG emissions generated from energy combustion and manufacturing processes within OTOKI's business boundaries, and Scope2 is GHG emissions indirectly generated from electricity and steam purchased outside of OTOKI. OTOKI and OTOKI RAMYON was designated as an allocated facility under the Emission Trading Scheme and are required to establish annual goals for emission control and disclose the emissions in the environmental information disclosure system. In 2023, Choheung was newly designated as a target company under the GHG Target Management System. In 2024, its five affiliates voluntarily participated in greenhouse gas emission calculations. OTOKI and its affiliates conduct various management activities to reduce greenhouse gas emissions. Notably, OTOKI's factories are managing greenhouse gas emissions by replacing production lines with high-efficiency facilities, enhancing operational efficiency and conducting waste elimination activities. Since 2017, we have installed solar power facilities at our business sites to reduce energy consumption.

Scope1,2 GHG emissions

(Unit : tCO₂-eq)

	Classification	2022	2023	2024	Target
OTOKI	Total (Scope1,2)	89,065	89,711	93,135	97,423
	Direct (Scope1) GHG emissions	44,394	43,505	45,641	48,558
	Indirect (Scope2) GHG emissions	44,674	46,211	47,500	48,865
OTOKI RAMYON	Total (Scope1,2)	42,413	45,725	47,742	46,153
	Direct (Scope1) GHG emissions	28,056	30,823	31,995	31,111
	Indirect (Scope2) GHG emissions	14,357	14,902	15,748	15,042
Choheung	Total (Scope1,2)	17,073	15,208	16,363	14,587
	Direct (Scope1) GHG emissions	5,633	3,973	4,213	3,576
	Indirect (Scope2) GHG emissions	11,440	11,236	12,150	11,011

Improvement of Power Supply Method for Wastewater Treatment Plant at Daepoong Factory

OTOKI carried out facility improvements to convert the supply voltage of power equipment at the wastewater treatment plant to improve energy efficiency. In September 2023, we converted the supply voltage from 220V to 380V for 23 out of a total of 35 power equipment units at the wastewater treatment plant. In March 2024, we completed the same conversion for the remaining 12 units, thereby reducing our power consumption. OTOKI carried out wiring work, electrical panel upgrades and the replacement of submersible pumps and dedicated motors to convert the supply voltage. As a result, we reduced our annual electricity consumption by 65,160 kWh and our greenhouse gas emissions by approximately 29.9 tCO₂-eq.

Installation of Boiler Waste Heat Recovery System and Inverter-Controlled Feedwater Pumps at Daepoong Factory

In November 2024, the Daepoong Factory installed a waste heat recovery system in the basement to recover heat from boiler drain water and contaminated condensate and upgraded the feedwater pumps for five boilers to inverter-controlled systems. This move saves approximately 785.79 m³ of LNG and 2,708.98 kWh of electricity annually, resulting in a utility cost reduction of KRW 81.5 million and a total reduction of 127.7 tCO₂-eq in greenhouse gas emissions.

Improvement of the Steam Line for the Ester Pre-coating Tank at Poseung Factory

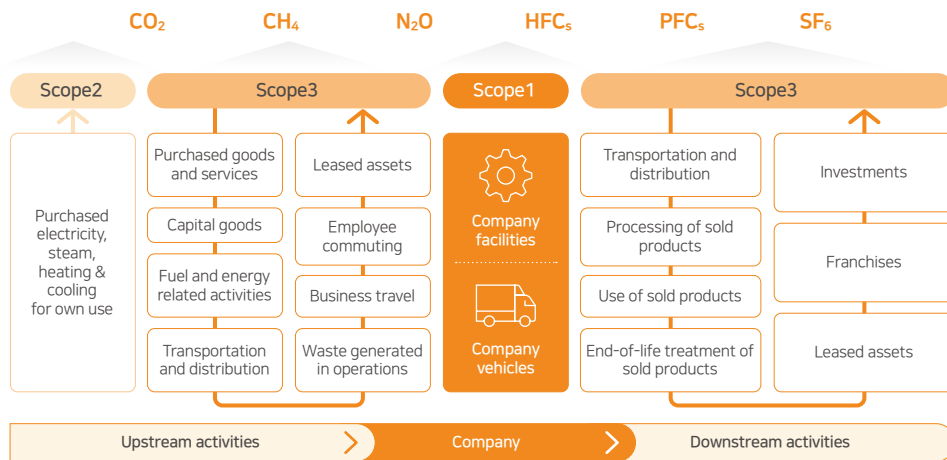
Poseung Factory utilized residual heat from boiler condensate as a steam source for the ester pre-coating process, reducing steam consumption and improving operational efficiency. The vent line was connected to the steam line of the ester pre-coating tank, allowing steam discharged from the condensate recovery tank to be utilized for heating ester oil. As a result, an average of approximately 206 kg of steam was saved per day, leading to an annual utility cost reduction of KRW 2.641 million.

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Scope3 Emissions Management

OTOKI, Choheung and OTOKI RAMYON calculated their Scope3 GHG emissions for the first time in 2023 and continued to calculate Scope3 GHG emissions in 2024. Scope3 is indirect emissions from value chains outside of our operations. The three operations calculated emissions in nine of the 15 categories (seven upstream and two downstream).

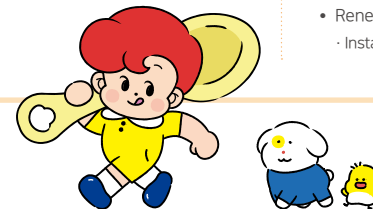
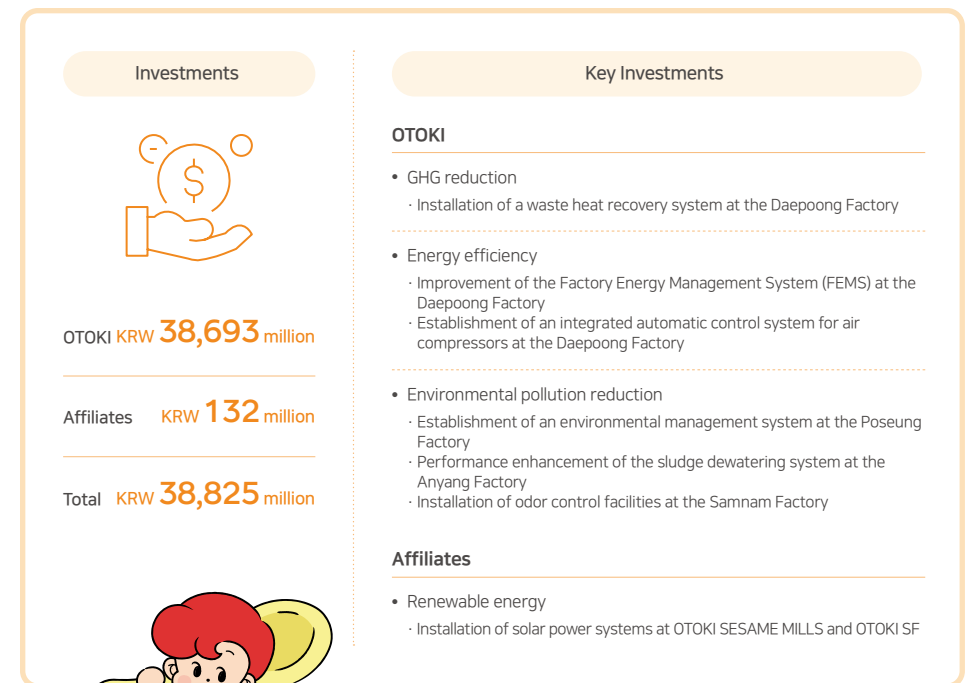
(Unit : tCO₂-eq)

Category	Emission sources	Emission (composition ratio)		
		OTOKI	OTOKI RAMYON	Choheung
1	Purchased goods and services	1,187,859(90.18%)	362,282(86.71%)	200,582(68.66%)
2	Capital goods	12,595(0.96%)	3,921(0.94%)	1,835(0.63%)
3	Fuel-and energy-related activities (not included in scope1 or scope2)	11,822(0.90%)	5,642(1.35%)	2,626(0.90%)
4	Upstream transportation and distribution	68,014(5.16%)	30,332(7.26%)	83,216(28.49%)
5	Waste generated in operations	4,530(0.34%)	2,213(0.53%)	2,283(0.78%)
6	Business travel	562(0.04%)	120(0.03%)	76(0.03%)
7	Employee commuting	3,426(0.26%)	974(0.23%)	564(0.19%)
9	Downstream transportation and distribution	1,790(0.14%)	3,111(0.74%)	-
12	End-of-life treatment of sold products	26,583(2.02%)	9,225(2.21%)	956(0.33%)
Total		1,317,181(100.0%)	417,821(100.0%)	292,139(100.0%)

Eco-friendly Investment

To achieve environmentally friendly management, OTOKI plans and implements eco-friendly investments. In line with our Investment Management Regulations, we conduct environmental impact assessments for facility investments that exceed a certain size and incorporate the findings into our investment decisions. Additionally, we are dedicated to reducing greenhouse gas and pollutant emissions by establishing a robust management system and continuously investing in the improvement and maintenance of our facilities. In 2024, we invested approximately KRW 38,693 million to decrease GHG emissions, enhance energy efficiency and reduce environmental pollution.

Eco-friendly Investment in 2024





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Installation of Solar Power Facilities

OTOKI and affiliates have installed solar power facilities to generate renewable energy. In December 2024, OTOKI SESAME MILLS and OTOKI SF installed solar power facilities with respective capacities of 318.15 kW and 98.28 kW, for the purpose of generating renewable energy for production activities. They are expected to generate 400,911kWh and 138,700kWh of electricity, respectively.

Installation Status of OTOKI and Affiliates

Year of completion	Installation Sites	
2017	OTOKI RAMYON Welfare Center	
2018	OTOKI RAMYON Production Safety Team 2	POONGLIM PACKAGE & PRINT
2022	OTOKI Daepoong Factory Production Building	OTOKI FROZEN FOODS
2023	OTOKI RAMYON Production Safety Team 3	
2024	OTOKI SESAME MILLS	OTOKI SF
2025	Choheung	

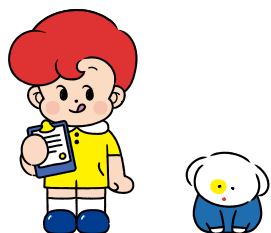
Energy Consumption

	Classification	Unit	2022	2023	2024	Target
OTOKI	Total Energy Consumption	TJ	1,801.96	1,819.37	1,886.01	1,860.81
	Non-renewable energy consumption ¹⁾	TJ	1,801.62	1,815.23	1,882.26	1,857.02
	Fuel consumption	TJ	867.96	849.47	889.54	877.61
	Electricity consumption	TJ	933.10	965.20	992.16	978.85
	Steam consumption	TJ	0.55	0.56	0.56	0.55
	Energy consumption intensity ²⁾	TJ/Product-tonnes	0.0032	0.0032	0.0032	0.0031
	Renewable energy consumption ³⁾	TJ	0.35	4.13	3.75	3.79
	Fuel consumption	TJ	0	0	0	0
	Electricity consumption	TJ	0.35	4.13	3.75	3.79
OTOKI RAMYON	Total Energy Consumption	TJ	855.26	920.84	962.09	977.06
	Non-renewable energy consumption ¹⁾	TJ	854.26	920.00	960.05	975.01
	Fuel consumption	TJ	553.32	607.87	630.97	640.80
	Electricity consumption	TJ	300.94	312.13	329.08	334.21
	Steam consumption	TJ	0	0	0	0
	Energy consumption intensity ²⁾	TJ/Product-tonnes	0.0048	0.0051	0.0051	0.0050
	Renewable energy consumption ³⁾	TJ	1.00	0.83	2.05	2.05
	Fuel consumption	TJ	0	0	0	0
	Electricity consumption	TJ	1.00	0.83	2.05	2.05
Choheung	Total Energy Consumption	TJ	318.01	325.12	353.47	388.79
	Non-renewable energy consumption ¹⁾	TJ	318.00	325.10	353.45	388.78
	Fuel consumption	TJ	79.00	86.97	99.55	09.50
	Electricity consumption	TJ	239.00	238.13	253.90	279.28
	Steam consumption	TJ	0	0	0	0
	Energy consumption intensity ²⁾	TJ/Product-tonnes	0.0070	0.0065	0.0063	0.0065
	Renewable energy consumption ³⁾	TJ	0.01	0.01	0.01	0.01
	Fuel consumption	TJ	0.01	0.01	0.01	0.01
	Electricity consumption	TJ	0	0	0	0

1) Total consumption of fuel, electricity and steam with completed GHG inventory and third-party verification

2) Based on production volume

3) Renewable energy generation based on self-generation



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Natural Capital Management

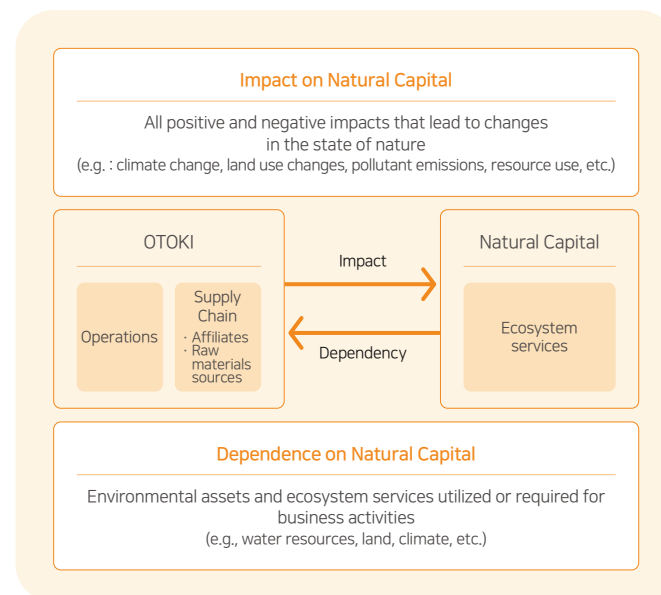
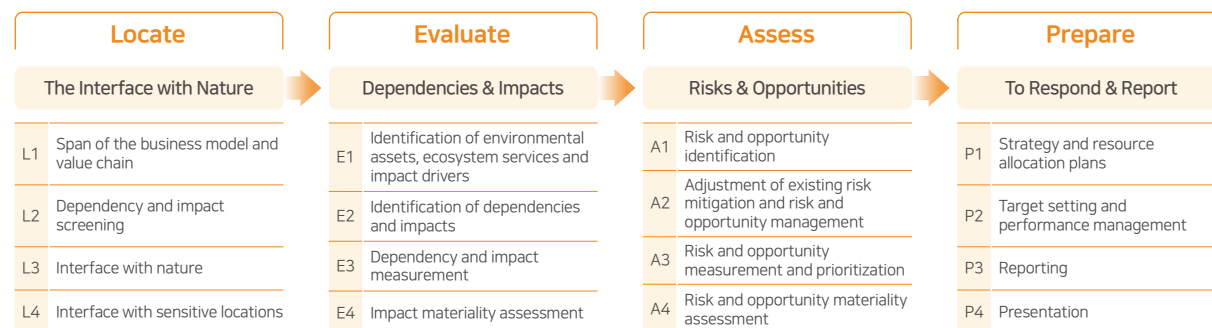
Natural Capital Management System

OTOKI recognizes biodiversity conservation, water resource protection and pollution control as key elements of natural capital management. We are working to expand the scope of management beyond direct operations to include affiliates and raw materials sources across the supply chain and to identify relevant risks and opportunities by analyzing points of contact with natural capital. Using the TNFD LEAP approach, OTOKI identified the dependencies and impacts on natural capital specific to the food industry. We also conducted a customized analysis based on our geographical characteristics to precisely assess the geographic priorities and impacts of natural capital management at the major domestic and international sites of OTOKI and our affiliates. We aim to strengthen our natural capital management and conservation efforts by leveraging the results of this analysis, and to further refine the LEAP analysis to effectively manage natural capital-related risks embedded throughout the value chain.



LEAP Approach

The LEAP approach is an integrated approach proposed by TNFD to identify and measure nature-related issues. Nature-related issues encompass a company's dependence on ecosystem services provided by natural capital, the positive and negative impacts of its business activities and the associated risks and opportunities. The LEAP approach consists of four steps to systematically analyze the interaction between companies and natural capital: Locate (identify points of contact with natural capital), Evaluate (measure dependencies and impacts), Assess (evaluate related risks and opportunities) and Prepare (develop response strategies and prepare for disclosure). In 2024, OTOKI completed the Locate and Evaluate phases and plans to conduct the Assess phase, while expanding the scope of evaluation.



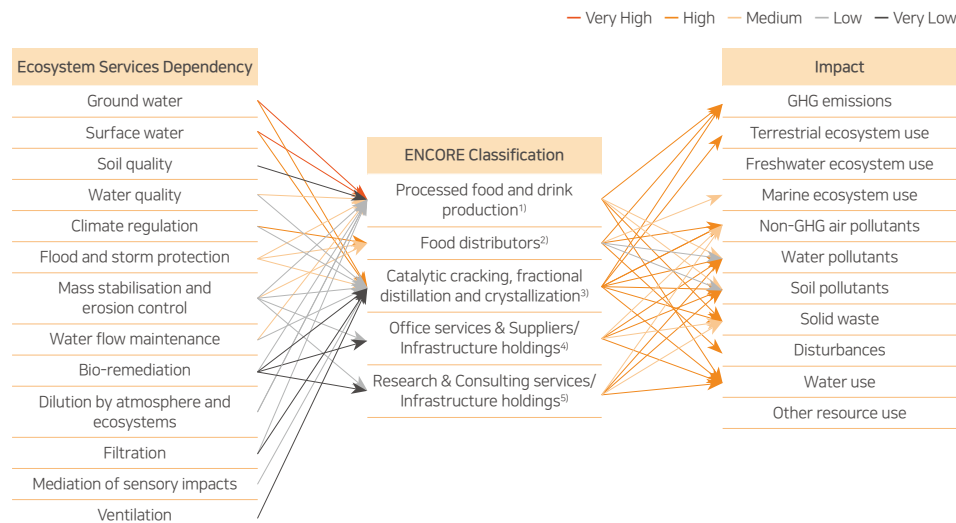
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Analysis of Natural Capital Characteristics in the Food Industry

Companies depend on various forms of natural capital, such as water resources, soil and climate, and affect natural capital throughout the entire process from raw materials procurement to disposal. The nature of this dependence and impact varies depending on the industry. To better understand the characteristics of the industry, OTOKI utilized ENCORE¹⁾ to identify the dependence on and impact of natural capital in 20 domestic and overseas business sites, including our own operations. According to ENCORE's industry classification, OTOKI's domestic and overseas operations fall under five industry sectors. The 'Processed Food and Beverage Manufacturing' industry, which includes 15 of its operations, shows a 'Very High' dependence on groundwater and surface water, and a 'High' impact from greenhouse gas emissions, solid waste generation and water use.

1) Exploring Natural Capital Opportunities, Risk and Exposure : A comprehensive database and visualization tool that companies and financial institutions can use to assess their dependence on and impact on natural capital



1) Anyang Factory, Daepoong Factory, Samnam Factory, Poseung Factory, Choheung, OTOKI RAMYON, OTOKI SESAME MILLS, OTOKI FROZEN FOODS, OTOKI SF, SANGMI FOOD, JIANGSU OTOKI FOODS, JIANGSU TAEDONG FOODS, OTOKI NEW ZEALAND, OTOKI VIETNAM Binh Duong, OTOKI VIETNAM Bac Ninh

2) OTOKI LOGISTICS SERVICE, OTOKI AMERICA HOLDINGS

3) POONGLIM PACKAGE & PRINT

4) OTOKI Center

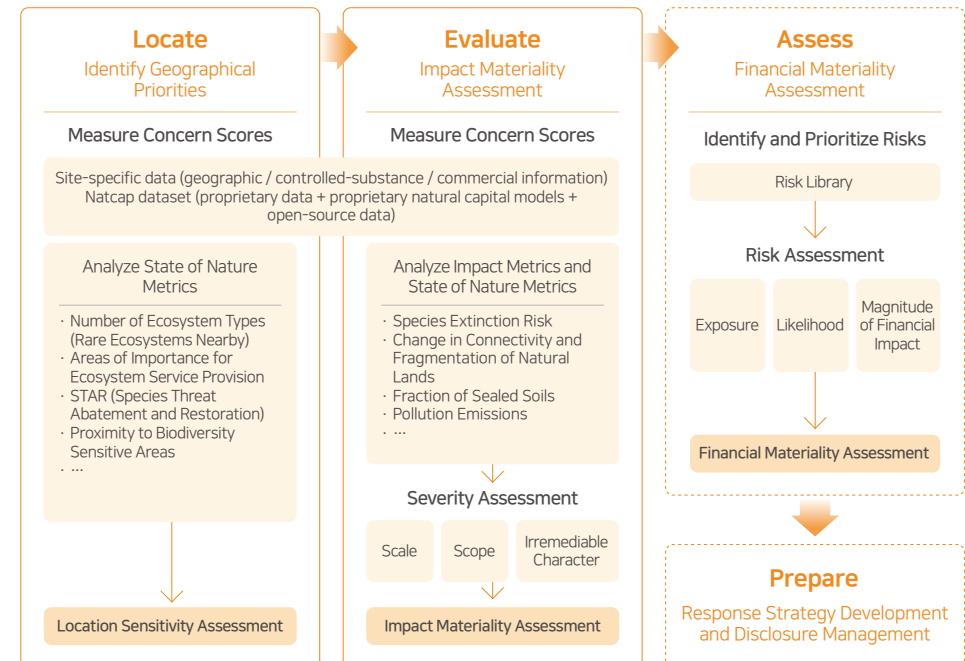
5) OTOKI Research Institute

Analysis of OTOKI's Natural Capital Characteristics

Metrics and Concern scores

Natural capital has unique ecological characteristics depending on the region; even within the same industry, its interaction varies by geographical context. OTOKI conducted an industry analysis using ENCORE and a LEAP analysis via the Natcap Platform™ ('Natcap¹⁾'), selecting 26 metrics based on industry and geographic features. For each, we calculated a 'Metric Value' and a standardized 5-level 'Concern Score²⁾' to enable cross-metric comparison. We analyzed these scores from multiple dimensions to identify key interactions with natural capital. In the Locate phase, we assessed ecosystem types and biodiversity-sensitive areas near business sites and prioritized them using a Location Sensitivity Assessment. In the Evaluate phase, we identified major impacts such as habitat fragmentation and the presence of threatened species, and conducted an Impact Materiality Assessment to identify the impacts with significant consequences for natural capital.

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LEAP Analysis - Locate

Location Sensitivity Assessment

Used Metrics

OTOKI conducted a Location Sensitivity Score assessment during the Locate phase to identify which locations of its operations are ecologically sensitive. The Location Sensitivity Score was evaluated based on six metrics: Ecosystem integrity and rate of decline, Physical water risk, Important areas for ecosystem service provision, STAR (Species Threat Abatement and Restoration) metric and Proximity to biodiversity sensitive areas. These metrics were assessed using a five-level scale, with the final score reflecting the highest concern score. We calculated the 'Location Sensitivity Value' based on the average concern score for six metrics to enable a comparison between business sites and identify geographical priorities.

Location Sensitivity
Assessment Results

Assessment Results

The results of the Location Sensitivity assessment showed that all of OTOKI's domestic and international operations were classified as 'Very High' in Location Sensitivity Score, indicating that all operations are located in ecologically sensitive areas. In particular, OTOKI FROZEN FOODS and OTOKI SESAME MILLS were identified as having a 'Very High' concern score for the metric 'Areas of Importance for Ecosystem Service Provision', making them the operations with the highest Location Sensitivity Values and the top priority for management.

Location Analysis Metrics

Ecosystem Types and Nearby
Rare Ecosystems

Ecosystem Types

OTOKI analyzed the metrics 'Number of Ecosystem Types' and 'Nearby Rare Ecosystems' to understand the ecological characteristics of the areas in which its operations are located. There are a total of 28 ecosystem types distributed in the areas where OTOKI operates, with 14 rare ecosystem types adjacent to these areas. Except for POONGLIM PACKAGE & PRINT, all operations are located in urban or industrial areas and fall under the classification of 'T7.4 Urban and Industrial Ecosystems'. Six of our operations are Natcap adjacent to 'F2.2 Small Permanent Freshwater Lakes¹⁾', which are rare ecosystems.

Glossary

Important Areas for
Ecosystem Service Provision

Site-specific Concern Scores

OTOKI analyzed the 'Areas of Importance for Ecosystem Service Provision' metric based on their proximity to Critical Natural Assets¹⁾. The analysis showed that OTOKI FROZEN FOODS and OTOKI SESAME MILLS were classified as having a 'Very High' concern score, indicating that these are located in areas with higher management priority for ecosystem service provision compared to the other 18 operations.

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Species Threat Abatement and Restoration (STAR) Metric

OTOKI analyzed STAR¹⁾ metric to identify the value of biodiversity protection and restoration activities at its operations. We quantified its potential contribution to the conservation of threatened species in specific regions by combining STAR-t²⁾ and STAR-r³⁾ scores based on the IBAT⁴⁾ measurement method. As a result of the analysis, all business sites except the Samnam Factory were assessed as having a 'Very High' concern score. This indicates a high potential for positive impacts on biodiversity if species threat reduction and restoration activities are carried out at these sites. The site with the highest STAR score is OTOKI RAMYON.

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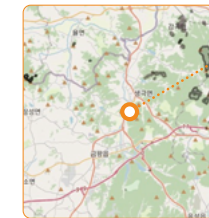
Operation Locations and
Biodiversity Sensitive Areas

Operation Locations

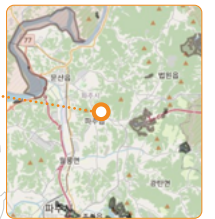
OTOKI has identified Biodiversity Sensitive Areas located near its operations. OTOKI defined WDPA¹⁾ protected areas and KBAs²⁾ as Biodiversity Sensitive Areas and analyzed the proximity of its operations based on ENCORE's three-tiered, industry-specific distance criteria. The analysis showed that a total of 138 WDPA protected areas and 7 KBAs are located near OTOKI's domestic and international operations. 10 of OTOKI's operations are in close proximity to biodiversity-sensitive areas.

1) WDPA(World Database on Protected Areas)
2) KBAs(Key Biodiversity Areas)

OTOKI SESAME MILLS



OTOKI FROZEN FOODS

Proximity to Nearest Biodiversity
Sensitive Areas

Biodiversity Sensitive Areas

	Number of Operations (ea)	Key WDPA Protected Areas	Key KBAs
Long distance More than 10km	4	-	-
Close Within 10km ¹⁾	6	Songdo Tidal Flat, Hwaseong Gojeongri Fossil Site of Dinosaur Eggs	Han-gang river, Daeseongdong and Panmunjeom marshes
Very Close Within 3km ²⁾	10	Natural Environment Conservation Areas, Madong-ho Wetland Protected Area	Asan Bay, Sihwa-ho lake

1) OTOKI Center(Office services & Suppliers), OTOKI Research Institute(Research & Consulting services) : Within 5km

2) OTOKI Center(Office services & Suppliers), OTOKI Research Institute(Research & Consulting services) : Within 1.5km

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LEAP Analysis - Evaluate

Impact Materiality Assessment

OTOKI conducted a materiality assessment during the Evaluate phase to identify significant impacts of its business activities on nature. The severity of impact was assessed by comprehensively considering the Scale, Scope and Irremediable Character of five key drivers of nature loss defined by IPBES¹⁾: land-use change, water use, non-GHG air pollution, water pollution and soil pollution. The severity was categorized into five levels, from 'Very Low' to 'Very High' and impacts rated 'High' or 'Very High' were identified as significant.

1) IPBES(Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services) : A UN-affiliated scientific body on biodiversity and ecosystem services

Scale



Scale refers to the degree of change in nature caused by an impact and serves as an indicator of the extent to which business activities affect the natural environment and biodiversity at operations. The largest impacts, 'water use' and 'water pollution', were rated 'High' or 'Very High' at 9 and 4 operations, respectively.

Scope



Scope refers to the spatial extent of the impact caused by drivers of nature loss factors. All non-GHG air pollution generated at all operations was assessed to have a widespread impact on terrestrial and marine ecosystems, while water pollution was found to have a wide-ranging impact on marine ecosystems.

Irremediable Character



Irremediable Character is an metric that assesses the potential for nature to recover to its original state. A comprehensive analysis of geographic characteristics and natural loss factors showed that all 20 operations are located in Ecologically Sensitive Locations and considered difficult to recover from five major impacts.

Impact Materiality Assessment Results

As a result of the severity assessment, water use, water pollution and soil pollution were rated 'Very High', while non-GHG air pollution was rated 'High' and land-use change was rated 'Medium'. Accordingly, the four impacts rated 'High' or above were identified as significant impacts on natural capital. When the severity is rated as 'High' or above, it means that the scale of the impact is at least 'Medium' and either the scope or the irremediable character is rated as 'High' or above. This can be interpreted as the impact having the potential to cause widespread and difficult-to-reverse changes. Based on this assessment, OTOKI plans to establish company-wide management measures to address these four significant impacts: water use, non-GHG air pollution, water pollution and soil pollution.

Severity



Land-use Change

Water Use

Non-GHG Air Pollution

Water Pollution

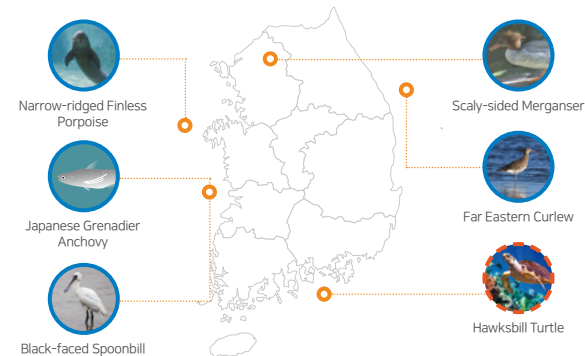
Soil Pollution

Threatened Species Near the Operations

OTOKI identified 123 threatened species listed on the IUCN Red List as inhabiting areas near its 20 domestic and overseas operations¹⁾. ENCORE data was used to determine which ones are potentially affected by sector-specific business activities. The analysis revealed that areas near OTOKI's domestic and international operations are inhabited by 3 Critically Endangered (CR), 17 Endangered (EN) and 32 Vulnerable (VU) species. There are no CR species near domestic operations, but nine EN species have been found in the area, confirming the need to establish management measures to protect these species.

1) OTOKI Center, OTOKI Research Institute : within a 5 km radius, other operations : within a 10 km radius

● Critical(CR) species ○ Critical(CR) species potentially affected by business activities ● Endangered(EN) species
○ Endangered(EN) species potentially affected by business activities



Widespread across Korea



* Threatened species distribution : IUCN Red List & National Institute of Ecology

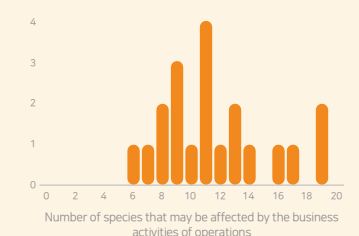
Distribution Status

An assessment of threatened species potentially affected by business activities near operations revealed that Poseung Factory and Choheung had the highest number, with 19 species distributed. The species most commonly found near operations are Eastern Imperial Eagle, Sharp-tailed Sandpiper¹⁾, Swan Goose and Oriental Stork²⁾.

1) Eastern Imperial Eagle and Sharp-tailed Sandpiper: identified near 17 operations

2) Swan Goose and Oriental Stork: identified near 16 operations

Number of Sites



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Water Resource Management

OTOKI analyzed the metrics of 'High Physical Water Risk in Terrestrial Areas' and 'Annual Water Use' to identify water risks at its operations. Physical water risk was assessed by standardizing the Water Stress Index and Drought Risk Index (based on WRI Aqueduct data) and the Surface Water Quality Index (based on World Bank Water data), with the concern score assigned based on the highest of the standardized index values. OTOKI classified its operations into 12 groups with comparable levels of physical water risk. Groups 1 to 4 were identified as 'Very High' physical water risk, while Groups 5 to 9 were assessed as 'High' risk. Among the operations with 'High' or above physical water risk, four²⁾ were identified as having 'High' or above concern score in terms of annual water consumption¹⁾. OTOKI prioritizes water management efforts at these operations to reduce water usage and minimize the negative impact of its business activities on water resources. For overseas affiliates with high physical water risks, we will strive to strengthen our capacity to monitor annual water consumption.

Water Risk Analysis

Water Use in Water-Stressed Areas

Very High High Medium Low Very Low

Group	Site	Region	Physical Water Risk				Annual Water Use
			Concern Score (Composite Index)	Baseline Water Stress Index	Drought Risk Index	Surface Water Quality Index	Concern Score
1	OTOKI AMERICA HOLDINGS	USA	Very High (5.00)	●	●	●	-
2	JIANGSU OTOKI FOODS	China	Very High (5.00)	●	●	●	-
	JIANGSU TAEDONG FOODS						-
3	Poseung Factory	Gyeonggi-do	Very High (4.28)	●	●	●	High
	Choheung						Medium
	OTOKI RAMYON						High
4	Daepoong Factory	Chungcheong-do	Very High (4.24)	●	●	●	High
	POONGLIM PACKAGE & PRINT						Very Low
	SANGMI FOOD						Low
5	OTOKI SF	Gyeongsang-do	High (3.44)	●	●	●	High
6	OTOKI VIETNAM Bac Ninh	Vietnam	High (3.19)	●	●	●	-
7	Anyang Factory	Gyeonggi-do	High (3.11)	●	●	●	Medium
	OTOKI Research Institute						Low
	OTOKI LOGISTICS SERVICE						-
	OTOKI Center						Low
8	OTOKI SESAME MILLS	Chungcheong-do	High (3.11)	●	●	●	Low
9	OTOKI FROZEN FOODS	Gyeonggi-do	High (3.11)	●	●	●	Medium
10	Samnam Factory	Ulsan	Medium (2.54)	●	●	●	High
11	OTOKI VIETNAM Binh Duong	Vietnam	Medium (2.17)	●	●	●	-
12	OTOKI NEW ZEALAND	New Zealand	Low (1.93)	●	●	●	-

1) Analysis was conducted only for operations that manage water consumption data.

2) Daepoong Factory, Poseung Factory, OTOKI RAMYON, OTOKI SF

Water Management Activities

Water Management by Operations

Poseung Factory

Physical water risk Annual water use

Expansion of RO filter use at Water Treatment Plant

Poseung Factory previously treated 521 tonnes of industrial water per day to produce 401 tonnes of soft water. However, the average daily demand for soft water reached 480 tonnes, requiring an additional 75 tonnes of tap water to make up the shortfall. To improve water resource efficiency, in 2024 the factory introduced a system to recycle 150 tonnes of concentrated water that was previously treated as wastewater in the water purification process. The installation of an additional RO filter¹⁾ downstream from the concentrated water tank enabled the secondary filtration of approximately 80 tonnes of concentrated water that had previously been discarded, converting it into soft water. This initiative reduced tap water consumption and wastewater generation.

1) RO filter : A water treatment filter that uses reverse osmosis technology

Daepoong Factory

Physical water risk Annual water use

Improvement of Steam Supply Method for Sanitizing Cleaning Tank

In January 2024, Daepoong Factory Team 3 optimized its steam supply method for sanitizing cleaning tanks to reduce steam and water consumption. The previous manual steam valve system was replaced with an automatic controller that regulates steam supply based on the target temperature. The steam outlet was lowered by 10 cm to optimize the water level based on tank capacity.

Expansion of Wastewater Treatment Tanks

In October 2024, Daepoong Factory expanded its wastewater treatment plant by adding a new 1,800-tonnes tank to stabilize influent concentration levels and enhance overall treatment efficiency. Following this expansion, the monthly variation in influent COD concentration decreased from 798 mg/L to 336 mg/L, while the average monthly influent COD concentration declined from 1,731 mg/L to 1,151 mg/L.

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Efforts to Preserve the Ecosystem

Sustainable Fishing Certification

OTOKI SF has obtained various international certifications for marine ecosystem conservation and the sustainable use of marine resources. For tuna procurement, the company purchases all tuna from vessels certified with the 'Dolphin Safe' label, ensuring the safety of dolphins during fishing and production processes and contributing to the protection of marine mammals. In addition, OTOKI SF has acquired both MSC¹⁾ Chain of Custody (CoC) and ASC²⁾ CoC certifications to ensure transparency and traceability throughout the entire process of processing and distribution of sustainable seafood.



1) MSC (Marine Stewardship Council) : A certification for seafood caught using methods that prevent illegal fishing and overfishing, while minimizing damage to marine ecosystems

2) ASC (Aquaculture Stewardship Council) : A certification for seafood produced through environmentally and socially responsible aquaculture practices

Application of Microbial Mud Balls for River Ecosystem Restoration

Since the second half of 2024, OTOKI, OTOKI FROZEN FOODS and OTOKI SESAME MILLS have been producing, fermenting and applying microbial mud balls to improve the water quality of nearby streams, including those around the OTOKI Center and each factory. These microbial mud balls are made by mixing an EM (Effective Micro-organisms) solution with loess and fermentation promoters, then allowing the mixture to mature. They contain over 80 beneficial microorganisms, including yeast, photosynthetic bacteria and actinomycetes. The mud balls added to the river gradually decompose and the microorganisms remove pollutants, reducing odors and purifying the water, which improves the river's self-purification capacity and restores the ecosystem. Since 2010, the OTOKI Center has conducted 61 environmental cleanup activities near the Tancheon stream on a monthly basis. In recognition of these continued efforts, the Center received a commendation from the Gangnam District Office on World Environment Day in 2024. In June 2024, OTOKI signed a joint agreement to promote the 'One Company, One Stream' Activity and ESG Management to expand its environmental efforts beyond regular plogging activities near Tancheon stream to include the production and application of microbial mud balls, further contributing to the preservation of local waterways. Daepoong Factory contributes to water purification and odor reduction by applying microbial mud balls to the stream where industrial water is discharged.



Pollutant Management

Air Pollutant Management

OTOKI and its affiliates have replaced their boilers with low-NOx boilers to comply with air pollutant emission standards for boilers used in production facilities. Each factory engages in various management activities to reduce air pollutant emissions.

Anyang Factory	Monthly Air Pollutant Monitoring <ul style="list-style-type: none"> Facility Management for Chemicals Daily Usage Monitoring
Daepoong Factory	Installation of TMS (Tele Monitoring System) for Stack Emissions <ul style="list-style-type: none"> Real-time Monitoring and Management of NOx Emissions at Exhaust Outlets

Water Pollutant Management

OTOKI and its affiliates are committed to protecting water resources by minimizing water pollutants in their operations. Biochemical oxygen demand (BOD) water pollutants have been measured at each operation by a specialized water quality analysis institute to manage them within the emission standards.

Installation of Automatic TOC Analyzer

OTOKI RAMYON

Real-time monitoring of TOC (total organic carbon) concentrations to track water pollutants

Installation of Non-point Pollution Reduction Facilities

Daepoong Factory/ Poseung Factory/ POONGLIM PACKAGE & PRINT

Management and reduction of pollutant runoff from land surfaces in unspecified areas such as operations, adjacent roads and factories

Voluntary Installation of Non-point Pollution Reduction Facilities

OTOKI SESAME MILLS

Voluntary installation of non-point source pollution reduction facilities to prevent the inflow of unspecified pollutants from mountainous areas, farmland and factory grounds into rivers during initial rainfall, contributing to the prevention of water pollution in the Cheongmi Stream, which is located upstream of the Han River

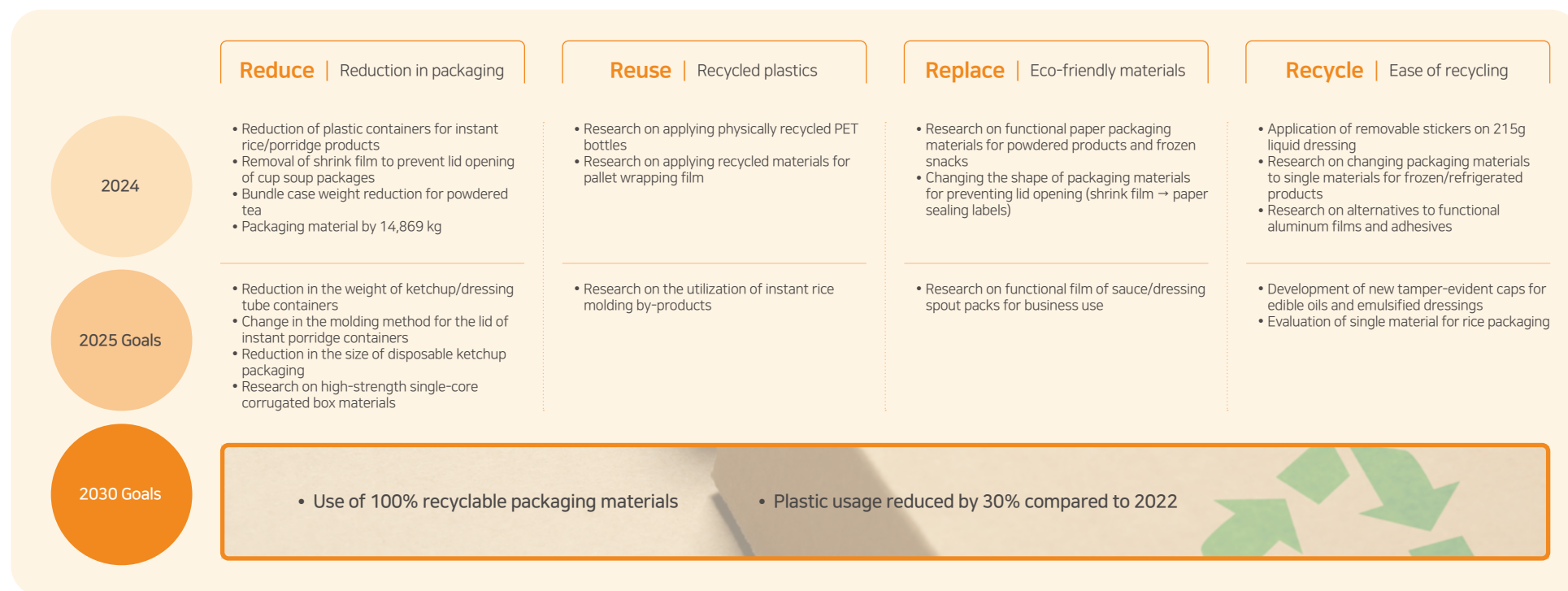
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Resource Circulation

OTOKI is committed to establishing a resource recycling system that maximizes the efficient use of resources and minimizes waste generation throughout the entire product life cycle, from design and production to consumption and disposal. We give top priority to waste prevention and reduction at source, followed by activities to preserve resource value through recycling in accordance with the priority of resource-circulating waste management and apply safe treatment methods such as incineration and landfilling only when unavoidably necessary, based on a step-by-step approach. We promote the reduction of plastic and paper packaging materials in the product design stage, as well as the research, development and application of eco-friendly processes and materials. We are also strengthening our efforts to recycle and reduce by-products generated during the production process and to reduce food loss. OTOKI Research Institute conducts eco-friendly packaging research based on the 4R strategy (Reduce, Reuse, Replace, Recycle), with a primary focus on 'Reduce' to improve resource efficiency by reducing packaging material usage and weight.

4R Strategy for Eco-friendly Packaging



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Sustainable Packaging

Reduction in Packaging

OTOKI has set Reduce (reducing packaging) as a key research area for its 2024 eco-friendly packaging 4R strategy and applied it to existing product packaging, achieving a total reduction of tear ability 14,869.2 kg of materials. We have not only reduced the use of plastic and paper packaging materials by modifying their specifications and materials, but we have also reduced the use of paper and ink by switching the printing of our dressing and meat sauce boxes from offset printing to FLEXO printing. In addition, we have replaced tamper-evident labels with removable stickers to improve the ease of separation and disposal. OTOKI SESAME MILLS reduced the amount of virgin plastic used by 815 kg per month by redesigning its pure black pepper bottle.

Classification	Task Name	Reduction Amount ¹⁾ (kg)
Plastic Reduction	Change in shrink film specifications for 27g cup soup	47.7
	Change in packaging size for single-use sauces and dressings	3,288.5
	Change in roll packaging material for 20g×3 and 27g cup soup	91.8
	Change in container type for 20kg beef bone concentrate	341.4
Paper Reduction	Change in case size for 18g×15T powdered tea	4,083.1
	Change in box material for 20kg Butter Fresh semi-product	3,815.2
Total		11,667.8

1) Reduction amount from the date of application of packaging material changes to the end of 2024

Receiving Green Certification of POONGLIM PACKAGE & PRINT

POONGLIM PACKAGE & PRINT, OTOKI's packaging material manufacturing affiliate, is committed to creating technologies to reach carbon neutrality. In 2023, it received the green technology certification from the Ministry of Agriculture, Food and Rural Affairs for its eco-friendly FLEXO printing technology. OTOKI has been using the FLEXO printing technique to create green packages for 14 different products, including Jin Ramen spicy/mild (pack), ketchup, mayonnaise, etc. In 2025, we plan to expand the number of items with packaging produced using this technique. In 2023, POONGLIM PACKAGE & PRINT product certification was received for materials utilizing FLEXO printing technique, followed by Green Certification for those materials in 2024. In 2025, it was designated as a Green Enterprise after sales from green technology products exceeded 22% of total revenue.



2023.04	Green Technology Certification	Manufacturing technology for eco-friendly flexible packaging using FLEXO printing to reduce hazardous substances
	Green Technology Product Certification	Eco-friendly flexible packaging with reduced hazardous substances - Jin Ramen Spicy, Jin Ramen Mild, OTOKI Tomato Ketchup and Gold Mayonnaise
2024.09	Green Technology Product Certification	Eco-friendly flexible packaging materials with reduced hazardous substances (Material) - OPP film (FLEXO Printing)/solvent-free adhesive laminate/CPP film
2025.03	Selected as a Green Specialized Company	

Procurement of Sustainable Packaging

Applying for Green Printing Certification

By using ethanol-based ink on the rice lid and spout pack, OTOKI's packaging supply chains received green printing certification in December 2020. We will increase the number of items with green printing certification from 91 in 2024 to 666 in 2025.



FSC Certified Corrugated Boxes

OTOKI's corrugated boxes feature the FSC certification logo, an international eco-certification for sustainable forest protection. The logo was applied to 529 items in 2024 and will be expanded to 890 items in 2025.



Replacement of Imported Film with Domestically Produced Alternatives

OTOKI is reviewing changing its easy-cut CPP film, which was first applied in 2021 to improve consumer convenience by enhancing pouch tearability, from a Japanese imported film to a domestically produced alternative. We have been conducting sample production and testing since June 2024 and began phased implementation in May 2025. Domestically produced films are being used for a total of 166 pouch items, which is expected to help reduce carbon emissions from film imports.

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Waste Management

Recognition as Circular Resource

Waste materials that have been recognized by the Minister of Environment in accordance with Article 21 of the Act on the Promotion of the Transition to a Circular Economy Society are classified as 'Circular Resources' and excluded from waste generation statistics. Additionally, these materials are exempt from regulations under the Waste Management Act during processes such as disposal, transportation, storage, treatment and use. In December 2023, OTOKI completed the recognition of rice bran (a waste product from the milling process) as a circular resource. We are striving to expand the number of items recognized as recyclable resources.

2023.12	Recognition of Rice Bran (Plant-derived Residual) as Circular Resource at Daepoong Factory <ul style="list-style-type: none"> Rice bran, a waste product from the milling process, is utilized as a circular resource in animal feed production Reduced waste by approximately 465 tonnes
2025.04	Recognition of Used Cooking Oil as Circular Resource at Pyeongtaek Team of Anyang Factory <ul style="list-style-type: none"> Used cooking oil generated during the frying process is utilized as a raw material in biodiesel production Reduced waste by approximately 16 tonnes

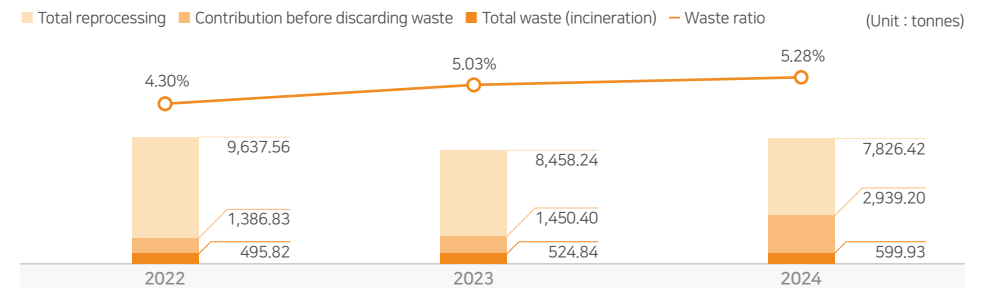
Wastewater Sludge Management

OTOKI strives to reduce wastewater sludge emissions by improving the processes and facilities wastewater treatment plants at each factory.

2024	Installation of drum screen at the wastewater treatment plant of Samnam Factory Removing solids from wastewater using a screen reduces sludge generation, enhances treatment efficiency and helps prevent equipment shutdowns in downstream facilities.
2022	Installation of electric-osmotic high-performance dewatering equipment at Anyang Factory/ Daepoong Factory Dewatering equipment that applies an electric field to wastewater sludge to effectively remove moisture even from fine particles, thereby reducing overall sludge moisture content.
	Improvement of the desulfurization wastewater treatment process at Poseung Factory Wastewater transfer pipes were replaced with PE (polyethylene) material, which is resistant to acid and alkali corrosion and offers excellent chemical resistance, in order to extend pipe lifespan, prevent environmental pollution and improve the efficiency of wastewater separation in the refining process.

Food Loss and Waste Management

OTOKI and its affiliates regularly report the waste generation of each operation to the Korea Environment Corporation's Allbaro System. At each factory, animal and plant-based waste as well as food waste generated from manufacturing by-products are reprocessed into feed or fertilizer through certified waste management contractors. In addition, edible portions of food by-products generated during processing are not discarded but are instead converted into products. Choheung repurposes cheese by-products into finished products, while OTOKI SESAME MILLS utilizes sesame by-products to produce defatted sesame powder. In addition, OTOKI donates finished products to food banks to reduce food waste and prevent environmental pollution caused by food disposal.



Improvement of Waste Wood Treatment Method at Daepoong Factory

In 2024, Daepoong Factory has identified a new recycling company for the disposal of tree prunings (wood waste from trees) generated during tree trimming work and changed the treatment method from incineration to full recycling.

Change in the Packaging Supplies Policy at O'Kitchen Studio & Cooking House

OTOKI's culinary culture spaces - O'Kitchen Studio (Seoul) and O'Kitchen Cooking House (Busan) - aim to reduce the use of disposable packaging by encouraging visitors to bring their own containers if they wish to take food away. In addition, we have discontinued providing plastic bags for gift items and asked students to bring their own bags.

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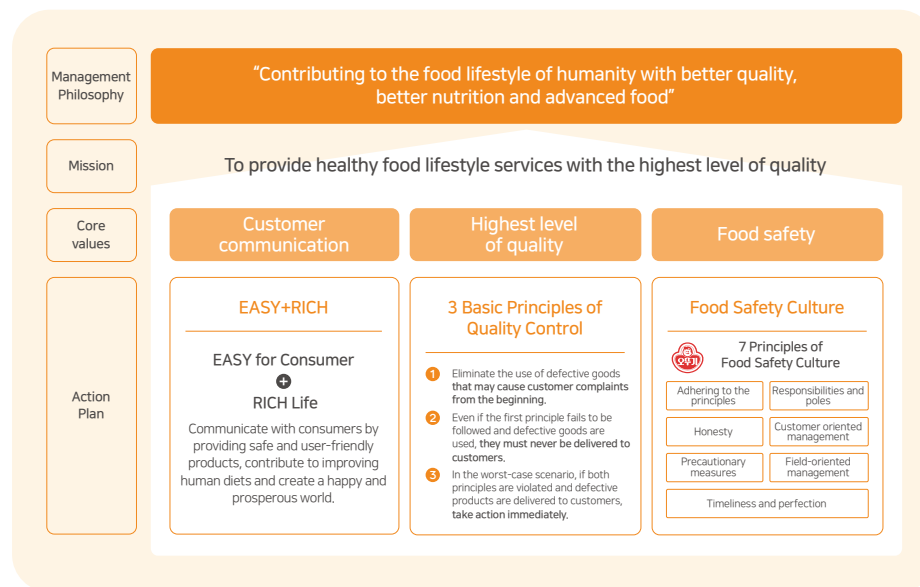
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Consumer Centered Management

Consumer Centered Management System

Consumer Centered Management Strategy

OTOKI Consumer Centered Management →



Certification of Consumer Centered Management (CCM)

In December 2024, OTOKI obtained a new certification for Consumer Centered Management (CCM) from the Fair Trade Commission. We operate a VOC integration management process to systematically manage consumer opinions and reflect them in our management activities, including efforts to improve our products. The Food Safety Science Institute continuously strives to provide higher quality products and services by managing the safety of our products and raw materials.



Mid-to Long-term Goal for Consumer Centered Management



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CCM Activities

To promote a culture of Consumer Centered Management (CCM), OTOKI has established a new CCM bulletin board on the intranet. This board features CCM operating regulations and training materials, and it provides a quarterly summary of CCM activities in a card news format, making it easy for all employees to access information. Additionally, OTOKI organized a quiz event to enhance employees' awareness of CCM, which generated active interest and participation throughout the company. In December 2024, OTOKI hosted a customer appreciation event on our blog channel to show our gratitude to our customers.

Employee event
(March 2024)Customer appreciation
event (December 2024)

CCM Training for Employees





In April 2024, OTOKI conducted CCM (Consumer Centered Management) training for 44 executives of OTOKI and affiliates to strengthen our Consumer Centered Management. The training program included CCM concepts, CCM-related management activities and certification status. Digital leaflets were created for sales employees, allowing them to access the training at any time or location to practice consumer-centric management and culture. As of 2024, a total of 2,064 employees (476 sales employees and 1,588 promotional staff) have completed the training.

Listening to Consumer Feedback

Customer Consultation
Process

Customer Consultation Process →

OTOKI exchanges or refunds products that are damaged in compliance with compensation standards for consumer damages established by the Korea Fair Trade Commission. Our Customer Services Division swiftly handles exchanges and refunds in accordance with the compensation standards for consumer damages.

- 
Receive complaints via phone and website
Claims are received by phone or through a website
- 
Identify causes and provide explanations through calls or in-person consultations
Claims are received through the Customer Services Division and professional counseling is offered
- 
Resolve customer inquiries through feedback
The requests are delivered to relevant departments, identified and resolved with feedback
- 
Improve products and operations through training
Education is conducted and products and services are improved

Utilizing VOC : Product Launch Cases Improved Cases →

OTOKI actively reflects product suggestions and opinions received from customers through their feedback by carefully reviewing them with the relevant departments. OTOKI has implemented measures such as product launches, quality improvements, packaging improvements and labeling improvements and major improvement cases are disclosed through the 'Improved Cases' page on the company website. In 2024, OTOKI launched Korea's first sesame and perilla oil spray product in response to consumer feedback that the existing bottled and canned products were difficult to control and use neatly.

Low Sugar Sauces
(released in July 2024)Sesame Oil Spray
Perilla Oil Spray
(released in November 2024)

VOC (Voice of Customer) Management

OTOKI manages the consumer opinions OTOKI receives over various online and offline channels through a unified customer consultation system. The Customer Services Division categorizes VOCs into complaints, inquiries, suggestions, other and compliments and manages them based on the principle of prompt feedback. In addition, OTOKI posts VOC analysis results on our intranet every month and distributes sales leaflets to relevant departments in the company on a quarterly basis. Importantly, complaints, inquiries and suggestions regarding our products are reflected in actual product improvements through a systematic consultation process. OTOKI manages issues related to our products through real-time online monitoring and implements necessary improvement measures.

2024 VOC Management

99.8%

Average
handling rate

1.02days

Average
handling hours

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Providing Consumer Information

Providing Correct Information

As a company that has stayed true to its philosophy of contributing to a better food lifestyle for humanity, we value safety above all at OTOKI and do our utmost to convey information clearly to our consumers in our nutritional facts and promotional materials. When launching and promoting products, the Legal & Corporate Affairs Team and Quality Policy Team work together to ensure compliance with laws, regulations on false or excess advertisements and product labeling requirements. We offer regular training on food-related laws and regulations to the relevant staff, including training on the Act on Labeling and Advertising of Foods. The training can be found in the Ethics and Compliance section.

Voluntary Agreement to Provide Information on Product Quantity

In January 2024, 18 food manufacturers including OTOKI signed a voluntary agreement, led by the Korea Consumer Agency, to provide information on product quantity changes. This agreement aims to protect consumers' right to know by providing timely and accurate information when there are changes to product volume. OTOKI provides information that allows consumers to immediately recognize key changes such as product volume, weight and specifications in accordance with the agreement.

Information Channels

OTOKI provides accurate and reliable information to consumers through online and offline channels. We prioritize providing accurate information to ensure that consumers can purchase and use products safely.

Online	
Homepage	Chatbot
OTOKI Mall	Blog
YouTube (OTOKI Daily)	Instagram (otoki_daily, otoki_plate, otoki_global)

Off-Line	
Customer Services Division	Product
Factory Visit	School Lunch Pamphlet

Information Provision Example

① Product Safety Video

[Product Safety Videos →](#)

The Customer Services Division posts product safety videos on its website to overcome the limitations of voice consultations and immediately resolves any inconveniences experienced by consumers who have difficulty using a product. Consumers are provided with information in a visual and intuitive manner, allowing them to understand how to use the product more easily and to resolve issues that may arise while using the product.

2024 Product Safety Instruction Video

- Storage and Usage Guide for 3-Minute Meal Products
- Proper Use of OTOKI Turmeric
- Proper Use and Storage of Ketchup Products
- Use and Storage of Instant Porridge Products
- Storage and Usage of Sesame Oil and Olive Oil Products
- Proper Storage of Mayonnaise



Information Provision Example

② Information Provision through Products

OTOKI's product packaging includes instructions for use and precautions, as well as QR codes consumers can use to access product information, instructions for use and recipes online.

In 2021, OTOKI began to introduce product names and cooking instructions in Braille on its products to improve accessibility for the visually impaired and is continuing to expand the range of products with Braille labels. In 2024, we applied Braille stickers to 'Tomato Ketchup' and 'Gold Mayonnaise', a first in the domestic sauce industry. We improved the sticker design so that consumers can easily and clearly recognize product information and used transparent dots to indicate the product name. OTOKI delivered products bearing Braille stickers to the Korea Disabled Consumers' Union, which gave the feedback that the placement of the stickers and the readability of the Braille dots were evaluated as excellent.



Product with Braille Sticker

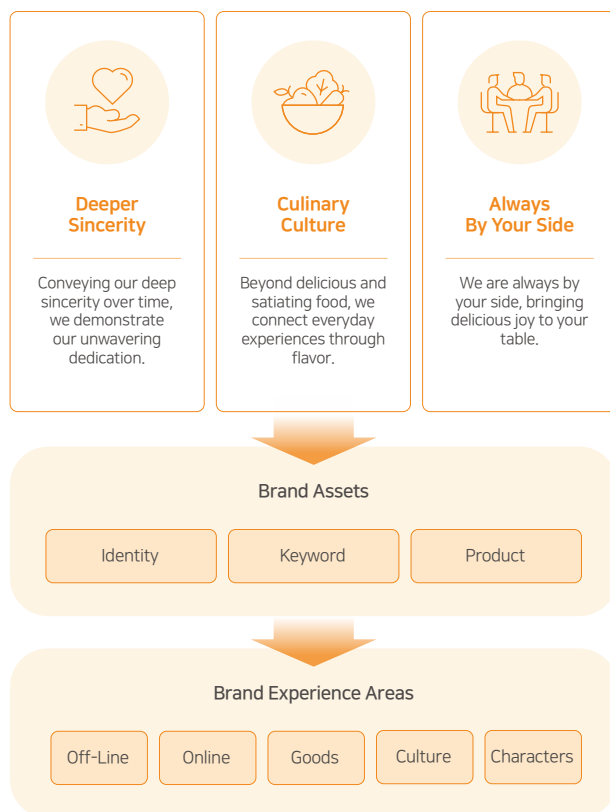
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Brand Experience (BX)

3 Principles of OTOKI BX

OTOKI enhances its brand value by expanding the spaces and activities through which customers can experience the brand directly or indirectly, in response to increased customer demand for experiences. OTOKI enacts its philosophy and utilizes its assets to connect with our customers in a variety of areas based on the following principles.



Curry BX Activity

In 2024, OTOKI celebrated the 55th anniversary of its founding product, Otoki Curry and proposed various customer experiences based on its history. We conducted BX activities such as F&B, content and collaborations so that customers could rediscover and enjoy the appeal of Otoki Curry, in various facets of their daily lives. We will continue to deliver the diverse pleasures of Otoki Curry, OTOKI's founding product, to our customers through various curry BX activities.



2024 OTOKI EAT Project

Since 2023, OTOKI has been carrying out the OTOKI EAT Project, a project that conveys its sincere desire to improve food culture. In the second edition of the 2024 OTOKI EAT Project, the Ceramics Department of Seoul National University presented a 'Curry Bowl' inspired by Otoki Curry. The project aimed to create a delightful experience at the dining table through tableware proposed by OTOKI, a food expert and ceramic artists, who are experts in tools.



Launch of New Curry-related Products

In 2024, we launched Otoki Curry Popcorn, Curry Gyoza and Otoki Curry Chicken, utilizing the consumer-friendly Otoki Curry IP. Applying the familiar taste of curry to various products, we also adopted our familiar curry packaging design.



OTOKI Illustration Festival

OTOKI is hosting the OTOKI Illustration Festival (OIF) to create a new culture that combines food culture and art, in line with the growing social interest in art. Starting with the first contest in 2023, the second contest in 2024 received over 4,500 entries. The illustration festival builds on OTOKI's heritage by combining it with the imagination and individuality of our customers to create new forms of enjoyment and culture, such as exhibitions and picture books, based on diverse artworks, delivering the message that OTOKI is always by the customer's side.



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Brand Experience (BX) Spaces

O'Kitchen Studio & O'Kitchen Cooking House



OTOKI operates "O'Kitchen Studio (Seoul)" and "O'Kitchen Cooking House (Busan)," cooking experience spaces that promote a culture of cooking, sharing and enjoying food together. We are leading the cooking culture by bringing customers the joy of cooking through online and offline cooking classes using OTOKI products and collaborations with various brands and presenting content that combines food and culture.

Cooking Classes to Improve Dietary Habits for Youth Preparing for Self-Reliance and Children in Care	In a program supported by ChildFund Korea, O'Kitchen Studio offered cooking classes to youth preparing to live alone, featuring side dishes such as 'Stir-fried Anchovies with Gold Mayo' and 'Spicy Hallabong Meatballs'. In addition, a curry cooking class using Otoki Curry was held for children under the care of Save the Children, contributing to the development of healthy eating habits among children from vulnerable groups.
Collaboration with Local Brands to Promote Regional Revitalization and Shared Value	In August 2024, OTOKI opened its second cooking experience space, "O'Kitchen Cooking House", in Haeundae-gu, Busan and held cooking classes for local residents in collaboration with Momos Coffee, a popular Busan coffee brand, to promote regional co-prosperity and revitalization. We invited the brand manager of Momos Coffee to introduce and promote local brands in the Busan/Gyeongnam area.

Roly-poly Cotto & le miil



OTOKI operates 'Roly-poly Cotto', a brand experience space designed to communicate brand values and to convey OTOKI's philosophy and efforts regarding food culture through food and cultural arts events utilizing its products. OTOKI also operates the bakery store 'le miil', which reflects OTOKI's sincerity and aims to offer healthy bread made with integrity.

Collaborating with Local Brands for Mutual Growth

Graedofarm (Yeongwol-gun)	In June 2024, we held a second brand introduction pop-up with Graedofarm, a Yeongwol-gun agricultural brand that has been growing organic and diverse varieties of tomatoes for sustainable tomatoes and provided consumers with the Tomato Insight Trip experience.
Gyulmedal (Seogwipo)	In January 2024, we held our second brand introduction pop-up with Gyulmedal, an agricultural brand that has been growing tangerines in Namwon-eup, Seogwipo, on Jeju Island for 50 years. We have developed a tangerine cake menu using citrus fruits to offer a more delicious experience of the original ingredients.
Kokohaa Kakao Family (Gujwa-eup)	In February 2025, we collaborated with a local Jeju brand that roasts cacao imported from Guatemala through fair trade directly in Jeju to hold an exhibition and develop menus, providing a unique culinary experience with high-quality cacao beans.

OTOKI Food Truck



OTOKI operates its 'Yellow Kitchen' food truck to bring consumers a more direct experience of its products without the constraints of time and space. 'Yellow Kitchen' visits various locations, wherever it is needed, participating in diverse brand experience events, employee volunteer activities and school lunch support programs and providing consumers with delicious memories. 'Yellow Kitchen' has traveled nearly 30,000 km in its three years of operation and communicated with more than 60,000 consumers based on its motto, 'OTOKI for Every Day, Every Moment'.

'Discovering Warmth and Sharing Comfort' Campaign (Ministry of the Interior and Safety)	OTOKI Food Truck held the 'Discovering Warmth and Sharing Comfort' campaign twice in 2024 (April and November) in collaboration with the Ministry of Public Administration and Security. The campaign was held at local community welfare centers in each region to raise awareness about welfare crises and build social connections in the community. OTOKI Food Truck provided freshly prepared snacks on-site, delivering the message, 'Stay strong with a warm meal'.
Providing Snacks to Support Military Personnel	OTOKI held 10 events a year in collaboration with military units to provide snacks to soldiers. These events aim to reduce the workload of military cooks and deliver messages of encouragement to soldiers who are tired from military life.

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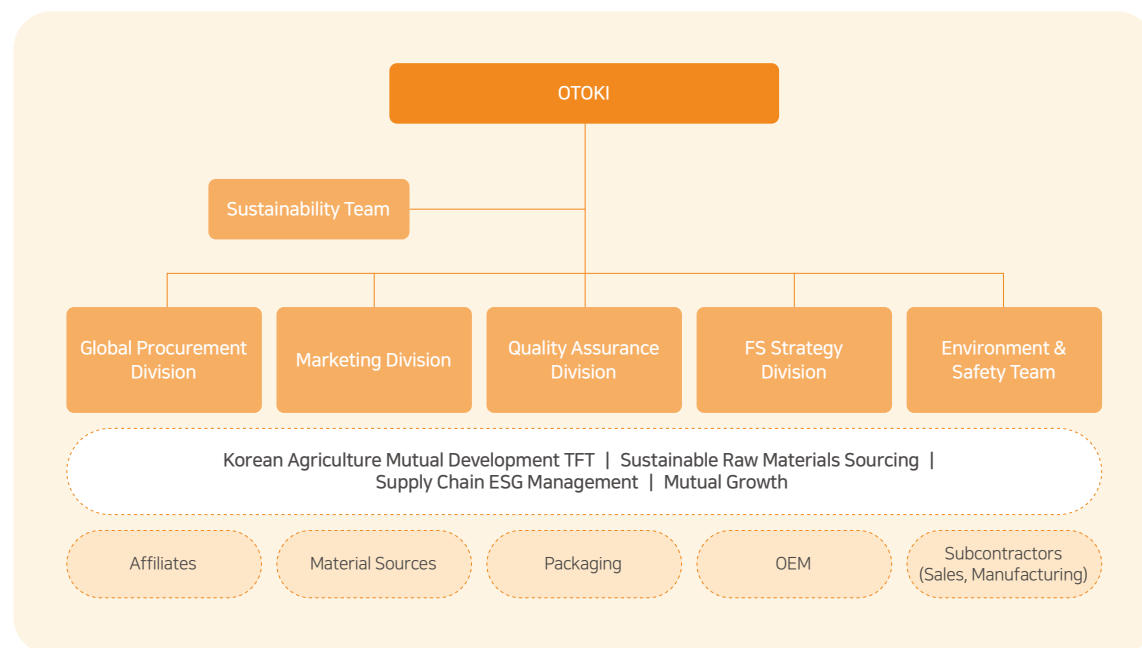
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Supply Chain ESG Management

Supply Chain Management System

In 2024, OTOKI established a Code of Conduct for suppliers to build a sustainable supply chain and recommends that all suppliers comply with the code of conduct and communicate the same standards to their suppliers. We perform regular comprehensive evaluations of both new and existing business suppliers each year on environmental, compliance, ethical, safety and health issues, and conduct regular hygiene inspections of our affiliates and OEM factories. As a food company, OTOKI strives to fulfill its responsibility to ensure the sustainability of its entire supply chain, including not only direct suppliers and affiliates but also the sources of raw materials. We are expanding our contract farming with domestic farms to enhance the traceability and stable quality of raw materials, while simultaneously fostering mutual growth with local agricultural communities. OTOKI is working to establish a responsible supply chain management system that upholds both social and environmental responsibilities across its global supply network. To prevent forced labor and preserve local ecosystems at overseas sourcing sites, we are reviewing supply chain due diligence practices that incorporate human rights considerations. In addition, OTOKI is increasing the proportion of raw materials procured with sustainability certifications.

Supply Chain Management Organization



Code of Conduct for Suppliers

[Code of Conduct for Suppliers →](#)

Area	Description
Ethics Management	Compliance with business integrity, Fair trade practices, Information disclosure, Protection of personal information, Protection of intellectual property, Protection of whistleblowers
Human Rights Management	Prohibition of forced labor, Prohibition of child labor, Prohibition of discrimination, Prohibition of sexual harassment and workplace bullying, Guarantee of freedom of association and the right to collective bargaining, Assurance of fair wages and benefits, Compliance with working hour regulations
Health and Safety Management	Industrial safety management, Emergency preparedness and response, Occupational injury and illness prevention and management, Control of physically demanding work, Hygiene, food and housing standards, Safety and health education and training
Environmental Management	Compliance with environmental permits and reporting requirements, Compliance with environmental laws and regulations, Prevention of pollution and reduction of resource consumption, Management of hazardous chemicals, Waste and wastewater management, Air emissions control, Energy consumption and greenhouse gas emissions management, Biodiversity conservation
Quality Management	Compliance with applicable laws and regulations, Establishment of a quality management system, Quality inspection and assurance, Quality education and training
Management System	Declaration of commitment to voluntary compliance, Roles and responsibilities of management, Goal management, Response to legal and customer requirements, Training management

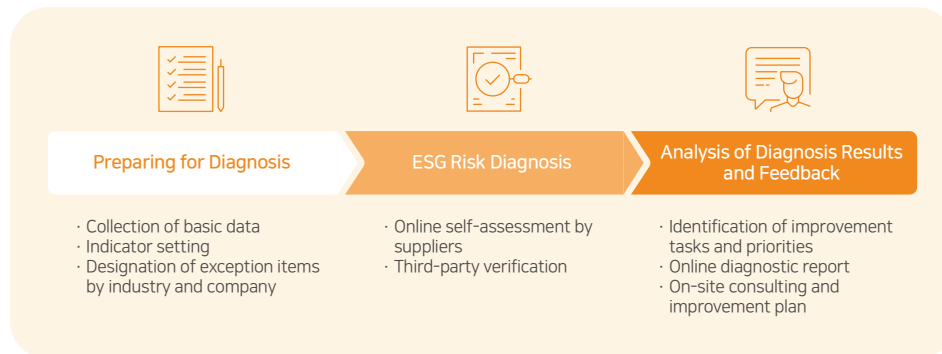
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Supply Chain ESG Diagnosis

Since 2023, OTOKI has been conducting annual supply chain ESG diagnoses to strengthen the capabilities of its suppliers by assessing their ESG management status and establishing improvement plans. In 2024, we conducted a supply chain ESG diagnosis in collaboration with members of the Korea Food Industry Association. OTOKI has since expanded its suppliers subject to this diagnosis, refined its ESG diagnosis indicators, gained a detailed understanding of the current situation through self-assessment and third-party verification of suppliers and provided practical support for capacity building based on on-site consulting.

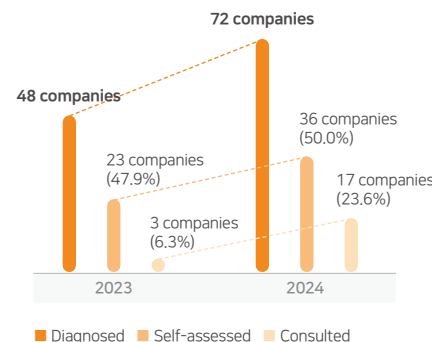
Supply Chain ESG Diagnosis Process



Expansion of Suppliers Subject to ESG Diagnoses

In 2024, OTOKI expanded the scope of its supply chain ESG diagnoses to 72 Tier 1 suppliers and completed third-party verification based on responses submitted by 36 suppliers¹⁾ that participated in self-assessment. We significantly expanded our on-site consulting program compared to the previous year, providing comprehensive support to 17 suppliers.

1) 8.0% of OTOKI's 448 major domestic suppliers participated in the ESG self-assessment.



Advanced Diagnostic Indicators

Customized Indicators for Suppliers

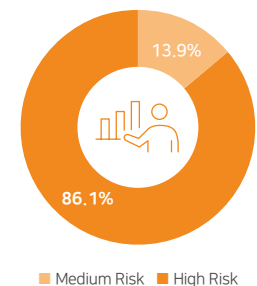
In 2023, OTOKI conducted an initial ESG diagnosis of its suppliers to evaluate the suppliers' ESG maturity and communicate OTOKI's commitment to responsible supply chain management. In 2024, we refined our diagnostic indicators in various ways to identify specific conditions spanning all ESG areas to strengthen the actual capabilities of our suppliers.

Expansion of Areas Subject to ESG Diagnosis

2023		2024				
Social	Non-discrimination in employment	Social	Information Protection	Health and Safety	Working Environment	Corporate Social Responsibility
	Prohibition of forced/child labor		Human Rights	Employment	Fair Trade	Product Quality and Customer Safety
	Occupational health and safety	Environment	Environment Management System		Waste	Raw Materials
	Consumer protection		Eco-friendly Products		Hazardous Chemicals	Water Resources
Environment	Protection of employee rights		GHG		Air Pollutants	
			Energy		Natural Capital	
	Environmental rights	Governance	Disclosure	Management System	Audit	Ethics Management

Diagnostic Results

The comprehensive ESG ratings of the 36 suppliers that participated in the self-assessment were 13.9% medium risk and 86.1% high risk, with no violations of the laws or regulations found. In the Social category, 64% of suppliers were classified as high-risk. In the Environmental and Governance categories, the proportion of high-risk suppliers exceeded 80%, indicating that most suppliers demonstrated limited management capabilities in these areas. By industry, suppliers in the metal, glass and plastic container sector showed the strongest ESG performance. However, the performance gap across industries was relatively small, suggesting that capacity-building efforts are needed across all sectors.



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Improvement Tasks

We provided on-site consulting for 17 high-risk suppliers who requested it and set improvement tasks for each supplier through consultation. An analysis of ESG performance across suppliers showed a high-risk trend in all areas, except for air pollution, human rights, employment, product quality and safety. OTOKI has established and presented key improvement tasks for ESG areas that are insufficient or have very low achievement levels so that suppliers can reduce their ESG risks by strengthening basic items in each area. The improvement plans are to be implemented by each supplier in the first half of 2025, with a follow-up diagnosis scheduled for September 2025. All suppliers that received consulting services are expected to be removed from the high-risk group in future diagnoses once they implement the improvement measures.

Examples of Key Improvement Tasks by ESG Area

Establishment of policies

Development and operation of
organizational systems

Training

Establishment of formal procedures

Supply Chain ESG Management Plan

Expansion of Collaborative Supply Chain ESG Diagnoses through the Korea Food Industry Association

In 2024, OTOKI participated in the 'Food Industry Supply Chain ESG Joint Council' organized by the Korea Food Industry Association and carried out a collaborative ESG diagnosis of its supply chain. The Council aims to reduce the ESG compliance burden on suppliers within the food industry through the adoption of a shared ESG management framework. In 2024, 5 major food companies took part in the Council and 9 companies are scheduled to participate in 2025 to expand the shared supply chain.

Launch of ESG Platform Development

OTOKI will initiate the development of an ESG platform in the second half of 2025, with a target launch date of March 2026. The platform will enable the systematic and integrated management of ESG data, not only for OTOKI and but also for its affiliates and suppliers. It aims to facilitate continuous sharing of ESG information and enhance the practical ESG management capabilities.

Supply Chain ESG Diagnoses for Affiliates

In 2025, OTOKI plans to expand the scope of its supply chain ESG diagnoses to include the key suppliers of its affiliates, with the goal of strengthening ESG management capabilities across the group. We aim to manage ESG risks across the entire OTOKI value chain.

Internalizing Supply Chain ESG Management

Acquisition of SMETA Certification

In March 2025, OTOKI RAMYON obtained SMETA (Sedex Members Ethical Trade Audit) certification, an ethical trade audit standard. SMETA is an audit designed to evaluate ethical trading practices in key areas such as labor, health and safety, the environment, and business ethics, based on the standards of the Ethical Trading Initiative (ETI) and the International Labour Organization (ILO), with the aim of improving working conditions across the supply chain. OTOKI RAMYON aims to internalize ESG management in its supply chain and continuously manage it to improve the working environment and strengthen the ethical culture throughout the supply chain.

Support for Building Human Rights Management Systems in Affiliates

In 2024, OTOKI conducted a human rights management survey of its employees, including employees of Choheung and OTOKI RAMYON, its major affiliates within the scope of its human rights impact assessment. The human rights impact assessment results revealed that both affiliates were vulnerable in the areas of 'human rights management system development' and 'protection of human rights within the supply chain'. OTOKI conducted human rights training for employees to support human rights management systems at its affiliates. We plan to support the annual human rights impact assessments as a tool for affiliates to identify human rights risks across their supply chains. We also are continuing to expand the number of affiliates subject to assessment.

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Mutual Growth System

As a food manufacturing company, OTOKI collaborates with various suppliers to produce and distribute its products, recognizes the importance of mutual growth with its suppliers and operates a supply chain mutual growth system to create a transparent trading environment. We comply with the Fair Trade Commission's four key principles for mutual growth, prevent unfair trade practices through the Subcontract Deliberation Committee and the Supplier Purchase Portal System and monitor the fairness and legality of our transactions. We provide our suppliers with a range of supports, including financial, technical and management supports, to strengthen their financial soundness and quality competitiveness. In 2024, we received a rating of 'excellent' in the Fair Trade Commission's Shared Growth Index evaluation. In March 2025, we received the Shared Growth Committee Award at the '2025 Consumer Distribution Awards' in recognition of our efforts to promote mutual growth with affiliated companies and suppliers through the Korea Agriculture Mutual Growth Project.

Four Key Practices for Mutual Growth

OTOKI Mutual Growth →

OTOKI complies with the four key fair trade practices recommended by the Korea Fair Trade Commission to strengthen fairness and transparency in the selection of suppliers, contract execution and transaction processes, prevent violations of the Subcontract Act and establish sound subcontracting transaction practices that protect the legitimate rights of suppliers. We revise our practices annually in accordance with the standards set by the Korea Fair Trade Commission to maintain fair and transparent business relationships with our suppliers and build a foundation for mutual growth and cooperation.



Communication for Mutual Growth with Suppliers

Suppliers Communication Channel →

OTOKI operates the Supplier Purchase Portal System and the Unfair Trade Reporting System to ensure smooth communication with suppliers. The Supplier Purchase Portal System efficiently supports key tasks such as supplier management, purchase orders and contracts, while also serving as a communication channel to provide information and receive inquiries and suggestions. OTOKI monitors unfair trade practices through the Unfair Trade Reporting System. Reports can be submitted through various channels, including phone, email, postal mail and in person. We investigate reported issues and take appropriate measures based on the results of our investigations to prevent recurrence, in order to maintain a fair and transparent business environment.

Efforts to Promote Supplier Rights and Interests

OTOKI has adopted the Standard Subcontract Agreements created by the Korea Fair Trade Commission to establish fair subcontracting practices with its suppliers and revises these annually to reflect any changes. In September 2024, we reflected the latest revisions regarding confidentiality and technical data to contribute to the protection of supplier rights and interests.

Fair Trade Principles

OTOKI is committed to preventing any infringement on the interests of its partners and customers caused by unfair trade practices or acts of unfair competition. To this end, all employees and executives strictly comply with fair trade laws and regulations. OTOKI's commitment to fair trade is rooted in upholding the principles of a free market economy, fostering mutual trust and long-term partnerships with business partners and ultimately building a 'Consumer Centered Management System' that places the highest value on its customers.

Suppliers with Fair Trade Agreements



Fair Trade Training

Training Contents ≡

OTOKI provides training on the fair trade laws and regulations required for each job so that employees can recognize and practice the importance of fair trade in their work.



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Mutual Growth Support Activities and Programs

Financial Support

OTOKI has adopted various financial support policies to ensure a stable cash flow and alleviate financial instability among its suppliers. We have introduced Win-Win Pay, which operates as a mutual growth fund to facilitate stable financial support for its suppliers. In addition, we use the Subcontract Price Adjustment System and Earlier Subcontracting Payments to mitigate financial risks of our suppliers. In July 2024, we raised the cash payment threshold from KRW 70 million to KRW 100 million to support liquidity for our suppliers, while providing incentives to outstanding suppliers to promote long-term financial stability and sustainable mutual growth.

2024 Mutual Growth Fund	Loan Amount	KRW 13.75 billion
	Waived Interest	KRW 520 million
Earlier Subcontracting Payments	Number of Suppliers Receiving Early Payments	52 companies
	Total Early Payment Amount	KRW 21.2 billion
	Early Payment Period	52 days
Agriculture Mutual Development	Agricultural Win-Win Cooperation Fund	Contributed KRW 100 million in 2021 Additional contribution of KRW 20 million in 2024
	Agri-food Investment Fund	Plan to contribute KRW 4 billion Deposited KRW 1 billion in 2024
Incentives for Outstanding Suppliers	Approximately KRW 40 million	<ul style="list-style-type: none"> Support for outstanding reducing quality claims Incentives for occupational safety activities Support for outstanding suppliers Support for partner sales activation Support for long-term employment of key personnel at suppliers

Technology Support

OTOKI provides technical analysis, the benefits sharing system, hygiene inspections and investment funds for mutual growth to support the technical capabilities of its suppliers.

Technical Analysis

3,234 cases
Worth KRW **834 million**

Benefits Sharing System

18 cases

Hygiene Inspection

218 cases
KRW **51.59 million**

Investment Funds for Mutual Growth

KRW **24.30 million**

Food Safety Mutual Growth Academy

Training Content

We operate a Food Safety Mutual Growth Academy that provides training in food-related laws, quality, safety and hygiene to quality control personnel to strengthen the comprehensive safety management capabilities of our suppliers. In 2024, we conducted food safety training for 37 microbiological analysis personnel from 28 suppliers.



Management Support

OTOKI provides various supports to strengthen the management capabilities of its suppliers, including participation in Win-Win Nuri, implementation of the Management Doctor System, occupational safety prevention activities, ESG management training and complimentary ESG consulting.

Win-Win Nuri | OTOKI participates in the Win-Win Nuri portal service to support suppliers by providing consulting services on management guidance and the acquisition of certifications, as well as specialized training in the food industry to enhance their management and job capabilities.

Management Doctor System | OTOKI provides free consulting services in areas such as management strategy, marketing, financial management, human resources and overseas expansion to help our suppliers resolve management issues and strengthen their competitiveness.

Occupational Safety Prevention | In July 2024, OTOKI conducted industrial safety prevention training for suppliers, which was attended by 27 employees from 25 companies. The training covered safety behavior management, on-site safety observation, on-site coaching and the utilization of safety observation results. We also provided awards and incentives to our suppliers that demonstrated excellent improvement results.

Training and Employment Support | OTOKI provides training not only on specific support systems such as the Subcontract Price Adjustment System, Win-Win Pay and Win-Win Nuri, but also on broader ESG management practices that directly benefit suppliers' businesses. In 2024, a total of 58 suppliers¹⁾ participated in the training. In addition, we support participation in job fairs every year to help our suppliers recruit new employees.

1) Duplicates included for each training program.

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Occupational Health and Safety

Safety Health Environment (SHE) System

SHE Management Policy

SHE Management Policy →

To ensure the safety and health of all employees, OTOKI has designated safety, health and the environment as core values in corporate management and has established its safety and health management policy.

SHE Organization

OTOKI and its operations and affiliates established Environment & Safety teams as a task force and designated environmental safety officers to operate the teams to prevent serious accidents and major incidents and strengthen environmental safety activities. The Environment & Safety Teams conduct environmental safety and quality monitoring, share the results of regulatory monitoring and improvement activities, and strive to establish a systematic safety, health and environmental management system.

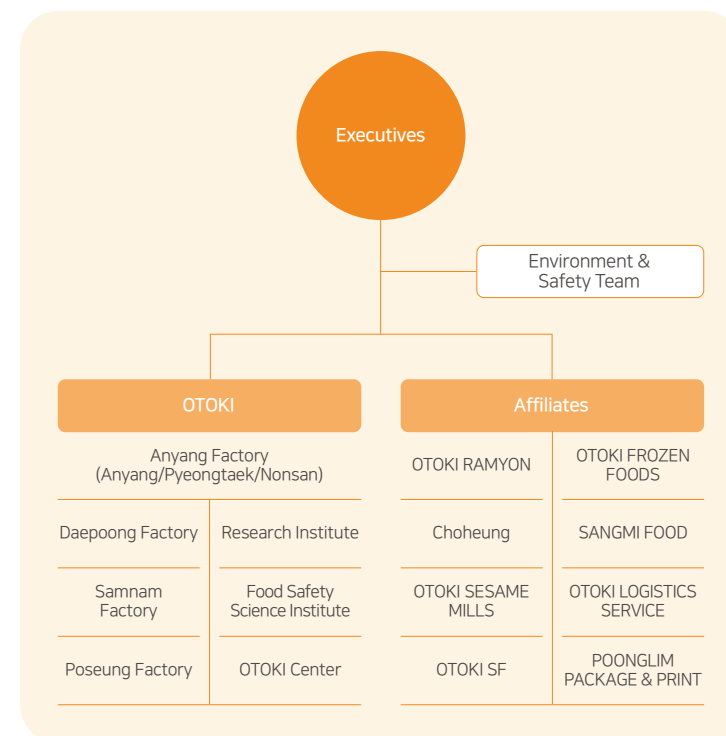
Occupational Health and Safety Committee

The Occupational Health and Safety Committee, which consists of an equal number of employees and executives, holds meetings on a quarterly basis. The Committee discusses the establishment of industrial accident prevention plans and safety and health management regulations, safety and health training programs, inspections and improvements of working conditions, employee health checkups and statistics on industrial accidents. It serves as a key organization for integrating workers into the safety and health system.

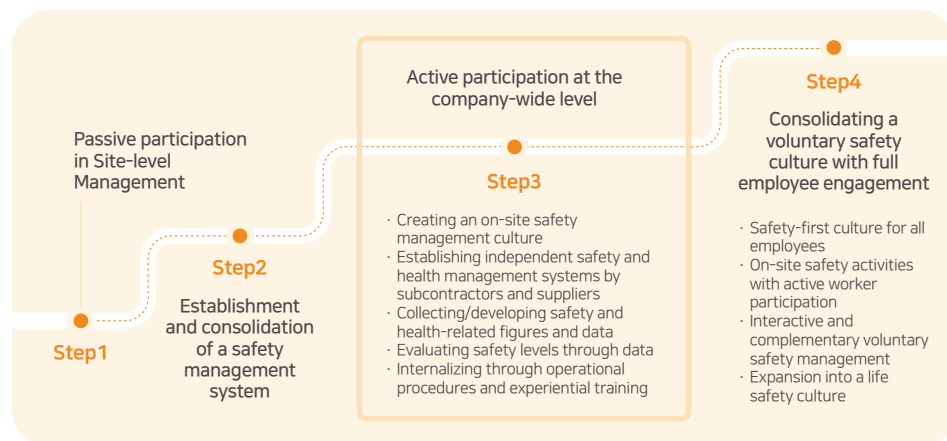


Safety, Health and Environment Meetings

In 2024, the name of the Safety and Health Meetings was changed to 'Safety, Health and Environment Meetings'. These meetings facilitated in-depth discussions on safety and health by reviewing accident cases nationwide each month, linking them to the individual responsibilities of participants and sharing and discussing preventive measures. In 2025, we aim to enhance the Safety, Health and Environment Meetings by conducting in-depth discussions on issues and concerns in the workplace, which we hope will lead to the sharing of diverse ideas and the discovery of innovative approaches.



SOCIAL

CONSUMER CENTERED
MANAGEMENTSUPPLY CHAIN
ESG MANAGEMENTOCCUPATIONAL
HEALTH AND SAFETYMid-to Long-term SHE Goal¹⁾

Mid-to Long-term Goals	Achievement of Step3	<ul style="list-style-type: none"> Completion of safety level/culture indicators Expanding opportunities for safety experiences Support for occupational safety activities of subcontractors and suppliers 	
2025 Goal	Building Basic Competencies for Step3	Measurement of safety levels through data	Prevention of accidents through active participation in safety management activities
		Serious accidents ZERO	Occupational diseases ZERO
		Safety regulation violations ZERO	Development of safety level indicator data 2 cases
		Specialized safety training 2 sessions	Reduction in occupational accident rate ²⁾ 0.06%
2025 Action Plan	Internalization of safety culture Establishment of safety culture	Reinforcement of safety and health management system Compliance with safety and health regulations	Enhancement of professional competencies Strengthening of work scope and activities
	<ul style="list-style-type: none"> · Support for the activation of TBM (Tool Box Meeting) operations · Provision and utilization of safety experience tools · Enhancement of the use of SHE information 	<ul style="list-style-type: none"> · Management of safety and health system regulations · Compliance with the Serious Accidents Punishment Act · Collection of opinions from external experts · Monitoring of safety and health regulations · Strengthening of management procedures 	<ul style="list-style-type: none"> · Training to strengthen job competencies of employees · Expanding the scope of health · Enhancement of measures for customer service workers

1) Mid-term (Step3: ~2027), Long-term (Step4: ~2030)

2) As of 2024 : 0.11%

Workplace Safety Management

Environment and Safety Monitoring

To internalize a culture of protecting safety and the environment, we operate the ESQMT Team at our factories to establish and manage practical measures. At each monthly ESQMT meeting, participants share improvement activities for each plant, establish improvement plans and monitor environmental and safety regulations. The Team also conducts weekly environment and safety activities to strengthen our safety management capabilities.



Production Process Safety Management

The OTOKI Production & Safety Group has assessed risks and established safety operation plans and contingency plans to ensure safety in our production processes. We conduct hands-on training at safety experience centers to ensure quick and effective safety management and enhance this training further through the use of on-site VR simulations.

In July 2024, we provided leadership training to strengthen the job capabilities and communication skills of the safety and health department. This training aimed to improve safety management levels by facilitating opinion gathering and rapid corrective measures in the production process.

In September and November 2024, two training sessions were conducted for team leaders at factories to strengthen their capabilities in identifying and improving hazardous factors. We introduced AI and RPA-based risk assessment to bridge the knowledge gap in industrial safety, while enabling high levels of worker participation and rapid feedback. This approach effectively identifies potential workplace hazards and optimizes the improvement process, contributing to the creation of a safer factory environment aligned with our safety and health objectives.

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Safety Inspections

Working with safety and health institutions, OTOKI identifies risk factors in high-risk business places and implements improvements accordingly. We also continue to address risk factors by conducting process safety management (PSM) checkups, ISO safety inspections and weekly or monthly self-inspections by on-site managers, as well as collecting opinions from employees and conducting joint inspections with safety and health management contractors. In 2024, we completed improvements and risk assessments for 508 cases. To prevent the recurrence of safety failures, we disseminate relevant case studies and strengthen efforts to eliminate shortcomings.

Prevention of Accidents in High-risk Tasks

OTOKI has established safety standards for high-risk tasks such as hot work, forklift operation, confined spaces and ladder or elevated work. We systematically manage on-site inspection schedules to thoroughly prevent accidents that may occur during these high-risk activities. We established guidelines for the use and management of portable ladders to prevent falls during high-risk tasks. We also established safety standards for forklift safety devices to ensure that all forklifts are equipped with adequate safety features, thereby reducing the possibility of accidents. In addition, we have set safety rules and standards for forklift charging stations to prevent fire and electric shock incidents. We require our suppliers to conduct regular training for the safe operation of forklifts. We strengthen our pre-work safety checks through daily forklift QR code inspections and implement systematic high-risk work accident prevention management.

Strengthening Safety Capabilities of Subcontractors

We established the operating regulations for contracting businesses by subdividing the items and criteria for semi-annual safety competency evaluations and strengthened the safety management of subcontractors. In response to the extension of the Serious Accident Punishment Act to businesses with fewer than 50 employees, OTOKI has provided guidance and training to affected business owners to help them prepare in advance. We also hold a monthly council to receive and respond to feedback, grievances and requests related to safety and health.

Expansion of Safety Culture

SHE Newsletter

OTOKI has expanded the distribution of the SHE Newsletter to include suppliers, supporting more workplaces and employees in their efforts to build a strong safety culture and access a wide range of relevant information. In February 2024, we published the 150th issue of the SHE Newsletter, which has been revised to include a broader range of content, including common sense advice on safety and environmental issues, legal information, employee interviews and examples of safety in daily life, delivered in a way that is more accessible and fun for readers.

Training Program for Safety and Health Officers

OTOKI regularly provides training and education for safety and health officers at the workplace through a variety of methods. In March, August and September of 2024, OTOKI conducted group training sessions for supervisors company-wide, inviting external experts as instructors. A total of 164 participants completed the program. In addition, some supervisors from affiliates and suppliers were invited to participate in the training to enhance their job competency and strengthen safety management. OTOKI continues to promote various training programs for both internal and external personnel to support the improvement of job skills of safety and health personnel.

In-house Safety Contests

OTOKI Daepoong Factory and Nonsan Team of Anyang Factory operate different programs to raise employee safety awareness and establish safety culture. The two factories are holding the 'Safety Slogan Contest' to remind employees of the importance of safety. Daepoong Factory held a 'Work Tools Contest' to share ideas and best practices related to work tools and exhibited various work tools developed based on employee suggestions. We encourage our employees by presenting a monthly 'Safety Keeper' award to those who contribute to improving safety and health conditions.

Daepoong Factory

4th and 5th Safety Slogan Contest
2nd Shining Work Tools Contest
Monthly Safety Keeper Award

Nonsan Team of Anyang Factory

1st Safety Slogan Contest

OTOKI

ESG Performance



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- 52 Human Rights Management
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➔ Sustainable Partnership

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➔ Safe Food Culture

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➔ Responsible Governance

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- 80 Information Protection
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2nd OTOKI Illustration Festival ➔
Excellence Award / Seohee Lee / Hello, Keyones!

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Human Rights Management

Human Rights Management System

Human Rights Management Implementation Guidelines

Human Rights Management Implementation Guidelines →

In May 2024, OTOKI revised its Human Rights Management Implementation Guidelines based on the recommendations of global guidelines to strengthen the effectiveness of its human rights management. The revised Principles clearly define the scope and principles of our human rights management and provide standards for an effective operational framework. We have specified the role of the organization, procedures for preventing and responding to human rights violations and criteria for human rights impact assessments.

OTOKI Human Rights Management Declaration

- Ensure health and safety
- Ensure fair working conditions and the potential for growth
- Environment and ecosystem conservation
- Prohibit forced and child labor
- Protect customers' human rights
- Ethics Management
- Guarantee Freedom of Association and Collective Bargaining
- Protect communities' human rights
- Human rights due diligence
- Prohibit discrimination and harassment
- Protect supply chain employees' human rights
- Remedies for human rights abuses

Human Rights Management Process

OTOKI has established a management system to prevent and resolve negative impacts related to human rights in all business activities and strives to protect the human rights of its stakeholders.



Performance and Mid-to Long-term Goals in Human Rights Management

In 2024, OTOKI expanded the scope of its human rights impact assessment to include some affiliates. In 2026, we plan to expand human rights impact assessments to all production corporations and conduct on-site human rights management audits at some operations. In the mid-to long-term, we plan to further expand the scope of audits and to measure and evaluate the effectiveness of our human rights risk mitigation measures.

Key Stakeholders	2024 Performance	2030 Mid-to Long-Term Goals
Employees	<ul style="list-style-type: none"> • Hiring employees with disabilities at Otoki Friends (22 employees) • Maternity Protection and Child Care System (53 employees) • Women's leadership training (230 employees) • 2024 Human Rights Management Survey and Human Rights Impact Assessment 	<ul style="list-style-type: none"> • On-site due diligence for human rights management • Human rights risk mitigation measures and assess their effectiveness • Expansion of support for women and other groups
Supply Chain	<ul style="list-style-type: none"> • 2024 Human Rights Management Survey and Human Rights Impact Assessment (Some affiliates and suppliers) • Supply chain ESG Diagnosis (72 suppliers) 	<ul style="list-style-type: none"> • Human Rights Impact Assessment : Expand to include all production corporations • Supply Chain ESG Diagnosis : Expand to include affiliates and key suppliers
Customers	<ul style="list-style-type: none"> • Braille on packaging (134 products) • Braille on business cards (564 employees) 	<ul style="list-style-type: none"> • Expansion of products with Braille labeling
Local Communities	<ul style="list-style-type: none"> • Minimizing local environmental impacts ('One Company, One Stream' - 19 hours) • Support for vulnerable communities (KRW 677 million) 	<ul style="list-style-type: none"> • Measurement of social value of social contribution activities • Achieve 20% of total agricultural products purchases through contract farming



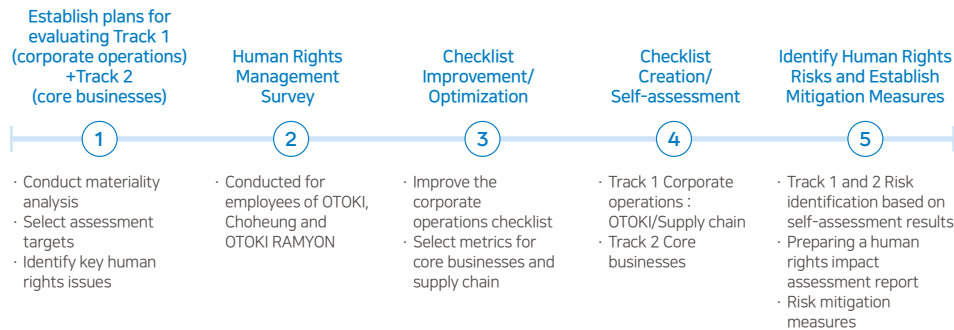
HEALTHY ORGANIZATIONAL CULTURE

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Human Rights Impact Assessment

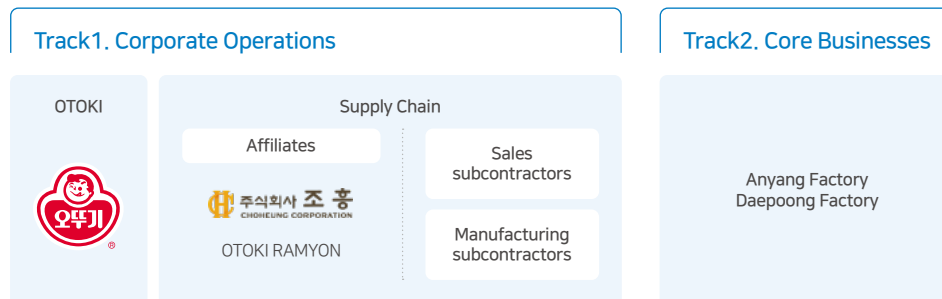
Human Rights Impact Assessment Procedure

OTOKI conducted a human rights impact assessment in 2024, following the 2023 assessment, to identify and manage key human rights risks. We directly collected feedback from employees through a preliminary human rights management survey and carried out a self-assessment using a checklist based on the Corporate Human Rights Benchmark (CHRB), closely examining the level of human rights management across the organization and its operations.



Human Rights Impact Assessment Subjects in 2024

OTOKI continuously monitors its operations and contractors that are deemed relatively vulnerable to human rights risks. In 2024, we expanded the scope of our assessments to include our affiliates, Choheung and OTOKI RAMYON, to greater strengthen human rights protection in the supply chain.



Preliminary Human Rights Management Survey

Respondent Statistics

OTOKI conducted a preliminary survey of employees of OTOKI and its affiliates (Choheung, OTOKI RAMYON) to assess their awareness of human rights management and the company's level of implementation of human rights management, with the goal of gaining a better understanding of the current state of human rights management. A total of 291 employees participated in the survey, which confirmed the level of implementation and integration of the revised human rights guidelines. We identified human rights management activities and areas that need improvement and reflected these in the human rights impact assessment checklist to categorize issues and specify questions based on the results of the preliminary survey.

Human Rights Impact Assessment Results

Human rights risk factors were identified by categorizing issues with a compliance rate of less than 80% as vulnerable areas. From the perspective of corporate operations, 'Establishment of a Human Rights Management System' and 'Protection of Human Rights in the Supply Chain' were identified as vulnerable human rights areas. Establishing a human rights management system requires improvements in the implementation framework and execution plans for specific items such as strengthening the responsibility of management and the board of directors for human rights management, advancing human rights impact assessments and conducting human rights training. Protecting human rights in the supply chain requires institutional improvements in specific items such as identifying and assessing human rights risks in the supply chain, providing human rights management training to partner companies and implementing corrective action requests and remedial measures.

	Issue	Achieved
1	Establishing a human rights management system	○
2	Prohibition of discrimination and harassment	●
3	Prohibition of forced and child labor	●
4	Freedom of association and collective bargaining	●
5	Occupational health and safety	●
6	Environment and ecosystem conservation	●
7	Protection of customers' human rights	●
8	Protection of communities' human rights	●
9	Protection of supply chain employees' human rights	○
10	Remedy for human rights violations	●
11	Ethics Management	●

1. Establishing a human rights management system

Item	Achieved
Declaration of Policy of Respect for Human Rights	●
Management and BOD (Roles and Responsibilities)	○
Regular Human Rights Impact Assessment	○
Human Rights Training	○
Stakeholder Communication and Disclosure	●

9. Protection of supply chain employees' human rights

Item	Achieved
Identification and assessment of human rights risks in the supply chain	○
Compliance with human rights protection and monitoring	○
Remedial measures for human rights violations	○

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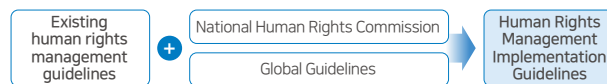
Human Rights Risk Mitigation Measures

Human Rights Risk Mitigation Measures Based on the 2023 Assessment

The 2023 Human Rights Impact Assessment identified risks in the areas of 'Establishment of a Human Rights Management System' and 'Responsible Supply Chain Management'. We revised the Human Rights Management Implementation Guidelines, enhanced the human rights impact assessment process and strengthened ESG management in the supply chain.

Advancement of Human Rights Management Implementation Guidelines

We have revised the Human Rights Management Implementation Guidelines based on domestic and international guidelines for systematic human rights management.



Preliminary Human Rights Management Survey

In 2024, OTOKI conducted a preliminary survey as part of its human rights impact assessment to evaluate employees' understanding of the company's human rights management status and the Human Rights Management Implementation Guidelines. We will conduct regular surveys to strengthen our human rights management and raise awareness among our employees and will promptly identify areas for improvement and reflect them in our management activities.

Establishing Code of Conduct for Suppliers

Code of Conduct for Suppliers →

OTOKI has established a Code of Conduct for suppliers to strengthen ESG management in the supply chain, requiring suppliers to adopt best practices in six areas: ethics, human rights, health and safety, environment, quality and management systems. In terms of human rights management, we are making every effort to respect the human rights of our employees and treat them with dignity and require that human rights management principles be applied to employees in all categories.

Human Rights Risk Mitigation Measures and Plans Based on the 2024 Assessment

The 2024 Human Rights Impact Assessment identified the need to implement human rights management training and to introduce a human rights due diligence phase. OTOKI has conducted human rights management training for our operations and affiliates, and plan to include audits in the evaluation process to systematically assess human rights risks.

Human Rights Management Training

In January and March 2025, human rights management awareness training was conducted for OTOKI's Daepoong Factory and its affiliate, Choheung. This training covered the concept of human rights management and the results of the 2024 human rights impact assessment of OTOKI and its affiliates. OTOKI plans to expand the scope of human rights impact assessments and identify additional operations and affiliates subjected to the training, thereby continuously expanding the scope of human rights management training.



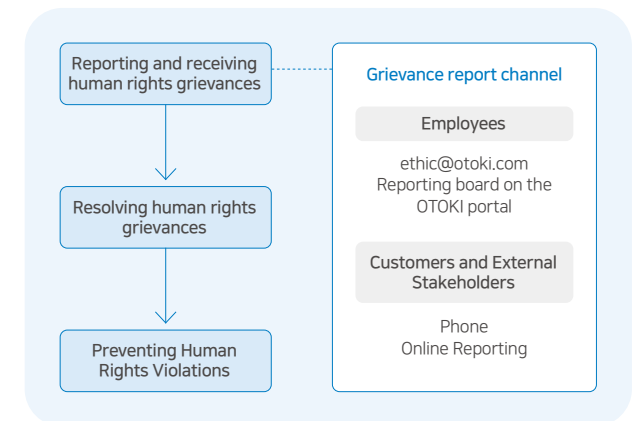
Introduction of the Human Rights Due Diligence Phase

An upcoming human rights impact assessment will include both an on-desk checklist review and on-site inspections. On-site inspections will be conducted to verify the risk factors identified during the checklist review stage, thereby improving the accuracy of human rights risk assessments. OTOKI will continue to strengthen its human rights management system by systematically identifying potential human rights risks in all management activities and establishing effective improvement measures.

Handling of Human Rights Grievances

Grievance Handling Process

OTOKI operates a human rights grievance process to prevent and resolve risks to human rights. Reports received through the grievance channel are verified and processed by the relevant departments to prevent similar human rights violations.



Handling and Preventing Human Rights Grievances

OTOKI aims to ensure prompt and effective grievance handling and the protection of human rights. Grievance reports are handled with consideration for the specific circumstances and are processed confidentially to protect the identity of the whistleblower and prevent secondary harm. In addition, we conduct human rights training at least once a year to raise awareness of human rights among our employees and to internalize and spread human rights management. Eight reported cases have been received and addressed from 2022 to 2024.

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Talent Development and Organization Culture

Respect for Diversity in the Workplace

OTOKI has identified eliminating discrimination and fulfilling social responsibility as key focus areas in building an inclusive organizational culture that respects diversity. We manage performance indicators based on three key tasks: Employing People with Disabilities, Fostering Female Talent and Regional Development. We incorporate diverse perspectives and experiences into our operations to generate innovative ideas, maximize organizational performance and ultimately make a positive impact on society.

Female

2030 Mid-to Long-term Goals

Maintain a **60%** female employment rate at a minimum

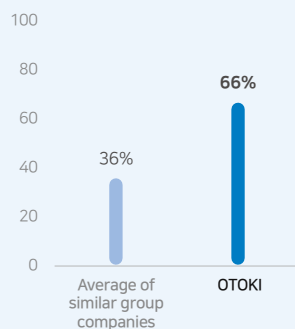
Achieve a **30%** female employment* rate among managers



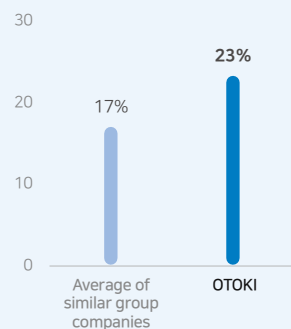
* Including saleswomen at the managerial level

Status of Female Employees

Employment Rate of Female Employees



Employment Rate of Female Employees



Employees with Disabilities

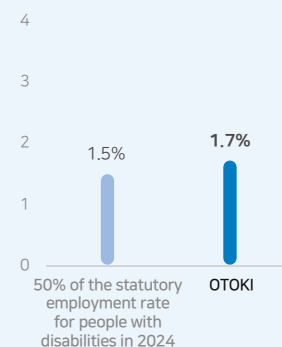
2030 Mid-to Long-term Goals

Maintaining at least **50%** of the statutory employment rate for people with disabilities



Status of Employees with Disabilities

Employment Rate of Disabilities



Status of Employees in 2024

- 11 employees with disabilities from OTOKI
- 55* employees with severe disabilities from Otoki Friends
- 63 employees per month on average from Goodwill Store

* Individuals with severe disabilities are given twice the weight in the count.



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Regional Talent

Regional Development through Employing Local Talent	· Hiring local talent at sales branches, four factories and Research Institute
	· Assigning work locations based on proximity to employees' residences
	· Specified local talent with a strong understanding of regional factors and markets as a preferred qualification in OTOKI's 2024 sales recruitment.
	· Recruitment campaigns in sales office and factory locations to secure local talent with strong job suitability and performance potential
Ensuring Equity by Improving Access to Information for Local Talent	· Online and offline career fairs
	· Provision of tailored counseling to 111 current students and graduates from universities in various regions through two rounds (first and second half) of the 2024 Metaverse Recruitment Counseling Fair

Global Talent Recruitment

OTOKI hired international students through open recruitment in both the first and second halves of 2024 to secure diversity and strengthen our global competitiveness. We collaborated with international offices at major domestic universities and promoted the program through various media to recruit global talent with a high understanding of both Korean culture and the culture of their home countries. We plan to gradually expand the scale of such recruitment.

To support the successful onboarding of new employees hired through the international student recruitment track, we established a mentoring program involving both the HR team and relevant departments. The program consists of various activities designed to help new employees adapt to the organizational culture and their roles, under the theme of 'Role & Culture', providing support to ensure a smooth transition into the company.

Attracting and Maintaining Talent

Recruitment Activities		Promotion Channels	
Regular recruitment	Recruitment of foreign students	Online and offline career fairs	Local job fairs
Ad hoc recruitment	Job Posting (in-house open project for employees)		
Recruitment of experienced workers			
Recruiting	Recruitment of women with career breaks		

Recruitment Branding Activities

OTOKI conducts various branding activities during the recruitment process to ensure that candidates and employees are clearly aware of our brand identity and have a positive image of the company. In the 2024 recruitment, we introduced new application questions related to food culture ('My Soul Food' and 'Experience Related to Food Culture'). To establish OTOKI's unique brand identity, we created job postings, promotional materials and onboarding welcome kits that utilize OTOKI's 'Yellows' character and product images and provided discount coupons for brand experience spaces to give applicants the chance to directly and indirectly experience the brand.

OTOKI Highlights

The OTOKI onboarding kit was designed under the concept of 'Highlight', which means 'the most brilliant moment' and reflects the brand's colors and management philosophy. We provide onboarding kits to new employees to enhance their sense of belonging to the organization and help them naturally internalize our corporate values and philosophy. 'OTOKI Highlight', which helps new employees adapt smoothly while establishing a single corporate culture, will also have a positive impact on talent recruitment in the long term.



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Minimizing the Job Matching Gap

OTOKI strives to minimize the gap between applicants' expectations and the actual jobs they will perform. Job postings include detailed descriptions of responsibilities and qualification requirements to ensure applicants have a clear understanding of the role and can apply with sufficient information. Additionally, the Careers section on our homepage provides information about 31 job openings, along with interviews featuring current employees to make the information more accessible to candidates and enhance their understanding of the roles.

Job Posting

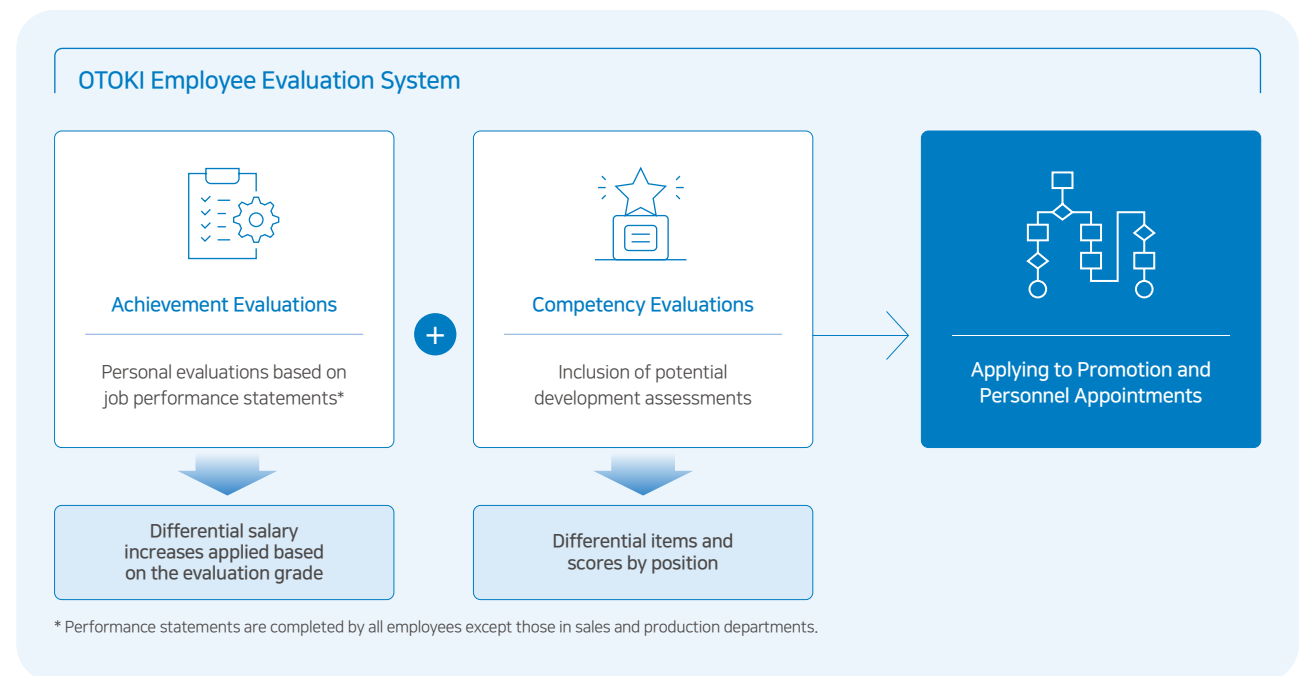
Job Posting is an in-house open project to provide employees with opportunities to develop their careers and encourage self-development. By recruiting qualified and talented individuals equipped with work experience and the other requirements, we help them to quickly adapt to their work. 9 employees moved to another department using Job Posting from 2022 to 2024.



Evaluation and Compensation

Evaluation and Compensation System

OTOKI comprehensively reflects the results of performance evaluations and competency assessments in promotions and personnel decisions. In 2024, 100.0% of employees received regular performance evaluations.



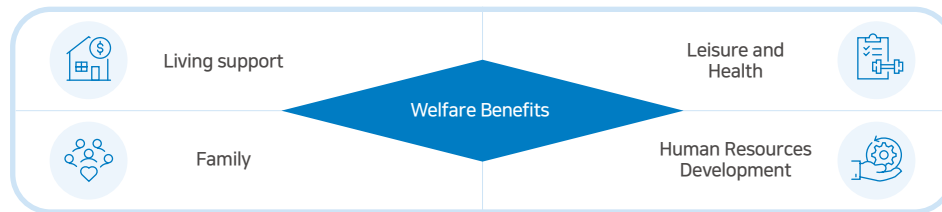
Evaluation and Job Position System for Female Sales Employees

We incorporated an evaluation system and position system with the goal of helping female sales employees immerse themselves in their work. Promotions and salary increases are based on evaluation results, which motivates our female sales employees. From 2022 to 2024, a total of 564 female sales employees were promoted.

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Organizational Culture



Living Support

We operate a housing loan program for transferred employees, offering interest-free loans to ensure housing stability for employees who need to relocate due to a department transfer or workplace change.

Leisure and Health

Refreshment Leave

OTOKI offers refreshment leaves and vacation bonuses to give employees time to recharge and to show our appreciation for their contribution to the company's growth (30 years of service: 15 days, 20 years: 10 days, 10 years: 5 days). In 2024, 139 long-serving employees received refreshment leave to recharge themselves.

Wellness Facility Support Program for Long-serving Employees

A new wellness benefit program has been introduced for employees with 5, 15 and 25 years of continuous service, covering the usage fees of five wellness facilities nationwide, including healing programs, accommodations and meals, to help them recharge both physically and mentally and foster a more fulfilling work life.

O'care Service

OTOKI operates the O'care service to support employees' mental well-being. The service helps alleviate psychological stress and enhance emotional stability, ultimately contributing to accident prevention and organizational vitality.

Support for Comprehensive Medical Checkup Costs

- Eligibility for Free Medical Checkups: Employees aged 35 and above, and spouses of employees aged 40 and above
- Employees' family members can receive comprehensive health check-ups at OTOKI's corporate discounted rates, with no restrictions on family eligibility.
- Health check-ups are available at 25 medical centers nationwide.
- If an employee is unable to take the medical checkup for the current year, the benefits can be carried over to the following year.

Free Medical Checkups

469 employees
205 spouses of employees

Operation of In-house Health Program

OTOKI operates an in-house health program to reduce stress and improve concentration among its employees. From March to June 2024, OTOKI Center offered special wellness sessions such as 'Office Yoga', 'Tea Omakase & Singing Bowl Therapy', 'Team-building Yoga & Aroma Therapy' and 'Balance Therapy'. Since November, the program has been expanded beyond the OTOKI Center to the Anyang area (Research Institute, Quality Assurance Headquarters and Anyang Factory) and a regular 'Meditation Class' is now held once a week. An average of 20 to 30 employees from the OTOKI Center and the Anyang area participate the program and a survey is conducted each time in order to improve employee satisfaction.

Family

In-house Day Care Center

OTOKI strives to provide an in-house daycare center that can satisfy all employees, their children and teachers. The center offers various programs, such as native English classes and fall field trips, which have resulted in increased employee satisfaction and an increase in enrollment compared to December of the previous year. It has been awarded the highest grade, 'A', in the 'Daycare Center Evaluation' conducted by the government.

OTOKI Mall Mileage for Congratulations on the Birth of Employees' Children

To celebrate the births of 37 new children in 2024, KRW 700,000 per person and KRW 25.9 million in annual mileage were given to employees.

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Talent Development



In-house Training



External Training



Online Training



Selective Training

Refresher Training

OTOKI provides a two-night, three-day refresher training program as a one-year post-hiring course to help employees recall their initial mindset and foster camaraderie. In 2024, we held a two-day healing course for executives, section managers and deputy managers at wellness facilities, including Healice Seonmaeul. In 2025, we will further expand the program to management-level employees, so that all OTOKI employees can receive practical educational benefits.

Female Leadership Training

To encourage our female workers to become competitive leaders, we have offered female leadership training programs since 2019. In 2025, we conducted a training program on how to effectively exercise leadership and achieve results in various environments through a work-life balance based on the experience of a female leader with a 32-year career at one company.

Training Programs for Employees Aged 50+

Employees over 50 years old who need to change jobs due to regular retirement are provided with career and aptitude tests, future career designs and service programs for re-employment. In 2024, commissioned training programs chosen by each individual were provided to those who expressed interest, among a total of 53 eligible participants.

Flexible and Enjoyable Working Environment

OTOKI applies a flexible work hours system and smart office to create a flexible work environment. The system is utilized for various purposes, including childcare, avoiding rush hour traffic, minimizing commuting time and personal study. In particular, we support pregnant employees and their families to by allowing them to utilize not only the flexible work hours system but also the smart office.

Flexible Work Hour System	Smart Office
The system allows employees to choose their preferred start time, in 30-minute intervals, from 7:30 to 9:00.	Flexible seating
As of 2024, 288 employees used the flexible work hour system	Company-exclusive phone App
	System booth
	Smart work center



Release of Branded Goods for Employees

In December 2024, OTOKI collaborated with 'HDEX', a Korean activewear brand, to produce branded apparel exclusively for its employees. A hooded zip-up was designed to provide a sense of brand unity and can be comfortably worn both in daily life and in the workplace.



O'Fest

OTOKI holds O'Fest, our in-house beer festival, to create a flexible and enjoyable organizational culture in which employees communicate freely with each other. The festival is held annually between August and October, with employees directly participating in everything from planning to execution.



Recreation Time (O'樂)

OTOKI holds a Yutnori tournament at the OTOKI Center for all employees during the Lunar New Year holiday. This traditional game, which anyone can easily enjoy, promotes unity among departments and contributes to a flexible and enjoyable organizational culture.

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Digital Capacity Building through AI Training

OTOKI conducts various AI and DT activities for its employees to promote the spread of AI and strengthen their digital capabilities. We have built an in-house generative AI platform and operate an AI TFT to expand AI application and utilization across the company. In addition, we conduct DT capacity building training and have upgraded our data platform.



2024 AI/RPA Competition in 2024

2024 Activities

AI, Digital Transformation

- Building an in-house generative AI platform
- Company-wide AI adoption and expansion through AI TFT operations
- AI application for improved productivity effectiveness
- Support for data-driven decision-making and promotion of a data analysis culture

Capacity Building for DT

- Establishment of a DT (Digital Transformation) Skill-Up training system with step-by-step programs
- MS365 Copilot training for users
- Practical training on data lake utilization for field staff

Advanced Data Platform

- Advanced enterprise visualization platform (linked with data lake)
- Advanced data analytics platform (data portal, commercial district analysis system)
- Advanced social media analytics platform (Lucy 2.0 applied)

Spreading Work Automation RPA

- RPA Citizen Developer 3rd fostering project
- 2024 AI/RPA Business Innovation Competition in 2024
- Converted a total of 200 tasks to RPA, saving 58,800 hours annually

Development and Application of In-house Generative AI

OTOKI has developed an internal generative AI platform using an enterprise GPT model to enhance employee productivity through AI. The platform initially adopted the GPT-3.5 version, which has been continuously improved and upgraded to GPT-4o. The program is enhanced by integrating the latest updates to the enterprise GPT model.

The internal generative AI platform is now capable not only of text-based tasks but also of generating images and extracting/analyzing information from images, making it widely applicable across various departments. An AI-based work environment has been established that can learn user-specific data and provide personalized responses for each employee.

Advanced Enterprise Visualization Platform

Since 2023, OTOKI has been building and operating an enterprise visualization platform to help management and field personnel easily understand and analyze data. In 2024, the data structure was reconfigured so that all visualization dashboards on the platform are linked to the company's integrated data platform, enabling the integrated management of diverse data on a single platform. In addition, improvements were made to user convenience and query speed through enhancements to the UI/UX and database structure. This platform plays a key role in supporting data-driven decision-making and improving work efficiency for employees.

DT Skill-Up Training System and Step-by-Step Training

OTOKI operates a DT Skill-Up training system to strengthen the data utilization skills of its employees. This training aims to improve work efficiency and support accurate, data-based decision-making by systematizing data utilization skills in stages. The four-level training curriculum is designed to enhance employees' practical data analysis skills and supports the effective use of tools such as SQL, Python and data visualization platforms.

SAFE FOOD CULTURE

FOOD SAFETY
AND QUALITYHEALTH AND
NUTRITION

Food Safety and Quality

Food Safety Science Institute

5 Food Safety Principles



From the farm to the table,
improving the food lifestyle
of humanity



1

We put food safety first.

2

Food products verified by us are safe.

3

We interact and work together to safeguard food safety.

4

We value and safeguard our customers and employees.

5

We preserve and improve the environment.

Food Safety Science Institute

Consumer Centered Management | 7 Principles of Food Safety Culture →

OTOKI reformed its Food Safety Science Institute as an official research institute specializing in food safety, which has been officially recognized by the Ministry of Science and ICT. The Food Safety Science Institute conducts food safety verification across all stages, from raw materials to production and distribution, using specialized analysis techniques and state-of-the-art analysis equipment. The Institute is expanding its food safety research to contribute to improving food safety in Korea. OTOKI has established '7 Principles of Food Safety Culture' and conducts related activities and training each year based on an annual theme. In 2024, we carried out various activities aimed at alleviating consumer concerns over food safety incidents and promoting consumer nutrition through research on nutritional components and functional properties under a 'Consumer Centered Management' theme to emphasize a customer-first approach. Additionally, OTOKI held a 'Food Safety Mutual Growth Academy' for OEM partners to support the development of their food safety capabilities.

Food Safety Science Symposium

The Food Safety Science Institute held its '2nd Food Safety Science Symposium' on July 11, 2024, in collaboration with the Korean Society of Food Hygiene and Safety, with the aim of contributing to the development of food safety culture in Korea. The symposium was attended by more than 200 participants, including university professors, researchers and industry professionals specializing in food safety, who shared research findings and engaged in discussions on fostering a food safety culture centered on consumer-oriented management.

Sessions	Description	Presenter
Session 1 Chairperson : Sangbae Han, Korea Agency of HACCP Accreditation and Services	Evidence-based Food Safety Regulations and Policies	Jaeyong Lee, President of the National Food Safety Information Service
	Risk Communication Strategies for Establishing a Food Safety Culture	Byunghoon Lee, Professor of Seoul National University
	OTOKI's Consumer Centered Management	Seunghyeon Jung, Executive Director of the Quality Assurance Division, OTOKI
Session 2 Chairperson : Kunho Seo, Professor of Konkuk University	AI-based Risk Prediction Service for Imported Food	Baekwon Kang, Director of the Ministry of Food and Drug Safety
	Detection of Food Hazards Using the Consumer Injury Surveillance System (CISS)	Junbae Hong, Director of the Korea Consumer Agency



SAFE FOOD CULTURE

FOOD SAFETY
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Preventive Food Safety

Preventive Food Safety Management System

OTOKI has established and operates an advanced 'Preventive Food Safety Management System' to both prevent and proactively identify food safety issues. The system conducts pre-verification across the entire process—from raw material selection and product development to production, distribution and sales—and continuously performs safety monitoring and evaluation. The analysis results are shared as data with the relevant departments.

The Food Safety Science Institute conducts preliminary verification when new products are launched or new ingredients are used in existing products, or when manufacturing processes are changed. Preliminary verification consists of safety assessments through specification verification of detailed raw materials and finished products and final confirmation of suitability through trial production. This systematic preliminary verification prevents food safety issues before they occur.

2024
Food Safety Verification

40,785 cases

Food Safety Diagnosis TFT

OTOKI established a Food Safety Diagnostic Task Force (TFT) to conduct scientific hazard analyses, assess food hygiene levels and provide tailored solutions to strengthen preventive food safety measures at production sites. The TFT carried out a verification of microbiological and chemical hazards, validation of sanitizing processes and verification of sterilization procedures to eliminate claims at each factory and prevent food safety issues. In 2024, it conducted 55 inspections at 14 factories of OTOKI, affiliates and OEM suppliers, and issued 27 Food Safety Diagnosis Reports.

On-site hygiene
diagnosis and
sample collectionMicrobiological
and chemical
hazard analysisExperimental
and analytical
dataFood safety
diagnosis report
(Production site
assessment results
and proposed
solutions)

Food Safety Monitoring

OTOKI Product Information System

OTOKI Production & Safety Group operates the integrated management system to trace the history of products at all stages, from raw materials warehousing to delivery to customers. In addition, to prevent mixing process errors, OTOKI operates a system in which designated authentic and specified quantities of raw materials must be input for each product to proceed with production.

Product Information System

Raw materials
warehousing

Input

Production

Logistics

Sales and
Delivery

Customers

Smart Factory System at Daepoong Factory

Daepoong Factory, OTOKI's largest production base, is a state-of-the-art factory that maximizes product safety and production efficiency through a space layout optimized for quality control and automated equipment. It monitors production status in real time with a smart factory system and implements HACCP management. We also use an AI inspection system that compares and analyzes standard samples and incoming packaging materials in order to prevent errors. HEPA filters are applied throughout the entire process to thoroughly manage hygiene by triple-blocking internal and external air and foreign substances.

Collection of Food Safety Information

OTOKI Food Safety Science Institute collects various food safety information from domestic and international food safety authorities to quickly monitor food safety issues and new harmful substances. We manage food safety information databases and conduct food safety verification through the OTOKI Quality Portal System by setting monitoring ranges and cycles based on risk level.

2024
Collection of
Food Safety
Information

13,593 cases

식품안전정보원
식품의약품안전처
厚生労働省

FDA
RASFF

Monitoring of
domestic and international
food safety agencies

SAFE FOOD CULTURE

FOOD SAFETY
AND QUALITYHEALTH AND
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Strengthening Analytical Technical Capabilities

International Proficiency Testing Scheme for Food Safety

The Food Safety Science Institute is an internationally accredited KOLAS (Korea Laboratory Accreditation Scheme) testing agency equipped with state-of-the-art analytical equipment and world-class digital laboratory systems. The institute participates in the annual Food Analysis Performance Assessment Scheme¹⁾ to demonstrate the reliability of its analytical capabilities. OTOKI was recognized as one of the top-performing institutions among domestic and international participants in FAPAS²⁾ for its analytical capabilities in detecting artificial sweeteners and pesticide residues and has consistently received excellent evaluations in other categories over 16 consecutive years.

1) Proficiency testing scheme: Tests to objectively assess laboratories' analytical capabilities and validate their expertise.

2) FAPAS (Food Analysis Performance Assessment Scheme): An internationally recognized analytical proficiency testing program managed by the United Kingdom Department for Environment, Food and Rural Affairs.

Online Analysis Training for Analysts at Overseas Affiliates

The Food Safety Science Institute conducted online analysis training in the first and second half of 2024 for analysts at OTOKI VIETNAM Binh Duong and JIANGSU OTOKI FOODS, which are overseas affiliates. OTOKI held meetings with analysts to gain an understanding of the established safety management systems and analysis status of overseas subsidiaries' factories, resolve practical issues and ensure the safety of exported products. We also provided information on global trends, methods for verifying analytical reliability and conducted assessments to evaluate the proficiency of analysts.

Presentation of Academic Posters and Research Papers at Food Safety and Analysis Conferences

Conference Attendance and Presentations 

The Food Safety Science Institute attends food safety and analysis conferences every year to track the latest analytical technology and food safety trends. In 2024, the Institute attended seven domestic and international conferences, including conferences hosted by the International Society for Food Safety and Health, the International Congress of the Korean Society of Food Science, the Korean Society of Analytical Sciences and the European Mycotoxin Society and presented 17 research posters on the latest trends in food safety and food analysis. The Institute published one paper in the academic journal of the Korean Society of Food Hygiene and Safety.

Internalizing Quality Management

Quality Inspection and Quality Circle Competition

To control and improve the quality of our products, we are carrying out planned quality inspections, regular factory hygiene inspections and self-inspections by factories. We hold an annual quality circle competition to encourage quality improvement activities among our employees.

Planned Quality
InspectionsRegular Hygiene
InspectionsSelf-inspections
by FactoriesQuality Circle
Competition

OTOKI Online Quality Academy

Monthly Training Content 

OTOKI runs face-to-face labeling standard training programs in both South Korea and abroad twice a year for the Research Institute, the marketing department and global sales officers. To provide training opportunities to more employees, in 2024 we established the OTOKI Quality Academy using Google Classroom, which reduced time constraints, for quality-related training on HACCP, food hygiene, labeling standards and other topics for seven months. The training was provided for 171 employees from OTOKI (39), affiliates (78) and OEM companies (54).

BRCGS Certification of OTOKI RAMYON

In March 2025, OTOKI RAMYON obtained BRCGS (Brand Reputation through Compliance Global Standards) certification, an international quality certification for compliance with global food safety standards. BRCGS is a rigorous certification program that evaluates the safety, quality and operational standards of food production facilities recognized by GFSI (Global Food Safety Initiative). OTOKI RAMYON has strengthened its food safety and quality management system and expanded its global market presence by obtaining BRCGS certification in addition to its existing FSSC 2000¹⁾ certification. We plan to enhance the food safety management system to strengthen food safety credibility in overseas markets, such as Europe and to deliver high-quality products to consumers both domestically and internationally.

1) FSSC 2000 (Food Safety System Certification 2000) : A food safety management system that verifies food safety management capabilities throughout the entire process

SAFE FOOD CULTURE

FOOD SAFETY
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NUTRITION

Health and Nutrition

R&D Activities for Healthy and Sustainable Products

OTOKI Research Institute is developing a variety of products that consider the health of consumers. In line with recent trends promoting health and wellness, as well as slowing the aging process, OTOKI is striving to help consumers maintain healthy diets by launching products that are low in sugar, calories and gluten and enriched with protein and dietary fiber. In 2024, we launched functional labeled foods designed to help suppress blood sugar spikes, including Otoki Cooked Brown Rice with Dietary Fiber, Beef Brown Rice Porridge and Chicken Brown Rice Porridge.



Otoki Cooked Brown Rice
with Dietary Fiber
2024 Rice Plus Forum Award by
the Ministry of Agriculture,
Food and Rural Affairs

Contains indigestible maltodextrin
to inhibit blood sugar spikes

R&D for Customized Food Products

[OTOKI Research Institute →](#)

In response to demographic changes, OTOKI Research Institute is conducting comprehensive research in collaboration with external experts and institutions to develop customized products that take life cycle changes into account. We strive to develop customized products for consumers by utilizing internal and external resources, including product evaluations through test groups in collaboration with a diabetes management company. Recently, we have been conducting ongoing research activities with professional institutions and clinical studies on the effects of dietary intake on health.

OTOKI Healthy and Sustainable Product Trends

[Go to Page](#)

Health and Nutrition-enhanced Products							Brand Enhancement					
Light (Low-Spec) food			Enhanced nutritional content / Customized nutritional foods				Reflecting consumer trends			Responsible food ➔	Mutual growth with local communities ➔	Utilization of no.1 brand IP ➔
Low sugar	Low-fat	Low calorie	Protein enriched	Dietary fiber enriched	Gluten-free	Vegan	Healthy pleasure diet management	Increase in salad consumption	Increased demand for home cooking			
Launch of new brand: LIGHT&JOY			Gapunhanki	Otoki Cooked Brown Rice with Dietary Fiber Beef Brown Rice Porridge, Chicken Brown Rice Porridge	Gluten Free Curry, Gluten Free Soup	Hello Veggie, Chaehwang	Gapunhanki	Diversification of dressing flavors	RMR Strengthening collaborative partnerships with local restaurants	Animal welfare Non-GMO, Organic, MSC certification, etc.	Jeju Dameum, Products made with 100% local agricultural products	Launch of various new products using Otoki Curry, Black Pepper Powder, Sesame Oil (snacks, dumplings, tuna, pasta sauce, etc.)

Activation of Academic Research

To promote academic development in the food sector, OTOKI regularly sponsors major international academic conferences. We are strengthening our research capabilities and promoting sustainable growth by identifying the latest research trends and discovering new ideas. We held the 8th international symposium under the theme 'Curry and spices: sustainability for health' in collaboration with the International Congress of the Korean Society of Food Science, providing a venue for domestic and international scholars to share a variety of research findings on the health benefits of spices commonly used as food ingredients, including turmeric in addition to a number of other widely used spices.



SAFE FOOD CULTURE

FOOD SAFETY
AND QUALITYHEALTH AND
NUTRITION

Light (Low-Spec) Food

2024 Major Products

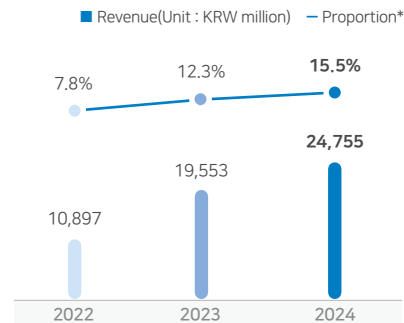
Sauces

- Low Sugar Honey Mustard
81% less sugar in comparison to the top three market share leaders
- Low Sugar Dipping Sauce for Pork Cutlet,
Low Sugar Spicy Chicken Sauce
85% less sugar and 72% less calories in comparison to the top three market share leaders

Jams & Canned Foods

- Light Sugar Apple Jam
30% less sugar in comparison to the top three market share leaders
- Sliced Yellow Peaches in Light Syrup,
Sliced White Peaches in Light Syrup
30% less sugar in comparison to the top three market share leaders

Revenue



* Proportion within the product category that includes items classified under the Light (Low-Spec) Food category

LIGHT & JOY, OTOKI's Low Spec Food Brand

OTOKI has been developing and launching products with relatively low sugar and calories to meet the growing demand for healthier foods due to the growing interest in health and self-care. In 2025, OTOKI launched the 'LIGHT&JOY' brand, which offers healthy, reduced-calorie versions of its well-known products. We plan to continue to introduce a variety of low-calorie products to help consumers manage their diets in a fun and sustainable way in their daily lives.



Light (Low-Spec) Criteria

Products in which at least one of the following nutritional components - sugar, fat, or calories - is

reduced (compared to existing products)

absolutely low

absent

Same Great Taste, Less Sugar for a Healthier Lifestyle: Six Types of Low Sugar Products

OTOKI has launched three new sauces and three new jams and canned foods with sugar content that is 30% to 85% lower than the top three competing products in the market. Notably, the apple jam is made with 100% apples from Cheongsong, a famous apple-producing region, to bring out the vivid flavor and aroma of the fruit. In August 2024, we launched 'Sliced Yellow Peaches in Light Syrup, Sliced White Peaches in Light Syrup', the first canned fruit product with reduced sugar content, allowing consumers to enjoy the authentic flavor of the fruit even more. Low Sugar Honey Mustard, Low Sugar Dipping Sauce for Pork Cutlet and Low Sugar Spicy Chicken Sauce were developed with more than 81% less sugar than the top three products by market share, enabling consumers to enjoy them as a 'guilt-free' food.



Low Sugar Sauce



Low Sugar Jam/Canned Food



SAFE FOOD CULTURE

FOOD SAFETY
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NUTRITION

Enhanced Nutritional Content · Customized Nutritional Foods

2024 Major Products

Protein Enriched

- Gapunhanki Chicken Jjajang Sauce, Spicy Chicken Curry Sauce 130g

Gluten Free

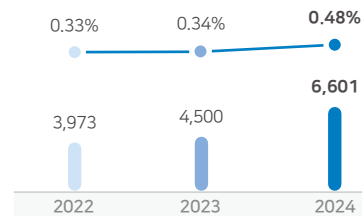
- 2 Gluten Free Curry (mild and medium)
- 2 Gluten Free Soup (mushroom soup and cream soup)

Dietary Fiber Enriched

- Otoki Cooked Brown Rice with Dietary Fiber
- Beef Brown Rice Porridge, Chicken Brown Rice Porridge

Revenue

■ Revenue(Unit : KRW million) — Proportion*



* Proportion within the product category that includes items classified under the Enhanced Nutritional Content · Customized Nutritional Foods category



OTOKI Gapunhanki offers a simple yet healthy meal that helps consumers manage their diet and maintain a healthy lifestyle during their busy daily lives. We are launching the **'Healthy Meal'**, a nutritious option **enriched** with health-oriented elements that consumers seek such as protein and vitamins, and the **'Light Meal'**, a **lighter** option with fewer burdensome elements such as low calories, low sugar, low sodium and small portions.

BRAND LINE-UP



2 Cooked Brown Rice



Chicken Jjajang Sauce/Chicken Curry Sauce



Konjac Noodle



Gift Set



4 Konjac Fried Rice



Chicken Breast



Chicken Breast Dumplings

2024~2025 Product Launch Plan



Gluten Free Curry & Gluten Free Soup

In 2024, OTOKI launched its new 'Gluten Free' series, which does not use any wheat flour and instead is made with domestically produced rice flour. Gluten Free Curry and Gluten Free Soup were developed to allow consumers who require a gluten-free diet to enjoy OTOKI's signature products, curry and soup, without any worries. The first product, Gluten Free Curry, was developed with 30% less fat and 40% less sugar compared to the average of the top three market share products, enhancing its health benefits. It contains 44% more turmeric than the existing Otoki Curry, delivering a richer flavor. Two types of Gluten Free Soup were released subsequently. Gluten Free Cream Soup contains 50% more powdered cream compared to OTOKI's original cream soup and Gluten Free Mushroom Cream Soup contains 25% more mushrooms than OTOKI's original mushroom soup, offering a smoother and deeper taste.



Otoki Cooked Brown Rice with Dietary Fiber, made with rich brown rice and dietary fiber to lower carbohydrate intake

Consumer interest in health has recently increased, naturally leading to greater attention on blood sugar levels, such as how quickly blood glucose rises after carbohydrate intake. In January 2024, OTOKI launched 'Cooked Brown Rice with Dietary Fiber', which contains 4.6g of indigestible maltodextrin, a functional ingredient. It was developed to help suppress postprandial blood sugar spikes, support smooth bowel movements and improve blood triglyceride levels. It contains 44% domestically grown brown rice, which is rich in dietary fiber compared to white rice. This product provides 28% of the recommended daily intake of dietary fiber in a single bowl of rice and is a light rice option with reduced carbohydrate burden. In 2024, it was selected as an excellent product at the Rice Processed Foods Evaluation hosted by the Ministry of Agriculture, Food and Rural Affairs. The new offering is able to meet various dietary needs with a smaller serving size of 150g compared to the existing Otoki Rice (210g).



SUSTAINABLE PARTNERSHIP

SUSTAINABLE RAW

MATERIALS SOURCING

CORPORATE SOCIAL

RESPONSIBILITY

Sustainable Raw Materials Sourcing

Sustainable Raw Materials Sourcing Policy

OTOKI has selected the ingredients that we use in large quantities and have a significant impact on the environment and ecosystem from among those sourced from land and marine environments as core raw materials and has established and is implementing sustainable sourcing policies for these materials. For each of these core raw materials, we present the sourcing status and future goals and set a policy that applies to OTOKI, its affiliates and suppliers. We will also strive to continuously expand the scope of the raw materials targeted under this policy.

Rice

OTOKI is committed to securing seed sovereignty and the use of domestic seed through soil conservation, water resource protection and expanded use of domestic seeds for the sustainable procurement of rice.

Contract Farming Volume of Rice: Current Status and Targets

The contracted amount rate of rice cultivation reached 42% of our total raw rice usage and there are plans to increase the rate to 50% by 2025.

Contracted amount of rice cultivation (tonnes)



Soybean Oil

OTOKI seeks to acquire soybean oil that has been through the US-run Sustainable Soy ESG program and is committed to obtaining 100% certified soybean oil products.

Sourcing Target for Soybean Oil

If challenges in sourcing soybean oil from the United States arise due to international market conditions, we will develop an ESG program to obtain other sustainability certifications or adhere to similar standards when sourcing soybean oil from South America or other regions.

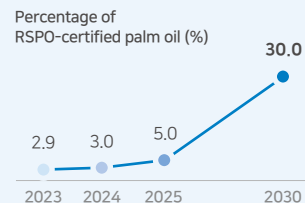
Palm Oil

OTOKI promises to comply with the following requirements specified by the RSPO.

- ① Environmental responsibility and conservation of resources and biodiversity
- ② Responsibility for employees and local communities
- ③ Responsible development of new farms
- ④ Continuous improvement

RSPO-Certified Palm Oil: Current Ratio and Targets

The proportion of RSPO-certified palm oil increased to 3% in 2024. We intend to increase the proportion to at least 5% of all palm oil by 2025 and to 30% by 2030.



Turmeric

We signed a 100% annual contract with Indian turmeric processing businesses to ensure the stability of our turmeric sourcing. We will make every effort to verify the 100% traceability of all factories and farms that produce or process turmeric.

Turmeric Sourcing: Current Status and Targets

We purchase turmeric varieties with high curcumin content from India. We are the first in the industry to apply a water-washing processing method for the turmeric we purchase, which is done to minimize the introduction of iron filings from the soil during the turmeric processing. We conduct on-site inspections to ensure quality and will make every effort to verify the 100% traceability of all factories and farms that produce or process turmeric by monitoring workers' human rights.

Egg

Since 2012, we have used certified eggs that meet the egg farm criteria for animal welfare certification and will gradually expand our use of welfare certified eggs.

Egg Sourcing Status

Percentage of Animal Welfare Certified Eggs in 2024

OTOKI **1.6%**

OTOKI Egg Product Supplier **6%**

We will strive to continuously increase this percentage.

SUSTAINABLE PARTNERSHIP

SUSTAINABLE RAW
MATERIALS SOURCINGCORPORATE SOCIAL
RESPONSIBILITY

Korean Agriculture Mutual Development Project

Korean Agriculture Mutual Development TFT

OTOKI has organized the company-wide 'Korean Agriculture Mutual Development TFT' that includes OTOKI, OTOKI RAMYON, OTOKI SF and Choheung to contribute to agricultural development through cooperation with domestic farmers.

MISSION

- “ Increase the productive capacity and productivity of domestic farmers by establishing various cooperative partnerships to solve the problem of the low productivity structure and contribute to strengthening the international competitiveness of Korean agriculture ”

VISION-4P

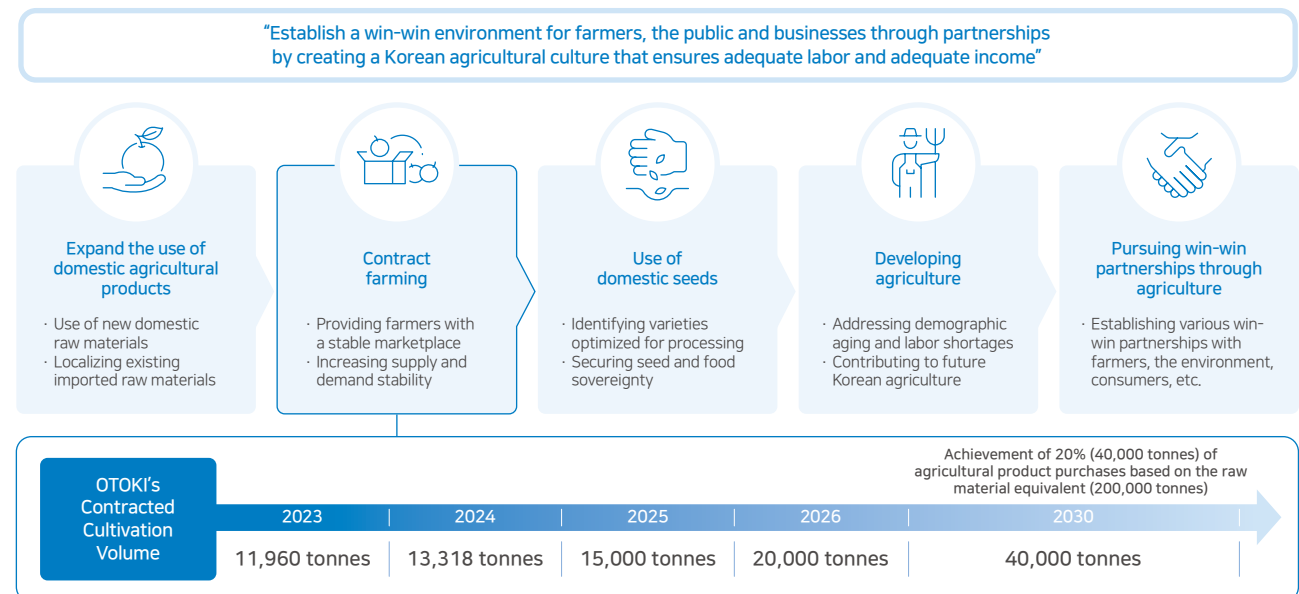
P artnership	Pursue win-win cooperation with farmers, the environment and consumers to build various partnerships.
P lanning Stability	Secure the supply and demand of agricultural products by providing stable sales channels to farmers through contract farming.
P roductivity Improvement	Improve farmers' productive capacity and productivity by expanding the amount of agricultural products used.
P rice Competitiveness	Strengthen global market competitiveness by securing price competitiveness as productivity improves.

2025 Goal

OTOKI's Korean Agriculture Mutual Development TFT has established its 2025 goals for building partnerships and expanding agricultural mutual development.

Establish Partnership Promote diverse partnerships and mutual growth with farmers, the environment and consumers	Adopt Domestic Seeds Identification of Domestic Seeds Optimized for Processing and Securing Seed and Food Sovereignty	Expand the Use of Local Agricultural Products Enhance the use of domestic raw materials and localize the sourcing of imported raw materials	Contract Farming with Local Producers Provide stable sales channels for farmers and enhance supply stability	Advance Agricultural Practices Address challenges of aging farmers and labor shortages, contributing to the future of Korean agriculture
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ROAD MAP



SUSTAINABLE PARTNERSHIP

SUSTAINABLE RAW
MATERIALS SOURCINGCORPORATE SOCIAL
RESPONSIBILITY

Sustainable Raw Materials Sourcing in 2024

Main Activities of Korean Agriculture Mutual Development TFT

In 2024, the TFT held a discussion meeting on the suitability for processing of domestically produced onion seeds and a proposal meeting to propose domestically produced seeds as new activities, while also operating a diversified partnership with domestic agricultural product processing companies.



Jeju Dameum

'Jeju Dameum' is OTOKI's Jeju-specialized brand that offers a variety of food products made with ingredients from Jeju farms. We aim to provide consumers with unique Jeju flavors and experiences by working together with local farmers.



2024.03	Jeju Dameum X The Sool Gallery tasting event
2024.08	Jeju Dameum Jeju Pork Garlic Jjajang Jeju Dameum X Jejugottbatt Pairing tasting event
2024.12	2 Jeju Dameum Grilled Fish with Green Mandarin Wasabi Jeju Dameum Jeju Camping Full-package

New Products Utilizing Domestic Agricultural Products

OTOKI has launched new products utilizing domestic agricultural products and strengthened its cooperation with local producers. We aim to reduce carbon emissions and minimize our environmental impact by shortening the storage and logistics stages in the raw materials procurement process.

Product Name	Area	Raw Materials
'Light&Joy Light Sugar Apple Jam'	Cheongsong	Apple
2 Desert Fish-shaped Buns 'Fish-shaped Buns with Apple Custard Cream' 'Fish-shaped Buns with Strawberry Cream'	Cheongsong	Apple
	Nonsan	Strawberry
'Ulleungdo Sweet Pumpkin Porridge'	Ulleung	Pumpkin
'Cup Coleslaw'	Korea	Cabbage
3 Regional Soup and Stew Dishes 'Seoul Yukgaejang' 'Jeju Kimchi-Jjigae' 'Busan Gijang Miyeokguk'	Korea	Green onion
	Jeju	Black pork
	Gijang	Dried seaweed
'Korean Vermicelli for Topping(Domestic Starch 100%) 100g' 'Korean Vermicelli(Domestic Starch 100%) 300g'	Korea	Sweet potato starch
Cooked Brown Rice Suhyangmi	Hwaseong	Rice
2 Grilled EEL 'Teriyaki Grilled EEL' 'Spicy Grilled EEL'	Tongyeong	Eel

SUSTAINABLE PARTNERSHIP

SUSTAINABLE RAW

MATERIALS SOURCING

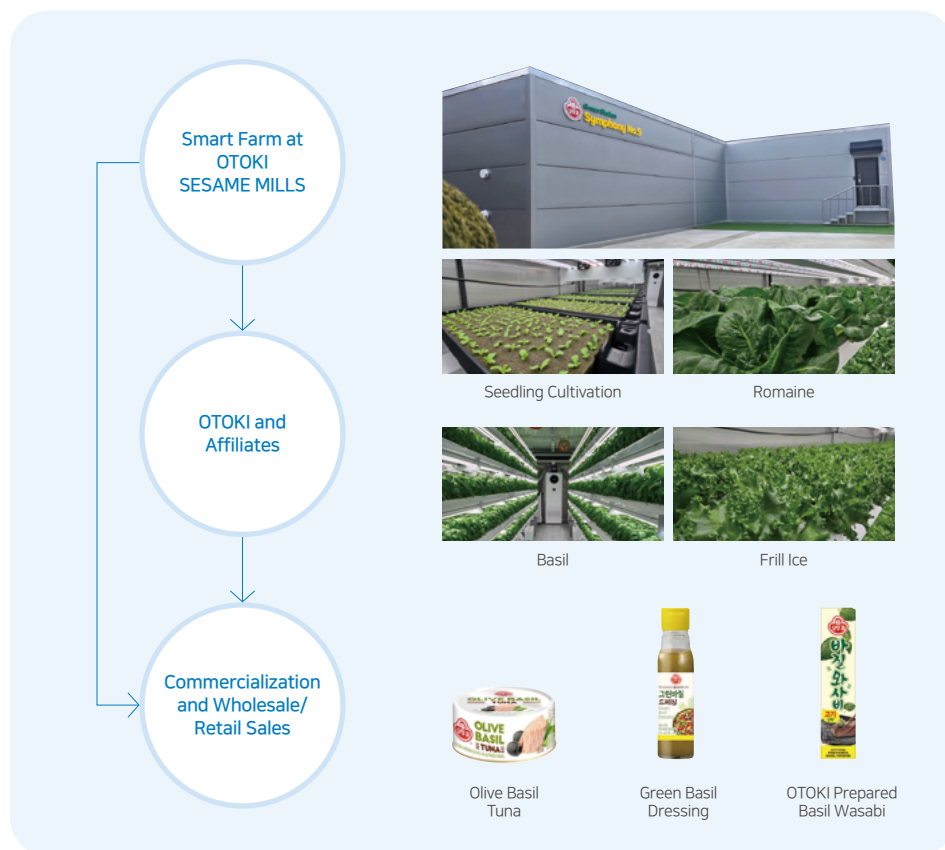
CORPORATE SOCIAL

RESPONSIBILITY

OTOKI SESAME MILLS Smart Farm – Symphony No.9

Symphony No.9

OTOKI SESAME MILLS has applied a five-stage recirculating thin-film hydroponic cultivation system to its smart farm, Symphony No. 9 and is creating an optimal growing environment through environmental data analysis. It plans to produce fresh and safe raw materials in-house for use in OTOKI products and expand local market and wholesale/retail sales.



Symphony No.9 Technology

OTOKI SESAME MILLS is enhancing its AI and data-driven automation systems for smart farming in collaboration with RDS, OTOKI's IT service affiliate. It has established quality standardization and prediction models by analyzing growth data and expanded smart sensors to enable deep learning based on growth images. In addition, OTOKI SESAME MILLS optimizes the production environment by applying green music farming using a fragrance analysis system. It is considering the use of automated robots for seeding and harvesting processes.

Environmental Value of Symphony No.9

OTOKI aims to minimize its environmental impact by reducing food miles through shorter transportation distances for agricultural and marine products, thereby reducing carbon emissions.

Expected Effects		
Minimizing Transport Distances of Agricultural Products Reduced food miles	Reduced Cultivation Area Approximately 1/30 of open-field farming	Zero Soil Usage Based on hydroponic technology
Potential for Clean Energy Transition Uses a single energy source (electricity)	Zero Pesticide Usage No insecticides applied	Up to 94% Water Savings 87.5~94% less water than open-field farming with recirculating hydroponics

Minimizing Food Miles through Symphony No.9 | We aim to reduce the food miles of agricultural and marine ingredients by directly cultivating raw materials and processing them into products, thereby minimizing the overall food mileage of Symphony No.9 crops.

SUSTAINABLE PARTNERSHIP

SUSTAINABLE RAW
MATERIALS SOURCINGCORPORATE SOCIAL
RESPONSIBILITY

Corporate Social Responsibility

CSR Approach

OTOKI chooses social contribution projects that can create lasting impacts and has been consistently implementing them over an extended period to spread its positive influence in local communities, in line with its core value of 'OTOKI Inspiring the World with Better Foods'. The OTOKI Volunteers, consisting of OTOKI employees, have been actively participating in social contributions through sharing and volunteer work since August 2012.

Core Value
OTOKI Inspiring the World with Better Foods

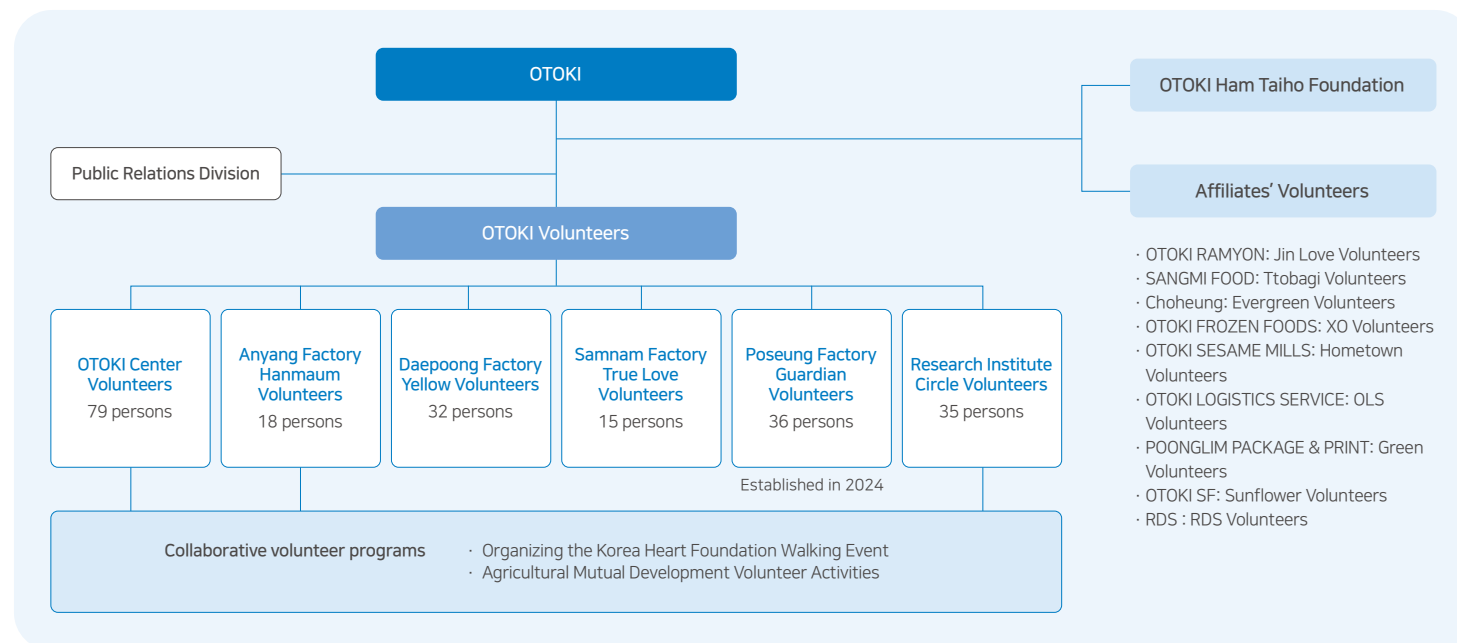
Social Welfare

Volunteer

Education and
Scholarship

CSR Organization

OTOKI conducts social contribution activities through its Public Relations Division and OTOKI Volunteers. Employees from factories and affiliates put OTOKI's values into practice through various volunteer activities and regularly conduct joint volunteer activities for big events and volunteer activities.



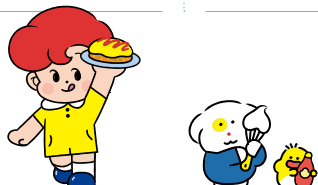
*As of December 31, 2024



SUSTAINABLE PARTNERSHIP

SUSTAINABLE RAW
MATERIALS SOURCINGCORPORATE SOCIAL
RESPONSIBILITY

OTOKI CSR Activities

Children	Persons with Disabilities	Environmental	Practice of Sharing and Love	Ongoing Sharing Activities	OTOKI Ham Taiho Foundation
<p>Support for Children with Congenital Heart Defects</p> <p>Received a plaque of appreciation commemorating the 40th anniversary of the Korea Heart Foundation</p>	<p>Support for People with Disabilities in Goodwill Stores</p> <p>OTOKI gift set assembly and processing consignment 2012~2024 Total 9.02 million sets KRW 2.69 billion</p>	<p>Environmental Cleanup Activities</p> <p>Award from Gangnam-gu Office on Environment Day</p>	<p>OTOKI Volunteers</p> <p>2012~2024 Total Number of participants : 4,055 Volunteer hours : 19,758</p>	<p>Regular Donation Activities</p> <p>2024 Approximately KRW 88 million worth 62,897 products provided</p>	<p>Scholarship Support for University Students in the Food Industry</p> <p>1997~2024 Total 1,361 people KRW 9.2 billion</p>
<p>Factory tour event for children who recovered from heart disease</p>	<p>OTOKI product donation 2012~2024 Total 2.45 million products KRW 5.05 billion</p>	<p>ESG management agreement between OTOKI and Gangnam-gu Office</p>	<p>Agricultural mutual development volunteer activities</p>	<p>2020.09~ Sponsorship of the Youth Happiness Foundation</p>	<p>OTOKI Ham Taiho Academic Award</p>
<p>New lives celebration event</p>	<p>Employees' donation campaign 2012~2024 Total 53,794 participants 295,754 items</p>	<p>'One Company, One Stream' campaign</p>	<p>Hosting Korea Heart Foundation Walking Event</p>	<p>2021.05~ Sponsorship of Cooking Humanity's Black Brick House</p>	<p>2009~2024 Total 30 people</p>
<p>Family Cooking Festival invitation event</p>	<p>Employees' volunteer activities 2012~2024 Total 2,945 participants</p>	<p>Microbial mud ball production and release for river purification</p>	<p>Hope Sharing Activities with Food For Hope</p>	<p>2022.07~ Support for Donggeomdo Chapel in Gangwon province</p>	<p>Other Support Projects</p>
<p>Product Donations for Vulnerable Populations</p> <p>Support approximately 2.52 million products in 2024</p>	<p>Events for employees with disabilities and their families OTOKI Factory Tour OTOKI Sports Day</p>		<p>Cooking class for local children's centers</p>	<p>2022.11~ Sponsorship of Anna's House in Seongnam</p>	<p>Academic promotion program Support for research and publication in the food sector</p>
			<p>Food Trucks</p>	<p>2024.01~ Sponsorship of Songguk Club House in Busan</p>	<p>Educational institution support program Support for advanced classrooms and laboratories at universities</p>
			<p>Volunteer activities for free meal service</p>	<p>Support for Regional Food Banks Nationwide</p> <p>Approximately KRW 6.3 billion in 2024 Cumulative support of approximately KRW 61.4 billion in the form of product donations</p>	<p>Construction and support for libraries Establishment of a specialized herb and spice library, etc.</p>
					<p>Support for local talent in the headquarters region Scholarship donation to the Anyang City Talent Nurture Foundation</p>

SUSTAINABLE PARTNERSHIP

SUSTAINABLE RAW
MATERIALS SOURCINGCORPORATE SOCIAL
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Major CSR Activities

Support for Children with Congenital Heart Defects

Children born with congenital heart disease face the risk of losing their lives if they do not have surgery before the age of 10. To ensure that no child is denied life-saving surgery due to financial constraints, OTOKI formed a partnership with the Korea Heart Foundation in July 1992. Through our contributions, we have been funding surgeries for an average of 22 children monthly. In addition, we have supported surgery for 6,343 children with heart defect as of 2024.

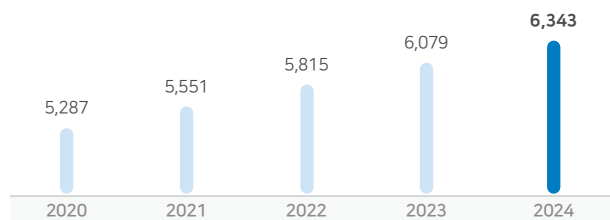
OTOKI held a 'New Life Celebration' to celebrate when 1,000 children with congenital heart defects had been cured and continue to organize various events to show our concern for the children who have been cured and their families.

Every year on October 8, we hold a visiting tour at Daepoong Factory. In addition, OTOKI holds a family cooking festival every year, donating the participation fee to the Korean Heart Foundation on the day of the event and inviting the families of children with congenital heart disease to the event.



Cumulative Support for Children with Congenital Heart Defects

(Unit: persons)



* As of December 31, 2024

OTOKI Ham Taiho Foundation

The OTOKI Ham Taiho Foundation is a scholarship foundation established in 1996 through the personal contribution of OTOKI's founder and honorary chairman, Taiho Ham. Founded on his commitment to advancing the food industry and his belief that nurturing talented individuals who contribute to national and social development is a corporate responsibility, the foundation supports a wide range of initiatives, including scholarships for university students in food-related fields, research awards and assistance to educational institutions.

1,361 students received KRW 9.2 billion in scholarships from 1997 to 2024. The OTOKI Ham Taiho Scholarship Awards have been presented annually since 2009, with a total of 30 researchers receiving the award by 2024.

In 2024, as part of our educational institution support program, we provided advanced lecture rooms to food-related departments at five universities. As part of our academic promotion initiative, we also supported 14 research publications on various topics related to food, including packaging materials, fermentation by-products, AI, documentaries and history.



28th OTOKI Ham Taiho Foundation Scholarship Awards Ceremony

Support for People with Disabilities in Miral Welfare Foundation Goodwill Stores

Since June 2012, OTOKI has been collaborating with the Goodwill Stores operated by the Miral Welfare Foundation, a vocational rehabilitation facility for people with disabilities. This partnership aims to support the independence of individuals with disabilities. OTOKI assigns the assembly of major gift sets it produces to workers with disabilities at inclusive workplaces where both disabled and non-disabled individuals work together. This approach helps them gain independence through meaningful work activities. Additionally, OTOKI donates its products to Goodwill Stores across the country.

Moreover, OTOKI and its employees conduct a biannual campaign to donate personal belongings to Goodwill Stores, which helps support the wages of employees with disabilities through the proceeds from the sale of these donated items. The employees also engage in volunteer activities by visiting Goodwill Stores to assist with various tasks. Furthermore, OTOKI organizes events such as 'OTOKI Factory Tour' and 'OTOKI Sports Day' for employees with disabilities and their families at Goodwill Stores.

2024 Major CSR Activities by OTOKI Affiliates



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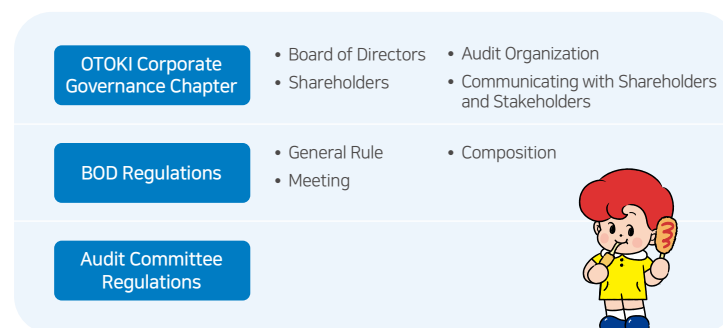
Governance

Board of Directors

Governance Regulations

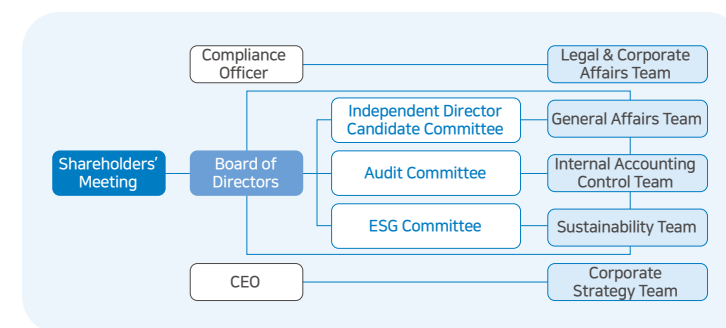
[Governance Regulations →](#)

OTOKI has established the regulations required to secure a sound governance system.



Organization Structure

The Independent Director Candidate Committee, Audit Committee and ESG Committee operate under the Board of Directors.



Board Skills Matrix

(As of March 2025)

Classification	Name	Gender (Age)	Position	Appointment date	End of current tenure	Key experience	Board Skills Matrix									
							Leadership/ Business	Finance/ Risk Management	Accounting	Research/ Development	Global	Marketing/ Sales	Manufacturing	Legal	IT/ Security	ESG
Inside director	Youngjoon Ham	Male(66)	CEO(Chairman), Chair of the Board	1991.09.10	2026.03.29	CEO, OTOKI Co., Ltd.	Marshall School of Business, University of Southern California	●	●		●	●				
	Sungman Hwang	Male(62)	CEO(President)	2021.03.26	2027.03.26	CEO, OTOKI Co., Ltd.	Department of Chemistry, Yonsei University	●	●	●	●	●				
	Kijun Ryu	Male(58)	Head of Production & Safety Group	2021.03.26	2027.03.26	Head of Production & Safety Group	Department of Industrial Engineering, Myungji University	●			●		●			●
Independent director	Naksong Seong	Male(67)	-	2022.03.25	2028.03.26	Attorney, Law Firm Hwahyun	MA in Law, Seoul National University	●						●		●
	Bonghyun Cho	Male(60)	-	2022.03.25	2028.03.26	Head of Group, Induk Accounting Corporation	Department of Business Administration, Sungkyunkwan University		●	●						
	Kyunga Sun	Female(43)	-	2022.03.25	2028.03.26	Associate professor, Department of Tourism Management, Gachon university	Ph.D. in Food Service Business, Pennsylvania State University									●
	Keekeun Chang ¹⁾	Male(53)	-	2025.03.26	2028.03.26	Qualcomm Senior Vice President & CPO	Bachelor of Business Administration, Yonsei University	●	●		●					●
	Yongdae Kim ¹⁾	Male(57)	-	2019.03.22	2025.03.26	Professor, Department of Electrical Engineering, KAIST	Ph.D. in Computer Science, University of Southern California								●	●

1) Independent Director Yongdae Kim's term ended at the 54th Annual General Meeting of Shareholders and Independent Director Keekeun Chang was appointed.

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OTOKI Board of Directors

The OTOKI Board of Directors (BOD) is made up of directors with expertise in a variety of fields related to the business. Four out of seven members of the Board of Directors (57%) are independent directors, meeting the requirements set by Commercial Law. In addition, the CEO(Chairman) also serves as the Chair of the Board, leveraging deep industry knowledge and expertise to facilitate the efficient operation of the Board. The appointment of OTOKI's directors is decided as an individual agenda item at the shareholders' meeting. Director candidates are selected by the BOD (for inside directors) or the Independent Director Candidate Committee (for independent directors). When there are shareholder proposals regarding the appointment of directors made in accordance with the relevant laws and regulations, the BOD submits these as agenda items for the shareholders' meeting. The proposal of the re-appointment of Sungman Hwang and Kijun Ryu, inside director candidates, was approved at the 2024 shareholders meeting.

Independence and Professionalism of the Board of Directors

OTOKI organized the Independent Director Candidate Committee to ensure independence in the process of nominating and appointing independent director candidates. OTOKI utilizes an Independent Director Qualifications Checklist to ensure that independent directors meet qualifications such as expertise, impartiality, ethical responsibility and loyalty, and do not have disqualifications such as excessive dual employment. We disclose information on the interests between independent directors and the Company, as well as the dual positions held by independent directors, in the annual Corporate Governance Report. The company's support organization provides materials to ensure that the agenda items are fully reviewed before the BOD meeting, holds briefings when necessary and assists independent directors in performing their duties. In 2024, three training sessions were provided for independent directors, as follows:

Training Date	Educational Institution	Independent Directors Who Attended	Content
2024.05.21	Samjong KPMG ACI	Bonghyun Cho	Advanced Auditor Program
2024.06.03	Korea Listed Companies Association	Bonghyun Cho, Naksong Seong, Kyunga Sun, Yongdae Kim	Job training for independent directors of listed companies
2024.09.27	Samil PwC	Bonghyun Cho, Naksong Seong, Kyunga Sun, Yongdae Kim	Operational Measures for the Internal Accounting Management System in Response to Changes in External Audit Regulations

Evaluation and Compensation

OTOKI sets ESG targets for selected executives whose work is highly relevant to ESG management and reflects the evaluation of their performance in their remuneration. The Head of Corporate Strategy Division is evaluated quarterly and annually based on performance in the social (S) sector, while the Head of Production & Safety Group is evaluated in the environmental (E) and the safety and health (S) sectors. We plan to expand the evaluation of ESG performance indicators and their application to compensation calculations for more executives.

The remuneration received by directors consists of salary, bonus and other earned income. We pay them in accordance with executive wage regulations within the limit approved at shareholders' meetings. Bonuses are paid based on revenues, operating profits, net profit, as well as leadership, expertise and ethical management within the extent of directors' wage. Bonuses are paid based on both quantitative (revenues, operating profits and net profit) and qualitative indicators (leadership, expertise and ethical management) within the limit for a directors' remuneration. The remuneration limit approved by a resolution of the shareholders meeting convened in March 2024 is KRW 5 billion for directors. The total amount of remuneration paid in 2024 was KRW 2,768 million, with an average remuneration of KRW 395 million per person.

Average wage per person (Unit : KRW million)



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Operation of the Board of Directors

Key Resolutions of BOD 

Under Article 6 of the Board of Directors Rules, Board of Directors meetings at OTOKI are categorized into quarterly regular board meetings and extraordinary board meetings. A board meeting is convened by the chairperson. A director may, if he or she deems it necessary to perform their duty, ask the Chairperson to convene a board meeting with an agenda to discuss and a clarification of the reasons for convening the meeting. If such a request is rejected without just cause, the director may themselves convene the board meeting.

Directors are provided with details on the time and venue of the meeting and agenda at least seven days in advance. Any items to either refer or report to the Board of Directors are handled through specified opinion gathering and reporting procedures.

Resolutions may be made via remote communication methods if some or all of the directors are not present at the meeting in person but can transmit and receive voice communications in real-time, with directors attending this way deemed physically present at the meeting. A resolution of the Board of Directors shall be approved by the attendance of a majority of the directors and the approval of a majority of those present and directors who have special interests are restricted from exerting voting rights on the relevant item to prevent a conflict of interest.

Classification	Unit	2022	2023	2024
Total BOD meetings	Meetings	12	11	10
Resolution	Cases	26	17	19
Reporting	Cases	9	7	6
Average BOD attendance	%	97.6	98.7	100.0
Inside director attendance	%	100.0	100.0	100.0
Independent director attendance	%	95.7	97.7	100.0

Committee under BOD

Audit Committee

Key Activities of the Audit Committee 

The Audit Committee is composed of three independent directors (Bonghyun Cho, Naksong Seong, Kyunga Sun) who meet the relevant legal requirements for experience and is chaired by Bonghyun Cho. To maintain independence and objectivity, it is responsible for supervising the company's accounting and operations from a position independent of the Board of Directors, executive bodies and other departments. The Internal Accounting Control Team supports the work of the Audit Committee on the operation of the internal accounting management system.

Independent Director Candidate Committee

Key Activities of the Independent Director Candidate Committee 

The Independent Director Candidate Committee is composed of two independent directors (Naksong Seong, Yongdae Kim) and one inside director (Kijun Ryu). It is chaired by Naksong Seong, an independent director. The Independent Director Candidate Committee has the right to recommend independent directors at the shareholders' meeting. The committee is operated in accordance with the Independent Director Candidate Committee Regulations. The General Affairs Team provides administrative support to the Independent Director Candidate Committee and supports its operations.

ESG Committee

Key activities of the ESG Committee 

The ESG Committee is composed of two inside directors (Sungman Hwang, Kijun Ryu) and three independent directors (Yongdae Kim, Naksong Seong, Kyunga Sun) and is chaired by Sungman Hwang, an independent director. It establishes basic strategies and policies for ESG management, analyzes implementation activities and results and has decision-making authority related to environmental, social and governance matters. The ESG Committee holds a regular committee meeting once every six months, convened by the chairman and may also hold ad hoc meetings as needed. The Sustainability Team provides administrative support to the ESG Committee and supports its operations.

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Enhancing Shareholder Value

Protection of Shareholder Rights

Shareholders are provided with information and announcements 2 weeks before the shareholders meeting, with the balancing accounts and auditing schedule of 24 local and overseas subsidiaries based on the consolidated standards as well as consolidated balancing accounts and auditing schedule of OTOKI taken into account. To enable shareholders to exercise their voting rights, we have adopted an electronic voting system since the 2021 shareholders meeting.

Shareholder Communication

[Shareholder Communication →](#)

OTOKI adheres to disclosure standards and is committed to providing shareholders with adequate information about the company, in line with the Disclosure Information Management Regulations. To achieve this, we disclose important information not only on our website but also through disclosure inquiry systems such as DART and KIND.

Voting Rights

In accordance with the Articles of Association, the number of shares that can be issued is 6,000,000; as of December 2024, the number of issued shares is 4,007,830. The number of shares that have voting rights among the total number of shares is 3,413,327, excluding 594,503 of own stocks and mutual stocks. Shareholders exert their rights on a one vote for one stock basis.

Stock Holding

(As of December 2024)

Classification	Name of shareholder	Number of shares	Share ratio (%)
5% or more shareholders	Youngjoon Ham	1,004,949	25.07
	OTOKI Ham Taiho Foundation	313,926	7.83
	National Pension Service	230,938	5.76
Employee Stock Ownership Association		97	0.00

Dividend Policy

[Dividend Policy →](#)

OTOKI determines dividends by comprehensively considering factors such as investments necessary for the company's sustainable growth, financial structure and business environment within the scope of distributable profits, with the enhancement of shareholder value as its basic principle. In August 2024, we announced a mid-to long-term dividend policy aimed at maintaining stable shareholder returns by targeting a dividend payout ratio of approximately 20% of net income (excluding non-recurring gains and losses such as extraordinary items) based on standalone financial statements for the three-year period from 2024 to 2026, while maintaining the minimum dividend per share at the previous year's level.

Dividend Information

At its 53rd Annual General Meeting of Shareholders, OTOKI resolved to distribute KRW 31 billion in dividends, equivalent to approximately 25.7% of its separate net income for the 2023 fiscal year and the dividend was paid in April 2024. At the Board of Directors meeting in February 2025, it was resolved to pay a cash dividend for the 54th fiscal year at the same level as the dividend for the 53rd fiscal year. The decision on cash and in-kind dividends was promptly disclosed, enhancing dividend predictability. The record date for the 54th fiscal year dividend was March 17, 2025 and dividends were distributed to shareholders who held the company's stock on that date. The dividend amount was finalized on March 26, 2025.

Classification	54th	53rd	52nd
Par value per share (KRW)	5,000	5,000	5,000
Total cash dividends (KRW million)	30,954	30,954	30,954
(Consolidated) Dividend payout ratio (%)	22.64	19.31	11.27
Cash dividend yield for common shares (%)	2.3	2.3	1.9
Cash dividend per common share (KRW)	9,000	9,000	9,000

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Ethics and Compliance Management

Ethics Management

Ethical Management Policy (Code of Ethics)

[Ethical Management Policy →](#)

OTOKI practices transparent and responsible management based on ethical values. We have established Ethical Management Policy to build relationships of trust with all stakeholders.

Code of Conduct

[Code of Conduct →](#)

OTOKI has established and operated Code of Conduct that define the scope of benefits that executives and employees may receive from stakeholders and the standards of conduct in relation to the performance of their duties. We conduct annual reviews to ensure that the Code of Conduct remain effective. The Rules of Ethics are revised after review by the relevant department, if necessary.

Ethics Management Education

OTOKI provides ethical management training for all employees every year to foster and internalize their ethical awareness. In 2024, 3,467 employees completed the training program. We will expand the training to all affiliates, including global subsidiaries.

Code of Ethics Oath

OTOKI employees sign an oath to comply with ethical regulations annually and participate in ethical management activities. OTOKI distributes the oath to ensure employees are familiar with the Rules of Ethics and to raise their ethical awareness. In 2024, we revised the Rules of Ethics for executives and established Rules of Ethics for the Purchasing Department.

Regular Compliance Inspection

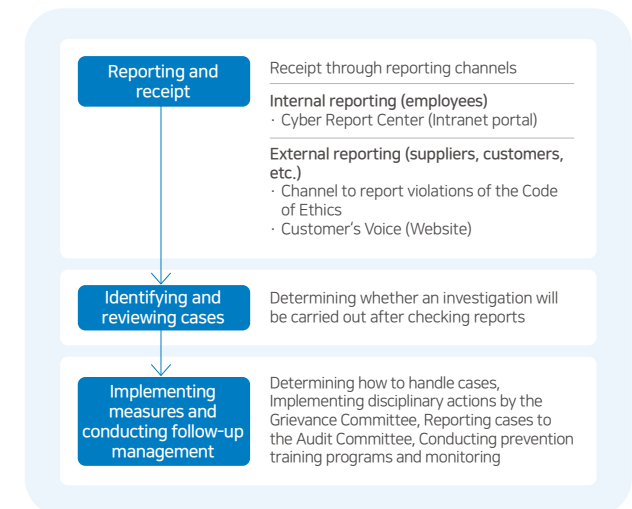
OTOKI conducts regular compliance inspections using a self-assessment checklist and reports the results of these to the Board of Directors. The inspections cover various regulations, including the Food Sanitation Act, Industrial Safety Act, Fair Trade Act, Act on Fair Transactions in Franchise Business, Act on Fair Transactions in Subcontracting and the Personal Information Protection Act.

Violations of the Code of Ethics

In accordance with OTOKI's rules of employment, we mandate that any violation of the ethical regulations is subject to disciplinary actions. Based on the rules of employment, employees are subject to disciplinary actions, including promotion deferment, suspension, resignation and dismissal. Where necessary, we consider civil and criminal legal proceedings in addition to internal disciplinary actions. Disciplinary actions were taken against the employees involved in the three cases that occurred in 2024, in accordance with internal procedures.

Process for Handling Unethical Behavior

OTOKI has internal and external reporting channels to handle and prevent unethical behavior. Employees can report unethical behavior, such as sexual harassment, embezzlement, fraud and workplace harassment, through the Cyber Reporting Center. External reports are received through the channel to report violations of the Code of Ethics and Customer's Voice. The channel to report violations of the Code of Ethics accepts anonymous reports and whistleblowing related to unfair or inappropriate practices in transactions with business partners, breaches of ethical management, unreasonable demands and acts such as bribery or solicitation.



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Strengthening the Internal Control System

Internal Accounting Management System

OTOKI operates its 'Internal Accounting Control System' to minimize ethics and compliance risks that may arise in the work process. The Internal Accounting Control System is applied to define risk control items and clarify responsibilities and authorities for each control item within the company and to conduct annual control activities. If any deficiencies are identified through the Internal Accounting Control System, they are reflected in personnel evaluations.

Classification	Control items
Control environment	Morality and ethical values (establish and adhere to rules of ethics)
	BOD (responsibilities/obligations/commissions, independence, expertise), Audit Committee (evaluation, appointment and operation), etc.
	Organizational structure (reporting system, authority, responsibilities, etc.)
	Maintaining eligibility (expertise, employee arrangement, training, etc.), personnel policies and regulations (performance evaluation and reward)
	Corruption prevention program (training, whistle-blowing system, internal auditing)
Risk evaluation	Regulating and adhering to accounting standards and accounting policies
	Determining evaluation scope and cycle in consideration of the significance
	Identifying and analyzing risks
	Managing the progress of the internal accounting management system
Control activities	Selection and establishment of control activities
	Selection and establishment of information technology control activities
	Assignment of duties (monitoring incompatible roles and authority)
Information and communication	Communication among internal organizations, communication with external organizations
	Identifying and evaluating information requirements
Monitoring	Continuous monitoring, result evaluation, vulnerability reporting

Collective Compliance Training

OTOKI conducts compliance training for all employees to ensure fair and transparent management. We are constantly monitoring the latest legal developments and regulatory changes and incorporating them into our training to minimize legal risks. We provide training on fair trade laws and regulations and customized training for our employees to strengthen their understanding of regulatory compliance and ethical management.

Classification	Number of persons	Description
Personal Information Protection Act	119	Overview of the Personal Information Protection Commission and major cases, concepts of pseudonymous data and personal information, special cases for handling pseudonymous data processing and difference between outsourcing and providing personal information to third parties
Subcontracting Act	5	Concepts and key provisions of the Subcontracting Act, penalties for non-compliance and issues related to the protection of technical and business data
Monopoly Regulation and Fair Trade Act	73	Basic course on the Monopoly Regulation and Fair Trade Act, abuse of dominant market position and unfair trade practices (including unfair joint conduct and unfair support practices)
Labeling and Advertising Act (Act on Labeling and Advertising of Foods)	76	Overview and regulatory trends of the Act on Labeling and Advertising of Foods, major cases of unfair labeling and advertising, regulatory trends and cases related to 'greenwashing', major laws related to food and provisions of the 'Act on Labeling And Advertising of Foods'
Franchise Act	67	Trends in policies related to the Franchise Business Act, along with an overview of the obligations and prohibitions defined under the Act, sanctions for violations and major cases related to franchise transactions
E-Commerce Act	7	Basic concepts and structure of e-commerce law, recent institutional changes and trends, practical issues related to online distribution and e-commerce, latest cases and amendments to the law

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Information Protection

Information Protection Regulations

Information Protection Management Policy

[Information Protection Management Policy →](#)

OTOKI recognizes the importance of information protection and privacy and is committed to continuous improvement and management in these areas. Based on this commitment, we have established and published our 'Information Protection Management Policy'.

Privacy Policy Labeling

[Privacy Policy →](#)

To enhance data subjects' understanding of how their personal information is handled, OTOKI revised its Privacy Policy by adding detailed explanations for each labeling item.

2025 Goal

Information Protection Management System

The Information Protection Working Group will be regularly held once each quarter to check the information protection issues of related departments and will regularly report on these issues to the Information Protection Committee. In addition, we plan to revise our privacy policy and information protection regulations and guidelines to strengthen internal security.

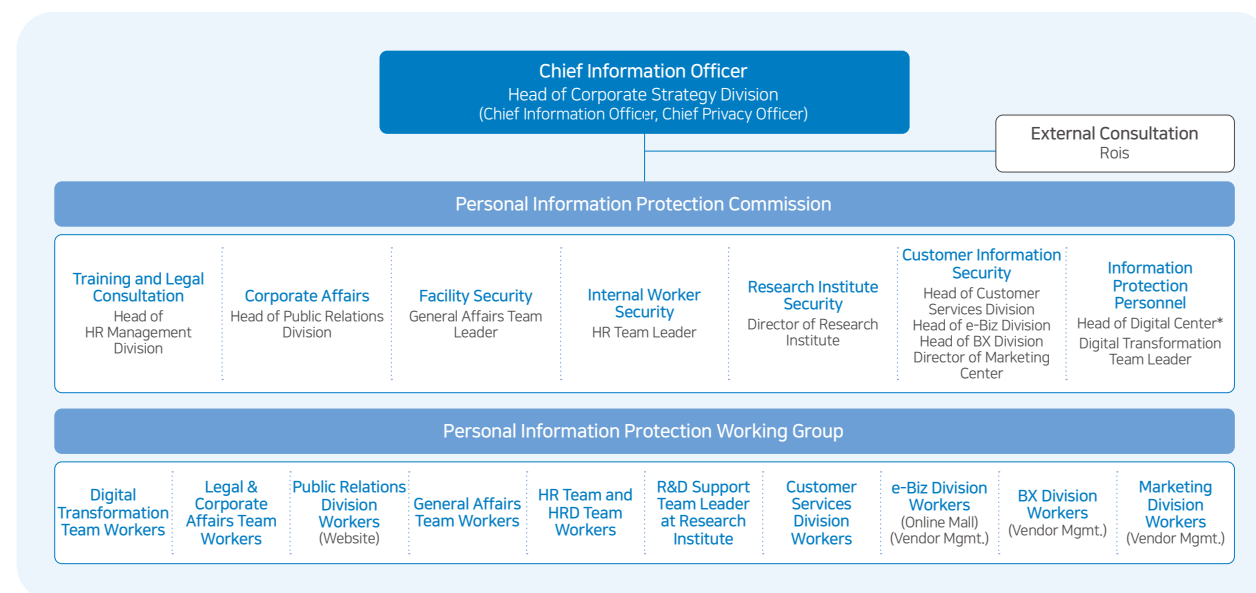
Information Protection Training and Activities

In addition to mandatory training, we plan to conduct information protection training for employees by inviting professional instructors. We will expand the annual email mock training from once to three times a year and plan to further enhance employee awareness through regular security campaigns to strengthen security awareness among all employees.

Strengthening Internal Security System

OTOKI plans to review the overall security system and framework and consider introducing a system to strengthen internal security. We will introduce an internal firewall to effectively block security threats within the internal network and enhance security.

Information Protection Organization



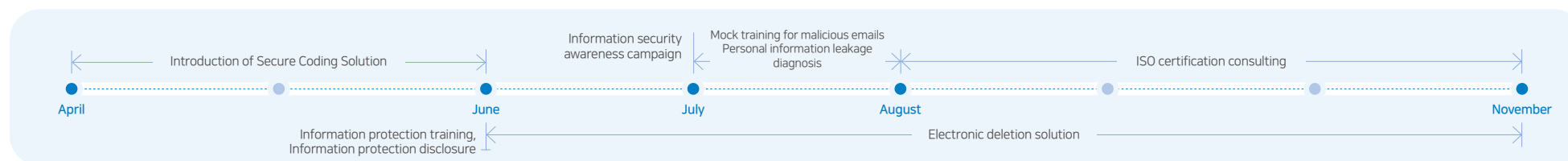
* Chief Information Protection Officer

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Activities to Strengthen Information Security in 2024



Information Protection Disclosure

OTOKI completed the mandatory information security disclosure report and conducted preliminary consultations with professional auditors on voluntary information protection disclosures to verify the accuracy of manpower and costs information and improve the external credibility of companies.

ISO Certification Consulting

OTOKI has conducted consulting projects to evaluate and improve our information protection system every year. OTOKI re-examined the risks identified in the previous year's ISO 27001 and ISO 27701 audits, established mitigation measures and conducted an effectiveness evaluation. As a result, OTOKI was recognized for the adequacy of our risk assessment and improvements in the second follow-up audit in 2024 and maintained our certification qualification.

Risks Management Process related to Information Protection and Personal Information Protection	
1	Penetration testing and infrastructure vulnerability diagnosis for systems that handle customer personal information (semi-annual)
2	Requesting improvement to system maintenance/building based on risk analysis results
3	Continuous monitoring until improvement is completed and evaluation of effectiveness upon completion of the improvements

Information Protection Training

In addition to the mandatory legal training, OTOKI organized supplementary sessions led by privacy protection experts, including attorneys from the law firm Hwawoo, to strengthen employees' awareness of information protection. 119 personal data handlers attended the training sessions.

Information Protection Awareness Campaign

In July 2024, OTOKI conducted a company-wide campaign to spread information protection awareness, which included the distribution of news cards containing notices and precautions on information protection activities. OTOKI created and distributed a mobile security enhancement setting guide to help employees recognize various threats related to mobile device use and learn how to respond to them.

Mock Training for Malicious Emails

In 2024, OTOKI expanded the scope of mock training across the entire company and conducted a mock training on malicious emails to prevent and minimize damage to employees in response to the recent increase in sophisticated email phishing scams. OTOKI plans to conduct three mock trainings per year, including one external drill (KISA) and two internal drills.

Personal Information Leakage Diagnosis

OTOKI conducted a personal information leak diagnosis to determine whether its internal information and customer information had been leaked on the dark web, where personal information is traded illegally. OTOKI has strengthened the security of our internal systems and implemented measures such as two-factor authentication based on the information discovered.

Introduction of Secure Coding Solution

OTOKI has introduced a secure coding solution to eliminate potential security vulnerabilities that may exist in internal system source code and to design and implement functions with security in mind. Since its adoption, a vulnerability assessment process has been integrated into operations, with a comprehensive analysis conducted annually. Remediation plans are established for vulnerabilities identified, enhancing the security of our internal systems.

Introduction of Electronic Deletion Solution

In November 2024, OTOKI has implemented a solution for electronic data deletion that permanently removes data from PCs, ensuring that recovery is impossible. This enables the easy search and secure deletion of key documents past their retention period and files no longer needed after project completion, strengthening the protection of internal document assets and customers' personal information.

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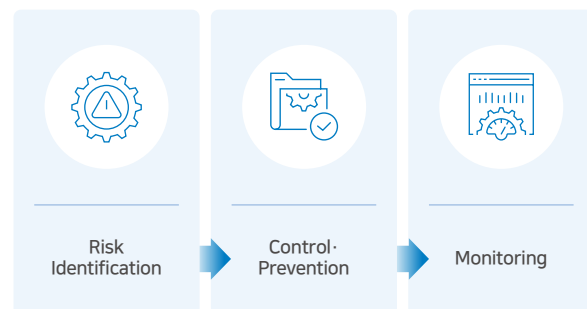
Risk Management System

Risk Management Regulations

OTOKI systematically manages various risks that may arise across its business operations in accordance with its risk management regulations, striving to promote sustainable management and enhance stakeholder value. The regulations outline the scope of application, definitions of risk, risk management principles and responsible departments and detailed procedures. All employees, including the CEO, carry out risk management activities in line with these regulations.

Risk Management Process

We strive to ensure the stability and sustainable growth of the company through systematic management, including risk identification by type, establishment and implementation of control activities for prevention and monitoring.



Key Risk Factors and Responses

OTOKI proactively identifies and manages the potential risks that may arise in a rapidly changing business environment due to internal and external issues. We minimize potential losses and damages by identifying financial and non-financial risk factors and preparing responses. We also maintain stable business activities by spreading a culture of risk management throughout the company.


Classification	Risk factors	Responses
Financial risk	<ul style="list-style-type: none"> · Risk from changes in interest rates · Foreign exchange risk on foreign currency transactions · Liquidity risk on financial liabilities 	<ul style="list-style-type: none"> · Managing interest rate risks through swaps and other hedging instruments · Hedging exchange rate fluctuations using forward exchange contracts · Establishing mid- to long-term financing plans and monitoring cash flow
Legal and regulatory risk	<ul style="list-style-type: none"> · Risks due to new regulations · Stricter safety and environmental regulations 	<ul style="list-style-type: none"> · Regularly monitoring the local and overseas legislation and governmental policies related to the food industry
Food safety and quality risk	<ul style="list-style-type: none"> · Risks caused by food and food products incidents 	<ul style="list-style-type: none"> · Strictly enforcing the food safety management system · Operating a safety management system across the production process, including raw material quality · Operating a prevention system for food safety
Climate change risk	<ul style="list-style-type: none"> · Risks resulting from heightened demands by customers, investors and regulators on climate and environmental accountability · Managing the impact of extreme weather events on production and distribution 	<ul style="list-style-type: none"> · Corporate-level operation and supply chain specific carbon emissions management and information disclosure · Sustainable packaging
Supply chain risk	<ul style="list-style-type: none"> · Increased significance of demand forecast and timely provision in accordance with changes in the market environment · Significance of stable raw material management · Stricter regulations involving global supply chain management 	<ul style="list-style-type: none"> · Adhering to global initiatives and regulations involving supply chains · Monitoring human rights and environmental impacts across supply chains
Change in consumer trends	<ul style="list-style-type: none"> · Supply chain innovation required due to improved health and nutrition, sustainable raw material procurement and changes in customer preferences 	<ul style="list-style-type: none"> · Demographic management · Monitoring the progress of consumer trends and turning them into business opportunities
Information protection risk	<ul style="list-style-type: none"> · Digitalization of customer services · Increase in cyber-attacks and data infringement risks 	<ul style="list-style-type: none"> · Operating and monitoring the information protection system · Conducting training and education involving cyber security, including hacking
Reputation risk	<ul style="list-style-type: none"> · Potential risks that may damage corporate reputation due to incorrect information 	<ul style="list-style-type: none"> · Responsible marketing communication guidelines · Brand value management

Appendix



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1st OTOKI Illustration Festival 

Merit Award / Seonghun Nam / OTOKI Alley Store

Environmental Data

Environmental Data Boundaries

1) OTOKI: OTOKI Domestic Operations (Anyang Factory, Daepoong Factory, Samnam Factory, Poseung Factory)

2) Affiliates: OTOKI Domestic Production Corporations (OTOKI RAMYON, Choheung, OTOKI SESAME MILLS, SANGMI FOOD, OTOKI SF, OTOKI FROZEN FOODS, POONGLIM PACKAGE & PRINT)

Scope1,2 Emission

Classification	Unit	2022			2023			2024								
		OTOKI	OTOKI RAMYON	Choheung	OTOKI	OTOKI RAMYON	Choheung	OTOKI	OTOKI RAMYON	Choheung	OTOKI SESAME MILLS	SANGMI FOOD	OTOKI SF	OTOKI FROZEN FOODS	POONGLIM PACKAGE & PRINT	Total
GHG Emissions ¹⁾	tCO ₂ -eq	89,065	42,413	17,073	89,711	45,725	15,208	93,135	47,742	16,363	4,777	11,022	4,691	8,513	7,319	193,562
Direct (Scope1) GHG emissions	tCO ₂ -eq	44,394	28,056	5,633	43,505	30,823	3,973	45,641	31,995	4,213	1,732	3,096	1,669	2,456	2,603	93,405
Indirect (Scope2) GHG emissions	tCO ₂ -eq	44,674	14,357	11,440	46,211	14,902	11,236	47,500	15,748	12,150	3,045	7,927	3,023	6,057	4,717	100,167
GHG emissions intensity ²⁾	tCO ₂ -eq/tonnes	0.1580	0.2362	0.3752	0.1604	0.2252	0.3036	0.1607	0.2557	0.2928	0.1927	0.8261	0.4639	0.6128	4.1727	0.2185

1) Figures are based on the sum of each emission source. The sums of values are rounded down, which may result in slight differences.

2) Based on production volume

Scope3 Emission

Category	Emission sources	Unit	2023			2024		
			OTOKI ¹⁾	OTOKI RAMYON ²⁾	Choheung	OTOKI	OTOKI RAMYON	Choheung
1	Purchased goods and services	tCO ₂ -eq	1,218,185	344,897	193,814	1,187,859	362,282	200,582
2	Capital goods	tCO ₂ -eq	14,978	2,286	2,180	12,595	3,921	1,835
3	Fuel-and energy-related activities (not included in scope1 or scope2)	tCO ₂ -eq	9,516	4,792	1,857	11,822	5,642	2,626
4	Upstream transportation and distribution	tCO ₂ -eq	57,985	29,661	60,461	68,014	30,332	83,216
5	Waste generated in operations	tCO ₂ -eq	4,416	1,751	2,771	4,530	2,213	2,283
6	Business travel	tCO ₂ -eq	550	441	47	562	120	76
7	Employee commuting	tCO ₂ -eq	3,979	872	589	3,426	974	564
9	Downstream transportation and distribution	tCO ₂ -eq	1,025	3,219	60	1,790	3,111	-
12	End-of-life treatment of sold products	tCO ₂ -eq	25,741	8,982	909	26,583	9,225	956
Scope3 Emission		tCO₂-eq	1,336,375	396,902	262,688	1,317,181	417,821	292,139

1) Correction of a weight conversion error in OTOKI's 2023 'Cat.1 Purchased goods and services' and 'Cat.4 Upstream transport/logistics' emissions calculations

2) Correction of a double counting error in OTOKI RAMYON's 2023 'Cat.9 downstream transport/logistics' emissions calculation

Energy Consumption

Classification	Unit	2022			2023			2024								
		OTOKI	OTOKI RAMYON	Choheung	OTOKI	OTOKI RAMYON	Choheung	OTOKI	OTOKI RAMYON	Choheung	OTOKI SESAME MILLS	SANGMI FOOD	OTOKI SF	OTOKI FROZEN FOODS	POONGLIM PACKAGE & PRINT	Total
Total Energy Consumption	TJ	1,801.96	855.26	318.01	1,819.37	920.84	325.12	1,886.01	962.09	353.47	97.74	226.60	91.77	177.33	147.42	3,942.42
Non-renewable energy consumption¹⁾	TJ	1,801.62	854.26	318.00	1,815.23	920.00	325.10	1,882.26	960.05	353.45	97.50	226.60	91.77	174.88	144.47	3,930.97
Fuel consumption	TJ	867.96	553.32	79.00	849.47	607.87	86.97	889.54	630.97	99.55	33.86	60.96	28.61	48.31	45.90	1,837.71
Electricity consumption	TJ	933.10	300.94	239.00	965.20	312.13	238.13	992.16	329.08	253.90	63.64	165.64	63.16	126.56	98.57	2,092.70
Steam consumption	TJ	0.55	0	0	0.56	0	0	0.56	0	0	0	0	0	0	0	0.56
Energy consumption intensity²⁾	TJ/Product-tonnes	0.0032	0.0048	0.0070	0.0032	0.0051	0.0065	0.0032	0.0051	0.0063	0.0039	0.0170	0.0091	0.0126	0.0824	0.0044
Renewable energy consumption³⁾	TJ	0.35	1.00	0.01	4.13	0.83	0.01	3.75	2.05	0.01	0.24	0	0	2.45	2.95	11.45
Fuel consumption	TJ	0	0	0.01	0	0	0.01	0	0	0.01	0	0	0	0	0	0.01
Electricity consumption	TJ	0.35	1.00	0	4.13	0.83	0	3.75	2.05	0	0.24	0	0	2.45	2.95	11.44

1) Total consumption of fuel, electricity and steam with completed GHG inventory and third-party verification

2) Based on production volume

3) Renewable energy generation based on self-power generation

Reductions of GHG Emissions

Classification		Unit	2022	2023	2024	Target
OTOKI	Reductions of GHG emissions (direct emissions) ¹⁾	tCO ₂ -eq	2,862.96	4,544.80	2,323.94 ²⁾	2,802.21
	Number of GHG reduction activities	Cases	7	9	5	8
Affiliates	Reductions of GHG emissions (direct emissions) ¹⁾	tCO ₂ -eq	1,383.00	321.00	83.55	74.60
	Number of GHG reduction activities	Cases	3	2	9	9
Total	Reductions of GHG emissions (direct emissions)¹⁾	tCO₂-eq	4,245.96	4,865.80	2,407.48	2,876.81
	Number of GHG reduction activities	Cases	10	11	14	17

1) Application of the 'Guidelines for Reporting and Certification of the GHG Emissions Trading Scheme'

2) Completion of the EnMS project

Energy Consumption Reduction

Classification		Unit	2022	2023	2024	Target
OTOKI	Fuel reduction	TJ	56.86	41.81	28.23	22.09
	Electricity reduction	TJ	11.51	19.86	8.08	21.07
	Total energy consumption reduction	TJ	68.37	61.67	36.31	43.16
Affiliates	Fuel reduction	TJ	29.23	3.17	0.56	9.20
	Electricity reduction	TJ	4.02	3.01	2.38	6.17
	Total energy consumption reduction	TJ	33.25	6.19	2.94	15.36
Total	Fuel reduction	TJ	86.09	44.98	28.79	31.29
	Electricity reduction	TJ	15.54	22.87	10.46	27.24
	Total energy consumption reduction	TJ	101.62	67.85	39.25	58.52

Water Resources Management - OTOKI

Water Intake

Classification	Source	Unit	2022	2023	2024	Target
Anyang Factory	Water supply (Industrial+Domestic)	tonnes	225,622	205,664	220,898	192,402
	Groundwater	tonnes	19,752	7,790	11,810	10,287
	Subtotal	tonnes	245,374	213,454	232,708	202,689
	Water consumption intensity	tonnes/ Product-tonnes	3.866	3.295	3.562	3.267
Daepoong Factory	Water supply (Industrial+Domestic)	tonnes	449,957	471,063	532,401	525,157
	Groundwater	tonnes	267,952	284,419	244,487	241,161
	Subtotal	tonnes	717,909	755,482	776,888	766,318
	Water consumption intensity	tonnes/ Product-tonnes	2.872	2.963	2.951	2.793
Samnam Factory	Water supply (Industrial+Domestic)	tonnes	61,151	67,230	72,309	68,649
	Groundwater	tonnes	34,700	37,679	38,090	36,162
	Subtotal	tonnes	95,851	104,909	110,399	104,811
	Water consumption intensity	tonnes/ Product-tonnes	1.984	2.066	1.458	1.352
Poseung Factory	Water supply (Industrial+Domestic)	tonnes	228,945	218,366	235,783	250,990
	Subtotal	tonnes	228,945	218,366	235,783	250,990
	Water consumption intensity	tonnes/ Product-tonnes	1.134	1.158	1.172	1.170
Total	Water supply (Industrial+Domestic)	tonnes	965,675	962,323	1,061,391	1,037,199
	Groundwater	tonnes	322,404	329,888	294,387	287,609
	Subtotal	tonnes	1,288,079	1,292,211	1,355,778	1,324,808
	Water consumption intensity	tonnes/ Product-tonnes	2.285	2.311	2.340	2.202

Wastewater Discharge

	Classification	Unit	2022	2023	2024	Target
Anyang Factory	Wastewater discharge	tonnes	152,571	167,662	185,965	176,667
	Wastewater discharge intensity	tonnes/ Product-tonnes	2.404	2.588	2.847	2.847
Daepoong Factory	Wastewater discharge	tonnes	343,165	254,947	405,852	400,330
	Wastewater discharge intensity	tonnes/ Product-tonnes	1.373	1.000	1.541	1.459
Samnam Factory	Wastewater discharge	tonnes	28,770	30,264	35,501	33,690
	Wastewater discharge intensity	tonnes/ Product-tonnes	0.596	0.596	0.716	0.664
Poseung Factory	Wastewater discharge	tonnes	171,564	166,987	174,364	168,719
	Wastewater discharge intensity	tonnes/ Product-tonnes	0.850	0.885	0.866	0.787
Total	Total wastewater discharge	tonnes	696,070	619,860	801,682	779,406
	Wastewater discharge intensity	tonnes/ Product-tonnes	1.235	1.109	1.384	1.295

Water Consumption

	Classification	Unit	2022	2023	2024	Target
	Anyang Factory	tonnes	92,803	45,792	46,743	26,022
	Daepoong Factory	tonnes	374,744	500,535	371,036	365,988
	Samnam Factory	tonnes	67,081	74,645	74,898	71,120
	Poseung Factory	tonnes	57,381	51,379	61,419	82,271
	Research Institute ¹⁾	tonnes	7,569	8,217	9,108	9,108
	OTOKI Center ¹⁾	tonnes	9,382	9,394	10,256	10,256
	Total water consumption	tonnes	608,960	689,962	573,460	564,765

1) Research Institute, OTOKI Center: Consumption based on bills / Other businesses: Water intake-emissions

Water Resources Management - Affiliates

Water Intake

Classification	Source	Unit	2022	2023	2024	Target
OTOKI RAMYON	Groundwater	tonnes	289,206	327,969	358,361	366,569
	Subtotal	tonnes	289,206	327,969	358,361	366,569
	Water consumption intensity	tonnes/ Product-tonnes	1.611	1.831	1.919	1.881
Choheung	Water supply (Industrial+Domestic)	tonnes	172,268	182,997	189,528	196,161
	Subtotal	tonnes	172,268	182,997	189,528	196,161
	Water consumption intensity	tonnes/ Product-tonnes	3.786	3.653	3.391	3.269
OTOKI SESAME MILLS	Water supply (Industrial+Domestic)	tonnes	8,237	6,985	6,994	7,079
	Groundwater	tonnes	9,866	9,097	8,822	8,815
	Subtotal	tonnes	18,103	16,082	15,816	15,894
	Water consumption intensity	tonnes/ Product-tonnes	0.772	0.703	0.638	0.626
SANGMI FOOD	Water supply (Industrial+Domestic)	tonnes	40,031	39,393	41,022	41,043
	Groundwater	tonnes	33,154	33,259	31,671	31,682
	Subtotal	tonnes	73,185	72,652	72,693	72,725
	Water consumption intensity	tonnes/ Product-tonnes	5.642	5.639	5.448	5.400
OTOKI SF	Water supply (Industrial+Domestic)	tonnes	6,577	6,772	13,803	13,803
	Groundwater	tonnes	124,900	121,320	131,655	131,655
	Subtotal	tonnes	131,477	128,092	145,458	145,458
	Water consumption intensity	tonnes/ Product-tonnes	14.615	14.712	14.383	13.443
OTOKI FROZEN FOODS	Water supply (Industrial+Domestic)	tonnes	76,398	75,931	66,993	82,893
	Groundwater	tonnes	42,695	55,349	57,484	71,183
	Subtotal	tonnes	119,093	131,280	124,477	154,076
	Water consumption intensity	tonnes/ Product-tonnes	8.744	8.986	8.961	9.121
POONGLIM PACKAGE & PRINT ¹⁾	Water supply (Industrial+Domestic)	tonnes	-	-	2,204	2,165
	Groundwater ²⁾	tonnes	8,100	7,940	6,212	6,165
	Subtotal	tonnes	8,100	7,940	8,416	8,330
	Water consumption intensity	tonnes/ Product-tonnes	3.078	4.016	4.798	4.165
Affiliates	Water supply (Industrial+Domestic)	tonnes	303,511	312,078	320,544	343,144
	Groundwater	tonnes	507,921	554,934	594,205	616,070
	Subtotal	tonnes	811,432	867,012	914,749	959,214
	Water consumption intensity	tonnes/ Product-tonnes	2.830	2.986	2.984	2.965

1) Source change from Groundwater to water supply from September 2024

2) Data for 2022 and 2023 were revised to align with internal control standards

Wastewater Discharge

	Classification	Unit	2022	2023	2024	Target
OTOKI RAMYON	Wastewater discharge	tonnes	167,148	177,866	184,812	189,045
	Wastewater discharge intensity	tonnes/ Product-tonnes	0.931	0.993	0.990	0.970
Choheung	Wastewater discharge	tonnes	168,200	157,411	173,362	180,000
	Wastewater discharge intensity	tonnes/ Product-tonnes	3.697	3.142	3.102	3.000
OTOKI SESAME MILLS	Wastewater discharge	tonnes	10,318	9,384	10,870	10,852
	Wastewater discharge intensity	tonnes/ Product-tonnes	0.440	0.410	0.438	0.428
SANGMI FOOD	Wastewater discharge	tonnes	55,727	60,520	58,765	57,910
	Wastewater discharge intensity	tonnes/ Product-tonnes	4.296	4.697	4.404	4.300
OTOKI SF	Wastewater discharge	tonnes	112,460	77,990	46,310	46,310
	Wastewater discharge intensity	tonnes/ Product-tonnes	12.501	8.957	4.579	4.579
OTOKI FROZEN FOODS	Wastewater discharge	tonnes	104,526	111,277	106,294	128,461
	Wastewater discharge intensity	tonnes/ Product-tonnes	7.674	7.616	7.652	7.604
POONGLIM PACKAGE & PRINT	Wastewater discharge	tonnes	109	169	292	330
	Wastewater discharge intensity	tonnes/ Product-tonnes	0.041	0.085	0.166	0.165
Affiliates	Total wastewater discharge	tonnes	618,488	594,617	580,705	612,908
	Wastewater discharge intensity	tonnes/ Product-tonnes	2.157	2.048	1.895	1.895

Water Consumption

	Classification	Unit	2022	2023	2024	Target
OTOKI RAMYON		tonnes	122,058	150,103	173,549	177,524
Choheung ¹⁾	Factory	tonnes	4,086	25,586	16,166	16,161
	Research Institute	tonnes	323	380	429	480
OTOKI SESAME MILLS		tonnes	7,785	6,698	4,946	5,042
SANGMI FOOD		tonnes	17,458	12,132	13,928	14,815
OTOKI SF		tonnes	19,017	50,102	99,148	99,148
OTOKI FROZEN FOODS		tonnes	14,567	20,003	18,183	25,615
POONGLIM PACKAGE & PRINT		tonnes	7,991	7,771	8,125	8,000
Total water consumption		tonnes	361,144	272,775	334,474	346,786

1) Choheung Corporation: Consumption based on bills / Other corporations: Water intake - Emissions

Renewable Water Use and Water Recycling

	Classification	Unit	2022	2023	2024	Target
OTOKI	Total amount of reclaimed/ recycled water used	tonnes	24,200	26,280	29,200	29,400
	Water recycling rate	%	1.9	2.0	2.2	2.2
Affiliates	Total amount of reclaimed/ recycled water used	tonnes	37,400	40,152	27,526	28,788
	Water recycling rate	%	4.6	4.6	3.0	3.0
Total	Total amount of reclaimed/ recycled water used	tonnes	61,600	66,432	56,726	58,188
	Water recycling rate	%	2.9	3.1	2.5	2.6

Water Pollutant Management

	Classification	Unit	2022	2023	2024
OTOKI	BOD (Biochemical Oxygen Demand)	tonnes	18.87	7.01	16.69
	TOC (Total Organic Carbon)	tonnes	22.85	19.04	17.37
	SS (Suspended Solid)	tonnes	1.68	10.16	22.88
	T-N (Total-Nitrogen)	tonnes	1.71	1.53	2.34
	T-P (Total Phosphorus)	tonnes	0.77	0.63	0.65
Affiliates ¹⁾	BOD (Biochemical Oxygen Demand)	tonnes	2.79	2.13	4.10
	TOC (Total Organic Carbon)	tonnes	21.85	19.24	16.79
	SS (Suspended Solid)	tonnes	1.90	2.52	4.84
	T-N (Total-Nitrogen)	tonnes	21.03	23.78	16.89
	T-P (Total Phosphorus)	tonnes	0.30	0.22	0.64
Total	BOD (Biochemical Oxygen Demand)	tonnes	21.66	9.14	20.78
	TOC (Total Organic Carbon)	tonnes	44.70	38.28	34.16
	SS (Suspended Solid)	tonnes	3.58	12.68	27.73
	T-N (Total-Nitrogen)	tonnes	22.74	25.31	19.23
	T-P (Total Phosphorus)	tonnes	1.07	0.85	1.29

1) OTOKI SESAME MILLS, OTOKI SF has been measured since 2024.

Violation of Water Management Regulations

	Classification	Unit	2022	2023	2024	Target
OTOKI	Violation of technical standards	Cases	0	0	0	0
	Exceeding water quantity/ quality standards	Cases	0	1	0	0
	Total violation Cases	Cases	0	1	0	0
Affiliates	Violation of technical standards	Cases	0	0	0	0
	Exceeding water quantity/ quality standards	Cases	0	0	0	0
	Total violation Cases	Cases	0	0	0	0
Total	Violation of technical standards	Cases	0	0	0	0
	Exceeding water quantity/ quality standards	Cases	0	1	0	0
	Total violation Cases	Cases	0	1	0	0

Air Pollutant Management

	Classification	Unit	2022	2023	2024	Target
OTOKI	NOx	tonnes	19.2	17.8	15.5	15.0
	SOx	tonnes	0.01	0	0	0
	Dust	tonnes	1.2	1.8	1.6	1.6
	Total air pollutant emissions	tonnes	20.5	19.6	17.1	16.6
Affiliates ¹⁾	NOx	tonnes	19.8	19.7	19.8	19.1
	SOx	tonnes	0.1	0.4	0.3	0.3
	Dust	tonnes	2.4	4.1	3.7	3.5
	Total air pollutant emissions	tonnes	22.3	24.3	23.8	22.9
Total	NOx	tonnes	39.0	37.5	35.3	34.1
	SOx	tonnes	0.1	0.4	0.3	0.3
	Dust	tonnes	3.6	5.9	5.3	5.0
	Total air pollutant emissions	tonnes	42.8	43.9	40.9	39.5

1) OTOKI SF has been measured since 2024.

Waste Management - OTOKI

Waste generation quantity ¹⁾		Unit	2022	2023	2024	Target
Designated waste		tonnes	74.26	78.31	38.48	30.85
Recycling	Corrosive waste	tonnes	57.01	46.15	11.52	9.24
	Waste organic solvents	tonnes	0	0	0	0
	Waste oil	tonnes	0	16.68	9.63	7.72
Incineration	Waste organic solvents	tonnes	15.72	12.69	16.03	12.85
	Waste oil	tonnes	1.50	1.47	1.29	1.03
	Waste toxic substances	tonnes	0.03	0.02	0.01	0.01
	Other waste mineral oils	tonnes	0	0	0	0
Landfill	Waste asbestos	tonnes	0	1.30	0	0
General waste		tonnes	17,111.40	16,937.37	17,781.56	17,421.49
Recycling	Organic sludge	tonnes	7,597.38	7,178.19	7,091.43	6,947.83
	Waste synthetic polymer compounds	tonnes	1,409.31	1,394.37	1,753.42	1,717.91
	Waste adsorbents and waste absorbents	tonnes	3,763.20	2,556.28	1,123.43	1,100.68
	Waste cooking oil	tonnes	87.79	318.92	73.23	71.75
	Animal-based and plant-derived residuals ²⁾	tonnes	2,191.48	2,325.74	1,882.94	1,844.81
	Waste wood	tonnes	117.58	60.37	97.16	95.19
	Waste glass	tonnes	0	4.91	4.43	4.34
	Food waste and disposal	tonnes	140.05	155.05	284.88	279.11
	Waste fire extinguisher	tonnes	0	0.99	0.34	0.34
Incineration	Organic sludge	tonnes	0	0	0	0
	Waste synthetic polymer compounds	tonnes	897.55	918.21	539.62	528.69
	Animal-based and plant-derived residuals ²⁾	tonnes	463.04	495.35	589.57	577.63
	Other types of waste	tonnes	129.95	130.69	178.34	174.73
Landfill	Waste adsorbents and waste absorbents	tonnes	314.07	1,398.30	4,162.77	4,078.48
Total waste		tonnes	17,185.66	17,015.68	17,820.04	17,452.35
Waste recycling rate		%	89.40	82.62	69.21	69.21
Waste generation intensity (Based on production volume)		tonnes/ Product-tonnes	0.0305	0.0304	0.0308	0.0290

1) Based on the Allbaro system

2) Including residuals from food and beverage manufacturing, except for food waste

Waste Management - Affiliates

Waste generation quantity ¹⁾		Unit	2022	2023	2024	Target
Designated waste		tonnes	105.63	129.85	68.77	55.14
Recycling	Corrosive waste	tonnes	5.00	8.00	4.96	3.98
	Waste organic solvents	tonnes	42.76	19.11	38.72	31.04
	Waste oil	tonnes	1.30	10.74	1.05	0.84
Incineration	Waste organic solvents	tonnes	51.94	89.75	10.24	8.21
	Waste oil	tonnes	4.63	2.25	1.14	0.91
	Waste toxic substances	tonnes	0	0	0	0
	Other waste mineral oils	tonnes	0	0	12.66	10.15
Landfill	Waste asbestos	tonnes	0	0	0	0
General waste		tonnes	13,992.64	12,723.96	13,346.05	13,067.53
Recycling	Organic sludge	tonnes	3,253.70	3,729.14	3,484.23	3,413.68
	Waste synthetic polymer compounds	tonnes	1,207.29	1,213.41	1,436.31	1,407.23
	Waste adsorbents and waste absorbents	tonnes	2.52	0	0	0
	Waste cooking oil	tonnes	237.69	238.97	264.64	259.28
	Animal-based and plant-derived residuals ²⁾	tonnes	6,129.99	4,659.52	4,678.73	4,583.99
	Waste wood	tonnes	0	2.05	3.31	3.24
	Waste glass	tonnes	0	0	0	0
	Food waste and disposal	tonnes	502.03	322.58	566.06	554.60
	Waste fire extinguisher	tonnes	0	0	0	0
Incineration	Organic sludge	tonnes	139.38	33.04	820.17	803.56
	Waste synthetic polymer compounds	tonnes	1,167.81	1,099.71	240.45	235.58
	Animal-based and plant-derived residuals ²⁾	tonnes	0	0	0	0
	Other types of waste	tonnes	1,352.23	1,425.54	1,843.71	1,806.38
Landfill	Waste adsorbents and waste absorbents	tonnes	0	0	8.44	0
Total waste		tonnes	14,098.27	12,853.81	13,414.82	13,123.67
Waste recycling rate		%	81.84	80.46	78.93	78.17
Waste generation intensity (Based on production volume)		tonnes/ Product-tonnes	0.0492	0.0443	0.0438	0.0406

1) Based on the Allbaro system

2) Including residuals from food and beverage manufacturing, except for food waste

Waste Management - Total

Waste generation quantity ¹⁾		Unit	2022	2023	2024	Target
Designated waste		tonnes	179.89	208.16	107.25	85.99
Recycling	Corrosive waste	tonnes	62.01	54.15	16.48	13.21
	Waste organic solvents	tonnes	42.76	19.11	38.72	31.04
	Waste oil	tonnes	1.30	27.42	10.68	8.56
Incineration	Waste organic solvents	tonnes	67.66	102.44	26.27	21.06
	Waste oil	tonnes	6.13	3.72	2.43	1.95
	Waste toxic substances	tonnes	0.03	0.02	0.01	0.01
	Other waste mineral oils	tonnes	0	0	12.66	10.15
Landfill	Waste asbestos	tonnes	0	1.30	0	0
General waste		tonnes	31,104.05	29,661.33	31,127.62	30,489.03
Recycling	Organic sludge	tonnes	10,851.08	10,907.33	10,575.66	10,361.51
	Waste synthetic polymer compounds	tonnes	2,616.60	2,607.78	3,189.73	3,125.14
	Waste adsorbents and waste absorbents	tonnes	3,765.72	2,556.28	1,123.43	1,100.68
	Waste cooking oil	tonnes	325.48	557.89	337.87	331.03
	Animal-based and plant-derived residuals ²⁾	tonnes	8,321.47	6,985.26	6,561.67	6,428.80
	Waste wood	tonnes	117.58	62.42	100.47	98.44
	Waste glass	tonnes	0	4.91	4.43	4.34
	Food waste and disposal	tonnes	642.08	477.63	850.94	833.71
	Waste fire extinguisher	tonnes	0	0.99	0.34	0.34
	Other types of waste	tonnes	1,482.18	1,556.23	2,022.05	1,981.10
Incineration	Organic sludge	tonnes	139.38	33.04	820.17	803.56
	Waste synthetic polymer compounds	tonnes	2,065.36	2,017.92	780.07	764.27
	Animal-based and plant-derived residuals ²⁾	tonnes	463.04	495.35	589.57	577.63
	Other types of waste	tonnes	1,482.18	1,556.23	2,022.05	1,981.10
Landfill	Waste adsorbents and waste absorbents	tonnes	314.07	1,398.30	4,171.21	4,078.48
Total waste		tonnes	31,283.94	29,869.49	31,234.87	30,575.01
Waste recycling rate		%	86.17	81.90	73.45	73.06
Waste generation intensity (Based on production volume)		tonnes/ Product-tonnes	0.0368	0.0352	0.0353	0.0330

1) Based on the Allbaro system

2) Including residuals from food and beverage manufacturing, except for food waste

Food Loss

Classification		Unit	2022 ⁴⁾	2023 ⁴⁾	2024	Target
OTOKI	Total food loss ¹⁾	tonnes	4,150.19	4,383.60	4,428.66	3,907.00
	Contribution before discarding waste ²⁾	tonnes	1,352.63	1,404.80	1,619.92	1,429.11
	Total waste (Incineration)	tonnes	463.04	495.35	589.57	520.12
	Total reprocessing	tonnes	2,334.52	2,483.46	2,219.17	1,957.77
	Waste ratio ³⁾	%	11.16	11.30	13.31	13.31
Affiliates	Total food loss ¹⁾	tonnes	7,370.02	6,049.88	6,936.89	6,119.79
	Contribution before discarding waste ²⁾	tonnes	34.20	45.60	1,319.29	1,163.88
	Total waste (Incineration)	tonnes	32.78	29.49	10.36	9.14
	Total reprocessing	tonnes	7,303.04	5,974.79	5,607.25	4,946.76
	Waste ratio ³⁾	%	0.44	0.49	0.15	0.15
Total	Total food loss ¹⁾	tonnes	11,520.22	10,433.45	11,365.55	10,026.79
	Contribution before discarding waste ²⁾	tonnes	1,386.83	1,450.40	2,939.20	2,592.99
	Total waste (Incineration)	tonnes	495.82	524.84	599.93	529.26
	Total reprocessing	tonnes	9,637.56	8,458.24	7,826.42	6,904.53
	Waste ratio ³⁾	%	4.30	5.03	5.28	5.01

1) Food loss: Calculated from 'animal and vegetable residues' and 'food waste and treatments' in the Allbaro system and internal data from the site

2) By finished product weight

3) Ratio of total food loss to total waste

4) Data for 2022 and 2023 were revised to align with internal control standards

Packaging

Total consumption of packaging ¹⁾	Unit	2022	2023	2024
Plastic	tonnes	22,921	21,951	22,345
Metal can	tonnes	7,941	7,027	6,794
Glass bottle	tonnes	7,337	7,595	8,271
Paper	tonnes	18	22	28
Total	tonnes	38,217	36,595	37,438

Reduction of plastic packaging ²⁾	Unit	2022	2023	2024
Reduction of plastic packaging	tonnes	439	81	4

* Organizational Boundary: OTOKI domestic businesses (Anyang Factory, Daepoong Factory, Samnam Factory, Poseung Factory) and production corporations(OTOKI RAMYON, Choheung, OTOKI SESAME MILLS, SANGMI FOOD, OTOKI SF, OTOKI FROZEN FOODS, POONGLIM PACKAGE & PRINT)

1) Based on the declared weight of the recycling share reported to KECO

2) Standards for calculating plastic packaging reduction: Packaging materials reduction(g) * Consumption (products/year) (Consumption: Based on the OTOKI Orora system)

Packaging Certification

FSC-certified box ¹⁾		Unit	2022 ²⁾	2023	2024
OTOKI RAMYON	Purchase amount	KRW million	1,990	14,348	17,036
	Total purchase amount of packaging materials	KRW million	112,737	113,964	119,583
	Purchasing ratio	%	1.8	12.6	14.2
OTOKI	Purchase amount	KRW million	-	1,947	10,363
	Total purchase amount of packaging materials	KRW million	-	148,412	151,690
	Purchasing ratio	%	-	1.3	6.8
Total	Purchase amount	KRW million	1,990	16,295	27,399
	Total purchase amount of packaging materials	KRW million	112,737	262,377	271,273
	Purchasing ratio	%	1.8	6.2	10.1

1) Purchased since 2022. Calculation standards: FSC-certified box (based on the OTOKI Orora system)

2) In 2022, only the data for OTOKI RAMYON was measured

Environmental Management System Certification

Classification		Certification validity period
ISO 14001 (Environmental Management System)	Anyang Factory	2004.05~2026.07
	Pyeongtaek Team of Anyang Factory	2002.07~2026.07
	Nonsan Team of Anyang Factory	2021.10~2026.07
	Daepoong Factory	2002.07~2026.07
	Samnam Factory	2002.07~2026.07
	Poseung Factory	2021.05~2027.05
	OTOKI RAMYON CO., LTD.	2000.09~2027.08
	Choheung Corporation	2008.01~2026.01
	OTOKI SESAME MILLS CO., LTD.	2003.12~2026.12
	SANGMI FOOD CO., LTD.	2008.03~2026.03
	OTOKI SF Co., Ltd.	2021.07~2027.07
	OTOKI FROZEN FOODS CO., LTD.	2009.03~2027.03
	POONGLIM PACKAGE & PRINT	2021.07~2027.07
	OTOKI LOGISTICS SERVICE CO., LTD.	2021.06~2027.04

Social Data

Employee Status¹⁾

Classification		Unit	2022	2023	2024	
Gender	Male	Persons	1,134	1,156	1,208	
	Female	Persons	1,995	2,151	2,259	
	Total	Persons	3,129	3,307	3,467	
	Ratio of female employee	%	63.8	65.0	65.2	
Age	Under 30 years old	Persons	591	628	669	
	30-50 years old	Persons	1,501	1,717	1,800	
	Over 50 years old	Persons	1,037	962	998	
Regular workers	Male	Persons	1,121	1,143	1,194	
	Female	Persons	1,959	2,107	2,207	
	Total	Persons	3,080	3,250	3,401	
Fixed term/ Casual	Full time	Male	Persons	12	12	13
		Female	Persons	3	8	13
		Total	Persons	15	20	26
	Part time	Male	Persons	1	1	1
		Female	Persons	33	36	39
		Total	Persons	34	37	40
Position	Executives ²⁾	Male	Persons	6	6	6
		Female	Persons	1	1	1
		Total	Persons	7	7	7
	Unregistered executives ~ Assistant manager	Male	Persons	593	595	607
		Female	Persons	135	154	163
		Total	Persons	728	749	770
	Employees	Male	Persons	535	556	595
		Female	Persons	1,859	1,995	2,095
		Total	Persons	2,394	2,551	2,690

1) As of the end of 2024

2) Based on the number of registered executives

Recruitment and Turnover¹⁾

New hire		Unit	2022	2023	2024
Gender	Male	Persons	138	159	169
	Female	Persons	213	327	278
	Total	Persons	351	486	447
Age	Under 30 years old	Persons	188	225	205
	30-50 years old	Persons	159	259	236
	Over 50 years old	Persons	4	2	6

Turnover and departures		Unit	2022	2023	2024
Gender	Male	Persons	176	132	124
	Female	Persons	109	74	112
	Total	Persons	285	206	236
Age	Under 30 years old	Persons	129	91	79
	30-50 years old	Persons	110	69	77
	Over 50 years old	Persons	46	46	80

Voluntary turnover and retirement		Unit	2022	2023	2024
Gender	Male	Persons	171	125	120
	Female	Persons	108	73	109
	Total	Persons	279	198	229
Age	Under 30 years old	Persons	129	91	78
	30-50 years old	Persons	106	64	73
	Over 50 years old	Persons	44	43	78

1) As of the end of 2024

Employee Diversity

Employees with Disabilities		Unit	2022	2023	2024
Number of employees with disabilities ¹⁾		Persons	48	57	55
Ratio of employees with disabilities		%	1.5	1.7	1.6
Female Employees		Unit	2022	2023	2024
Female executives	Number of female executives ²⁾	Persons	1	1	1
	Ratio of female executives	%	14.3	14.3	14.3
	Number of female managers	Persons	421	393	409
Female managers (department head or higher position holders)	Number of female managers	Persons	43	47	50
	Ratio of female managers ³⁾	%	10.2	12.0	12.2
Female Employees	Number of female employees	Persons	1,995	2,151	2,259
	Ratio of female employees	%	63.7	65.0	65.1

1) Workers with disabilities directly employed by OTOKI (Standard workplace for the disabled): The number of severe disabilities was weighted twice.

2) Based on the number of registered executives

3) Number of female managers/Total number of managers

Evaluation and Reward

Employee's wage (domestic businesses)		Unit	2022	2023	2024
Legal minimum wage		KRW	9,160	9,620	10,030
Ratio of new male employee's wage ¹⁾		%	119.6	121.4	123.7
Ratio of new female employee's wage ¹⁾		%	119.0	120.7	123.0
Ratio of employees who received regular performance evaluations		Unit	2022	2023	2024
Male		%	100.0	100.0	100.0
Female		%	100.0	100.0	100.0
Total		%	100.0	100.0	100.0
Retirement pension management		Unit	2022	2023	2024
Retirement pension amount ²⁾		KRW 100 million	1,440	1,425	1,484
Members		Persons	2,574	2,575	2,881

1) (Monthly salary of new employees in domestic businesses' production jobs/240 hours)/legal minimum wage

2) DB (Defined benefit retirement benefits; retirement benefits are already confirmed)

Organizational Culture

Employee subject to collective agreement	Unit	2022	2023	2024
Number of worker eligible for unionization	Persons	1,602	1,626	1,697
Unionized worker	Persons	738	858	899
Unionization rate ¹⁾	%	46.1	52.8	53.0

1) Unionization rate: Unionized worker / Number of worker eligible for unionization

Employee training	Unit	2022	2023	2024
Training hours per person	Hours/Person	31.7	46.0	57.3
Training costs per person	KRW million/Person	0.3	0.3	0.3

Compulsory training		Unit	2022	2023	2024
Sexual harassment prevention training	Employees completed the training (ratio)	Persons(%)	3,129(100)	3,300(100)	3,467(100)
	Training hours per person	Hours	1.0	1.0	1.0
Disability awareness training	Employees completed the training (ratio)	Persons(%)	3,129(100)	3,300(100)	3,467(100)
	Training hours per person	Hours	1.0	1.0	1.0

Maternity-related programs	Unit	2022	2023	2024
Reduced working hours during pregnancy	Persons	1	6	9
Reduced working hours during parenting	Persons	6	4	1
Care leave for children's school entrance	Persons	0	0	0

Parental Leave		Unit	2022	2023	2024
Employee eligible for parental leave ¹⁾	Male	Persons	226	218	222
	Female	Persons	86	98	83
	Total	Persons	312	316	305
Employee on parental leave	Male	Persons	3	7	15
	Female	Persons	15	17	15
	Total	Persons	18	24	30
Employee eligible to return from parental leave	Male	Persons	4	4	5
	Female	Persons	12	12	13
	Total	Persons	16	16	18
Employee returned from parental leave	Male	Persons	3	3	5
	Female	Persons	12	11	13
	Total	Persons	15	14	18
Ratio of return-to-work after parental leave ²⁾	Male	%	75.0	75.0	100.0
	Female	%	100.0	91.6	100.0
Employee working 12+ months after parental leave	Male	Persons	0	1	3
	Female	Persons	16	11	11
	Total	Persons	16	12	14
Ratio of retention after parental leave ³⁾	Male	%	0	100.0	100.0
	Female	%	100.0	100.0	100.0

1) Employee eligible for parental leave: Employees with children aged 8 or younger or in the second grade, who have been with the company for 180 days or more.

2) Ratio of returned employees after parental leave compared to employees eligible to return from parental leave in the current year

3) Employees who have worked for 12 or more months after taking parental leave in the previous year

Health and Safety

Application scope of safety and health management system		Unit	2022	2023	2024
Employees subject to safety and health	Number of employee	Persons	3,129	3,307	3,467
	Number of in-house subcontractor ¹⁾	Persons	285	316	328
Occupational accident ²⁾		Unit	2022	2023	2024
Employees	Accident rate	%	0.05	0.08	0.11
	Incidents of serious disasters	Cases	0	0	0
	Total casualties	Persons	0	0	0
Suppliers ³⁾	Total number of accidents ⁴⁾	Cases	4	5	16
	Incidents of serious disasters	Cases	0	0	0
	Total casualties	Persons	0	0	0

1) Workers covered by occupational health and safety insurance for contractors at four OTOKI factories

2) Based on data from the Korea Occupational Safety and Health Agency (KOSHA)

3) Sales subcontractors and factory-specific manufacturing subcontractors

4) Data for 2022 and 2023 were revised to align with internal control standards.

Inspections of safety environment	Unit	2022	2023	2024
Number of regular inspections for safety environment	Times	262	298	316
Number of improvements in safety environment	Cases	674	556	508

Health and Safety Management System

Classification		Certification validity period
ISO 45001 (Occupational Health and Safety Assessment Series)	Anyang Factory	2004.05~2026.07
	Pyeongtaek Team of Anyang Factory	2004.05~2026.07
	Nonsan Team of Anyang Factory	2021.10~2026.07
	Daepoong Factory	2002.07~2026.07
	Samnam Factory	2002.07~2026.07
	Poseung Factory	2021.05~2027.05
	OTOKI RAMYON CO., LTD.	2021.06~2027.06
	Choheung Corporation	2021.08~2027.08
	OTOKI SESAME MILLS CO., LTD.	2008.12~2026.12
	SANGMI FOOD CO., LTD.	2021.04~2027.04
	OTOKI SF Co., Ltd.	2021.07~2027.07
	OTOKI FROZEN FOODS CO., LTD.	2021.09~2027.09
	POONGLIM PACKAGE & PRINT	2021.07~2027.07
	OTOKI LOGISTICS SERVICE CO., LTD.	2021.06~2027.04

Consumer Centered Management

Status of VOC reception and handling	2022			2023			2024 ¹⁾		
	Number of cases (Cases)	Completion (Cases)	Handling rate (%)	Number of cases (Cases)	Completion (Cases)	Handling rate (%)	Number of cases (Cases)	Completion (Cases)	Handling rate (%)
Complaint	19,466	19,414	99.7	20,149	20,032	99.4	26,349	26,256	99.7
Inquiry	5,557	5,555	100.0	5,463	5,457	99.9	5,239	5,237	100.0
Suggestion	1,008	1,008	100.0	831	831	100.0	868	868	100.0
Other	6,697	6,697	100.0	6,341	6,340	100.0	7,100	7,100	100.0
Compliment	71	71	100.0	77	77	100.0	78	78	100.0
Total	32,799	32,745	99.8	32,861	32,737	99.6	39,634	39,539	99.8

1) In 2024, no cases of personal information leakage were reported through the Voice of the Customer channel.

Social Contribution

Employees volunteering	Unit	2022	2023	2024
Engagement time per person	Hours/Person	3	6	5
Engagement rate	%	8.7	7.3 ¹⁾	9.0

1) Data for 2023 corrected due to aggregation error

Social contribution expenditure	Unit	2022	2023	2024
Cash donation	KRW million	3,704	2,579	650
In-kind contributions	KRW million	5,681	7,136	6,770
Total	KRW million	9,384	9,715	7,420

Fair Trade

Suppliers with Fair Trade Agreements	Unit	2022	2023	2024
Number of suppliers with Fair Trade Agreements	Companies	41	48	51

Fair trade training	Unit	2022	2023	2024
Number of participants who completed training	Persons	31	393	279
Number of trainings	Times	9	13	10

Food Quality

Quality Management	Unit	2022	2023	2024
Service Quality (SQ) certification status		Re-certification audit	No assessment	Post assessment
Number of product recalls	Cases	0	1	0
Number of products recalled	Products	0	1,630	0
Number of labeling standard training(Number of video distributions)	Times	5(4)	3(6)	7 ¹⁾

1) The online quality academy was conducted over seven months.

Quality inspection	Unit	2022	2023	2024
Regular inspection	Times	82	131	160 ¹⁾
Self-inspection ²⁾	Times	348	348	348

1) Quality Assurance Division and third-party inspections (BSI, SGS)

2) 29 factories (including 6 OTOKI factories, 7 affiliates and 16 OEM companies) conduct monthly Factory inspections and register the results in the Factory inspection system [29 factories × 12 times (per month) = 348 cases].

Capacity building activity	Unit	2022	2023	2024	Item
Global proficiency testing ¹⁾	Times	11	12	16	Preservatives, fatty acid, GMO, inorganic matters, etc.
Analytical technique training/evaluation	Times	23	24	15	Pesticide residue, animal drugs, microorganisms, etc.
Pre-preventive networking sessions	Times	3	2	-	Microorganisms, chemical
Food Safety Mutual Growth Academy	Times	-	-	1	Microbiological management, Foreign substance analysis method

1) Proficiency testing scheme: Tests to objectively assess laboratories' analytical capabilities and validate their expertise.

Food Safety Certification

OTOKI sells imported products from overseas manufacturers that comply with food safety systems such as FSSC 22000, BRCGS, SQF and IFS approved by the Global Food Safety Institute (GFSI).

GFSI certified products	Unit	2022	2023	2024
Purchase amount	KRW million	79,890	89,084	83,377
Revenue (Sales)	KRW million	126,253	135,071	138,690

Quality Certification

Classification	Certification validity period	Content	Relevant companies
HACCP(Hazard Analysis and Critical Control Point)	2005~present	Hygiene management system to prevent biological, chemical and physical hazards from being incorporated or contaminated into the food at the previous stage of the food product	All factories of OTOKI and affiliates (for all food types)
FSSC 22000(Food Safety SystemCertification)	2017~present	One of the international food standards approved by the Global Food Safety Institute (GFSI), including both relevant international and individual standards	OTOKI(Anyang·Daepoong·Samnam, Poseung Factory, Pyeongtaek, Nonsan Team of Anyang Factory), OTOKI RAMYON, SANGMI FOOD, OTOKI SF, Choheung(Ansan, Daeso Factory)
BRCGS(Brand Reputation through Compliance Global Standards)	2025~	Food Safety Quality Certification, one of the international food standards approved by the International Food Safety Association (GFSI)	OTOKI RAMYON
Korea Service Quality Certification	2016~present	Diagnose and certify service quality levels	OTOKI

Quality Management System

Classification		Certification validity period
ISO 9001 (Quality Management System)	OTOKI SESAME MILLS CO., LTD.	2002.03~2026.12
	OTOKI FROZEN FOODS CO., LTD.	2025.04~2028.04
	Choheung Corporation	2005.07~2026.07

Supplier Management

Classification		Unit	2022 ¹⁾	2023 ¹⁾	2024
Major global suppliers		Companies	519	510	524
Major domestic Suppliers ²⁾		Companies	454	440	448
Raw materials	KRW 1B or more	Companies	51	51	51
	KRW 100M or more	Companies	94	88	93
	Less than KRW 100M	Companies	139	128	126
	Total	Companies	284	267	270
Packaging materials	KRW 1B or more	Companies	22	24	23
	KRW 100M or more	Companies	41	32	35
	Less than KRW 100M	Companies	25	28	25
	Total	Companies	88	84	83
Products purchased	KRW 1B or more	Companies	29	30	32
	KRW 100M or more	Companies	28	35	36
	Less than KRW 100M	Companies	25	24	27
	Total	Companies	82	89	95
Total	KRW 1B or more	Companies	102	105	106
	KRW 100M or more	Companies	163	155	164
	Less than KRW 100M	Companies	189	180	178
Major international suppliers		Companies	65	70	76
China		Companies	9	9	10
Asia, Oceania		Companies	28	30	33
Americas		Companies	14	15	15
Europe		Companies	14	16	18

1) Data for 2022 and 2023 were revised to align with internal control standards.

2) Excluding domestic affiliates (related parties) under the consolidated basis

Classification		Unit	2022 ¹⁾	2023 ¹⁾	2024
Total of purchase amount from global suppliers		KRW million	1,052,435	1,007,698	1,017,917
Purchase amount from domestic suppliers		KRW million	571,661	608,644	632,348
Raw materials		KRW million	248,772	258,133	265,357
Packaging materials		KRW million	133,442	136,795	139,645
Products purchased		KRW million	189,447	213,717	227,346
Purchase amount from international suppliers		KRW million	480,775	399,053	385,570
China		KRW million	49,587	59,326	76,206
Asia, Oceania		KRW million	336,996	181,199	218,603
Americas		KRW million	76,793	136,059	68,753
Europe		KRW million	17,398	22,470	22,008

1) Data for 2022 and 2023 were revised to align with internal control standards.

Support program for mutual growth of cooperative SMEs		Unit	2022	2023	2024
Education and training	Quality meeting	Companies	41	48	50
	Quality circle competition	Companies	15	15	15
Financial support	Mutual growth fund (for suppliers)	KRW million	10,750	11,270	12,812
	Mutual growth fund (for agencies)	KRW million	348	419	244
	Total mutual growth fund raised	KRW million	14,500	23,500	24,000
	Early subcontracting payment during New Year's Day and Korean Thanksgiving Day	KRW million	24,372	21,707	21,160
	Number of suppliers subject to early subcontracting payment during New Year's Day and Korean Thanksgiving Day	Companies	82	60	52
Technical support	Technical analysis support	Cases	1,731	2,630	3,234
	Design supervision support	Cases	75	91	92
Operation support	Management Doctor System	Cases	1	1	1
	Sanitation support	Cases	144	200	218

Raw Materials Sourcing

Classification	Unit	2022	2023	2024	Notes
Total raw materials used	tonnes	370,518	363,415	389,536	Based on purchase in 2024
Raw materials purchase amount	KRW million	802,503	738,286	737,782	

Eco-Friendly Raw Materials Sourcing¹⁾

Classification		Unit	2022	2023	2024	Notes	
Direct and indirect eco-friendly raw material sourcing	Total purchase amount of relevant materials		KRW million	98,950	79,222	84,088	
	Purchases of eco-certified materials		KRW million	18,754	23,931	25,447	
	Purchasing ratio		%	19.0	30.2	30.3	
OTOKI	Palm oil	All eligible materials	KRW million	80,988	56,454	60,331	Palm oil, Based on receipt in 2024
		RSPO purchase amount	KRW million	897	1,631	1,975	Based on receipt in 2024
		Purchasing ratio	%	1.1	2.9	3.3	
OTOKI SF	Tuna	All eligible materials	KRW million	17,787	22,016	23,285	Tuna (Original species / Loins)
		MSC purchase amount	KRW million	-	602	174	
		Purchasing ratio	%	-	2.7	0.7	
		Dolphin Safe purchase amount	KRW million	17,787	22,016	23,285	
		Purchasing ratio	%	100.0	100.0	100.0	
	Salmon	All eligible materials	KRW million	175	752	472	Salmon
		ASC purchase amount	KRW million	70	284	187	
		Purchasing ratio	%	40.1	37.8	39.5	

1) The eco-friendly purchase standard borrows from K-Taxonomy.

Organic Raw Materials Sourcing¹⁾

Classification	Unit	2022	2023	2024	Notes
All eligible materials	tonnes	164,046	156,847	165,239	Palm oil, sunflower oil, soybean oil, white sugar, vinegar, tomato paste
Organic palm oil	kg	2,660	-	-	Discontinued use in 2022
Organic sunflower oil	kg	2,485	762	382	Based on usage in 2022 Based on purchase in 2023~2024
Organic soybean oil	kg	13,791	10,288	5,715	Based on usage in 2022 Based on receipt in 2022~2024
Organic white sugar	kg	2,078	1,000	2,000	Based on usage in 2022 Based on purchase in 2023~2024
Organic vinegar	kg	836	432	720	Based on usage in 2022~2024
Organic tomato paste	kg	11,900	6,300	10,500	Based on receipt in 2022~2024
Organic subtotal	kg	33,750	18,782	19,317	
Purchasing ratio ²⁾	%	0.02	0.01	0.01	Organic subtotal/ All eligible materials

1) Strawberries (pesticide-free frozen strawberries, organic frozen strawberries) are not used due to the discontinuation of the product from 2022.

2) The ratio of sourcing of eco-friendly raw materials to total raw material usage

Socially Certified Raw Materials Sourcing

Classification		Unit	2022	2023	2024	Notes
All eligible materials		KRW million	5,609	5,125	5,407	Egg
Animal welfare	Animal welfare-certified products purchase amount	KRW million	43	121	87	
	Purchasing ratio	%	0.8	2.4	1.6	
Non-antibiotic	Total non-antibiotic products purchase amount	KRW million	5,565	5,004	5,320	
	Purchasing ratio	%	99.2	97.6	98.4	

Governance Data

Violation of Regulations

Violation of Social Regulations ¹⁾	Unit	2022	2023	2024
Administrative fines	KRW million	0	0	0

1) Anti-competitive and anti-trust behavior, marketing communications and customer privacy laws

Violation of Environmental Regulations	Unit	2022	2023	2024
Administrative fines	KRW million	0.48	8.13	0

Ethical Management Education

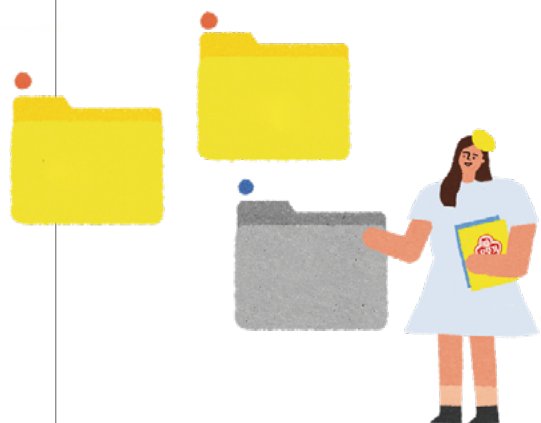
Ethical management education for employees	Unit	2022	2023	2024
Employees completed the training (ratio)	Persons(%)	3,129(100)	3,300(100)	3,467(100)
Training hours per person	Hours	0.4	0.3	0.4

Information Protection

Information Protection Training	Unit	2022	2023	2024
Education hours of employees' information protection training	Hours	731	1,204	859
Number of employees involved in information protection training	Persons	1,092	1,049	1,129

Classification		Certification validity period ¹⁾
ISO 27001 (Information Security Management System)	OTOKI Domestic Operations	2022.12~2025.12
ISO 27701 (Privacy Information Management System)	OTOKI Domestic Operations	2022.12~2025.12

1) Certification validity period corrected due to making error.



Creation and Distribution of Economic Value

Direct economic value creation	Unit	2022	2023	2024
Revenue (Sales)	KRW million	2,759,810	2,872,351	2,926,767
Economic value distribution	Unit	2022	2023	2024
Cost of purchasing raw materials and services	KRW million	2,247,839	2,276,933	2,399,085
Executive and employee compensation	KRW million	183,429	189,427	208,328
Dividends and interests	KRW million	36,105	54,792	49,585
Tax (corporate tax)	KRW million	32,931	33,528	29,091
Community investment (donation)	KRW million	9,384	9,715	7,420
Total	KRW million	2,509,688	2,564,395	2,693,509

Research and Development

R&D expense	Unit	2022	2023	2024
Total R&D expense	KRW million	13,058	18,210	20,041
R&D expenditure as a percentage of revenue	%	0.47	0.63	0.70

Association Membership

As part of corporate citizenship, OTOKI supports global sustainability initiatives and participates in various associations to enhance the ESG capabilities of both the company and the industry.

Memberships			
Korea Industrial Safety Association	Food Business Export Council	Korea Fair Competition Federation	The Organization of Consumer Affairs Professionals in Business
Korea Management Association	Korea Marketing Association	Korea International Trade Association	
Korea Listed Companies Association	Korea Fire Safety Association	Korea Foods Industry Association	
Korea Energy Engineers Association	Korea Personal Improvement Association	Korea Electric Engineers Association	
Korean Standards Association	Environmental Preservation Association	Korea Environmental Engineers Association	

Contribution and other expenses	Unit	2022	2023	2024
Lobby and interest group	KRW million	0	0	0
Political contribution	KRW million	0	0	0
Relevant association	KRW million	80.8	92.7	96.0

Condensed Consolidated Financial Statements (K-IFRS)

Classification	Unit	2022	2023	2024
Current assets	KRW million	1,482,196	1,450,699	1,478,843
Quick assets	KRW million	847,223	944,935	985,821
Inventory assets	KRW million	634,463	505,764	493,022
Other current assets	KRW million	510	0	0
Non-current assets	KRW million	2,087,565	2,045,785	2,118,560
Investment assets	KRW million	175,399	189,952	221,827
Tangible assets	KRW million	1,824,232	1,739,137	1,811,184
Intangible assets	KRW million	72,349	68,382	64,020
Other non-current assets	KRW million	15,585	48,314	21,529
Total assets	KRW million	3,569,761	3,496,483	3,597,403
Current liabilities	KRW million	1,219,292	904,873	1,028,845
Non-current liabilities	KRW million	402,949	528,068	387,027
Total liabilities	KRW million	1,622,241	1,432,941	1,415,872
Share capital	KRW million	20,039	20,039	20,039
Capital surplus	KRW million	330,469	330,469	330,469
Capital adjustments	KRW million	(336,900)	(336,900)	(336,900)
Accumulated other comprehensive income	KRW million	6,812	7,549	29,073

Classification	Unit	2022	2023	2024
Retained earnings	KRW million	1,797,032	1,913,375	2,011,200
Equity attributable to owners of the parent entity	KRW million	1,817,452	1,934,531	2,053,881
Non-controlling interests	KRW million	130,068	129,010	127,650
Total equity	KRW million	1,947,520	2,063,542	2,181,531
Total equity and liabilities	KRW million	3,569,761	3,496,483	3,597,403
Revenue (Sales)	KRW million	3,183,315	3,454,548	3,539,121
Gross profit	KRW million	500,890	605,115	603,392
Operating profit	KRW million	185,656	254,894	222,015
Net income	KRW million	278,494	161,681	137,600
Total comprehensive income	KRW million	303,322	148,657	150,480
Net income attributable to:				
1) Owners of the parent entity	KRW million	274,541	160,331	136,698
2) Non-controlling interests	KRW million	3,953	1,350	902
Comprehensive income attributable to:				
1) Owners of the parent entity	KRW million	298,509	147,799	150,071
2) Non-controlling interests	KRW million	4,813	859	409
Earnings per share	KRW million	80,501	46,617	40,048

Tax

Classification	Unit	2022	2023	2024
Korea				
Pre-tax profit	KRW million	245,414	205,721	192,345
Tax amount to be paid (Cash Basis)	KRW million	41,546	54,908	46,087
Tax amount to be paid (Accrual Basis)	KRW million	49,451	42,463	41,865
Legal capital	KRW million	42,354	39,539	39,539
Retained earning	KRW million	1,856,989	1,909,433	2,006,662
USA¹⁾				
Pre-tax profit	KRW million	8,070	16,903	13,650
Tax amount to be paid (Cash Basis)	KRW million	3,130	7,354	428
Tax amount to be paid (Accrual Basis)	KRW million	2,148	4,526	605
Legal capital	KRW million	260,675	266,906	370,440
Retained earning	KRW million	40,046	51,119	61,845
New Zealand²⁾				
Pre-tax profit	KRW million	698	1,769	876
Tax amount to be paid (Cash Basis)	KRW million	832	68	629
Tax amount to be paid (Accrual Basis)	KRW million	196	499	241
Legal capital	KRW million	11,915	11,915	11,915
Retained earning	KRW million	5,472	6,581	6,895

Classification	Unit	2022	2023	2024
Vietnam³⁾				
Pre-tax profit	KRW million	1,341	2,520	3,176
Tax amount to be paid (Cash Basis)	KRW million	224	368	535
Tax amount to be paid (Accrual Basis)	KRW million	222	379	635
Legal capital	KRW million	22,625	35,412	35,412
Retained earning	KRW million	9,684	12,006	14,131
China⁴⁾				
Pre-tax profit	KRW million	1,089	1,176	1,988
Tax amount to be paid (Cash Basis)	KRW million	197	3,218	405
Tax amount to be paid (Accrual Basis)	KRW million	281	296	534
Legal capital	KRW million	8,053	8,053	8,053
Retained earning	KRW million	8,136	8,695	9,838

1) OTOKI AMERICA HOLDINGS INC.

2) OTOKI NEW ZEALAND LTD.

3) OTOKI VIETNAM CO., LTD.

4) JIANGSU OTOKI FOODS CO., LTD., JIANGSU TAEDONG FOODS CO., LTD.

GRI Index

GRI 2 : General Disclosures

GRI Standards	Disclosures	Page	Notes
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GRI 3 : Material Topics 2021

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	3-2 List of material topics	17	

Climate Change Response

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GRI 201 : Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	24~25	
GRI 302 : Energy 2016	302-1 Energy consumption within the organization	85	
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GRI 305 : Emissions 2016	305-1 Direct (Scope1) GHG emissions	84	
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	417-2 Incidents of non-compliance concerning product and service information and labeling	100	
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Natural Capital Management

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	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	31	

Supply Chain ESG Management

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Occupational Health and Safety

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GRI 3 : Material Topics 2021	3-3	Management of material topics	18	
GRI 403 : Occupational Health and Safety 2018	403-1	Occupational health and safety management system	48~50, 95	
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GRI Standards		Disclosures	Page	Notes
GRI 201 : Economic Performance 2016	201-1	Direct economic value generated and distributed(EVG&D)	101	
	201-3	Defined benefit plan obligations and other retirement plans	93	
GRI 202 : Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	93	
GRI 203 : Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	72, 96	
GRI 205 : Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	78~79	
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GRI 206 : Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	100	
GRI 207 : Tax 2019	207-4	Country-by-country reporting	103	

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GRI 401 : Employment 2016	401-1	New employee hires and employee turnover	92	
	401-3	Parental leave	94	
GRI 404 : Training and Education 2016	404-1	Average hours of training per year per employee	94	
	404-2	Programs for upgrading employee skills and transition assistance programs	57, 59	
	404-3	Percentage of employees receiving regular performance and career development reviews	93	
GRI 405 : Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	55 74~75 92~93	
GRI 416 : Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	61~63	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	97	

SASB Index

Processed Foods

Topic	Metric		Code	Page
Energy Management	(1) Total energy consumed,(2) percentage grid electricity, (3) percentage renewable	Quantitative	FB-PF-130a.1	85
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High(40-80%) or Extremely High(>80%) Baseline Water Stress	Quantitative	FB-PF-140a.1	33
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Quantitative	FB-PF-140a.2	88
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	FB-PF-140a.3	33~34
Food Safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rates and (2) associated corrective action rates for (a) major and (b) minor non-conformances	Quantitative	FB-PF-250a.1	-
	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognised food safety certification programme	Quantitative	FB-PF-250a.2	97
	(1) Total number of notices of food safety violation received, (2) percentage corrected	Quantitative	FB-PF-250a.3	100
	(1) Number of recalls issued, (2) total amount of food product recalled	Quantitative	FB-PF-250a.4	97
Health & Nutrition	Revenue from products labelled or marketed to promote health and nutrition attributes	Quantitative	FB-PF-260a.1	65~66
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Discussion and Analysis	FB-PF-260a.2	61~63
Product Labelling & Marketing	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	Quantitative	FB-PF-270a.1	-
	Revenue from products labelled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Quantitative	FB-PF-270a.2	-
	Number of incidents of non-compliance with industry or regulatory labelling or marketing codes	Quantitative	FB-PF-270a.3	100
	Total amount of monetary losses as a result of legal proceedings associated with labelling or marketing practices	Quantitative	FB-PF-270a.4	100
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, (3) percentage that is recyclable, reusable, or compostable	Quantitative	FB-PF-410a.1	91
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	FB-PF-410a.2	35~36
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sourced that are certified to third-party environmental or social standards and percentages by standard	Quantitative	FB-PF-430a.1	99
	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non- conformances	Quantitative	FB-PF-430a.2	44
Ingredient Sourcing	Percentage of food ingredients sourced from regions with High(40-80%) or Extremely High(>80%) Baseline Water Stress	Quantitative	FB-PF-440a.1	-
	List of priority food ingredients and discussion of sourcing risks related to environmental and social considerations	Discussion and Analysis	FB-PF-440a.2	67~70
Activity Metrics	(1) Weight of products sold, (2) Number of production facilities	Quantitative	FB-PF-000.A FB-PF-000.B	p.45~46, Annual Report

Independent Assurance Statement

To the Stakeholders of OTOKI Co., Ltd.

The Korea Productivity Center (hereinafter the “Assurer”) was appointed by OTOKI Co., Ltd. (hereinafter the “Company”) to provide independent assurance of its “2025 OTOKI Sustainability Report” (hereinafter the “Report”) and hereby presents the following assurance statement.

Responsibility and Independence

The Company is fully responsible for the reliability and accuracy of all the information and opinions presented in the Report. The Assurer is responsible solely for the third party assurance of the content in the Report. As an independent assurance agency, the Assurer was neither involved in the process of preparing the Report, nor in any conflicts of interest that may undermine our independence.

Assurance Standard and Method

This assurance was conducted in accordance with Type 1 assurance and the Moderate Level based on AA1000AS(2008)*. Type 2 assurance was also applied to specific indicators that require reliability verification of information collection processes such as energy, waste and water.

The Assurer reviewed whether the Company complied with the four principles of inclusivity, materiality, responsiveness and impact presented by AA1000AP(2018)**. Based on the four-principle composition method, we carried out the assessment service.

On the basis of documents and information presented by the Company and in the field interviews, we checked all indicators and information specified in the Report to confirm their balance, comparability, accuracy, timeliness, clarity and reliability.

* AA1000AS(2008): AA1000 Assurance Standard (2008) is the global assurance standard established by Accountability to provide a comprehensive way of verifying an organization's management, compliance with the principles and reliability of performance data for reporting its sustainability issues.

** AA1000AP(2018): AA1000 Accountability Principles Standard (2018) is the global assurance principles established Accountability to provide the basis for the AA1000 Assurance Standard.

Methodology

This assurance was conducted through the following methods:

- Verified if the requirements of the GRI Standards 2021 were fulfilled.
- Verified the compliance with the principles of the Report contents and quality based on the GRI Standards 2021.
- Verified the selection of material issues covered and the appropriateness of the contents.
- Verified the suitability of the contents and any errors in expression through a comparison analysis with other sources.
- Verified the basis of Core data and information and the internal process and system through on-site inspection at the headquarters in Seoul.

Findings and Conclusion

It is the Assurer's opinion that the Report represents the sustainability efforts and performance results of the Company in a fair and accurate way. In addition, the Assurer verified that the Report fulfils the requirements of GRI Standards 2021. It was confirmed that the contents of the Report is in compliance with General Disclosure and the material issues are reported following the Material Topic and related Topic Disclosure.

[Universal Standards]

Organizational and its reporting practices (2-1~5), Activities and workers (2-6~8), Governance (2-9~21), Strategy, policies and practices (2-22~28), Stakeholder engagement (2-29~30), Material topics (3-1~3)

[Topic Standards]

Economic Performance (201-1~3), Market Presence (202-1), Indirect Economic Impacts (203-1), Anti-corruption (205-2~3), Anti-competitive Behavior (206-1), Tax (207-4), Materials (301-1), Energy (302-1,3~4), Water and Effluents (303-3~5), Biodiversity (304-1~2,4), Emissions (305-1~5,7), Waste (306-1~5), Supplier Environmental Assessment (308-2), Employment (401-1,3), Occupational Health and Safety (403-1~6,8~9), Training and Education (404-1~3), Diversity and Equal Opportunity (405-1), Supplier Social Assessment (414-2), Customer Health and Safety (416-1~2), Marketing and Labeling (417-1~3), Customer Privacy (418-1)

• Inclusivity: Stakeholder Engagement

The Assurer confirmed that the Company communicated with stakeholders to comply with the Inclusivity principle through the relevant communication channels. The Company defined its five stakeholder groups as customers, supply chains, shareholders/investors, local communities and executives/employees, and collected opinions from stakeholders through communication channels that considered the different characteristics of each stakeholder. Collected opinions were reflected in management strategies and is also verified that this type of management decision-making process is a good example.

• Materiality: Identification and Reporting of Material Issues

The Assurer verified that the Company used a materiality assessment process for identifying its material issues. In particular, the Company identified its material issues through an analysis of international standards and evaluation criteria such as GRI STANDARDS 2021, UN SDGs, ESRS, media research, benchmarking of cases in the same industry and major companies.

The Company also collected opinions on environmental and social factor and financial impact from internal and external stakeholders. In addition, the Assurer verified that the Company proposed its future strategy to respond to the selected issues by reporting the issues derived from the materiality test process in accordance with the Stakeholder Matrix.

• Responsiveness: Organization's Response to Issues

It was verified that the Company identified material issues affecting stakeholders' performance, established sustainable management strategies in response, and appropriately disclosed them in the Report. In particular, the Assurer verified the Company's response to material issues objectively through an annual survey and interview of stakeholders. Moreover, the Report earnestly discloses all corresponding activities and their performances regarding the major issues of sustainability management.

• Impact: Measuring Sustainability Impact

The Company considers the societal impact of the organization by establishing the boundaries of the impact of major issues. Moreover, the Report earnestly discloses the product and development activities to focus on the environmental and safety impacts of the product and social issues and to minimize the negative impact through ESG management.

• Reliability: Reliability and quality of specific information

In addition to compliance with AA1000AP(2018) principles, the Assurer conducted reliability verification on economic, environmental and social performance information related to sustainability performance. Interviews were conducted with the person in charge to verify the information and

data, and it was confirmed that the information was reliable through data sampling, supporting documents, external sources and public data. We found no intentional errors or misstatements in the sustainability performance information.

Limitations

The Assurer verified the Report based on the aforementioned assurance standards. The on-site verification was carried out at the headquarters in Seoul. The financial data in the Report was verified through the financial statements and disclosure information which was audited by an auditor, while the aggregated data at the corporate level are used for the verification of Environmental and Social performance. The Assurer discloses that the results may vary if further verification procedures are performed. The Assurer expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Assurance Statement.

Recommendation

The Assurer recognizes the diverse efforts and performance made by the Company and suggests the following for the Company's publication of the Report in the future and the improvement of its sustainability standards:

The Company identified 6 material issues for each area of environment, social and governance. The Company has systematically managed these issues and transparently discloses strategies, policies, governance, activities and performance of each issue. In the future, it is recommended that the Company continuously monitor and disclose ESG management and business performance so that it can be shared with stakeholders.

June 2025

Sung-Joong Park
CEO

Yong-Hwa Lee
Director



The ESG Consulting Center of the Korea Productivity Center is a fully qualified independent assurance agency. It is officially certified by AccountAbility that established AA1000, the international standard for stakeholder engagement and assurance. It has the Assurance Committee with of experienced experts who are qualified for the consultation and assurance of sustainability practice.

GHG Verification Statement

MOC-24-128-1

GHG Emission Verification Opinion

OTOKI Co., Ltd.

Verification Scope

Korean Standards Association has conducted verification for GHG emissions based on GHG report provided by OTOKI Co., Ltd. which includes Scope1 and Scope2 emissions.

Verification Standards and Guidelines

To conduct verification activities, verification team applied verification standards and guidelines. The standards and guidelines are as follows.

- Guidance for reporting and verification of GHG emissions trading scheme (No. 2024-155 provided by Ministry of Environment, Republic of Korea)
- Verification Guidelines for the Operation of the Greenhouse Gas Emission Trading System (No. 2024-169 provided by Ministry of Environment, Republic of Korea)
- 2006 IPCC Guidelines, KS I ISO 14064-1: 2018 and KS I ISO 14064-3: 2019

Level of Assurance

OTOKI's GHG emissions satisfies the under Reasonable Assurance(less than $\pm 5.0\%$ of total emissions).

Verification Conclusion

As a result of verification activities, verification team has found no significant errors, omissions, and misstatements. Therefore, Korean Standards Association confirms that following emissions data are adequately quantified.

2024 GHG Emissions(Scope1, Scope2)

(Unit : tCO ₂ eq)			
Year	Scope 1	Scope 2	Total
2024	45,640.590	47,499.521	93,135

※ Note : Decimal place is not considered when calculating the emission of each workplace.

Jun 2, 2025



KOREAN STANDARDS ASSOCIATION

KSA-MOF-644(Rev.0, '24.02.14)

DNV

INDEPENDENT VERIFICATION OPINION

OTOKI Co., Ltd.

Introduction

DNV Business Assurance Korea Ltd. ("DNV") was commissioned by OTOKI Co., Ltd. and its subsidiaries (OTOKI RAMYON, Choheung) ("Companies") to perform third party verification for the Company's Greenhouse Gas Statement. The Company is responsible for the preparation of the GHG statement on the basis set out within Audit Standard, 'WRI/WBCSD GHG Protocol: A Corporate Accounting and Reporting Standard', 'The Corporate Value Chain (Scope 3) Accounting and Reporting Standard'. The Company has full responsibility of the GHG statement. According to terms of contract, DNV expressly disclaims any liability or responsibility for any decisions, based upon the verification opinion.

Objective and Scope of Verification

The objective of the verification is to present an independent verification opinion on the company's GHG statement, and the scope of verification is as follows:

- Organizational Boundary : Domestic business sites of Companies
- Reporting Boundary : Scope 3 (Other indirect emissions - Category 1, 2, 3, 4, 5, 6, 7, 9, 12)
- Reporting Period : 2024.01.01 ~ 2024.12.31

Verification Approach

The verification has been conducted in accordance with the verification principles and tasks outlined in the 'ISO 14064-3:2019', based upon a Limited Level of assurance. DNV planned and concluded our work so as to obtain all the information and explanations deemed necessary to provide us with sufficient evidence to provide a verification opinion with 5% materiality level. As part of the verification process, we have reviewed as follows:

- Adequacy of GHG data control, collection and emission calculation and report process
- The GHG inventory is based on measurements and has inherent limitations that may arise from the process of calculating, estimating, and finalizing the reported data.

Conclusions

Based on the verification, there is no evidence that the GHG statement is not materially correct and is not a fair representation of GHG data and information.

- DNV represents "unmodified" opinion on Greenhouse Gas Emissions.

(Unit: ton CO₂ equivalent)

Year	Scope 3 (Other indirect emissions)		
	Upstream	Downstream	Total Emissions
OTOKI	1,288,808	28,373	1,317,181
OTOKI RAMYON	405,485	12,336	417,821
Choheung	291,183	956	292,139

※ The above greenhouse gas emissions may differ by less than ± 1 tCO₂eq due to rounding for reporting as whole numbers.

※ Upstream : Category 1, 2, 3, 4, 5, 6, 7 / Downstream : Category 9, 12

2025. 5. 27
Seoul, Republic of Korea

 Lee, Jang Sup
Country Representative
DNV Business Assurance Korea Ltd.

This Assurance Opinion is valid as of the date of the issuance. Please note that this Assurance Opinion would be revised if any material discrepancy which may impact the Greenhouse Gas Emissions of the Company is subsequently brought to our attention.

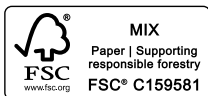
DNV Business Assurance Korea : 18F, 1, Jong-ro, Jangro-gu, Seoul, Rep. of Korea
PRUN-968153-AST-ENG

FOP_01_05_Rev.2



OTOKI
Inspiring the world
with better foods

2025 Sustainability Report



2025 OTOKI Sustainability Report was printed on
FSC® (Forest Stewardship Council®)-certified paper in soy oil ink.