



Better Than!

O T O K I 2 0 2 6 S U S T A I N A B I L I T Y R E P O R T



About This Report

Since 2019, **OTOKI** has regularly published its Sustainability Report in accordance with the Global Reporting Initiative(GRI), after first demonstrating its commitment to environmental management by publishing its first Environmental Management Report in 2011. OTOKI publishes this Sustainability Report every year to share **its performance and plans in the Environment(E), Social(S), and Governance(G) areas** with various stakeholders, in the hope of contributing to a sustainable food industry.

Cover Story



The cover features a panoramic view of HAM TAIHO HALL, built on the site of the Anyang Factory to mark the 10th anniversary of the passing of founder and Honorary Chairman Taiho Ham. HAM TAIHO HALL connects OTOKI's past and present, and serves as a space where visitors can learn about and experience the founder's management philosophy.

Reporting Framework

This report has been prepared in accordance with the Global Reporting Initiative(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 key issues specific to the food industry.

Reporting Period

The reporting period of this report is based on the 2025 fiscal year(January 1, 2025 ~ December 31, 2025), which is identical to the reporting period of OTOKI's consolidated financial statements. For major quantitative performance, this report includes data from the past three years(2023~2025) to help identify changes in trends. For significant activities, the report includes information through the second quarter of 2026 to provide timely information, and organizational changes are reflected with the latest updates. The reporting cycle for this report is one year, and the previous report was the '2025 Sustainability Report', published in 2025.

Reporting Scope and Boundary

- Financial performance includes data on subsidiaries consolidated in the financial statements.
- Non-financial performance includes OTOKI CORP. and major subsidiaries(hereinafter 'affiliates') selected based on factors such as revenue and production volume.
 - Social performance includes all domestic sites of OTOKI CORP., including OTOKI Center, the Research Institute, and factories.
 - Environmental performance includes OTOKI CORP. and the domestic production corporations among its subsidiaries: OTOKI RAMYON CO., LTD., CHOHEUNG CORPORATION, OTOKI SESAME MILLS CO., LTD., SANGMI FOOD CO., LTD., OTOKI SF CO., LTD., OTOKI FROZEN FOODS Co., Ltd, and POONGLIM PACKAGE & PRINT CO., LTD.
- For some quantitative Environmental/Social data, previous years' (2023~2024) values have been revised due to changes in calculation methods or scope compared to the data reported in 2025; such changes are separately footnoted for the relevant items.

Cautionary Note Regarding Forward-Looking Statements

This report contains forward-looking information related to OTOKI's sustainability management, including outlooks, projections, estimates, expectations, plans, targets, and strategies. While such information reflects reasonable assumptions and expectations as of the time of writing, it involves various uncertainties arising from a range of internal and external factors, and actual results may therefore differ from these projections. Accordingly, the forward-looking information in this report should be used for reference purposes only and should not be construed as a guarantee that OTOKI will achieve the anticipated results.

Report Verification

This report underwent verification by BSI, a third-party verification agency, to ensure its reliability. The Verification Statement is attached in the Appendix.

Contact Us

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

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OTOKI Business

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3rd OTOKI Illustration Festival / Grand Prize / Chaehyo Kim /
Like That Winter, Softly Blanketed in Snow

CEO Message

Dear Stakeholders,
I would like to express my sincere gratitude for the deep trust and unwavering support you have extended to OTOKI over the past year.

Today, the business environment surrounding us is more challenging than ever. Prolonged geopolitical risks and persistent global uncertainty continue to be compounded by surging energy prices and instability in raw material supply chains, posing formidable challenges across the food industry. In times like these, when greater responsibility and agile crisis-response capabilities are demanded, OTOKI is committed to returning to its core purpose as a company.

We believe that food is made complete by *jeongseong*—the heartfelt care and dedication infused with the warmth of human hands and hearts. Every OTOKI product is crafted with integrity at every stage, from the careful selection of quality ingredients through safe production processes to the moment it reaches the table. The more rapidly the external environment shifts, the more firmly we will uphold the value of quality that our customers can choose with absolute confidence, guided by a mindset of continually striving for perfection. In the belief that customer trust can only be sustained when products made with integrity are delivered with genuine care, we will remain steadfast in conducting our business responsibly.

This spirit of *jeongseong* runs throughout OTOKI's ESG practices. We are systematically advancing key sustainability priorities, including Climate Change Response, Resource Circulation, and Consumer Centered Management. Protecting the environment, growing alongside our suppliers, and fostering a safe, rewarding workplace where our employees can take pride—each of these is *jeongseong* in practice, applied to meet the demands of our time. Looking ahead, we will steadily expand our carbon reduction efforts and transition to eco-friendly packaging, while mobilizing capabilities across the organization to embed sustainability principles deeply throughout our supply chain.

Furthermore, OTOKI's *jeongseong* is now extending beyond national borders to the global stage. Building on the growing international interest in K-Food, we will bring the trust embodied in the OTOKI name to more customers worldwide through strategies tailored to local market needs. We are confident that our enduring commitment to preserving our distinctive flavors and authenticity, wherever we do business, will remain a core competitive strength that moves the hearts of consumers around the world.

Going forward, we will continue to prepare food with heartfelt care, working steadfastly to bring it to more tables on a healthier planet. We ask for your unwavering trust and warm support as OTOKI opens the door to a sustainable future.

Thank you.

Chairman and CEO, OTOKI CORP.

Youngjoon Ham 



Management Philosophy

Mission Statement

“ Contributing to the food lifestyle of humanity
with better **quality**, better **nutrition** and advanced **food** ”

Corporate Motto



Unity and Harmony

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



Pioneering Research

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



Speed and Accuracy

We communicate and evaluate information swiftly and accurately to support the company's growth.

Working Creed

머리쓰고 땀 흘리자

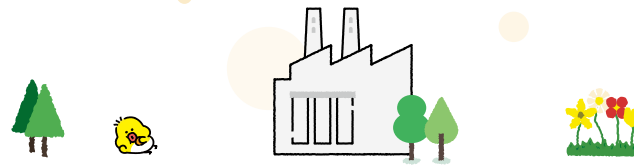
History

History

1969.05	Founded the company; became the 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	Began sponsoring children with congenital heart disease
1992.07	Completed Samnam Factory
1994.06	Entered China; established 'JIANGSU OTTOGI FOODS'
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 the KS mark for mayonnaise
1999.07	ISO 9002 Quality Assurance System certification



2001.08	Completed Daepoong Factory
2004.11	Completed Washed and Cooked Rice factory at Daepoong Factory
2005.05	Established North American corporation, 'OTTOGI AMERICA'
2007.06	Established and implemented the Code of Ethics for OTOKI employees
2009.12	Established 'OTTOGI VIETNAM' and completed its local factory
2019.12	Completed OTOKI Poseung Factory

2000 ~ 2009 Leading Food Company of the 21st Century
2010 ~ 2019 Making a Second Leap Forward

2002.02	OTOKI Research Institute KOLAS(internationally recognized testing laboratory) certification
2002.12	Received Food Safety Management Award(Korea Management Association)
2008.02	Delicious OTOKI Cooked Rice passed final certification as space food
2010.12	Daepoong Factory obtained HACCP certification for all products
2011.05	Honorary Chairman Taiho Ham was 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)
2016.12	Certified as an Excellent Service Quality Company in Korea(Korea Service Promotion Association)
2017.06	Selected as 'Excellent' in the 2016 Win-Win Index evaluation
2017.09	Selected as No.1 for the first time in the Ramen category of the 2017 National Customer Satisfaction Index(NCSI)
2017.11	President Ganghun Lee received the Silver Tower Order of Industrial Service Merit at the Korea Food Show
2018.01	Chairman Youngjoon Ham received the Gold Tower Order of Industrial Service Merit at the National Productivity Awards
2019.12	Anyang Factory received the Minister of Environment Award at the Circular Resources Information Center Utilization Competition



2020.05	Completed relocation of OTOKI Research Institute to a new building
2020.11	Launched Next ERP 'OBIS'
2020.11	Opened OTOKI recipe website, O'Kitchen
2020.12	Opened the brand experience space, Roly-poly Cotto
2021.01	Signed an industry-academic cooperation agreement to establish the OTOKI Food Clinical Research Center
2021.02	Signed an agreement with KEAD to establish a subsidiary-type standard workplace
2021.03	Held the 1st OTOKI Food Essay Contest
2021.09	Opened OTOKI Food Culture Center Library
2021.11	Applied Braille labeling to OTOKI cup noodles
2023.12	Declared Consumer Centered Management(CCM)
2025.03	Changed English company name to OTOKI

2020 ~ Present ESG Management in the Global Era

2020.12	Awarded the '100 Million Dollar Export Tower' on Trade Day
2021.12	Reacquired Family-Friendly Certification(Ministry of Gender Equality and Family)
2022.12	Won the 24th Korea Human Rights Award for Persons with Disabilities in the private enterprise sector
2023.09	Selected as No.1 in the Ramen category of the 2023 National Customer Satisfaction Index(NCSI)
2023.11	Won the Grand Prize at the 2023 Excellent Companies Competition for Packaging Material & Structure Improvement
2024.09	Selected as No.1 in the Ramen category of the 2024 National Customer Satisfaction Index(NCSI)
2024.11	President Sungman Hwang received the Silver Tower Order of Industrial Service Merit(Ministry of Agriculture, Food and Rural Affairs)
2024.12	Reacquired Family-Friendly Certification(Ministry of Gender Equality and Family)
2024.12	Obtained Consumer Centered Management(CCM) certification
2025.05	Selected as the Winner in the Food category at the WorldStar 2025 - Braille Paper Container Packaging
2025.05	Received the Heart of Honor plaque from the Korean Heart Foundation
2025.09	Selected as a 2025 Best Job-Creating Company of Korea(Ministry of Employment and Labor)
2025.09	Selected as No.1 in the Ramen category of the 2025 National Customer Satisfaction Index(NCSI)
2025.11	Received a Minister's Commendation on the 99th Korean Braille Day(Ministry of Culture, Sports and Tourism)
2025.12	Won at the Circular Economy ESG Packaging Competition
2025.12	Jin Ramen won the Presidential Award at the 27th Korea Brand Awards
2026.03	Won a Minister's Award at the 2026 Korea Star Awards

About Us

Corporate Information

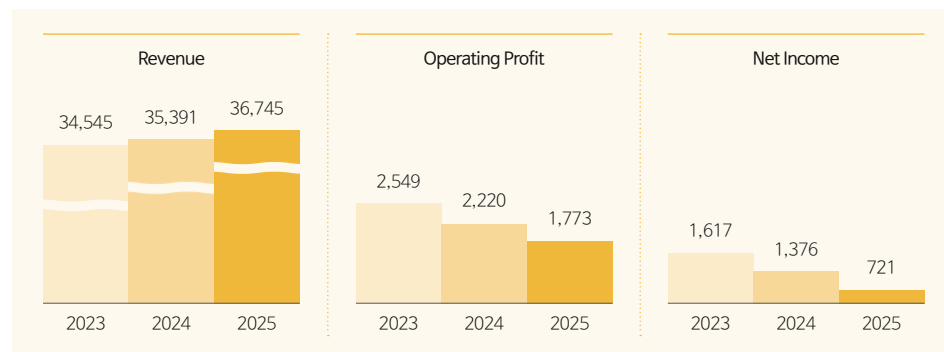
OTOKI has led the advancement of Korea's food culture as the first in the country to launch a wide range of products—including curry, soup, ketchup and mayonnaise—beginning with 'OTOKI Curry'. Today, centered on our B2C processed food business and B2B food-service distribution business, we manufacture and sell a diverse range of products, including dehydrated foods, sauces, fats and oils, and noodle products. We also collaborate with our affiliates across the entire value chain—from the procurement of raw materials to production, distribution and sales—to establish a stable quality management and supply system.

Company Overview

(As of December 31, 2025)

Company name	OTOKI CORP.	Presidents	Youngjoon Ham, Sungman Hwang
Foundation	May 5, 1969	Number of employees	3,394
Headquarters	405 Heungan-daero, Dongan-gu, Anyang, Gyeonggi Province, Republic of Korea	Credit rating	NICE Credit Rating A1(Criteria: Commercial Paper) Korea Ratings A1(Criteria: Commercial Paper)
Primary business	Food manufacturing and sales		

(Consolidated Basis, Unit: KRW 100 million)



Major Subsidiaries and Affiliates

Category	Affiliate	Primary Business	Ownership	Revenue	Employees
Manufacturing / Sales	OTOKI RAMYON CO., LTD.	Ramen manufacturing	100%	KRW 671.1 billion	732
	CHOHEUNG CORPORATION	Food additives manufacturing	50.86%	KRW 488.2 billion ²⁾	542
	OTOKI SESAME MILLS CO., LTD.	Vegetable oil manufacturing	100%	KRW 138.8 billion	131
	SANGMI FOOD CO., LTD.	Seasoning ingredients manufacturing	100%	KRW 125.0 billion	259
	OTOKI SF CO., LTD.	Seafood manufacturing	100%	KRW 84.6 billion	172
	OTOKI FROZEN FOODS Co., Ltd	Frozen foods manufacturing	100%	KRW 83.3 billion	210
Packaging / Logistics	POONGLIM PACKAGE & PRINT CO., LTD.	Packaging materials manufacturing	100%	KRW 83.4 billion	145
	OTOKI LOGISTICS SERVICE CO., LTD.	Logistics services (storage, transport)	100%	KRW 266.4 billion	305
Others	RDS Co., Ltd.	IT development and maintenance	100%	KRW 16.1 billion	55
	OTOKI Friends Co., Ltd.	Standard workplace for persons with disabilities ¹⁾	100%	KRW 0.59 billion	24
	ADRICH Communications Inc.	Advertising production and agency	100%	KRW 14.9 billion	29

¹⁾ Promotional product packaging and business card printing

²⁾ Revenue on a consolidated basis including CHOHEUNG CORPORATION's subsidiaries

About Us

Products and Brands

Revenue and Status by Major Product Group

(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, etc.

Brand Story

Specialized Brands

LIGHT & JOY Healthy Low-Spec Food	Gapunhanki Fast and healthy meals	Jeju Dameum Unique specialty products from Jeju	Jin Ramen A balanced and harmonious ramen flavor
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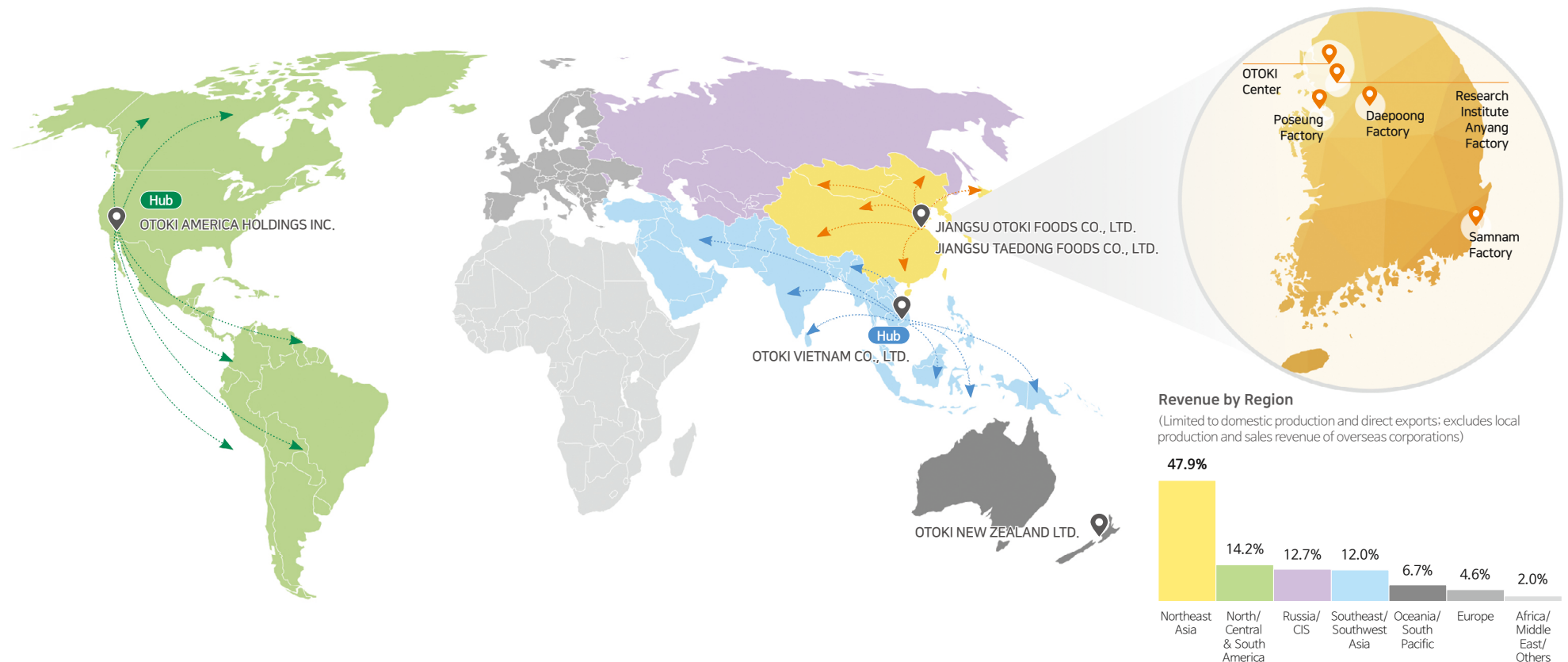
Brand Experience Spaces

Cooking Studio OTOKI's cooking experience spaces that foster a culture of cooking, sharing and enjoying together O'kitchen STUDIO O'Kitchen Studio Cooking Studio (Seoul)	Food Culture Space Roly-poly Cotto A space that conveys OTOKI's deeper sincerity toward food culture through integrated cultural activities utilizing its flagship products and brand assets le miil le miil A space that conveys OTOKI's sincerity and philosophy toward food culture through honest, healthy bread freshly baked each day	Food Truck YELLOW KITCHEN A food truck operated so people can experience OTOKI's taste and happiness firsthand, anywhere and anytime, free from the constraints of time and space
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Global Business

Global Network

OTOKI operates its domestic and overseas manufacturing facilities centered on the OTOKI Center, the hub of company-wide operations, and the Research Institute, which leads global food culture research, and is expanding its global network through overseas corporations and production infrastructure in key strategic regions—the United States, Vietnam, China and New Zealand. OTOKI VIETNAM, in particular, serves as a forward base for the HALAL market, steadily expanding its MUI HALAL-certified items on local production lines and building an integrated supply chain across the Islamic markets of the Middle East and Southeast Asia. Meanwhile, OTOKI AMERICA is securing a foundation for sustainable growth in North America by internalizing local manufacturing—building its own production system and optimizing logistics infrastructure—to enhance the efficiency of its global supply chain. Domestically, we have also reinforced our logistics competitiveness by building the ‘Global Logistics Center’ within the Samnam Factory in Ulsan.



Global Business

Strengthening Global Competitiveness

Guided by its vision of “OTOKI TO ALL OVER THE WORLD”, OTOKI strives to contribute to improving the food lifestyles of people worldwide. We are continuously advancing our global brand promotion and expanding our business scope to reach consumers across a wide range of countries and markets, and in response to the growing demand for Korean food(K-Food) in global markets, we plan to introduce a variety of products that reflect local needs. With the goal of supplying diverse food ingredients—including traditional Korean sauces—we will focus on promoting the authentic taste of Korea to the world, centered on easy-to-cook HMR(Home Meal Replacement) products optimized for the lifestyles of modern consumers.



1) Established in June 2026

OTOKI ESG Framework

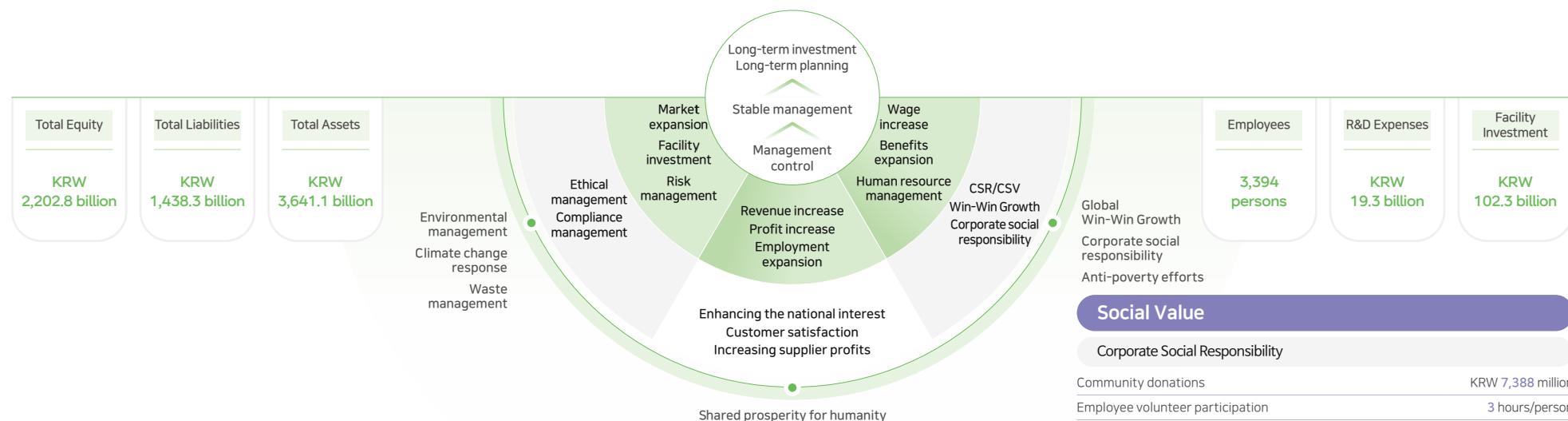
- 13 **Creating Sustainable Value**
- 14 **ESG Governance**
- 15 **Stakeholder Engagement**
- 16 **Double Materiality Assessment**
- 19 **ESG Highlights**



3rd OTOKI Illustration Festival / Excellence Award / Jeongwon Hwang /
Our Family United by OTOKI's Love, Even from Afar

Creating Sustainable Value

Based on the CEO's commitment to sustainability management, OTOKI has established its ESG governance and drives company-wide TFT activities progressing from environmental management to Sustainability and ESG. Through these efforts, we strengthen our foundation for mid-to-long-term growth and ultimately seek to contribute to the sustainable development of humanity.



Environmental Value

Environmental Impact

GHG emissions	87,975 tCO ₂ -eq
Total energy usage	1,845.95 TJ
Total water withdrawal	1,421,690 tonnes

Climate Change Response

GHG reduction	564.86 tCO ₂ -eq
Energy consumption reduction	10.12 TJ
Waste recycling rate	95.52%
Water recycling rate	0.4%

Economic Value

Intellectual Capital

Trademark rights	794 cases
Design rights	15 cases
Patent rights	10 cases
Copyrights	6 cases

Increased Revenue and Profits

Revenue	KRW 3,674,545 million
Operating profit	KRW 177,251 million
Corporate tax	KRW 39,692 million

Social Investment

Job creation fund	KRW 1,473 million
Agri-food fund	KRW 3,105 million
AgTech Plus fund	KRW 500 million

Job Creation

New employees	274 persons
Female employees	64.5%
Employees with disabilities	1.6%

Social Value

Corporate Social Responsibility

Community donations	KRW 7,388 million
Employee volunteer participation	3 hours/person
Cumulative children with congenital heart disease supported	6,607 persons

Win-Win Growth

Suppliers(domestic + overseas)	544 companies
Purchases from suppliers	KRW 1,087,177 million
Win-Win Growth Fund	KRW 13,364 million

Benefits Expansion

Childbirth congratulation mileage	KRW 48 million paid
Refresh leave	117 persons

Human Resource Management

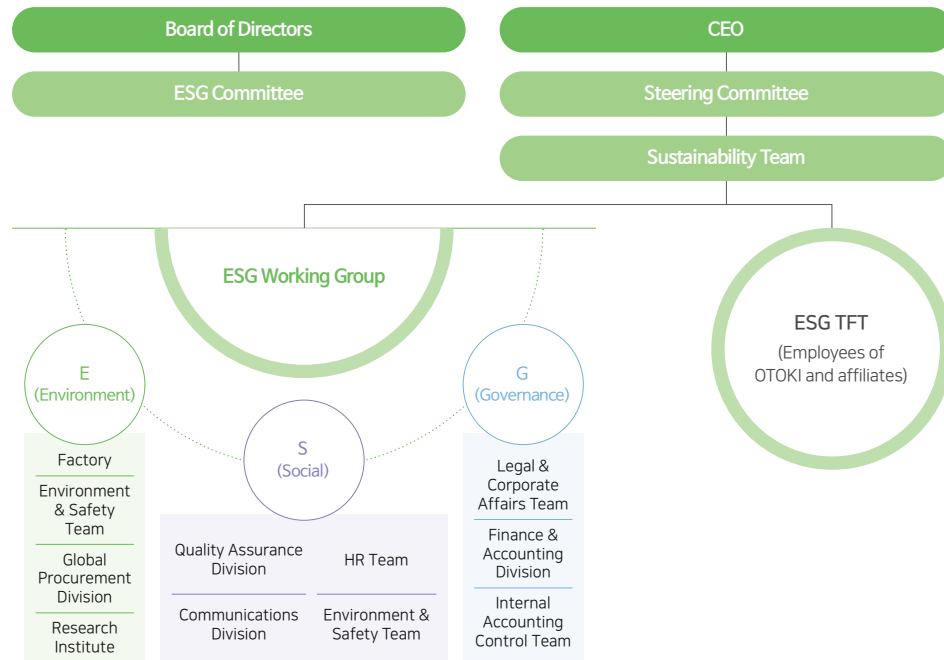
Training hours	39.3 hours/person
Training cost	KRW 0.3 million/person

ESG Governance

ESG Governance

ESG Governance Structure

The OTOKI Board of Directors(BOD), the ESG Committee under the BOD and the Steering Committee under the CEO establish ESG activity plans and make key decisions. The Sustainability Team implements the deliberations and resolutions of the Steering Committee and the ESG Committee, and is responsible for disclosing ESG information and communicating with stakeholders. To strengthen ESG management, OTOKI has organized ESG working groups as working-level units in each division and has spread ESG management through an ESG TFT that includes employees of affiliates.



Management of ESG Issues by the Board of Directors

Board Management Topics

The Board of Directors systematically manages and oversees key ESG issues such as climate change response, human rights protection and ethical management, and the ESG Committee discusses major agenda items on a semi-annual basis.

Main Agenda of the 2025 ESG Committee

- Materiality assessment of internal financial impacts and external social and environmental impacts
 - Double materiality assessment: identification of key issues and analysis of opportunities and risks for each key issue
- Report on the results of the 2024 human rights impact assessment and supply chain ESG diagnosis
- 2025 ESG management performance(Win-Win Growth performance)
 - Tasks planned for 2026
 - Advancement of climate change response: climate scenario impact analysis, risk identification(physical and transition risks) and financial impact analysis
 - Response to natural capital disclosure
- Progress on building an ESG Data platform in preparation for mandatory ESG disclosure

ESG TFT

ESG TFT(Term 9) Members

Affiliation		Name
OTOKI	Marketing Division	Kihyo Kang
	Sales Support Division	Soomin Kang
	Anyang Factory	Yoonsik Cho
	Poseung Factory	Seungchol Lee
	Food Safety Science Institute	Seheun Kim
Affiliates	OTOKI RAMYON	Sangwoo Lee
	CHOHEUNG	Seongbin Park
	POONGLIM PACKAGE & PRINT	Sunghoon Lee

Activity Topics of ESG TFT

- Energy efficiency
- Packaging improvement
- Waste resource circulation
- Health and nutrition
- Sustainable raw materials sourcing

Stakeholder Engagement

Stakeholder Communication

OTOKI pursues sustainability management that reflects stakeholder perspectives and incorporates the needs of its key stakeholders into its management activities and decision-making. We identify customers, supply chains, shareholders/investors, local communities and employees as our key stakeholders, and build a cooperative framework based on diverse communication channels for each group.

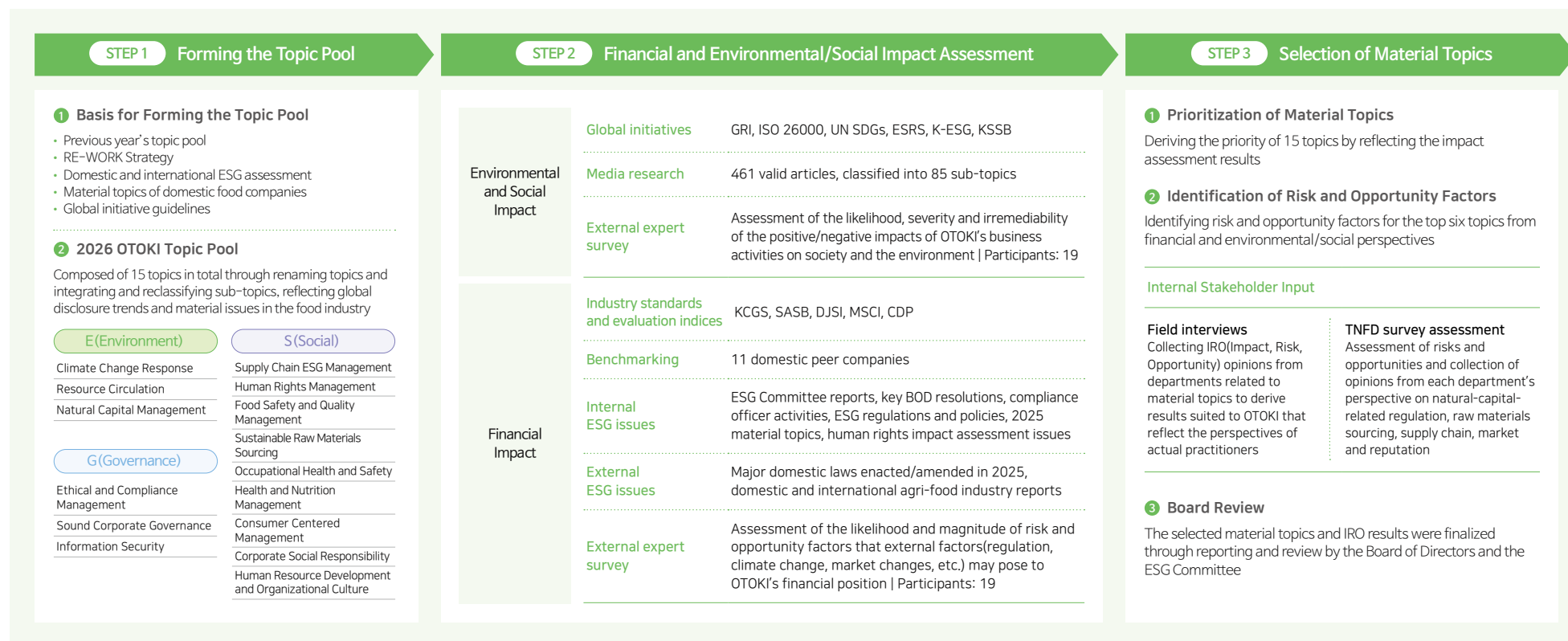
	 Customers	 Supply Chains	 Shareholders/Investors	 Local Communities	 Employees
Communication Channels	- Customer's Voice - Customer Support Chatbot - Social media - Homemaker monitoring - OTOKI factory visit - OTOKI Mall - Food Truck	- OTOKI purchase portal system - Subcontracting deliberation committee - Discussions with suppliers - ESG TFT - Whistle-blowing system (Code of Ethics violations)	- Shareholders' meeting - Investor Relations on the website - Sustainability Report	- OTOKI Volunteers - Korean Agriculture Mutual Development TFT - Korea Disaster Relief Association, Korean Red Cross - Welfare centers, CSR cooperation agencies (Food Banks, Goodwill Stores, etc.)	- Labor union - Occupational Health and Safety Committee - Communication Committee - Internal Communication Channels (Portal, OTOKI Talk, etc.) - OTOKI Newsletter - Counseling center - Whistle-blowing system (Cyber Report Center)
Topics of Interest	- Consumer Centered Management - Improving product quality and safety - Providing correct information - Communication with customers - Customer privacy - Brand Experience(BX)	- Protection of human rights in supply chains - ESG support for supply chains - Fair trade - Win-Win Growth - Sustainable Raw Materials Sourcing	- Economic performance - Risk management - Transparent and prompt disclosure of information - Sustainable management topics (Environment, Social and Governance)	- Fulfilling Corporate Social Responsibility - Vitalizing the local economy through agriculture mutual support - Protecting the local community environment	- Protection of employee human rights - Diversity and inclusiveness - Capability and career development - Employment and welfare - Safety and health - Labor-management relations
Reporting Pages	49~53, 59~61, 69~74, 85~86	37~48, 62~64	8~11, 79~84	37~40, 75~78	45~48, 62~68, 87~88

Double Materiality Assessment

Double Materiality Assessment

Double Materiality Assessment Process

OTOKI developed its sustainability management topic pool by reflecting global initiatives, domestic and international evaluation standards, and by benchmarking against industry peers. We then analyzed the significance of each topic through an environmental and social impact assessment, derived priorities on this basis and selected our material topics. For the selected material topics, risk and opportunity factors were identified from financial, environmental and social perspectives, and the final six were confirmed through a review by the Board of Directors.



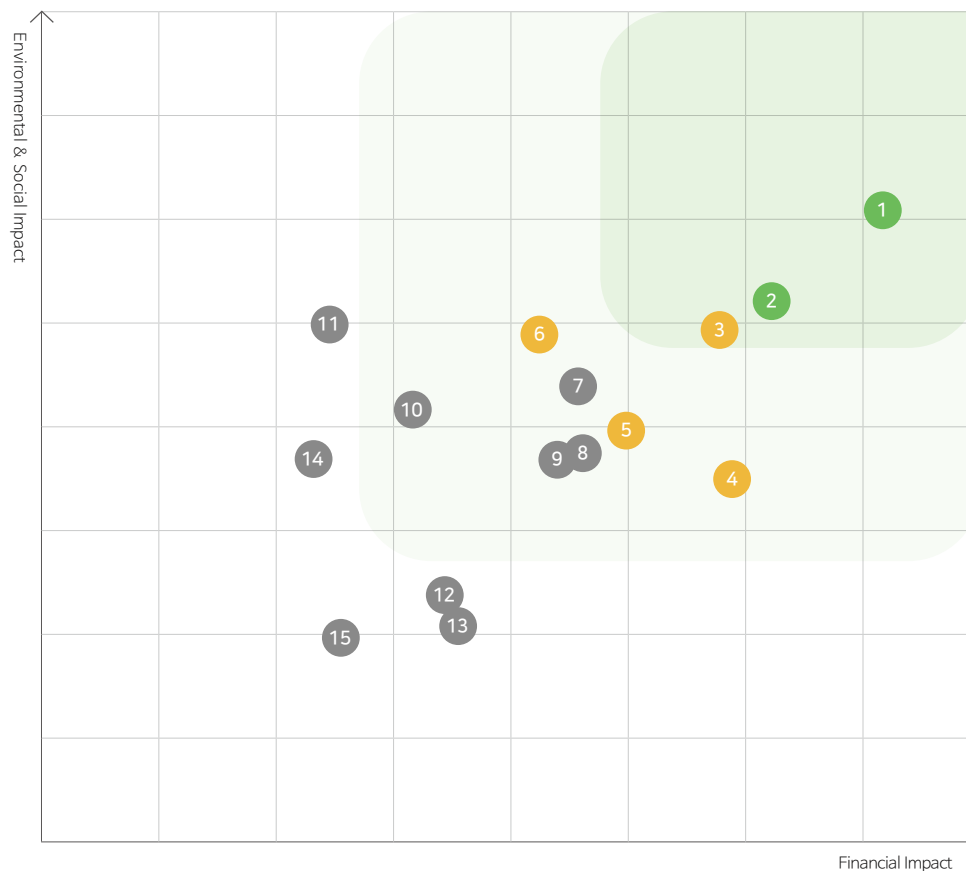
Double Materiality Assessment

Double Materiality Assessment Results

Through a double materiality assessment, OTOKI selected the top six topics with the highest environmental/social and financial impact as its material sustainability management topics. Of these, 'Sustainable Raw Materials Sourcing' and 'Food Safety and Quality Management' were newly included as material topics.

Material Sustainability Management Topics

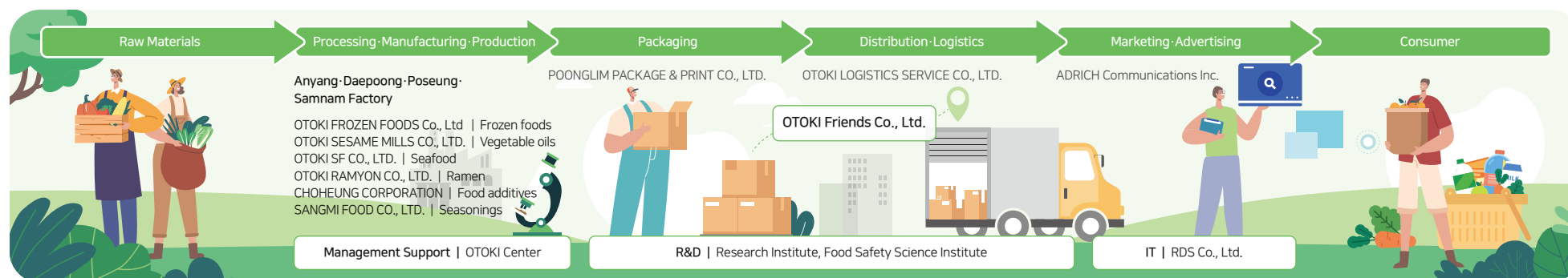
Priority	Topic	Environmental & Social Impact	Financial Impact	Priority Changes	SDGs	Pages
1	Climate Change Response	H	H	-	   	21~28
2	Natural Capital Management	H	H	▲2	    	29~36
3	Sustainable Raw Materials Sourcing	M	H	▲8 (New)	     	37~40
4	Supply Chain ESG Management	M	H	▲2	  	41~44
5	Occupational Health and Safety	M	M	-	  	45~48
6	Food Safety and Quality Management	M	M	▲1 (New)	 	49~53



7	Resource Circulation	2025 Material Topics	10	Information Security	13	Human Rights Management
8	Consumer Centered Management	2025 Material Topics	11	Ethical and Compliance Management	14	Corporate Social Responsibility
9	Human Resource Development and Organizational Culture		12	Health and Nutrition Management	15	Sound Corporate Governance

Double Materiality Assessment

Risks and Opportunities by Material Topic



Material Topic	Value Chain				Financial Perspective		Environmental and Social Perspective	Management
	Upstream	Direct Operations	Downstream					
Climate Change Response	●	●	●	Opportunity	Operating cost savings and stronger brand competitiveness in the eco-friendly market through LCA based low-carbon product certification and the adoption of high-efficiency production technologies	Positive	Contributing to carbon neutrality and mitigating climate-related social harm by reducing GHG emissions through high-efficiency facilities and the transition to renewable energy	- Identify climate-related risks and establish response strategies based on climate scenario analysis - Calculate GHG emissions and set reduction targets to drive reduction activities - Conduct energy-saving activities for efficient energy management
				Risk	Increased operating costs and deteriorating profitability due to unstable raw material supply and rising unit prices caused by extreme weather	Negative	Aggravation of climate change and increased adverse social and environmental impacts to ecosystems and vulnerable groups due to GHG emissions across raw materials sourcing, manufacturing and logistics	
Natural Capital Management	●	●		Opportunity	Increasing the value of intangible assets and building a basis for proactive regulatory response through ecosystem restoration activities	Positive	Contributing to local ecosystem restoration through biodiversity conservation activities	- Identify natural capital related risks and establish response measures - Drive protection and management activities for biodiversity conservation - Strengthen water-use management and reduction activities - Operate prevention and control activities to reduce pollutant discharge
				Risk	Lower profitability due to higher costs for data management and for transitioning key raw materials to certified sources, driven by stronger TNFD disclosure and anti-deforestation regulations(EUDR)	Negative	Water quality degradation and damage to habitats and biodiversity due to wastewater/pollutant discharge and upstream agricultural activities(excessive water withdrawal, chemical runoff)	
Sustainable Raw Materials Sourcing	●		●	Opportunity	Standardizing raw material quality and securing a stable supply chain by expanding smart farms and contract cultivation	Positive	Promoting mutual growth with local farmers and spreading responsible sourcing practices by expanding domestic farmer partnerships and contract cultivation and building a regenerative agriculture sourcing system	- Establish and operate a sustainable raw materials sourcing policy - Drive the Korean Agriculture Mutual Development Project - Expand new product development using domestic raw materials - Strengthen sourcing stability through smart farm operations
				Risk	Raw material supply disruptions and price increases due to soil degradation, water shortages and extreme weather crises, and deteriorating profitability from failed investments to internalize the raw material supply chain	Negative	Soil degradation, decline of pollinators and ecosystem damage caused by deforestation, pesticide misuse and intensive farming in raw material production areas	
Supply Chain ESG Management	●			Opportunity	Securing a stable supply chain through digital transformation of the supply chain and building a Win-Win Growth system	Positive	Spreading responsible business practices throughout the supply chain by enhancing suppliers' ESG capabilities	- Build a supply chain ESG risk identification and evaluation system - Conduct ESG due diligence and monitoring of suppliers - Operate support activities to strengthen suppliers' ESG management capabilities
				Risk	Financial losses and damage to brand trust from export sanctions, litigation or boycotts when legal violations(forced labor, environmental destruction, etc.) occur in the supply chain	Negative	Negative supply chain impacts such as human rights violations(child labor, forced labor, etc.), industrial accidents and environmental pollution due to inadequate supplier ESG management systems	
Occupational Health and Safety		●		Opportunity	Accident prevention and improved operational efficiency through the spread of a safety and health culture and automated equipment	Positive	Accident prevention and improvement of workers' lives, safety and welfare through systematic occupational safety management	- Identify workplace hazards and implement improvement measures - Operate safety-related education and training programs - Systematically comply with occupational health and safety policies
				Risk	Increased legal risk from stronger safety regulations such as the Serious Accident Punishment Act, and a heightened risk of factory shutdowns due to safety accidents	Negative	Breakdown of workers' families and an increased burden on the social safety net when industrial accidents occur due to inadequate safety management	
Food Safety and Quality Management		●	●	Opportunity	Building quality credibility by strengthening analytical technology capabilities and obtaining global food safety certifications	Positive	Enhancing consumers' right to health and reducing social costs such as food poisoning through the spread of a strict food safety culture	- Build a food safety prevention system and collect information - Research food analysis technology and strengthen expertise - Operate a quality assurance system and enhance employee capabilities - Obtain food safety and quality certifications
				Risk	Large-scale recall costs when quality issues arise, and a sharp drop in revenue due to declining brand trust	Negative	Infringement of consumers' right to know and health hazards caused by labeling errors and ingredient-disclosure violations	

ESG Highlights

Building the ESG Disclosure System

Data Governance

KSSB 1 and KSSB 2

Building the ESG Platform

We built an in-house platform that integrates and manages data across all ESG areas, securing the transparency of disclosure data and continuity of management.

- Enhanced data accuracy through a data-point owner input system

- Strengthened cross-departmental collaboration through company-wide data access

- Monitoring of ESG status and trends through dashboards

Timeline



Climate Disclosure

IFRS S2

KSSB 2

TCFD

Climate Change Scenario Analysis

We identified key climate-related risks and opportunities and the pathways through which each impact affects the company financially, systematically analyzing financial impacts by scenario.

- Identification of physical risks and opportunities

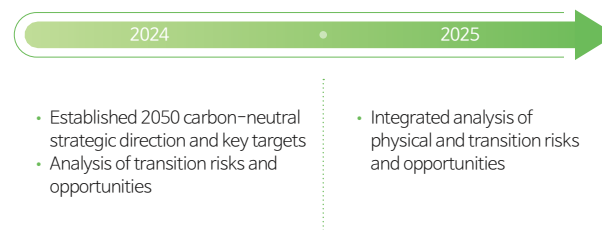
Heatwaves	Heavy rain・Floods	Droughts
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- Identification of transition risks and opportunities

Stronger GHG emission regulations	Rising energy costs
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- Quantitative analysis of financial impacts by scenario

Timeline



Natural Capital Disclosure

TNFD

Natural Capital Scenario Analysis

Recognizing our high dependence on natural capital as a food company, we systematically analyzed risks and opportunities across the value chain based on two core scenarios, laying the foundation for a mid-to long-term response strategy.

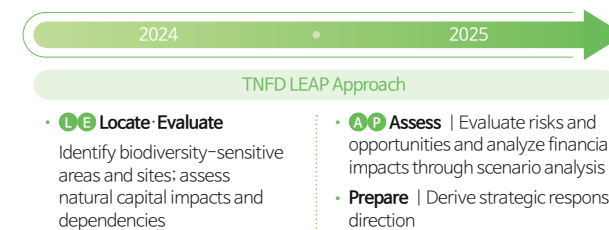
- Scenario analysis

- S1. Ahead of the Game(intensifying transition risk)
- S3. Sand in the Gears(intensifying physical risk)

Policy/Law	Reputation	Market
Land/Soil	Water resources	Ecosystem services

- Analysis of financial transmission pathways of risks based on business impacts and timelines

Timeline



TNFD LEAP Approach

OTOKI Material Topics

- 21 **Climate Change Response**
- 29 **Natural Capital Management**
- 37 **Sustainable Raw Materials Sourcing**
- 41 **Supply Chain ESG Management**
- 45 **Occupational Health and Safety**
- 49 **Food Safety and Quality**

2025 Key Performance

Climate Change &
Natural Capital

Scenario analysis

Contract cultivation

14,348 tonnes

Food safety verification

42,852 cases

Safety inspection
improvement measures

900 cases

Expanded supplier participation
and improved scores in supply
chain ESG diagnosis

54 companies
participated
(an increase of 18 from 2024)

For foodborne pathogens
control

Bacteriophage
patent application



3rd OTOKI Illustration Festival / Top Prize / Yeonwoo Seong /
Have You Been Eating Properly?

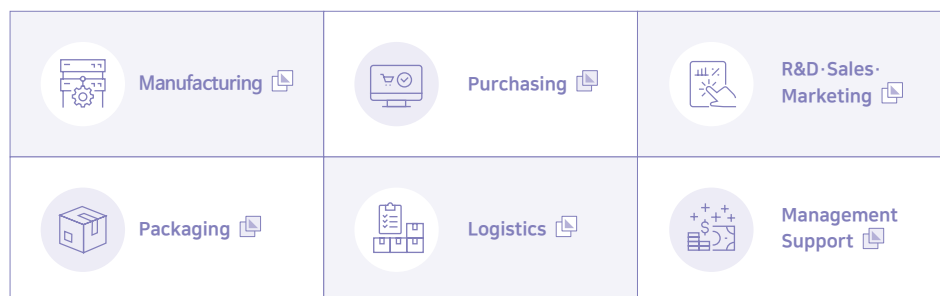
Climate Change Response

Environmental Management System

Environmental Management Strategy

ISO 14001 Certification Status

Under the slogan 'Our taste makes the world a happier place in harmony with nature', OTOKI has established a company-wide environmental management strategy based on its whole-process approach, 'Life Cycle Thinking'. On this basis, each business area—from purchasing and R&D to packaging and logistics—shares consistent goals throughout the entire process and systematically strengthens its environmental management capabilities. In addition, all OTOKI business sites and affiliates have internalized and operate an environmental management system that conforms to global standards, based on ISO 14001.

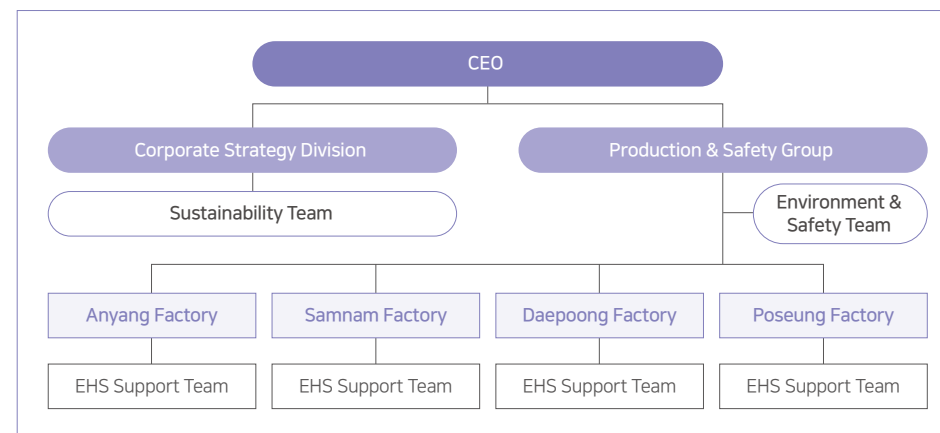


Environmental Management Policy

OTOKI's environmental management policy reflects the principles and direction of environmental management across its overall business activities—including reducing environmental impacts throughout the life cycle, complying with laws and regulations, integrating environmental management with business processes, strengthening employee competence and operating facilities—and OTOKI has officially declared and disclosed this policy to express its commitment to environmental management. This policy applies company-wide, including affiliates and suppliers, and through it OTOKI seeks to practice sustainable management by complying with environmental regulations and identifying and managing environmental risks in advance.

Environmental Management Organization

OTOKI has built company-wide environmental management governance centered on the Production & Safety Group, which reports directly to the CEO. The Environment & Safety Team under the Production & Safety Group integrates and manages company-wide environmental data and status, while EHS Support Teams operated at each factory secure effective, field-driven implementation.



Environmental Training

Environmental Training Status

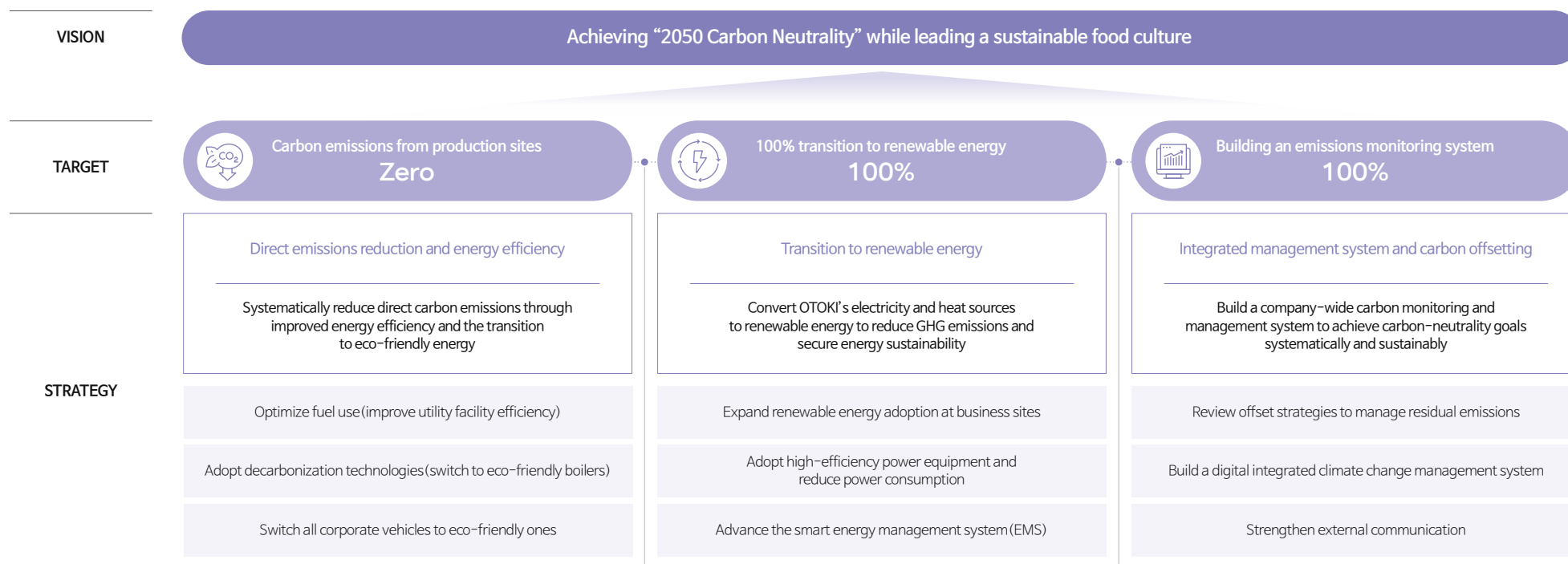
To strengthen the capabilities of personnel responsible for environmental and chemical management, OTOKI provides specialized training for hazardous chemical substances managers, handlers, and workers in accordance with the Chemical Substances Control Act. The hazardous chemical substances manager qualification course, training for hazardous chemical substances technicians and managers, and training for toxic-substance handlers are conducted on a biennial basis by personnel category. In 2025, 794 personnel completed 2,078 training hours.

Climate Change Response

2050 Carbon Neutral Strategy

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, and global companies are striving for sustainable growth through diverse strategies, including the transition to renewable energy, adoption of low-carbon technologies, reduction of supply chain carbon emissions and utilization of carbon credits.

In line with this trend, OTOKI is advancing its climate crisis response framework and, as its cornerstone, has established strategic directions and core goals for realizing '2050 Carbon Neutrality'. Under the vision of 'Achieving 2050 Carbon Neutrality while leading a sustainable food culture', OTOKI has set three major goals—'Zero carbon emissions from production sites', '100% transition to renewable energy' and '100% implementation of an emissions monitoring system'—and has derived key strategies to achieve them. In line with the international shift toward Net Zero, OTOKI plans to gradually increase the proportion of renewable energy it uses and continuously strengthen its investment in high-efficiency, low-carbon facilities. Through this, OTOKI aims to systematically reduce GHG emissions across its sites and advance its climate change response capabilities. In addition, OTOKI is detailing a GHG reduction roadmap to support implementation, and detailed action plans including annual reduction targets will be shared with implementing departments after internal review. This roadmap will be reported to the ESG Committee and the Board of Directors and used as a basis for strengthening the transparency and accountability of implementation. Furthermore, OTOKI will continuously review the effectiveness of its carbon-neutrality strategy and regularly supplement and advance its implementation measures to enhance execution.



Climate Change Response

Climate Change Risk and Opportunity Analysis¹⁾

Climate change affects the business environment of food companies through various channels such as raw material supply, energy costs and environmental regulations. To identify the risks and opportunities that climate change may cause and to establish response directions, OTOKI conducted a climate risk and opportunity analysis based on the TCFD framework.

To comprehensively identify climate factors that may affect its business operations and value chain, OTOKI reviewed domestic and international policy and market trends as well as its internal status, deriving a total of 36 potential risk and opportunity items. After a materiality assessment, 14 key risks and opportunities were selected, and impact-pathway and scenario analyses were conducted for the selected items. Based on this, OTOKI strives to systematically manage the impacts of climate change and to establish and implement response measures.

Climate Change Risk and Opportunity Analysis Process



Analysis Period and Scope

OTOKI analyzed the period and scope over which each risk and opportunity item is expected to affect the company. In connection with its company-wide business plan and 2050 carbon-neutrality roadmap, the impact periods are defined as short-term(2025~2026), mid-term(2027~2030) and long-term(2031~2050). The scope covers the direct operations of 11 corporations(17 business sites), including OTOKI and its major affiliates, as well as the supply chains of five key raw materials(soybean oil, palm oil, tomato paste, turmeric and cumin), identifying impacts across the entire value chain.

¹⁾ Reflecting the re-performed integrated analysis of 2025 climate risks and opportunities, the content related to transition risks/opportunities and financial impacts has changed.

Identification of Key Risks and Opportunities

To identify the items with major impact on OTOKI among the 36 derived climate risks and opportunities, OTOKI conducted an assessment based on the likelihood and magnitude of impact of each item. As a result, a total of 14 items—6 physical risks, 6 transition risks and 2 opportunities—were selected as key risks and opportunities.

OTOKI Physical Risks

Category	Risk Type	Detailed Risk/Opportunity	Affected Value Chain	Impact Pathway	Impact Period Range		
					Short-term	Mid-term	Long-term
Physical Risks	Chronic	Temperature rise	Purchasing/Sourcing, Manufacturing/Production	- Higher electricity purchase costs from increased cooling-equipment operation - Reduced raw material yields, higher purchase unit prices and delivery delays		●	●
		Heatwave	Manufacturing/Production	- Higher electricity purchase costs from increased cooling-equipment use - Higher outdoor-worker labor costs from legally mandated paid rest periods		●	●
		Heavy rain·Floods	Purchasing/Sourcing, Manufacturing/Production	- Asset losses and recovery costs from flooding - Revenue losses from production-equipment shutdowns due to flooding - Reduced raw material yields, higher purchase unit prices and delivery delays	●	●	●
	Acute	Drought	Purchasing/Sourcing, Manufacturing/Production	- Higher water costs due to drought - Reduced raw material yields, higher purchase unit prices and delivery delays		●	●
		Typhoon	Manufacturing/Production, Logistics/Distribution	- Physical damage to temporary structures and aging facilities and recovery costs - Higher logistics costs from raw material supply disruptions	●	●	●
		Heavy snow	Manufacturing/Production, Logistics/Distribution	- Physical damage to temporary structures and aging facilities and recovery costs - Raw material supply delays and revenue losses from blocked logistics routes	●	●	●

Climate Change Response

OTOKI Transition Risks and Opportunities

Category	Risk Type	Detailed Risk/ Opportunity	Affected Value Chain	Impact Pathway	Period Range		
					Short-term	Mid-term	Long-term
Transition risk	Policy/ Regulation	Stronger GHG emission regulations	Manufacturing/ Production	- Higher allowance-purchase costs from the expanded paid allocation ratio in the 4th K-ETS planning period - Higher investment costs for low-carbon facility transition	●	●	●
		Stronger plastic packaging regulations	R&D, Purchasing/ Sourcing, Marketing/Sales	- Higher contributions from increased domestic EPR contribution rates - Export restrictions and revenue losses if EU PPWR recycled-content and recyclable-design requirements are unmet	●	●	●
		Stronger sustainable raw material regulations	Purchasing/ Sourcing, Marketing/Sales	- Mandatory origin-information reporting for 7 raw materials such as palm oil and soybean under EU EUDR, with EU export restrictions if unmet - Higher purchase costs for sustainably certified raw materials(e.g., RSPO palm oil)	●	●	●
	Market	Changing demand for products with reduced environmental impact	R&D, Purchasing/ Sourcing, Manufacturing/ Production, Marketing/Sales	- Growing consumer preference for products based on environmental information, and weaker market competitiveness of non-certified products - Higher costs to obtain and maintain environmental certifications	●	●	●
		Rising energy costs	Manufacturing/ Production, Logistics/ Distribution	- Higher electricity purchase costs from rising industrial electricity rates - Higher manufacturing-process fuel costs from rising LNG and city-gas rates	●	●	●
		Renewable energy adoption	Manufacturing/ Production, Logistics/ Distribution	- Higher electricity purchase costs from external renewable energy procurement(REC, green premium) - Higher investment costs for building self-generation facilities	●	●	●
		Changing consumer preferences due to extreme weather	Marketing/Sales	- Growing preference for no-heat food at home from more heatwave days and earlier summers - Increased revenue of HMR and frozen-food product lines	●	●	●
	Energy resources	Use of low-emission energy sources	Manufacturing/ Production, Logistics/ Distribution	- Carbon-process transition and GHG emission reduction - Reduced production costs and emission-allowance sales opportunities	●	●	●

Climate Scenario Analysis

Physical Risk Analysis

To assess physical risks from climate change, OTOKI used climate projection data such as the Korea Meteorological Administration's Climate Information Portal and the global climate analysis platform CIE(Climate Impact Explorer), applying IPCC SSP scenarios(SSP1-2.6, SSP2-4.5, SSP5-8.5) and NGFS scenarios(NDCs, Below 2°C, Net Zero 2050). The analysis covered not only site locations but also—given food manufacturing's high dependence on raw materials—the origins of key raw materials. The comprehensive analysis identified heatwaves, heavy rain/floods and droughts as weather hazards with high risk exposure.

Physical Risk 1 Heatwave

Heatwave Exposure Analysis Results by Site 

As global average temperatures rise due to climate change, the frequency of natural disasters such as heatwaves is increasing. Under a site-by-site IPCC SSP5-8.5 scenario analysis, OTOKI's average number of heatwave days is projected to rise by 8 days from the base year to 18 days in 2050. In Bac Ninh Province, Vietnam—where the increase is largest—the figure is expected to rise by 41 days from the base year to 150 days in 2050.

Such an increase in heatwave days can cause financial impacts such as higher summer cooling-electricity costs and labor-cost losses from reduced labor productivity, with cumulative costs for 2025~2050 estimated at approximately KRW 25.6~31.1 billion¹⁾. To mitigate these financial impacts, OTOKI carries out heatwave risk-response activities such as replacing cooling equipment with high-efficiency units and providing heat-illness-prevention supplies during extreme-heat periods.

1) Calculated for OTOKI by applying IPCC SSP scenarios, including heatwave-period cooling electricity costs and labor-cost losses from granting paid rest periods to outdoor workers.

Physical Risk 2 Heavy Rain·Floods
Heavy Rain·Flood Exposure Analysis Results by Site 

As expanding climate variability raises the likelihood of localized heavy rain, the risk of direct physical damage—such as flooding of site infrastructure and asset damage—may increase. An IPCC SSP5-8.5 scenario analysis showed that domestic sites have markedly higher heavy-rain risk exposure than overseas sites such as those in the United States and Vietnam. Maximum daily precipitation at OTOKI sites is projected to rise by 27mm from the base year to around 180mm in 2050. Flooding of sites from extreme precipitation can lead not only to asset damage to buildings and facilities but also to revenue losses from operational shutdowns and recovery costs. To prevent such flooding risks, OTOKI installs flood barriers at each site, operates submersible pumps and inspects stormwater drains.

Physical Risk 3 Drought
Drought Exposure Analysis Results by Origin 

As global warming changes precipitation patterns, areas of severe drought are expanding, which can lead to poor agricultural harvests and rising raw material prices, affecting OTOKI's key raw material supply chains. An NGFS NDCs scenario analysis projected that China and Chile—the main growing regions for tomato paste—would each reach a severe-drought¹⁾ area ratio of about 45% in 2050, showing the highest exposure. India, which supplies turmeric and cumin(the main ingredients of curry), is expected to see the largest increase in drought area, but because it accounts for a small share of total raw material purchases, the financial impact is assessed as limited. To minimize such sourcing risks, OTOKI diversifies its raw materials sourcing across the Southern and Northern Hemispheres and proactively secures inventory when extreme weather is expected, responding to physical supply chain risks.

1) Severe drought refers to a state in which the SPEI(Standardized Precipitation Evapotranspiration Index), which calculates drought intensity by comprehensively considering precipitation and temperature changes, is below -2, and it can cause critical damage to crop harvests.

Transition Risk and Opportunity Analysis

Transition risks arise as carbon regulations, energy prices and market structures change during the transition to a low-carbon economy, and the speed and intensity of their impacts can vary greatly depending on each country's climate policy direction. To understand the range of impacts by policy intensity, OTOKI applied multiple scenarios, from maintaining current policies to achieving carbon neutrality by 2050.

For the emissions trading system analysis, OTOKI used IEA scenarios(CPS, STEPS, NZE), which present carbon price projections; for the energy cost analysis, OTOKI used NGFS scenarios(NDCs, Below 2°C, Net Zero 2050), which provide electricity and natural-gas price projections. Each scenario's global projections were adjusted to domestic conditions: allowance prices were calculated by applying each IEA scenario's carbon-price increase rate based on the 2024 domestic allowance trading price(KAU24), and energy costs by applying each NGFS scenario's price-increase rate based on the actual electricity and city-gas costs of OTOKI and affiliate sites.

Transition Risk 1 Stronger GHG Emission Regulations

OTOKI and its affiliate OTOKI RAMYON are subject to the Korea Emissions Trading System(K-ETS); from the 4th planning period(2026~2030), the paid allocation ratio has increased(10% → 15%), and further expansion is expected as the Nationally Determined Contribution(NDC) is raised. An IEA scenario analysis also showed that allowance prices rise over the mid-to long-term. Reflecting both the expanded paid allocation ratio and rising allowance prices, the cumulative allowance-purchase costs for OTOKI and OTOKI RAMYON through 2050 are estimated at approximately KRW 15 billion to 25 billion.

To address this cost burden, OTOKI is pursuing emission reduction activities. Each site carries out activities such as replacing equipment with high-efficiency units, improving operation rates and eliminating waste, and OTOKI has gradually introduced on-site solar power facilities since 2017. In 2025, OTOKI carried out GHG reduction activities through facility efficiency improvements by adjusting boiler steam pressure within processes, and in 2026 OTOKI plans to newly install solar power facilities at the Samnam Factory. OTOKI will also continuously refine its analysis results in line with changes in policy and market conditions such as the paid allocation ratio and allowance prices.

Transition Risk 2 Rising Energy Costs

In its food manufacturing, OTOKI uses electricity and city-gas as its main energy sources and operates energy-intensive processes such as heating/cooking, freezing/refrigeration/air-conditioning and wastewater treatment. Given the nature of these processes, electricity and city-gas are essential throughout production, making it difficult to significantly reduce energy use in the short term.

Recently, the energy cost burden has increased due to rising industrial electricity rates and greater volatility in city-gas prices, and NGFS scenarios also project rising energy unit prices over the mid-to long-term, reflecting carbon costs and policies to curb fossil-fuel demand.

In response to rising energy costs, OTOKI is pursuing energy-saving activities centered on improving facility and operational efficiency. OTOKI is gradually advancing facility and infrastructure efficiency improvements such as waste-heat recovery, upgrades to energy management systems(EMS·FEMS) and the establishment of automatic control systems for air compressors. In 2025, OTOKI advanced energy efficiency through activities such as installing rooftop exhaust-heat recovery devices and adopting district energy.

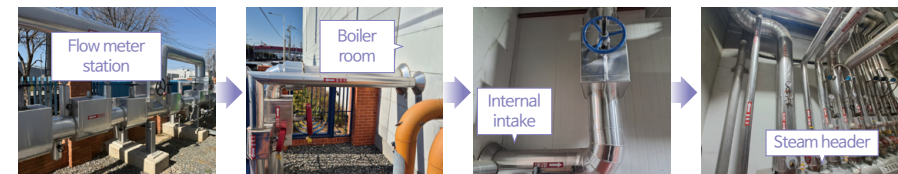
GHG·Energy Reduction

2025 Reduction Activities

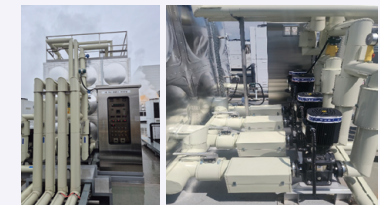
Affiliate's 2025 Reduction Activities

Reduction Activity 1
Adoption of District Energy at the Poseung Factory (steam supply from a combined heat and power plant)

For 6 low-pressure boilers, OTOKI's Poseung Factory stopped direct steam production using LNG and switched to a district-energy supply method using heat from a combined heat and power plant within the industrial complex. After signing a steam supply contract and building infrastructure in May 2025, it began steam supply in August, achieving annual fuel-cost savings and a reduction in direct GHG emissions.


Reduction Activity 2
Installation of a Rooftop Exhaust-Heat Recovery Device at the Daepoong Factory

OTOKI's Daepoong Factory installed a waste-heat recovery device on the waste-steam exhaust lines of 4 rice-line units discharging to the rooftop, producing hot water from the recovered waste heat and resupplying it to the office building and production lines to reduce fuel use. Through this, it expects to save KRW 75 million in annual utility costs and reduce GHG emissions by 171 tCO₂-eq.


Reduction Activity 3
Fuel Reduction by Adjusting Boiler Steam Pressure

OTOKI's Anyang Factory, Daepoong Factory and the Anyang Factory's Pyeongtaek Production Team reduced unnecessary fuel use by adjusting boiler steam pressure. After surveying the steam pressure used at each production site, they adjusted the boiler steam pressure to supply appropriate pressure, saving 15,907 m³ of LNG annually and expecting an annual GHG reduction of approximately 34 tCO₂-eq.

Climate Change Response

GHG Emissions and Energy Use

Total GHG Emissions and Energy Consumption 

OTOKI and its affiliates OTOKI RAMYON and CHOHEUNG calculate Scope1,2, and 3 GHG emissions and energy use every year and reliably manage the status across the value chain through third-party verification by external specialized agencies. OTOKI and OTOKI RAMYON, as business entities eligible for allocation under the K-ETS, and CHOHEUNG, as a controlled emitter under the Greenhouse Gas Target Management System(TMS), transparently disclose relevant information through the NGMS(National Greenhouse Gas Management System) and the Environmental Information Disclosure System and establish annual emissions management targets. In addition, five other affiliates voluntarily calculate Scope1,2 emissions and energy use and undergo third-party verification, strengthening the company-wide response system.

2025 Scope1,2 GHG Emissions

(Unit: tCO₂-eq)

Source	OTOKI		OTOKI RAMYON		CHOHEUNG	
	2025	Target	2025	Target	2025	Target
Total(Scope1,2)	87,975	89,410	49,351	52,543	16,678	16,215
Direct(Scope1) GHG emissions	40,886	43,813	33,030	35,212	4,588	4,175
Indirect(Scope2) GHG emissions	47,094	45,597	16,322	17,331	12,090	12,040

2025 Scope3 GHG Emissions (Unit: tCO₂-eq)

Category	Emission source	Emissions(composition ratio)		
		OTOKI	OTOKI RAMYON	CHOHEUNG
1	Purchased goods and services	983,179(89.05%)	377,090(92.84%)	414,059(93.32%)
2	Capital goods	20,864(1.89%)	4,728(1.16%)	6,031(1.36%)
3	Fuel- and energy-related activities(not included in scope1 or scope2)	11,132(1.01%)	5,836(1.44%)	2,661(0.60%)
4	Upstream transportation and distribution	57,204(5.18%)	7,120(1.75%)	17,474(3.94%)
5	Waste generated in operations	1,370(0.12%)	2,004(0.49%)	1,902(0.43%)
6	Business travel	158(0.01%)	25(0.01%)	35(0.01%)
7	Employee commuting	1,981(0.18%)	371(0.09%)	331(0.07%)
9	Downstream transportation and distribution	1,693(0.15%)	4(0.00%)	-
12	End-of-life treatment of sold products	26,547(2.40%)	8,973(2.21%)	1,199(0.27%)
Total		1,104,127(100.00%)	406,151(100.00%)	443,692(100.00%)

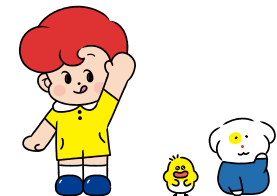
2025 Energy Use

Source	Unit	OTOKI		OTOKI RAMYON		CHOHEUNG	
		2025	Target	2025	Target	2025	Target
Total energy consumption	TJ	1,845.95	1,876.05	994.47	1,058.79	359.78	349.79
Non-renewable energy ¹⁾	TJ	1,779.56	1,808.57	992.48	1,056.67	356.94	346.96
Fuel	TJ	795.34	808.31	651.41	693.54	104.29	101.40
Electricity	TJ	983.66	999.70	341.07	363.13	252.65	245.56
Steam	TJ	0.56	0.56	0	0	0	0
Energy intensity ²⁾	TJ/product-tonnes	0.0034	0.0033	0.0051	0.0053	0.0063	0.0059
Renewable energy ³⁾	TJ	66.39	67.48	1.99	2.12	2.83	2.83
Fuel	TJ	0	0	0	0	0	0
Electricity	TJ	3.36	3.41	1.99	2.12	2.83	2.83
Steam	TJ	63.04	64.06	0	0	0	0

1) Sum of fuel, electricity and steam use that completed the GHG statement and third-party verification

2) Non-renewable energy use / production volume

3) Renewable energy generation based on self-generation



Climate Change Response

Eco-friendly Investment

OTOKI continuously plans and implements eco-friendly investments, including building environmental management systems and improving and maintaining facilities. In accordance with its Investment Management Regulations, OTOKI conducts environmental impact assessments for facility investments above a certain size and reflects the results in its investment decisions.

2025 Eco-friendly Investment Details

Investment amount	Key investments
OTOKI KRW 25,049 million	OTOKI
Affiliates KRW 747 million	GHG reduction
Total KRW 25,796 million	Energy efficiency
	Environmental pollution reduction
	Affiliates
	GHG reduction
	Use of renewable energy
	Environmental pollution reduction

CASE Installation of Solar Power Facilities

Starting with OTOKI RAMYON's welfare building in 2017, OTOKI and its affiliates have built solar power facilities at major sites and use the generated renewable energy in site operations. OTOKI's Samnam Factory plans to newly install solar power facilities within the first half of 2026.

OTOKI and Affiliates Installation Status

2022	2023	2024	2025	2026(Planned)
- OTOKI Daepoong Factory production building (349.69kW) - OTOKI FROZEN FOODS (198.72kW)	OTOKI RAMYON Production Safety Team 3 (149.94kW)	- OTOKI SESAME MILLS (318.15kW) - OTOKI SF (98.28kW)	CHOHEUNG (623.70kW)	OTOKI Samnam Factory (424.41kW)

Eco-friendly Products

OTOKI Eco-friendly Products

OTOKI defines criteria for eco-friendly products and develops and sells environmentally friendly products, continuously expanding their range and share. OTOKI's eco-friendly products¹⁾ are based on 'eco-friendly certified products', 'products with eco-friendly packaging', and 'products with eco-friendly concept'. In 2025, 8 product types²⁾ met OTOKI's eco-friendly product criteria, with total revenue of KRW 367.6 billion. As the product types and items applying FLEXO printing and Green Technology Certification expanded, the number of products meeting the criteria increased; in 2025, eco-friendly products accounted for 12.30% of OTOKI's separate-basis revenue, a 1.02 percentage-point increase from 2024³⁾. OTOKI plans to continue reducing its products' environmental impact through various efforts such as expanding LCA-certified items and researching and applying sustainable packaging.

Criteria for Eco-friendly Products

Eco-friendly certified products

- Environmental Product Declaration(LCA)
- Green Technology Certification



Products with eco-friendly packaging

- CR-PET
- FLEXO printing
- Bio-PET

Products with eco-friendly concepts⁴⁾

- Vegan Certification



1) The eco-friendly product criteria are based on the K-Taxonomy

2) Increase in eco-friendly product types due to the new application of FLEXO printing to Snack Ramens

3) 2024 eco-friendly product revenue: KRW 330.3 billion, share: 11.28%

4) Products with certifications expected to provide additional environmental benefits

CASE 1 Environmental Product Declaration Certification (LCA)

OTOKI RAMYON, the manufacturer of OTOKI's flagship product Jin Ramen, conducted an LCA(Life Cycle Assessment) for Jin Ramen Spicy and Jin Ramen Mild and obtained the Environmental Product Declaration(Stage 1) certification.

CASE 2 Green Technology Certification (FLEXO printing)

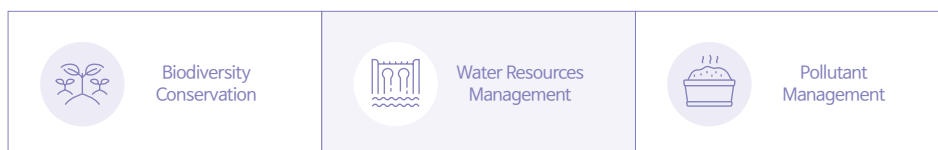
OTOKI applied water-based FLEXO printing to the packaging of major ramen products such as Jin Ramen, Snack Ramens and Ramensari, as well as major sauces such as ketchup and mayonnaise, and obtained Green Technology Certification based on its eco-friendliness.

Natural Capital Management

Natural Capital Management System

OTOKI recognizes biodiversity conservation, water resources management and pollutant management as core elements of natural capital management. Accordingly, we are expanding the scope of management beyond direct operations to include affiliates and raw materials sourcing areas across the supply chain and strive to identify relevant risks and opportunities by closely analyzing points of contact with natural capital. Through our 'Environmental Management Practice Policy', 'Human Rights Management Implementation Guidelines', and 'Partner's Code of Conduct', we fulfill our responsibilities for environmental and ecosystem conservation and biodiversity not only at directly operated sites but also across the entire supply chain. In particular, we require all suppliers to recognize the importance of biodiversity conservation and to investigate and mitigate their impacts on nearby ecosystems, and plan to establish an independent biodiversity policy to advance our natural capital management system.

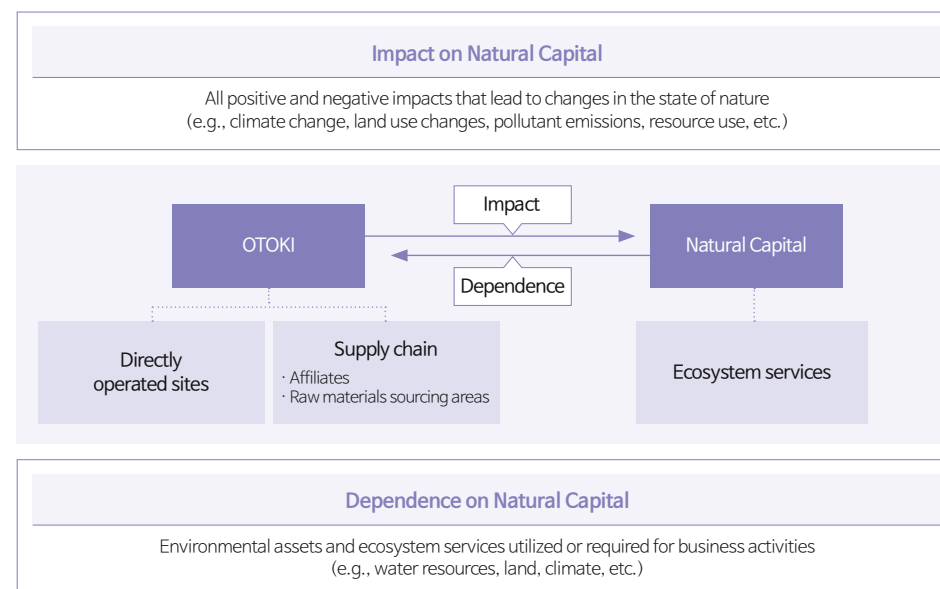
Natural Capital Management



Natural Capital Management Organization

Natural capital management is operated under the oversight of the ESG Committee under the Board of Directors. The ESG Committee reviews key natural-capital-related tasks, and the Sustainability Team collaborates with relevant departments such as the Environment & Safety Team to assess the significance of natural capital issues and reflect them in management decisions. In 2025, the ESG Committee placed the response to natural capital disclosure on its agenda as a key initiative and approved the introduction of TNFD scenario analysis and the advancement of risk assessment.

OTOKI Natural Capital Impact and Dependency Framework



Access and Benefit-Sharing(ABS) of Genetic Resources

OTOKI uses general commercial agricultural products as raw materials in its core business of processed food manufacturing, and to date does not use raw materials classified as 'genetic resources' under the Nagoya Protocol or related traditional knowledge for R&D purposes. Accordingly, we do not operate separate control procedures or voluntary activities for ABS regulatory compliance; going forward, if we expand R&D based on functional ingredients and microbial strains, we plan to review the requirements of the Nagoya Protocol and the Act on Access to, Utilization of and Benefit-Sharing of Genetic Resources(the Genetic Resources Act).

LEAP Approach

The LEAP approach is an integrated approach proposed by TNFD to identify and measure nature-related issues. To systematically analyze the interaction between companies and natural capital, it consists of four phases: 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).

Using the Natcap Platform™ in 2024, OTOKI completed the Locate and Evaluate phases¹⁾, and in 2025 it conducted scenario-based risk and opportunity assessment as the Assess phase. Based on this, we have established a systematic foundation for integrating natural capital issues into our company-wide risk management process.

Phase	Timing	Key content	Analysis tools
Locate	2024	Identify natural capital contact points at 20 domestic and overseas sites; location sensitivity assessment	Natcap Platform, ENCORE
Evaluate	2024	Measure dependencies and impacts; severity assessment; impact materiality assessment	Natcap Platform
Assess	2025	Scenario analysis; comprehensive risk/opportunity assessment; financial impact pathway analysis	Field and external expert assessment; XBRL financial data
Prepare	2025~	Develop response strategies; set targets; TNFD disclosure	TNFD recommendations

1) Details of the Locate and Evaluate phase analyses are available in the '2025 OTOKI Sustainability Report'.

Scenario Analysis

The TNFD recommendations advise companies to assess the resilience of their natural capital strategies by considering various future scenarios. In accordance with the TNFD scenario analysis guidance, OTOKI conducted its analysis by selecting the diagonal scenario combination with the greatest contrast effect within a 2x2 matrix whose axes are two core uncertainties: the 'level of physical damage to natural capital' and the 'degree of market and policy alignment'.

Scenario Definition

Phase	Scenario 1: Ahead of the Game (intensifying transition risk)	Scenario 3: Sand in the Gears (intensifying physical risk)
Physical damage	Low-Medium	Medium-High
Transition pressure	Medium-High	Low-Medium
Key features	- Accelerated regulatory/market transition - Increased eco-friendly transition cost burden - Opportunities for proactive companies	- Intensified natural capital damage - Unstable raw material supply - Greater physical shocks to the supply chain
Main impact horizon	Mainly long-term(5+ years)	Mainly short-to mid-term(1~5 years)

Assessment Methodology

Considering the industry characteristics and value chain structure of food manufacturing, OTOKI identified natural-capital-related risks and opportunities and conducted a comprehensive assessment under the two scenarios. The risk assessment was performed with the participation of 23 members of OTOKI's internal field TF and a panel of 4 external independent experts. The internal assessors were practitioners from across the value chain—including raw materials sourcing, production/manufacturing and sales/market—while the external expert panel, comprising academics, investors and NGOs, conducted its assessment independently of the internal results, thereby securing objectivity. For each item, the likelihood, impact and level of control were assessed on a 5-point scale, and the business impact pathway(cost increase, revenue decrease, revenue increase, cost reduction) and impact timing(short-, mid-, long-term) were analyzed together; the results were synthesized to derive priorities for each risk and opportunity item.

Natural Capital Management

OTOKI Natural Capital Risks and Opportunities

OTOKI Natural Capital Risks

■ Very High ■ High ■ Medium ■ Low ■ Very Low

Category	R/O Driver ¹⁾	OTOKI Impact		R/O location (value chain)			Financial impact type		Comprehensive risk level by scenario ²⁾		Impact timing
		Scenario 1: Ahead of the Game (intensifying transition risk)	Scenario 3: Sand in the Gears (intensifying physical risk)	Upstream	Direct operations	Downstream	Cost	Revenue	S1 (transition)	S3 (physical)	
Transition risk	Policy/Legal	Stronger eco-friendly packaging regulations	- Expanded packaging recycling-rate regulations and material-switching costs - Higher manufacturing costs from rising eco-friendly packaging prices	-	●	●	●		Very High	-	Long-term
		Mandatory biodiversity disclosure	- Costs for building disclosure infrastructure(TNFD, CSRD) and operating data-collection systems - Costs from expanding value chain natural capital monitoring	-	●		●		Low	-	Long-term
	Reputation	ESG-disclosure-based reputation risk	- Reputation decline if negative natural capital issues arise - Brand-value damage from unmet investor and consumer ESG expectations	-		●		●	Low	-	Mid-term
Transition & Physical risks	Market	Sustainable-sourcing transition costs(S1) / surging raw material prices and supply instability(S3)	Supply chain transition costs such as switching to certified raw materials and packaging	●			●		High	Very High	Short-Long
		Rising demand for sustainable materials(S1) / consumption slowdown from higher food prices(S3)	Concern over shrinking markets for existing products as consumer eco-preferences spread			●		●	Low	High	Short-Long
	Land/Soil	Expanded anti-deforestation regulations(S1) / reduced harvests from soil degradation(S3)	Costs of building soybean/palm-oil supply chain traceability under anti-deforestation regulations such as EUDR	●			●		High	Very High	Mid-Long
	Water resources	Stronger water-use regulations(S1) / water shortage and quality decline(S3)	Higher management costs from stronger water-use regulations	●	●		●		Medium	High	Mid-Long
	Ecosystem services	Pollinator-conservation regulations(S1) / sharp decline of pollinators such as bees(S3)	Higher costs from expanded pollinator-conservation regulations	●			●		Low	High	Long-term
Physical risk	Acute	Production-facility damage and logistics disruption from climate disasters(floods, storms, etc.)	-	●	●		●	●	-	Medium	Short-term
		Logistics-infrastructure disruption risk	-		●		●		-	High	Short-term
	Chronic	Factory shutdown risk	-		●		●	●	-	Medium	Short-Mid

1) S1: Scenario 1 (intensifying transition risk), S3: Scenario 3(intensifying physical risk)

2) '-' indicates an item not separately assessed under that scenario

Natural Capital Management

OTOKI Natural Capital Opportunities

■ Very High ■ High ■ Medium ■ Low ■ Very Low

Category	R/O Driver ¹⁾	OTOKI Impact		R/O location (value chain)			Financial impact type		Comprehensive risk level by scenario ²⁾		Impact timing
		Scenario 1: Ahead of the Game (intensifying transition risk)	Scenario 3: Sand in the Gears (intensifying physical risk)	Upstream	Direct operations	Downstream	Cost	Revenue	S1 (transition)	S3 (physical)	
Opportunity	Market	Strengthening eco-friendly brand(S1) / positioning as a food-security contributor(S3)	- Enhanced brand value and revenue growth leveraging eco-friendly consumption trends - Stronger reputation as a stable food supplier when food-security issues arise			●		●	Medium	Low	Long-term
			The nature of the opportunity differs by scenario, but both strengthen market competitiveness								
	Reputation	Opportunity to secure a sustainable-product premium	- Revenue growth from producing and selling eco-certified products - Possible expansion of new product lines aligned with ESG consumption trends			●		●	Medium	-	Long-term
		Opportunity to position as a natural capital leader	- Higher reputation and brand value by leading natural capital management - Expanded investment-attraction opportunities through improved ESG ratings			●		●	Low	-	Long-term
	Resource efficiency	Opportunity to lead in water-efficiency investment and technology	Operating-cost savings from water-reuse and water-saving technologies		●		●		Low	Low	Mid-Long
		Regenerative-agriculture sourcing(S1) / expanding domestic raw material share(S3)	Stronger ESG positioning through regenerative-agriculture sourcing	●			●		Very Low	Low	Long-term
		Opportunity to lead in supply chain diversification	-	●			●		-	Low	Mid-term
		Opportunity to secure alternative logistics routes	-		●		●		-	Medium	Short-Mid

1) S1: Scenario 1 (intensifying transition risk), S3: Scenario 3 (intensifying physical risk)

2) '-' indicates an item not separately assessed under that scenario

Key Analysis Results and Implications

Implication 1 Scenario-common risks vs. scenario-specific risks

The issues recording high levels in both Scenario 1(intensifying transition risk) and Scenario 3(intensifying physical risk) relate to the raw material supply chain, land/soil, water resources, market and ecosystem services. These are core risks OTOKI must address as a priority regardless of how the future unfolds. In contrast, regulatory and reputational risks stand out in Scenario 1, while logistics and production risks stand out in Scenario 3—scenario-specific issues confirming the need to prepare response measures in advance under each condition.

Implication 2 Sensitivity to scenario shifts

Analyzing how risk levels change by category when shifting from Scenario 1 to Scenario 3, sensitivity to the physical risk scenario was highest for ecosystem services(+22.2%), followed by land/soil(+14.2%) and water resources(+13.8%). This means that if environmental degradation intensifies, risks in these categories could rise sharply. In contrast, the supply chain category(-3.4%) showed little variation between scenarios, confirming it as a constant task requiring management regardless of how scenarios unfold.

Implication 3 Analysis of impacts by timing

Scenario 1's impacts are concentrated in the long-term(5+ years), reflecting the gradual nature of regulatory diffusion, while Scenario 3 concentrates impacts in the short and mid-term(1~5 years), indicating the immediacy of climate events and ecosystem changes. Accordingly, the priority for transition risks is to establish a mid-to long-term supply chain transition roadmap, while the priority for physical risks is to build short-term response systems such as raw material diversification and emergency sourcing.

Financial Impact Analysis

To understand the financial ripple effects of natural capital risks, OTOKI analyzed its financial structure(based on the 2025 consolidated financial statements) and assessed impact pathways by scenario.

Financial structure characteristics¹⁾

OTOKI's 2025 revenue was KRW 3,674.5 billion, and its cost-of-sales ratio was 83.9%, reflecting the very high-cost proportion characteristic of food manufacturing. Raw material and merchandise purchases amounted to KRW 2,280.2 billion, or 62.1% of revenue, while the operating margin stood at only 4.8%(KRW 177.3 billion). A 1% increase in raw material prices generates approximately KRW 22.8 billion in additional costs, equivalent to about 12.9% of operating profit. In fact, in 2025, raw material costs rose 6.6% year-on-year and a transmission effect was observed, with operating profit declining 20.2%. This financial structure suggests that natural capital risks—particularly raw material supply instability from physical risks—could have a significant structural impact on OTOKI's profitability.

Financial indicator(2025 consolidated)	Amount	Ratio
Revenue	KRW 3,674.5 billion	-
Cost of sales	KRW 3,082.9 billion	83.9% of revenue
Raw material & merchandise purchases	KRW 2,280.2 billion	62.1% of revenue
Operating profit	KRW 177.3 billion	Operating margin 4.8%
Impact of a 1% rise in raw material prices	Approx. KRW 22.8 billion cost increase	12.9% of operating profit

¹⁾ Quantitative financial impacts are reference values only; actual impacts may vary depending on multiple factors.

Business impact pathway

Analyzing the business impact pathway by scenario, 'cost increase' accounted for the largest share in both scenarios(Scenario 1: 35%, Scenario 3: 39%). This means the primary financial impact of natural capital risks is transmitted through cost increases. In Scenario 3, the share of the 'revenue decrease' pathway expands, suggesting that intensifying physical risks could also bring demand contraction.

Natural Capital Management

Strategic Response Directions

Based on the scenario analysis results, OTOKI is pursuing its response to natural-capital-related risks around three strategic directions: 'strengthening supply chain resilience', 'proactive regulatory response' and 'managing ecosystem dependencies'.

Natural Capital Risk Response

Strengthening supply chain resilience

Surging raw material prices and supply instability were confirmed as the top risk in both scenarios.

OTOKI plans to enhance the structural resilience of its supply chain by diversifying sourcing of key raw materials (wheat, soybean, sesame, palm oil), expanding long-term contracts and conducting R&D on alternative ingredients.

Sustainable Raw Materials Sourcing 

Proactive regulatory response

Eco-friendly packaging regulations and anti-deforestation regulations are key risks in the transition scenario.

OTOKI will monitor international regulatory trends such as the EU Deforestation Regulation (EUDR) and gradually expand the certified-sourcing ratio of deforestation-linked raw materials such as palm oil.

Managing ecosystem dependencies

Ecosystem-service risks such as sharp pollinator decline, water shortages and soil degradation show the greatest sensitivity in the physical scenario.

OTOKI aims to systematically manage ecosystem dependencies by supporting improved agricultural practices in the upstream supply chain, investing in water efficiency and monitoring soil health.

Asset and Activity Locations

Location Sensitivity Assessment Results 

Physical Water Risk and Water Use 

Using the Natcap Platform™, OTOKI assessed the Location Sensitivity Score for 20 domestic and overseas sites, including affiliates. Combining six indicators—ecosystem integrity and rate of decline, physical water risk, areas important for ecosystem service provision, the STAR¹⁾ indicator, proximity to biodiversity-sensitive areas and nearby rare ecosystems—OTOKI rated all 20 sites 'Very High', confirming that every site is located in an ecologically sensitive area.

In particular, OTOKI FROZEN FOODS and OTOKI SESAME MILLS showed 'Very High' concern for the 'areas important for ecosystem service provision' indicator and identified as the top-priority sites with the highest Location Sensitivity Values and the most urgent management needs. Among sites with physical water risk²⁾ of 'High' or above, four sites—the Daepoong Factory, Poseung Factory, OTOKI RAMYON and OTOKI SF—had annual water-use concern of 'High' or above and were identified as the top priorities for water resources management.

A total of 123 IUCN Red List threatened species inhabit areas near the sites³⁾, of which 3 Critically Endangered(CR), 17 Endangered(EN) and 32 Vulnerable(VU) species were analyzed as potentially affected by business activities.

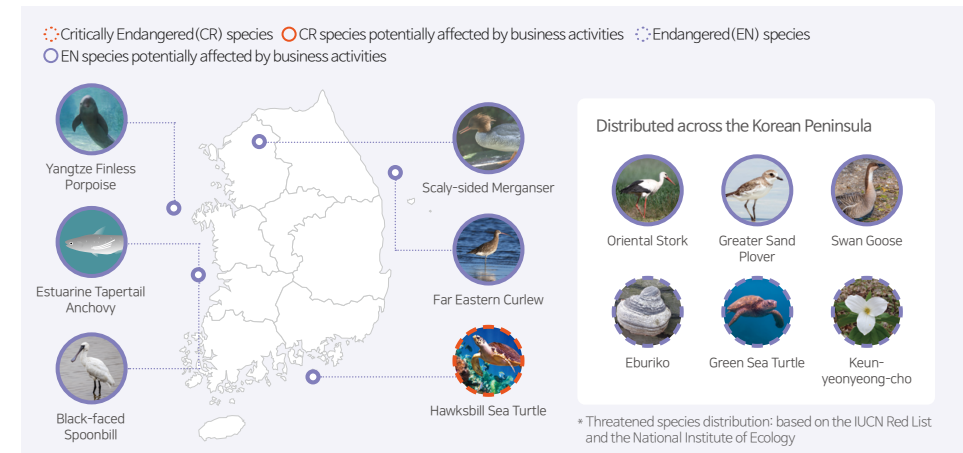
1) STAR(Species Threat Abatement and Restoration)

2) Comprehensive assessment based on WRI Aqueduct water-stress and drought-risk indices and World Bank Water data-based surface-water quality indices

3) OTOKI Center and Research Institute: within a 5km radius; other sites: within a 10km radius

Threatened Species Near Sites

Ecological status near sites 



Risk and Impact Management

Identification and Assessment Process

 Dependencies and Impacts by Industry Classification 

OTOKI systematically identifies and assesses natural-capital-related risks and opportunities based on the TNFD LEAP approach. In the Locate and Evaluate phases, we used the ENCORE¹⁾ materiality classification and the Natcap Platform™ to identify ecosystem-service dependencies and natural-capital impact factors appropriate to our industry characteristics and assessed concern levels and impact materiality by site. In the Assess phase, we conducted scenario-based risk and opportunity assessment, synthesized the assessments of the internal field TF and the external expert panel to derive priorities for each item, and analyzed business impact pathways and impact timing to identify the financial transmission pathway of each risk.

1) ENCORE(Exploring Natural Capital Opportunities, Risk and Exposure): a comprehensive database and visualization tool that companies and financial institutions can use to assess natural-capital-related dependencies and impacts

Impact Materiality Assessment Results

 Severity by Site 

Through the Natcap Platform™, OTOKI assessed scale, scope and irremediability to derive impact severity. 'Water use', 'water pollution' and 'soil pollution' were rated 'Very High', 'non-GHG air pollution' was rated 'High', and 'land use change' was rated 'Medium'; of these, the four rated 'High' or above were identified as material impacts on natural capital, for which OTOKI will develop company-wide management measures.

Very High	Very High	Very High	High	Medium
Water use	Water pollution	Soil pollution	Non-GHG air pollution	Land use change

Risk Management Integration

OTOKI is building a foundation for integrating natural capital risks into its company-wide risk management process. Key risks derived from the scenario analysis are managed in connection with existing raw materials sourcing management, environment and safety management and ESG risk monitoring systems. Going forward, we plan to regularly update natural capital risk assessment results, expand the assessment scope to the upstream supply chain, and systematize the implementation and monitoring of risk mitigation measures.

Metrics and Targets

OTOKI is gradually building the Core Metrics recommended by TNFD in line with the food and agriculture sector guidance. We currently manage natural-capital-linked environmental performance data by site—such as water use, air pollutant emissions, wastewater discharge and waste generation/recycling—and link these to the TNFD core-metric framework. For the material impacts identified through the impact materiality assessment, we classify management activities according to the SBTN¹⁾ AR3T²⁾ framework, identify the natural-capital-linked risks and management metrics for each activity, and conduct continuous monitoring. We also plan to gradually expand management activities by area.

AR3T	Management activity	Linked risk	Management metric
Avoid	Replacement with low-NOx boilers	Air pollution → acidification of soil and water systems	• NOx emissions
	Sourcing Dolphin Safe / MSC / ASC certified raw materials	Marine ecosystem damage	• Certified raw materials sourcing ratio
Reduce	Expanding water reuse Adding RO filters / condensate recovery / boiler water reuse / cooling water reuse	Excessive water withdrawal	• Water withdrawal intensity • Water recycling rate
	Process efficiency Improving steam supply to washing tanks / stabilizing filters and equipment	Excessive water withdrawal	• Water withdrawal intensity
	Enhanced wastewater treatment Adding tanks / automatic microbial-culture dosing / improving deacidification process / installing drum screens	Water pollution → aquatic ecosystem damage	• Wastewater discharge quality (BOD, TOC, etc.)
	Non-point pollution reduction Installing non-point pollution reduction facilities	Stormwater runoff → soil and water pollution	• Number of sites with non-point pollution reduction facilities(mandatory, voluntary)
Restore & Regenerate	Manufacturing EM soil balls and applying them to streams near sites	Loss of aquatic ecosystem function	• Number of participants and hours in restoration activities
Transform	Strategic response directions		

1) SBTN(Science Based Targets Network): an international initiative supporting science-based target-setting and action related to natural capital

2) AR3T(Avoid - Reduce - Restore&Regenerate - Transform): the natural capital impact-mitigation hierarchy framework presented by SBTN

Natural Capital Management

Natural Capital Management Activities

● Avoid ● Reduce ● Restore & Regenerate ● Monitoring

Category	AR3T	Activity	Site
Water resources management	●	Adding reverse-osmosis(RO) filters at the water treatment plant	Poseung Factory
	●	Condensate recovery system	
	●	Filter management and stabilization of water treatment equipment	
	●	Improving the steam supply method for sanitizing wash tanks	Daepoong Factory
	●	Adding tanks at the wastewater treatment plant	
	●	Reusing water from the boiler water-purification process for thawing and cleaning	Anyang Factory Pyeongtaek Production Team, OTOKI SF
	●	Installing an automatic microbial-culture dosing device at the wastewater treatment plant	Anyang Factory Nonsan Production Team
	●	Reusing water from the boiler water-purification device as cooling water for water-cooled chillers	OTOKI FROZEN FOODS
Ecosystem conservation	●	Dolphin Safe, MSC, ASC certified sourcing 	OTOKI SF
	●	Manufacturing EM soil balls, applying to streams near sites	OTOKI Center, Daepoong Factory, OTOKI SESAME MILLS, OTOKI FROZEN FOODS, OTOKI LOGISTICS SERVICE
Water pollutant management	●	Improving the deacidification wastewater process	Poseung Factory
	●	Improving wastewater treatment efficiency by installing drum screens	Samnam Factory
	●	Installing non-point pollution reduction facilities 	Daepoong Factory, Poseung Factory, POONGLIM PACKAGE & PRINT
	●	Voluntary installation of non-point pollution reduction facilities 	OTOKI SESAME MILLS
	●	Measuring water pollutants such as BOD through specialized agencies	All OTOKI factories and affiliates
	●	Monitoring water pollutants by installing automatic TOC(total organic carbon) devices	OTOKI RAMYON
	●	Replacement with low-NOx boilers	All OTOKI factories and affiliates
Air pollutant management	●	Monthly air pollutant monitoring	Anyang Factory
	●	Installing TMS(stack automatic measuring devices)	Daepoong Factory

CASE

Applying Microbial Soil Balls to Restore Stream Ecosystems

Microbial soil balls are a material made by mixing EM(Effective Micro-organisms) fermentation liquid with ocher and fermentation promoters and then aging it; they contain over 80 types of beneficial microorganisms such as yeast and photosynthetic bacteria. After the soil balls are placed in a stream, the microorganisms within them remove pollutants and reduce odors, contributing to the stream's self-purification capacity and ecosystem restoration. From 2010 to 2025, OTOKI Center employees conducted monthly environmental cleanup activities around Tancheon Stream a total of 65 times, and since 2024 have strengthened the 'One Company, One Stream' campaign by combining plogging(picking up trash while walking) with the manufacture and application of microbial soil balls. The Daepoong Factory, OTOKI FROZEN FOODS and OTOKI SESAME MILLS—sites with high location sensitivity—also participate, contributing to water purification and odor reduction in streams receiving industrial-water discharge; in 2025, OTOKI LOGISTICS SERVICE joined, expanding the target watersheds. Each site conducts cleanup activities focusing on streams under intensive municipal management where water-quality improvement is urgent, and OTOKI plans to continuously expand participating sites and target areas.

Soil-ball application sites and streams

OTOKI Center	Tancheon Stream, Gangnam-gu, Seoul
Daepoong Factory	Chiljangcheon Stream, Daeso-myeon, Eumseong-gun, Chungcheongbuk-do
OTOKI LOGISTICS SERVICE	Yangjicheon Stream, Cheoin-gu, Yongin-si, Gyeonggi-do
OTOKI SESAME MILLS	Eungcheon Stream, Saenggeuk-myeon, Eumseong-gun, Chungcheongbuk-do
OTOKI FROZEN FOODS	Galgokcheon Stream, Paju-si, Gyeonggi-do



Future Plans

Based on the 2025 scenario analysis results, OTOKI plans to gradually establish quantitative natural-capital-related targets. Priority tasks include expanding the certified-sourcing ratio of deforestation-linked raw materials(e.g., palm oil) in the supply chain, setting water-intensity reduction targets at water-sensitive sites, and extending the LEAP analysis to the upstream supply chain. Over the mid-to long-term, we plan to internalize natural capital impact management across the supply chain and advance toward the Transform phase, the final stage of AR3T. We also plan to advance the internal collection system for TNFD core metrics, building a foundation to systematically track and disclose natural capital performance.

Sustainable Raw Materials Sourcing

Sustainable Raw Materials Sourcing

Sustainable Raw Materials Sourcing System

OTOKI selects items with high usage and significant ecosystem impact among the raw materials it sources from land and marine environments as key raw materials and has established and implements a 'Sustainable Raw Materials Sourcing Policy'. The Global Procurement Division, the dedicated implementing body, ensures stable sourcing of OTOKI's major raw materials such as food ingredients and packaging materials, and works with key affiliates such as OTOKI RAMYON, OTOKI SF and CHOHEUNG to form the 'Korean Agriculture Mutual Development TFT', carrying out diverse activities to advance domestic farming and secure seed sovereignty.

Supply Chain ESG Management Organization



1) RSPO, MSC, ASC, Dolphin Safe
2) Animal Welfare, Antibiotic-Free

Sustainable Raw Materials Sourcing Policy

Raw Materials Sourcing Policy

Rice

OTOKI commits to striving for sustainable rice sourcing through soil conservation, water resources protection and securing seed sovereignty by expanding the use of domestic seeds.



Soybean Oil

OTOKI aims to source soybean oil certified under 'Sustainable U.S. Soy', the U.S. sustainable soybean certification, and going forward will source only certified volumes (100%) of soybean oil imported from the United States.



Palm Oil

OTOKI commits to actively complying with the following RSPO principles:

- ① environmental responsibility and conservation of resources and biodiversity
- ② responsibility to employees and communities
- ③ responsible development of new plantations
- ④ continuous improvement.



Turmeric

To stably source turmeric, OTOKI purchases under 100% annual contracts with turmeric processors in India. OTOKI commits to raising the traceability of turmeric origins and processing plants to 100%.



Egg

Since 2012 OTOKI uses eggs certified under the Animal Welfare certification in accordance with the laying-hen farm criteria of the Animal Welfare certification system implemented and commits to gradually expanding their use.



Sustainable Raw Materials Sourcing

Korean Agriculture Mutual Development Project

MISSION

“ Build diverse cooperative relationships through partnership to raise the production capacity and productivity of domestic farms, resolving the low-productivity structural problem and contributing to strengthening the international competitiveness of Korean agriculture. ”

VISION (4P+1S)

Partnership

Build diverse cooperative relationships by pursuing shared growth with farms, the environment and consumers.

Planting Stability

Secure stability of agricultural supply and demand by providing farms with stable sales channels through contract cultivation.

Productivity Improvement

Improve farms' production capacity and productivity by continuously expanding agricultural product usage.

Price Competitiveness

Secure price competitiveness through productivity improvements to strengthen global market competitiveness.

Sustainability

Build a sustainable supply chain for domestic and regional agricultural and fishery products.

ROAD MAP

“ Build an environment where farms, the public and businesses mutually thrive through partnership, by forming a Korean agricultural culture that pursues fair labor and fair income. ”

Expanding use of domestic agricultural products

Use of new domestic ingredients
Localization of previously imported ingredients

Contract cultivation

Providing farms with stable sales channels
Improving supply stability

Use of domestic seeds

Discovering varieties optimized for processing
Securing seed and food sovereignty

Agricultural advancement

Resolving aging and labor-shortage problems
Contributing to the future of Korean agriculture

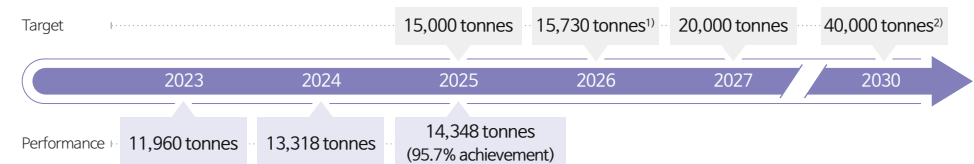
Pursuing mutual-growth partnership through agriculture

Building diverse cooperation and shared growth relationships with farms, the environment and consumers

Contract Cultivation

In line with the 'Korean Agriculture Mutual Development Project' roadmap, OTOKI provides domestic farms with stable sales channels and steadily expands contract cultivation of food ingredients to strengthen the stability of raw material supply. To this end, we continuously increase the ingredients subject to contract cultivation and the participating farms, and plan to secure 20% of our total agricultural product purchases through contract cultivation by 2030.

OTOKI Contract Cultivation Volume



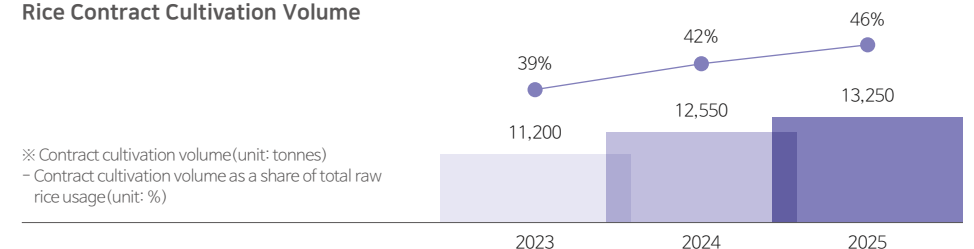
1) Targets adjusted according to raw material supply conditions and market demand changes

2) Target of achieving 20% based on agricultural product purchases (200,000 tonnes in raw material equivalent terms)

Rice Contract Cultivation

OTOKI strives to ensure a stable supply of rice, a key ingredient in major products such as OTOKI Cooked Rice. In response to the recent continued rise in rice prices, we continuously increase contract cultivation volumes by origin and variety through direct contracts with rice suppliers and farms. This allows us to respond flexibly to market supply-and-demand changes while maintaining uniform raw rice quality. In 2025, contract-cultivated rice reached 46% of total raw rice usage for the year, and we plan to expand this to 48% in 2026. We also plan to leverage the advantages of contract cultivation to launch a new OTOKI Cooked Rice product made solely from a single regional specialty rice variety.

Rice Contract Cultivation Volume



Sustainable Raw Materials Sourcing

Sustainable Raw Materials Sourcing Activities

2025 Key Activities of the Korean Agriculture Mutual Development TFT

In 2025, the Korean Agriculture Mutual Development TFT newly signed a contract-cultivation agreement for Inje cabbage and conducted processing-suitability tests by domestic green-onion seed and trial cultivation and harvesting by variety. Based on this, OTOKI entered aT(Korea Agro-Fisheries & Food Trade Corporation)'s '2025 Agriculture-Business Mutual Cooperation' competition and was selected as a top award winner in recognition of its achievement in increasing domestic green-onion usage.

Contract cultivation	Partnership		
14,348 tonnes	1		
Rice(Yecheon, Sangju), glutinous rice(Nonsan), onion(Uiseong), green onion(Chungju, Gumi), ginger(Iksan), cabbage(Inje)	Selected as a top award winner in aT's 2025 'Agriculture-Business Mutual Cooperation' competition(increasing domestic green-onion usage by localizing Chinese green onion in existing products and launching new domestic green-onion products)		
Agriculture-related events	Expos and facility tours	Rural volunteer activities	
1	5	1	
Processing-suitability test by domestic green-onion seed types	Agriculture, agri-food and seed expos	Trial cultivation and harvesting by domestic green-onion variety	

2026 Goals

In 2026, the Korean Agriculture Mutual Development TFT will implement targets for each detailed project area and newly include 'sustainable sourcing' in its TFT goals to strive for continuous shared growth.

1 Sustainable sourcing & partnership building	Diverse cooperative relationships and continuous shared growth with farms, the environment and consumers
2 Use of domestic seeds	Discovering domestic seeds optimized for processing; securing seed and food sovereignty
3 Expanding use of domestic agricultural products	Expanding domestic ingredient use, localizing imported ingredients
4 Contract cultivation of domestic agricultural products	Providing farms with stable sales channels, improving income stability
5 Agricultural advancement	Resolving farm aging and labor shortages, contributing to the future of Korean agriculture

Products Using Domestic Raw Materials

Jeju Dameum

'Jeju Dameum' is OTOKI's Jeju-specialized brand that launches diverse products using ingredients from Jeju farms. Through these product launches, OTOKI aims to thrive together with local Jeju farms and offer consumers the distinctive tastes and experiences of Jeju.

Jeju Dameum Brand Story

2025.03	Launched Jeju Dameum Jeju Hallabong Marmalade
	Launched Jeju Dameum Jeju Green Tangerine Marmalade
2025.04	Launched Jeju Dameum Bbusyeobbusyeo Jeju Garlic Butter Flavor
2025.06	Launched Jeju Dameum Back Han Chul Twisted Doughnut Mix
2026.02	Launched Jeju Dameum Jeju Pork Soup Curry

New Products Using Domestic Raw Materials

OTOKI uses domestic raw materials in products across various brands such as LIGHT&JOY to strengthen cooperation with local producers and aims to reduce carbon emissions and minimize environmental impact by reducing storage and logistics stages in the sourcing process.

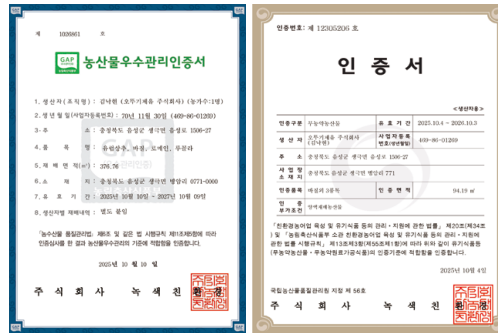
Product	Domestic Raw Material
LIGHT&JOY Apple Cider Vinegar	Apple
LIGHT&JOY Low Calorie Nurungji Porridge with Black Rice	Black rice
LIGHT&JOY Light Sugar Ginger Tea	Ginger
LIGHT&JOY Light Sugar Citron Tea	Yuzu
LIGHT&JOY Light Sugar Strawberry Jam	Strawberry
Gapunhanki Soft Brown Rice Made with 100% Brown Rice	Brown rice
Gluten Free Cup Soup	Rice

Sustainable Raw Materials Sourcing

Smart Farm

OTOKI SESAME MILLS Smart Farm 'Symphony No.9'

In 2025, OTOKI SESAME MILLS built the vertical smart farm 'Symphony No.9', applying a 5-tier circulating thin-film hydroponic cultivation system, and produces basil, leafy vegetables and salad vegetables for employees' health in an optimal growing environment based on environmental data analysis. In particular, the basil produced is used as a raw material in OTOKI products, resolving residual-pesticide and foreign-matter issues of imported basil and providing consumers with safer food. In October 2025, it obtained Good Agricultural Practices(GAP) certification and pesticide-free certification for basil and various other herb crops, earning recognition for its reliable in-house production of domestic agricultural products.

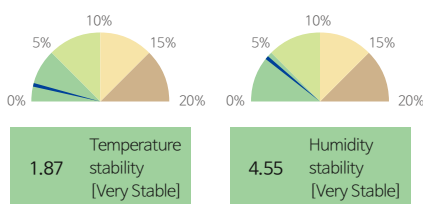


Smart Farm AI Automation System

OTOKI SESAME MILLS is advancing the smart farm's AI- and data-based automation system in cooperation with RDS, OTOKI's IT service affiliate. By analyzing the smart farm's growth data, it builds quality-standardization and prediction models. Based on the collected growth data, it gradually expands the precise-control range of the cultivation environment, continuously strengthening the consistency of delivery specifications through improved quality-prediction accuracy.

Data as an Asset

Environmental Stability (Herbs)



Herb zone status · Sensor

	Temperature (°C)	Humidity (%)	CO ₂ (ppm)	VPD (kPa)
AIR_L	18.4 (Low)	53 (Low)	223 (Low)	0.99 (Optimal)
AIR_R	18.0 (Low)	54 (Low)	246 (Low)	0.95 (Optimal)

Environmental Value of Symphony No.9

OTOKI SESAME MILLS seeks to substitute imports with domestically grown produce and stabilize supply by activating the smart farm and minimizing environmental impact through hydroponic cultivation.

Reduced cultivation area	Zero soil use	Clean energy transition potential	Zero pesticide use	Water savings up to 94%
About 1/30 of open-field cultivation	Based on hydroponic technology	Uses a single energy source (electricity)	No crop protection agents (pesticides)	87.5~94% less water than open-field farming with Recirculating Hydroponics

OTOKI Smart Farm Trial Cultivation

Major spices, including turmeric—a key ingredient in OTOKI Curry, one of OTOKI's flagship products—currently depend mostly on imports. As Korea's climate has recently shifted toward hot and humid conditions, OTOKI is reviewing ways to ensure stable cultivation of spices domestically using smart farms. In particular, in 2026 we plan to conduct smart-farm-based trial cultivation centered on high-demand herbs such as basil, and to expand the cultivation scope to major spices, closely testing quality and supply feasibility to determine whether they can be applied to actual products.

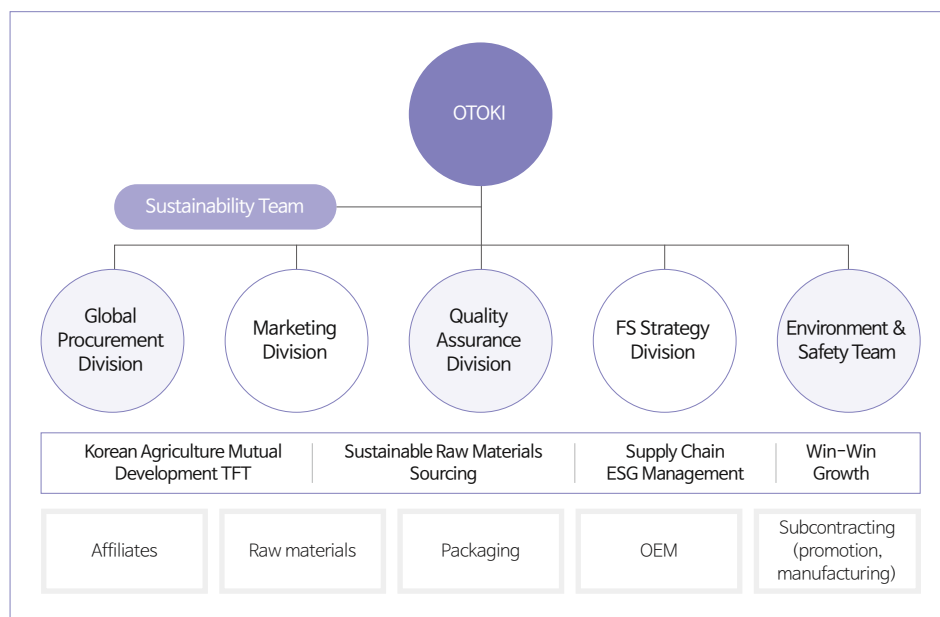


Supply Chain ESG Management

Supply Chain Management System

Supply Chain Management Organization

OTOKI organizes its supply chain management around the Sustainability Team, Global Procurement Division, Marketing Division, Quality Assurance Division, FS Strategy Division and Environment & Safety Team. On this basis, we carry out diverse supply chain management activities across the entire supply chain, including the Korean Agriculture Mutual Development Project, sustainable raw materials sourcing, supply chain ESG management and Win-Win Growth. We also work closely with affiliates and suppliers to ensure that ESG standards are effectively applied across the supply chain and that sustainable operating practices take root.



Partner's Code of Conduct

[Partner's Code of Conduct](#)

Through its Partner's Code of Conduct, OTOKI requires all suppliers to strictly comply with the laws and regulations applicable to corporate business activities, and at the same time requests them to adopt best operating practices in six areas: ethics, human rights, safety and health, environment, quality and management systems. To enhance implementation, the Code also includes specific practice methods and a Partner's Code of Conduct Compliance Agreement.

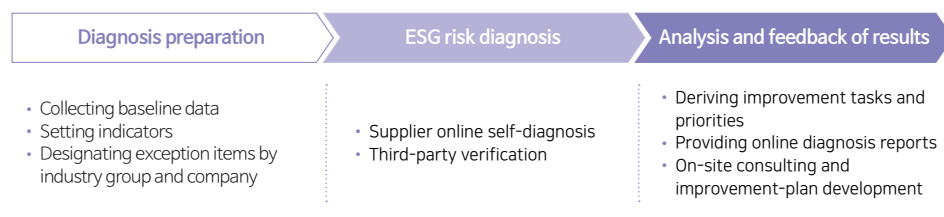
Partner's Code of Conduct		
Operating Practices		
Ethical Management	Human Rights Management	Safety & Health Management
Environmental Management	Quality Management	Management System
Practice Methods		
1 Self-diagnosis	Regularly confirm Code compliance through self-diagnosis	
2 Policy and procedure review	Confirm policies, procedures and processes for Code implementation	
3 Gap analysis	Establish improvement plans based on self-diagnosis results	
4 Activity supplementation	Improvement measures based on Code conformance	
5 Problem-solving cooperation	Actively cooperate with OTOKI to seek solutions when issues arise	

Supply Chain ESG Management

Supply Chain ESG Diagnosis

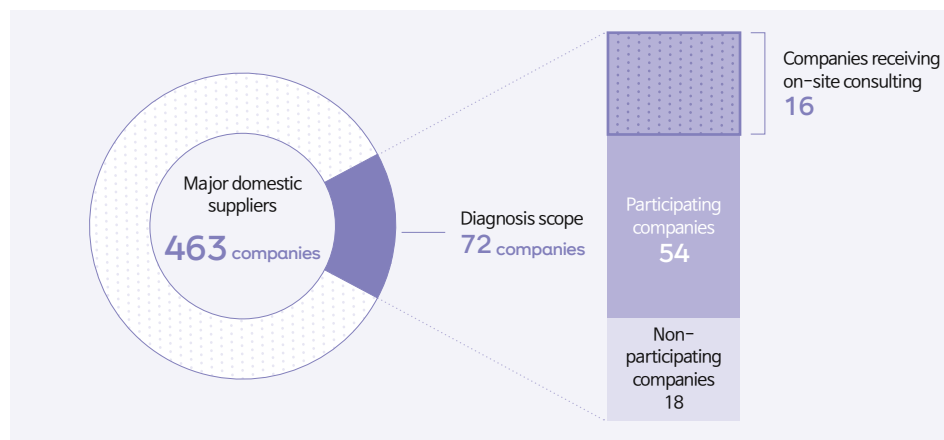
Diagnosis Process

In 2025, OTOKI conducted a supply chain ESG diagnosis jointly with members of the Korea Food Industry Association. The diagnosis proceeded through the stages of diagnosis preparation, ESG risk diagnosis, and analysis and feedback of results.



Diagnosis Scope

Of the 72 Tier 1 suppliers subject to the 2025 ESG diagnosis, a total of 54 companies—30 that participated in the previous year's diagnosis plus 24 new ones—conducted self-diagnoses, equivalent to 11.6% of 463 major domestic suppliers. The responses submitted by each supplier underwent third-party verification, and on-site consulting was provided to 16 companies to strengthen suppliers' ESG management capabilities.



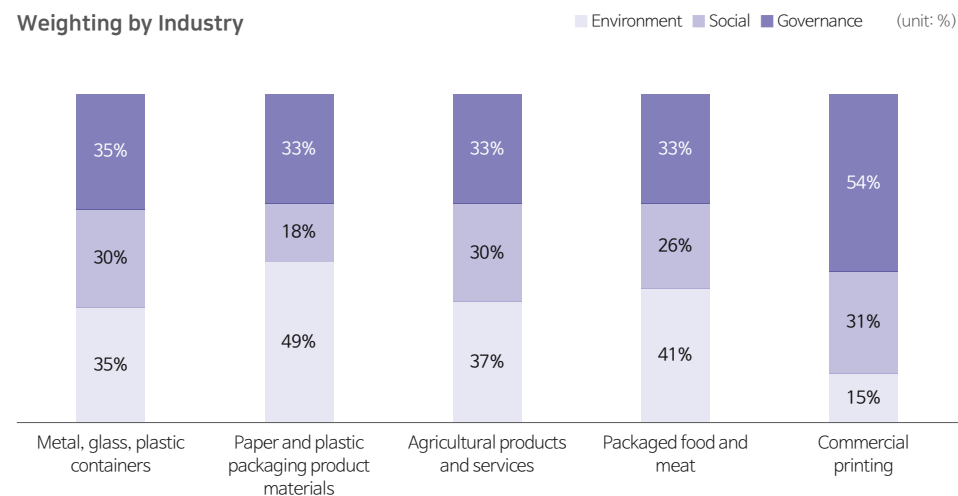
Diagnosis Indicators

The ESG diagnosis classifies suppliers based on the Global Industry Classification Standard(GICS) and applies customized indicators that reflect supplier characteristics—including industry-specific indicators, site-specific exception indicators, scale-tailored indicators and legal-violation indicators. It also applies weights reflecting industry characteristics for each of the environmental, social and governance areas, so that the diagnosis results substantively reflect suppliers' ESG risks and improvement needs.

2025 Diagnosis Areas and Indicators

Environment	Environmental management	Eco-friendly products	Energy consumption	GHG emissions
	Raw and subsidiary materials	Waste management	Hazardous chemical substances	Air pollutants
	Natural capital	Water resources		
Social	Human rights	Information security	Health and safety	
	Employment	Conflict minerals	Fair trade	
	Social contribution	Product quality and safety	Working environment	
Governance	Information disclosure	Management system	Audit	Ethical management

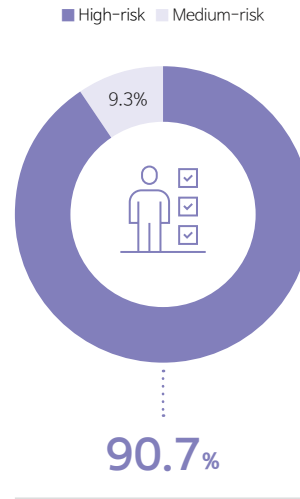
Weighting by Industry



Supply Chain ESG Management

Diagnosis Results

The overall ESG ratings of the 54 suppliers that participated in self-diagnosis were 9.3% medium-risk and 90.7% high-risk, with no legal violations found. By area, the high-risk proportions were 94% for environment, 78% for social and 91% for governance, indicating insufficient management capabilities in the environmental and governance areas. By industry, the 'metal, glass, plastic containers' group had the highest ESG score and 'commercial printing' the lowest; however, since the score gap among the bottom four industries was small, continuous ESG capability strengthening was confirmed to be needed across all industry groups. In addition, the 30 suppliers that participated in both the 2024 and 2025 diagnoses improved their total scores and their environmental and governance scores, confirming that suppliers' continued participation had a positive effect on raising the overall ESG management level of the supply chain.



Establishing Improvement Tasks

On-site consulting was conducted for 16 high-risk suppliers that requested it, and improvement tasks were derived for each supplier through consultation. Analysis by ESG area showed high-risk tendencies in most areas except air pollutants and product quality and safety, with particularly high improvement needs in the environmental and governance areas. Accordingly, key improvement tasks were established focusing on insufficient or low-achievement items, and Quick-Win tasks, short-term tasks and mid-to long-term tasks were presented separately for the environmental, social and governance areas. This supported suppliers in pursuing phased improvements considering importance and risk level and in building ESG management systems. A re-inspection is planned for the second half of 2026, and suppliers are expected to move out of the high-risk group in future diagnoses upon completing their improvement tasks.

Supply Chain ESG Management Plan

Expanding participation in the Food Industry Association joint diagnosis

Since 2024, OTOKI has participated in the 'Food Industry Supply Chain ESG Joint Project Council' hosted by the Korea Food Industry Association, conducting joint supply chain ESG diagnoses. In 2025, OTOKI suppliers participating in the diagnosis expanded from 36 to 54 companies, and we will continue to support more suppliers' participation going forward.

Building the ESG platform and establishing its operating system

OTOKI began developing an ESG platform in the second half of 2025 and officially launched it in March 2026. In 2026, we plan to internalize our ESG data management system by establishing and stabilizing the platform's operating system and to lay the foundation for future advancement. We further plan to continuously provide ESG information to affiliates and suppliers to strengthen practical management capabilities and to build an integrated management system across the entire supply chain.

Conducting affiliate supply chain ESG diagnoses

To help strengthen affiliates' supply chain ESG management capabilities, OTOKI aims to expand the diagnosis scope to affiliates' key suppliers by 2026, performing risk management across the entire value chain.



OTOKI RAMYON Obtains SMETA (Sedex Members Ethical Trade Audit) Certification

In March 2025, OTOKI RAMYON passed the SMETA (Sedex Members Ethical Trade Audit) audit, an ethical-trade audit standard, and obtained certification. SMETA aims to improve working conditions within the supply chain and, based on the conventions of the ETI (Ethical Trading Initiative) and the ILO (International Labour Organization), assesses whether ethical trade is conducted in key areas such as labor, health and safety, environment and business ethics.

Supply Chain ESG Management

Win-Win Growth

Win-Win Growth System

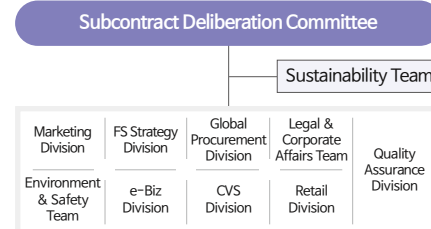
Win-Win Growth

OTOKI organizes and operates an Internal Subcontract Deliberation Committee centered on key subcontracting-related departments. We also operate the 'Four Win-Win Growth Practices' reflecting the standards presented by the Korea Fair Trade Commission and review these standards each year to promptly reflect any revisions.

Four Win-Win Growth Practices

- 1 Practices for sound contract conclusion
- 2 Practices for supplier selection and operation
- 3 Practices for establishing and operating a Subcontract Deliberation Committee
- 4 Practices for sound issuance and retention of documents

Win-Win Growth Organization



Compliance with Fair Trade Principles

2025 Fair Trade Training Records

To prevent harm to the interests of business partners and customers from unfair trade and unfair competition, all employees strictly comply with fair trade laws, and OTOKI provides education on relevant laws so that they recognize and practice fair trade principles in the course of their work. We also conclude fair trade compliance agreements with suppliers each year, with 53 suppliers participating in 2025.

Supplier Communication

Supplier Communication Channels

OTOKI communicates with suppliers through its Supplier Purchasing Portal System and an unfair-trade reporting system. The Supplier Purchasing Portal System efficiently supports key tasks such as supplier management, purchase orders and contracts, while also serving as a communication channel for receiving inquiries and suggestions. The unfair-trade reporting system monitors unfair practices related to OTOKI, and reports are received through various channels including phone, email, mail and in-person visits. Received matters are handled through procedures of thorough investigation, appropriate action and recurrence-prevention measures, contributing to a fair and transparent trading environment.

Win-Win Growth Support

Win-Win Growth Support

OTOKI operates diverse programs including financial support to ensure suppliers' stable fund management and ease financial instability, as well as technical and management support.

Financial Support

Win-Win Growth Fund		Early payment of subcontract payments	
Loan amount	KRW 13,364 million	Suppliers receiving early payment	104 companies
Interest reduction	KRW 560 million	Early payment amount	KRW 24,900 million
Agricultural and Fishing Villages Collaborative Cooperation Fund		Excellent-supplier incentives	
Agricultural Collaborative Cooperation Fund	KRW 44 million contribution	Amount paid	Approx. KRW 20 million
Agri-Food Investment Fund	KRW 3,000 million planned contribution KRW 2,100 million deposited (KRW 900 million new deposit, KRW 1,200 million paid into existing fund)	• Claim reduction • Industrial-safety prevention • ESG excellent suppliers • Support for long-term retention of key personnel	

Technical Support

Technical analysis	Benefit-sharing program	Hygiene inspection	Win-Win Growth investment resources
3,307 cases	15 cases	243 cases	KRW 28.05 million
Equivalent to KRW 588.02 million		KRW 55.44 million	

Management Support

Industrial safety prevention	Education and recruitment support	Others
Supplier industrial-safety prevention training (14 companies, 17 participants)	ESG Management Training (65 companies participated)	Win-Win Nuri, Management Doctor System

Occupational Health and Safety

Occupational Health and Safety Management System

SHE(Safety, Health and Environment) Organization

SHE Management Policy 
ISO 45001 Certification Status 

For the safety and health of all employees, OTOKI sets safety, health and environment as core values of corporate management, establishes company-wide management policies, and operates a field-centered management system based on ISO 45001(Safety and Health Management System) certification. To prevent serious accidents and incidents and strengthen environmental safety activities, we form a dedicated Environment & Safety Team and designate environmental safety officers at each of our sites and affiliates, operating them systematically. The Environment & Safety Team continuously monitors field environmental-safety quality and regulatory status and strives to build a company-wide SHE management system by sharing improvement activities. In particular, since February 2026, SHE organization conducted mutual site visits and inspections, benchmarking field improvement requests and best-practice cases and applying them to their own sites, thereby continuously strengthening the safety and health management system.

Safety Incident and Emergency Response System

Accident Investigation and
Recurrence Prevention Process 

When a safety incident occurs at any site, OTOKI operates an effective process: the field department promptly reports and preserves the scene, the safety department verifies the scene and gathers worker input, and recurrence-prevention measures are established and communicated through training; OTOKI also continuously manages the initial response and follow-up measures for the injured. We also establish and operate response procedures for various emergencies—including fire, explosion, power outage and serious accidents within the safety and health domain—and conduct scenario-based response drills at each site once every half-year, supplementing any shortcomings to strengthen a rapid response system.

Occupational Health and Safety Committee and Exchange Meeting

Occupational Health and Safety Committee

OTOKI operates an Occupational Health and Safety Committee with an equal number of employee-representative and company-representative members, holding regular meetings four times a year(once per quarter). Each site's committee discusses matters such as industrial-accident prevention planning, safety and health management regulations, safety and health education, inspection and improvement of the working environment, worker health checkups and industrial-accident statistics, acting as a key body for workers' participation in the safety and health system.

Safety, Health and Environment Meetings Composition of the Safety, Health and Environment Meetings

The occupational-safety organizations of all OTOKI sites and affiliates form a Safety, Health and Environment Meetings centered on the head of OTOKI's Production & Safety Group, operating regular exchange activities. The meeting shares each site's SHE-related work and the monthly investigation of accident cases occurring nationwide and discusses ways to prevent the recurrence of identical accidents. In 2025, OTOKI advanced these activities by setting a monthly theme from February to December for in-depth discussion and shared related experiences, strengthening the practicality of diverse safety management improvements. In selecting themes, we included the latest occupational-safety trends such as the adoption of digital technology and AI, deepening understanding of smart safety technologies and reviewing their field applicability. In 2026, we plan to hold in-person exchange meetings and workshops between Safety, Health and Environment Meetings participants and safety-and-health department members across all sites, raising the overall level of safety and health management and implementation across sites.

Occupational Health and Safety

Occupational Safety Goals

To protect the safety and health of all employees, OTOKI sets the achievement of 'Zero serious accidents, occupational illnesses and safety/health regulatory violations' as a core value and has established a 'Four-Stage Safety and Health Vision Roadmap' to realize it. In particular, we have derived key tasks aimed at securing the foundational capabilities of STEP 3, 'company-wide management and active participation', by 2030, and are advancing our occupational-safety management capabilities through the systematic implementation of short-, mid- and long-term tasks.

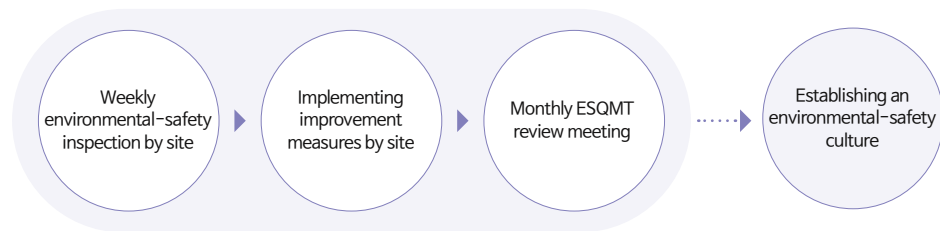
Goals	Zero serious accidents		Zero occupational illnesses		Zero safety/health regulatory violations			
Vision Roadmap	STEP 1		STEP 2		STEP 3		STEP 4	
	Passive participation at the site level		Building and establishing the safety management system		Company-wide management and active participation		Establishing a voluntary safety culture with all-employee participation	
Mid-to Long-term Goal(~2030)	Securing STEP 3 Foundational Capabilities							
	Completing safety-level/culture indicators by team		Expanding safety-experience opportunities		Supporting occupational-safety activities of contractors and suppliers			
Execution Tasks	Developing safety-level measurement data		Expanding field-tailored safety-experience opportunities		Supporting internal/external(contractors·suppliers) safety management through enhanced inspection			
2025	Target	• Develop and apply 2 assessment-scale data sets		• Provide professional safety training 2 times		• Conduct risk-assessment verification		
	Achievement	④ 2 scale data sets developed (1 applied in 2025, 1 to be applied in 2026)		④ External professional training 1 time ④ TBM(Safety Check-in) conducted ④ Internal safety culture training 1 time		④ Risk-assessment verification conducted in February		
2026	Target	• Develop 2 safety-level scale data sets and review application		• Conduct internal safety culture training 2 times		• SHE organization inspects and improves other sites (twice a year per site)		
2030	Target	• Develop a total of 12 safety-level scale data sets • Apply 6+ in assessment		• TBM implementation rate 95%+ • All employees visit safety-experience site • Install 2 safety-experience facilities		• Increase support amount for suppliers • Annual internal inspection activity		
2026 Implementation Plan	① Expanding field-led voluntary safety culture and strengthening practical risk-response		② Strengthening field operability of compliance management		③ Leveling up company-wide safety capabilities and activating benchmarking			
	• Field-tailored teaching materials for regular occupational-safety training • Establishing TBM(Safety Check-in) and developing employee-opinion gathering • Focused improvement of weak areas in safety culture diagnosis		• Supplementing and revising field-inspection checklists • Inspecting local exhaust ventilation airflow and function • Reorganizing safety and health management regulations		• Pursuing regular in-person SHE exchange meetings • Activating company-wide safety-improvement benchmarking • Supporting PSM sites and reviewing application to other sites			

Occupational Health and Safety

Site Safety Management

Environmental Safety Monitoring

To establish an environmental-safety culture, OTOKI operates the Environment Safety Quality Monitoring Team(ESQMT), which develops and manages practical measures at each plant. Through monthly meetings, ESQMT shares each site's improvement activities, develops improvement measures and monitors environmental-safety regulations. It also conducts weekly environmental-safety inspection activities to continuously strengthen environmental-safety management capabilities.



Production Process Safety Management

To safely manage production processes, OTOKI's Production & Safety Group assesses risks regularly and as needed, and establishes safe-operation and emergency response plans. In February 2025, it conducted regular risk-assessment verification covering the adequacy of each site's regular risk assessments and the participation of actual on-site workers. Through this, it identified processes requiring additional or supplementary risk assessment and is strengthening management so that safety management is appropriately carried out in production processes. In addition, through its log-digitization system(ODMS, OTOKI Document Management System), OTOKI conducts daily 'Safety Check-in' activities so that on-site supervisors and workers can easily participate in and manage TBM(Tool Box Meeting). By creating an environment where workers themselves participate in safety management and improvement activities and freely propose ideas centered on the production floor, we strive to establish a more advanced safety culture.



Safety Check-in

Safety Inspection

OTOKI works with specialized safety and health management agencies to identify and improve risk factors at high-risk sites. To this end, we continuously conduct PSM(Process Safety Management) inspections, ISO safety inspections, weekly and monthly self-patrol inspections by site, worker-opinion gathering and joint inspections with outsourced safety and health management firms. In 2025, alongside gathering and acting on diverse opinions through TBM(Safety Check-in) activities, we completed a total of 900 improvement measures by carrying out strengthened safety management and regular risk-assessment verification. Not only the sites targeted by the Ministry of Employment and Labor's 'Safe Workplace Project' but also non-target sites voluntarily conducted inspections and improvements using the same inspection items and criteria. We plan to continue case-sharing training and improvement activities so that accidents of a type similar to the identified risk factors do not occur.

Preventing Accidents in High-risk Work

OTOKI establishes standards for hazardous work such as hot work, forklifts, confined spaces, ladders and work at heights, and systematically manages field-inspection schedules to thoroughly prevent accidents. We investigated and improved fall-risk points that could arise from mezzanine levels, and to prevent heat-related illnesses in summer, we identified heatwave-work locations across all sites and—per safety and health guidelines—grant appropriate rest periods and provide cooling supplies during heatwave work. We also check compliance with safe-work guidelines when using aerial work platforms, practicing accident prevention in high-risk work.

Strengthening Contractor Safety Capabilities

To strengthen contractors' safety management capabilities, OTOKI establishes operating standards for subcontracted work and conducts contractor safety-capability evaluations every half-year. We also request the attendance of contractor supervisors at regular supervisor training conducted by experts such as external professional training institutions, supporting the enhancement of contractors' safety management expertise. In addition, through a monthly council, we gather safety- and health-related grievances and requests and actively reflect and resolve them.

Occupational Health and Safety

Spreading Safety Culture

SHE Newsletter

OTOKI has expanded the distribution of its environmental-safety culture newsletter, the SHE Newsletter, to its partner companies, helping more sites and workers build a safety culture and access diverse information. To mark its 200th issue on February 3, 2025, we ran a safety-term crossword puzzle event for two weeks from February 3 to 16. A total of 939 people participated, and 30 were selected by lottery to receive tumblers as prizes, encouraging eco-friendly activity through reduced single-use-item consumption and promoting the establishment of a safety culture.

Safety and Health Officer Training

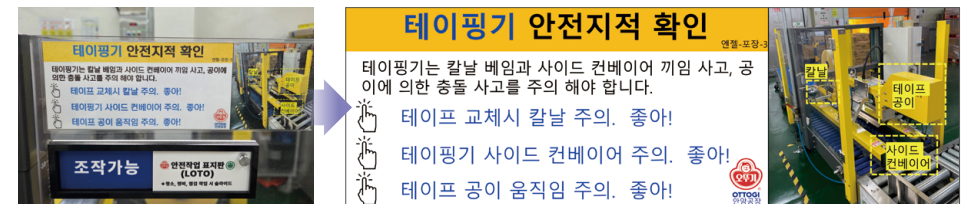
OTOKI regularly conducts training for site safety and health officers using diverse methods. In 2025, we invited external professional instructors in April, August and September to provide group training for company-wide supervisors, with a total of 248 completing it. We also responded to attendance requests from affiliates and contractor supervisors, pursuing shared growth through improved job competence and strengthened safety management. In addition, eight supervisors from the Poseung Factory underwent experiential training at the Korea Western Power safety-experience center, enabling them to apply practical safety management and activities in the field.



Experiential training at the safety-experience center

Employee-Participation Internal Contest

To raise employees' safety awareness, encourage participation in safety-improvement activities and establish a safety culture, OTOKI annually selects and rewards employees who have contributed to mitigating hazards as exemplary employees. In 2025, the 'Pointing and Calling' activity for strengthening safety culture was selected as a best practice. An employee who promoted and guided the pointing-confirmation activity, encouraged other employees' participation, and produced and posted pointing-confirmation stickers at each location to facilitate easy participation was rewarded as an exemplary employee.



Safety pointing-confirmation sticker

Safety Culture Diagnosis

To establish safety awareness and spread a safety culture at each site, OTOKI conducted the safety culture diagnosis provided by the Korea Occupational Safety and Health Agency(KOSHA). To objectively diagnose the level of safety culture, set improvement directions and establish quantitative evaluation and improvement indicators, we assessed employees' safety-awareness levels across five evaluation areas—safety leadership, safety support systems, safety behavior, safety training and safety communication—and conduct site-tailored improvement activities based on the results.

Food Safety and Quality

Food Safety System

Food Safety Organization

OTOKI oversees food safety and quality through its Quality Assurance Group, centered on the Food Safety Science Institute. The Food Safety Science Institute is an internationally accredited KOLAS(The Korea Laboratory Accreditation Scheme) testing institution that is expanding food safety research based on state-of-the-art analytical equipment and a global-level laboratory digital system. The Quality Assurance Division performs quality-assurance support work and operates programs to enhance the quality of OTOKI and its suppliers.

7 Principles of Food Safety Culture

5 Principles of Food Safety

To spread and establish a food safety culture internally, OTOKI has established 7 Principles of Food Safety Culture and selects an annual theme for related activities and training. In 2025, to emphasize field-centered practice, we selected 'field-centered food safety culture' as our theme and carried out activities to help relieve consumer anxiety caused by food safety incidents and to improve consumer nutrition through research on nutritional and functional analysis.

OTOKI's 7 Principles of Food Safety Culture

① Always uphold established principles.	② Clearly recognize and observe responsibilities and roles.	③ Always work with honesty.	④ Think and judge from the customer's perspective.
⑤ Prioritize prevention above all.	⑥ Find answers to problems in the field.	⑦ When a problem arises, act quickly and improve it to the end.	

Food Safety Prevention

Food Safety Management Prevention System

Food Safety Management Prevention System

To block and prevent food safety problems in advance, OTOKI operates a 'Food Safety Management Prevention System'. Throughout the entire process—from raw material selection to product development, production, distribution and sales—we perform advance verification and continuous safety monitoring and evaluation, and share analysis results as data with relevant departments. The legally mandated microbiological and chemical analyses are thoroughly managed through full inspection, and for safety prevention, we sample about 5% of all products to also analyze for harmful substances.

In particular, the Food Safety Science Institute performs thorough advance verification when launching new products or changing the raw materials or processes of existing products—evaluating safety based on a specification review of raw materials and finished products and finally confirming suitability through trial production. Through such systematic advance verification, we manage food safety risks.

2025 Food safety verification
42,852 cases

Collecting Food Safety Information

To respond quickly to food safety issues and emerging harmful substances, OTOKI's Food Safety Science Institute collects and manages information from domestic and international food safety institutions. It sets the monitoring scope and frequency according to risk level, systematically manages a food safety information database through OTOKI's quality portal system, and performs food safety verification.

2025
Food safety information collection
13,593 cases

Monitoring of domestic and international food safety institutions



Food Safety and Quality

Strengthening Food Analysis Technology Research

Food Safety Science Symposium

OTOKI's Food Safety Science Institute holds a Food Safety Science Symposium to help explore the development direction of Korea's food safety culture. In July 2025, in cooperation with the Korean Society of Food Hygiene and Safety, it held the '3rd Food Safety Science Symposium', attended by around 230 people including university professors and personnel from research institutions and industry. Participants shared and exchanged research findings on the theme of innovation and development in food safety management through digital technology.

Session	Topic	Presenter
Session 1 Chair: Prof. Changsoo Choi, Chung-Ang University	Food hazard-information management system and sector-specific use cases	Manager Heera Park, Ministry of Food and Drug Safety
	Operation and development of food safety management systems	Director Moon Sung, National Food Safety Information Service
	Digital transformation of food safety management through Smart HACCP	Head of Group Kyungsoo Lee, Korea Agency of HACCP Accreditation and Services
Session 2 Chair: Prof. Youngmok Kim, Pukyong National University	Using digital technology for proactive food safety	Director Jinhyun Kim, Food Safety Science Institute
	AX-based food digitalization technology and cases	General Manager Sangyeon Kim, Korea National Food Cluster



International Proficiency Testing

To secure the reliability of its analytical techniques, the Food Safety Science Institute participates annually in international proficiency testing¹⁾. In the 2025 FAPAS²⁾ assessment, it was recognized as the top level among participating domestic and international testing institutions for its analytical capabilities in benzopyrene, fatty acids and pesticide residues, and earned excellent evaluations for the 17th consecutive year in other items as well.

1) Proficiency testing: a test that objectively verifies participating institutions' analytical capabilities to confirm expertise

2) FAPAS (Food Analysis Performance Assessment Scheme): a globally authoritative international analytical-proficiency program run by FERA (Food and Environment Research Agency) under the UK Department for Environment, Food and Rural Affairs

Online Analysis Training for Overseas Subsidiary Analysts

In the second half of 2025, the Food Safety Science Institute provided online analysis training for analysts working at its overseas subsidiary in China, JIANGSU OTOKI FOODS. The training shared global trend information, explained verification methods for securing the reliability of analysis results and ways to maintain analytical equipment in optimal condition, and ran a program to review analysts' competence and proficiency. Through this, OTOKI manages the analysis quality of its overseas subsidiary and supports the strengthening of company-wide analytical capabilities.

Academic Poster and Paper Presentations

To continuously keep abreast of the latest analytical-technology and food safety trends, the Food Safety Science Institute attends relevant academic societies every year. In 2025, it attended four domestic societies—including the Korean Society of Food Science and Technology, the Korean Society of Food Science and Nutrition and the Korean Society of Food Hygiene and Safety—presenting 11 academic posters and filing one patent related to bacteriophages for controlling foodborne pathogens.

Quality Assurance Support

Quality Inspection and Small-Group Activity Competition

To manage and improve product quality, OTOKI regularly conducts quality-planning inspections, regular hygiene inspections and plant self-inspections, and encourages employees' quality-improvement activities through an annual small-group activity competition.

Quality-planning inspection  Plans and inspects quality matters for specific periods and themes each year	Plant self-inspection  Monthly improvement and prevention activities for production-floor quality assurance
Regular hygiene inspection  - Cross-inspection by the Quality Assurance Division's external inspection advisory agency (BSI Korea); - Covers all plants producing OTOKI products and raw/subsidiary-material suppliers (OTOKI, affiliates, OEM companies)	Small-group activity competition  Setting improvement tasks for quality improvement, cost reduction, productivity improvement and defect-rate reduction centered on plant production-floor employees; holding a year-end competition to share results and spread best practices; in 2025, 17 teams from manufacturing and sales participated, with outstanding teams (3 manufacturing, 1 sales) and the overall best team (Food Safety Culture Award) recognized

Conducting the OTOKI Quality Academy

Twice a year, OTOKI provides in-person training on domestic and international labeling standards for personnel in R&D, marketing and global sales. Since 2024, to expand the training to affiliates and OEM employees, we have operated the Google Classroom-based 'OTOKI Quality Academy'. In 2025, we held the 2nd OTOKI Quality Academy, providing training on field hygiene-management measures, labeling standards and key regulatory FAQs; a total of 250 people (41 from OTOKI, 147 from affiliates, 62 from OEM companies) participated, and 228 ultimately completed the course.

Operating the Food Safety Shared Growth Academy

To comprehensively strengthen suppliers' safety management capabilities, OTOKI operates the Food Safety Shared Growth Academy, which provides quality personnel with training on food regulations, quality safety and hygiene. In 2025, we provided the academy and customized training to 28 microbiological-analysis personnel from 15 suppliers. The main content covered hygiene-management measures, food safety field management, labeling standards and key Q&As on food regulations.

Latest Food safety Information and Response	MFDS non-compliant food recall alerts, domestic-food search, and alerts on OTOKI's own product-recall progress
Basic Theory and Trends of Genetic Analysis	History of genetic analysis, basic principles of PCR and the latest technology trends, and guidance on equipment selection and practical-application precautions
Laboratory Safety Management through Cases	Explaining the necessity, main causes and priorities of laboratory safety and raising safety awareness
Environmental Sampling Techniques for Effective Monitoring(hands-on)	Understanding the basics and components of an effective environmental-monitoring program and, based on real cases, practicing manual development and efficient sampling

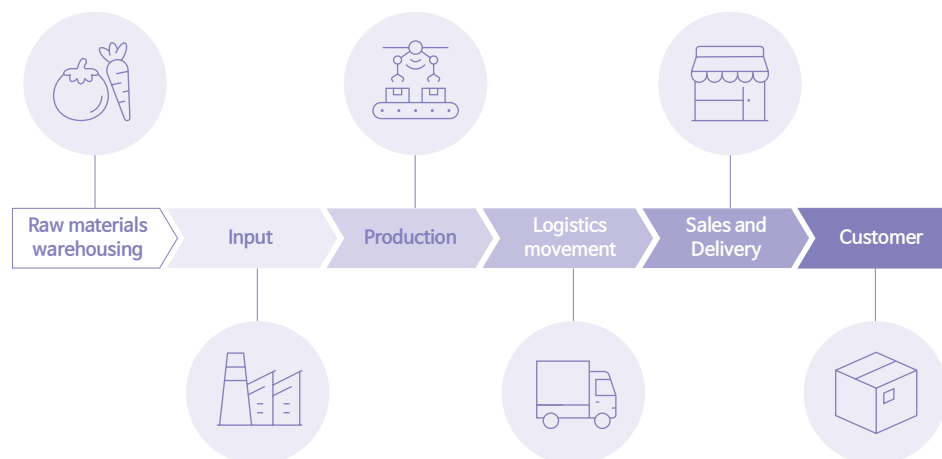


Food Safety and Quality

Production History Management System

OTOKI's Production & Safety Group operates an integrated management system that can trace the history of the entire production process, from raw materials warehousing to delivery of the product to the customer. To prevent accidents at blending plants, it has also built a system that allows production to proceed only when the correct materials are input in the correct quantities according to each product's set blending ratio.

Production history management

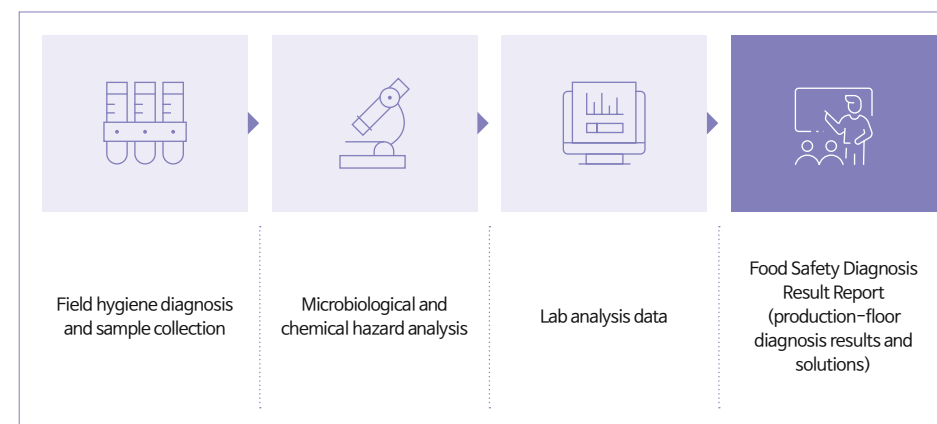


Daepoong Factory Smart Factory System

The Daepoong Factory, OTOKI's largest production base, is an advanced future-oriented plant that enhances product safety and production efficiency through quality-optimized space configuration and automated equipment, monitors production status in real time through a smart factory system and operates a HACCP-based management system. Using an AI inspection system, it prevents errors in advance by comparing and analyzing standard samples and incoming packaging materials, and strengthens hygiene management by applying HEPA filters throughout all processes to triple-block internal and external air and foreign matter.

Food Safety Diagnosis TFT

To strengthen preventive food safety on the production floor, OTOKI forms a 'Food Safety Diagnosis TFT' that performs scientific hazard analysis, food-hygiene-level diagnosis and solution provision. To minimize claims at each plant and prevent food safety issues, we conduct microbiological and chemical hazard verification, sanitation-process validation and sterilization-process verification. In 2025, we conducted a total of 60 food safety diagnoses across OTOKI, affiliates and OEM supplier plants, issuing 'Food Safety Diagnosis Result Reports' to support strengthening hygiene levels on the production floor. Based on the results, we identified key hazards and built a prevention-centered management system, and raised field hygiene levels by strengthening workplace hygiene management, equipment-cleaning management and cross-contamination prevention. We also combined training with field coaching to help establish a field-centered food safety culture.



Food Safety and Quality Certifications

Affiliates Obtain FSSC 22000 Certification

In 2025, SANGMI FOOD, OTOKI FROZEN FOODS and OTOKI SESAME MILLS obtained FSSC 22000, the global standard food safety system. Through this certification, they elevated their food safety management levels and secured a basis for producing products that meet global food safety standards.

OTOKI RAMYON, OTOKI SF Obtain BRCGS Certification

In March and October 2025 respectively, OTOKI RAMYON and OTOKI SF obtained BRCGS certification to secure quality competitiveness that meets food safety standards. BRCGS is an international certification approved by the GFSI(Global Food Safety Initiative) that comprehensively evaluates the safety, quality management and overall operating systems of food-manufacturing facilities. By adding BRCGS to their existing FSSC 22000 certification, OTOKI RAMYON and OTOKI SF advanced their food safety management levels and strengthened their global-market response capabilities.

Daepoong Factory, OTOKI RAMYON, OTOKI SESAME MILLS Obtain KFS Certification

In September 2025, the Daepoong Factory, OTOKI RAMYON and OTOKI SESAME MILLS obtained the K-Food export certification, overseen by the Korea Institute for Food Safety Management Accreditation, for 11 items including OTOKI Cooked Rice, Jin Ramen Spicy and OTOKI Sesame Oil. The K-Food export certification system is one in which a public institution officially guarantees the safety and quality of Korean-made food that meets both the Korea Food Safety national certification and the Korean Production certification. With this certification, OTOKI SESAME MILLS strengthened its competitiveness in the global market and secured a basis for promoting high-quality products in overseas markets.

OTOKI SF Obtains HALAL Certification

To secure competitiveness for products exported to Islamic countries, in October 2025 OTOKI SF obtained HALAL certification for its tuna, grilled fish and cup-noodle lines. To ensure the international compatibility of HALAL certification, it obtained the certification through Indonesia's LPPOM MUI, strengthening its market-response capabilities for Islamic countries.

Food Safety and Quality Certification Status

Certification	Period	Description	Scope
HACCP (Hazard Analysis and Critical Control Point)	2005~present	A hygiene-management system to prevent biological, chemical and physical hazards from being mixed into or entering food at all stages	All OTOKI and affiliate factories(all food types)
FSSC 22000 (Food Safety System Certification)	2017~present	One of the international food standards approved by GFSI; a food safety management system verifying food safety capabilities across the entire process	OTOKI(Anyang, Daepoong, Samnam, Poseung factories; Anyang Factory Pyeongtaek·Nonsan Production Teams), OTOKI RAMYON, OTOKI SESAME MILLS, SANGMI FOOD, OTOKI SF, OTOKI FROZEN FOODS, CHOHEUNG(Ansan, Daeso factories)
BRCGS (Brand Reputation through Compliance Global Standards)	2025~present	One of the regulatory food standards approved by GFSI; a food safety quality certification	OTOKI RAMYON, OTOKI SF
Consumer Centered Management(CCM)	2024~present	Certification evaluating whether a company organizes all activities around the consumer and continuously improves related management activities	OTOKI, OTOKI RAMYON
KFS (K-Food&Safety)	2025~present	A K-Food export certification by the Korea Institute for Food Safety Management Accreditation guaranteeing food safety and quality, having obtained both the Korea Food Safety national certification and the Korean Production certification	Daepoong Factory, OTOKI RAMYON, OTOKI SESAME MILLS
HALAL	2020~present	Operated under the internationally well-recognized certification of Indonesia's LPPOM MUI	Anyang Factory Nonsan Production Team, SANGMI FOOD, CHOHEUNG Ansan Factory, OTOKI SF

OTOKI ESG Performance

- 55 **Resource Circulation**
- 59 **Health and Nutrition**
- 62 **Human Rights Management**
- 65 **Human Resource Development and Organizational Culture**
- 69 **Consumer Centered Management**
- 75 **Corporate Social Responsibility**
- 79 **Governance**
- 83 **Risk Management**
- 85 **Information Security**
- 87 **Ethical and Compliance Management**

2025 Key Performance

Research Institute
'Tamper-Evident
Separable-Tab Lid'

Minister's Award

OTOKI RAMYON Braille Paper
Container Packaging
WorldStar 2025 Awards,
Food category

Winner

New customer consultation
system

COSMOS+
Launched

Support items provided to
Korean War veterans

77,000 items



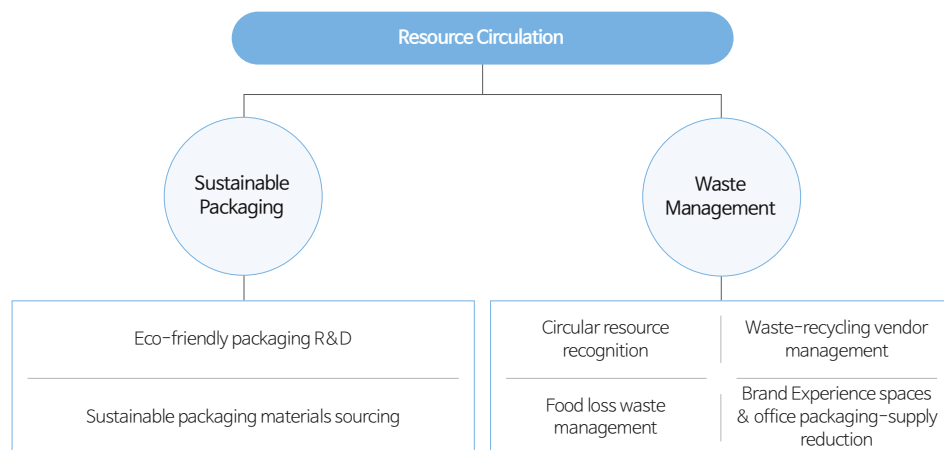
3rd OTOKI Illustration Festival / AI Special Award / Sujin Lee /
A Warm Start to the New Year with a Cup

Resource Circulation

Resource Circulation Management System

OTOKI has built a systematic resource circulation system that maximizes resource efficiency and minimizes waste generation across the entire product life cycle—from design, production and consumption to disposal. Following the resource circulation waste management hierarchy, we prioritize preventing generation and reducing waste at the source, carry out activities to preserve resource value through recycling, and apply a phased approach in which safe treatment such as incineration and landfill is used only when unavoidable.

In particular, to enhance resource efficiency within food-manufacturing processes, OTOKI operates 'sustainable packaging' and 'waste management' as core pillars. At the product-design stage, we continue research on material reduction and eco-friendly processes, along with efforts to convert production by-products into circular resources and reduce food loss. In recognition of these achievements in introducing recycled materials and substantive eco-friendly packaging, OTOKI's Research Institute won the Grand Prize in the ESG category at the '2025 Circular Economy ESG Packaging Competition', sponsored by the Ministry of Environment and organized by the Korea Packaging Recycling Cooperative.



Eco-friendly Packaging 4R Strategy

As its eco-friendly packaging strategy, OTOKI's Research Institute has established a 4R strategy(Reduce, Reuse, Replace, Recycle) and continues research aimed at using 100% recyclable packaging materials and reducing plastic usage by 30% versus 2022 by 2030.

	2025 Performance	2026 Plan
 Reduce	- Reduced box-material weight for cooking oil, premium oil and pouch porridge - Reduced size of turmeric foil and microwaveable product cases	- Remove foil from ketchup mini-tubes - Reduce OTOKI Cooked Rice container thickness - Reduce flavored-oil PET bottle weight - Reduce vinegar-cap weight
 Reuse	Reused instant-rice molding residues to produce frozen fried rice lids	Reuse instant-rice molding residues to produce gift-set trays
 Replace	- Applied separable-tab lids to salad dressing and cooking oil - Applied in-mold containers and lids to margarine	- Switch refrigerated dressing to chemically recycled PET bottles - Apply separable-tab lids to vinegar, premium oil and starch syrup
 Recycle	Applied recyclable sticker material to pickles	Change removable-sticker adhesion type for jam, spaghetti sauce and seasoning sauce

Resource Circulation

Sustainable Packaging Activities

Reduction in Packaging

To achieve the 'Reduce' goal of its eco-friendly packaging 4R strategy, OTOKI's Research Institute has selected the reduction of plastic and paper packaging as a key task, and continuously conducts material research and process optimization for application to actual products. Through this, including other packaging such as foil and stickers, it reduced a total of 89.94 tonnes of packaging per year as of 2025.

Category	Task	Reduction (tonnes/year)
Plastic	Plastic packaging reduction	35.34
	Change in packaging size for single-use ketchup	11.90
	Change in cap type for salad dressing and cooking oil	7.18
	Change in packaging type for foodservice sauce(SW)	0.29
	Change in lid material for frozen fried rice	7.96
	Change in packaging type for margarine	8.01
Paper	Paper packaging reduction	54.52
	Reduction in box material for premium oil, cooking oil, flavored oil and pouch porridge	54.09
	Change in case size for microwaveable products	0.43
Other packaging reduction		0.08
Total packaging reduction		89.94



Research Institute's Tamper-Evident Separable-Tab Lid Wins Award

OTOKI's Research Institute reduced unnecessary plastic packaging by changing the lid form of salad dressing and cooking-oil products. By applying a form with a separable tab inserted into the brim of the lid, it removed the shrink film previously used to prevent tampering, saving 7.2 tonnes of plastic per year and increasing the ease of separate disposal of the lid. Based on this achievement, it won the Minister of Trade, Industry and Energy Award at the 2026 Korea Star Awards, and plans to expand application to vinegar and premium-oil products.



**2026
Korea Star Awards**
Minister of Trade,
Industry and Energy Award



OTOKI RAMYON's Specially Reinforced Base-Paper Corrugated Box Wins Award

OTOKI RAMYON developed a corrugated box that reduces paper usage while improving strength by applying specially reinforced base paper. It reduced paper usage by 8.9% compared with conventional DW(Double Wall) corrugated boxes while improving strength by 26.7% through structural design, securing product protection. Through its first application in 2024, it saved 56.92 tonnes of paper per year, and in 2025, through further improvements such as material upgrades and expanded application items, it saved an additional 31.51 tonnes per year. In recognition of these achievements, it won a series of domestic and international packaging awards, including the WorldStar Packaging Award organized by the WPO(World Packaging Organisation), as well as AsiaStar and the Korea Star Awards.



**WorldStar
2026 Awards**
Packaging
Materials and
Components
Category



**AsiaStar
2025
Awards**
ECO
PACKAGE
Category



**2025 Korea
Star Awards**
Minister of
Trade, Industry
and Energy
Award

Resource Circulation

Recycling Rice-Container Molding By-products and Applying Recycled Materials

OTOKI's Research Institute and its packaging-manufacturing subsidiary POONGLIM PACKAGE & PRINT built an in-process closed-loop recycling system by recycling the PP(Polypropylene) multilayer scrap generated during OTOKI Cooked Rice container production, converting it into the high-quality recycled material PIR-PP(Post-Industrial Recycled PP) and applying it to non-food-contact parts. Through this, OTOKI reduced its virgin-plastic usage by more than 50%, cutting a total of 8.2 tonnes, and—leveraging the material's freely changeable color and form—is reviewing additional application to diverse items such as gift-set trays and vinegar handles.

PIR(Post-Industrial Recycled) Process



Applying Recycled Materials to Ketchup and Mayonnaise Outer Packaging

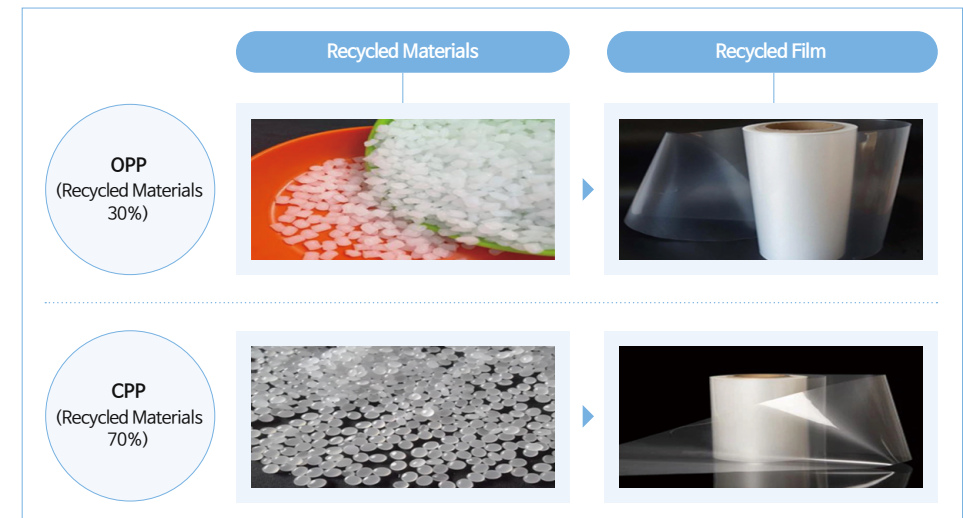
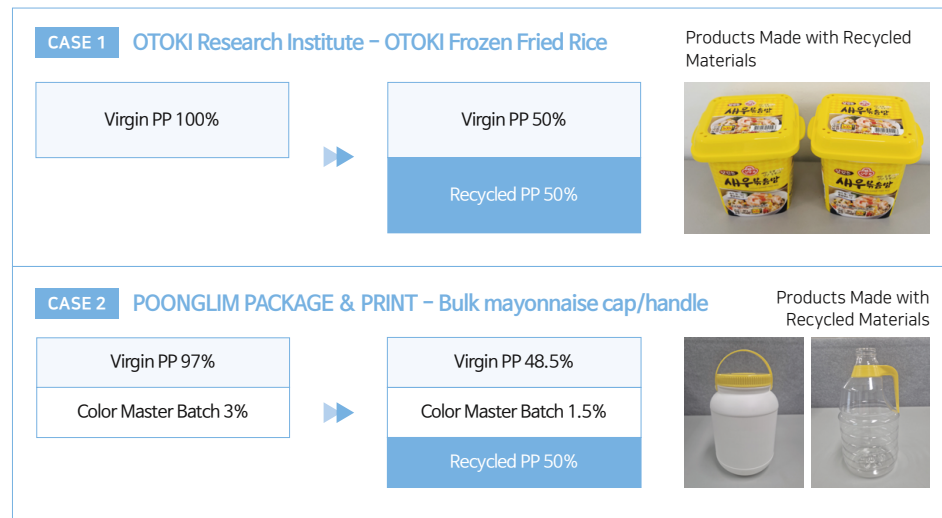
OTOKI's Research Institute and POONGLIM PACKAGE & PRINT designed and applied a high-purity recycled film to the outer packaging of ketchup and mayonnaise products, bonding an OPP¹⁾(20 μm) film with 30% recycled-material content and a CPP²⁾(20 μm) film with 70% recycled-material content. They resolved the film-slippage and heat-sealing defects that occurred during equipment input due to the thickness variation characteristic of recycled film in the early development stage, and—after finally passing line tests and printability evaluation—secured quality equivalent to that of existing virgin film. Application to major ketchup and mayonnaise products began in September 2025 and will be expanded sequentially.

POONGLIM PACKAGE & PRINT obtained the RCS(Recycled Claim Standard) international certification for packaging using this film, securing recycling reliability across the entire process—from material collection, processing and production to sales—and internationally certifying that recycled materials are used in its materials and products.



RCS International Certification

- 1) OPP(Oriented Polypropylene): A stretched polypropylene film with excellent transparency and moisture resistance, mainly applied to the printed surface(outer layer)
- 2) CPP(Cast Polypropylene): An unstretched polypropylene film with excellent flexibility and heat-sealability, mainly applied to the adhesive surface(inner layer)



Resource Circulation

POONGLIM PACKAGE & PRINT's Eco-friendly Printing Technology

POONGLIM PACKAGE & PRINT, OTOKI's packaging-manufacturing subsidiary, continues technology development and application centered on eco-friendly printing. In 2025, revenue of green-certified items centered on water-based FLEXO printing exceeded 22% of total revenue, earning it 'Green Specialized Company' certification, and based on its unique ability to realize—at the level of gravure printing—the print quality that had been the limitation of water-based FLEXO printing, it became the world's first to obtain the international print-standard certification 'G7 Master' for water-based FLEXO printing. Furthermore, by replacing the oil-based ink of conventional gravure printing with water-based ink, it obtained new Green Technology Certification based on achieving non-detection of TVOC(Total Volatile Organic Compounds) and a 91% reduction in THC(Total Hydrocarbons) detection. In addition, to strengthen its resource circulation system, it operates a recycled-ink manufacturing process that recycles oil-based waste ink, reducing designated waste by 14.4 tonnes and carbon emissions by 57.6 tCO₂-eq per year, continuously striving to practice carbon neutrality.



Water-based Gravure Green Certification

Applying Green-Certified Eco-friendly Printed Packaging

OTOKI sources packaging that has obtained Green Certification for eco-friendly printing technology. In 2025, we sourced eco-friendly printed packaging using ethanol-based ink from seven green-certified companies, applying green-certified technology to 118 items including roll film, spout pouches and rice lids.

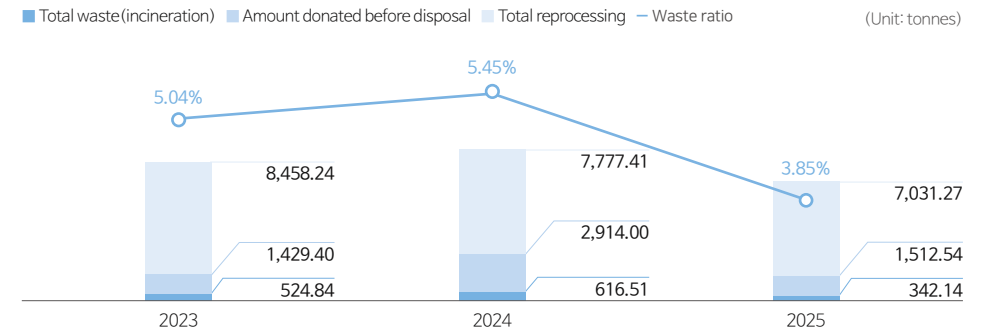
Waste Management

Recognition of Waste Cooking Oil as a Circular Resource

OTOKI continuously strives to expand the materials recognized as 'Circular Resources' under Article 21 of the Act on Promotion of Transition to a Circular Economy Society. In 2025, the Anyang Factory Pyeongtaek Production Team had its waste cooking oil—waste generated in the frying process for 3 Minute Meatball products—recognized as a circular resource by using it to manufacture biodiesel feedstock, thereby reducing waste generation by about 16 tonnes per year.

Food Loss Waste Management

At OTOKI's manufacturing sites and affiliates, edible portions of process by-products from each site—such as cheese and sesame by-products—are not discarded but used for product manufacturing, while animal- and plant-based residuals and food waste are reprocessed through specialized outsourced treatment firms into feed and fertilizer, reducing waste generation. In addition, for finished products, OTOKI strives to reduce food waste and prevent environmental pollution through donations to Food Banks.

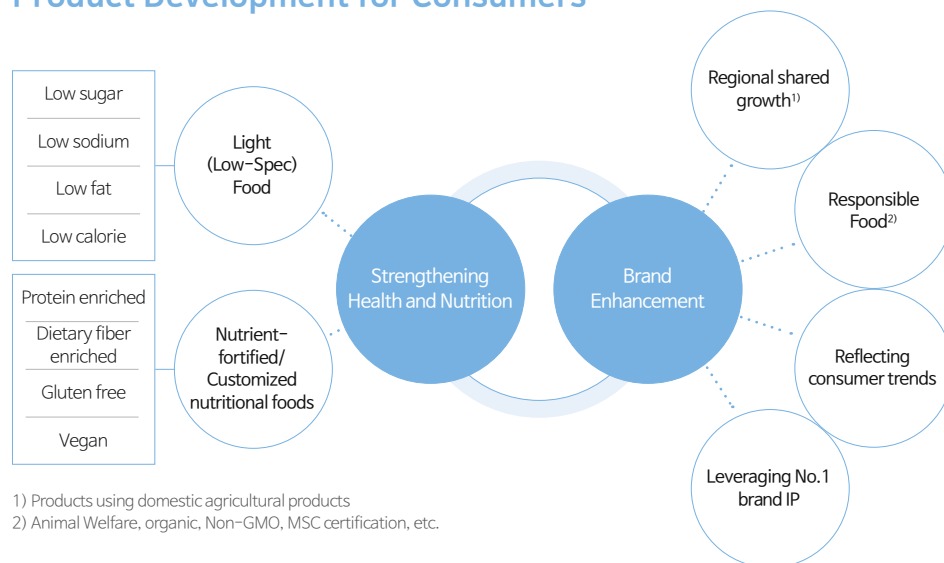


Wastewater Sludge Management

In 2025, OTOKI RAMYON replaced the dewatering machine and cake hopper at its wastewater treatment plant. The dewatering machine reduces the moisture content of liquid sludge and converts it into sludge cake, while the cake hopper stably stores and discharges it, streamlining the external-removal process. Through these facility improvements, an annual reduction of 66 tonnes of sludge generation and KRW 7 million in treatment costs is expected.

Health and Nutrition

Product Development for Consumers



Developing Products for Health and Expanding the Portfolio

As dietary environments change and consumer interest in health grows, OTOKI continues to develop products that reflect health factors such as low sugar, low sodium and low calories. In particular, we are expanding a product portfolio with enhanced nutritional balance and functionality, centered on products that can be chosen in everyday life. In 2025, OTOKI expanded its product range around 'LIGHT&JOY', its low-sugar, low-sodium and low-calorie brand. We prepared diverse options to reduce sugar and sodium intake not only in jams, sauces and dressings but also in everyday meals and cooking such as soups and porridges, and focused on developing products fortified with key nutrients such as protein and dietary fiber. Accordingly, we introduced high-protein porridge and dietary-fiber barley rice—products that consider both nutritional supplementation and balanced meals—and expanded our Gluten Free brand products for consumers sensitive to gluten, so that those with dietary restrictions can also choose with confidence.

Food Research Activities

Research Institute

Strengthening Research Collaboration in Health and Nutrition

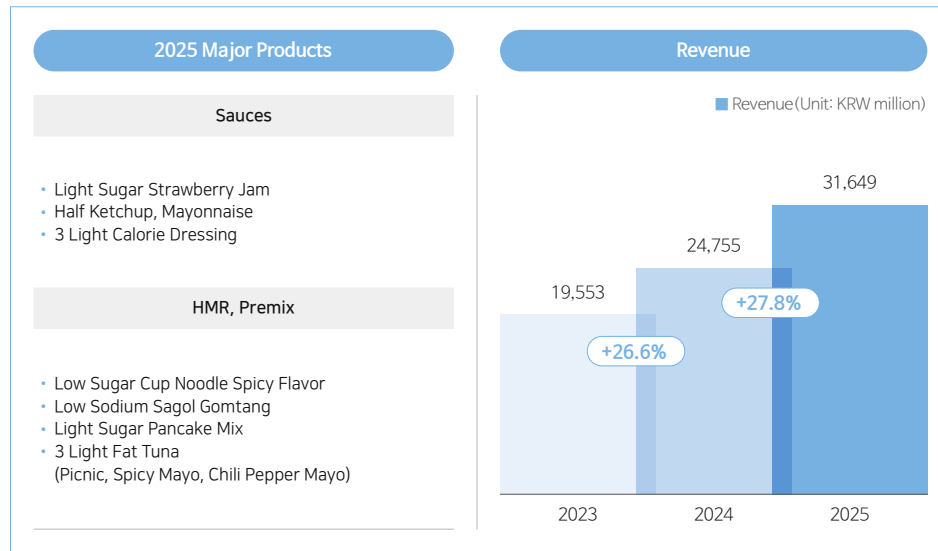
OTOKI's Research Institute continues to collaborate with major domestic research and medical institutions to strengthen the scientific basis and expertise of its product development. In 2025, it conducted a large-scale joint cohort study on the theme of 'the correlation between diet quality and metabolic syndrome', and is also conducting research on the health benefits and human applicability of spices, including turmeric—a key ingredient in OTOKI Curry.

Expanding Academic Activities and Industry-Academia-Research Collaboration

OTOKI actively participates in diverse academic activities to share the latest research trends in health and nutrition and expand industry-academia-research collaboration. At the 2025 international conference of the Korean Society of Food Science and Technology, we organized an OTOKI session under the theme 'Spice Routes to Wellness: Bioactivity and Innovation', discussing the functionality of spices and the potential for food innovation. In November, we held a hybrid(online and offline) academic symposium, 'Next-Gen Food Tech & Nutrition Symposium', jointly with the OTOKI Ham Taiho Foundation and 22 universities, exploring the development direction of the food industry centered on next-generation food technology and nutrition research. Meanwhile, OTOKI signed a memorandum of understanding(MOU) with the Korea Food Research Institute for creating new food markets and developing high-value-added food technology, and plans to continuously strengthen its competitiveness in health and nutrition through joint research and technical cooperation.

Health and Nutrition

Light(Low-Spec) Food



LIGHT&JOY Low Sugar Cup Noodle

To meet consumer demand for enjoying spicy flavors even while managing their diet, OTOKI launched LIGHT&JOY 'Low Sugar Cup Noodle Spicy Flavor' in 2025. Using allulose, we lowered the sugar content to 2 g while adding the flavors of spicy special seasoning, flame-grilled chicken and stir-fried vegetables, and by using non-fried mung-bean and potato-starch vermicelli, we minimized fat content—around 1 g of fat, 0 g of trans fat and 0 g of saturated fat—reducing the burden of diet management.



LIGHT&JOY Low Sodium Sagol Gomtang

Drawing on its own research showing that Sagol Gomtang products are largely used as a base broth for soup dishes and that there is a clear preference for low-sodium products, in 2025 OTOKI launched LIGHT&JOY 'Low Sodium Sagol Gomtang', with 50% less sodium than the existing 'Sagol Gomtang'. By keeping a high content of beef-bone solids and minimizing seasoning, we realized the deep, rich and clean taste inherent to beef-bone broth, and by applying a simple cooking method, we developed it so that single-person households and the 20s-40s generation seeking a quick, healthy meal can easily use beef-bone broth.



LIGHT&JOY Light Fat Tuna

In line with the expanding demand for convenience foods and the trend of reducing fat and calorie burden, in 2025, OTOKI launched three types of LIGHT&JOY 'Light Fat Tuna', with 30% less fat than existing pouch tuna products. Made in pouch form so they can be eaten immediately after opening without separate cooking, they are configured for diverse menus—'Picnic', a salad type with water chestnuts and carrots added for texture; 'Chili Pepper Mayo' using cheongyang peppers and mayonnaise; and 'Spicy Mayo' using sriracha sauce—developed to enable simple meals in diverse situations such as outdoor activities and offices.



LIGHT&JOY, OTOKI's Low-Spec Food Specialty Brand



〈Light(Low-Spec) Criteria〉

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

Reduced
(compared to
existing products)

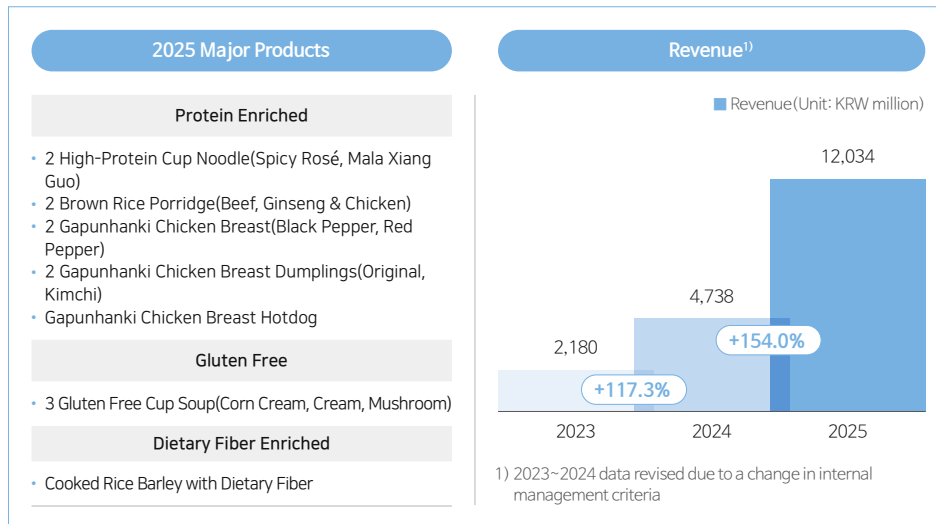
Absolutely
Low

Absent

In 2025, in step with the 'Healthy Pleasure' trend that pursues both health management and the joy of fine eating, OTOKI launched 'LIGHT&JOY', a Low-Spec Food specialty brand that maximizes original flavor while lowering specific components such as sugar, fat, calories and sodium. As consumer demand grew to maintain taste and flavor while meeting health factors such as low sugar, low fat and low sodium—beyond simply cutting calories—OTOKI developed and launched seasoning- and sauce-centered products in the first half of 2025, and in the second half expanded its lineup to ambient HMR(Home Meal Replacement) capable of serving as a full meal.

Health and Nutrition

Nutrient-fortified·Customized Nutritional Food



High-Protein Cup Noodle Using Tofu Skin

In 2025, OTOKI newly launched two types of 'High-Protein Cup Noodle' using tofu skin. Maintaining the 'noodle dish enjoyed without feeling heavy' concept that OTOKI Cup Noodle has pursued, these protein-fortified products contain about 12 g of protein per cup. In particular, by using soy-derived 'tofu-skin noodles' instead of conventional noodles, they realized a soft and chewy texture, and—based on plant ingredients—a cleaner taste. They are offered in 'Spicy Rosé' and 'Mala Xiang Guo' flavors, reflecting recent consumer trends. The Spicy Rosé flavor adds cream and cheese flavor to tteok-bokki seasoning for a soft and spicy taste, while the Mala Xiang Guo flavor adds savory peanuts and sesame to mala's characteristic tingling flavor for an addictive taste. OTOKI plans to continue introducing new cup-noodle products that satisfy both health and taste, broadening consumer choice.



Gluten Free Cup Soup

In step with growing demand for warm convenience foods in winter, OTOKI launched the new brand 'Gluten Free Cup Soup' in 2025. As the health trend of reducing wheat-flour intake and consumer preference for domestic ingredients have grown, interest in cup-soup products that are both convenient and healthy has continued to expand. 'Gluten Free Cup Soup' is a gluten free product made from domestic rice, using rice flour instead of wheat flour to realize a softer texture that is easier to enjoy. It features popular soup flavors preferred by consumers—cream, corn cream and mushroom cream—so that anyone can enjoy it comfortably. In addition, in September 2025, we obtained the Korea Gluten Free Certification from the Korea Rice Foodstuffs Association for the existing two types of Gluten Free Curry and two types of Gluten Free Soup, and plan additional certification for Gluten Free Cup Soup in 2026. OTOKI will continue to expand cup-soup products that combine taste, nutrition and convenience, providing consumers with diverse options.



O'z Kitchen High-Protein Brown Rice Porridge

Reflecting consumer needs that pursue both health and convenience, OTOKI newly launched two types of 'Brown Rice Porridge'(Ginseng & Chicken, Beef) under its premium HMR brand 'O'z Kitchen'. By increasing the content of raw ingredients such as chicken tenderloin and beef and using brown rice, they were designed so that consumers can consume sufficient protein and dietary fiber per meal, and by adding brown rice, ginseng and mushrooms, they realized a savory and deep flavor. In addition, for consumers who want a nutritionally balanced meal even amid busy daily routines, OTOKI maximized convenience by applying a pouch form that can be easily cooked in a microwave. OTOKI plans to continue expanding O'z Kitchen products that combine nutrition and convenience in step with changing healthy-food and convenience-food trends.



Human Rights Management

Human Rights Management System

Human Rights Management Implementation Guidelines

Human Rights Management
Implementation Guidelines

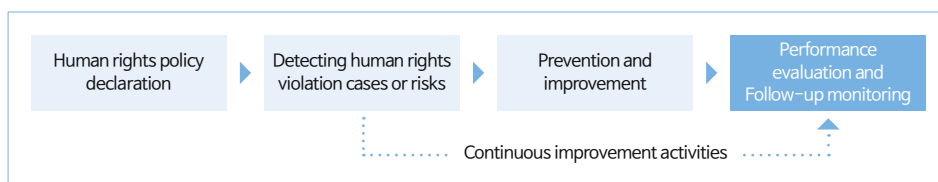
OTOKI operates Human Rights Management Implementation Guidelines that reflect global recommendations. The guidelines define the scope and basic principles of human rights management and present criteria for implementing it systematically. They also clarify the organization driving human rights management and include procedures for preventing and responding to human rights violations, as well as criteria for human rights impact assessment.

OTOKI Human Rights Management Declaration

Ensuring health and safety	Ensuring fair working conditions and development opportunities	Preserving the environment and ecosystem
Prohibiting forced and child labor	Protecting consumer human rights	Ethical management
Guaranteeing freedom of association and collective bargaining	Protecting community human rights	Human rights protection due diligence
Preventing discrimination and harassment	Protecting supply chain human rights	Remedying human rights violations

Human Rights Management Process

OTOKI has built a management system to prevent and respond to human rights-related negative impacts across its business activities, aiming to strengthen the protection of stakeholders' human rights.



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

Key Stakeholders	2025 Performance	2030 Mid- to Long-term Goals
 Employees	- Employees with disabilities via OTOKI Friends(22) - Maternity protection and childcare support(73) - Women's leadership training(100)	- Expanding the scope of on-site human rights impact assessments - Human rights risk mitigation measures and effectiveness evaluation - Expanding support for women and related areas
 Supply Chain	- Human Rights Management Survey and Human Rights Impact Assessment (Some affiliates and suppliers) - Supply chain ESG assessment conducted(54 companies)	- Human rights impact assessment: expanded to all production corporations - Supply chain ESG assessment: expanded to affiliates and major suppliers
 Customers	- Braille applied to packaging (133 products) - Braille applied to business cards (673 employees)	Expanding Braille-applied products
 Community	- Minimizing community environmental impact(One Company One Stream campaign, 101 times, 110 hours) - Supporting vulnerable community groups(KRW 7.4 billion) - Contract cultivation volume 14,348 tonnes	- Measuring the social value of social contribution activities - Achieving 20% based on contract-cultivated agricultural purchase volume

Human Rights Management

Human Rights Impact Assessment

Assessment Process

OTOKI conducted human rights due diligence through a five-step process based on international standards.



Methods for Identifying and Assessing Human Rights Impacts

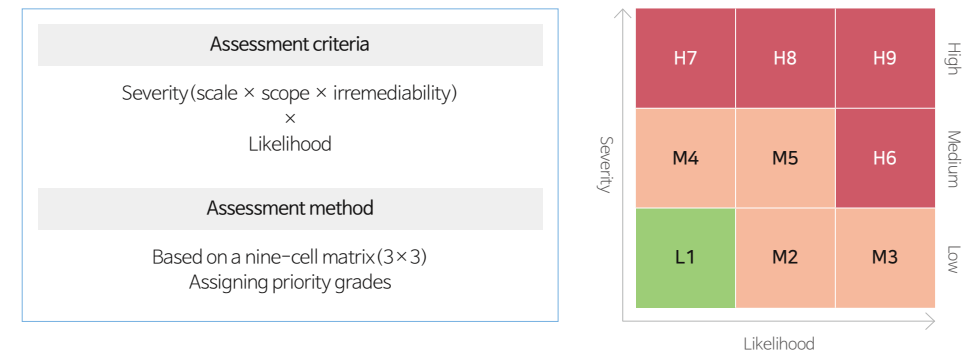
In 2025, OTOKI conducted a general(on-desk) assessment targeting itself and its supply chain(affiliates and suppliers), and in the first half of 2026 advanced its assessment method by additionally conducting an in-depth assessment of its own employees to identify human rights impacts. In the general assessment, we conducted checklist diagnostics and an employee survey; in the in-depth assessment, we conducted Focus Group Interviews(FGI) and work-environment inspections targeting human rights-vulnerable groups. Going forward, we plan to expand the in-depth assessment to affiliates and suppliers as well.

General Assessment (on-desk)	Checklist diagnostics: Developing a checklist reflecting domestic and international human rights standards(CSDDD, LkSG, UNGPs, ILO) and food-industry characteristics, and conducting self-diagnosis Member survey: Conducting a human rights awareness diagnostic survey of employees(office(R&D) and production positions)
In-depth Assessment	Focus Group Interview(FGI): In-depth interviews including vulnerable groups(female, high-risk process workers, etc.) Work-environment inspection: On-site safety and health inspection at the Daepoong Factory

Identifying Salient Human Rights Issues

OTOKI assessed the priority of human rights impacts using a 3×3 matrix with severity and likelihood as its axes. Among these, a total of seven items rated M4(Medium 4) or higher were selected as Salient Human Rights Issues.

Human Rights Impact Prioritization



7 Salient Human Rights Issues Derived from the Human Rights Impact Assessment

1 Notification of working conditions	Issuing multilingual employment contracts
2 Operation of the labor-management council	Company-wide notice of council consultation content; updating council operating regulations
3 Maternity protection and childcare support	Regulations on returning to the original position after maternity leave; prohibiting overtime during reduced working hours for childcare
4 Workplace health and safety	Work-suitability assessment for postpartum women, fire-extinguisher inspections, proper forklift operation standards, regular inspection of freezer/refrigerator doors, etc.
5 Other discrimination	Regulations on housing subsidies for employees at regional workplaces
6 Workplace harassment, sexual harassment and grievance handling	Workplace harassment prevention training; regular guidance on grievance handling channels
7 Personal information security and privacy	Labor-management council consultation when installing surveillance equipment; internal rules on dormitory inspections; list of documents required upon hiring

Human Rights Management

Mitigation of Material Impacts

Establishing and Implementing Preventive and Mitigation Measures

OTOKI established 24 preventive and mitigation measures for the seven salient human rights issues. We also prepared a phased implementation and monitoring plan through 2030, taking into account the decision-making level(key policies/detailed criteria and procedures/implementation measures) and the implementation period(short, medium, long term).

Types of Preventive and Mitigation Measures

Key policies(A)	Detailed criteria and procedures(B)	Implementation measures(C)
Major human rights policies and principles, common workplace responses, C-Level decisions, etc.	Detailed criteria and procedures of policies and principles, individual workplace responses, etc.	Training, awareness improvement, establishing R&R, etc.

Key Preventive/Mitigation Measures and Achievement Plans

Measure	Type	Related Stakeholders	Target Date
• Regular guidance on grievance handling channels - email notices, manual distribution, board postings, etc.	C	All employees	Short-term(2026)
• Updating labor-management council operating regulations - reviewing and revising the regulations	B	All employees	Short-term(2026)
• Work-suitability assessment for female employees returning within one year postpartum - establishing assessment procedures and job-placement criteria	B	Female employees	Mid-term(2027)
• Providing multilingual employment contracts for foreign workers - translating and distributing contracts by major language	C	Foreign national employees	Short-term(2026)
• Revising housing subsidy regulations for employees at regional workplaces - re-examining the reasonableness of support criteria and revising as needed	B	Regional worksite employees	Mid-term(2027)

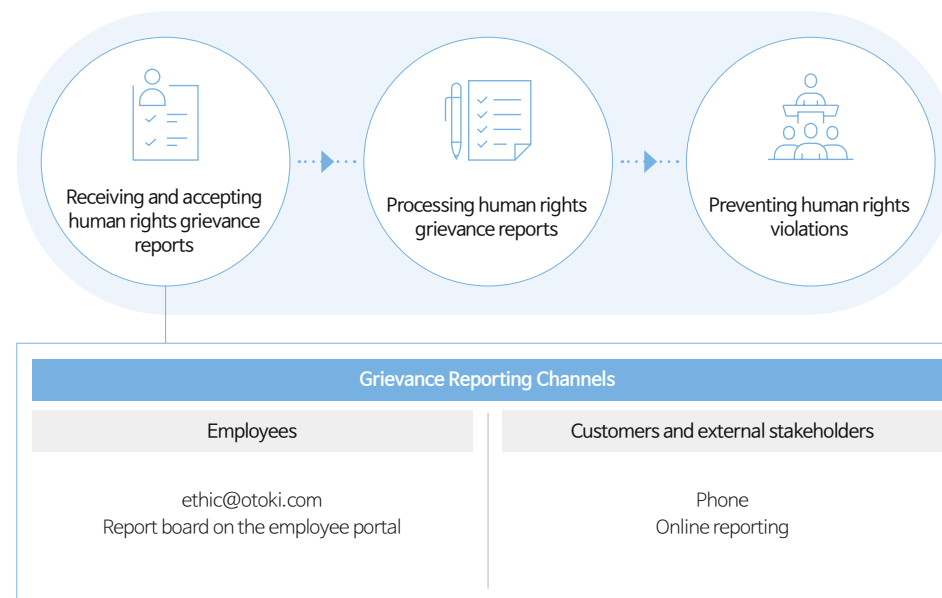
Improvement Measure Monitoring Plan

2027~2028	2029	2030
Input indicators Verifying whether response measures are implemented	Incident indicators Tracking the number of human rights-related reports and incidents	Outcome indicators Tracking whether effects are realized for stakeholders

Human Rights Grievance Handling

Grievance Handling Process

OTOKI operates a grievance handling process to prevent and respond to human rights violations. Reports received are processed through review and action by the relevant departments, and matters derived during the process are reflected in a management system to prevent the recurrence of similar cases.



Human Rights Grievance Reporting, Processing and Prevention

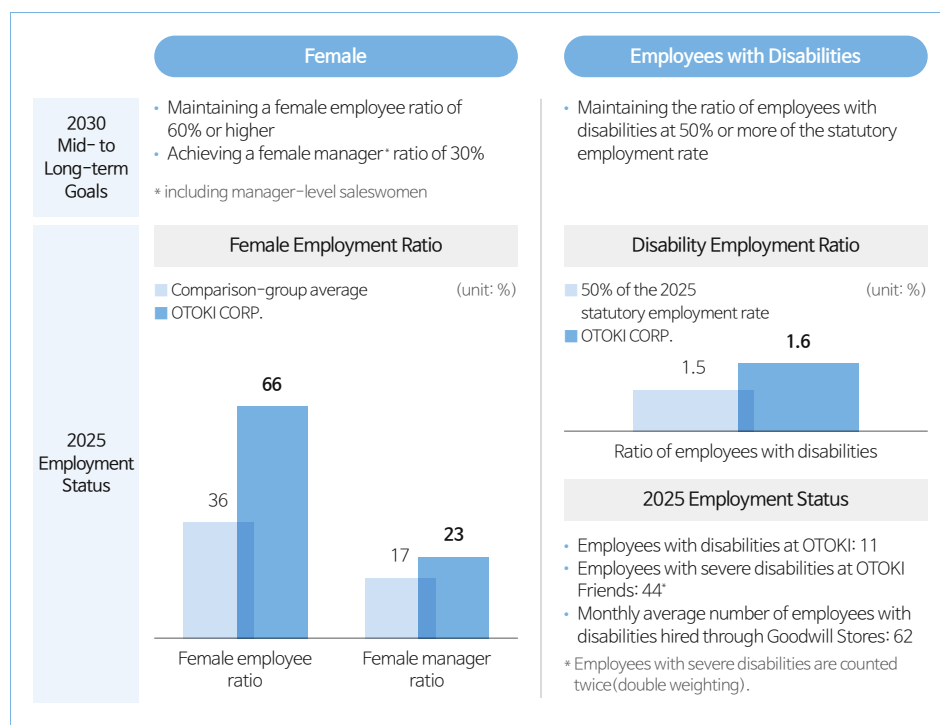
OTOKI operates a grievance handling system aimed at prompt and effective grievance resolution and human rights protection. Grievances received are reviewed and addressed with appropriate solutions considering the characteristics of each case, and are handled confidentially to protect the reporter's identity and prevent secondary harm. In addition, to raise employees' human rights awareness and internalize human rights management, we conduct human rights training at least once a year. From 2023 to 2025, we received and completed action on a total of 8 reports.

Human Resource Development and Organizational Culture

Respecting Workforce Diversity

To build an organizational culture that respects diversity, OTOKI has set eliminating discrimination and social responsibility as core areas, manages related indicators, and has established development of female talent, employment of people with disabilities and regional development as key tasks. By reflecting the perspectives and experiences of diverse members in our operations, we aim to generate innovative ideas, maximize organizational performance and exert a positive influence on society.

Female・Employees with Disabilities



Regional Talent

Regional revitalization through regional-talent employment	• Recruiting regional talent at nationwide sales branches, four factories and the Research Institute
	• Principle of proximity-based assignment relative to place of residence when assigning work locations
Securing equity by improving regional talent's access to information	• In the 2025 OTOKI salesperson recruitment, specifying regional talent with high understanding of regional characteristics and the market as a preferred qualification
	• Conducting customized counseling for current students and graduates of universities in diverse regions through online and offline recruitment counseling sessions • Promoting regional-talent recruitment through job-counseling sessions at regional national universities, targeting applicants for sales and manufacturing positions that require an understanding of regional characteristics and the market

Recruiting Global Talent

To secure human diversity and strengthen global competitiveness, OTOKI recruits international students through its first- and second-half open recruitment, and operates a mentoring program involving members of the relevant departments and the HR Team to support the successful onboarding of international-student new hires. Under the theme 'Role & Culture', we support new hires in settling in more smoothly through activities for understanding the OTOKI identity and adapting to work, as well as activities that help them understand Korean culture, such as Korean-food cooking classes and visits to traditional markets.

Human Resource Development and Organizational Culture

Talent Acquisition and Retention



Strengthening Recruitment Branding and Job Understanding

OTOKI strengthens its recruitment branding so that applicants clearly understand the brand identity and the gap(matching gap) between applicants' expectations and the actual work performed is minimized. We specify job duties and qualification requirements in detail in job postings and provide interviews with working-level staff for 31 job roles through the 'Job Introduction' category on our website. In addition, in 2025, we displayed works from the OTOKI Illustration Festival at the on-site interviews for new college-graduate open recruitment and provided promotional materials using the Yellows characters and brand-experience-space coupons, striving to enhance a friendly corporate image and increase job satisfaction after joining.

Job Posting

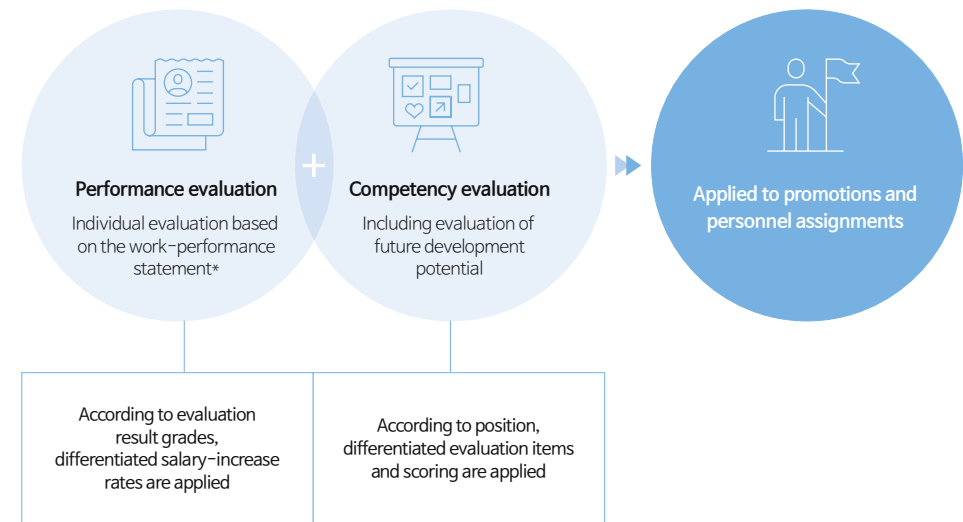
Through 'Job Posting', an in-house employee open-recruitment system, OTOKI provides employees with opportunities for career development and self-improvement, and operates it so that the organization can place verified personnel with the necessary work experience and competencies in the right positions to improve work efficiency. From 2023 to 2025, eight employees moved departments through Job Posting.

Evaluation and Compensation

Evaluation and Compensation System

OTOKI comprehensively reflects the results of performance evaluations and competency evaluations in promotions and personnel assignments. In 2025, the proportion of employees who received a regular performance evaluation was 100.0%.

OTOKI Employee Evaluation System



* The work-performance statement is completed by all employees except sales-promotion and production staff

Operating an Evaluation and Position System for Saleswomen

OTOKI has introduced an evaluation system and a position system so that saleswomen can focus on their core duties, and grants promotions and salary-increase rates according to evaluation results to motivate saleswomen. From 2023 to 2025, a total of 457 saleswomen were promoted.

Human Resource Development and Organizational Culture

Organizational Culture

Benefits Expanding the Coverage of Comprehensive Medical Checkup Cost Support

For the health of its employees and their families, OTOKI supports the cost of comprehensive medical checkups at 25 checkup centers nationwide on a two-year cycle. Employees' family members can undergo checkups at preferential rates without scope restrictions, and in 2025 OTOKI expanded the checkup support scope to employees aged 35 or older and one of either the spouse or a parent of employees aged 40 or older, so that more people can receive checkup benefits. As of 2025, 620 employees and 227 family members received checkup-cost support and underwent comprehensive checkups free of charge.

Benefits	
Living support	Family
• Loan program for transferred employees – Interest-free loans to stabilize housing for employees who must relocate for work • Children's scholarship support – Scholarship support so that employees' children can grow into future talent • In-house welfare fund loan program – Low-interest loans for home purchase, Jeonse (Korean rental deposit) funds and living-stability funds	• In-house daycare center – Native-speaker English classes, autumn picnics, etc. – Achieved an A grade in daycare evaluation • OTOKI Mall mileage for childbirth congratulations – KRW 48.3 million for 69 children in 2025 • Resort condominium support – Support for use of recreation facilities nationwide for employees' leisure • Congratulatory/condolence wreaths and funeral supplies support – Providing wreaths and funeral supplies to convey congratulations and condolences
Wellness support for long-serving employees	Health support
• Refresh leave – 15 days for 30 years, 10 days for 20 years, 5 days for 10 years of service, with leave allowance – 117 employees supported in 2025 • Wellness facility support – Healing programs and in-room meals for employees with 25, 15 and 5 years of service – Three additional facilities designated in 2025 (total of 8 facilities nationwide)	• Comprehensive checkup cost support – Supporting employees' healthy and energetic lives in partnership with specialized medical institutions • O'care service for employees' mental health management • In-house health programs – Regular 'Meditation Class' twice a month at OTOKI Center and the Anyang area (Research Institute, Quality Assurance Group, Anyang Factory) – Special psychology/health lectures running in 2026

Communication Culture Operating In-house Communities

HR System 

To enhance employee capabilities through organizational vitalization and contribute to OTOKI's growth and development, OTOKI operates six in-house communities. Centered on diverse themes—such as 'Let's G.O.', in which experiences global food cultures, and 'Let's COOK', in which members make food themselves—employees voluntarily participate to form communities, interact with one another and grow together.

Creating a Flexible and Enjoyable Work Environment	
Flextime commuting system	Smart office
• Employees can start work at their desired time in 30-minute units from 7:30 a.m. to 9:00 a.m. • 336 employees used the flextime commuting system as of 2025	• Free-address seating • Corporate phone app • System booths • Satellite office operation 
Remote working system	Reduced working hours system
Talent Development	
Training for new executives and newly appointed position holders	Female talent training
• Clearly understanding roles and responsibilities at the early stage of appointment, and strengthening expertise and leadership competencies for organizational operation	• A 2025 program exploring long-term service and leadership/performance creation through work-family balance
Refresh training	Onboarding training
• A two-day, one-night program for managers in 2025 (using wellness facilities: Heallience Seonmaeul and Gipeunsansok Ongdalsaem)	• A three-day, two-night program on new hires' first anniversary • Onboarding program for experienced hires (factory and affiliate tours, cooking classes, sales-site experience, etc.)

Human Resource Development and Organizational Culture

Strengthening Digital Capabilities through AI Expansion and Training

OTOKI conducts diverse activities for employees to expand AI adoption and strengthen digital capabilities. In 2025, we upgraded ODIN, our in-house generative AI platform, to increase company-wide AI utilization, and spread the use of M365(Microsoft 365) Copilot to improve practical work productivity. We also newly built a mobile sales environment and an integrated multimedia platform to support fast and accurate data-based decision-making.

2025 Activities

AI application and advancement - Adding functions to and advancing the in-house generative AI platform - Updating to a new generative AI model(GPT-5 applied) - Building a 24-hour customer consultation system equipped with AI technology	Strengthening in-house digital capabilities - Cultivating Copilot power users and conducting practice-oriented training - Regularly publishing weekly/monthly AI&GPT issue reports - One Data Lake utilization training session - One training session on using retail-store POS data for sales
Advancing data utilization platforms - Building a consumer-customized nutrition information platform - Building a mobile visualization environment for checking sales indicators - Advancing the trade-area analysis system	Promoting digital transformation - Holding the 2025 AI Competition (39 teams participated) - Four DT Skill-up sessions and two social big-data analysis sessions - Building a Data Lake-based AI sales-information chatbot - Developing new department-customized RPA (Robotic Process Automation) tasks - Building an integrated media platform

Advancing the In-house Generative AI Platform

OTOKI significantly strengthened in-depth analysis functions by applying the latest GPT-5 model to its existing in-house generative system. Beyond simple text, we added learning and summarization functions for documents, audio and video materials, and expanded support for diverse document formats such as PDF, Word and PPT. In addition, we introduced a prompt-template setting function and linked it with the IT service management system, improving the speed of responding to IT inquiries and the efficiency of support work.

Spreading M365 Copilot and Company-wide AI Training

To enhance employees' practical skills in using AI, OTOKI selected 18 M365 Copilot power users in 2025 and conducted in-depth workshops. Based on this, we built a guide and case-sharing system, and to establish a field-led AI innovation culture, we conducted hands-on practice in AI Agent utilization, external API integration, and document and email automation through a total of five company-wide training sessions. Along with this, we held a company-wide AI competition to share diverse achievements from applying AI to actual work.



2025 AI Competition

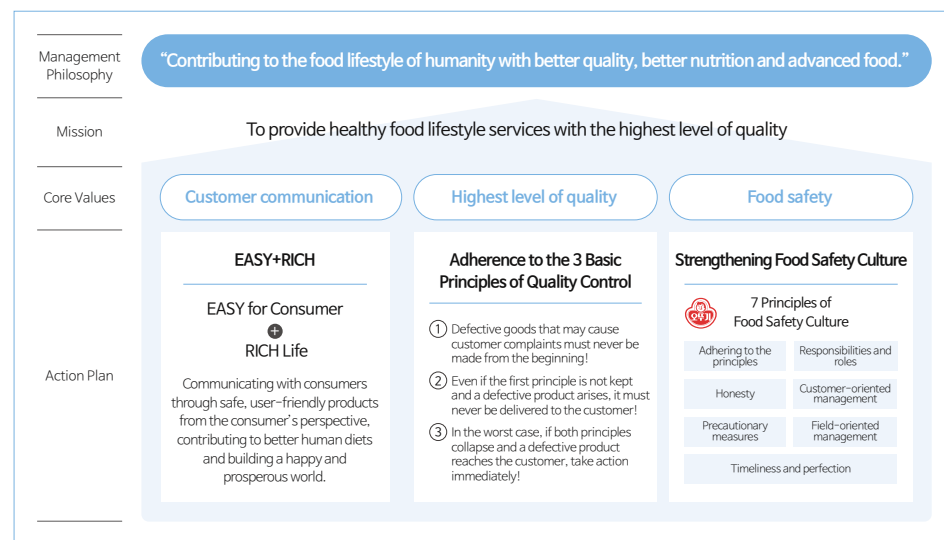
Introducing New AI and Advancing Data Platforms

OTOKI built a mobile visualization program that allows management and working-level staff to look up sales indicators in real time so they can make fast and accurate data-based decisions anytime, anywhere, increasing field utilization. We also introduced an integrated management platform that systematically manages, in one place, digital assets that had been scattered across the organization, strengthening content reusability and collaboration efficiency. In addition, we opened a 24-hour customer consultation system equipped with AI technology, further raising the quality of customer response and the efficiency of consultation work.

Consumer Centered Management

Consumer Centered Management System

Consumer Centered Management Strategy

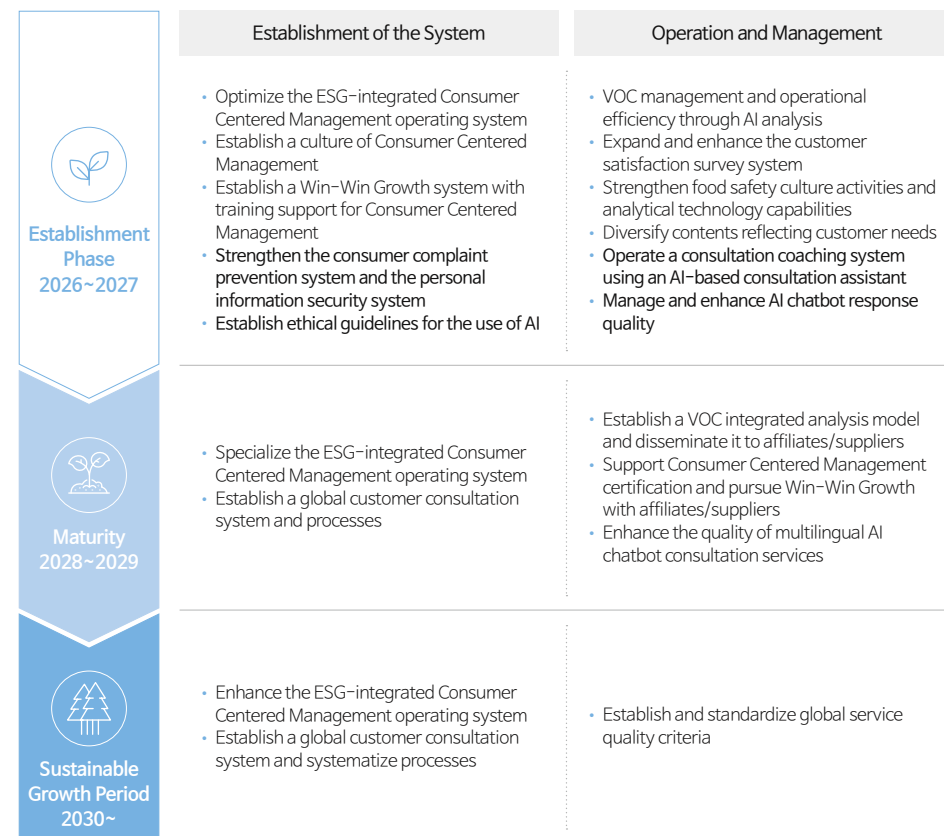


Consumer Centered Management Principles

Consumer Centered Management

To put Consumer Centered Management into practice, OTOKI has established a 'Practice Pledge for Consumer Centered Management' and a 'Customer Service Charter'. The Customer Service Charter sets out the basic service principles and customer-response methods that employees and frontline customer-facing staff must observe, and all employees are required to be familiar with it. In addition, through its products and services, OTOKI's employees fulfill the Practice Pledge to enhance consumers' quality of life and to achieve not only consumer satisfaction but also consumer delight.

Mid- to Long-term Goal for Consumer Centered Management



Consumer Centered Management

Consumer Centered Management(CCM) Certification

Insertion of the CCM Certification Mark

Since obtaining Consumer Centered Management(CCM) certification in 2024, OTOKI has been progressively adding the CCM certification mark on its products to promote its practice of Consumer Centered Management.



OTOKI RAMYON Obtains CCM Certification

Consumer Centered Management(CCM) certification is a system certified by the Korea Fair Trade Commission and operated by the Korea Consumer Agency; it evaluates whether a company organizes all of its activities from the consumer's perspective and continuously improves them. Following OTOKI, in 2025 OTOKI RAMYON also obtained CCM certification. Building on this, OTOKI is raising the quality of its products and services and spreading a culture of Consumer Centered Management throughout the organization.



Realizing Customer Satisfaction Management through VOC

VOC Analysis and Utilization

Customer Consultation Process

OTOKI collects VOCs from various channels—including telephone, the website, social media, other departments and external organizations—and manages them in an integrated manner through its customer consultation system(COSMOS+) for real-time monitoring. Complaints arising from product or service issues are handled in accordance with internal regulations to enable prompt returns, root-cause investigation and improvement, and legitimate consumer claims are compensated in accordance with the consumer dispute resolution standards of the Korea Fair Trade Commission.



Launch of the New Customer Consultation System, COSMOS+

In November 2025, OTOKI completely overhauled its customer consultation system to improve outdated, manual functions and to integrate dispersed customer consultation data for the systematic management of consumer opinions. The new customer consultation system, COSMOS+, applies AI and automation technologies to speed up customer response and consultation handling, and strengthens customer convenience and satisfaction through a 24-hour chatbot function.

Conducting Customer Consultation Satisfaction Surveys

OTOKI conducts customer consultation service satisfaction surveys targeting customers who have filed product complaints, identifying and improving shortcomings not recognized internally and thereby enhancing the overall quality of its customer consultation service. To further raise the level of its customer consultation service, OTOKI plans to expand the survey to cover all customers.

2025 Customer Consultation Satisfaction Survey Results^{1), 2)}

Telephone consultation satisfaction

92.7 points

In-person consultation satisfaction

91.7 points

OTOKI customer consultation satisfaction

90.8 points

¹⁾ Converted to a 100-point scale

²⁾ Due to the November 2025 reorganization of the customer consultation system, the satisfaction survey channel changed: results are limited to responses from January~October 2025.

Consumer Centered Management

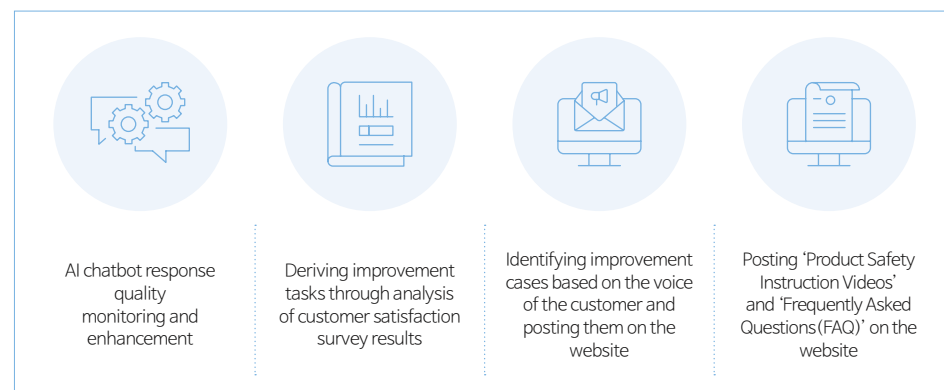
VOC Collection and Handling

OTOKI systematically classifies and analyzes VOCs by importance and type to handle them promptly and ensure that improvements are accurately reflected. To enhance customer service quality and drive continuous improvement, all VOCs are analyzed on a regular basis(monthly/quarterly/semi-annually/annually) and as needed, and the results are reflected in improvement activities. In particular, VOCs concerning major customer complaints are reported to top management and the Chief Customer Officer(CCO) according to their importance, with additional ad hoc reports made as circumstances require.

Mid- to Long-term Goals for Customer Satisfaction Management

VOC Operation Performance Indicator	2025		Mid- to Long-term Goals		
	Target	Actual	Short-term (~2027)	Mid-term (~2028)	Long-term (~2031)
VOC handling rate	100%	99.8%	100%	100%	100%
Consumer complaint handling rate	100%	99.8%	100%	100%	100%
Customer consultation satisfaction	90 points	90.8 points	91 points	91.5 points	92 points

Detailed Plans for Customer Satisfaction Management Activities



Customer Complaint Prevention Activities

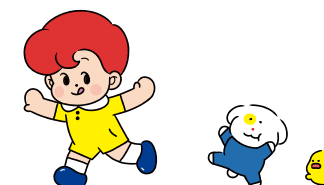
Customer complaint prevention serves to reduce the likelihood that customer-related issues escalate into complaints and to maintain favorable relationships with customers, through service improvements that reflect customer feedback such as VOCs, the provision of information, and the establishment of other preventive systems. Through the Food Safety Culture Workshop held each year for quality managers and plant managers of OTOKI's own factories, affiliates and OEM factories, OTOKI conveys the voice of the customer to the field and strengthens food safety leadership and a sense of responsibility for claim prevention so that field-oriented improvement activities continue voluntarily.



Improvement of the Sales Claim Process

In the field, OTOKI integrates and manages packaging claims found by promotional staff during product display, issues arising during sales activities, and claims and complaints received through various distribution channels(CVS, online sales channels), enabling faster and more accurate responses.

Sales Claim Process



Consumer Centered Management

VOC Utilization – Product Improvement Cases

Improvement Cases

CASE 1 Differentiating Inner Packaging by Flavor for Curry Sauce Mix

Previously, Curry Sauce Mix products had identical inner packaging once removed from the paper case, making it difficult to distinguish between Mild, Slightly Hot and Hot. Reflecting customer feedback that the packaging needed flavor labeling or color coding, OTOKI applied differentiated colors by flavor to the inner wrapper (silver lid film) so that the flavors can be distinguished more easily.



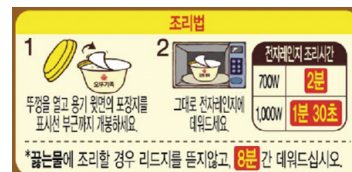
CASE 2 Adding Cooking Instructions for the Egg Drop Soup in Cup Rice

Reflecting customer feedback that it was hard to measure the right amount of water when preparing the Egg Drop Soup Block included in some Cup Rice products, OTOKI improved the cooking-instruction labeling to make preparation easier. The water volume, previously marked as '150 mL', was changed to '150 mL (about 2/3 of the rice container)' so that consumers can understand and cook intuitively.



CASE 3 Changing the Microwave Cooking Method for Cup Porridge

Some customers noted that, when heating OTOKI Porridge using the existing method, they felt they might burn their hands on the hot lid when removing it. The method was changed from cooking with the lid on to opening the lid and peeling the top film down to the marked line before cooking.



Providing Consumer Information

Providing Correct Information

Product Safety Instruction Videos

At OTOKI, food safety is the top priority, and OTOKI provides information so that consumers can clearly understand its nutritional information and promotional claims. When launching and promoting products, the Legal & Corporate Affairs Team and the Quality Assurance Division work together to comply with laws on false or exaggerated advertising and product labeling. OTOKI also provides regular training on information-provision matters to relevant staff, including the Act on Labeling and Advertising of Foods; in 2025, the training covered the key concepts of the Labeling and Advertising Act, the criteria for unfair labeling and advertising, sanctions and major cases.



WorldStar 2025 Awards – Winner in the Food Category

To improve convenience for the visually impaired, OTOKI has been providing information such as product names and cooking instructions in Braille since 2021, and continues to expand its application across more products. At the WorldStar 2025 Awards held in Milan, Italy in May 2025, OTOKI RAMYON was selected as the Winner in the Food category for its 'Braille Paper Container Packaging'.



Appropriateness and Monitoring of Consumer Information Provision

OTOKI uses a variety of information channels to communicate with customers, providing information about OTOKI and its products and services. In this process, OTOKI complies with consumer-related laws and regulations and periodically monitors the content of the information provided and the usefulness and effectiveness of each channel. OTOKI also analyzes the monitoring results to anticipate customer demand and uses them to improve its service systems.

Consumer Information Provision Channels

Consumer Centered Management

Brand Experience(BX)

OTOKI 3 BX Principles

OTOKI enhances its brand value by expanding direct and indirect experiential elements. Based on its 3 BX Principles, OTOKI communicates with customers through diverse activities that reflect its philosophy and assets. In 2025, OTOKI developed a range of food-culture stories centered on 'Culinary Culture'.



OTOKI Illustration Festival

Since 2023, OTOKI has hosted the OTOKI Illustration Festival(OIF) to create a new culture that combines food culture and art. In 2025, the festival was held under the theme of 'OTOKI Soup' and received over 5,100 entries, with the final winning works disclosed on the website. Through this, OTOKI accumulates brand heritage that reflects customers' imagination and individuality, expanding it into diverse content to offer new cultural experiences.



2025 BX Activities

Publication of the Brand Book 'OTOKI Curry Book'

OTOKI published 'OTOKI Curry Book', a brand book chronicling the history of OTOKI Curry. Capturing in a single volume the journey of Korean curry that has continued for more than half a century since the 1969 launch of 'OTOKI Curry', this brand book is also OTOKI's first, recording the memories and culture built together with customers. Under the concept of 'An invitation to the OTOKI Curry village, where the fragrant aroma of curry drifts through the air', it shares stories and knowledge about curry along with the warm moments shared by the people who have enjoyed it together.



Publication of the Food-Culture Book '3 Minute Trend Primer'

In 2025, OTOKI collaborated with 'Millie's Library', Korea's leading reading platform by number of subscribers, to publish a series of trend books capturing the flow and changes in Korea's food culture. Drawing on the changes at the dining table from the past to the present, the books highlight the positive impact OTOKI has had on Korea's food industry and customers' food culture, providing trend-based food-culture content in a light and easy-to-understand format.



Participation in Book Fairs

OTOKI participated in the <2025 Seoul International Book Fair> and the <2025 Busan International Children's Book Fair>, presenting a range of products and lifestyle goods so visitors could experience OTOKI alongside reading. Through soups and snacks that pair well with books, as well as goods such as book totes and pouches, OTOKI proposes the value of 'Sweet Home' that naturally blends into customers' daily lives.



Consumer Centered Management

Offline BX

Pop-up/Event Happy Yum Yum Ramen Shop at the Hangang River Bus Pier

In August 2025, OTOKI opened its Happy Yum Yum Ramen Shop at the Hangang River Bus Pier. As Hangang River ramen draws attention as a piece of K-Food content, OTOKI aimed to offer a brand space where customers—including international visitors—can enjoy OTOKI ramen in a more enjoyable way.



Collaboration Ulsan HD FC Happy Yum Yum Field Snack Bar



In collaboration with Ulsan HD FC, OTOKI unveiled the 'Happy Yum Yum Field Snack Bar', the first brand F&B collaboration space in K League 1. Spectators at the stadium can enjoy special menu items such as OTOKI ramen and hot dogs, offering a distinctive brand experience at the intersection of sports fandom and food culture.

Collaboration Gen.G Esports OTOKI G.ROUND

In partnership with the Esports team 'Gen.G', OTOKI operates 'OTOKI G.ROUND'. At Gen.G's gaming-complex cultural space, OTOKI offers visitors gamer-exclusive special menus and brand experiences, allowing them to directly experience a more delicious and enjoyable Esports culture.



Online BX

OTOKI communicates with customers through a variety of online channels.

OTOKI Daily

Through its official Instagram channel 'OTOKI Daily(@otoki_daily)', OTOKI publishes a range of food content such as new-product news, recipes and 'flavor pairings', and actively communicates with customers. In 2025, OTOKI collaborated with influencers across various fields to spread content that makes OTOKI products even more delicious and fun to enjoy.



OTOKI Noodle Zip



To communicate with consumers in a trendy and agile way, OTOKI opened the 'OTOKI Noodle Zip(@otoki.noodle.zip)' Instagram channel in December 2024. Through influencer collaborations and trend tie-ins, it publishes content so that OTOKI ramen brand news can be experienced in a more entertaining way.

OTOKI X

The OTOKI X(formerly Twitter) channel was launched in June 2025 to communicate with consumers in a closer and friendlier manner. Based on witty and playful content, it introduces OTOKI products and maintains communication with followers. Reflecting the platform's fast-spreading nature, OTOKI quickly applies various trends to its content, strengthening a friendly brand image.

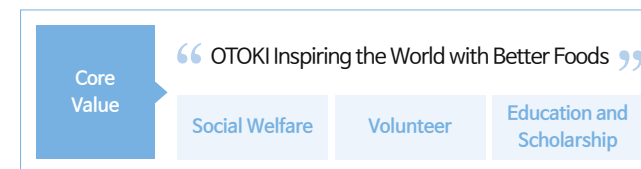


Corporate Social Responsibility

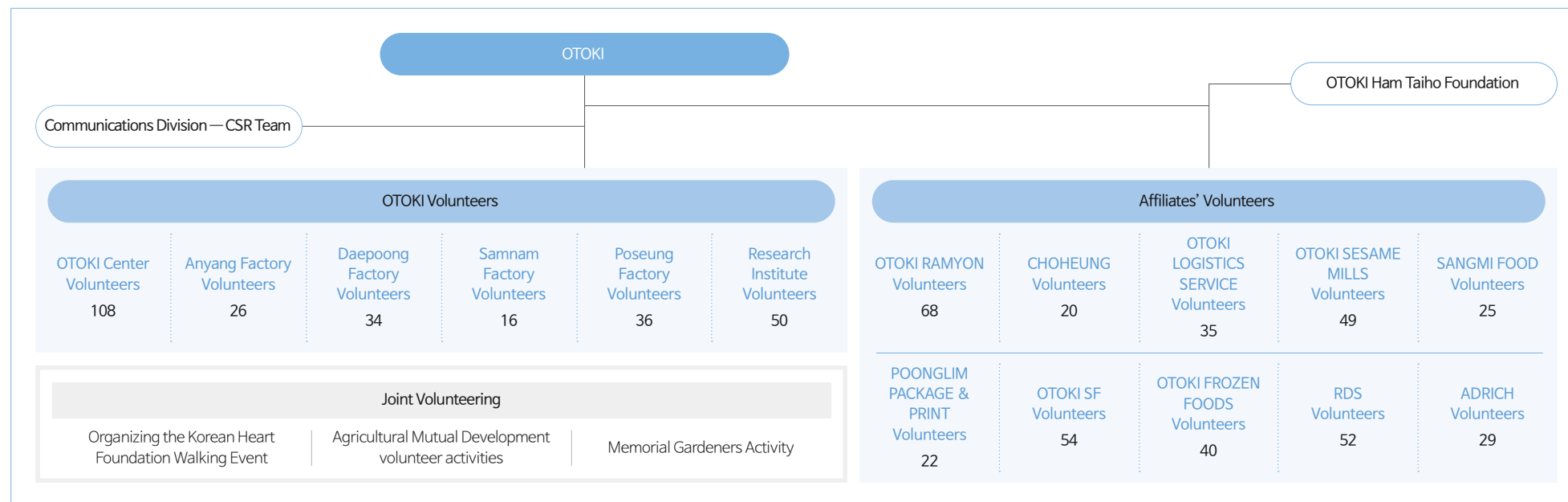
CSR Promotion System

CSR Organization and Promotion Strategy

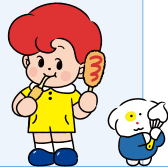
Based on its core value of 'OTOKI Inspiring the World with Better Foods', OTOKI carries out CSR activities in the fields of social welfare, volunteering, and education and scholarship. OTOKI has built its CSR system around the 'OTOKI Volunteers'—composed of volunteer groups at OTOKI Center, each factory and the Research Institute—together with the Communications Division, conducting large-scale volunteer activities and programs that reflect the characteristics of a food company through regular joint volunteering. In addition, affiliates also operate their own volunteer groups to expand employee-driven volunteer activities, continuously putting OTOKI's core value into practice.



(As of March 2026)



2025 OTOKI CSR Activities

Children Support for Children with Congenital Heart Disease - Received the 'Heart of Honor' plaque from the Korean Heart Foundation - Family Cooking Festival invitation event  Local Children's Center Volunteering - Play volunteering and cooking & meal-serving volunteering - Held 7 times in 2025 (Samjeon Local Children's Center, Daeso Local Children's Center) 	Environmental Environmental Cleanup Activities - Production and release of microbial EM soil balls for river purification 4 times at OTOKI Center, 3 times at Daepoong Factory - Ploking (picking up litter while walking) 101 times in total across OTOKI and affiliates Veterans Affairs Support for Korean War Veterans - Provided products worth approximately KRW 320 million in total in 2025 — approximately 77,000 products Memorial Gardeners Activity - Cemetery cleanup activities at Seoul National Cemetery 2 times (June, October)	People with Disabilities Support for Employees with Disabilities in Goodwill Stores - OTOKI gift set assembly and processing consignment 2012~2025 cumulative: 9.31 million sets, KRW 2.82 billion - OTOKI product donation 2012~2025 cumulative: 2.68 million products, KRW 5.66 billion - Employees' donation campaign 2012~2025 cumulative: 59,746 participants, 335,341 items donated - Goodwill Store employee volunteer activities 2012~2025 cumulative: 3,507 participants - Events for employees with disabilities and their families invitation to OTOKI Factory Tour, invitation to OTOKI Sports Day
Practice of Sharing and Love OTOKI Volunteers 2012~2025 Total Number of participants: 4,947, Volunteer hours: 22,407 - Agricultural mutual development volunteer activities - Hosting the Korean Heart Foundation Walking Event - OTOKI - Food For Hope volunteer activities - Food truck Yellow Kitchen volunteer activities - Production and donation of emergency food kits - Meal-serving volunteer activities at community welfare centers - Cleaning volunteer activities at welfare facilities for people with disabilities  	Practice of Ongoing Sharing Regular Donation Activities - Provided approximately 63,000 products worth KRW 2.69 billion in total in 2025 - Sponsorship of the Youth Happiness Foundation (2020.09~) - Sponsorship of Food For Hope's Black Brick House (2021.05~) - Support for Donggeomdo Chapel in Ganghwa Island (2022.07~) - Sponsorship of Anna's House in Seongnam (2022.11~) - Sponsorship of Songguk Club House in Busan (2024.01~)  Support for Regional Food Banks Nationwide - Approximately KRW 5.7 billion in 2025; cumulative support of approximately KRW 67.1 billion in product donations	OTOKI Ham Taiho Foundation Scholarship Support for University Students in the Food Industry 1997~2025 total: 1,472 people, KRW 9.9 billion OTOKI Ham Taiho Academic Award 2009~2025 total: 32 people Other Support Projects - Academic promotion program Support for research and publication in the food sector - Educational institution support program Support for advanced classrooms and laboratories at universities - Construction and support for libraries Establishment of a specialized herb and spice library, etc.

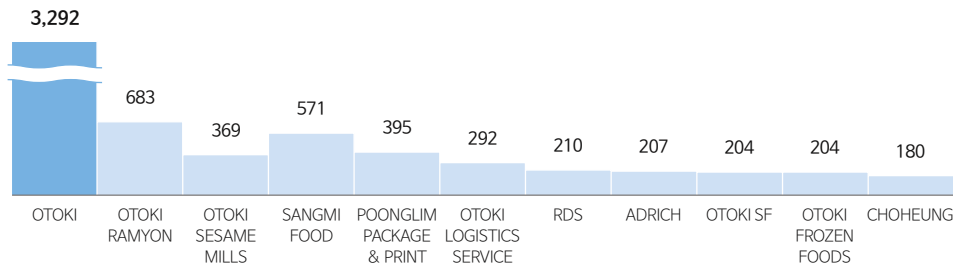
Major CSR Activities

Support for Children with Congenital Heart Disease

To ensure that children with congenital heart disease are not denied access to necessary treatment due to financial hardship, OTOKI has partnered with the Korean Heart Foundation since July 1992 to provide support for heart surgery expenses. Beginning with support for five children, OTOKI currently sponsors surgeries for 22 children each month. As of 2025, a cumulative total of 6,607 children had received surgical support through this partnership. In addition, OTOKI holds a 'New Life Celebration' for every 1,000 children who recover and organizes a biennial tour of its Daepoong Factory for the children and their families.

Cumulative Number of Children Supported by OTOKI and Affiliates^{1), 2)}

(unit: persons)



1) As of December 2025

2) Listed in chronological order of participation



Korean Heart Foundation 'Heart of Honor' Plaque

On May 26, 2025, at the office of the Korean Heart Foundation (a social welfare corporation) located in Songpa-gu, OTOKI received a plaque at the 'Heart of Honor' certification ceremony in recognition of its contributions to donation activities. 'Heart of Honor' is a donors' hall of fame established by the Korean Heart Foundation to honor individuals and companies that have contributed to saving the lives of heart-disease patients, and OTOKI was selected as the first company to receive the plaque under the program.



Veterans-Related Volunteer Activities

Support for Korean War Veterans

In July and November 2025, to honor the noble sacrifice and courage of war veterans, OTOKI delivered support boxes filled with gratitude and respect to Korean War veterans themselves and to bereaved families. Recipients were selected—centered on households in need of food support—based on recommendations from regional veterans' affairs offices nationwide, in consultation with the Ministry of Patriots and Veterans Affairs. A total of 77,000 food items were provided, including OTOKI's sauces and seasonings, dried foods and convenience meals, along with a card conveying a message of thanks.



Memorial Gardeners Activity

In June and October 2025, the OTOKI Volunteers carried out Memorial Gardeners activities at Seoul National Cemetery. To honor the noble sacrifice of patriotic martyrs and fallen heroes, they paid tribute at the Memorial Tower and participated in cleanup activities in certain areas, including cleaning gravestones, removing weeds and collecting litter. They then toured the cemetery under the guidance of a professional docent, taking time to reflect on the noble spirit of sacrifice of the patriotic martyrs.



Corporate Social Responsibility

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, to support the independence of employees with disabilities. OTOKI consigns the assembly of its major gift sets to contribute to vocational rehabilitation and job provision, and expands opportunities for exchange by inviting them to various events such as the Daepoong Factory tour and Sports Day. In addition, OTOKI donates its products to Miral Goodwill Stores nationwide and conducts in-store volunteer activities and donation campaigns in which OTOKI employees participate.



OTOKI Ham Taiho Foundation

The OTOKI Ham Taiho Foundation was established on the belief of founder and honorary chairman Taiho Ham in contributing to the development of the food sector, and on the philosophy that 'nurturing talented individuals who will contribute to national and social development, thereby helping improve public welfare, is another responsibility of a company'. Today, the foundation carries out a wide range of initiatives, including scholarships for university students in food-related fields, research awards and educational institution support programs.



Affiliates' Volunteer Activities

OTOKI's affiliates also operate their own volunteer groups, carrying out a range of community-linked CSR activities such as environmental cleanups, support for vulnerable groups and people with disabilities, volunteering at community welfare institutions and helping out on farms.

2025 CSR Activities by OTOKI Affiliate Volunteer Groups

Affiliate Volunteer Groups	No. of Activities	Key Activities
OTOKI RAMYON Volunteers	20	- Dinner-serving volunteering at a childcare center in Pyeongtaek - Environmental cleanup
CHOHEUNG Volunteers	24	- Plum harvesting and kimchi-making volunteering at the Myeonghwiwon social welfare corporation - Environmental Cleanup Clean Challenge - Participation in the Seonbu 2-dong donation relay
OTOKI LOGISTICS SERVICE Volunteers	12	- Organizing food ingredients at a residential facility for people with disabilities - Environmental cleanup, etc.
OTOKI SESAME MILLS Volunteers	22	- Meal-serving volunteering at the Eumseong-gun Senior Welfare Center - Blood donation - Environmental cleanup - Participation in a corporate volunteering relay
SANGMI FOOD Volunteers	23	- Program support & community volunteering for people with disabilities - Free meal support for vulnerable groups - Volunteering at regional cultural and historical sites - Environmental cleanup
POONGLIM PACKAGE & PRINT Volunteers	15	- Blood donation - Environmental cleanup - Helping out at the Kkottongnae social welfare facility
OTOKI SF Volunteers	12	- Helping out at garlic farms - Blood donation - Environmental cleanup
OTOKI FROZEN FOODS Volunteers	12	- Meal-serving volunteering at the Munsan Community Welfare Center - Microbial EM soil ball production and environmental cleanup
RDS Volunteers	5	- Volunteering at the National Day of Persons with Disabilities event - Joint plogging volunteering with people with hearing impairments

* The ADRICH Volunteers carried out their first volunteer activity in March 2026.

Governance

Board of Directors

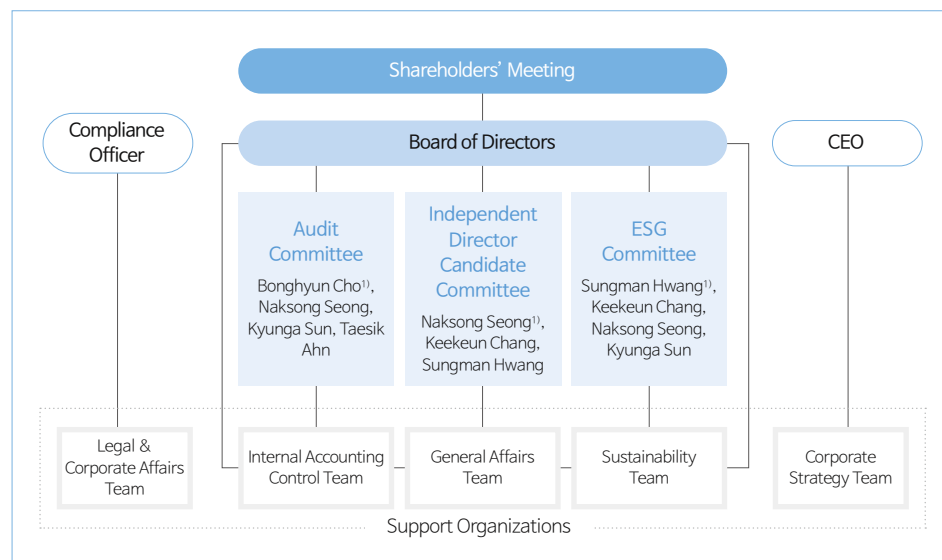
Governance Regulations

 Governance Regulations 

To strengthen the transparency of its governance, OTOKI has established and operates related regulations, including the Corporate Governance Charter, the Board of Directors Rules and the Audit Committee Regulations.

Organization Structure

OTOKI has established the Independent Director Candidate Committee, the Audit Committee and the ESG Committee within the Board of Directors, and maintains internal support organizations to facilitate the smooth operation of each committee.



1) Chairperson

Audit Committee

 Key Activities of the Audit Committee 

For the effective performance of audit duties, the Audit Committee audits OTOKI's accounting and financial activities from a position independent of the Board of Directors, executive bodies and other departments. The committee receives and reviews reports from the Internal Accounting Control Team on the operating status of the internal accounting control system, and is composed of four independent directors who meet the experience requirements under the relevant laws. In 2026, independent director Taesik Ahn was newly appointed.

Independent Director Candidate Committee

 Key Activities of the Independent Director
Candidate Committee 

The Independent Director Candidate Committee exercises the right to recommend independent directors at the shareholders' meeting and is operated in accordance with the Independent Director Candidate Committee Regulations. It is composed of two independent directors and one inside director, with the General Affairs Team providing administrative support. In 2025, following the retirement of an existing director, independent director Keekeun Chang and inside director Sungman Hwang were appointed as members.

ESG Committee

 Key Activities of the ESG Committee 

The ESG Committee establishes basic strategies and policies for ESG management, analyzes implementation activities and results, and makes decisions related to environmental, social and governance matters. Operated in accordance with the ESG Committee Regulations, it holds a regular committee meeting every six months convened by the chairperson and may hold ad hoc meetings as needed. The Sustainability Team provides administrative support, underpinning the committee's efficient operation. The committee is composed of one inside director and three independent directors, securing the expertise and independence of ESG management activities. In 2025, following the retirement of an existing director, director Keekeun Chang was newly appointed.

Board Composition

OTOKI's Board of Directors comprises directors with expertise in a variety of fields, taking into account the characteristics of its business. For the efficient operation of the Board, the CEO—who possesses deep industry knowledge and expertise—also serves as the Chair of the Board. Five out of seven members(71.43%) are appointed as independent directors, meeting the requirements under the Commercial Act. The appointment of directors is presented as an individual agenda item at the shareholders' meeting; inside director candidates are selected by the Board of Directors and independent director candidates by the Independent Director Candidate Committee, which are then finalized as agenda items to be submitted to the shareholders' meeting. In addition, when there is a shareholder proposal regarding the appointment of directors in accordance with the relevant laws, the Board submits it as an agenda item for the shareholders' meeting within the legally permissible scope. At the 2025 shareholders' meeting, three independent directors serving as audit committee members were reappointed and one independent director was newly appointed. At the 2026 shareholders' meeting, one independent director serving as an audit committee member was newly appointed and one inside director was reappointed.

Independence and Expertise of the Board

 2025 Board of Directors Training 

OTOKI secures independence in the process of nominating and appointing independent director candidates through the Independent Director Candidate Committee. Using an Independent Director Qualifications Checklist, it closely reviews expertise, impartiality, ethical responsibility and loyalty, and checks for disqualifications such as excessive concurrent positions. The interests between independent directors and OTOKI, as well as the concurrent positions held by independent directors, are disclosed each year through the Corporate Governance Report. In addition, the internal support organization assists independent directors in performing their duties by providing materials in advance so that agenda items can be sufficiently reviewed before Board meetings and by holding separate briefings when necessary. OTOKI also conducts training to strengthen the expertise of the Board and, in 2025, held training on 'Job Training for Independent Directors of Listed Companies' and 'Directors' Duty of Loyalty to Shareholders under the Revised Commercial Act and Changes in Board Processes'.

Board Skills Matrix

(As of March 2026)

Type	Name	Gender (Age)	Title	First Appointed	Term Ends	Key Career	Board Skills Matrix									
							Leadership / Management	Finance / Risk	Accounting	R&D	Global	Marketing / Sales	Manufacturing	Legal	IT / Security	ESG
Inside	Youngjoon Ham	M(67)	CEO(Chairman) Chair of the Board	1991.09.10	2029.03.29	CEO of OTOKI CORP. Graduate School of Business, University of Southern California	●	●			●	●				
	Sungman Hwang	M(63)	CEO(President)	2021.03.26	2027.03.26	CEO of OTOKI CORP. Dept. of Chemistry, Yonsei University	●	●		●	●	●	●			●
Independent	Naksong Seong	M(68)	-	2022.03.25	2028.03.26	Representative Attorney, LIN Law Firm Master of Laws, Seoul National University	●							●		●
	Bonghyun Cho	M(62)	-	2022.03.25	2028.03.26	Head of Division 2, Induk Accounting Corporation Dept. of Business Administration, Sungkyunkwan University		●	●							
	Kyunga Sun	F(44)	-	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	M(54)	-	2025.03.26	2028.03.26	Senior Vice President & Head of Global Procurement, Qualcomm B.A. in Business Administration, Yonsei University	●	●			●					●
	Taesik Ahn ¹⁾	M(70)	-	2026.03.26	2029.03.26	Professor Emeritus, College of Business Administration, Seoul National University Ph.D. in Accounting, University of Texas at Austin	●	●	●							

1) Newly appointed in March 2026.

Governance

Operation of the Board of Directors

2025 Key Resolutions of the Board of Directors 

Under the Board of Directors Rules, OTOKI's Board meetings are categorized into quarterly regular board meetings and extraordinary board meetings, convened by the Chair of the Board. A director may, if he or she deems it necessary to perform their duties, ask the Chairperson to convene a board meeting by specifying the agenda and the reasons; if such a request is rejected without just cause, the director may convene the board meeting themselves. Directors are notified of the time, venue and agenda of the meeting at least seven days in advance, and items to be referred or reported to the Board under the Board of Directors Rules are handled through the specified procedures. Some or all of the directors may pass resolutions through remote communication means that transmit and receive voice in real time without attending the meeting in person, in which case they are deemed to have attended in person. Unless otherwise specially provided by the relevant laws, a resolution of the Board is made by the attendance of a majority of the directors and the affirmative vote of a majority of those present. In addition, a director with a special interest in an agenda item is restricted from exercising voting rights on that item, thereby securing the fairness and independence of decision-making.

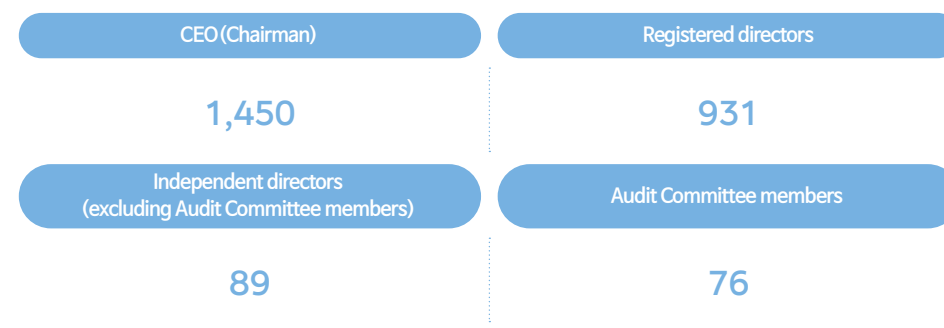
Classification	Unit	2023	2024	2025
Total BOD meetings	Meetings	11	10	12
Resolutions	Cases	17	19	29
Reports	Cases	7	6	9
Average BOD attendance	%	98.7	100.0	100.0
Inside director attendance	%	100.0	100.0	100.0
Independent director attendance	%	97.7	100.0	100.0

Evaluation and Compensation

The remuneration received by directors consists of salary, bonus and other earned income, and is paid in accordance with the executive remuneration regulations within the limit approved at the shareholders' meeting. Bonuses are paid within the remuneration limit by comprehensively considering quantitative indicators reflecting revenue, operating profit, net profit and other management performance, together with qualitative indicators such as leadership, expertise and ethical management. The remuneration limit approved by resolution of the shareholders' meeting in March 2025 is KRW 5 billion; the total remuneration paid in 2025 was KRW 3,197 million, with an average remuneration of KRW 400 million per person.

In addition, for some executives whose work is closely related to in-house ESG management, ESG-related targets are set independently and the results of their performance evaluations are reflected in their remuneration. The Head of the Corporate Strategy Division sets quarterly and annual targets in the social(S) area, while the Head of the Production & Safety Group does so in the environmental(E) and safety and health(S) areas, with performance evaluation results reflected in their remuneration. OTOKI plans to gradually expand the executives subject to ESG-related performance indicators.

Average Remuneration per Person (Unit: KRW million)



Enhancing Shareholder Value

Protection of Shareholder Rights

Taking into account the consolidated settlement and audit schedules of OTOKI and its 26 domestic and overseas consolidated subsidiaries, OTOKI provided notice and public announcement of the shareholders' meeting four weeks in advance in 2026. To enhance shareholder convenience, OTOKI operates an electronic voting system, and in line with the mandatory adoption of cumulative voting, submitted and approved an agenda item to revise the cumulative voting exclusion clause at the 55th shareholders' meeting.

Shareholder Communication

OTOKI adheres to disclosure standards and is committed to providing shareholders with adequate information about itself in accordance with the Disclosure Information Management Regulations. To this end, OTOKI discloses key information not only on its website but also through disclosure inquiry systems such as DART and KIND.

Voting Rights

In accordance with the Articles of Association, the total number of shares that may be issued is 6,000,000, and as of December 2025 the total number of issued shares is 4,007,830. Excluding 594,503 treasury and cross-held shares, the number of shares with voting rights is 3,413,327, and shareholders exercise their rights on the principle of one vote per share.

(As of December 2025)

Classification	Shareholder	Number of Shares	Share Ratio(%)
Shareholders holding 5% or more	Youngjoon Ham	1,004,949	25.07
	OTOKI Ham Taiho Foundation	313,926	7.83
Employee Stock Ownership Association		97	0.00

Dividend Policy

With the enhancement of shareholder value as its basic principle, OTOKI determines dividends within the scope of distributable profits by comprehensively considering factors such as investment, financial structure and the business environment. For stable shareholder returns, OTOKI disclosed a mid-to long-term dividend policy targeting a dividend of approximately 20% of net income(excluding one-off gains and losses such as non-recurring items) on a separate financial statement basis 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 2024(53rd) Annual General Meeting of Shareholders, OTOKI amended its Articles of Association to allow the record date for exercising voting rights and the record date for dividends to be set on different days. Accordingly, at the Board of Directors meeting held in February 2026, OTOKI resolved to pay a cash dividend for the 55th fiscal year of KRW 9,000 per share—the same level as the 54th fiscal year—and immediately disclosed the decision on cash and in-kind dividends, thereby enhancing dividend predictability. The record date for the 55th fiscal year dividend was March 27, 2026; dividends were distributed to shareholders holding OTOKI's stock as of that date, and the dividend amount was finalized on March 26, 2026.

2026 Corporate Value Enhancement Plan

OTOKI conducted a diagnosis of its current status and, based on this, established a mid-to long-term plan to enhance corporate value. Building on continued revenue growth in domestic and overseas markets, the establishment of a mid-to long-term dividend policy and improvements to dividend procedures through amendments to the Articles of Association, OTOKI set its key goals as maintaining its capital expenditure(CAPEX) scale over the next three years, ensuring stable shareholder returns by reviewing the mid- to long-term dividend level, and improving profitability through the expansion of overseas revenue.

To achieve these goals, OTOKI has prepared concrete action plans, including the completion of a new urban-type factory in Anyang in 2027 and the establishment of a mid-to long-term dividend policy(2027~2029), and plans to pursue new-product R&D and the expansion of domestic and overseas sales activities. In addition, OTOKI aims to strengthen communication with stakeholders by launching an English-language website and expanding its disclosures.

Risk Management

Risk Management System

Risk Management Regulations

The Risk Management Regulations specify the definition and scope of risk, the management principles, the role of the dedicated department and the step-by-step management procedures, and all executives and employees, including the CEO, comply with them in carrying out their duties. Based on these regulations, OTOKI proactively manages potential risks across its entire business and strives to realize sustainable management and enhance stakeholder value.

Risk Management Process

OTOKI operates a systematic management process that identifies potential threat factors by risk type in advance, establishes and implements control activities for prevention, and conducts monitoring. Through this company-wide risk response system, OTOKI secures management stability and contributes to sustainable growth.



Operation of the Internal Accounting Control System

Through the internal accounting control system, OTOKI specifies risk control items and clarifies the responsibilities and authority for each item to carry out annual control activities. Deficiencies identified through the operating evaluation of the internal accounting control system are reflected in personnel evaluations, thereby enhancing the effectiveness of the control system.

Control Environment

- Integrity and ethical values (establishment, emphasis and adherence to the code of ethics)
- Board of Directors (roles, responsibilities and delegation regulations: independence: expertise), Audit Committee (evaluation, appointment, operation), etc.
- Organizational structure (reporting system, authority and responsibilities, etc.)
- Maintaining competence (expertise, staffing, training, etc.), personnel policies and regulations (performance evaluation and compensation)
- Fraud prevention program (training, whistle-blowing, internal auditing)



Risk Assessment

- Establishment of and adherence to accounting standards and accounting policies
- Setting the evaluation scope and cycle of internal control in consideration of materiality
- Identification and analysis of risks
- Change management of the internal accounting control system



Control Activities

- Selection and establishment of control activities
- Selection and establishment of general IT controls
- Segregation of duties (monitoring of incompatible duties and authority)



Information & Communication

- Communication among internal organizations and with external parties
- Identification and assessment of information requirements



Monitoring

- Continuous monitoring, result evaluation and vulnerability reporting



Risk Management

Key Risk Factors and Responses

OTOKI reviews key risks in financial and non-financial areas that may arise from changes in the global business environment, and prepares response measures for identified risks to minimize potential losses. We also spread risk management awareness across the organization and support stable management activities.

Category	Risk Factors	Responses
 Financial Risk	- Interest rate risk from rate fluctuations - Foreign exchange risk on foreign-currency transactions - Liquidity risk related to financial liabilities	- Management through hedges such as interest rate swaps - Response to exchange rate volatility through currency forwards - Establishment of mid-to long-term funding plans and monitoring of fund balances
 Legal & Regulatory Risk	- Risk from new regulations - Strengthening of safety and environmental regulations	- Ongoing monitoring of domestic/overseas food-industry legislation and government policy trends - Ongoing monitoring of and advance response to amendments to safety/environmental laws and systems - Minimizing the risk of legal violations through strengthened internal inspection and training
 Food Safety & Quality Risk	Risk from food safety incidents	- Rigorous food safety management system - Operation of a safety management system across the entire process from raw material quality to product development - Operation of a Food Safety Management Prevention System
 Climate Change Risk	- Risk from increasing demands from customers, investors and government agencies regarding climate change and environmental responsibility - Management of the impact of extreme weather on production and distribution	- Management of carbon emissions at the levels of OTOKI's own operations and supply chain, and transparent disclosure of information - Sustainable packaging
 Supply Chain Risk	- Growing importance of demand forecasting and timely supply management amid changing market conditions - Need for stable raw material supply management - Strengthening of global supply chain management regulations	- Compliance with global initiatives and regulations related to supply chains - Monitoring of human rights and environmental impacts at the supply chain level
 Changes in Consumer Trends	Demand for innovation in product lines and supply chains due to rapid shifts in consumer preferences such as health and nutrition enhancement and sustainable raw-material sourcing	- Demographic information management - Continuously monitoring consumer-group trends and leveraging them as business opportunities
 Information Security Risk	- Increasing digitalization of customer services - Rising risk of cyberattacks and data breaches	- Operation and monitoring of information security systems - Conducting cybersecurity training and education on matters such as hacking
 Reputational Risk	Risk that may critically affect corporate reputation, such as the provision of incorrect information	- Responsible marketing communication policy - Brand value management

Information Security

Information Security System

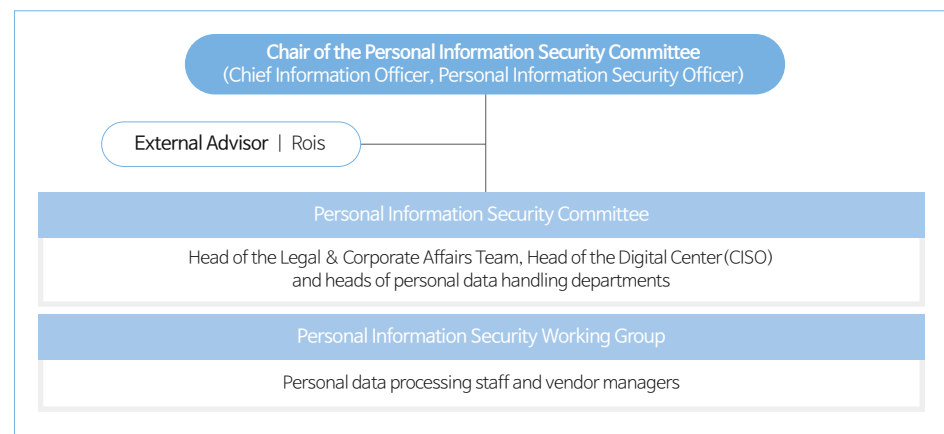
Information Security Regulations

Information Security Management Policy  Privacy Policy 

Recognizing the importance of information security and personal data protection, OTOKI has established and operates an 'Information Security Management Policy' for systematic management and continuous improvement. In addition, to enhance data subjects' understanding of the Privacy Policy, OTOKI provides detailed explanations for each labeling item.

Information Security Organization

To respond to increasingly sophisticated cyber threats and personal data protection requirements and to strengthen the independence and expertise of information security management, OTOKI established a dedicated information security organization, the Information Security Team, in January 2025. The Information Security Team establishes and operates the company-wide information security management system and performs a range of information security duties, including the management of security policies and standards, incident response and personal data protection activities.



2026 Goals

Advancing the Information Security Management System

OTOKI regularizes the operation of the Personal Information Security Working Group and Committee to run its decision-making system systematically, and continuously updates its internal management plan, regulations and guidelines in line with the latest laws and certification standards. We also verify the security level of outsourced work through regular vendor inspections and review whether the management system is operating effectively through information security disclosures and ISO 27001 and 27701 follow-up audits, making continuous improvements. OTOKI plans to continue these advancement activities in 2026.

Strengthening the Information Security System

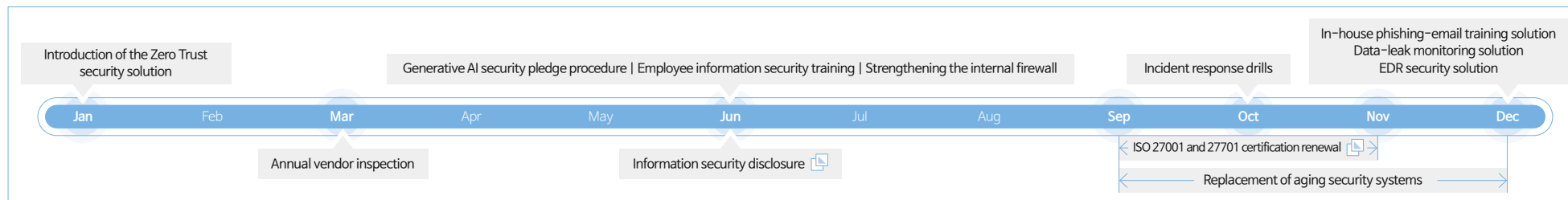
OTOKI plans to build a system that blocks threats in advance and responds quickly by introducing prevention-focused security solutions such as behavior-based threat detection and intrusion prevention systems. We will also enhance network access control and document security systems to establish an integrated management foundation across endpoints, documents and networks, and will internalize security from the planning and development stages of new services by establishing a security review process. In addition, OTOKI will strengthen information security monitoring to quickly identify anomalies and promptly take necessary actions.

Strengthening Incident Response Capabilities

Through incident response drills and DR(Disaster Recovery) Center recovery drills conducted twice a year, OTOKI will continuously check and strengthen its response capabilities under simulated real-world scenarios. We will also conduct phishing-email simulations for all employees and key personnel using a phishing-email training solution, and raise employees' security awareness and internalize a security culture through personal data protection training tailored to organizational characteristics.

Information Security

2025 Information Security Activities



Introduction of a Zero Trust Security Solution

OTOKI introduced a 'Zero Trust security solution' that continuously verifies and blocks security threats by granting minimum privileges to key departments. The solution can control and monitor detailed threat behaviors such as file uploads and screen captures, preventing data leakage and strengthening security for Mac PCs.

Annual Vendor Inspections

OTOKI conducts quarterly and annual inspections of vendors entrusted with personal data processing. In particular, for major vendors, we check the status of security management through on-site inspections and drive overall improvements in security levels by issuing security recommendations to address shortcomings.

Establishment of a Generative AI Security Pledge Procedure

OTOKI prepared a security pledge that includes criteria for using external AI services, ensuring that employees use generative AI and other external AI services responsibly and further strengthening security awareness.

Incident Response Drills

OTOKI conducted simulation drills assuming real-world situations to prepare for personal data breach incidents. We formed an incident response team that directly carried out the response procedures, thereby verifying the adequacy of the procedures and strengthening the collaboration system.

Activities to Raise Employee Security Awareness

Regular Issuance of a Security Newsletter

OTOKI regularly issues a security newsletter covering the latest security trends and incident cases to raise employees' information security awareness.

Employee Information Security Training

OTOKI invited an attorney specializing in personal data protection (from the law firm Hwawoo) to provide practically applicable training to staff handling personal data processing.

Introduction of an In-house Phishing-Email Training Solution

To improve employees' real-world response to phishing emails, OTOKI introduced an in-house phishing-email training solution and conducts a company-wide phishing-email simulation once a year.

Advancing the Security System

Strengthening the Internal Firewall

To prevent the spread of attacks into in-house systems, OTOKI introduced an internal firewall, raising the security level of its system operating environment.

Replacement of Aging Security Systems

OTOKI replaced VPN equipment, SSL VPN and the personal data access-log management solution with the latest equipment and solutions, eliminating security vulnerabilities and strengthening the monitoring system for personal data processing history.

Introduction of a Data-Leak Monitoring Solution

To continuously monitor the dark web where confidential information is traded, OTOKI introduced a data-leak monitoring solution, establishing a system to respond immediately to leakage incidents.

Introduction of an EDR(Endpoint Detection and Response) Security Solution

To strengthen its proactive response system against recently increasing cyber threats and attacks, OTOKI introduced an EDR security platform and built a 24-hour threat response system in partnership with a specialized security company.

Ethical and Compliance Management

Ethical Management

Ethical Management Policy

Ethical Management Policy 

OTOKI has established an Ethical Management Policy to put ethical management into practice. To build relationships of trust with all stakeholders, OTOKI complies with this policy and continuously strengthens its ethical management.

Ethical Management Policy

- 1 We do not request or accept money or valuables from stakeholders under any pretext.
- 2 We do not accept entertainment or hospitality that exceeds sound common sense.
- 3 We do not accept conveniences that impose a financial burden on stakeholders (transportation, lodging, etc.).
- 4 We do not notify stakeholders, directly or indirectly, of employees' family events, nor accept excessive congratulatory or condolence money even when unavoidable.
- 5 We do not engage in monetary transactions with stakeholders (loans, guarantees, real-estate leases, etc.).
- 6 We do not accept contributions, conveniences and the like from stakeholders for work-related or private events.
- 7 We do not acquire unfair equity stakes from business partners.
- 8 We do not improperly use OTOKI's budget, assets or information.

Code of Conduct

Code of Conduct 

OTOKI operates a Code of Conduct that sets out the matters employees must observe in their relationships with stakeholders in the course of their duties. The Code includes the scope of benefits that may be received from stakeholders and the standards of conduct for employees, and its effectiveness is reviewed each year and revised after review by the relevant department when necessary.

Code of Ethics Pledge

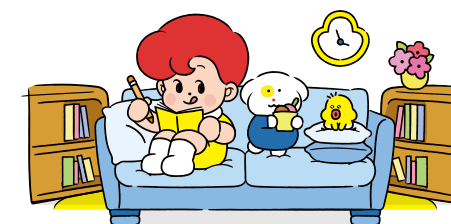
To strengthen employees' compliance with the Code of Conduct and their commitment to practicing ethical management, OTOKI conducts an annual ethics practice pledge. Through this, OTOKI enhances employees' understanding of the Code of Conduct and their sense of responsibility for ethical management.

Violations of the Code of Conduct

OTOKI specifies in its rules of employment that violations of the Code of Conduct may be subject to disciplinary action. When a violation is confirmed, OTOKI takes disciplinary measures in accordance with the rules of employment, such as withholding of pay raises, withholding of promotions, suspension of duties, recommendation to resign and disciplinary dismissal, and where necessary it reviews civil and criminal legal procedures alongside internal discipline. In 2025, two violation cases occurred, and the relevant employees were disciplined in accordance with internal procedures.

Ethical Management Training

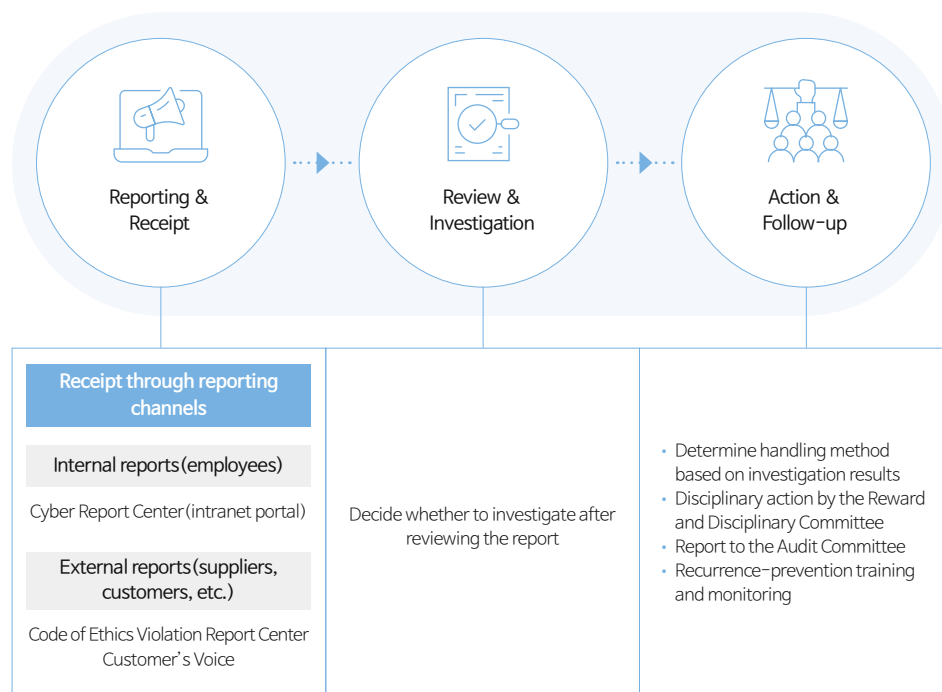
To spread a culture of practicing ethical management, OTOKI provides ethical management training for all employees every year; in 2025, a total of 3,394 employees completed the training.



Ethical and Compliance Management

Process for Handling Unethical Conduct

OTOKI operates internal and external reporting channels to prevent unethical conduct and respond to it promptly. Employees can report unethical conduct such as sexual harassment, embezzlement, fraud and workplace bullying through the Cyber Report Center. OTOKI also operates a Code of Ethics Violation Report Center and a Customer's Voice channel for external stakeholders. The Code of Ethics Violation Report Center receives and manages anonymous reports of unfair or improper conduct arising in transactions with suppliers, violations of ethical management, unreasonable practices, and the receipt of money or valuables and solicitation.



Compliance Management

Regular Compliance Inspections

OTOKI conducts regular compliance inspections through checklist-based self-assessment. Key inspection targets include the Food Sanitation Act, the Occupational Safety and Health Act, the Fair Trade Act, the Act on Fair Agency Transactions, the Act on Fair Subcontracting Transactions and the Personal Information Protection Act, and the results are reported to the Board of Directors.

Compliance Group Training

OTOKI provides compliance training for its employees. We continuously monitor changes in legal requirements and regulations and reflect them in the training curriculum, strengthening employees' compliance awareness and minimizing legal risks through the training.

Category	Participants	Training Content
Personal Information Protection Act	127	Overview of the Personal Information Security Committee and major disposition cases; concepts of pseudonymized data and personal information and special provisions for processing pseudonymized data; the difference between consignment and third-party provision of personal data, etc.
Subcontracting Act	64	The significance of the Subcontracting Act and the obligations of principal contractors; the Subcontract Payment Adjustment System; and the protection of technical and business data, with analysis of related issues.
Fair Trade Act	9	Overview of the Fair Trade Act and abuse of market-dominant position; and unfair joint conduct and unfair support practices among unfair trade practices.
Labeling and Advertising Act (Act on Labeling and Advertising of Foods)	78	Key concepts of the Labeling and Advertising Act, the requirements and major cases of unfair labeling and advertising, and the review guidelines on labeling and advertising regarding endorsements and recommendations. It also covered unfair labeling and advertising under the food labeling and advertising law, along with sanctions and major cases of legal violations.

Appendix

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- 122 **GHG Verification Statement**



3rd OTOKI Illustration Festival / Top Prize / Lara Yoon /
My Special Drawing Inspired by OTOKI

ESG Data

ESG Data

Environmental Data

OTOKI

Affiliates

OTOKI RAMYON

CHOHEUNG

OTOKI SESAME MILLS

SANGMI FOOD

OTOKI SF

OTOKI FROZEN FOODS

POONGLIM PACKAGE & PRINT

Scope 1,2 GHG Emissions

Classification	Unit	2023	2024	2025
Total(Scope1,2) ¹⁾	tCO ₂ -eq	89,711	93,135	87,975
Direct(Scope1) GHG emissions	tCO ₂ -eq	43,505	45,641	40,886
Indirect(Scope2) GHG emissions	tCO ₂ -eq	46,211	47,500	47,094
GHG emissions intensity ^{2), 3)}	tCO ₂ -eq/ Product-tonnes	0.1753	0.1752	0.1663

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

3) Data for 2023 and 2024 were revised due to a change in the basis for calculating production volume

Scope 3 GHG Emissions

Category	Emission source	Unit	2023	2024	2025
1	Purchased goods and services	tCO ₂ -eq	1,218,185	1,187,859	983,179
2	Capital goods	tCO ₂ -eq	14,978	12,595	20,864
3	Fuel- and energy-related activities (not included in scope1 or scope2)	tCO ₂ -eq	9,516	11,822	11,132
4	Upstream transportation and distribution	tCO ₂ -eq	57,985	68,014	57,204
5	Waste generated in operations	tCO ₂ -eq	4,416	4,530	1,370
6	Business travel	tCO ₂ -eq	550	562	158
7	Employee commuting	tCO ₂ -eq	3,979	3,426	1,981
9	Downstream transportation and distribution	tCO ₂ -eq	1,025	1,790	1,693
12	End-of-life treatment of sold products	tCO ₂ -eq	25,741	26,583	26,547
	Total	tCO₂-eq	1,336,375	1,317,181	1,104,127

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)

Energy Consumption

Classification	Unit	2023	2024	2025
Total Energy Consumption	TJ	1,819.37	1,886.01	1,845.95
Non-renewable energy consumption ¹⁾	TJ	1,815.23	1,882.26	1,779.56
Fuel consumption	TJ	849.47	889.54	795.34
Electricity consumption	TJ	965.20	992.16	983.66
Steam consumption	TJ	0.56	0.56	0.56
Energy consumption intensity ^{2), 3)}	TJ/ Product-tonnes	0.0035	0.0035	0.0034
Renewable energy consumption ⁴⁾	TJ	4.13	3.75	66.39
Fuel consumption	TJ	0	0	0
Electricity consumption	TJ	4.13	3.75	3.36
Steam consumption	TJ	0	0	63.04

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

2) Non-renewable energy consumption / production volume

3) Data for 2023 and 2024 were revised due to a change in the basis for calculating production volume

4) Renewable energy generation based on self-power generation

ESG Data

OTOKI

Affiliates

OTOKI RAMYON

CHOHEUNG

OTOKI SESAME MILLS

SANGMI FOOD

OTOKI SF

OTOKI FROZEN FOODS

POONGLIM PACKAGE & PRINT

Scope 1,2 GHG Emissions

Classification	Unit	2023	2024	2025
Total(Scope1,2) ¹⁾	tCO ₂ -eq	45,725	47,742	49,351
Direct(Scope1) GHG emissions	tCO ₂ -eq	30,823	31,995	33,030
Indirect(Scope2) GHG emissions	tCO ₂ -eq	14,902	15,748	16,322
GHG emissions intensity ^{2), 3)}	tCO ₂ -eq/ Product-tonnes	0.2506	0.2521	0.2559

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

3) Data for 2023 and 2024 were revised due to a change in the basis for calculating production volume

Scope 3 GHG Emissions

Category	Emission source	Unit	2023	2024	2025
1	Purchased goods and services	tCO ₂ -eq	344,897	362,282	377,090
2	Capital goods	tCO ₂ -eq	2,286	3,921	4,728
3	Fuel- and energy-related activities (not included in scope1 or scope2)	tCO ₂ -eq	4,792	5,642	5,836
4	Upstream transportation and distribution	tCO ₂ -eq	29,661	6,177 ¹⁾	7,120
5	Waste generated in operations	tCO ₂ -eq	1,751	2,213	2,004
6	Business travel	tCO ₂ -eq	441	120	25
7	Employee commuting	tCO ₂ -eq	872	974	371
9	Downstream transportation and distribution	tCO ₂ -eq	3,219	3 ¹⁾	4
12	End-of-life treatment of sold products	tCO ₂ -eq	8,982	9,225	8,973
Total		tCO ₂ -eq	396,902	390,558	406,151

1) Recalculated the previously overestimated emissions by correcting a weight-unit application error in product sales transportation

Energy Consumption

Classification	Unit	2023	2024	2025
Total Energy Consumption	TJ	920.84	962.09	994.47
Non-renewable energy consumption ¹⁾	TJ	920.00	960.05	992.48
Fuel consumption	TJ	607.87	630.97	651.41
Electricity consumption	TJ	312.13	329.08	341.07
Steam consumption	TJ	0	0	0
Energy consumption intensity ^{2), 3)}	TJ/ Product-tonnes	0.0050	0.0051	0.0051
Renewable energy consumption ⁴⁾	TJ	0.83	2.05	1.99
Fuel consumption	TJ	0	0	0
Electricity consumption	TJ	0.83	2.05	1.99
Steam consumption	TJ	0	0	0

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

2) Non-renewable energy consumption / production volume

3) Data for 2023 and 2024 were revised due to a change in the basis for calculating production volume

4) Renewable energy generation based on self-power generation

ESG Data

OTOKI

Affiliates

OTOKI RAMYON

CHOHEUNG

OTOKI SESAME MILLS

SANGMI FOOD

OTOKI SF

OTOKI FROZEN FOODS

POONGLIM PACKAGE & PRINT

Scope1,2 GHG Emissions

Classification	Unit	2023	2024	2025
Total(Scope1,2) ¹⁾	tCO ₂ -eq	15,208	16,363	16,678
Direct(Scope1) GHG emissions	tCO ₂ -eq	3,973	4,213	4,588
Indirect(Scope2) GHG emissions	tCO ₂ -eq	11,236	12,150	12,090
GHG emissions intensity ^{2), 3)}	tCO ₂ -eq/ Product-tonnes	0.2629	0.2895	0.2922

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

3) Data for 2023 and 2024 were revised due to a change in the basis for calculating production volume

Scope3 GHG Emissions

Category	Emission source	Unit	2023	2024	2025
1	Purchased goods and services	tCO ₂ -eq	193,814	200,582	414,059
2	Capital goods	tCO ₂ -eq	2,180	1,835	6,031
3	Fuel- and energy-related activities (not included in scope1 or scope2)	tCO ₂ -eq	1,857	2,626	2,661
4	Upstream transportation and distribution	tCO ₂ -eq	60,461	83,216	17,474
5	Waste generated in operations	tCO ₂ -eq	2,771	2,283	1,902
6	Business travel	tCO ₂ -eq	47	76	35
7	Employee commuting	tCO ₂ -eq	589	564	331
9	Downstream transportation and distribution	tCO ₂ -eq	60	-	-
12	End-of-life treatment of sold products	tCO ₂ -eq	909	956	1,199
Total		tCO ₂ -eq	262,688	292,139	443,692

Energy Consumption

Classification	Unit	2023	2024	2025
Total Energy Consumption	TJ	325.12	353.47	359.78
Non-renewable energy consumption ¹⁾	TJ	325.10	353.45	356.94
Fuel consumption	TJ	86.97	99.55	104.29
Electricity consumption	TJ	238.13	253.90	252.65
Steam consumption	TJ	0	0	0
Energy consumption intensity ^{2), 3)}	TJ/ Product-tonnes	0.0056	0.0063	0.0063
Renewable energy consumption ⁴⁾	TJ	0.01	0.01	2.83
Fuel consumption	TJ	0.01	0.01	0
Electricity consumption	TJ	0	0	2.83
Steam consumption	TJ	0	0	0

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

2) Non-renewable energy consumption / production volume

3) Data for 2023 and 2024 were revised due to a change in the basis for calculating production volume

4) Renewable energy generation based on self-power generation

ESG Data

OTOKI

Affiliates

OTOKI RAMYON

CHOHEUNG

OTOKI SESAME MILLS

SANGMI FOOD

OTOKI SF

OTOKI FROZEN FOODS

POONGLIM PACKAGE & PRINT

Scope 1,2 GHG Emissions

Classification	Unit	2024					2025				
		OTOKI SESAME MILLS	SANGMI FOOD	OTOKI SF	OTOKI FROZEN FOODS	POONGLIM PACKAGE & PRINT	OTOKI SESAME MILLS	SANGMI FOOD	OTOKI SF	OTOKI FROZEN FOODS	POONGLIM PACKAGE & PRINT
Total(Scope1,2) ¹⁾	tCO ₂ -eq	4,777	11,022	4,691	8,513	7,319	4,566	11,967	4,013	9,224	7,093
Direct(Scope1) GHG emissions	tCO ₂ -eq	1,732	3,096	1,669	2,456	2,603	1,649	3,328	1,348	2,759	2,607
Indirect(Scope2) GHG emissions	tCO ₂ -eq	3,045	7,927	3,023	6,057	4,717	2,917	8,639	2,666	6,465	4,486
GHG emissions intensity ^{2), 3)}	tCO ₂ -eq/ Product-tonnes	0.3784	0.9710	0.4272	0.6138	4.1727	0.3890	1.0075	0.3385	0.6205	5.2308

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

3) Data for 2024 was revised due to a change in the basis for calculating production volume

Energy Consumption

Classification	Unit	2024					2025				
		OTOKI SESAME MILLS	SANGMI FOOD	OTOKI SF	OTOKI FROZEN FOODS	POONGLIM PACKAGE & PRINT	OTOKI SESAME MILLS	SANGMI FOOD	OTOKI SF	OTOKI FROZEN FOODS	POONGLIM PACKAGE & PRINT
Total Energy Consumption	TJ	97.74	226.60	91.86	177.33	144.47	96.96	246.08	79.98	190.28	140.03
Non-renewable energy consumption ¹⁾	TJ	97.50	226.60	91.77	174.88	144.47	93.19	246.08	78.79	189.38	140.03
Fuel consumption	TJ	33.86	60.96	28.61	48.31	45.90	32.24	65.56	23.08	54.29	46.29
Electricity consumption	TJ	63.64	165.64	63.16	126.56	98.57	60.96	180.52	55.71	135.09	93.74
Steam consumption	TJ	0	0	0	0	0	0	0	0	0	0
Energy consumption intensity ^{2), 3)}	TJ/ Product-tonnes	0.0077	0.0200	0.0084	0.0126	0.0824	0.0079	0.0207	0.0066	0.0127	0.1033
Renewable energy consumption ⁴⁾	TJ	0.24	0	0.09	2.45	0	3.77	0	1.19	0.91	0
Fuel consumption	TJ	0	0	0	0	0	0	0	0	0	0
Electricity consumption	TJ	0.24	0	0.09	2.45	0	3.77	0	1.19	0.91	0
Steam consumption	TJ	0	0	0	0	0	0	0	0	0	0

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

2) Non-renewable energy consumption / production volume

3) Data for 2024 was revised due to a change in the basis for calculating production volume

4) Renewable energy generation based on self-power generation

ESG Data

OTOKI

Affiliates

Reductions of GHG Emissions

	Classification	Unit	2023	2024	2025	Target
OTOKI	Reductions of GHG emissions ¹⁾	tCO ₂ -eq	4,544.80	2,323.94	564.86	590.00
	Number of GHG reduction activities	Cases	9	5	2	2
Affiliates	Reductions of GHG emissions ¹⁾	tCO ₂ -eq	321.00	83.55	1,052.44	988.65
	Number of GHG reduction activities	Cases	2	9	5	5
Total	Reductions of GHG emissions ¹⁾	tCO ₂ -eq	4,865.80	2,407.48	1,617.30	1,578.65
	Number of GHG reduction activities	Cases	11	14	7	7

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

Energy Consumption Reduction

	Classification	Unit	2023	2024	2025	Target
OTOKI	Fuel reduction	TJ	41.81	28.23	10.12	10.43
	Electricity reduction	TJ	19.86	8.08	0	0.00
	Total energy consumption reduction	TJ	61.67	36.31	10.12	10.43
Affiliates	Fuel reduction	TJ	3.17	0.56	6.02	5.18
	Electricity reduction	TJ	3.01	2.38	8.70	8.53
	Total energy consumption reduction	TJ	6.19	2.94	14.72	13.70
Total	Fuel reduction	TJ	44.98	28.79	16.14	15.61
	Electricity reduction	TJ	22.87	10.46	8.70	8.53
	Total energy consumption reduction	TJ	67.85	39.25	24.84	24.13

Air Pollutant Management

	Classification	Unit	2023 ²⁾	2024 ²⁾	2025	Target
OTOKI	NOx(Nitrogen Oxides)	tonnes	19.88	20.51	21.12	21.32
	SOx(Sulfur Oxides)	tonnes	0.18	0.15	0.04	0.14
	Dust	tonnes	2.28	1.96	2.03	1.98
	Total air pollutant emissions	tonnes	22.34	22.63	23.19	23.44
Affiliates ¹⁾	NOx(Nitrogen Oxides)	tonnes	18.11	20.01	19.98	20.11
	SOx(Sulfur Oxides)	tonnes	0.40	0.31	0.01	0.31
	Dust	tonnes	3.81	3.60	2.87	2.69
	Total air pollutant emissions	tonnes	22.31	23.92	22.86	23.11
Total	NOx(Nitrogen Oxides)	tonnes	37.99	40.52	41.09	41.43
	SOx(Sulfur Oxides)	tonnes	0.58	0.46	0.06	0.44
	Dust	tonnes	6.08	5.56	4.89	4.67
	Total air pollutant emissions	tonnes	44.66	46.55	46.04	46.55

1) Measured at OTOKI SF since 2024.

2) Data for 2023 and 2024 were revised due to a change in internal control standards

ESG Data

OTOKI

Affiliates

OTOKI RAMYON

CHOHEUNG

OTOKI SESAME MILLS

SANGMI FOOD

OTOKI SF

OTOKI FROZEN FOODS

POONGLIM PACKAGE & PRINT

Water Resources Management

Water Withdrawal

Classification	Source	Unit	2023	2024	2025	Target
Anyang Factory	Water supply (Industrial+Domestic)	tonnes	205,664	220,898	188,417	178,691
	Groundwater	tonnes	7,790	11,810	29,218	29,130
	Subtotal	tonnes	213,454	232,708	217,635	207,821
	Water consumption intensity ¹⁾	tonnes/ Product-tonnes	3.439	3.663	3.627	3.343
Daepoong Factory	Water supply (Industrial+Domestic)	tonnes	471,063	532,401	573,551	556,345
	Groundwater	tonnes	284,419	244,487	291,319	282,580
	Subtotal	tonnes	755,482	776,888	864,870	838,925
	Water consumption intensity ¹⁾	tonnes/ Product-tonnes	2.927	2.918	3.290	3.034
Samnam Factory	Water supply (Industrial+Domestic)	tonnes	67,230	72,309	96,587	74,052
	Groundwater	tonnes	37,679	38,090	32,296	35,309
	Subtotal	tonnes	104,909	110,399	128,883	109,361
	Water consumption intensity ¹⁾	tonnes/ Product-tonnes	1.950	2.102	2.642	2.025
Poseung Factory	Water supply (Industrial+Domestic)	tonnes	218,366	235,783	210,302	203,993
	Subtotal	tonnes	218,366	235,783	210,302	203,993
	Water consumption intensity ¹⁾	tonnes/ Product-tonnes	1.584	1.578	1.335	1.246
Total	Water supply (Industrial+Domestic)	tonnes	962,323	1,061,391	1,068,857	1,013,081
	Groundwater	tonnes	329,888	294,387	352,833	347,019
	Subtotal	tonnes	1,292,211	1,355,778	1,421,690	1,360,100
	Water consumption intensity ¹⁾	tonnes/ Product-tonnes	2.525	2.550	2.687	2.445

1) Data for 2023 and 2024 were revised due to changes in the production volume calculation standard

Wastewater Discharge

	Classification	Unit	2023	2024	2025	Target
Anyang Factory	Wastewater discharge	tonnes	167,662	185,965	172,350	182,091
	Wastewater discharge intensity ¹⁾	tonnes/ Product-tonnes	2.701	2.927	2.873	2.929
Daepoong Factory	Wastewater discharge	tonnes	254,947	405,852	440,682	427,462
	Wastewater discharge intensity ¹⁾	tonnes/ Product-tonnes	0.988	1.524	1.676	1.546
Samnam Factory	Wastewater discharge	tonnes	30,264	35,501	31,186	33,726
	Wastewater discharge intensity ¹⁾	tonnes/ Product-tonnes	0.562	0.676	0.639	0.625
Poseung Factory	Wastewater discharge	tonnes	166,987	174,364	151,256	148,231
	Wastewater discharge intensity ¹⁾	tonnes/ Product-tonnes	1.212	1.167	0.961	0.906
Total	Total wastewater discharge	tonnes	619,860	801,682	795,474	791,510
	Wastewater discharge intensity ¹⁾	tonnes/ Product-tonnes	1.211	1.508	1.503	1.423

1) Data for 2023 and 2024 were revised due to changes in the production volume calculation standard

Water Consumption

	Classification	Unit	2023	2024	2025	Target
	Anyang Factory	tonnes	45,792	46,743	45,285	25,730
	Daepoong Factory	tonnes	500,535	371,036	424,188	411,463
	Samnam Factory	tonnes	74,645	74,898	97,697	75,635
	Poseung Factory	tonnes	51,379	61,419	59,046	55,762
	Research Institute ¹⁾	tonnes	8,217	9,108	11,207	11,207
	OTOKI Center ¹⁾	tonnes	9,394	10,256	11,233	11,233
	Total water consumption	tonnes	689,962	573,460	648,656	591,030

1) Research Institute, OTOKI Center: Consumption based on bills / Other operations: Water withdrawal - Discharge

ESG Data

OTOKI

Affiliates

OTOKI RAMYON

CHOHEUNG

OTOKI SESAME MILLS

SANGMI FOOD

OTOKI SF

OTOKI FROZEN FOODS

POONGLIM PACKAGE & PRINT

Water Resources Management

Water Withdrawal

Classification	Source	Unit	2023	2024	2025	Target
OTOKI RAMYON	Groundwater	tonnes	327,969	358,361	354,756	366,570
	Subtotal	tonnes	327,969	358,361	354,756	366,570
	Water consumption intensity ²⁾	tonnes/ Product-tonnes	1.798	1.893	1.839	1.854
CHOHEUNG	Water supply(Industrial+Domestic)	tonnes	182,997	189,528	220,878	242,965
	Subtotal	tonnes	182,997	189,528	220,878	242,965
	Water consumption intensity ²⁾	tonnes/ Product-tonnes	3.164	3.353	3.870	4.164
OTOKI SESAME MILLS	Water supply(Industrial+Domestic)	tonnes	6,985	6,994	9,133	8,992
	Groundwater	tonnes	9,097	8,822	8,453	8,071
	Subtotal	tonnes	16,082	15,816	17,586	17,063
	Water consumption intensity ²⁾	tonnes/ Product-tonnes	1.383	1.253	1.498	1.433
SANGMI FOOD	Water supply(Industrial+Domestic)	tonnes	39,393	41,022	47,068	41,963
	Groundwater	tonnes	33,259	31,671	35,147	32,150
	Subtotal	tonnes	72,652	72,693	82,215	74,113
	Water consumption intensity ²⁾	tonnes/ Product-tonnes	6.588	6.404	6.921	6.202
OTOKI SF	Water supply(Industrial+Domestic)	tonnes	6,772	13,803	19,770	19,000
	Groundwater	tonnes	121,320	131,655	113,570	130,000
	Subtotal	tonnes	128,092	145,458	133,340	149,000
	Water consumption intensity ²⁾	tonnes/ Product-tonnes	14.345	13.246	11.246	12.856
OTOKI FROZEN FOODS	Water supply(Industrial+Domestic)	tonnes	75,931	66,993	64,215	76,970
	Groundwater	tonnes	55,349	57,484	66,000	62,976
	Subtotal	tonnes	131,280	124,477	130,215	139,946
	Water consumption intensity ²⁾	tonnes/ Product-tonnes	8.986	8.976	8.760	8.698
POONGLIM PACKAGE & PRINT ¹⁾	Water supply(Industrial+Domestic)	tonnes	-	2,204	6,807	6,700
	Groundwater	tonnes	7,940	6,212	-	-
	Subtotal	tonnes	7,940	8,416	6,807	6,700
	Water consumption intensity ²⁾	tonnes/ Product-tonnes	4.016	4.798	5.020	4.467
Affiliates	Water supply(Industrial+Domestic)	tonnes	312,078	320,544	367,871	396,590
	Groundwater	tonnes	554,934	594,205	577,926	599,766
	Subtotal	tonnes	867,012	914,749	945,797	996,356
	Water consumption intensity ²⁾	tonnes/ Product-tonnes	3.006	3.086	3.135	3.223

1) Water source changed from groundwater to water supply in September 2024

2) Data for 2023 and 2024 were revised due to changes in the production volume calculation standard

Wastewater Discharge

	Classification	Unit	2023	2024	2025	Target
OTOKI RAMYON	Wastewater discharge	tonnes	177,866	184,812	185,811	189,045
	Wastewater discharge intensity ¹⁾	tonnes/ Product-tonnes	0.975	0.976	0.963	0.956
CHOHEUNG	Wastewater discharge	tonnes	157,411	173,362	176,848	178,616
	Wastewater discharge intensity ¹⁾	tonnes/ Product-tonnes	2.721	3.067	3.098	3.061
OTOKI SESAME MILLS	Wastewater discharge	tonnes	9,384	10,870	11,633	11,051
	Wastewater discharge intensity ¹⁾	tonnes/ Product-tonnes	0.807	0.861	0.991	0.928
SANGMI FOOD	Wastewater discharge	tonnes	60,520	58,765	51,184	58,562
	Wastewater discharge intensity ¹⁾	tonnes/ Product-tonnes	5.488	5.177	4.309	4.901
OTOKI SF	Wastewater discharge	tonnes	77,990	46,310	39,960	45,000
	Wastewater discharge intensity ¹⁾	tonnes/ Product-tonnes	8.734	4.217	3.370	3.883
OTOKI FROZEN FOODS	Wastewater discharge	tonnes	111,277	106,294	113,676	114,436
	Wastewater discharge intensity ¹⁾	tonnes/ Product-tonnes	7.616	7.664	7.647	7.112
POONGLIM PACKAGE & PRINT	Wastewater discharge	tonnes	169	292	229	210
	Wastewater discharge intensity ¹⁾	tonnes/ Product-tonnes	0.085	0.166	0.169	0.140
Affiliates	Wastewater discharge	tonnes	594,617	580,705	579,341	596,920
	Wastewater discharge intensity ¹⁾	tonnes/ Product-tonnes	2.061	1.959	1.921	1.931

1) Data for 2023 and 2024 were revised due to changes in the production volume calculation standard

Water Consumption

	Classification	Unit	2023	2024	2025	Target
OTOKI RAMYON	Factory	tonnes	150,103	173,549	168,945	177,524
CHOHEUNG ¹⁾	Factory	tonnes	25,586	16,166	44,030	64,349
	Research Institute	tonnes	380	429	480	490
OTOKI SESAME MILLS	Factory	tonnes	6,698	4,946	5,953	6,012
SANGMI FOOD	Factory	tonnes	12,132	13,928	31,031	15,551
OTOKI SF	Factory	tonnes	50,102	99,148	93,380	104,000
OTOKI FROZEN FOODS	Factory	tonnes	20,003	18,183	16,539	25,510
POONGLIM PACKAGE & PRINT	Factory	tonnes	7,771	8,125	6,578	6,490
Total water consumption		tonnes	272,775	334,474	366,936	399,926

1) CHOHEUNG: Consumption based on bills / Other corporations: Water withdrawal - Discharge

ESG Data

OTOKI

Affiliates

Reclaimed Water Use and Water Recycling

	Classification	Unit	2023	2024	2025	Target
OTOKI	Total amount of reclaimed/ recycled water used	tonnes	26,280	29,200	5,475	5,640
	Water recycling rate	%	2.0	2.2	0.4	0.4
Affiliates	Total amount of reclaimed/ recycled water used	tonnes	40,152	27,526	27,295	27,505
	Water recycling rate	%	4.6	3.0	2.9	2.8
Total	Total amount of reclaimed/ recycled water used	tonnes	66,432	56,726	32,770	33,145
	Water recycling rate	%	3.1	2.5	1.4	1.4

Water Pollutant Management

	Classification	Unit	2023	2024	2025
OTOKI ¹⁾	BOD (Biochemical Oxygen Demand)	tonnes	6.28	14.83	13.57
	TOC(Total Organic Carbon)	tonnes	17.74	15.87	15.86
	SS(Suspended Solid)	tonnes	9.73	22.24	18.95
	T-N(Total Nitrogen)	tonnes	1.43	2.21	1.96
	T-P(Total Phosphorus)	tonnes	0.62	0.65	0.29
Affiliates ^{1), 2)}	BOD (Biochemical Oxygen Demand)	tonnes	4.07	5.07	8.52
	TOC(Total Organic Carbon)	tonnes	24.61	22.32	28.44
	SS(Suspended Solid)	tonnes	7.75	16.37	43.06
	T-N(Total Nitrogen)	tonnes	16.24	15.29	10.72
	T-P(Total Phosphorus)	tonnes	0.77	1.83	1.02
Total	BOD (Biochemical Oxygen Demand)	tonnes	10.35	19.90	22.08
	TOC(Total Organic Carbon)	tonnes	42.34	38.18	44.30
	SS(Suspended Solid)	tonnes	17.48	38.62	62.01
	T-N(Total Nitrogen)	tonnes	17.67	17.51	12.69
	T-P(Total Phosphorus)	tonnes	1.39	2.48	1.31

1) Data for 2023 and 2024 were revised due to a change in internal management criteria

2) Measured at OTOKI SESAME MILLS and OTOKI SF since 2024.

Violation of Water Resources Management Regulations

	Classification	Unit	2023	2024	2025	Target
OTOKI	Violation of technical standards	Cases	0	0	0	0
	Exceeding water quantity/ quality standards	Cases	1	0	1	0
	Total violation cases	Cases	1	0	1	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	1	0	1	0
	Total violation cases	Cases	1	0	1	0

ESG Data

OTOKI

Affiliates

Waste Management

Waste generation quantity ¹⁾		Unit	2023	2024	2025	Target
Designated waste		tonnes	78.31	38.48	55.06	44.15
Recycling	Corrosive waste	tonnes	46.15	11.52	35.88	28.77
	Waste organic solvents	tonnes	0	0	0	0
	Waste oil	tonnes	16.68	9.63	7.13	5.72
Incineration	Waste organic solvents	tonnes	12.69	16.03	10.95	8.78
	Waste oil	tonnes	1.47	1.29	1.09	0.87
	Waste toxic substances	tonnes	0.02	0.01	0.01	0.01
Landfill	Waste asbestos	tonnes	1.30	0	0	0
General waste		tonnes	16,937.37	17,781.56	19,505.87	19,110.89
Recycling	Organic sludge	tonnes	7,178.19	7,091.43	8,775.08	8,597.39
	Waste synthetic polymer compounds	tonnes	1,394.37	1,753.42	2,089.53	2,047.22
	Waste adsorbents and waste absorbents	tonnes	2,556.28	1,123.43	5,012.97	4,911.46
	Waste cooking oil	tonnes	318.92	73.23	58.27	57.09
	Animal-based and plant-derived residuals ²⁾	tonnes	2,325.74	1,882.94	2,090.04	2,047.72
	Waste wood	tonnes	60.37	97.16	61.38	60.14
	Waste glass	tonnes	4.91	4.43	0	0
	Food waste and treatment residues	tonnes	155.05	284.88	554.40	543.18
	Waste fire extinguisher	tonnes	0.99	0.34	0.28	0.27
Incineration	Organic sludge	tonnes	0	0	0	0
	Waste synthetic polymer compounds	tonnes	918.21	539.62	126.59	124.03
	Animal-based and plant-derived residuals	tonnes	495.35	589.57	317.46	311.03
	Other types of waste	tonnes	130.69	178.34	329.64	322.96
Landfill	Waste adsorbents and waste absorbents	tonnes	1,398.30	4,162.77	90.23	88.40
Total waste		tonnes	17,015.68	17,820.04	19,560.93	19,155.04
Waste recycling rate		%	82.62	69.21	95.52	95.53
Waste generation intensity (Based on production volume) ³⁾		tonnes/Product-tonnes	0.0332	0.0335	0.0370	0.0344

1) Based on the Allbaro system

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

3) Data for 2023 and 2024 were revised due to a change in the basis for calculating production volume

Food Loss

Food loss generation ^{1), 2)}		Unit	2023	2024	2025	Target
Total food loss		tonnes	4,383.61	4,379.65	4,472.02	4,468.00
Contribution before discarding waste ³⁾		tonnes	1,404.80	1,619.92	1,507.51	1,507.51
Total waste(Incineration)		tonnes	495.35	589.57	317.46	403.53
Total reprocessing		tonnes	2,483.46	2,170.16	2,647.05	2,556.95
Waste ratio ⁴⁾		%	11.30	13.46	7.10	9.03

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

2) Data for 2023 and 2024 were revised due to the correction of aggregation errors

3) By finished product weight

4) Ratio of total waste to total food loss

ESG Data

OTOKI

Affiliates

Waste Management

Waste generation quantity ¹⁾		Unit	2023	2024	2025	Target
Designated waste		tonnes	129.85	68.77	93.76	75.17
Recycling	Corrosive waste	tonnes	8.00	4.96	2.91	2.33
	Waste organic solvents	tonnes	19.11	38.72	51.49	41.28
	Waste oil	tonnes	10.74	2.05	13.14	10.54
Incineration	Waste organic solvents	tonnes	89.75	9.24	12.55	10.06
	Waste oil	tonnes	2.25	13.80	13.67	10.96
	Waste toxic substances	tonnes	0	0	0	0
Landfill	Waste asbestos	tonnes	0	0	0	0
General waste		tonnes	12,723.96	13,346.05	12,202.89	11,948.22
Recycling	Organic sludge	tonnes	3,729.14	3,484.23	3,418.06	3,346.73
	Waste synthetic polymer compounds	tonnes	1,213.41	1,436.31	1,853.46	1,814.78
	Waste adsorbents and waste absorbents	tonnes	0	0	0	0
	Waste cooking oil	tonnes	238.97	264.64	194.42	190.36
	Animal-based and plant-derived residuals ²⁾	tonnes	4,659.52	4,678.73	2,912.02	2,851.25
	Waste wood	tonnes	2.05	3.31	0	0
	Waste glass	tonnes	0	0	0	0
	Food waste and treatment residues	tonnes	322.58	566.06	1,310.38	1,283.03
	Waste fire extinguisher	tonnes	0	0	0	0
Incineration	Organic sludge	tonnes	33.04	820.17	763.14	747.21
	Waste synthetic polymer compounds	tonnes	1,099.71	240.45	186.37	182.48
	Animal-based and plant-derived residuals	tonnes	0	0	0	0
	Other types of waste	tonnes	1,425.54	1,843.71	1,552.61	1,520.21
Landfill	Waste adsorbents and waste absorbents	tonnes	0	8.44	12.43	12.17
Total waste		tonnes	12,853.81	13,414.82	12,296.65	12,023.39
Waste recycling rate		%	79.38	78.12	79.34	79.35
Waste generation intensity (Based on production volume) ³⁾		tonnes/Product-tonnes	0.0446	0.0452	0.0408	0.0389

1) Based on the Allbaro system

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

3) Data for 2023 and 2024 were revised due to a change in the basis for calculating production volume

Food Loss

Food loss generation ^{1), 2)}		Unit	2023	2024	2025	Target
Total food loss		tonnes	6,028.87	6,928.28	4,413.93	5,196.49
Contribution before discarding waste ³⁾		tonnes	24.60	1,294.09	5.02	4.58
Total waste(Incineration)		tonnes	29.49	26.94	24.68	24.25
Total reprocessing		tonnes	5,974.78	5,607.25	4,384.22	5,167.66
Waste ratio ⁴⁾		%	0.49	0.39	0.56	0.47

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

2) Data for 2023 and 2024 were revised due to the correction of aggregation errors

3) By finished product weight

4) Ratio of total waste to total food loss

ESG Data

OTOKI

Affiliates

Waste Management

Waste generation quantity ¹⁾		Unit	2023	2024	2025	Target
Designated waste		tonnes	208.16	107.25	148.82	119.32
Recycling	Corrosive waste	tonnes	54.15	16.48	38.79	31.10
	Waste organic solvents	tonnes	19.11	38.72	51.49	41.28
	Waste oil	tonnes	27.42	11.68	20.27	16.26
Incineration	Waste organic solvents	tonnes	102.44	25.27	23.50	18.84
	Waste oil	tonnes	3.72	15.09	14.76	11.83
	Waste toxic substances	tonnes	0.02	0.01	0.01	0.01
Landfill	Waste asbestos	tonnes	1.30	0	0	0
General waste		tonnes	29,661.33	31,127.62	31,708.77	31,059.11
Recycling	Organic sludge	tonnes	10,907.33	10,575.66	12,193.14	11,944.12
	Waste synthetic polymer compounds	tonnes	2,607.78	3,189.73	3,942.99	3,862.00
	Waste adsorbents and waste absorbents	tonnes	2,556.28	1,123.43	5,012.97	4,911.46
	Waste cooking oil	tonnes	557.89	337.87	252.69	247.45
	Animal-based and plant-derived residuals ²⁾	tonnes	6,985.26	6,561.67	5,002.06	4,898.97
	Waste wood	tonnes	62.42	100.47	61.38	60.14
	Waste glass	tonnes	4.91	4.43	0	0
	Food waste and treatment residues	tonnes	477.63	850.94	1,864.79	1,826.21
	Waste fire extinguisher	tonnes	0.99	0.34	0.28	0.27
Incineration	Organic sludge	tonnes	33.04	820.17	763.14	747.21
	Waste synthetic polymer compounds	tonnes	2,017.92	780.07	312.96	306.51
	Animal-based and plant-derived residuals	tonnes	495.35	589.57	317.46	311.03
Landfill	Other types of waste	tonnes	1,556.23	2,022.05	1,882.25	1,843.17
	Waste adsorbents and waste absorbents	tonnes	1,398.30	4,171.21	102.66	100.57
Total waste		tonnes	29,869.49	31,234.87	31,857.59	31,178.43
Waste recycling rate		%	81.22	73.03	89.27	89.29
Waste generation intensity (Based on production volume) ³⁾		tonnes/Product-tonnes	0.0373	0.0377	0.0383	0.0360

1) Based on the Allbaro system

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

3) Data for 2023 and 2024 were revised due to a change in the basis for calculating production volume

Food Loss

Food loss generation ^{1), 2)}		Unit	2023	2024	2025	Target
Total food loss		tonnes	10,412.48	11,307.92	8,885.95	9,664.49
Contribution before discarding waste ³⁾		tonnes	1,429.40	2,914.00	1,512.54	1,512.09
Total waste(Incineration)		tonnes	524.84	616.51	342.14	427.78
Total reprocessing		tonnes	8,458.24	7,777.41	7,031.27	7,724.61
Waste ratio ⁴⁾		%	5.04	5.45	3.85	4.43

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

2) Data for 2023 and 2024 were revised due to the correction of aggregation errors

3) By finished product weight

4) Ratio of total waste to total food loss

ESG Data

Packaging

Total consumption of packaging ^{1), 2)}	Unit	2023	2024	2025
Plastic	tonnes	21,951	22,345	21,922
Metal can	tonnes	7,027	6,794	6,792
Glass bottle	tonnes	7,595	8,271	8,085
Paper	tonnes	22	28	31
Total	tonnes	36,595	37,438	36,830

1) Reporting boundary: Includes OTOKI domestic operations(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)

2) Based on the declared weight for the recycling contribution reported to K-eco

Reduction of plastic packaging ¹⁾	Unit	2023	2024	2025
Reduction of plastic packaging	tonnes	81	4	35

1) Packaging materials reduction(g) * Consumption(products/year) (Consumption: Based on the OTOKI Orora system)

Use of recycled materials	Unit	2023	2024	2025
Plastic	tonnes	27.6	34.2	36.4
Recycled plastic usage rate ¹⁾	%	0.13	0.15	0.17

1) Recycled plastic usage / Plastic packaging usage

ESG Data

Social Data

Employee Status¹⁾

Classification		Unit	2023	2024	2025
Gender	Male	Persons	1,156	1,208	1,205
	Female	Persons	2,151	2,259	2,189
	Total	Persons	3,307	3,467	3,394
Age	Under 30 years old	Persons	628	669	589
	30~50 years old	Persons	1,717	1,800	1,814
	Over 50 years old	Persons	962	998	991
Regular workers	Male	Persons	1,143	1,194	1,184
	Female	Persons	2,107	2,207	2,135
	Total	Persons	3,250	3,401	3,319
Fixed term/ Casual	Full time	Male	12	13	20
		Female	8	13	14
		Total	20	26	34
	Part time	Male	1	1	1
		Female	36	39	40
		Total	37	40	41
Position	Executives ²⁾	Male	6	6	5
		Female	1	1	1
		Total	7	7	6
	Unregistered executives ~ Assistant manager	Male	595	607	610
		Female	154	163	184
		Total	749	770	794
	Employees	Male	556	595	590
		Female	1,995	2,095	2,004
		Total	2,551	2,690	2,594

1) As of the end of 2025

2) Based on the number of registered executives

Recruitment and Turnover¹⁾

New hires		Unit	2023	2024	2025
Gender	Male	Persons	159	169	149
	Female	Persons	327	278	125
	Total	Persons	486	447	274
Age	Under 30 years old	Persons	225	205	149
	30~50 years old	Persons	259	236	125
	Over 50 years old	Persons	2	6	0

Turnover and departures		Unit	2023	2024	2025
Gender	Male	Persons	132	124	142
	Female	Persons	74	112	127
	Total	Persons	206	236	269
Age	Under 30 years old	Persons	91	79	109
	30~50 years old	Persons	69	77	75
	Over 50 years old	Persons	46	80	85

Voluntary turnover and retirement		Unit	2023	2024	2025
Gender	Male	Persons	125	120	135
	Female	Persons	73	109	124
	Total	Persons	198	229	259
Age	Under 30 years old	Persons	91	78	109
	30~50 years old	Persons	64	73	71
	Over 50 years old	Persons	43	78	79

1) As of the end of 2025

ESG Data

Employee Diversity

Employment of the Socially Disadvantaged	Unit	2023	2024	2025
Number of employees with disabilities ¹⁾	Persons	57	55	55
Ratio of employees with disabilities	%	1.7	1.6	1.6

1) Employees with disabilities directly employed by OTOKI (Standard workplace for persons with disabilities): Employees with severe disabilities are counted twice (double weighting).

Female Employees		Unit	2023	2024	2025
Female executives	Number of female executives ¹⁾	Persons	1	1	1
	Ratio of female executives	%	14.3	14.3	16.7
	Total number of managers	Persons	393	409	426
Female managers (manager level or above)	Number of female managers	Persons	47	50	59
	Ratio of female managers ²⁾	%	12.0	12.2	13.8
Female Employees	Number of female employees	Persons	2,151	2,259	2,189
	Ratio of female employees ³⁾	%	65.0	65.1	64.5

1) Based on the number of registered executives

2) Number of female managers/Total number of managers

3) Number of female employees/Total number of employees

Evaluation and Compensation

Employee wages(domestic operations)	Unit	2023	2024	2025
Legal minimum wage	KRW	9,620	9,860	10,030
Ratio of new male employees' wages ¹⁾	%	121.4	123.7	124.6
Ratio of new female employees' wages ¹⁾	%	120.7	123.0	124.0

1) (Monthly salary of new production employees at domestic operations/240 hours) /legal minimum hourly wage

Ratio of employees who received regular performance evaluations	Unit	2023	2024	2025
Ratio of male employees who received regular performance evaluations	%	100.0	100.0	100.0
Ratio of female employees who received regular performance evaluations	%	100.0	100.0	100.0
Total	%	100.0	100.0	100.0

Retirement pension management	Unit	2023	2024	2025
Retirement pension amount ¹⁾	KRW 100 million	1,425	1,484	1,874
Members	Persons	2,575	2,881	2,991

1) DB (Defined Benefit: the retirement benefit amount is determined in advance)

ESG Data

Organizational Culture

Percentage of employees covered by collective bargaining agreements	Unit	2023	2024	2025
Number of workers eligible for unionization	Persons	1,626	1,697	1,767
Unionized workers	Persons	858	899	917
Unionization rate ¹⁾	%	52.8	53.0	51.9

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

Employee training	Unit	2023	2024	2025
Training hours per person	Hours/Person	46.0	57.3	39.3
Training costs per person	KRW million/Person	0.3	0.3	0.3

Compulsory training		Unit	2023	2024	2025
Sexual harassment prevention training	Employees completing the training(ratio) ¹⁾	Persons(%)	3,300(99.8)	3,467(100.0)	3,394(100.0)
	Training hours per person	Hours	1.0	1.0	1.0
Disability awareness training	Employees completing the training(ratio) ¹⁾	Persons(%)	3,300(99.8)	3,467(100.0)	3,394(100.0)
	Training hours per person	Hours	1.0	1.0	1.0

1) The completion rate for 2023 was revised due to the application of consistent criteria

Maternity-related programs	Unit	2023	2024	2025
Reduced working hours during pregnancy	Persons	6	9	19
Reduced working hours for childcare	Persons	4	1	6

Parental Leave ¹⁾	Unit	2023	2024	2025	
Employees eligible for parental leave ²⁾	Male	Persons	66	65	74
	Female	Persons	19	24	24
	Total	Persons	85	89	98
Employees on parental leave ³⁾	Male	Persons	3	8	5
	Female	Persons	10	11	14
	Total	Persons	13	19	19
Employees eligible to return from parental leave	Male	Persons	4	5	20
	Female	Persons	12	14	17
	Total	Persons	16	19	37
Employees returned from parental leave	Male	Persons	3	5	20
	Female	Persons	11	14	17
	Total	Persons	14	19	37
Ratio of return-to-work after parental leave ⁴⁾	Male	%	75.0	100.0	100.0
	Female	%	91.6	100.0	100.0
Employees working 12+ months after parental leave	Male	Persons	3	1	5
	Female	Persons	16	1	14
	Total	Persons	19	2	19

1) Data for 2023 and 2024 were revised due to changes in internal calculation standards

2) Workers with a child within one year of birth in the relevant year

3) Workers who took parental leave within one year after childbirth in the relevant year

4) Ratio of employees who returned to work to those eligible to return from parental leave in the relevant year

ESG Data

Safety and Health

Scope of the safety and health management system		Unit	2023	2024	2025
Subject to safety and health management regulations	Number of employees	Persons	3,307	3,467	3,394
	Number of in-house suppliers employees ¹⁾	Persons	316	328	382

1) Workers covered by industrial accident insurance at suppliers of OTOKI's four factories

Industrial accidents ¹⁾		Unit	2023	2024	2025
Employees	Accident rate	%	0.08	0.11	0.15
	Number of serious accidents	Cases	0	0	0
	Total number of fatalities	Persons	0	0	0
Suppliers ²⁾	Total number of accidents ³⁾	Cases	5	10	7
	Number of serious accidents	Cases	0	0	0
	Total number of fatalities	Persons	0	0	0

1) Based on data from the Korea Occupational Safety and Health Agency

2) Sales subcontractors and manufacturing subcontractors by factory

3) Data for 2024 was revised due to changes in internal control standards

Inspections of safety environment		Unit	2023	2024	2025
Number of regular inspections for safety environment		Times	298	316	328
Number of improvements in safety environment		Cases	556	508	900

Consumer Centered Management

Status of VOC reception and handling	2023			2024			2025 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	20,149	20,032	99.4	26,349	26,256	99.7	27,010	26,957	99.8
Inquiry	5,463	5,457	99.9	5,239	5,237	100.0	5,221	5,220	100.0
Suggestion	831	831	100.0	868	868	100.0	869	869	100.0
Others	6,341	6,340	100.0	7,100	7,100	100.0	7,193	7,174	99.7
Compliment	77	77	100.0	78	78	100.0	108	108	100.0
Total	32,861	32,737	99.6	39,634	39,539	99.8	40,401	40,328	99.8

1) In 2025, no cases of personal information leakage were reported through the Voice of the Customer channel.

Food Safety Certification

GFSI-certified products ¹⁾		Unit	2023	2024	2025
Purchase amount		KRW million	89,084	83,377	93,398
Revenue		KRW million	135,071	138,690	142,602

1) Sales of imported products from overseas manufacturers operating food safety systems such as FSSC 22000, BRCGS, SQF and IFS recognized by the Global Food Safety Initiative(GFSI)

ESG Data

Food Quality

Product recall ¹⁾	Unit	2023	2024	2025
Number of product recalls	Cases	1	0	0
Number of products recalled	Products	1,630	0	0

1) Limited to legal sanctions such as administrative orders under relevant laws; voluntary measures are excluded

Quality inspection	Unit	2023	2024	2025
Regular inspection ¹⁾	Times	131	160	171
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 x 12 times (per month) = 348 cases].

Capacity building activity	Unit	2023	2024	2025	Item
Global proficiency testing ¹⁾	Times	12	16	15	Preservatives, fatty acids, GMO, inorganic matter, etc.
Analytical technique training/evaluation	Times	24	15	15	Pesticide residue, animal drugs, microorganisms, etc.
Pre-preventive networking sessions	Times	2	-	1	Microorganisms, chemistry
Food Safety Shared Growth Academy	Times	-	1	1	Microorganism management, foreign matter analysis

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

Labeling standard training	Unit	2023	2024	2025
Number of labeling standard training (Number of video distributions)	Times	3(6)	7 ¹⁾	5 ²⁾

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

2) Labeling-related legal training was conducted for researchers, marketers and others (162 people in total).

Fair Trade

Suppliers with fair trade agreements	Unit	2023	2024	2025
Number of suppliers with Fair Trade Agreements	Companies	48	51	53

Fair trade training	Unit	2023	2024	2025
Number of participants who completed training	Persons	393	279	274
Number of trainings	Times	13	10	9

Win-Win Growth

Support program for Win-Win Growth of cooperative SMEs		Unit	2023	2024	2025
Education and training	Quality meeting	Companies	48	50	59
	Quality circle competition	Companies	15	15	14
Financial support	Win-Win Growth Fund(for suppliers)	KRW million	11,270	12,812	12,815
	Win-Win Growth Fund(for agencies)	KRW million	419	514	549
	Total Win-Win Growth Fund raised	KRW million	23,500	24,000	24,500
	Early payment of subcontracting fees for the Lunar New Year and Chuseok	KRW million	21,707	21,160	24,930
Technical support	Suppliers receiving early subcontracting payment for the Lunar New Year and Chuseok	Companies	60	52	104
	Technical analysis support	Cases	2,630	3,234	3,307
	Design supervision support	Cases	91	92	99
Operation support	Management Doctor System	Cases	1	1	1
	Sanitation support	Cases	200	218	243

ESG Data

Supplier Management

Classification		Unit	2023	2024	2025
Total major global suppliers		Companies	510	524	544
Major domestic suppliers ¹⁾		Companies	440	448	463
Raw materials	Transactions of KRW 1 billion or more	Companies	51	51	48
	Transactions of KRW 100 million or more	Companies	88	93	104
	Less than KRW 100 million	Companies	128	126	127
	Total	Companies	267	270	279
Packaging	Transactions of KRW 1 billion or more	Companies	24	23	24
	Transactions of KRW 100 million or more	Companies	32	35	30
	Less than KRW 100 million	Companies	28	25	26
	Total	Companies	84	83	80
Products	Transactions of KRW 1 billion or more	Companies	30	32	39
	Transactions of KRW 100 million or more	Companies	35	36	28
	Less than KRW 100 million	Companies	24	27	37
	Total	Companies	89	95	104
Total	Transaction amount				
	Transactions of KRW 1 billion or more	Companies	105	106	111
	Transactions of KRW 100 million or more	Companies	155	164	162
	Less than KRW 100 million	Companies	180	178	190
Major overseas suppliers			70	76	81
China		Companies	9	10	9
Asia, Oceania		Companies	30	33	33
Americas		Companies	15	15	19
Europe		Companies	16	18	20

1) Excluding domestic affiliates (related parties) on a consolidated basis

Classification		Unit	2023	2024	2025
Total global supplier purchase amount		KRW million	1,007,698	1,017,917	1,087,177
Domestic supplier purchase amount		KRW million	608,644	632,348	637,738
Raw materials		KRW million	258,133	265,357	273,145
Packaging		KRW million	136,795	139,645	134,157
Products		KRW million	213,717	227,346	230,436
Overseas supplier purchase amount		KRW million	399,053	385,570	449,439
China		KRW million	59,326	76,206	70,222
Asia, Oceania		KRW million	181,199	218,603	280,298
Americas		KRW million	136,059	68,753	72,682
Europe		KRW million	22,470	22,008	26,237

ESG Data

Raw Materials Sourcing¹⁾

Classification	Unit	2023	2024	2025	Notes
Total raw materials used	tonnes	363,415	389,536	397,104	Based on usage volume in 2025
Raw materials purchase amount	KRW million	738,286	737,782	732,306	

1) Reporting boundary: OTOKI

Organic Raw Materials Sourcing¹⁾

Classification	Unit	2023	2024	2025	Notes
All eligible materials ²⁾	tonnes	155,057	162,121	159,369	Sunflower oil, soybean oil, white sugar, vinegar, tomato paste
Organic sunflower oil	kg	762	382	0	Based on purchase volume in 2023~2025
Organic soybean oil	kg	10,288	5,715	0	Based on purchase volume in 2023~2025
Organic white sugar	kg	1,000	2,000	2,000	Based on purchase volume in 2023~2025
Organic vinegar	kg	378	720	576	Based on usage volume in 2023~2024 / Based on purchase volume in 2025
Organic tomato paste	kg	6,300	10,500	8,400	Based on purchase volume in 2023~2025
Organic subtotal	kg	18,728	19,317	10,976	
Purchasing ratio ³⁾	%	0.01	0.01	0.01	

1) Reporting boundary: OTOKI

2) Data for 2023 and 2024 were revised due to the discontinuation of organic palm oil

3) Organic subtotal/All eligible materials

Eco-Friendly Raw Materials Sourcing^{1), 2)}

	Classification	Unit	2023	2024	2025
Direct and indirect eco-friendly raw materials sourcing	Total purchase amount	KRW million	69,186	84,088	115,949
	Purchases of eco-certified materials	KRW million	13,905	25,447	25,273
	Purchasing ratio	%	20.1	30.3	21.8
OTOKI	Total palm oil purchase amount	KRW million	56,454	60,331	94,936
	RSPO-certified palm oil purchase amount	KRW million	1,632	1,975	4,632
	Purchasing ratio	%	2.9	3.3	4.9
OTOKI SF ³⁾	Total tuna purchase amount	KRW million	11,993	23,285	20,252
	MSC-certified tuna purchase amount	KRW million	645	174	0
	Purchasing ratio	%	5.4	0.7	0
	Dolphin Safe-certified tuna purchase amount	KRW million	11,993	23,285	20,252
	Purchasing ratio	%	100.0	100.0	100.0
	Total salmon purchase amount	KRW million	739	472	761
	ASC-certified salmon purchase amount	KRW million	280	187	389
	Purchasing ratio	%	37.9	39.6	51.1

1) Reporting boundary: OTOKI, OTOKI SF

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

3) Data for 2023 was revised due to changes in internal control standards

Socially Certified Raw Materials Sourcing¹⁾

	Classification	Unit	2023	2024	2025
Animal welfare	Total egg purchase amount	KRW million	5,125	5,407	6,173
	Animal welfare-certified products purchase amount ²⁾	KRW million	121	87	0
	Purchasing ratio	%	2.4	1.6	0
Antibiotic-free	Antibiotic-free products purchase amount	KRW million	5,004	5,320	6,173
	Purchasing ratio	%	97.6	98.4	100.0

1) Reporting boundary: POONGLIM FOOD

2) Deliveries have been suspended due to an avian influenza outbreak at the animal welfare egg supply farm at the end of 2024

ESG Data

Social Contribution

Employees volunteering	Unit	2023	2024	2025
Engagement time per person ¹⁾	Hours/Person	6.5	4.8	3.0
Engagement rate ²⁾	%	7.3	9.0	26.3

1) Calculated including environmental cleanup activities at each operation from 2025

2) Number of volunteers/Total number of employees

Social contribution expenditure	Unit	2023	2024	2025
Cash donation	KRW million	2,579	650	538
In-kind contributions	KRW million	7,136	6,770	6,850
Total	KRW million	9,715	7,420	7,388

Governance Data

Violation of Regulations

Violation of social regulations ¹⁾	Unit	2023	2024	2025
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	2023	2024	2025
Administrative fines	KRW million	8.13	0	0.48

Ethical Management Education for Employees

Ethical management education for employees	Unit	2023	2024	2025
Employees completing the training(ratio) ¹⁾	Persons(%)	3,300(99.8)	3,467(100.0)	3,394(100.0)
Training hours per person	Hours	0.3	0.4	0.3

1) The completion rate for 2023 was revised due to the application of consistent criteria

Information Security

Information security training	Unit	2023	2024	2025
Education hours of employees' information security training	Hours	1,204	859	1,434
Number of employees involved in information security training	Persons	1,049	1,129	1,170

ESG Data

Creation and Distribution of Economic Value¹⁾

Direct economic value creation	Unit	2023	2024	2025
Revenue	KRW million	2,872,351	2,926,767	2,988,655
Economic value distribution	Unit	2023	2024	2025
Cost of purchasing raw materials and services	KRW million	2,276,933	2,399,085	2,489,898
Executive and employee compensation	KRW million	189,427	208,328	219,727
Dividends and interest	KRW million	54,792	49,585	43,706
Tax(corporate tax)	KRW million	33,528	29,091	28,214
Community investment(donation)	KRW million	9,715	7,420	7,388
Total	KRW million	2,564,395	2,693,509	2,788,933

1) OTOKI separate basis

Research and Development¹⁾

R&D expense	Unit	2023	2024	2025
Total R&D expense	KRW million	18,210	20,041	19,345
R&D expenditure as a percentage of revenue	%	0.63	0.69	0.65

1) OTOKI separate basis

Association Membership

As a corporate citizen, OTOKI supports global sustainability initiatives and participates in various associations to enhance both its own and the industry's ESG capabilities.

Memberships			
The Organization of Consumer Affairs Professionals in Business	Korea Industrial Safety Association	Food Business Export Council	Korea Fair Competition Federation
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 Personnel Improvement Association
Korea Electric Engineers Association	Korean Standards Association	Environmental Preservation Association	Korea Environmental Engineers Association

Contribution and other expenses	Unit	2023	2024	2025
Lobby and interest group	KRW million	0	0	0
Political contribution	KRW million	0	0	0
Relevant association	KRW million	92.7	96.0	89.6

ESG Data

ISO Certification Status

Classification	OTOKI						OTOKI RAMYON	CHOHEUNG	OTOKI SESAME MILLS	SANGMI FOOD	OTOKI SF	OTOKI FROZEN FOODS	POONGLIM PACKAGE & PRINT	OTOKI LOGISTICS SERVICE
	Anyang Factory	Pyeongtaek Team of Anyang Factory	Nonsan Team of Anyang Factory	Daepoong Factory	Samnam Factory	Poseung Factory								
ISO 14001(Environmental Management System)	●	●	●	●	●	●	●	●	●	●	●	●	●	●
ISO 45001(Occupational Health and Safety Management System)	●	●	●	●	●	●	●	●	●	●	●	●	●	●
ISO 9001(Quality Management System)								●	●			●		
ISO 27001(Information Security Management System)	●	●	●	●	●	●								
ISO 27701(Privacy Information Management System)	●	●	●	●	●	●								

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	2000.09~2027.08
	CHOHEUNG	2008.01~2029.01
	OTOKI SESAME MILLS	2003.12~2026.12
	SANGMI FOOD	2008.03~2029.03
	OTOKI SF	2021.07~2027.07
	OTOKI FROZEN FOODS	2009.03~2027.03
	POONGLIM PACKAGE & PRINT	2021.07~2027.07
	OTOKI LOGISTICS SERVICE	2021.06~2027.04
	OTOKI SESAME MILLS	2002.03~2026.12
ISO 9001 (Quality Management System)	OTOKI FROZEN FOODS	2025.04~2028.04
	CHOHEUNG	2005.07~2026.07

Classification		Certification validity period
ISO 45001 (Occupational Health and Safety Management System)	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	2021.06~2027.06
	CHOHEUNG	2021.08~2027.08
	OTOKI SESAME MILLS	2008.12~2026.12
	SANGMI FOOD	2021.04~2027.04
	OTOKI SF	2021.07~2027.07
	OTOKI FROZEN FOODS	2021.09~2027.09
	POONGLIM PACKAGE & PRINT	2021.07~2027.07
	OTOKI LOGISTICS SERVICE	2021.06~2027.04
	OTOKI Domestic Operations	2022.12~2028.12
ISO 27001 (Information Security Management System)	OTOKI Domestic Operations	2022.12~2028.12
ISO 27701 (Privacy Information Management System)	OTOKI Domestic Operations	2022.12~2028.12

ESG Data

Condensed Consolidated Financial Statements(K-IFRS)

Classification	Unit	2023	2024	2025
Current assets	KRW million	1,450,699	1,478,843	1,501,272
Quick assets	KRW million	944,936	979,758	981,377
Inventory assets	KRW million	505,763	493,022	519,871
Other current assets	KRW million	0	6,063	24
Non-current assets	KRW million	2,045,784	2,118,560	2,139,804
Investment assets	KRW million	220,515	221,767	207,436
Tangible assets	KRW million	1,739,137	1,811,185	1,838,598
Intangible assets	KRW million	68,382	64,020	58,718
Other non-current assets	KRW million	17,750	21,588	35,052
Total assets	KRW million	3,496,483	3,597,403	3,641,076
Current liabilities	KRW million	904,874	1,028,844	1,047,645
Non-current liabilities	KRW million	528,068	387,027	390,644
Total liabilities	KRW million	1,432,942	1,415,871	1,438,289
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	7,549	29,073	27,525

Classification	Unit	2023	2024	2025
Retained earnings	KRW million	1,913,374	2,011,201	2,033,133
Equity attributable to owners of the parent entity	KRW million	1,934,531	2,053,882	2,074,266
Non-controlling interests	KRW million	129,010	127,650	128,521
Total equity	KRW million	2,063,541	2,181,532	2,202,787
Total equity and liabilities	KRW million	3,496,483	3,597,403	3,641,076
Revenue	KRW million	3,454,548	3,539,121	3,674,545
Gross profit	KRW million	605,115	603,392	591,642
Operating profit	KRW million	254,894	222,015	177,251
Net income	KRW million	161,681	137,600	72,136
Total comprehensive income	KRW million	148,657	150,480	53,745
Net income attributable to:				
1) Owners of the parent entity	KRW million	160,331	136,698	69,218
2) Non-controlling interests	KRW million	1,350	902	2,918
Comprehensive income attributable to:				
1) Owners of the parent entity	KRW million	147,798	150,071	51,105
2) Non-controlling interests	KRW million	859	409	2,640
Earnings per share	KRW	46,972 ¹⁾	40,048	20,279

1) Recalculation of the weighted average number of common shares outstanding

ESG Data

Tax

Classification	Unit	2023	2024	2025
Korea				
Pre-tax profit	KRW million	205,721	192,345	146,657
Tax amount to be paid(Cash Basis)	KRW million	54,908	46,087	39,315
Tax amount to be paid(Accrual Basis)	KRW million	42,463	41,865	36,057
Legal capital	KRW million	39,539	39,539	39,539
Retained earnings	KRW million	1,909,433	2,006,662	2,057,026
USA¹⁾				
Pre-tax profit	KRW million	16,903	13,650	(29,936)
Tax amount to be paid(Cash Basis)	KRW million	7,354	428	(797)
Tax amount to be paid(Accrual Basis)	KRW million	4,526	605	(7,163)
Legal capital	KRW million	266,906	370,440	379,965
Retained earnings	KRW million	51,119	61,845	5,037
New Zealand²⁾				
Pre-tax profit	KRW million	1,769	876	1,360
Tax amount to be paid(Cash Basis)	KRW million	68	629	198
Tax amount to be paid(Accrual Basis)	KRW million	499	241	384
Legal capital	KRW million	11,915	11,915	11,915
Retained earnings	KRW million	6,581	6,895	7,533

Classification	Unit	2023	2024	2025
Vietnam³⁾				
Pre-tax profit	KRW million	2,520	3,176	2,805
Tax amount to be paid(Cash Basis)	KRW million	368	535	704
Tax amount to be paid(Accrual Basis)	KRW million	379	635	561
Legal capital	KRW million	35,412	35,412	35,412
Retained earnings	KRW million	12,006	14,131	15,850
China⁴⁾				
Pre-tax profit	KRW million	1,176	1,988	2,007
Tax amount to be paid(Cash Basis)	KRW million	3,218	405	631
Tax amount to be paid(Accrual Basis)	KRW million	296	534	510
Legal capital	KRW million	8,053	8,053	8,053
Retained earnings	KRW million	8,695	9,838	10,755

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 Index

• Statement of use: The reporting organization (OTOKI CORP.) has reported the ESG performance and data for the period from January 1, 2025 to December 31, 2025 in accordance with the GRI Standards.
 • GRI 1 used: GRI 1: Foundation 2021
 • Applicable GRI Sector Standard(s): N/A

GRI 2: General Disclosures

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	2-2 Entities included in the organization's sustainability reporting	2, 8	
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	2-21 Annual total compensation ratio	Confidential	Not disclosed externally in accordance with company policy
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GRI Index

Material Topics

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GRI 3: Material Topics 2021	3-3	Management of material topics	18	
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SASB Index

SASB Index

Processed Foods

Topic	Metric	Code	Page	Notes
Energy Management	(1)Total energy consumed, (2)percentage grid electricity, (3)percentage renewable	FB-PF-130a.1	90~93	
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	Number of incidents of non-compliance associated with water quality permits, standards and regulations	FB-PF-140a.2	97	
	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-PF-140a.3	34~36	
	Global Food Safety Initiative(GFSI) audit (1)non-conformance rates and (2)associated corrective action rates for (a)major and (b)minor non-conformances	FB-PF-250a.1	-	
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Health & Nutrition	Revenue from products labelled or marketed to promote health and nutrition attributes	FB-PF-260a.1	60~61	
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	FB-PF-260a.2	49~53	
Product Labelling & Marketing	Percentage of advertising impressions (1)made on children and (2)made on children promoting products that meet dietary guidelines	FB-PF-270a.1	-	
	Revenue from products labelled as (1)containing genetically modified organisms(GMOs) and (2)Non-GMO	FB-PF-270a.2	-	
	Number of incidents of non-compliance with industry or regulatory labelling or marketing codes	FB-PF-270a.3	109	
	Total amount of monetary losses as a result of legal proceedings associated with labelling or marketing practices	FB-PF-270a.4	109	
Packaging Lifecycle Management	(1)Total weight of packaging, (2)percentage made from recycled or renewable materials, (3)percentage that is recyclable, reusable, or compostable	FB-PF-410a.1	101	
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-PF-410a.2	55~58	
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	FB-PF-430a.1	108	
	Suppliers' social and environmental responsibility audit (1)non-conformance rate and (2)associated corrective action rate for (a)major and (b)minor non-conformances	FB-PF-430a.2	43	
Ingredient Sourcing	Percentage of food ingredients sourced from regions with High(40-80%) or Extremely High(>80%) Baseline Water Stress	FB-PF-440a.1	-	
	List of priority food ingredients and discussion of sourcing risks related to environmental and social considerations	FB-PF-440a.2	37~40	
Activity Metrics	(1)Weight of products sold	FB-PF-000.A	Annual Report p.48	
	(2)Number of production facilities	FB-PF-000.B	Annual Report p.49~50	

Independent Assurance Statement

To: The Stakeholders of OTOKI CORP.

Overview

BSI(British Standards Institution) Group Korea(hereinafter referred to as the "Assurer") was requested to verify the OTOKI 2026 Sustainability Report(hereinafter referred to as the "Report"). The Assurer is independent of OTOKI and has no major operational financial interest other than the assurance. This assurance opinion statement is intended to provide information related to the assurance of OTOKI report relating to the environment, social and governance(ESG) to the relevant stakeholders and may not be used for any purpose other than the purpose of publication. This assurance opinion statement was prepared based on the information presented by OTOKI and the assurance was carried out under the assumption that the information and data presented were complete and accurate.

OTOKI is responsible for managing the relevant information contained within the scope of assurance, operating the relevant internal control procedures, and for all information and claims contained in the report. Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to OTOKI only.

The Assurer is responsible for providing OTOKI management with an independent assurance opinion containing professional opinions derived by applying the assurance methodology to the scope specified and providing the information to all stakeholders of OTOKI. The Assurer shall not bear any other responsibility, including legal responsibility, to any third party other than OTOKI in providing the assurance opinion and shall not be liable to any other purpose, purpose or stakeholders related thereto for which the assurance opinion may be used.

Scope

The scope of engagement agreed upon with OTOKI includes the following:

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

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

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

Assurance Level and Type

The assurance levels and types are as follows;

- Moderate level based on AA1000 Assurance Standard v3 and Type2(confirmation to the four principles as described in the AA1000 Accountability Principle 2018 and quality and reliability of specific performance information published in the report.)

Description and Sources of disclosures covered

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

[Universal Standards]

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

[Topic Standards]

101-1~5, 101-8, 201-1~3, 202-1, 203-1, 205-2~3, 206-1, 207-4, 301-1, 301-3, 302-1, 302-3~4, 303-2~5, 305-1~5, 305-7, 306-2~5, 308-2, 401-1, 401-3, 403-1~2, 403-4~6, 403-8~9, 404-1~3, 405-1, 414-2, 416-1~2, 417-1~3, 418-1

Independent Assurance Statement

Methodology

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

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

Limitations and Approach used to mitigate limitations

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

Competency and Independence

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

Opinion Statement

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

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

Conclusions

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

Inclusivity: Stakeholder Engagement and Opinion

OTOKI defined customers, supply chains, shareholders/investors, local communities and employees as Key Stakeholder Groups. In order to collect opinions by each stakeholder group in the context of sustainability, operated the stakeholder engagement process. OTOKI conducted a review of the stakeholder engagement process to reflect on the major issues derived through the stakeholder engagement process in sustainability strategy and goals. OTOKI disclosed the results related to the process in the Report.

Materiality: Identification and reporting of material sustainability topics

OTOKI implemented its own materiality assessment process in consideration of the major business and operational characteristics to derive important reporting issues related to sustainability. In the materiality assessment, OTOKI conducted the analysis of global sustainability disclosure and evaluation standards, and conducted the IRO(Impact, Risk, Opportunity) analysis to derive the impact and financial materiality. OTOKI derived 6 material topics through the process, and disclosed GRI topic standards disclosures related to material topics in the Report.

Independent Assurance Statement

Responsiveness: Responding to material sustainability topics and related impacts

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

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

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

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

Among the GRI Topic Standards, the following disclosures related economic, social and environmental were carried out in an assurance Type2 based on the information and data provided by the reporting organization. In order to verify the reliability and accuracy of the data and information, internal control procedures related to data processing, processing, and management were verified through interviews with the responsible department, and accuracy was verified through sampling. Errors and intentional distortions in sustainability performance information included in the report were not found through assurance processes. The reporting organization manages the sustainability performance information through reliable internal control procedures and can track the process of deriving the source of the performance. Errors and unclear expressions found during the assurance process were corrected during the assurance process and prior to the publication of the report, and the Assurer confirmed the final published report with the errors and expressions corrected.

- GRI Topic Standards: 101-1~5, 101-8, 201-2, 202-1, 203-1, 205-2~3, 301-1, 301-3, 302-1, 302-3~4, 303-3~5, 305-1~5, 305-7, 306-3~5, 308-2, 401-1, 401-3, 403-1~2, 403-4~6, 403-8~9, 404-1, 404-3, 405-1, 414-2, 416-1

Recommendations and Opportunity for improvement

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

- OTOKI discloses major sustainability impact and performance indicators, including its subsidiaries subject to consolidation. It may be effective to specify a system for sustainability performance indicators, taking into account the characteristics of major industries and businesses of OTOKI and its subsidiaries subject to consolidation.

GRI-reporting

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

Issue Date: 16/06/2026

For and on behalf of BSI(British Standards Institution):

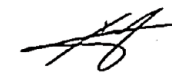
BSI representative



Jungwoo Lee
Lead Assurer, LCSAP
Sustainability Framework and KPIs related to
Governance and Economy



Yeonwoo Jo
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Sustainability KPIs related to
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Hold Statement Number: SRA 843457



AA1000
Licensed Report
000-4/V3-NYV50

GHG Verification Statement

GHG Verification Statement

MPC-25-059

GHG Emission Verification Opinion

OTOKI CORPORATION

Verification Scope

Korean Standards Association has conducted verification for GHG emissions based on GHG report provided by OTOKI CORPORATION 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. 2025-64 provided by Ministry of Environment, Republic of Korea)
- Verification Guidelines for the Operation of the Greenhouse Gas Emission Trading System (No. 2025-165 provided by Ministry of Environment, Republic of Korea)
- For matters not specified in other guidelines, refer to KS I ISO 14064-1: 2018 and KS I ISO 14064-3: 2019

Level of Assurance

OTOKI CORPORATION'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.

2025 GHG Emissions(Scope1, Scope2)

(Unit : tCO₂e)

Year	Scope 1	Scope 2	Total
2025	40,886,421	47,093,509	87,975

* This emission is based on the March 2026 abd the final emission value is subject to change.

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

May 6, 2026



KOREAN STANDARDS ASSOCIATION

KSA-MOF-644(Rev.0;24.02.14)



INDEPENDENT VERIFICATION OPINION

OTOKI CO., LTD.

Introduction

DNV Business Assurance Korea Ltd. ("DNV") was commissioned by OTOKI CO., LTD. and its subsidiaries ("Company") to perform a 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 co-responsibility for any decisions a 3rd party may make based on 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 : OTOKI CO., LTD. and its Subsidiaries (OTOKI RAMYON CO., LTD., Choheung Corporation)'s domestic business sites
- Reporting Boundary : Scope 3 (Other indirect emissions - Category 1, 2, 3, 4, 5, 6, 7, 9, 12)
- Reporting Period : 2025.01.01 ~ 2025.12.31

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 conducted the verification to obtain all necessary information and explanations, ensuring sufficient evidence to support a verification opinion at a 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 CO., LTD.	1,075,888	28,239	1,104,127
OTOKI RAMYON CO., LTD.	397,174	8,977	406,151
Choheung Corporation	442,493	1,199	443,692

* The above greenhouse gas emissions may differ by less than ± 1 tCO₂e due to rounding for reporting as whole numbers.

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



2026. 5. 27
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, Jongno-gu, Seoul, Rep. of Korea

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OTOKI
Inspiring the world
with better foods

2026 Sustainability Report