





GAMASOT

國新

ABOUT THIS REPORT

INTERACTIVE PDF

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

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ADDITIONAL INFORMATION



Dong-A Socio Holdings Website



Dong-A Socio Group Jeong-Do Management Website



With Dong-A Website

This report is the sixth Integrated Report published by the Dong-A Socio Group since the first edition in 2020. Dong-A Socio Group publishes this report annually to transparently disclose its efforts toward sustainable growth, the creation of social value, and both financial and non-financial performance to a wide range of stakeholders.

Reporting Standards

The Dong-A Socio Group 2024 Integrated Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, the internationally recognized framework for sustainability reporting. To reflect industry-specific material issues, the report also takes into consideration the Sustainability Accounting Standards Board (SASB) disclosure standards for the Biotechnology & Pharmaceuticals, Road Transportation, and Non-Alcoholic Beverages sectors. In addition, it incorporates the principles of major global sustainability initiatives, including the Ten Principles of the United Nations Global Compact (UNGC) and the United Nations Sustainable Development Goals (UN SDGs).

Reporting Scope & Boundary

In this report, the term “Dong-A Socio Group” refers to the major domestic subsidiaries of Dong-A Socio Holdings Co., Ltd. that are subject to consolidated financial reporting under Korean International Financial Reporting Standards (K-IFRS), as well as 12 key affiliated companies in Korea that are actively engaged in business operations in connection with Dong-A Socio Holdings. Where the reporting scope varies by performance indicator, specific details are clearly noted. For activities conducted by individual group companies, the name of the respective company is specified. Unless otherwise stated, information related to overseas branches, sub-subsidiaries, and investment companies is excluded from this report.

The geographic scope of this report is limited to the Republic of Korea, where over 99% of Dong-A Socio Group's revenue is generated. The reporting period covers the timeframe from January 1, 2024 to December 31, 2024. To ensure the timeliness of the information, certain performance data includes updates through April 2025. In addition, quantitative data covering the three-year period from 2022 to 2024 is disclosed in the Sustainability Factbook to help identify trends over time.

Third Party Assurance & Disclaimer

The financial information disclosed in this report is based on data that has been audited by an independent accounting firm. To ensure the credibility of the non-financial information, Dong-A Socio Group commissioned a third-party assurance by DNV Business Assurance Korea, conducted in accordance with AA1000 Assurance Standard (AA1000AS v3), Type 2. Details on the assurance criteria, verifier's opinions, and findings are provided in the Sustainability Factbook section of this report.

This report also contains forward-looking statements related to the financial condition, operations, business performance, plans, and goals of Dong-A Socio Holdings and its affiliated companies. Despite the third-party assurance, actual future results may differ from those stated or implied in these forward-looking statements.



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

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LETTER TO STAKEHOLDERS

CSO MESSAGE



Dear Valued Stakeholders,
We sincerely thank you for your continued interest and unwavering support for Dong-A Socio Group's commitment to Jeong-Do Management(Social Responsibility Management)

Today, companies are expected to go beyond generating economic value—they are also entrusted with the important responsibility of creating social value. To build a sustainable future, businesses must take the lead in addressing the challenges facing society by leveraging their technologies and capabilities. At Dong-A Socio Group, we are fully committed to fulfilling our core mission of “advancing human health and well-being,” and through this, we aim to create a virtuous cycle of sustainable coexistence.

Today, the global economy faces growing uncertainty, with a range of social challenges—including climate change, declining birth rates, population aging, and the depopulation of local communities—posing significant obstacles to corporate sustainability. Despite these challenges, Dong-A Socio Group places sustainable management at the core of its priorities. We continue to plan and execute new business initiatives each year as part of our commitment to Jeong-Do Management(Social Responsibility Management) and to prepare for the future.

As companies exist within society, true corporate sustainability is only possible when society itself is sustainable. Dong-A Socio Group will continue striving to create social value and work hand in hand with our stakeholders to shape a sustainable future.

By combining our core business capabilities in new drug development, biotechnological innovation, and eco-friendly management, we aim to provide integrated solutions that address the needs of society. Furthermore, we will actively engage in a wide range of initiatives to support community development and environmental protection, taking the lead in fulfilling our social responsibilities.

Grounded in continuous innovation and responsible management, Dong-A Socio Group will remain steadfast in its journey toward a sustainable future. We are committed to driving positive change for a better world through close collaboration with our customers, local communities, and stakeholders. We kindly ask for your continued interest and support in our sustainability efforts as we strive to build a healthier and happier world for all.

Thank you.

Chief Sustainability Officer (CSO),
Dong-A Socio Group
Jung-Seok Kang

Dong-A Socio Group is engaged in a wide range of businesses aimed at enhancing human health and well-being, including new drug development and biotechnological innovation. As a company committed to creating sustainable and enduring value, we will continue to do our utmost to build a better future for all.

LETTER TO STAKEHOLDERS

CEO MESSAGE



Dong-A Socio Group will continue to pursue relentless innovation and strengthen future competitiveness to achieve sustainable growth together with our stakeholders, based on our founding spirit, the “GAMASOT Spirit”, symbolizing patience, resilience, and dedication.



Dear Valued Stakeholders,

We extend our deepest gratitude for the trust and support you have shown to Dong-A Socio Group.

At Dong-A Socio Group, we place the health of humanity and the planet at the core of our values as we continue our important journey toward a sustainable future and our centennial milestone. As a company that practices Jeong-Do Management Jeong-Do Management(Social responsibility management), we fulfill our social responsibilities through a strong commitment to human rights management, compliance management, environmental management, Customer-Centered management, and corporate social responsibility (CSR). Through these efforts, we aim to grow into a globally trusted organization and a company that leads with integrity.

In 2024, Dong-A Socio Group implemented a variety of key initiatives to implement and advance its commitment to social responsibility.

First, in the area of human rights management, we published our first-ever “Happiness Management Report,” highlighting our achievements in 2023. This initiative reflects our ongoing efforts to create a workplace where all employees can respect one another’s rights, care for each other, and work happily. Looking ahead to 2025, we plan to expand employment opportunities for persons with disabilities and foster an inclusive organizational culture grounded in diversity, equity, and inclusion (DEI)—creating even greater social value.

To align with global ESG disclosure standards and ratings, we participated in the EcoVadis assessment in 2024. As a result, Dong-A Socio Holdings received a Silver rating, Dong-A ST earned the Committed badge, ST Pharm’s Banwol Plant achieved a Gold rating, and Yongma Logis was awarded Bronze. These achievements reflect the active efforts of each affiliate to practice responsible ESG management, and we will continue striving toward a more sustainable future.

Starting in 2025, Dong-A Socio Group plans to adopt the ISSB (International Sustainability Standards Board) reporting framework in its group-wide integrated report. This will enhance the international credibility of our disclosures and strengthen our response to ESG-related regulatory requirements and risk management. Through ESG disclosures aligned with global standards, we aim to more effectively communicate our sustainability management strategy to stakeholders worldwide.

Furthermore, we are continuously strengthening transparent governance. In 2024, ST Pharm established an Audit Committee, and the Group achieved its shareholder-return policy targets, underscoring our commitment to responsible

management. Thanks to these efforts, Dong-A Socio Holdings received the highest “A+” rating in the Governance category from the Korea Institute of Corporate Governance and Sustainability (KCGS).

However, we will not remain complacent. Instead, we are committed to further enhancing the credibility and transparency of our sustainability data, with the goal of becoming a more trusted company among global investors.

In terms of environmental management, we have established a structured foundation for carbon management by measuring our Scope 1, 2, and 3 greenhouse gas (GHG) emissions and setting corresponding reduction targets. Starting in 2025, we plan to strengthen corporate credibility and transparency in sustainability by utilizing the Environmental Information Disclosure System to systematically manage and disclose our environmental data to the public.

In addition, we actively promoted corporate social responsibility (CSR) through various community engagement initiatives. One example is the Love Sharing Bazaar, which was planned and operated in collaboration with local institutions to advance shared social goals and demonstrate our commitment to CSR. In 2025, we plan to expand our donation of medicines and medical support, aiming to improve health outcomes for residents in underserved areas. Through these efforts, we will further strengthen our credibility as a globally responsible company.

Looking ahead, Dong-A Socio Group firmly believes that its ongoing efforts and achievements in sustainable management will, over the medium to long term, lead to new business opportunities and become a source of competitive advantage. We will continue to pursue this path with authenticity and determination. Guided by our founding “GAMASOT Spirit,” we will drive continuous innovation and strengthen future competitiveness to achieve sustainable growth together with our stakeholders. We sincerely ask for your continued encouragement and support as we move forward as a company that fully embraces its social responsibilities.

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

Our Materiality

Double Materiality Assessment

Material Assessment Overview

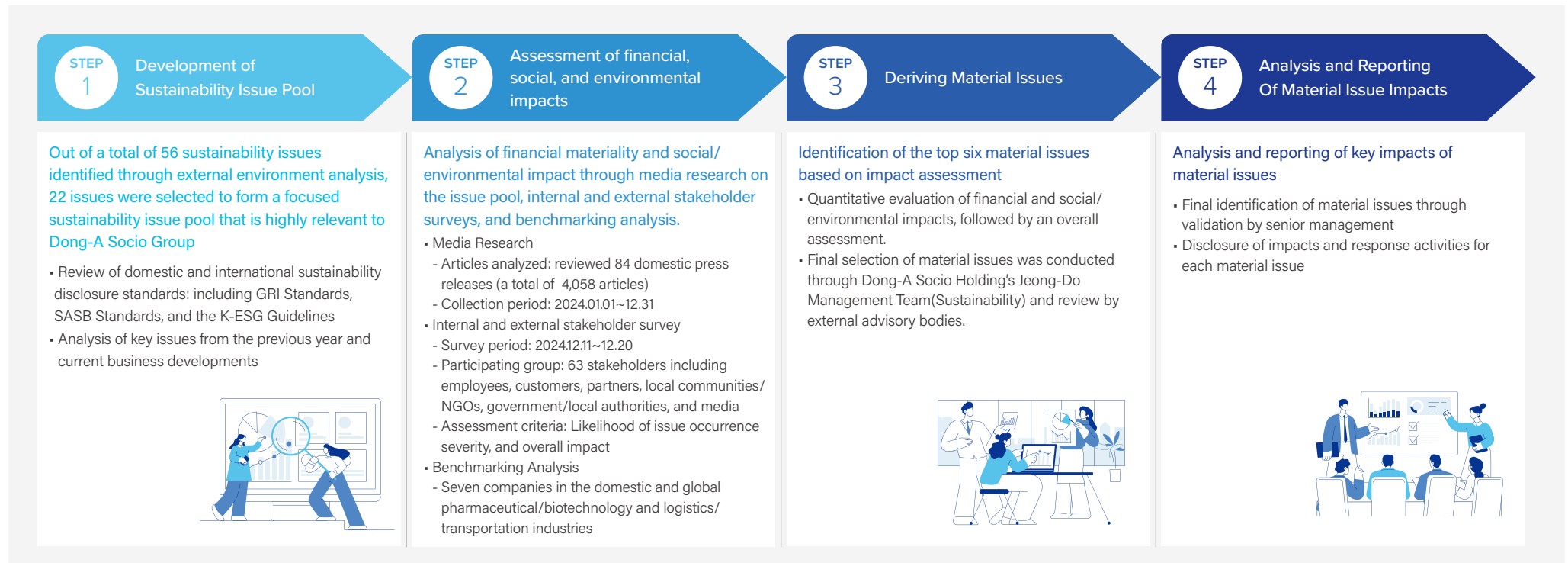
Dong-A Socio Group conducts a materiality assessment every year to identify stakeholder demands in relation to sustainability and to identify issues that should be managed with focus and reported at the Group level.

The materiality assessment is conducted in accordance with the concept of double materiality, as required by the Global Reporting Initiative (GRI Standards 2021) and the European Sustainability Reporting Standards (ESRS). This approach allows us to identify and analyze key issues by considering both the financial impacts on the company and the company's environmental and social impacts—ensuring a balanced and comprehensive view of sustainability priorities.

Dong-A Socio Group selected four major affiliates, including Dong-A Socio Holdings, as the subjects of its materiality assessment. Through this process, we identified six key material issues, analyzed their primary impacts, and explored appropriate response measures.

Notably, in 2024, we expanded the scope of the assessment beyond the pharmaceutical and biotechnology sectors to also include the logistics and transportation sectors, enabling a more comprehensive and multidimensional review of sustainability-related issues.

Material Assessment Process



Our Materiality

Material Assessment Results

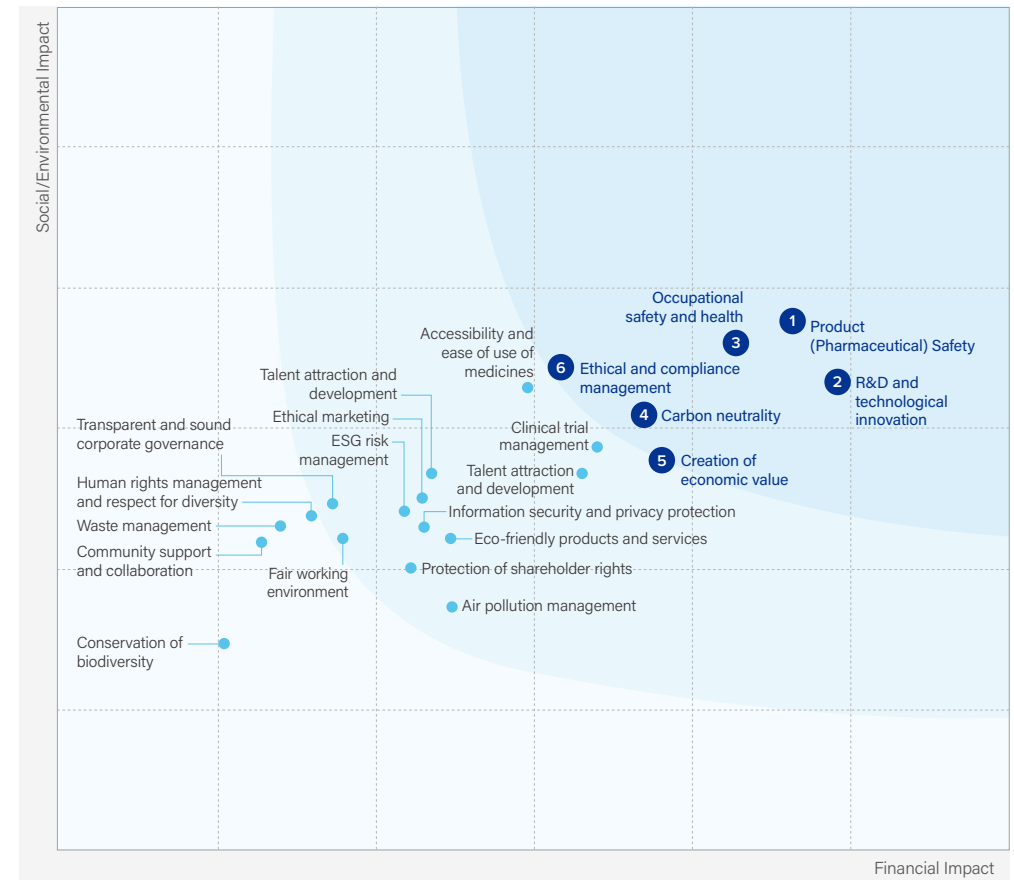
Based on the double materiality assessment of 22 sustainability issues, six material topics were ultimately identified. Key issues such as product (pharmaceutical) safety, research and development (R&D) and technological innovation, and occupational safety and health management were deemed to have a significant impact on both Dong-A Socio Group's business operations and its social responsibilities.

Material Issues of Dong-A Socio Group

No.	Category	Material Issue	GRI Index	Page	Year-over-Year Changes in Issue Rankings
1	Social	Product (Pharmaceutical) Safety	416-1, 2	97~100	Maintained
2	Economic	R&D and technological innovation	Organization-specific indicator R&D investment	138, 142, 146, 150, 158, 162, 178	Maintained
3	Social	Occupational safety and health management	403-1~10	65~72, 118, 130, 136, 140, 144, 148, 152, 156, 160, 164, 168, 172, 176	Newly introduced
4	Environmental	Carbon neutrality	305-1~5	80, 84, 85, 118, 130, 136, 140, 144, 148, 152, 156, 160, 164, 168, 172, 176	Newly introduced
5	Economic	Creation of economic value*	Organization-Specific Indicators: Revenue, Operating Profit	117, 135, 139, 143, 147, 151, 155, 159, 163, 167, 171, 175	2 steps ↓
6	Governance	Ethical and compliance management	205-1~3, 206-1	87~91	1 step ↓

* Issue Name Change Compared to the Previous Year: 'Sustainable Business' → 'Creation of Economic Value'

Dong-A Socio Group conducted an impact assessment for each material issue, evaluating its significance across major business divisions. The corresponding strategies and response activities for each issue are elaborated in the relevant sections of this report.



Our Materiality

Level of Issue Impact by Group Affiliate

Dong-A Socio Group analyzed the financial and social/environmental impacts of a total of 22 sustainability issues, and has incorporated the results into each affiliate's Jeong-Do Management(Social Responsibility Management) strategy. Through this approach, each group company aims to effectively manage risks, maximize opportunities, and ultimately drive improved business performance.

				● High Impact ◐ Upper-Medium Impact ◎ Medium Impact ○ Low Impact			
Category	Issue Pool	Financial Impact	Environmental/Social Impact	Dong-A Socio Group	Dong-A Pharmaceutical	STgen Bio	Yongma Logis
Economic/ Governance	ESG risk management	<div><div></div><div></div></div>	<div><div></div><div></div></div>	●	◐	◎	◐
	Transparent and sound corporate governance	<div><div></div></div>	<div><div></div><div></div></div>	●	◎	◎	◎
	Protection of shareholder rights	<div><div></div><div></div></div>	<div><div></div></div>	◎	○	◎	◎
	Creation of economic value	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div></div>	◎	◐	◐	◐
	R&D and technological innovation	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	◎	●	●	○
	Ethical and compliance management	<div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	●	●	●	●
Environmental	Conservation of biodiversity	<div><div></div></div>	<div><div></div></div>	○	○	○	◎
	Carbon neutrality	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div></div>	●	●	●	●
	Air pollution management	<div><div></div><div></div><div></div></div>	<div><div></div></div>	○	○	○	●
	Waste management	<div><div></div></div>	<div><div></div><div></div></div>	○	○	○	◐
	Eco-friendly products and services	<div><div></div><div></div></div>	<div><div></div><div></div></div>	○	◎	◐	●
Social	Talent attraction and development	<div><div></div><div></div></div>	<div><div></div><div></div><div></div></div>	◐	◎	◐	◐
	Fair working environment	<div><div></div></div>	<div><div></div></div>	◎	◎	○	◐
	Occupational safety and health management	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	◐	●	◐	●
	Human rights management and respect for diversity	<div><div></div></div>	<div><div></div><div></div></div>	◐	◐	◐	◐
	Community support and collaboration	<div><div></div></div>	<div><div></div></div>	◐	◎	◎	◎
	Sustainable supply chain management	<div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div></div>	◎	◐	◐	◎
	Product (pharmaceutical) safety	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	●	●	●	○
	Ethical marketing	<div><div></div><div></div></div>	<div><div></div><div></div><div></div></div>	◎	◎	◎	○
	Accessibility and ease of use of medicines	<div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	◐	◐	●	○
	Clinical trial management	<div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div></div>	○	◎	◎	○
	Information security and privacy protection	<div><div></div><div></div></div>	<div><div></div></div>	○	○	○	◎


Our Materiality

Material Issues of Social Responsibility Management


Impact Analysis and Response Direction by Issue

Based on its materiality assessment, Dong-A Socio Group has identified six key material issues and analyzed their impacts from both financial and social/environmental perspectives to establish effective response strategies. For each material issue, we evaluate positive and negative impacts, as well as related risks and opportunities, and implement targeted response activities accordingly. Dong-A Socio Group is committed to minimizing risks and promoting sustainable growth by ensuring compliance with legal and regulatory requirements, strengthening ESG management, engaging in transparent communication with stakeholders, and pursuing continuous improvement initiatives.

Material Issue	<div>Social</div> <div>1. Product (Pharmaceutical) Safety</div> 										
Major Impact	<ul style="list-style-type: none"> In the event of a product (pharmaceutical) safety issue, the company may incur costs related to product recalls, legal proceedings, and regulatory fines, which can have a significant impact on financial stability. If a product safety issue negatively affects patients or consumers, it may lead to public controversy and criticism, resulting in significant reputational and social impact. 	<div>Characteristics of Impact</div> <table> <tr> <th>Attributes</th><th>Time</th><th>Type</th></tr> <tr> <td>Negative</td><td>Substantive</td><td>Risk</td></tr> <tr> <td>Negative</td><td>Substantive</td><td>Risk</td></tr> </table>	Attributes	Time	Type	Negative	Substantive	Risk	Negative	Substantive	Risk
Attributes	Time	Type									
Negative	Substantive	Risk									
Negative	Substantive	Risk									
Response Activities & Strategies	<ul style="list-style-type: none"> Pharmaceutical and biotech affiliates, including Dong-A ST and Dong-A Pharmaceutical, ensure drug safety and quality by complying with Good Manufacturing Practices (GMP), obtaining cGMP certifications, and operating quality management systems aligned with international standards. Through continuous quality control and monitoring, the group strengthens consumer trust and enhances brand value. A preventive approach through research and development is applied to further improve the safety and reliability of pharmaceutical products. <div> <div>3 GOOD HEALTH AND WELL-BEING</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> </div>										


Material Issue	<div>Economic</div> <div>2. R&D and technological innovation</div> 										
Major Impact	<ul style="list-style-type: none"> Research and development (R&D) and technological innovation contribute to strengthening product competitiveness and creating new market opportunities. Research and development (R&D) can be resource- and time-intensive, potentially leading to financial losses if outcomes do not meet expectations. 	<div>Characteristics of Impact</div> <table> <tr> <th>Attributes</th><th>Time</th><th>Type</th></tr> <tr> <td>Positive</td><td>Substantive</td><td>Opportunity</td></tr> <tr> <td>Negative</td><td>Potential</td><td>Risk</td></tr> </table>	Attributes	Time	Type	Positive	Substantive	Opportunity	Negative	Potential	Risk
Attributes	Time	Type									
Positive	Substantive	Opportunity									
Negative	Potential	Risk									
Response Activities & Strategies	<ul style="list-style-type: none"> Biopharmaceutical affiliates such as Dong-A ST and Dong-A Pharmaceutical secure competitive advantage and create new market opportunities through continuous investment in R&D and technological innovation, leading to the development of new products and services. During the R&D process, the group carefully plans investment priorities and resource allocation, and has established a stage-by-stage review and monitoring system to minimize the risk of failure. <div> <div>3 GOOD HEALTH AND WELL-BEING</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>9 INDUSTRY INNOVATION AND INFRASTRUCTURE</div> </div>										




Our Materiality

Material Issue	<div>Social</div> <div>3. Occupational safety and health management</div> <div></div>											
Major Impact	<ul style="list-style-type: none">In the event of a safety incident, the company may face legal liabilities, medical and recovery costs, and reduced productivity, all of which can have a negative impact on corporate reputation. <ul style="list-style-type: none">Enhancing occupational safety and health management systems ensures the safety of workers and contributes to improved employee productivity.	<div>Characteristics of Impact</div> <table><tr><th>Attributes</th><th>Time</th><th>Type</th></tr><tr><td>Negative</td><td>Substantive</td><td>Risk</td></tr><tr><td>Positive</td><td>Substantive</td><td>Opportunity</td></tr></table>		Attributes	Time	Type	Negative	Substantive	Risk	Positive	Substantive	Opportunity
Attributes	Time	Type										
Negative	Substantive	Risk										
Positive	Substantive	Opportunity										
Response Activities & Strategies	<ul style="list-style-type: none">Dong-A ST, Dong-A Pharmaceutical, STgen Bio, and Yongma Logis have acquired ISO 45001 certification for their Safety and Health Management System, and are committed to continuous improvement.Each workplace operates a dedicated safety management team and conducts regular safety inspections and preventive activities.Specialized safety management practices are in place for laboratories and departments handling hazardous materials.Potential hazards and risk factors within the workplace are regularly identified and addressed through corrective actions.Emergency drills are conducted based on different types of incidents, along with the implementation of recurrence prevention measures.											

3


GOOD HEALTH AND WELL-BEING




Material Issue	Environmental								
	4. Carbon neutrality								
Major Impact	<ul style="list-style-type: none">Investments in eco-friendly equipment and process improvements for carbon neutrality, along with the use of sustainable raw materials and components, incur additional costs, which can pose a short-term financial burden on the company.	<div>Characteristics of Impact</div> <table><tr><td>Attributes</td><td>Time</td><td>Type</td></tr><tr><td>Negative</td><td>Substantive</td><td>Risk</td></tr></table>		Attributes	Time	Type	Negative	Substantive	Risk
	Attributes	Time	Type						
Negative	Substantive	Risk							
	<ul style="list-style-type: none">Efforts toward carbon neutrality contribute to strengthening the company's brand image and social responsibility, while simultaneously reducing negative environmental impacts and expanding opportunities in the green business sector.	<table><tr><td>Positive</td><td>Substantive</td><td>Opportunity</td></tr></table>		Positive	Substantive	Opportunity			
Positive	Substantive	Opportunity							
Response Activities & Strategies	<ul style="list-style-type: none">Dong-A Socio Group is actively promoting strategic investments and technological innovation aimed at achieving carbon neutrality.We are also implementing energy-efficient technologies and policies to reduce costs and improve operational efficiency.In addition, we are communicating our carbon neutrality efforts and achievements to consumers and the market, while running campaigns to encourage sustainable consumption.Furthermore, Dong-A Socio Holdings, Dong-A Pharmaceutical, Dong-A Otsuka, and Soo Seok have begun transitioning to renewable energy through the installation of solar power generation systems.								
	<div><div></div><div></div><div></div></div>								




Our Materiality

Material Issue	<div>Economic</div> <h2>5. Creation of economic value</h2> 										
Major Impact	<ul style="list-style-type: none">The creation of economic value enhances shareholder value, strengthens investor confidence, and provides opportunities for positive recognition in the capital market. <ul style="list-style-type: none">Corporate growth has a positive impact on the local economy and society, contributing to job creation, increased tax revenue, and the development of local communities.	<div>Characteristics of Impact</div> <table><tr><th>Attributes</th><th>Time</th><th>Type</th></tr><tr><td>Positive</td><td>Substantive</td><td>Opportunity</td></tr><tr><td>Positive</td><td>Substantive</td><td>Opportunity</td></tr></table>	Attributes	Time	Type	Positive	Substantive	Opportunity	Positive	Substantive	Opportunity
Attributes	Time	Type									
Positive	Substantive	Opportunity									
Positive	Substantive	Opportunity									
Response Activities & Strategies	<ul style="list-style-type: none">We minimize risks in business expansion and investment through thorough market analysis and risk assessment.By implementing sustainable management strategies, we strengthen our competitiveness in the global market.In addition, we promote mutual benefit through collaboration with local communities, while creating employment opportunities as our business grows.										



8 DECENT WORK AND ECONOMIC GROWTH



16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Material Issue	<div>Governance</div> <div>6. Ethical and compliance management</div> <div></div>								
Major Impact	<ul style="list-style-type: none">By practicing ethical and compliant management, the company minimizes legal risks and avoids unnecessary financial costs such as regulatory fines and litigation expenses.	<div>Characteristics of Impact</div> <table><tr><td>Attributes</td><td>Time</td><td>Type</td></tr><tr><td>Positive</td><td>Substantive</td><td>Opportunity</td></tr></table>		Attributes	Time	Type	Positive	Substantive	Opportunity
Attributes	Time	Type							
Positive	Substantive	Opportunity							
	<ul style="list-style-type: none">In the event of ethical or legal violations, the company may suffer a loss of public trust and damage to its reputation, ultimately leading to a decline in market competitiveness.	<table><tr><td>Negative</td><td>Substantive</td><td>Risk</td></tr></table>		Negative	Substantive	Risk			
Negative	Substantive	Risk							
Response Activities & Strategies	<ul style="list-style-type: none">Dong-A Socio Holdings has acquired ISO 37301 certification for its compliance management system, enabling the company to systematically manage legal requirements and strengthen ethical management, thereby minimizing legal risks.Dong-A ST, Dong-A Pharmaceutical, and STgen Bio have obtained ISO 37001 certification for their anti-bribery management systems, reinforcing corruption prevention and anti-bribery efforts. These actions demonstrate their commitment to ethical responsibility and contribute to transparent corporate governance.								

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PEACE, JUSTICE AND STRONG INSTITUTIONS

2024 HIGHLIGHTS

GAMASOT

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

GUIDING PRINCIPLE

Dong-A Socio Group practices its unique management philosophy, Jeong-Do Management (Social responsibility management) which is rooted in the Group's founding spirit and reinforces its commitment to sustainable and socially responsible management. Unlike the commonly used Korean character for "right" (正), Jeong-Do Management redefines the term using the character for "cauldron" (鼎), a symbol of the Group's founding values. It represents more than ethical management serving as a core principle for achieving sound growth and fulfilling social responsibilities. Dong-A Socio Group promotes authentic and systematic corporate social responsibility practices based on ISO 26000, the international standard for social responsibility. In 2024, the Group institutionalized an ESG review process within the investment review committee of the holding company, integrating an ESG checklist for investment decisions. Furthermore, the Group has established a comprehensive supply chain management process across all affiliates, accelerating efforts to enhance ESG capabilities throughout its value chain.



Dong-A Socio Group's approach to Jeong-Do Management (Social Responsibility Management) is rooted in its founding spirit, the "GAMASOT" philosophy, with a strong focus on systematizing its existing initiatives and performance. As the importance of environmental management continues to rise in response to global market demands, the potential for ESG performance to be reflected in financial statements is gaining increased attention. To effectively manage and mitigate ESG-related risks, active engagement and leadership from senior management are essential. Dong-A Socio Group is planning to digitalize the management of its social responsibility indicators to enhance monitoring and governance. In addition, the Group recognizes the need to promote ESG management throughout its supply chain and to systematically manage its partners. Moving forward, Dong-A Socio Group will strengthen efforts to build a sustainable supply chain, including expanded training and support for key suppliers. These initiatives will form a critical foundation for enhancing trust and competitiveness in the global market.

Se-Won Kwon

ESG Committee Chairperson of
Dong-A Socio Holdings
Professor, School of Business,
Ewha Womans University
Ph.D. in Accounting, Seoul
National University



ALWAYS RESPECT HUMAN RIGHT

Dong-A Socio Group is committed to respecting and protecting human rights by proactively identifying potential risks related to human rights and labor practices across its business operations and taking preventive and mitigating actions. The Group practices systematic human rights management based on its Human Rights Charter and regularly reviews key human rights issues and performance through the Social Responsibility Council, which is composed of top management. In cases of human rights violations, the Group applies a “zero tolerance” policy and ensures a fair and prompt response based on objective facts. To support this, it operates internal reporting channels and Grievance management system. In addition, regular human rights training is provided to all employees.



MORE & BETTER LABOUR PRACTICES

Dong-A Socio Group is strengthening its effective response to issues such as worker safety and health, diversity and inclusion, and non-discrimination. Based on the results of the Human Rights Impact Assessment, the Group continues to implement ongoing improvements. In 2024, efforts to promote diversity and inclusion included analyzing the underlying causes of low employment rates for persons with disabilities and hosting workshops to explore ways to expand employment opportunities.

To improve organizational culture and strengthen intergenerational communication, the Group launched the Young Leaders Forum in 2024, with 31 senior and mid-level employees from 13 affiliates participating. The forum generated ideas for improving work practices and corporate culture from the perspective of young leaders. In addition, from March to May, the Group held the Dong-A Communication Weeks, during which members took part in communication style assessments and surveys. The results were shared across the organization to help foster more active internal communication.





ACT GREEN



Dong-A Socio Group has established a structured approach to addressing key environmental issues such as climate change and air pollution by implementing an Environmental Management System (ISO 14001). The Group continues to raise environmental awareness among employees and actively promotes sustainable practices.

Through the ESG Committee, policies and targets related to greenhouse gas emissions, energy, water usage, chemicals, waste, and biodiversity are reviewed and evaluated. The committee also monitors the implementation status of the Group's environmental management strategy.

The Group is advancing its greenhouse gas inventory across all affiliates and expanding its carbon emissions management scope to include Scope 3 (other indirect emissions), thereby enhancing its climate response capabilities. In 2024, Dong-A Socio Group also began collecting baseline data to develop greenwashing prevention guidelines, proactively addressing stakeholders' concerns.





SUSTAINABILITY FAIR

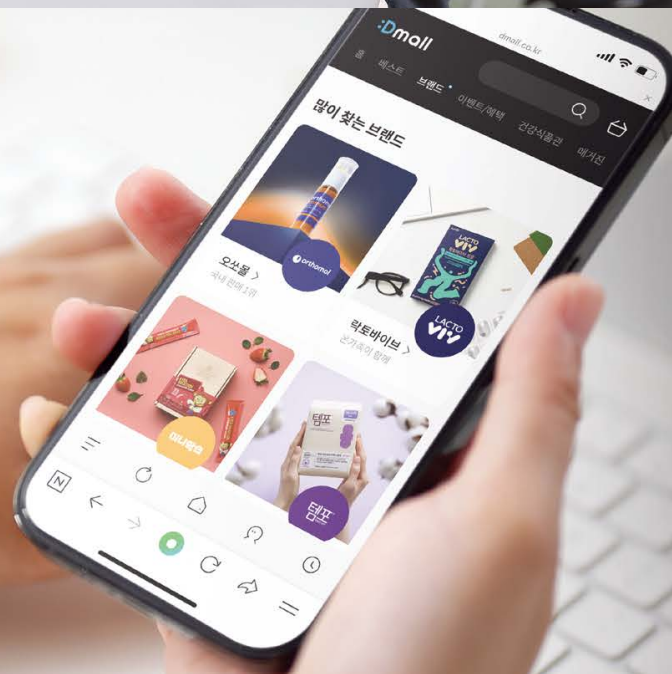
Dong-A Socio Group is continuously strengthening its fair trade and anti-corruption management systems to establish a fair and transparent corporate culture. Company-wide training on fair trade and anti-corruption is conducted annually, and related systems are being systematically refined.

In 2024, the Group conducted an internal transaction audit to reinforce compliance with fair trade practices. Through comprehensive inspections, improvement measures were identified and implemented, enhancing transparency and fairness in internal transactions and shifting toward a more preventive management approach.

Dong-A ST, Dong-A Pharmaceutical, and STgen Bio currently hold certifications for Anti-Bribery Management Systems (ISO 37001). In 2024, Dong-A Socio Holdings newly obtained certification for Compliance Management Systems (ISO 37301), which also includes anti-corruption measures.



OPEN COMMUNICATION



Dong-A Socio Group conducts its entire business operations from product development and manufacturing to sales from the customer's perspective. The Group continuously strives to enhance customer satisfaction by actively reflecting customer feedback.

Clear and accessible information on product features, performance, and safety is provided through the company website to support informed consumer choices. All marketing and product labeling activities strictly comply with relevant laws and regulations. In addition, every advertising material undergoes an internal regulatory review process to prevent false or exaggerated claims prior to publication.

To respond promptly to customer needs, the Group collects Voice of Customer (VOC) feedback through various channels including phone, online platforms, and in-person interactions. This feedback is systematically analyzed and used to improve product quality and customer service.

In particular, Dong-A ST and Dong-A Pharmaceutical maintain their certifications for Customer-Centered Management (CCM), continuously practicing a customer-first approach that prioritizes consumer rights and satisfaction.



TOGETHER WITH COMMUNITY

Dong-A Socio Group engages in continuous and systematic social contribution activities across various areas including health, the environment, people, and society based on its philosophy of “growing together.” Each affiliate carries out initiatives aligned with its business characteristics, striving to enhance human health and happiness, while also focusing on nurturing future generations and coexisting harmoniously with the environment.

In particular, the Group actively promotes healthcare-centered initiatives such as pharmaceutical donations, financial support for medication expenses, and expired medicine collection campaigns. In 2024, the Group also expanded its engagement in environmental initiatives, including tree-planting events aimed at achieving carbon neutrality.

Recognizing mutual growth with local communities as a key corporate responsibility, Dong-A Socio Group fosters close communication and collaboration through various volunteer and support programs, contributing to solving social challenges and building a more inclusive society.



Milestones of Dong-A Socio Group

Dong-A Socio Group traces its roots back to 1932, when founder Chairman Joong-Hee Kang established the company with the spirit of "GAMASOT"—a traditional Korean cauldron symbolizing perseverance, integrity, and shared purpose. This founding philosophy laid the groundwork for the Group's deep commitment to social responsibility and responsible management. Every member of the organization strives to fulfill their role with sincerity, working to spread positive influence across society. Embracing the evolving demands of the times, Dong-A Socio Group has announced its new slogan, "New Flow, New Shift," as it moves toward becoming a centennial company. Through this vision, the Group aims to pursue sustainable growth and innovation, while steadfastly upholding its social responsibilities.

1932
~1979



- 1932** • Founded in Junghak-dong, Jongno-gu, Seoul, as a wholesaler of pharmaceuticals and sanitary materials
- 1949** • Renamed as Dong-A Pharmaceutical Co., Ltd.
- 1963** • Started production of 'Bacchus-D', a general tonic drink
- 1967** • Rose to No.1 in sales in the Korean pharmaceutical industry
- 1970** • Initial Public Offering (IPO)
- 1977** • Launched a research institute

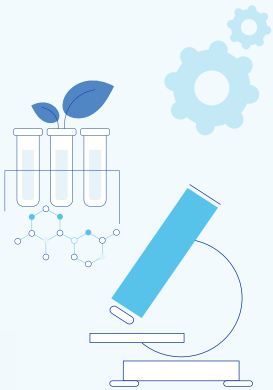



1980
~1999



- 1980** • Established Korea's first GMP-compliant pharmaceutical plant in Anyang
- 1985** • Designated as the first company in the industry to comply with KGMP (Korea Good Manufacturing Practice)
- 1987** • Development of AIDS diagnostic reagents in Korea
- 1990** • Established Dong-A America (U.S. subsidiary)
- 1995** • Bacchus sales surpassed KRW 100 billion
- 1998** • Launched the Dong-A Pharmaceutical National University Student Trek



Launched 'Zydena', the company's second in-house developed drug for erectile dysfunction • **2005**

Launched 'Stillen', the first in-house developed natural drug for gastritis treatment • **2002**

Achieved industry-first milestone of KRW 500 billion in sales • **2000**

Cheonan plant completed and obtained KGMP certification •

2000
~20092010
~2019

- 2016** • Launched 'Suganon', Dong-A ST's fifth in-house developed drug for diabetes treatment
- 2015** • Launched 'Sivextro', Dong-A ST's fourth in-house developed antibiotic targeting super bacteria
- 2013** • Transitioned to a holding company structure and split into three entities: Dong-A Socio Holdings, Dong-A Pharmaceutical, and Dong-A ST
• Founded the first dementia research center in Korea
- 2011** • Launched 'Motilitone', the third in-house developed drug for indigestion treatment
• Achieved an industry-first milestone of KRW 900 billion in sales



New Flow, New Shift

2020
~2024

- 2020** • Published the group's first integrated report, 'GAMASOT'
• Joined the United Nations Global Compact (UNGC)
- 2021** • Recognized by the Korea Exchange as an excellent disclosing company for the 2021 Corporate Governance Report
- 2022** • 90th anniversary of Dong-A Socio Group's founding
• Received the Prime Minister's Commendation for Excellence in Family-Friendly Management
- 2023** • Dong-A Socio Holdings received the Minister of Trade, Industry and Energy Award at the 30th Corporate Innovation Awards
• Dong-A Socio Group launched the Digital Healthcare Business Task Force
• ST Pharm held the groundbreaking ceremony for its second oligonucleotide plant and passed the FDA's cGMP routine inspection for all facilities
• Dong-A Socio Holdings, Dong-A ST, and Dong-A Pharmaceutical obtained ISO 14001 certification for environmental management systems at their headquarters
• Dong-A ST acquired Abtis, a company specializing in antibody-drug conjugate (ADC) development
- 2024** • Dong-A Socio Group obtained third-party verification for ISO 30414, becoming the first in Korea to implement a human capital reporting system
• Dong-A Socio Holdings, Dong-A ST, ST Pharm (Banwol Campus), and Yongma Logis received medals and badges from the EcoVadis sustainability assessment
• Dong-A Socio Holdings acquired ISO 37301 certification for compliance management systems in accordance with international standards
• Dong-A Pharmaceutical received Customer-Centered Management (CCM) certification for the 8th consecutive time
• Launched 'Imuldosa', a biosimilar of Stelara for the treatment of autoimmune diseases

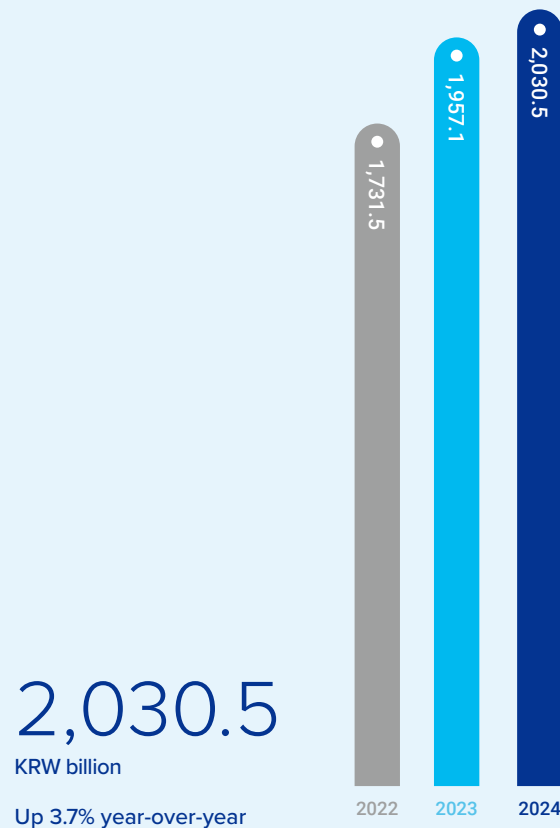




FINANCIAL HIGHLIGHTS

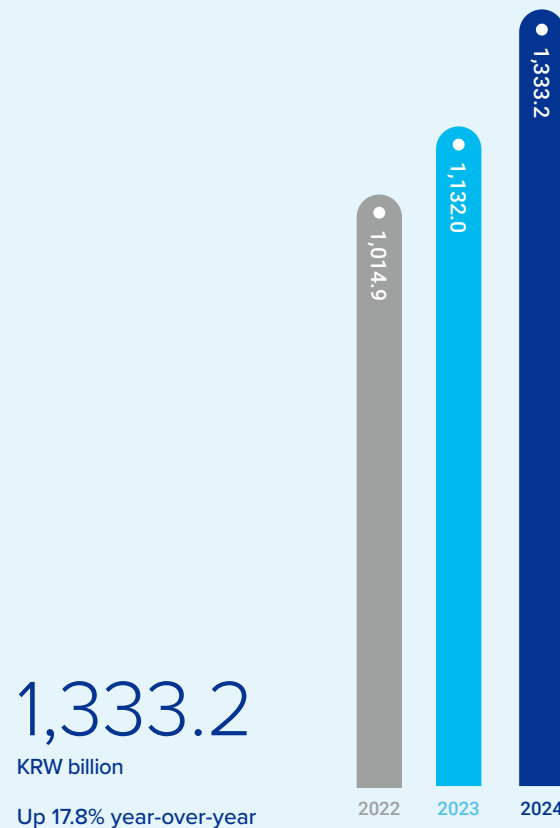
Total Assets

(Unit: KRW billion)



Sales

(Unit: KRW billion)



Total Equity

1,063.9 KRW billion



Operating Profit

82.1 KRW billion

Up 6.8% YoY



R&D Investment

8.9 KRW billion

Invested 0.7% of sales in R&D



* Based on consolidated financial statements of Dong-A Socio Holdings



NON-FINANCIAL HIGHLIGHTS

- Scope of highlights: All 13 affiliates of the Group (including ST Pharm, which publishes a separate sustainability report)
- Total number of employees & female employees: As of the end of December 2024
- Operating profit: Total sum of operating profit from the separate financial statements of each affiliate
- Social contribution amount: Total sum of other donation expenses recorded on the income statements of each affiliate

Percentage of
Female employees **21.3%**

• No. of employees **6,349** persons

• No. of female
employees **1,352** persons



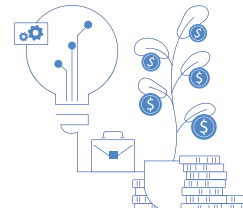
Social contribution expenditures
to operating profits **1.7%**

• Operating profits

235.1 KRW billion

• CSR Expenditures

3.9 KRW billion



Group-wide social
contribution beneficiaries

624,816 persons



Group-wide supply chain
management system
implementation rate

100%



New drug development status

Based on Q1 2025 data

Therapeutic area	Therapeutic field	Exploratory	Pre-clinical	Phase I trial	Phase 2 trial	Phase 3 trial
Oncology	Immuno-oncology drug (DA-4505)	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Inflammatory / Neurodegenerative disease	Treatment for Alzheimer's disease (DA-7503)	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Endocrine and other diseases	Treatment for overactive bladder (DA-8010)	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
	Treatment for MASH (Metabolic dysfunction-associated steatohepatitis, DA-1241)	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
	Treatment for obesity (DA-1726)	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

External evaluations (Dong-A Socio Holdings)

EcoVadis		Silver
MSCI ESG overall rating		AA
KCGS overall ESG rating		A+
Sustainvest (Second-half assessment)		AA



GROUP OVERVIEW

DONG-A SOCIO GROUP

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29 Yongma Logis

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Construction

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Dong-A Socio Group

Group Overview

Introduction

Dong-A Socio Group, whose name incorporates the Latin word "Socio" meaning "to fulfill social responsibility," is committed to its mission of "Continuous Challenge to Pursue Health and Happiness for Humanity." Centered around Dong-A Socio Holdings, the Group fulfills its role as a socially responsible healthcare specialist across a wide range of sectors including Medical & Digital Healthcare, Consumer, Logistics, IT Services, and Engineering.

Mission

Continuous Challenge to
Pursue Health and
Happiness for Humanity

Vision

To Be a Global Healthcare
Player by Establishing
Distinctive Competencies in
Each Business Area




DONG-A SOCIO HOLDINGS

Holding Company
64 Cheonho-daero 13-gil,
Dongdaemun-gu, Seoul

ETC

Dong-A ST

A Global Leading Company with New Drugs
64 Cheonho-daero 13-gil, Dongdaemun-gu, Seoul

OTC

Dong-A Pharmaceutical

A Socially Responsible Consumer
Healthcare Company
64 Cheonho-daero 13-gil,
Dongdaemun-gu, Seoul

Biosimilar & Biologics

STgen Bio

A Leading Global CMO in the
Biopharmaceutical Industry
45 Jisikgiban-ro, Yeonsu-gu, Incheon

API

ST Pharm

The Innovative company saving lives
7th Floor, 520 Yeongdong-daero,
Gangnam-gu, Seoul

Food & Beverage

Dong-A Otsuka

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

Logistics

Yongma Logis

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

Packaging Solution

Soo Seok

An Eco-Friendly, High-Quality Total Packaging Company
131, Induspark-ro, Dangjin-si, Chungcheongnam-do

Food & Beverage

DONGCHEONSU

Becoming a Leading Beverage and Bottled Water
Company Driven by Healthy Water
67 Heonsinsandan-ro, Sangju-si, Gyeongsangbuk-do

Construction

ABEN Engineering & Construction

Building Success Through Specialized Healthcare Construction
7th Floor, 520 Yeongdong-daero, Gangnam-gu, Seoul

Manufacture

Korea Sinto

A Total Engineering Company Trusted for Quality and Innovation
13 Nongong-ro 91-gil, Nongong-eup, Dalseong-gun, Daegu

IT

DA Information

Creating Customer Value Through IT Services
64 Cheonho-daero 13-gil, Dongdaemun-gu, Seoul

Medical device

DONG-A CHAMMED

Total Medical Healthcare Company
17 Gosan-ro 148beon-gil, Gunpo-si, Gyeonggi-do



Group Affiliates



Dong-A Socio Holdings

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



* The Charity Classic 2024: Dong-A Socio Group, in collaboration with the Korea Professional Golfers' Association (KPGA), hosted The Charity Classic 2024, continuing the legacy of the "OranC Open Golf Championship" first held in 1976. This event aims to promote charitable giving and social contribution through sports. A total of KRW 1 billion was raised in donations through the tournament.

In 2024, Dong-A Socio Holdings recorded consolidated sales of KRW 1,333.2 billion and an operating profit of KRW 82.1 billion, reflecting year-on-year increases of 17.8% and 6.8%, respectively. The company also carried out various initiatives to ensure continued growth and to strengthen its commitment to social responsibility.

In May 2024, Dong-A Socio Group became the first company in Korea to adopt the Human Capital Reporting System (ISO 30414). This enabled the quantification and standardization of human capital and supported the establishment of an optimized HR system. Based on this framework, the Group published the Happiness Management Report, which includes key information on human capital and provides stakeholders with reliable insights into the company's growth potential.

In December 2024, Dong-A Socio Holdings obtained certification for its Compliance Management System (ISO 37301), establishing a globally aligned compliance policy and risk management framework. Additionally, the Group demonstrated its ESG competitiveness by receiving a Silver Rating (top 15%) from the global ESG rating agency EcoVadis. Furthermore, by hosting The Charity Classic 2024*, the Group promoted a culture of giving and fulfilled its social responsibilities.

Market Outlook and Future Strategy

As the importance of the healthcare industry continues to grow, Dong-A Socio Holdings' core businesses—pharmaceuticals and biotechnology—are also expected to show solid growth potential.

In particular, the ongoing transition to an aging society and the rising prevalence of chronic diseases are expected to lead to sustained growth in demand for pharmaceuticals. Based on its existing pharmaceutical business, Dong-A Socio Holdings is expanding strategic investments in new growth areas such as biotechnology and healthcare. These efforts aim to establish a solid foundation for long-term growth and to proactively respond to the evolving market environment. Furthermore, the company is committed to supporting the growth of its subsidiaries, optimizing its governance structure to maximize group-wide synergies, enhancing the competitiveness of its core affiliates, and improving asset efficiency and profitability through business portfolio restructuring.

Sales
(17.8% ↑ YoY)

1,333.2 KRW billion



KCGS 2024 ESG Evaluation

Overall **A+** Rating

MSCI 2024 ESG Rating

Overall **AA** Rating

Sustainvest 2024 H2 ESG Management Evaluation

AA Rating

First Korean company to obtain certification (May, 2024)
Human Capital Reporting System (ISO 30414)

Obtained global-level compliance management certification (Dec. 2024)
Compliance Management System (ISO 37301)



D

Dong-A ST

Dong-A ST, as a leading company in the Ethical Drug (ETC) sector, has established and operates an optimal research infrastructure. Through the development of innovative new drugs, the company is committed to contributing to the health and well-being of humanity.

In 2024, Dong-A ST recorded KRW 640.7 billion in revenue (up 5.9% year-on-year) and KRW 32.5 billion in operating profit, driven by the continued growth of products such as Grotropin and Motilitone, as well as the expansion of new product sales including Tanamin and Jaqubo in the domestic ETC market. The ETC business segment posted KRW 443.5 billion in sales, a 4.8% increase from the previous year, while the overseas business segment recorded KRW 151.1 billion in sales, an 8.3% increase year-on-year. Notably, Dong-A ST's biosimilar 'Imuldosa (DMB-3115),' developed in-house, received marketing authorization from the U.S. Food and Drug Administration (FDA) in October and the European Medicines Agency (EMA) in December, laying the foundation for global market expansion. To further strengthen its R&D pipeline and secure mid-to-long-term growth engines, the company acquired Abtis, a developer of ADC linkers, and Ecowin, a company specializing in eco-friendly bio-pesticides.

Market Outlook and Future Strategy

Dong-A ST is working to expand domestic ETC business sales by focusing on key therapeutic areas. Notably, the growth hormone product "Grotropin" recorded sales of KRW 31 billion in the fourth quarter of 2024, marking a 23% increase.

Additionally, new products such as Tanamin and Jaqubo have been successfully launched and established in the market. In the overseas business sector, Dong-A ST plans to increase prescription drug sales through the launch of Imuldosa (DMB-3115), a biosimilar of Stelara, in the U.S. and European markets. Its subsidiary, MetaVia, is currently conducting a Phase 2 clinical trial in the U.S. for DA-1241, a treatment for non-alcoholic fatty liver disease (NAFLD), while DA-1726, an anti-obesity drug, is expected to announce Phase 1 trial results in 2025. In particular, the development of DA-1726 aims to deliver a breakthrough treatment that surpasses existing anti-obesity drugs.

Sales

(Up 5.9% ↑ YoY)

640.7 KRW billion



KCGS 2024 ESG Evaluation

Overall **A** Rating (4 consecutive years)

MSCI, 2024 ESG Rating

Overall **BBB** Rating

Sustainvest 2024 H2 ESG Management Evaluation

AA Rating

2024 Fair Trade Compliance Program Evaluation

A Rating

1st Korea Work-Life Balance Excellence Award

(Hosted by the Ministry of Employment and Labor, Dec. 2024)

Excellent Company

31st Korea Business Innovation Awards

(Co-hosted by the Ministry of Trade, Industry and Energy and the Korea Chamber of Commerce and Industry, Dec. 2024)

Winner of the Minister of Trade, Industry and Energy Award

32nd CCEJ Good Company Awards

(hosted by the Center for Economic Justice, Citizens' Coalition for Economic Justice, June 2024)

Grand Prize Winner

2024 Korea IR Awards

(Hosted by the Korea Investor Relations Service, Oct. 2024)

Selected as an Excellent IR Company





Dong-A Pharmaceutical

Dong-A Pharmaceutical, inheriting its founding philosophy of “contributing to public health by producing quality medicines,” is growing into a global healthcare company that provides total consumer healthcare solutions.

Dong-A Pharmaceutical operates across key sectors including Bacchus, over-the-counter (OTC) drugs, health & wellness products, and cosmetics. In 2024, the company recorded sales of KRW 678.7 billion (up 7.6% YoY) and operating profit of KRW 85.2 billion (up 7% YoY). The national brand “Bacchus” continues to strengthen its brand presence through targeted marketing campaigns and pop-up stores aimed at younger consumers. In the OTC segment, steady growth of flagship brands was complemented by the emergence of new KRW 10 billion brands such as Melatoning and Champ, along with the successful launch of new products like Max Chondroitin and From. In the health and wellness segment, the identity of the ‘Orthomol’ brand was further strengthened, while the gum care brand ‘Gumguard’ expanded its market recognition. In the cosmetics segment, ‘NOSCA9’ secured the No. 3 market share in Korea’s trouble-care category and began branding activities in overseas markets. Through the continued growth of its core products and the development of differentiated new offerings, Dong-A Pharmaceutical is contributing to public health while accelerating its advancement as a global healthcare company.

Market Outlook and Future Strategy

Dong-A Pharmaceutical plans to further expand growth in the Bacchus segment through the launch of new products, while continuing to play a cash cow role by improving productivity and reducing costs. In the OTC segment, the company aims to solidify its dominance in essential medicines, acne treatments, and adult joint health categories, while focusing its sales efforts on high-growth potential items to become the No. 1 player in the OTC market. In the health and wellness segment, Dong-A will accelerate future growth by securing individually approved functional health ingredients centered around key strategic brands such as Gumguard, Morningcare, and Aillo. In the cosmetics segment, the company aims to maintain domestic growth and establish a stable foundation to drive full-scale expansion into global markets.

Sales
(Up 7.6% ↑ YoY)
678.7 KRW billion



Customer-Centered Management(CCM)
For 8 Consecutive Years certified

‘Community Contribution
Recognition Program’
For Two consecutive years selected

National Quality Innovation Contest
Presidential Prize awarded

‘2024 Disability First Practice Award’
Grand Prize winner





STgen Bio

STgen Bio is contributing to the global expansion of K-Bio by leveraging its accumulated experience and expertise in biopharmaceutical manufacturing and international market entry. The company collaborates with leading domestic bio ventures and corporations to drive growth in the global biopharmaceutical market.

STgen Bio, as a specialized Contract Manufacturing Organization (CMO) for biopharmaceuticals, has been making continuous investments and advancing the internalization and enhancement of cGMP (Current Good Manufacturing Practice) to meet global standards. As a result, in 2024, the company achieved a significant milestone by simultaneously obtaining approvals from both the U.S. FDA and the European Medicines Agency (EMA), laying the foundation for its growth beyond Korea and Japan to become a global CMO. In 2024, STgen Bio achieved KRW 58.9 billion in revenue, marking a 14.4% increase from the previous year, driven by commercial sales in Europe of the biosimilar to the autoimmune disease treatment "Stelara". The company also achieved an operating profit of KRW 1.7 billion, successfully turning to profitability. Moving forward, it plans to maximize profitability by optimizing production capacity utilization, advancing its cGMP quality system, diversifying its client base through a strong global track record, and strengthening financial soundness.

Market Outlook and Future Strategy

'According to the report "Global Biopharmaceutical CDMO Market Status and Outlook" published by Frost & Sullivan, the global biopharmaceutical CDMO market is expected to grow at a compound annual growth rate (CAGR) of 14.3% and reach USD 43.85 billion (approximately KRW 60.5 trillion) by 2029. In particular, demand for antibody-based drugs is projected to grow at an average annual rate of 9% through 2026, supporting the continued stable growth of the CDMO market.

STgen Bio is the only domestic CMO company that provides a one-stop service from Drug Substance (DS) to Pre-Filled Syringe (PFS) filling within a single cGMP-certified site. Based on its differentiated capabilities, the company is capable of commercial cGMP production for global markets. Leveraging this strength, STgen Bio is securing global partners and promoting the diversification and expansion of its partnerships. Ultimately, it aims to attract global clients and grow into a key player in the global biopharmaceutical CMO market.

Sales

(Up 14.4% ↑ YoY)

58.9KRW billion



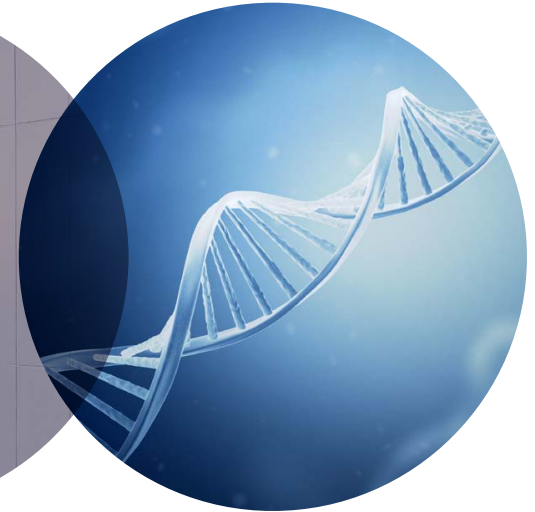
US Food and Drug Administration(FDA) approved

European Medicines Agency (EMA) approved





D



ST Pharm

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

ST Pharm has provided global pharmaceutical companies with cGMP compliant services ranging from new drug development to commercialization, which has made it a leader in the CDMO (Contract Development & Manufacturing Organization) sector. Notably, ST Pharm is recognized as a global Top 3 CDMO that specializes in manufacturing oligonucleotide-based therapeutics, and has unparalleled technology and mass production capabilities.

ST Pharm has the world's only nucleoside amidites manufacturing facility and a continuous GMP manufacturing system for oligonucleotides, ensuring high quality and manufacturing efficiency at the same time. These capabilities further strengthen our competitiveness in the oligonucleotide field and position us as a trusted partner in the global bio-pharmaceutical market, providing flexibility and stability to meet the diverse needs of our clients.

In the mRNA business, we are the only company in Korea with a core platform technology. We support the manufacturing of mRNA-based therapeutics and vaccines by producing lipids for lipid nanoparticles (LNPs) using our GMP-based mass production capabilities, giving us an increased growth potential in related markets.

Building on these strengths, we continue to pursue R&D innovation and efficient manufacturing processes, while

prioritizing earning the trust of our clients to deliver high-quality products and services. These efforts further solidify our position as a leading global CDMO for small molecules, generics, oligonucleotides and RNA therapeutics.

Market Outlook and Future Strategy

ST Pharm plans to expand its CDMO business in line with the growth of the global oligonucleotide and mRNA therapeutics markets, while strengthening its core technological capabilities in the mRNA and gene therapy sectors to enhance market competitiveness. The company is continuously expanding its oligonucleotide API production capacity and is currently constructing 2nd oligo plant to meet the rising demand from global pharmaceutical companies. For large-scale mRNA vaccine production, ST Pharm has a three-phase development plan and currently operates commercial-scale facilities capable of producing 30 million to 100 million doses annually. Additionally, the company is advancing clinical development of its innovative drug pipeline, including a HIV/AIDS drug (STP0404) and an oral colorectal cancer drug (STP1002). Based on these efforts, ST Pharm aims to strengthen collaborations with global pharmaceutical and biotech companies and position itself as a leading player in the next-generation therapeutics market.

Sales
(Up 8.8% ↑ YoY)

273.8KRW billion



KCGS 2024 ESG Evaluation

Overall AA Rating

Sustainvest 2024 H2 ESG Management Evaluation

AA Rating

EcoVadis Evaluation
(Banwol Campus Sept. 2024)

Gold Medal obtained

2024 Korea Bio-Pharma Excellence Awards

Received the "Bioprocessing Excellence" award in mRNA manufacturing, and the "Most Promising Therapeutic Vaccine" award in the innovation category

Double Award Winner





D



Dong-A Otsuka

Dong-A Otsuka has continued to grow steadily by offering a variety of functional beverages that combine taste and functionality, including the flagship functional ion beverage, Pocari Sweat.

Dong-A Otsuka's flagship product, Pocari Sweat, enhanced its brand value in 2024 through various marketing campaigns, including a heat-related illness prevention campaign conducted in collaboration with the Ministry of Employment and Labor. As a result, Pocari Sweat's sales surpassed KRW 200 billion, marking an increase of KRW 21.5 billion compared to the previous year. In addition, online channel sales grew by KRW 7.6 billion year-over-year, contributing significantly to the overall revenue growth. Based on these achievements, Dong-A Otsuka recorded revenue of KRW 382.1 billion in 2024, a 9.3% increase from the previous year, and achieved an operating profit of KRW 28 billion.

In response to the "Healthy Pleasure" trend, Dong-A Otsuka obtained vegan certification for its Oronamin C, Black Bean Tea, and Demisoda products. The company plans to continue expanding the number of certified products moving forward.

Dong-A Otsuka is actively promoting ESG initiatives to spread sustainable value. In 2024, following the installation of a solar power system at the Chilseo Plant the previous year, the company expanded its renewable energy efforts by adding solar power facilities to its Gwangju site. In addition, Dong-A Otsuka signed a business agreement with the Ministry of Environment to establish a circular

economy for transparent PET bottles and conducted tests for launching a transparent PET bottle product containing 10% recycled material.

As a result, in 2024, Dong-A Otsuka commercialized approximately 91,000 units of Masinda and about 171,000 units of Narangd using recycled materials. The company also plans to expand the use of recycled plastic to bottled water and carbonated beverages by 2026.

Market Outlook and Future Strategy

As public interest in health and wellness continues to grow, the functional beverage sector in Korea is expected to expand rapidly. In response, Dong-A Otsuka plans to strengthen its market competitiveness by aligning its product portfolio strategy with evolving consumer needs. With global environmental concerns becoming increasingly important, the company is committed to advancing eco-friendly management by utilizing label-free recycled PET bottles and adopting lightweight packaging. In the beverage industry, developing products that reflect both domestic and global trends and consumer preferences will be a key driver of competitiveness. Dong-A Otsuka will continue to respond swiftly to the rapidly changing market environment by investing in product quality enhancement and production capacity expansion through innovative strategies.

Sales
(Up 9.3% ↑YoY)

382.1KRW billion



Scaling Up Solar Power
Infrastructure

Groundbreaking of the Gwangju Plant

273kW



2024 Korea Digital Awards

Narangd Cider in Creative Digital Advertising

Grand Prize awarded

2024 Korea Digital Awards

Oronamin C in Creative Digital Video Category

Gold Prize awarded





D



Yongma Logis

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

Yongma Logis contributes to enhancing its clients' competitiveness through a nationwide delivery network and advanced logistics information systems. The company provides top-quality transportation services for a wide range of products, including pharmaceuticals, food, household goods, and industrial materials. It also operates state-of-the-art hub logistics centers to ensure efficient logistics operations.

The company also possesses global-level quality control capabilities and healthcare cold chain infrastructure, and has been designated as a Green Logistics Company by the Ministry of Land, Infrastructure and Transport, taking the lead in ESG management. In particular, Yongma Logis is working in partnership with Narogo (a logistics and automation systems technology company) to adopt smart logistics technologies and support logistics center workers in performing their tasks more efficiently and accurately. In 2024, the company achieved approximately KRW 400 billion in sales, marking a 12.5% increase compared to the previous year, and plans to maintain its steady growth trajectory going forward.

Yongma Logis is practicing ESG management by collaborating with 1,473 institutions across 10 regions

through a pilot program for the collection of expired and controlled pharmaceuticals.

In addition, Yongma Logis is achieving both environmental protection and cost savings by introducing electric vehicles and electric forklifts for eco-friendly logistics operations, utilizing sustainable packaging materials, and replacing traditional lighting with smart lighting systems. Going forward, Yongma Logis will continue to grow as a company that contributes to both customers and society through sustainable management.

Market Outlook and Future Strategy

With the expansion of global supply chains, logistics services linked to e-commerce are expected to grow, and demand for fast and accurate delivery services is rising. Yongma Logis is strengthening its cold chain logistics capabilities to distribute temperature-sensitive products such as biopharmaceuticals, and has obtained the Korea Good Supply Practice (KGSP) certification to provide differentiated services. In particular, with the expansion of services into the paper industry, Yongma Logis plans to invest KRW 89.5 billion to build a new logistics center in Anseong, Gyeonggi Province, and aims to establish an AI-based automated logistics operation system.

Sales

(Up 12.5% ↑ YoY)

400.4KRW billion



Acquired Information Security Management System (ISMS) Certification (June 2024)

ISO 27001 certified

1st Safety Culture Innovation Awards

(Mid- and Small-sized Enterprise Category, Dec. 2024)

Gold Prize Winner

MOU signed with 10 local governments (including Anyang city and Yeonsu-gu, Incheon) for

Expired Medicine Collection Project





D



Soo Seok

Soo Seok is a leading company in the packaging container industry, providing high-quality packaging solutions by establishing a value chain that spans the entire process from research and development to production and supply.

Based on its extensive experience and technological expertise in food and pharmaceutical packaging, Soo Seok operates independently through three divisions: the Glass Division (brown glass bottles), the Platec Division (preforms, aluminum and plastic caps), and the Color Pack Division (paper and box packaging). Each division continues to enhance its competitiveness in the rapidly evolving packaging market through consistent R&D, quality improvement, eco-friendly management, and strengthened production capabilities.

In 2024, Soo Seok recorded sales of KRW 103.1 billion and an operating loss of KRW 3.7 billion. However, this temporary deficit was a result of strategic decisions related to factory relocation and facility investments. In particular, Soo Seok is strengthening its production capacity and quality competitiveness through the relocation of its glass bottle plant under the Glass Division. Through continued R&D and facility investments, the company continues to lead the packaging container industry.

Market Outlook and Future Strategy

The packaging container industry is undergoing rapid changes due to strengthened environmental regulations and increasing demands for sustainability. The development of eco-friendly materials and the adoption of recyclable packaging have emerged as key factors for corporate competitiveness, while the optimization of production processes and the implementation of smart factories are also becoming critical challenges. In response, Soo Seok is focusing on key strategies such as strengthening eco-friendly management, advancing technology, expanding investment in R&D, and enhancing ESG management. The company plans to reduce carbon emissions through the development of recyclable packaging and improved production processes, while reinforcing research on lightweight, high-performance products. Furthermore, it aims to achieve sustainable growth by offering customized solutions and expanding into global markets.

Sales

103.1 KRW billion



Relocation of Glass Plant to Dangjin
(C-oil → LNG)

**Transition to
Eco-friendly fuel**



Nitrogen oxide concentration 29% ↓

**Introduction of
an Oxy-fuel furnace**

422kW

**Installation of solar power
generation facilities**

31st Corporate Innovation Awards

(Co-hosted by the Ministry of Trade, Industry and Energy and the Korea Chamber of Commerce and Industry, Dec. 2024)

Winner of the KCCI Chairman's Award



D



DONGCHEONSU

DONGCHEONSU is strengthening its position in the domestic bottled water, sparkling water, and mixed beverage markets through continuous R&D and technological advancement. In particular, with the full-scale operation of its third facility, the Sangju Campus, in 2024, the company is pursuing revenue growth and sustained development by expanding OEM production of cans and PET bottles.

In 2024, DONGCHEONSU enhanced its Change Part facilities to expand its CAN and PET production capacity, focusing on OEM product manufacturing and the expansion of sales channels. As a result, the company achieved sales of KRW 39.6 billion, marking a 16.5% increase compared to the previous year. In March 2024, DONGCHEONSU upgraded its food safety management system by incorporating UV sterilization for carbonated beverages as a Critical Control Point (CCP) under the existing HACCP (Hazard Analysis and Critical Control Points) certification, in response to diverse food safety requirements from OEM clients. This has elevated the company's food safety standards and further reinforced its trustworthy brand image.

DONGCHEONSU also implements Enterprise Risk Management (ERM) to systematically identify, assess, and manage a wide range of corporate risks, thereby enhancing its stability and promoting sustainable growth. Furthermore, the company has established a supply chain ESG management process to implement ESG practices and is actively promoting eco-friendly consumption by introducing R-PET (recycled PET) and reducing the weight

of PET bottles. To this end, DONGCHEONSU is engaging in discussions with its partners to reduce plastic waste and lower carbon emissions.

Market Outlook and Future Strategy

With the rise of single-person households and the expansion of online delivery services, competition in the online bottled water market is becoming increasingly intense. Furthermore, the mandatory implementation of label-free bottled water in 2026 and the strengthening of various environmental regulations are expected to further highlight the importance of ESG management.

To respond to these market changes, DONGCHEONSU plans to strengthen its online competitiveness by operating a brand store and introducing guaranteed delivery services, while expanding its market share through various online marketing strategies. In addition, by obtaining updated HACCP certification, adopting R-PET (recycled PET), and reducing PET bottle weight, the company aims to further enhance product quality competitiveness and achieve sustainable growth.

Sales
(Up 16.5% ↑ YoY)

39.6KRW billion



Food Safety Management
at Sangju Campus

FSSC 22000 certified

Supply Chain Management

Establishment of ESG Management
System for Supply Chain





ABEN Engineering & Construction

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

ABEN Engineering & Construction provides proven technical expertise and customized solutions in advanced industrial facilities, including pharmaceutical and food plants (cGMP, GMP, HACCP), high-tech logistics centers (GSP), R&D centers, and office and retail facilities.

Through the successful execution of multiple specialized projects such as the ST Pharm Banwol Innovation Center (cGMP) and Yungjin Pharmaceutical's Namyang Plant Antibiotic Injection Facility (GMP), Aven General Construction has demonstrated its quality-focused construction capabilities. In the field of interior design, the company delivers differentiated spatial value that combines functionality and aesthetics, based on its Space Identity strategy.

In addition, in 2024, a comprehensive ESG management system was introduced across the entire supply chain, establishing a construction management framework that enhances sustainability and ethical practices.

Based on this competitive edge, Aven Construction achieved record-high revenue and operating profit for the third consecutive year as of 2024, continuing its strong growth trajectory with a remarkable 47.5% increase in revenue compared to the previous year.

Market Outlook and Future Strategy

The construction market is facing increasing uncertainty due to high interest rates, fluctuations in raw material prices, and a decline in private sector orders. On the other hand, demand for eco-friendly industrial facilities and ESG-based management continues to grow steadily.

ABEN Engineering & Construction has continuously strengthened its certified process and explosion-proof design capabilities such as cGMP, GSP, and HACCP based on its specialized expertise in industrial facilities including pharmaceuticals, biotechnology, food, logistics, and R&D centers. In addition, by expanding the use of eco-friendly materials and energy-saving designs, the company is realizing a sustainable construction environment. Through comprehensive risk analysis and integrated management across all processes, Avance ensures stable operations in process, cost, and quality. Furthermore, by diversifying its business portfolio and promoting in-house development projects, it is building a resilient and flexible profit structure that can adapt to external changes. Going forward, Avance Construction will continue to grow as a responsible and sustainable construction company through professional execution and strategic management.

Sales
(Up 47.5% ↑ YoY)

163.1KRW billion



Order Backlog as of Year-end

165.8KRW billion



Largest Single External Project Awarded

94.5KRW billion





D



Korea Sinto

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

In 2024, Korea Sinto recorded sales of KRW 25 billion. In the casting division, the company secured an order for the IJT casting line. In the surface treatment division, it supplied shot blasting machines and wire surface treatment machines for steel sheet pretreatment to major steel manufacturers. In the maintenance division, by conducting client visits and inspections, the company successfully secured orders and shortened delivery times, while also generating revenue from overseas expansion clients. In the steel shot and grit division, it managed operating profit through client retention and pricing control linked to scrap metal fluctuations.

Korea Sinto maintains ISO 14001 certification for its environmental management system, covering the design, development, production of casting equipment, and the manufacturing of abrasives(steel shot&grit). This certification supports the company's systematic approach to environmental management and performance monitoring. In addition, to strengthen trust with customers and partners, the company has established an Anti-Bribery Management System (ISO 37001), embedding a strong culture of anti-corruption and proactively mitigating legal and regulatory risks.

Market Outlook and Future Strategy

In the casting, surface treatment, and abrasives(steel shot&grit) industries, the demand for automation and enhanced quality continues to grow. In response, Korea Sinto is focusing on automation equipment and advanced surface treatment technologies as key factors. The company plans to promote the sales of casting and metal processing equipment by leveraging government support programs based on quality stability and cost reduction. Additionally, it aims to expand orders for steel plate blast systems for electrical steel and wire surface treatment machines for equipment renewal.

Meanwhile, in the maintenance sector, Korea Sinto plans to secure revenue by focusing on key account management for 30 major clients and actively pursuing project orders from overseas partners. In the abrasives(steel shot&grit) sector, the company aims to enhance customer satisfaction and ensure stable supply, thereby delivering top-tier products and services to the machinery and materials industries.

Sales

25.0 KRW billion



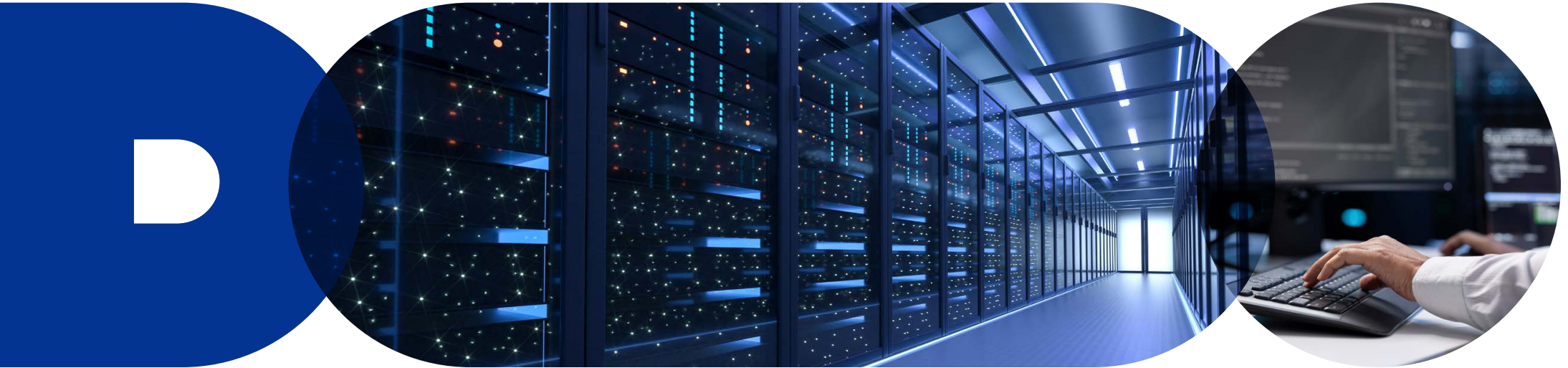
Corporate Website Renewal

Disclosure of Social Responsibility Management Performance

Strengthen Human Rights Management

Establishment and Operation of a Grievance Committee





DA Information

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

Leveraging the capabilities and experience accumulated within the group, DA Information has been steadily expanding its external business operations. In 2024, the company recorded KRW 25.7 billion in revenue, a 17% increase compared to the previous year, and achieved an operating profit of KRW 1.1 billion. DA Information fosters a free and horizontal organizational culture and actively supports employee growth and development. By introducing a smart office environment and flexible seating arrangements, the company has created a flexible and efficient work setting. Additionally, shared office spaces have helped reduce commuting time and enhance productivity. The company also promotes employee well-being and recreational activities to strengthen team cohesion and maintain a positive organizational atmosphere. In 2024, DA Information adopted the Anti-Bribery Management System (ABMS) to uphold its commitment to social responsibility and ethical management, while minimizing corruption-related risks.

Market Outlook and Future Strategy

To respond to the rapidly evolving IT landscape, DA Information is strengthening its internal capabilities and applying the expertise gained from providing IT services within the group to a wide range of industries. The company plans to expand beyond Dong-A Socio Group and establish a strong presence in various IT consulting domains. Building on its accumulated know-how and proven track record, DA Information aims to further advance the group's internal businesses and expand into new areas such as digital healthcare. Through these efforts, the company seeks to grow together with all its partners and stakeholders.

Sales
(Up 17.4% ↑ YoY)
25.7KRW billion



Supply Chain Management
Establishment of ESG Management
System for Supply Chain





D

DONG-A CHAMMED

DONG-A CHAMMED is a specialized medical healthcare company engaged in ENT (ear, nose, and throat) medical devices, in vitro diagnostics, and infection control solutions. In particular, the company has established a strong presence in the ENT sector, securing the No.1 market share in Korea and ranking third globally.



Since its establishment in 2005, DONG-A CHAMMED has focused on the research, development, manufacturing, and sales of ENT (ear, nose, and throat) treatment devices and medical imaging technologies, steadily enhancing its technological capabilities and brand competitiveness. As a result, the company is growing into a global enterprise. In 2023, DONG-A CHAMMED acquired MH Healthcare Co., Ltd., a leading domestic company in medical infection control, laying the foundation for its transformation into a total medical healthcare company beyond the ENT field. In 2024, the company recorded KRW 62.5 billion in sales, continuing its growth trajectory for the third consecutive year. In the medical device division, DONG-A CHAMMED focuses on ENT (ear, nose, and throat) treatment units under the "CHAMMED" brand and 4K imaging systems under the "CLARVION" brand as its flagship products. The company is expanding its global business by developing core technologies and scaling up mass production. In the in vitro diagnostics (IVD) division, DONG-A CHAMMED is leveraging its strong network and sales capabilities in the IVD market to identify and introduce high-quality products through partnerships both domestically and internationally. In the infection control division, as the importance of

infection management in medical institutions and public hygiene continues to grow, the company is developing and distributing high-grade disinfectant wipes and solutions. The company plans to offer differentiated medical infection control solutions by launching washer-disinfectors and other specialized equipment.

Market Outlook and Future Strategy

DONG-A CHAMMED plans to expand its overseas operations by strengthening its presence in key global markets and pioneering advanced markets such as North America. In particular, the company aims to develop export markets beyond ENT by leveraging its Full HD camera system, which has been the focus of its R&D efforts. In the in vitro diagnostics (IVD) business, the company will focus on discovering differentiated and effective IVD devices to meet the needs of the domestic market by 2026. It will also expand partnerships with outstanding domestic venture companies to lead the localization of IVD devices, a market currently dependent on imports. In the infection control business, DONG-A CHAMMED will provide specialized, high-quality infection control solutions such as newly developed high-level disinfectant wipes and will pursue entry into the overseas endoscope washer-disinfector market.



Sales

(Up 0.2% ↑ YoY)

62.5 KRW billion



R&D Investments

(Up 26.1% ↑ YoY)

1.9 KRW billion



Best Medical Device Company to Work For in 2024

(Selected by the Korea Medical Devices Cooperative Association, Medical Device Sector, March 2024)

A great place to work



SUSTAINABILITY PERFORMANCE

OUR FOUNDATION

- 38 Jeong-Do Management
(Social Responsibility Management)
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- 45 Integrated Risk Management

OUR RESPONSIBILITY

- 48 Human Rights Management
- 73 Environmental Management
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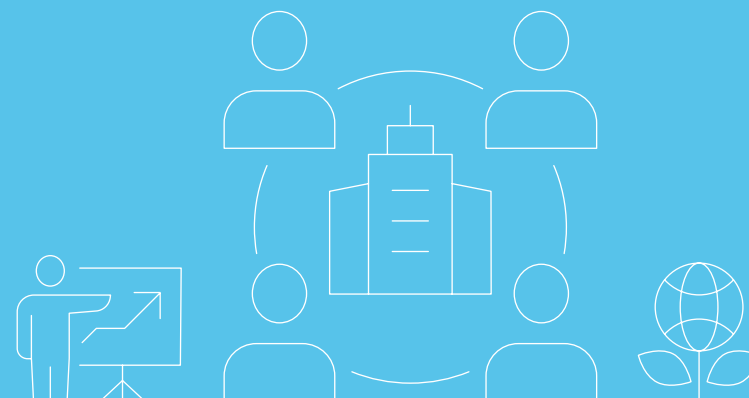
OUR VALUE

- 111 Supply Chain Management



OUR FOUNDATION

- 38 Jeong-Do Management
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Jeong-Do Management(Social Responsibility Management)

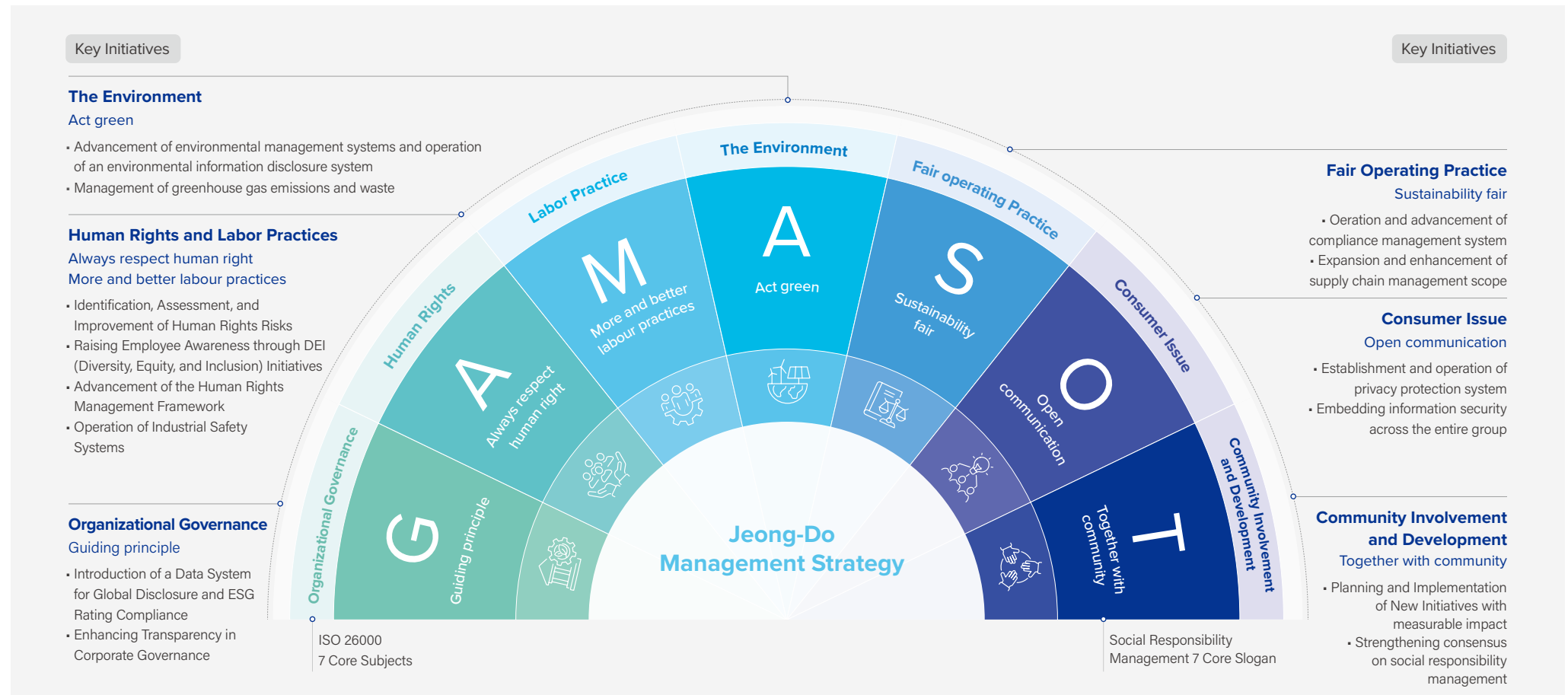
Jeong-Do Management System

Jeong-Do Management Vision

Promotion and advancement of social responsibility management across all group affiliates through the integration of ISO 26000 principles

Jeong-Do Management Strategy

Dong-A Socio Group pursues social responsibility and sustainable growth based on its principle of ethical management, known as "GAMASOT" (鼎道經營). To this end, the Group has established a vision for responsible management and set corresponding goals by aligning the seven core subjects of ISO 26000 with each letter of "GAMASOT". Dong-A Socio Group is actively working toward achieving these objectives.



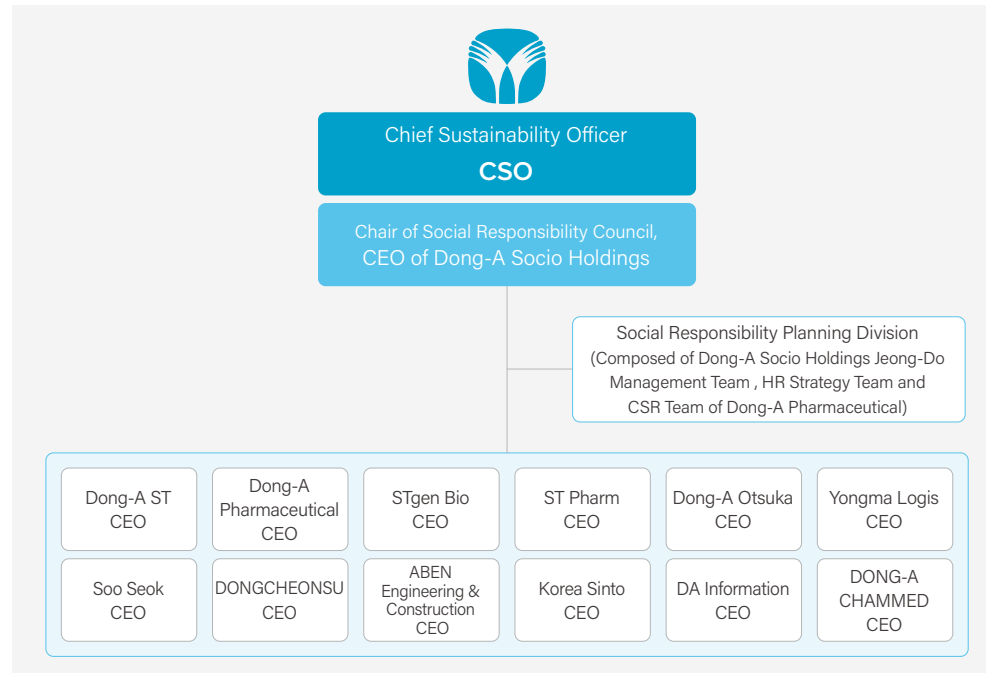
Jeong-Do Management(Social Responsibility Management)

Jeong-Do Management Governance

Social Responsibility Council

Dong-A Socio Group holds the Social Responsibility Council once a year to systematically promote responsible management. The Council deliberates and makes decisions on matters related to responsible management, including strategies, goals, and achievements of social responsibility initiatives, as well as ESG status and responses. At the 10th Council meeting held in July 2024, Social Responsibility Planning Division—comprising the Jeong-Do Management Team(Sustainability) and HR Strategy Team of Dong-A Socio Holdings and the CSR team of Dong-A Pharmaceutical—reported on the Social Responsibility Management Performance for the first half of the year and plans for the second half. During the meeting, participants reviewed achievements in strengthening Social Responsibility Management, implementing human rights management, and carrying out sustainable social contribution activities, and discussed various strategies to more systematically fulfill corporate social responsibility.

Organizational Chart of Social Responsibility Council



Main Agenda of Social Responsibility Council in 2024

Session	Date	Main Agenda
10 sessions	July 20, 2024	<ul style="list-style-type: none"> Report on Jeong-Do Management: 2024 H1 Social Responsibility Management Performance and H2 Plans Report on Human Rights Management: 2024 H1 Social Responsibility Management Performance and H2 Plans Report on CSR: 2024 H1 Social Responsibility Management Performance and H2 Plans Report on Social Responsibility Management Activities of Group Companies

Social Responsibility Planning Division

Social Responsibility Planning Division, in alignment with Dong-A Socio Group's responsible management principles, establishes and implements various strategies to create social value at the group level and realize sustainable management. In February 2024, the group produced and shared an introductory video on ethical management via its official ethical management website. This initiative aimed to raise awareness among employees and all stakeholders about the importance of ethical management and foster a shared understanding of the company's social responsibilities.

Implementing Organizations and Activities

Dong-A Socio Holdings' Responsible Management Office serves as the lead department for the group's social responsibility and ESG (Environmental, Social, and Governance) initiatives. It oversees ESG activities both at the holding company and across the entire group. To evaluate not only financial but also non-financial performance, the group has established ten key performance indicators (KPIs) for responsible management and integrated them into company-wide evaluation systems. This approach promotes tangible improvements and progress in sustainable management practices.

In 2024, the group's performance indicators were expanded to include new items such as the establishment and operation of ESG management within the supply chain, enhanced management of parental leave utilization data, and the identification of negative impacts on local communities along with their alignment to social value. In addition, the existing indicators were structured not as one-off evaluations but as elements to be continuously operated and improved over time.

Jeongdo Management holds quarterly consultations with performance indicator managers from each affiliate to review implementation status and identify areas for improvement. Through this process, the effectiveness of the performance indicators is enhanced, and continuous improvement is actively promoted.

Jeong-Do Management(Social Responsibility Management)

Jeong-Do Management Strengthening Activities

Strengthening ESG in Supply Chain & Responding to Global Evaluation

In 2024, Dong-A Socio Group established a group-wide supply chain management process and conducted assessments targeting a total of 314 partner companies. Through this initiative, the Group evaluated the sustainability levels of its partners, identified areas for improvement, and is working to strengthen ESG capabilities across the entire supply chain.

In August 2024, Dong-A Socio Holdings participated in the global sustainability supply chain assessment conducted by EcoVadis. The company was recognized for its excellence across the four core evaluation areas—Environment, Labor & Human Rights, Ethics, and Sustainable Procurement and was awarded a Silver rating, placing it in the top 15% of assessed companies. Going forward, Dong-A Socio Group plans to expand the scope of sustainability evaluations across the entire Group and further enhance its ESG support and management systems to promote shared growth with its partners.

Composition and Roles of the Social Responsibility Planning Division

Department		Roles
Dong-A Socio Holdings	Jeong-Do Management Team (Responsible Team)	Presentation of current issues and strategies by the 7 core subjects of ISO 26000, support for group companies in responding to global evaluations and disclosures, establishment of fair operating practices across the group, and formulation of environmental initiatives and strategic planning.
	HR Strategy Team	Establishment of group-wide human rights and labor practice initiatives, and formulation of corresponding strategies.
Dong-A Pharmaceutical	CSR Team	Group Community Engagement and Development, Internalization and Strategic Planning of Social Contribution, and Implementation.



→ Introduction video on Jeong-Do Management



Key Jeong-Do Management Activities

Dong-A Socio Holdings

Receiving “Carbon Neutral Management Award”

In November 2024, Dong-A Socio Group was honored with the Carbon-Neutral Management Award at the 2024 Global Standard Management Awards hosted by the Korea Management Registrar. This award is presented to organizations that actively reduce greenhouse gas emissions and environmental impacts while implementing carbon-neutral practices.

The Group had previously acquired integrated ISO 14001 certification for environmental management systems in 2023. Based on this, it established and has been operating a system to address key environmental issues such as climate change and carbon emissions. In addition, Dong-A Socio Group continues to carry out various initiatives to contribute to local carbon neutrality and green growth, including participation in the tree-planting campaign in Dongdaemun District.

Commendation in the Corporate Category of Outstanding Volunteer Award

In December 2024, Dong-A Socio Holdings received a commendation in the corporate category for outstanding volunteerism at the Volunteer Day ceremony organized by Dongdaemun District, Seoul.

The company was recognized for its active participation in local environmental initiatives, including the EM (Effective Microorganisms) mud ball throwing event aimed at purifying the Jungnangcheon Stream. In 2024, Dong-A Socio Holdings also took part in a tree-planting event to create the Metasequoia Road along the Jungnangcheon area, contributing to carbon neutrality and green growth in the community.



Jeong-Do Management(Social Responsibility Management)

Dong-A Pharmaceutical

Grand Prize at the 2024 Disability Awareness Practice Awards

In December 2024, Dong-A Pharmaceutical was awarded the Grand Prize at the "2024 Disability Awareness Practice Awards," hosted by the Disability Awareness Practice Headquarters. This award is presented in celebration of the International Day of Persons with Disabilities (December 3) to individuals and organizations that have contributed to improving disability awareness and promoting social inclusion. Dong-A Pharmaceutical has been contributing to disability awareness through the Dong-Go-Dong-Rak campaign, launched in 2018 in connection with the Paralympics, by organizing experiential activities involving employees and adults with developmental disabilities. Since 2019, the company has also been promoting the Creating a Barrier-Free World campaign, installing 72 portable ramps in pharmacies and convenience stores to improve mobility and accessibility for people with disabilities.

Recognized for Community Contribution for Two Consecutive Years

In November 2024, Dong-A Pharmaceutical was once again selected as a recognized organization under the Community Contribution Recognition Program, jointly administered by the Ministry of Health and Welfare and the Korea National Council on Social Welfare. This marks the second consecutive year the company has received this recognition, acknowledging its ongoing and diverse efforts in social responsibility and contributions to local communities. In April 2024, the company launched the DongHaeng (meaning "Together with Animals") campaign to promote animal protection and adoption. Employee support groups actively participate in protecting stray animals. Dong-A Pharmaceutical has also continued its long-standing sponsorship of the Marronnier Literature Contest, which it has supported for over 40 years, and the charity event Sharing Bazaar, furthering its engagement with local residents through donation activities. Additionally, through the Merry Together event, which supports the culturally underserved, the company is helping to expand cultural and artistic values within the community.

Dong-A ST

Five-Year Donation of Remote Monitoring Platform to Ethiopia

In March 2024, Dong-A ST signed an agreement with MCM General Hospital (Myungsung Christian Medical Center) in Addis Ababa, the capital of Ethiopia, to provide support for the remote patient monitoring platform HiCardi. Established in 2004, MCM Hospital is dedicated to providing free medical services and community development projects, such as well construction, for underserved populations in Ethiopia. Under this agreement, Dong-A ST will donate and support HiCardi—a real-time remote monitoring system—for a period of five years, along with comprehensive training. This initiative aims to improve healthcare infrastructure in Ethiopia and expand access to advanced medical technology.

Yongma Logis

Expired Medication Collection Project

From 2017 through the end of 2024, Yongma Logis has been conducting an expired medication collection project across ten local governments. In April and May 2024, new agreements were signed with Yeonsu-gu and Michuhol-gu in Incheon. The initiative has expanded collection points beyond pharmacies to include community service centers, apartment complexes, and public health centers—covering 133 sites in Yeonsu-gu and 228 in Michuhol-gu. Yongma Logis plans to collaborate with more municipalities to further improve the efficiency of the project, contributing to both public health and environmental protection.

Expired Narcotics Collection Project

In collaboration with the Ministry of Food and Drug Safety, Dong-A carried out a pilot project for the collection and disposal of household medical narcotics from July to December 2024. The project targeted 100 designated pharmacies across five major metropolitan cities, including Incheon, as well as Bucheon City. This initiative aimed to safely retrieve unused medical narcotics stored in households, prevent misuse and abuse, and help establish proper disposal procedures. Additionally, it contributed to improving public awareness regarding the handling of medical narcotics and supported the development of relevant regulatory systems.

Winner of the Grand Prize at the 2024 Safety Culture Innovation Awards

In December 2024, Yongma Logis was awarded the Grand Prize at the inaugural Safety Culture Innovation Awards, hosted by the Korea Employers Federation. The company has demonstrated its commitment to prioritizing occupational safety and health by establishing a dedicated safety management department. Regular quarterly emergency response drills are conducted to identify and improve safety vulnerabilities. To enhance safety capabilities, Yongma Logis supports employees in obtaining safety-related certifications and incorporates safety qualifications into its promotion criteria. Additionally, to prevent collisions between workers and forklifts, the company has implemented safety measures such as installing red line beams. These comprehensive efforts reflect Yongma Logis's strong dedication to fostering a robust and proactive safety culture.



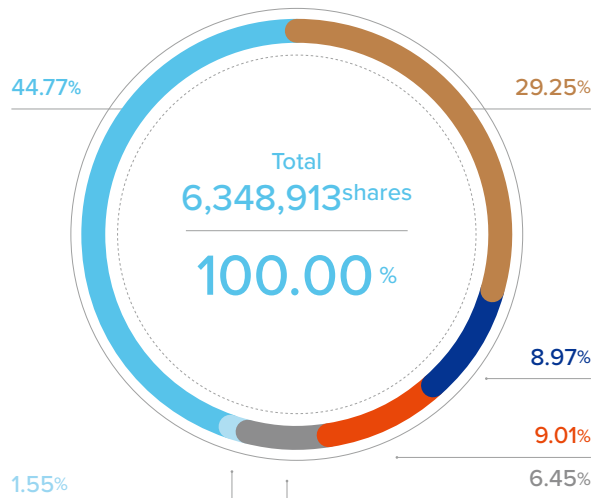
Corporate Governance

Enhancement of Shareholder Value

Shareholder Status

As stipulated in the Articles of Incorporation, Dong-A Socio Holdings is authorized to issue a total of 30,000,000 shares (par value: KRW 5,000 per share). As of the end of December 2024, a total of 6,348,913 shares have been issued, all of which are common shares. Each share carries equal voting rights in accordance with the number of shares held.

Shareholder Composition



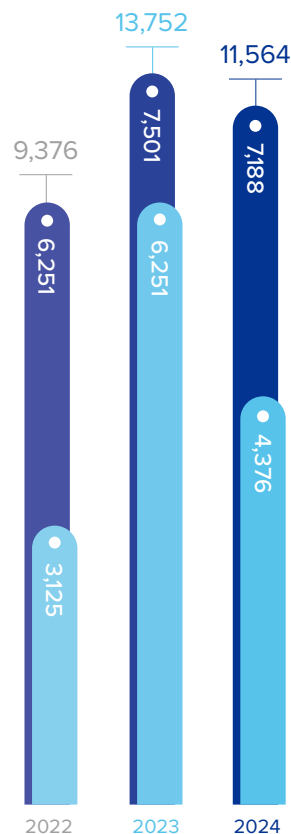
As of December 31, 2024

Shareholder name	Type of share	No. of shares
Jung-Seok Kang	Common stock	1,856,825
Employee stock ownership plan	Common stock	569,576
National Pension Service	Common stock	572,107
GLAXO GROUP LIMITED	Common stock	409,693
Treasury stocks	Common stock	98,190
Others	Common stock	2,842,522

Dividend Status

(Unit: KRW million)

● Quarterly Dividend Amount
● Year-end Dividend Amount



Shareholder-Friendly Policy

Protection of shareholder rights

Dong-A Socio Holdings is committed to protecting shareholders' rights and actively supporting the exercise of voting rights. To this end, the company has adopted electronic voting and e-proxy systems. In addition, disclosures such as "Proxy Solicitation Statements" are made available through the Data Analysis, Retrieval and Transfer System (DART).

To enhance accessibility to general meetings of shareholders, the company participates annually in the Voluntary Compliance Program for Shareholders' Meeting Dispersion. Moreover, to ensure the free exercise of shareholders' proposal rights, the company provides detailed guidance on how to submit proposals and the related procedures via its official website.

Improvement of Dividend Procedures

Dong-A Socio Holdings has enhanced dividend transparency by disclosing dividend amounts prior to the record date, thereby improving shareholders' ability to anticipate dividend payments and supporting informed investment decisions. Accordingly, the record dates for year-end and quarterly dividends were revised at the March 2024 and March 2025 annual general meetings, respectively. In addition, the company has introduced an online dividend inquiry service to protect shareholders' personal information while improving accessibility.

Shareholder Return Policy

In March 2024, Dong-A Socio Holdings announced a three-year shareholder return policy (2024–2026) aimed at enhancing shareholder value. The company plans to return at least KRW 30 billion to shareholders through dividends over the three-year period, allocating 50% of its free cash flow (based on separate financial statements) for this purpose.

As part of this initiative, the company intends to issue a 3% stock dividend annually and continue its quarterly

dividend policy to provide shareholders with stable cash flow. Any remaining funds within the shareholder return allocation, after dividends, will be used for share repurchases and cancellations.

Enhancing Shareholder Meeting Engagement

Dong-A Socio Holdings promotes active shareholder participation and facilitates the exercise of voting rights by avoiding the peak period for annual general meetings. The 77th Annual General Meeting was held on March 31, 2025, and the company issued the meeting notice four weeks in advance to ensure that shareholders had ample time to review key information ahead of the meeting.

Expanding Shareholder Communication

Dong-A Socio Holdings is actively engaged in various investor relations (IR) activities to ensure information transparency and strengthen investor trust. Following the release of business performance results, the company holds regular corporate briefings for institutional investors. Additionally, it maintains active communication with the market through ongoing corporate visits, non-deal roadshows (NDRs), and participation in corporate day events.

Dong-A Socio Holdings has established dedicated pages within the "PR Center" of its Korean and English websites, including Group News, Media (Videos), and CSR Activities, to provide the latest company updates. In consideration of minority shareholders and international investors, the company also discloses investor relations (IR) information and contact details for relevant departments. Furthermore, it publishes an integrated group report in both Korean and English—covering financial and non-financial data—on its website. Dong-A Socio Holdings remains committed to addressing information asymmetry through effective communication.



Corporate Governance

Board of Directors

Composition of BOD

Dong-A Socio Holdings' Board of Directors aims to ensure the company's sustainable growth by resolving matters stipulated by laws and the Articles of Incorporation, addressing items delegated by the General Shareholders' Meeting, and overseeing key decisions related to business operations. The board also supervises the performance of executive officers and management. As of the end of March 2025, the board consists of seven members: three internal directors (43%), including the CEO, and four outside directors (57%).

Board Independence, Expertise, and Diversity

To ensure the independence of the Board of Directors from management and controlling shareholders, Dong-A Socio Holdings has separated the roles of the Chairperson of the Board and the CEO, and maintains a majority of outside directors. In addition, to enhance the Board's expertise and diversity, the company specifies relevant business expertise in the regulations of the Committee for Recommending Candidates for Outside Directors and appoints professionals from diverse fields—including law, accounting, auditing, pharmaceuticals, and ESG—as outside directors.

CEO Succession Policy

Dong-A Socio Holdings has established a CEO succession plan to minimize management disruptions in the event of a leadership change and to ensure continuity in stable corporate governance. The company nurtures a pool of potential CEO candidates by offering executive-level personnel across the group opportunities such as intercompany transfers, internal job rotations, and executive training programs.

In the event of a CEO's term expiration (three months prior) or unexpected inability to perform duties, a CEO Nomination Committee is formed within three days. The committee comprises one individual designated by the largest shareholder and two longest-serving outside directors. After evaluating the candidates, the committee recommends a nominee to the Board of Directors for internal directorship. Upon approval at the shareholders' meeting, the individual is appointed as CEO through a final resolution by the Board.

BOD Composition

As of the end of April 2025

Category	Name	Gender	Position	Area of expertise	Date of appointment	Key profile
Internal Directors	Min-Young Kim	Male	CEO & President	Management	Aug. 2024	-
	Seung-Hyun Ko	Male	Executive Director of Management Support	Management/Accounting	Mar. 2021	-
	Hyun-Min Lee	Male	Executive Director of Management Planning	Management Strategy/planning	Mar. 2025	-
Outside Directors	Kyoung-Bae Kwon	Male	Chairman of the BOD Audit Committee ESG Committee Committee for Recommending Candidates for Outside Directors	Accounting/Auditing (Accountant)	Mar. 2021	(Current) Executive Director at Sejin Accounting Corp.
	Se-Won Kwon	Male	Audit Committee (Chairperson) ESG Committee (Chairperson) Evaluation & Compensation Committee	Accounting/ESG(Accountant, professor)	Mar. 2022	(Current) Professor of Ewha School of Business (Current) Outside Director of Miwon Commercial
	Young-Jin Chung	Male	Evaluation & Compensation Committee (Chairperson) Audit Committee ESG Committee	Law (Lawyer)	Mar. 2024	(Current) Managing Partner of Hyun Law
	Yeon-seok Jeong	Male	ESG Committee Evaluation & Compensation Committee Committee for Recommending Candidates for Outside Directors	Pharmaceutical (professor)	Mar. 2025	(Current) Professor, College of Pharmacy, Seoul National University

Percentage of Outside
Directors on the BOD

57%





Corporate Governance

BOD Operation

Dong-A Socio Holdings holds regular Board of Directors meetings quarterly in principle, with the composition, meetings, and related matters governed by the Board regulations. In 2024, the Board convened a total of 15 times, reviewing the company's business performance and key management issues on a quarterly basis to supervise executive management.

The Board also deliberated and resolved on numerous agenda items aimed at enhancing corporate value from a sustainability perspective, including the approval of quarterly dividends in line with the company's mid-to long-term shareholder return policy. To ensure a transparent and sound governance structure, Dong-A Socio Holdings evaluates the overall activities of the Board as well as the performance of individual outside directors, and discloses the results through its annual business report or corporate governance report.

Board Education and Support

In accordance with its Board regulations, Dong-A Socio Holdings supports outside directors in performing their duties effectively by allowing them to seek assistance from external experts at the company's expense. To ensure adequate time for agenda review, Board meeting notices are issued at least seven days in advance.

Additionally, the company provides Board members with access to external seminars and forums—such as the ACF Audit Committee Forum and the PwC Governance Center—on topics including corporate governance, internal control systems, and the Board's role in financial reporting. These opportunities help directors stay informed and up to date on key governance and compliance matters.

Committees under the BOD

To enhance the expertise and operational efficiency of the Board, Dong-A Socio Holdings operates four Board-level committees: the Audit Committee, the Committee for Recommending Candidates for Outside Directors the Evaluation and Compensation Committee, and the ESG Committee. The ESG Committee is responsible for reviewing and approving matters related to the Dong-A Socio Group's Integrated Report. This includes conducting materiality assessments three times a year, approving the materiality assessment plan, and granting final approval for the publication of the Integrated Report. As of the end of 2024, although Dong-A Socio Holdings is not legally required to establish an Audit Committee or an Committee for Recommending Candidates for Outside Directors under the Korean Commercial Act—since the company's total assets are below KRW 2 trillion—it has voluntarily established and operated these committees to strengthen transparency in management and accounting, and to reinforce oversight of the executive team.

Composition of Committees Under the BOD

Chair: ● Member: ○

Committee	Roles & Functions	Internal Director	Outside directors			
		Min-Young Kim	Kyoung-Bae Kwon	Yeon-seok Jeong	Se-Won Kwon	Young-Jin Chung
Audit Committee	<ul style="list-style-type: none"> Supervise directors' work Audit the company and subsidiaries Approve the selection and dismissal of outside auditors Other matters stipulated in the Articles of Association or bylaws in relation to audit work 	-	○	-	●	○
Committee for Recommending Candidates for Outside Directors	<ul style="list-style-type: none"> Examine qualifications of outside director candidates Recommend an outside director candidate as an agenda item submitted to an AGM 	○	○	○	-	-
Evaluation & Compensation Committee	<ul style="list-style-type: none"> Establish performance evaluation and compensation criteria Evaluate the company and CEO performance Other matters related to the compensation system 	-	-	-	○	●
ESG Committee	<ul style="list-style-type: none"> Establish ESG-related strategies and policies Review ESG and non-financial risks Approve internal transactions with related parties Manage and supervise the execution details of internal transactions Other matters delegated by BOD or deemed necessary by the Committee 	-	○	-	●	○

* The Committee for Recommending Candidates for Outside Directors Chairperson is currently vacant. In accordance with the committee's regulations, Outside Director Mr. Kyoung-Bae Kwon is serving as the acting chair. A new chairperson will be appointed at a future meeting of the committee.

No. of meeting held	No. of agenda items reviewed	Director attendance rate	
15	21 _{for approval} 11 _{for report}	100%	

BOD Evaluation and Compensation

The remuneration system for the Board of Directors at Dong-A Socio Holdings is evaluated in accordance with internal regulations and determined through approval by the General Shareholders' Meeting to ensure the independence of the Board and the transparency of corporate management. To establish appropriate compensation levels, market benchmarks are reviewed, and remuneration is paid based on criteria approved by shareholders.

Compensation for outside directors is provided as fixed remuneration, reflecting the need for independence and transparency. Monthly payments are determined according to the annual remuneration policy, taking into account the workload—including participation in Board and committee meetings, and agenda reviews—as well as legal responsibilities. Additional stipends are provided for committee participation.

Compensation for inside directors consists of a base salary and performance-based bonuses. The base salary is adjusted based on company performance and individual achievements, as reviewed by the Evaluation and Compensation Committee. Performance bonuses are targeted at 15% of the base salary. Notably, 20% of the company's overall performance evaluation includes ESG indicators, which are assessed based on individual metrics under the corporate social responsibility framework.

As approved at the 2024 General Shareholders' Meeting, the total remuneration cap for the Board was set at KRW 2 billion, with approximately KRW 1.06 billion paid to six directors as of the end of December 2024.

BOD Remuneration in 2024 (Unit: KRW million)

category	No. of Persons	Total remuneration	Per capita average remuneration
Internal Director	2	1,195	598
Audit Committee Member	3	180	60
Outside Director besides Audit Committee Member	1	54	54

Integrated Risk Management

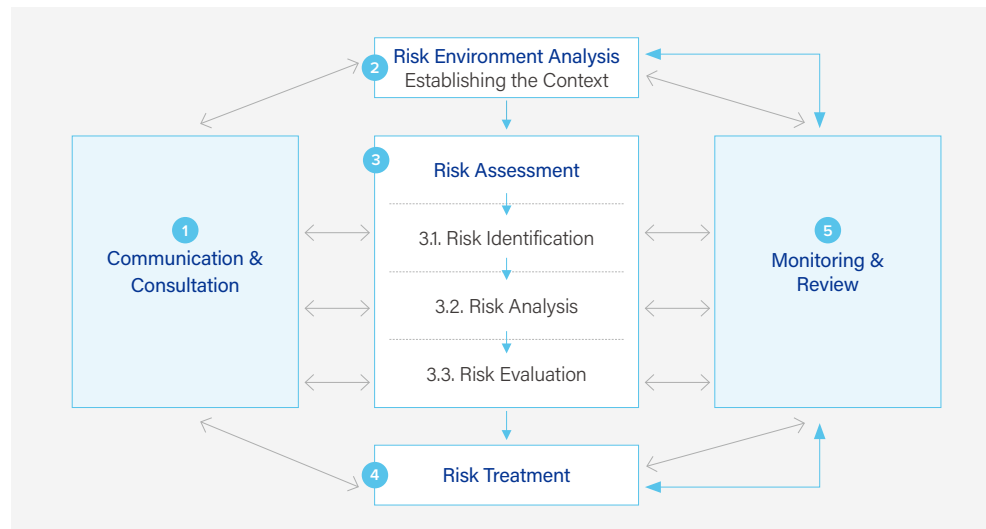
Risk Management System

Enterprise Risk Management

Dong-A Socio Holdings has established and operates an Enterprise Risk Management (ERM) system to proactively identify and respond to external risks that may impact the organization. Through this system, the company systematically identifies, assesses, and manages a wide range of risks, enabling effective responses to the rapidly changing business environment.

By analyzing internal and external environments, the company identifies both financial and non-financial risks in advance and conducts structured assessments to minimize potential threats. This approach allows for the internalization of risks and strengthens the risk response capabilities of each business unit. In addition, Dong-A Socio Holdings conducts regular risk monitoring to continuously enhance the risk management framework. Through these efforts, the company is building a stable management environment, maximizing corporate value, and securing a foundation for sustainable growth.

Risk Identification & Response System



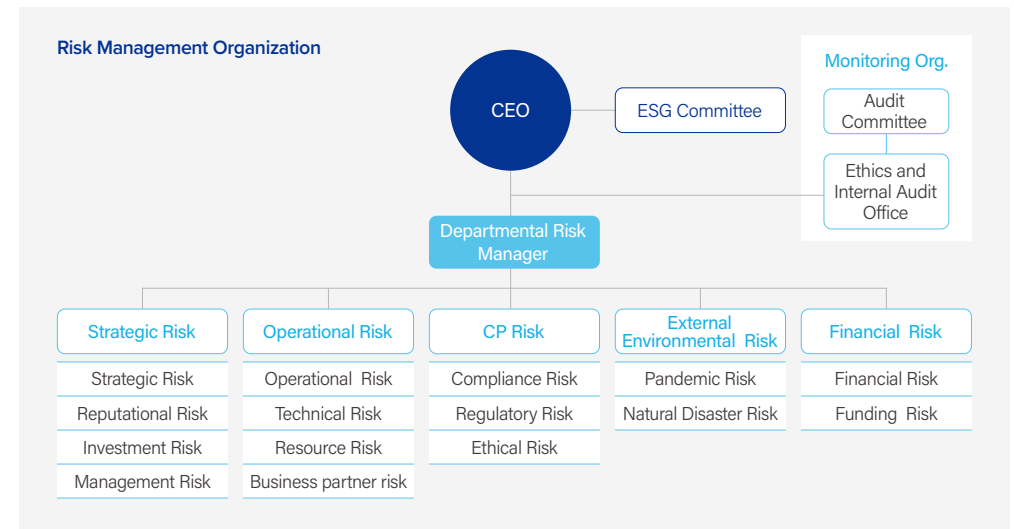
Risk Management Organization

To ensure effective risk response, Dong-A Socio Holdings operates a company-wide risk management structure composed of risk managers assigned to each department. Under the guidance and monitoring of the Ethics and Internal Audit Office each department identifies and manages various risks that may arise in the course of daily operations, based on standardized risk management procedures. A real-time management system has been established to enable prompt and systematic responses to potential risks. The results of company-wide risk management activities are regularly reported to senior management and the ESG Committee. These reports serve as the basis for ongoing improvements and the development of proactive response strategies.

Risk Management Areas

Dong-A Socio Holdings has defined five key risk management areas—strategy, operations, compliance, external environment, and finance –to proactively identify and effectively respond to potential risks across all aspects of corporate management. The Ethics and Internal Audit Office, which oversees company-wide risk management, conducts regular risk assessments and works closely with designated risk managers in each department. Together, they closely examine the response frameworks and risk management capabilities in place to ensure thorough and timely mitigation of identified risks.

Risk Management Organization





Integrated Risk Management

Risk Management Activities

Risk Prevention Activities

Dong-A Socio Holdings focuses on proactive risk prevention through its management diagnostics function, aiming to identify potential risks within the group in advance and to establish processes that minimize damage in the event of risk occurrence. The company also ensures that changes in laws, government policies, and regulatory systems are promptly communicated across all group affiliates. By sharing best practices as well as areas for improvement, Dong-A Socio Holdings continuously enhances the group-wide capacity for risk management.

Key Areas of Preventive Focus in 2024

In 2024, Dong-A Socio Holdings identified a total of 102 financial and non-financial risks. Among these, risks with the potential to impact two or more group affiliates were classified as material risks and received additional attention. For the 15 key risks identified, the company established response measures and continues to conduct ongoing monitoring and preventive activities.

Furthermore, Dong-A Socio Holdings strengthened its group-wide risk management system by supporting the establishment of enterprise risk management frameworks and preventive initiatives across eight affiliates—Dong-A Otsuka, Yongma Logis, DA Information, Soo Seok, DONGCHEONSU, ABEN Engineering & Construction, Korea Sinto, and DONG-A CHAMMED.

Key Risk Types and Response Measures

Risk type	Key risk description	Response & Action
Strategic Risk	Inappropriate decision-making and execution, including the selection of strategic initiatives that do not reflect the characteristics of the business	Monitoring of Latest Trends and Developments, and Control Management through Reporting Committees
Operational Risk	Losses arising from inappropriate or flawed internal processes, human errors, or system deficiencies	Management of Residual Risks through the Establishment of a Risk-Level-Based Monitoring System
Compliance Risk	Reputational damage resulting from violations of fair trade regulations, breaches of internal transaction rules, and unethical conduct by executives and employees	Each risk is managed and reported by its designated responsible department
External environmental risk	Risks arising from uncontrollable environmental changes such as natural disasters and pandemics	Establishment of Disaster Response Plans and Enrollment in Comprehensive Property Insurance
Financial Risk	Oil price fluctuations, exchange rate volatility, interest rate changes, cash flow shortages, and changes in tax rates by regulatory authorities	Mitigating Interest Rate Risk through Refinement of Short- and Long-Term Funding Plans and Enhancement of Financial Soundness

Post-Incident Response Activities

As part of its post-incident risk management and control efforts, Dong-A Socio Holdings conducts various regular and ad-hoc audits, including comprehensive audits, spot audits, special audits, and follow-up inspections to ensure the implementation of corrective actions. In 2024, the company focused particularly on quality and supply chain value chain risks across group affiliates, identifying vulnerabilities within each company and reviewing progress on process and system improvements. Where gaps were identified, additional consulting was provided to strengthen internal systems and support their proper implementation.

In addition, the company operates the cyber audit office CLEAN :D, which serves as a platform for ongoing audit activities based on internal and external reports. In response to key issues reported in 2024—such as employee misconduct and lax workplace-discipline comprehensive investigations were carried out, and appropriate actions were taken in accordance with internal regulations. In addition, Dong-A Socio Holdings operates a cyber audit office, CLEAN :D, which enables the establishment of a real-time audit system based on both internal and external whistleblower reports. In 2024, comprehensive investigations were conducted in response to key reports—including employee misconduct and lax workplace discipline—and appropriate measures were taken in accordance with internal policies.

Risk Management

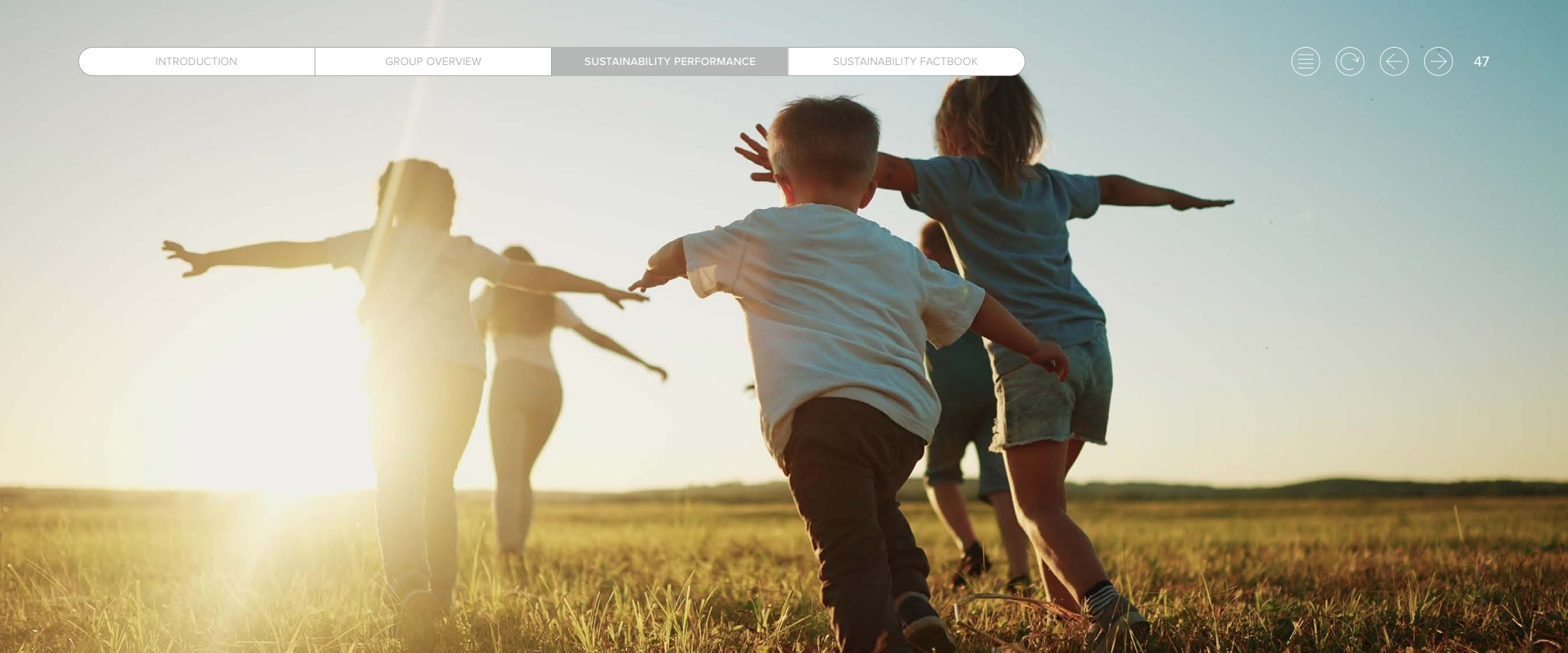
Tax Management Principle

Dong-A Socio Holdings recognizes tax compliance not only as a legal obligation that contributes to national finances, but also as a significant responsibility with broad societal impact. In accordance with applicable tax laws and regulations, the company faithfully fulfills its tax filing and payment obligations, and prevents tax-related risks through lawful and transparent tax management practices. Tax affairs are overseen by the Finance & Accounting Team within the Business Support Office. For significant tax matters, an initial review is conducted by the Finance team, followed by final reviews and decision-making by the CFO and CEO.

Tax Risk Minimization

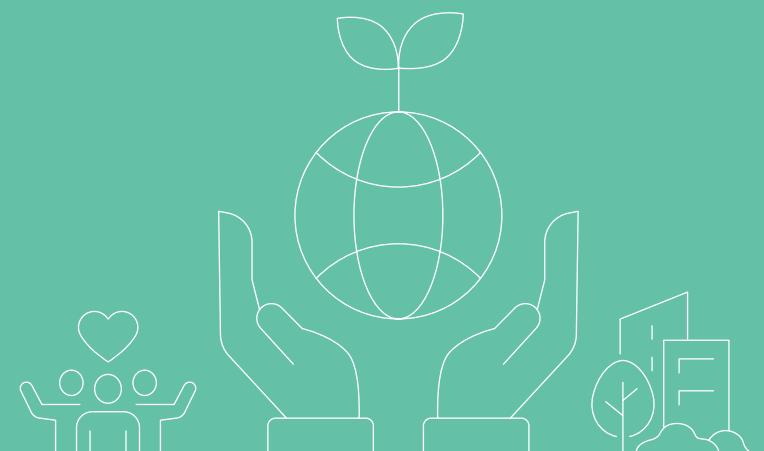
Dong-A Socio Holdings faithfully fulfills its tax filing and payment obligations in accordance with tax laws, and manages tax risks based on a principle of maintaining transparent and constructive relationships with tax authorities. The company strives to identify and prevent potential tax risks at an early stage in all business activities and transactions, including new business initiatives, investments, and changes in transaction structures.

Additionally, Dong-A Socio Holdings collaborates closely with tax experts to ensure effective communication with tax authorities. The company maintains annual advisory contracts with external professionals to receive legal and practical guidance on tax matters. For material tax issues, in-depth analyses are conducted in cooperation with both internal and external experts to minimize potential tax risks.



OUR RESPONSIBILITY

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Human Rights Management

Respect for and Protection of Human Rights

Dong-A Socio Group supports international standards and guidelines related to human rights and labor, including the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the core conventions of the International Labour Organization (ILO).

Guided by the principle of creating a “company where employees are happy,” Dong-A Socio Group is committed to protecting the human rights and enhancing the well-being of all its members. Furthermore, the Group pays close attention to the rights of various stakeholders including business partners, customers, and local communities and takes great care to ensure that no human rights violations occur throughout its business operations.



Governance

The highest decision-making body for human rights management within the Dong-A Socio Group is the Board of Directors of Dong-A Socio Holdings. The Board is responsible for approving human rights management policies and overseeing their implementation.

The Social Responsibility Council deliberates and makes decisions on matters related to social responsibility management, including human rights. It works in close collaboration with the Social Responsibility Planning Department and human rights management teams within each group company to systematically identify and manage both potential and actual human rights risks.

- **Social Responsibility Planning Department:** Supports the overall implementation of social responsibility management and promotes synergy across the organization by executing human rights and labor practices and identifying strategic initiatives.
- **Group Company Human Rights Teams:** Develop and implement human rights management strategies, including the prevention and management of human rights risks and the operation of grievance mechanisms.



Strategy

Respecting workers' rights and protecting human dignity are essential components of corporate social responsibility. Failure to uphold these responsibilities can lead to significant risks and costs arising from human rights and labor-related conflicts and disputes. To proactively manage such risks, Dong-A Socio Group has implemented strategies that include regular reviews and updates of its human rights policies, human rights risk monitoring (such as human rights impact assessments), and the establishment of grievance and remediation mechanisms.

A stable labor-management relationship rooted in a culture of respect for human rights contributes to enhanced corporate reputation, employee satisfaction, and retention, ultimately supporting long-term sustainable performance. To strengthen communication with employees, Dong-A Socio Group shares its human rights management policies and guidelines internally, raises awareness through information and training, monitors workplace discrimination, promotes equal opportunity and diversity, and transparently discloses its human rights performance through publications such as the Happiness Management Report.



Risk Management

Dong-A Socio Group regularly provides human rights education to employees and strives to foster a culture of respect and protection for human rights through a variety of policies and initiatives. In particular, the Group identifies stakeholders who may be exposed to potential human rights risks—such as employees, customers, business partners, and local communities—and conducts human rights impact assessments across all affiliates based on the specific issues relevant to each stakeholder group.

For the risks identified through these assessments, the Group evaluates their potential impact on the business and prioritizes them accordingly. This process takes into account legal requirements, societal expectations, and stakeholder feedback. The final prioritized risks are then addressed through appropriate policies, procedures, and training programs aimed at mitigating potential human rights impacts.



Indicators & Goals

* **Goals:** Minimization of human rights-related risks

* **Management indicators**

Category	Unit	2022	2023	2024
Proportion of Group Affiliates Subject to Human Rights Impact Assessment	%	-	100%	100%
No. of Violations of Human Rights and Labor-Related Laws	case	0	0	0



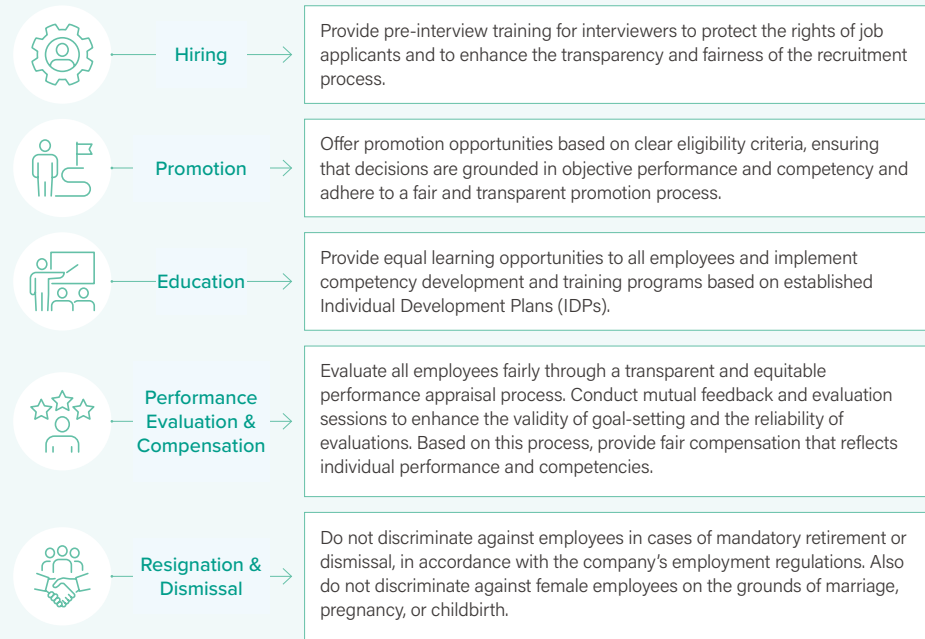
Human Rights Management

Dong-A Socio Group prohibits all forms of discrimination without reasonable cause. The Group seeks to ensure sustainable growth for both individuals and the organization by fostering an inclusive environment that respects differences and encourages collaboration among employees from diverse backgrounds and experiences. Dong-A Socio Holdings is a participant in the United Nations Global Compact (UNGC), a global sustainability initiative, and incorporates its Ten Principles on human rights, labor, environment, and anti-corruption into its business operations and strategies. Based on its human rights policy, the company conducts regular human rights training and monitors workplace harassment and discrimination to maintain a respectful and fair working environment.

Principle of Non-Discrimination

Dong-A Socio Group's Principle of Non-Discrimination

Dong-A Socio Group does not tolerate discrimination in recruitment, promotion, evaluation and compensation, benefits, retirement, or dismissal on the basis of gender, educational background, race, religion, or any other personal characteristic. The Group is committed to respecting and embracing the diversity of its workforce.



Key Elements of the Human Rights Management Principles

- 01** Non-discrimination
- 02** Compliance with Working Conditions
- 03** Humane Treatment
- 04** Guarantee of Freedom of Association and Collective Bargaining
- 05** Prohibition of Forced Labor and Child Labor
- 06** Ensuring Occupational Safety
- 07** Protection of Human Rights of Local Communities
- 08** Protection of Customer Human Rights

Human Rights Education

We provide human rights education to enhance employees' awareness of human rights and diversity, and to foster a culture of respect and inclusion. Legally mandated training—such as workplace sexual harassment prevention, workplace bullying prevention, and disability awareness—is offered to all employees across the group at least once a year for a minimum of one hour.

Workplace Harassment and Discrimination Monitoring

Dong-A Socio Holdings conducts an annual survey of all employees to monitor potential human rights violations—such as workplace bullying, sexual harassment, and discrimination—and to establish preventive measures.

The survey is conducted anonymously to protect respondents' identities. After the survey is completed, the results are reviewed and followed by the development of improvement and action plans based on the findings.

Survey Period: December 2 to December 10, 2024

Survey Content: Incidents of workplace bullying and discrimination, employee awareness and responses, knowledge of reporting channels for human rights violations, and any additional feedback or suggestions.



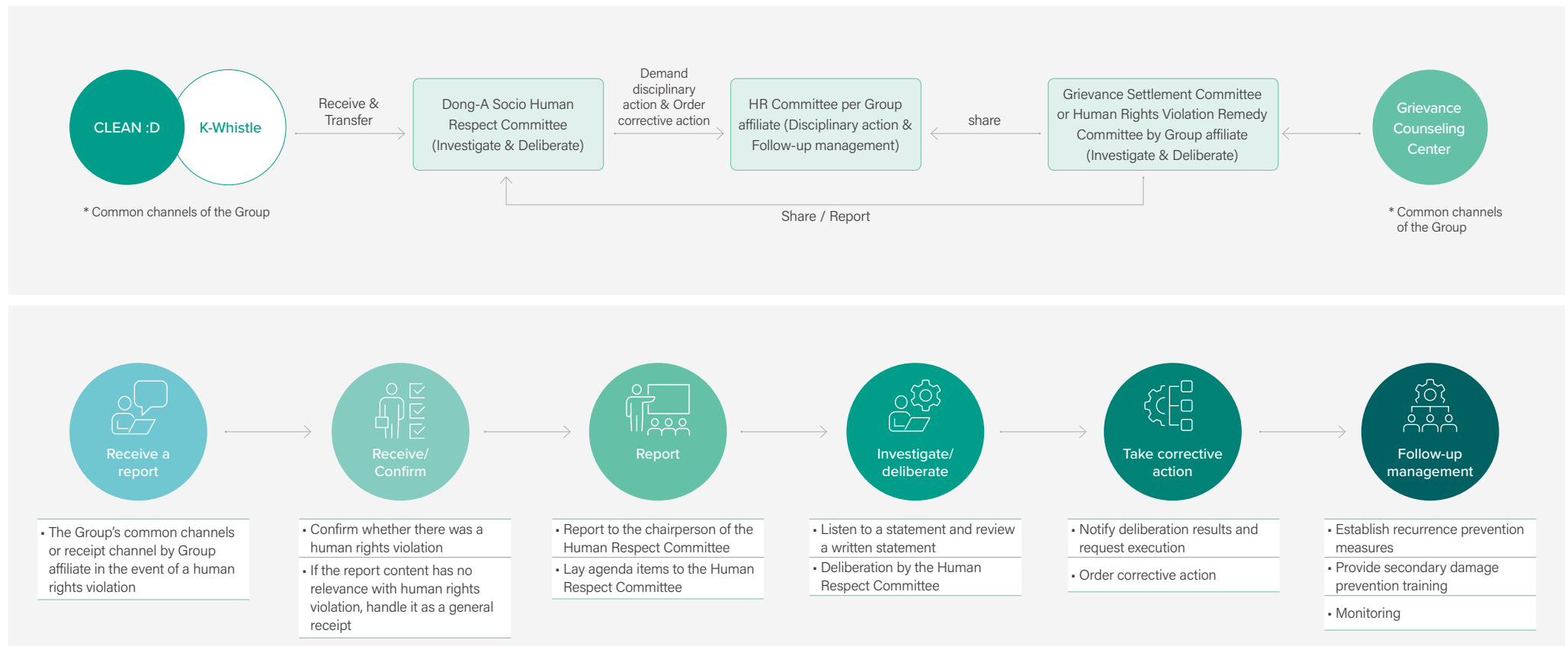


Human Rights Management

Remedy for Human Rights Violation Victims

Dong-A Socio Group operates multiple reporting channels to receive and address concerns and complaints related to human rights violations. Group-wide platforms such as Clean :D and K-Whistle are transferred to the Dong-A Socio Human Rights Committee, where they undergo investigation and deliberation. Cases reported to company-specific Grievance Counseling Center are handled by each company's grievance committee or human rights remediation committee through separate investigation and review procedures. In the event of a human rights violation, the Group applies a zero-tolerance policy and responds promptly and fairly based on objective facts and in accordance with established procedures.

Channels for Receiving Human Rights Violation Reports and Remedy Process



Human Rights Management

Human Rights Impact Assessment

Since 2023, Dong-A Socio Group has been conducting human rights impact assessments across all affiliates using a self-assessment approach. The assessment framework is based on the "Human Rights Management Guidelines and Checklist" provided by the National Human Rights Commission of Korea, and is structured to reflect corporate relevance. It includes 11 key issues, 36 principles, and 185 detailed items.

After the assessments are completed, on-site due diligence is conducted at each business site to review the responses, relevant policies, and performance records for all 185 items.

Based on the findings, improvement tasks are identified and implemented, with a focus on areas requiring further attention.

Dong-A Socio Holdings

2024 Human Rights Impact Assessment Results



Dong-A Socio Holdings demonstrated significant improvement in the 2024 Human Rights Impact Assessment by implementing the following measures addressing issues identified in the 2023 assessment.

- ✓ Dong-A Socio Holdings achieved an approximately 60% improvement in its human rights management framework through the publication of the Human Rights Management Report (Happiness Management Report) and the establishment of the Human Rights Charter.
- ✓ Improvements were made across five key areas, including the prohibition of forced labor, responsible supply chain management, the guarantee of environmental rights, and the protection of human rights in the workplace.
 - In particular, significant efforts were made to improve the protection of employees with disabilities, such as hosting job development workshops to promote practical employment, benchmarking best practices from other companies, and reviewing the establishment of standard workplaces.
 - Substantial progress was also achieved in responsible supply chain management through the enactment of a Supplier Code of Conduct and improvements to the supply chain process.

Human Rights Impact Assessment



Assessment Period

From June 1 to July 31, 2024



Assessment Method

Self-assessment by relevant departments on each issue based on evaluation indicators



Assessment Index

The checklist provided by the National Human Rights Commission of Korea includes 185 items organized under 11 key issues and 36 principles related to business and human rights.



Evaluation criteria, scoring, and result calculation

Scoring Example

- Yes(1): Indicator has been implemented / no improvement needed.
- Partial(0.5): Indicator has been implemented / improvement required.
- No(0): Indicator has not been implemented / Not applicable / Not available.
- excluded from evaluation: Indicator is not relevant or has low relevance to business operations.

Human Rights Impact Assessment Process

STEP 01 Understanding of External Conditions

- Monitoring Domestic and International Standards and Guidelines
- Tracking changes in laws and regulations related to human rights

STEP 02 Designing of Checklist

- Development of a Self-Assessment Checklist
- Covers diverse human rights topics
- Includes training sessions for evaluators

STEP 03 Human Rights Impact Assessment

- Group-wide evaluation conducted
- Conducted interviews based on evaluation results (including review of response and supporting documents)
- Final assessment

STEP 04 Result analysis and risk identification

- Analysis of human rights impact assessment results
- Identification of potential human rights risks

STEP 05 Establishment of Improvement tasks

- Establishment of improvement tasks for identified gaps

STEP 06 Implementation and monitoring of results

- Implementation and monitoring of improvement tasks

STEP 07 Results reporting

- Compilation and reporting of results
- External disclosure of outcomes



Human Rights Management

Initiatives to advance diversity, equity, and inclusion (DE&I)

As part of its efforts to promote diversity, equity, and inclusion (DE&I), Dong-A Socio Group held a workshop in 2024 to promote the employment of persons with disabilities, along with an idea contest to expand disability hiring. In addition, the group provides annual training to enhance employees' understanding and sensitivity toward disabilities, aiming to build a shared awareness and foster a more inclusive and disability-friendly work environment.

Disability Employment Expansion Idea Contest



Period: March 27 to April 10, 2024



Category	No. of winner	Description
Grand Prize	1	• Braille Content Review
Excellence prize	2	• Chatbot, administrative support • Printing and promotional material production at standard workplaces for persons with dis
Encouragement Award	3	• Responding to Customer Complaints • Customer service and content production support • Establishment of standard workplaces and car washing

Dong-A Socio Holdings' Cultural Experience-Based Disability Awareness Training



Time: April 17, 2024

Effect: By combining cultural and artistic performances with disability awareness education, the program created an enjoyable and engaging experience for all employees, leading to high educational impact and participation. At the same time, it contributed to expanding employment opportunities for artists with disabilities.

Content: Performance by Hanbit Performing Arts Company, the world's only orchestra composed of visually impaired musicians, along with a disability awareness education session.



Facilitation Workshop on Identifying Job Roles for Persons with Disabilities-Dong-A Socio Group



Time: April 17, 2024

Effect: Enhancing awareness of inclusive employment across all affiliates of Dong-A Socio Group and promoting effective employment of persons with disabilities through the identification of suitable job roles.

Description:

- Analysis of the fundamental causes behind low employment rates of persons with disabilities and identification of suitable job roles within the group.
- Job identification workshops were conducted with participation from affiliates that have not yet fulfilled their disability employment obligations.
- Participating companies: Dong-A Socio Holdings, Dong-A Dong-A Pharmaceutical, ST Pharm, Yongma Logis, DA Information, DONG-A CHAMMED



Human Rights Management

Group Affiliate Status

Dong-A Pharmaceutical

Grand Prize Winner of the "Disability Awareness"

Since 2019, by participating in the "Creating a Barrier-Free World" campaign to improve the quality of life for individuals with mobility impairments, the company has installed a total of 727 mobile ramps at pharmacies, convenience stores, cafés, and other locations. In recognition of these efforts, the company was awarded the Grand Prize at the 2024 Disability Awareness Practice Awards by the Disability Awareness Practice Headquarters in December 2024.



Yongma Logis

"Operation of Yongma Whistleblower System via External Service Provider"

To uphold our responsibility to respect human rights and to prevent human rights violations in advance, we operate both a Grievance Committee and the Yongma Whistleblower System. These are managed under an integrated framework to ensure swift and accurate resolution of issues.

The Yongma Whistleblower System is open to all and serves as a channel for reporting and resolving grievances and concerns related to human rights violations. To enhance whistleblower protection and ensure anonymity, the system is operated externally by a third-party service provider.

[→ Yongma Whiskeblower Systemn\(Sinmungo\)](#)

DONGCHEONSU

"Promoting Diversity and Inclusion in the Recruitment Process"

In 2024, as part of our efforts to promote diversity and inclusion in the hiring process, we recruited 25 foreign employees from five different nationalities. In addition, we hired two more employees with severe disabilities, thereby fully complying with the mandatory disability employment quota (100%). Through these efforts, we have further strengthened workplace diversity and created a more inclusive and comfortable working environment for employees with disabilities.

In particular, DONGCHUNSOO considered remote work conditions from the recruitment stage when hiring employees with disabilities. The company assigned tasks suitable for remote work, ensuring that working conditions were adapted to meet their needs. These measures support equal opportunities for employees with disabilities and contribute to building an inclusive and non-discriminatory work environment.

"Measures to Prevent Workplace Harassment"

In 2024, DONGCHUNSOO expanded its grievance reporting channels to better accommodate employee concerns and feedback. Grievance boxes were installed at each facility to improve accessibility for on-site employees.

In addition, the company conducts an annual employee survey to monitor experiences of workplace harassment and discrimination. This proactive measure aims to prevent such issues in advance and helps inform improvement plans based on employees' experiences and feedback. Through these efforts, DONGCHUNSOO is committed to eradicating workplace harassment and maintaining a healthy and respectful work environment.

Korea Sinto

"Workplace Harassment and Discrimination Experience Monitoring Survey"

In 2024, a monitoring survey was conducted to establish a human rights compliance monitoring system. Based on the results of the survey, follow-up measures were taken, including distributing information to employees on grievance procedures and providing a "Workplace Harassment Prevention and Response Manual."



DONG-A CHAMMED

"Mutual Respect Campaign "

Through regular human rights management surveys, we actively listen to employees' concerns and feedback. Based on the results of the 2024 survey, we identified a need to raise awareness around building a culture of mutual respect. In response, we are promoting internal campaigns aimed at improving workplace culture.

Additionally, a leadership workshop will be held in January 2025 to deliver key messages to our leaders, encouraging them to foster and model a respectful workplace culture. These ongoing efforts reflect our commitment to improving internal culture across the organization.



Human Rights Management

Talent Management

Talent Profile and Recruitment

Dong-A Socio Group continuously advances its recruitment process to attract talents who can drive organizational performance and innovation. The role of HR team is not limited to talent acquisition but also extends to strengthening the onboarding experience to foster a sense of belonging for new employees. Additionally, the Group is diversifying sourcing channels to secure the right talent for each role and is adopting various interview formats to create an environment where candidates can fully demonstrate their potential.

To enhance the fairness and objectivity of the interview process, Dong-A Socio Group has made interviewer training mandatory and transitioned it to an online format to improve accessibility. As part of its recruitment branding efforts, the Group also launched a dedicated recruitment website in the first half of 2024.

Dong-A Socio Group is committed to eliminating unfair practices and discrimination throughout the recruitment process. Every effort is made to ensure that factors such as gender, age, physical conditions, disabilities, religion, place of origin, and educational background do not influence hiring decisions. Once a candidate is selected, age is verified through official resident registration documents to ensure compliance with child labor regulations.

Dong-A Socio Group Talent Profile





Human Rights Management

Talent Development Strategy

Dong-A Socio Group has been operating a Leadership Center that explores the success DNA accumulated over its 90-year history and identifies, develops, and selects future leaders based on a structured leadership pipeline to lead the next 100 years. All employees are actively involved in this initiative. In addition, to realize the corporate value of mutual growth and to secure a unique competitive edge for both the organization and individuals, the group operates a problem-solving-oriented learning organization. To reduce unnecessary costs from overlapping external training, the company fosters in-house instructors and subject-matter experts and has established a practical, field-oriented job training system that is currently in operation.

Dong-A Socio Group Education System

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

Self-Directed Competency Development

Dong-A Socio Group operates the Individual Development Plan (IDP) system to support employees in proactively setting their own career development paths and establishing and executing competency development plans in alignment with each stage of the leadership pipeline. This system was first introduced in 2022 at Dong-A Socio Holdings, Dong-A ST, Dong-A Pharmaceutica, and STgen Bio. In 2024, it was newly adopted by ST Pharm, Yongma Logis, and SUSEOK, expanding its implementation to a total of seven affiliates within the group.

Since the introduction of the IDP in 2022, employee learning hours have steadily increased, showing a 61.2% rise in 2024 compared to 2022. Despite the absence of a mandatory credit-based completion system, voluntary participation in learning continues to grow. This trend is seen as a reflection of strong trust in the IDP system within the organization and a high level of interest among employees in improving their competencies and pursuing personal growth.

In 2024, Dong-A Socio Group strengthened its talent development strategy by expanding the adoption of the IDP system across affiliates and enhancing its implementation. The IDP, previously piloted by a few affiliates, was expanded to 7 out of the group's 14 companies. To increase engagement, monthly newsletters were distributed and various interim check-ins and learning motivation events were held.

A pre-briefing session was also conducted to lay the foundation for full adoption across all affiliates by 2025. In the upcoming year, the IDP timeline will be adjusted so that plans are set at the beginning of the year, with quarterly planning support instead of an annual cycle. This will allow for more flexible and continuous learning management. Ultimately, the group aims to fully implement the IDP system company-wide and establish a culture of self-directed learning.

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

7 Group Affiliates in 2024:

Dong-A Socio Holdings, Dong-A ST,
Dong-A Pharmaceutical, STgen Bio, ST Pharm,
Yongma Logis, Soo Seok



Human Rights Management

Fostering Leaders in the “Dong-A Style”

Advancement of the Leadership Competency Model

Dong-A Socio Group operates leadership development programs based on a standardized group-wide leadership competency model to identify and nurture future leaders.

This model focuses on leadership knowledge and skills aligned with the Group's business direction and strategic priorities. It is used to systematically restructure leadership development programs by job level.

In 2025, as employees' understanding of competencies has significantly improved compared to the initial year, the Group plans to move beyond basic awareness and expand competency-based training programs in a more structured manner. At the same time, it aims to strengthen the connection between these competencies and various job functions to increase their practical application in the field and maximize the effectiveness of leadership development efforts.

Leadership Competency Assessment

Since 2023, Dong-A Socio Group has been conducting a 360-degree leadership assessment for all managers and promotion candidates across the group, using diagnostic items based on standardized group leadership competencies. In 2024, the second year of implementation, participation increased by 2% compared to the previous year, with approximately 85.0% of all employees taking part, reflecting a growing understanding of competencies and the assessment process.

Currently, various statistical analyses are underway by linking the data accumulated over the past two years with internal company data. Through this, the company aims to accurately assess the competencies of each employee and provide customized programs and learning opportunities to address any gaps.

In particular, based on the analysis results, personalized learning roadmaps will be offered to individuals, while senior managers will be supported in utilizing their team members' data to deliver more effective coaching in the workplace.

Leadership Development Track for Newly Appointed Managers

The leadership program for newly appointed managers at Dong-A Socio Group is designed to help them recognize their roles as new leaders and effectively lead their teams and organizations. The program is structured to systematically develop practical competencies, ranging from role-specific leadership capabilities to performance management and coaching skills required for managerial positions.

The training program for newly appointed team leaders has been supplemented with follow-up sessions linked to team workshops to deepen their understanding of leadership. For newly appointed executives, a six-month one-on-one coaching program is provided, based on the results of multi-faceted evaluations and personality assessments.

In 2025, the entire program will be revamped in connection with the various leadership data currently under analysis, and follow-up support programs will be implemented to help newly appointed leaders adapt to their organizations and improve team performance.

Leadership Pipeline-Based “Dong-A Leadership Center”

Donga Socio Group operates an advanced leadership development track composed of the Basic Course (BC), Development Center (DC), and Assessment Center (AC). In 2024, the group systematically linked the development, assessment, and validation processes based on its standard leadership competencies. To enhance the integration and consistency among each course, the training modules were reorganized. These efforts focused on systematically cultivating the future leaders of the group.

In 2025, the group plans to further strengthen the linkage between training programs by analyzing various leadership data and to develop and implement additional follow-up programs based on the analysis results. Furthermore, the target audience for these programs will be expanded to include employees across all affiliates, providing broader opportunities for leadership competency development.

‘Dong-A Leadership Center’

2024 Operational Performance (Cumulative)

137 sessions

2,543 persons completed



No. of Participants completed in 2024 compared to 2023

2,161

2023

17.65% increased

2,543

2024

Human Rights Management

Fostering Leaders in the “Dong-A Style”

New Employee On-Boarding Track

To respond to changes in the recruitment market and help new employees across the group companies quickly adapt to the organization and enhance their job competencies, Dong-A Socio Group has newly established and implemented a structured onboarding track. Moving beyond the short-term group training format previously focused on university graduate recruits, the new track spans approximately eight months and consists of a systematic process that includes online learning, group training, mentoring, and skill onboarding.

In 2024, the onboarding track achieved both quantitative and qualitative growth, expanding its scope to include all 14 group companies. The duration of the group training program was extended from one week to two weeks, allowing for more in-depth learning. Additionally, the group training program for newly hired experienced professionals and assistant-level employees, which had previously been conducted irregularly, was fully revamped. Through a variety of programs—including social contribution activities and team projects—participants are encouraged to internalize the group's values and culture, helping them build the mindset of a member who grows together within Dong-A Socio Group.

Additionally, the skill onboarding program, designed to support new employees in adapting to their roles, provides foundational job training necessary for effective task performance. The program covers topics such as data processing and utilization skills, as well as planning and reporting techniques. In 2024, it was conducted in five sessions each in the first and second halves of the year, with a total of 164 participants completing the course. To further strengthen retention, offline sessions were added to the existing program, offering opportunities for new hires to build peer networks.

In 2025, the onboarding program will be further enhanced by incorporating AI training to improve work productivity, helping new employees adapt more effectively to their roles.

‘New Employee On-Boarding Program’

2024 Performance
Results (All Affiliates): **451** persons completed



Organizational Development Workshop-TEAM:LAB (Teamwork Laboratory)

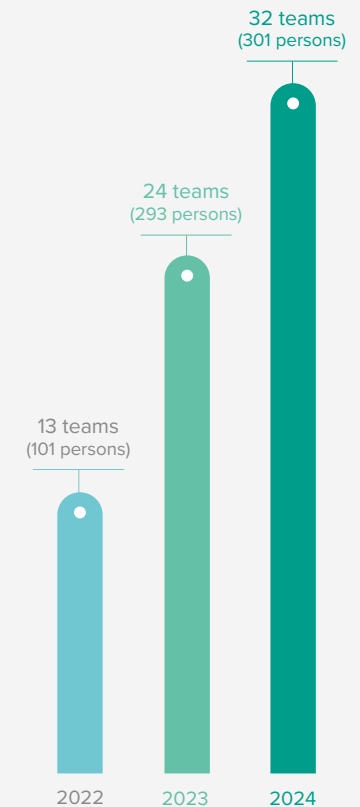
Operated under the slogan “We strive to build better teams,” the organizational development workshop “TEAM:LAB (Teamwork Laboratory)” offers six modules designed to address a variety of challenges and issues within the organization.

This workshop is a communication-based program involving all members of an organization, designed to support the development of consensus and tangible outcomes to address issues within individual teams. It aims to promote voluntary change and improvement, ultimately driving positive transformation within the organization.

In 2025, a separate onboarding track for newly appointed team leaders will be newly established and operated. This initiative aims to provide structured support to help new leaders effectively lead their teams and quickly adapt to the organization.



Performance Results of the Organizational Development Workshop 'TEAM:LAB'





Human Rights Management

Job Competency Enhancement Program

To secure differentiated competitiveness in each business area, Dong-A Socio Group has established a job training system and is planning and operating in-house training programs. In 2024, job-specific common competencies were further detailed based on job descriptions, and on-site-centered training programs tailored to each job category were developed by incorporating feedback from the previous year's training survey and SME interviews. Additionally, to support the continuous improvement of employees' language skills, a new Global Business track was launched, and customized training was provided at each site in response to the requests from R&D teams, resulting in increased learner engagement and satisfaction.

A total of 27 programs were offered, including 7 in management, 5 in production/quality, 6 in R&D, 6 in sales/marketing, and 3 in global business. Post-training evaluation showed high levels of satisfaction (average score of 4.64) and strong intention to apply the training on the job (average score of 4.40), indicating highly positive feedback from participants.

In 2025, the group plans to expand the number of job-specific core programs and strengthen the overall training framework by designing detailed training tracks that reflect the unique characteristics and skill levels required for each role. Additionally, a new AI-based program will be introduced to improve work efficiency and productivity, enabling employees to adapt to new ways of working and contribute to tangible improvements in their day-to-day tasks.

Learning Management System

In 2024, Dong-A Socio Group has been operating an integrated learning platform, "Soo Seok Universität," which offers approximately 10,000 e-learning contents, continuously enhancing learning convenience and accessibility for employees. A structured learning data management system has also been established to effectively manage employees' learning histories and support the creation and implementation of Individual Development Plans (IDPs), thereby facilitating personal competency development and career growth.

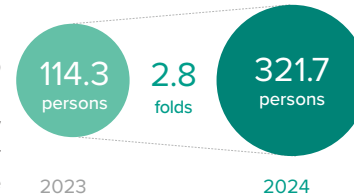
In addition, the group provides mandatory legal and internal compliance training to ensure employees understand and fulfill regulatory obligations. It has also uploaded video content for Standard Operating Procedures (SOPs) from the Production Division to improve the practical application of training at worksites.

Global Language Program

Previously limited to a few affiliates, the in-house language program has been expanded across all Dong-A Socio Group companies in 2024, providing a more effective environment for employees to improve their language skills. In line with advancements in AI technology, an AI-speaking track was introduced, allowing learners to choose between AI-based speaking training and traditional phone/video-based language learning.

Furthermore, cost optimization efforts reduced the average learning cost per person by 3.2 times, enabling the company to fully cover expenses that were previously partially borne by employees. As a result, both accessibility and engagement significantly increased, with the number of learners rising from 114.3 in 2023 to 321.7 in 2024—an increase of 2.8 times.

In 2025, Dong-A Socio Group plans to refine its evaluation system to objectively measure improvement in language proficiency. Based on this, the program will be further upgraded to deliver even more effective learning outcomes. In addition, by actively monitoring learner progress, the Group aims to enhance operational efficiency and continuously motivate employees, further strengthening their language capabilities.



Five Core Areas of Life Foundation

Health	Fostering a Mindset for Work-Life Balance and Supporting Emotional Engagement
Family	Providing Family-Inclusive Programs such as the Phoenix Camp
Leisure	Supporting Hobby-Related Activities through the "Leisure Exploration Life" Program and Fostering a Leisure-Friendly Organizational Culture
Finance	Offering Elective Educational Programs on Various Topics such as Stocks, Real Estate, and Investment
Retirement	Basic and Advanced Retirement Planning Programs to Support Pre-Retirement Preparation

Performance Evaluation and Compensation

Dong-A Socio Holdings' employee performance evaluation system consists of two components: Performance Evaluation, which measures annual achievements, and Competency Evaluation, which supports leadership and job competency development.

In the goal-setting process, the alignment between operational plans and individual goals is verified through goal sessions to ensure that KPIs are effectively established for achieving targets. The difficulty and effectiveness of each goal are assessed and categorized from the perspectives of operation, improvement, and challenge/innovation for better management.

During the mid-year review, the progress of each employee's goals is assessed, and any additional support needs or necessary adjustments to the goals due to changes in circumstances are reviewed.

At the end of the year, performance evaluation is conducted by reviewing the outcomes of goal achievement and providing feedback on the results. In addition, a competency evaluation is carried out to assess the job-specific and leadership competencies required for each role. Through peer reviews, individual strengths and areas for improvement are identified.

Furthermore, the evaluation results are linked to differentiated performance-based compensation, based on company, organizational, and individual performance assessments. The individual performance evaluation grade is used to determine the rate of base salary increase and performance bonus payout. Additionally, both performance and competency evaluation grades are considered when awarding promotion points. The peer review results are intended to be utilized as reference data for talent development and feedback, and the overall process is being advanced to support individual growth.

Lifecycle-Based Customized Programs

Dong-A Socio Group operates lifecycle-based customized programs for all affiliates, designed around five core areas to support employees in planning their lives and achieving work-life balance. Since the program's launch in 2021, participation has steadily increased. In 2024, based on employee feedback, the company regularly held special lectures that positively impact life and additionally provided wellness programs for stress relief to enhance emotional engagement among employees.



Human Rights Management

SPECIAL CASE

Special Case of Talent Management in the Group Companies

Yongma Logis

"Introduction and Implementation of KPI Evaluation System"

To maximize organizational performance and support employee competency development, the Key Performance Indicator (KPI) evaluation system was introduced in 2024. Through this system, employees were able to clearly understand the direction of their work and effectively contribute to achieving the organization's goals.

In addition, the system helped minimize unnecessary tasks and enabled employees to focus on core responsibilities, thereby improving overall work efficiency.

Soo Seok

"Master Craftsperson System and Outstanding Employee Recognition Program"

Dong-A Socio Group operates a competency-based education system aimed at strengthening job capabilities and performance evaluation. In particular, for technical and production employees, a "Master Craftsperson System" has been introduced to allow experienced professionals to pass on their know-how and field expertise, thereby helping junior employees further develop their skills. This system supports continuous technical innovation by nurturing professionals with the necessary expertise, while also enhancing capabilities through hands-on experience.

Soo Seok (a group affiliate) also runs an "Outstanding Employee Program" to motivate employees and reward excellent performance. This initiative contributes to performance improvement and role modeling, laying the foundation for a more transparent evaluation and compensation system.

Going forward, Soo Seok plans to actively utilize the group's education and evaluation systems, while continuously developing tailored job expertise programs and fair reward schemes. The company aims to foster employee growth and enhance the organization's overall competitiveness.

DONGCHEONSU

"Job Analysis, Job Description Development, and Implementation of Performance Evaluation System"

At the end of 2023, with the expansion of the business scope from the bottled water industry to beverage manufacturing and OEM operations, the influx of new employees increased, highlighting the need to systematically reorganize the HR management system.

In response, the company initiated NCS (National Competency Standards) corporate utilization consulting in 2024 to foster change and growth among existing employees and create an institutional environment that motivates new employees.

As a result, the company established a classification system for 15 job categories based on NCS, clearly defined roles and responsibilities for each job, and documented job profiles reflecting actual tasks—thereby laying the groundwork for job-centered HR management.

Additionally, a performance management system was introduced to establish fair evaluation standards, clarify compensation and promotion criteria based on evaluation results.

In recognition of these achievements, DONGCHEONSU received the Excellence Award at the NCS Best Practices Contest hosted by the Ministry of Employment and Labor and HRD Korea in November 2024, and was certified as an excellent company in NCS utilization.





Human Rights Management

Creating a Happy Organizational Culture

Organizational Culture Change Management

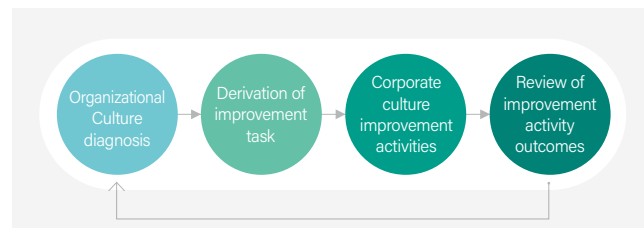
Operation of Organizational Culture Diagnosis Process

To foster the happy engagement and growth of its members, Dong-A Socio Group conducts an annual organizational culture survey to gather employee feedback and implements improvement activities tailored to each affiliate based on the results.

In September 2024, Dong-A Socio Group conducted an organizational culture survey targeting all employees across the group. The survey achieved a response rate of 81.8% (4,895 out of 5,982 employees), marking a 1.2 percentage point increase compared to 2023. A total of 13 Focus Group Interviews (FGIs) were conducted for in-depth analysis, and a comprehensive results report was completed. The average score across the 29 diagnostic elements of the group's organizational culture survey was 3.3 out of 5 (based on the Likert scale). Among these, elements related to employee and organizational happiness—such as sense of well-being, job engagement, organizational commitment, and performance awareness—averaged 3.5 out of 5.

In accordance with the organizational culture diagnosis operation framework, improvement performance for each group company in 2024 was evaluated based on improvement plans, whether results were shared, implementation rates, and outcomes. For 2025, improvement tasks have again been identified for each group company based on the direction derived from the previous year's survey results. The group aims to continue driving improvement activities—such as reducing work inefficiencies and enhancing communication—so that all employees can tangibly experience positive changes.

Organizational Culture Diagnosis Operational Framework



2024 Organizational Culture Diagnosis Overview

Items	<ul style="list-style-type: none"> A total of 81 questions across 7 diagnostic areas and 29 diagnostic elements (including 15 questions on leadership principles and efforts to change organizational culture)
Period	<ul style="list-style-type: none"> For two weeks, from September 2 to 13, 2024.
Method	<ul style="list-style-type: none"> Quantitative and qualitative assessments through web and mobile surveys, as well as Focus Group Interviews (FGIs)
Result	<ul style="list-style-type: none"> Average score for the Group Organizational Culture Diagnosis (29 elements): 3.3 out of 5 Average score for Employee and Organizational Happiness: 3.5 out of 5

Organizational culture transformation activities

Work Efficiency Improvement - WE UP!(Work Efficiency UP!)

Operation of Satellite Office System

To enhance work efficiency and employee engagement, and to improve commuting conditions, in March 2024, four group companies—Dong-A Socio Holdings, Dong-A ST, Dong-A Otsuka, and DA Information—implemented a flexible office attendance system tailored to the specific work conditions of each company.



As of December 2024, a total of 265 employees utilized the satellite office system 2,317 times (an average of 67 times per month). According to a post-implementation survey, the average commute time was reduced by 1 hour and 45 minutes—from 2 hours and 27 minutes to 42 minutes (approximately a 71% reduction). Additionally, 82% of respondents gave positive feedback on the work environment's suitability compared to headquarters, and 81% responded positively regarding improvements in work efficiency and engagement, demonstrating high satisfaction and effectiveness of the satellite office system.

ERRC Workshop

To improve work inefficiencies and clarify roles and responsibilities (R&R), ERRC (Eliminate, Reduce, Redefine, Cooperation) workshops were conducted for two affiliates—Dong-A Otsuka and DA Information—covering 20 departments (a total of 136 participants across 3 sessions). The workshops facilitated discussions on ways to resolve internal and cross-functional inefficiencies and adjust R&R. To ensure these efforts translated into real improvements, follow-up processes including execution management and final reviews were implemented. As a result, 34 out of 53 identified issues (64.2%) were successfully resolved. In 2025, the program will be expanded across all group affiliates to continue enhancing work efficiency and role clarity.

Group-Wide Standardized Templates:

To enhance work efficiency and strengthen employees' sense of belonging within the group, Dong-A Socio Group developed and distributed unified templates for business cards, email signatures, name tags, banners, and promotional materials. Additionally, the business card request process was standardized and the request site was redesigned to improve user experience (UX), further increasing convenience for employees.

As part of the "WE UP! (Work Efficiency UP!)" smart work efficiency initiative, the group also revamped its official PowerPoint template. By consolidating previously scattered design elements and providing a wide range of slide formats, the update has significantly improved the efficiency of report preparation and submission processes.

Human Rights Management

Communication & Idea Activation

Young Leader Forum

To identify ideas for improving organizational culture and define Dong-A's desired way of working as envisioned by young leaders, a Young Leaders Forum was held in four rounds from June to October 2024, involving 31 senior managers from 13 affiliates.

Through in-depth discussions on organizational culture improvement strategies, desirable Do's and Don'ts for Dong-A members, and case studies on ways of working, the forum derived detailed guidelines for Dong-A's working style and incorporated ideas for enhancing the organizational culture.

Dong-A's Desired Way of Working

BY: Leader Forum



1. Don't dwell on past yourself
2. Share your opinions freely, but make meetings outcome-oriented.
3. Respect others if you want to be respected.
4. Kim Donga, the manager at work; Kim Donga, the family person after work!
5. The more you pass on responsibility, the heavier it becomes.
6. Effective collaboration begins with clear communication
7. Cut the small talk—focus on what matters in meetings!
8. Let's be each other's energy boost.
9. We're not rivals—we're teammates sailing together
10. Clear instructions lead to clear results.

Communication Activation Campaign

To promote communication among group members, enhance their sense of belonging, and revitalize the organization, the [Dong-A Communication Week] was held over a period of approximately 10 weeks from March to May 2024, featuring a variety of campaigns.

Messages highlighting the importance of communication were shared via login pages and offline bulletin boards to raise awareness. A 'Communication Style Test' was developed to assess communication patterns and Dong-A's communication index, followed by a survey. The results were shared through card news.

Additionally, to foster more open dialogue between leaders and employees, CEOs of five group affiliates located at the headquarters (Dong-A Socio Holdings, Dong-A ST, Dong-A Pharmaceutical, Dong-A Otsuka, and DA Information) worked as guest managers at the in-house café DA1201 during the morning commute hours (8:00–9:30 AM). They personally took orders from employees, served prepared snacks, and engaged in heartfelt communication.



Colon D Camp

To help team leaders recover from various stressful situations and restore a positive mindset and physical well-being, the :D (Colon D) program was planned and implemented. The goal was to provide a break from daily work routines, allowing participants to recharge and build a stronger foundation for re-engagement in their roles.

The two-day, one-night camp was held at an off-site location and consisted of four key sessions: 'Communication,' 'Mind,' 'Letting Go,' and 'Body.' In the 'Communication' session, participants explored ways to rebuild relationships and develop healthy work strategies through messages of encouragement from their team members. The 'Mind' session offered healing meditation and yoga for inner reflection.

The 'Letting Go' session focused on activities to release stress and refill with positive energy, while the 'Body' session provided personalized recovery methods based on body type analysis.

Going forward, the company plans to support a positive employee experience by developing five core life competency areas, enabling employees to achieve work-life balance and deep engagement.





Human Rights Management

Pursuit of work-life balance

Family-friendly management

Dong-A Socio Group places the highest priority on 'employee happiness,' respecting each individual's autonomy and diversity, and striving to foster mutual growth between employees and the company. With the vision of creating a workplace where employees are truly happy, the Group operates family-friendly programs to support a healthy work-life balance.

Dong-A Socio Holdings plays a leading role in setting the Group's direction for family-friendly management, introducing related systems and sharing best practices across affiliates.

Welfare Programs

Dong-A Socio Group classifies its employee welfare programs into categories such as education and living support, leisure/recreation, health, work-life balance, and family-friendly support.

To meet the diverse needs and preferences of employees, the Group operates a flexible benefits system that allows individuals to choose and utilize welfare services that best suit them.

Retirement Pension Plan

Dong-A Socio Holdings operates a defined benefit (DB) retirement pension plan to ensure the retirement benefits of its employees.

As of December 31, 2024, a total of 84 employees are enrolled in the retirement pension plan managed by Dong-A Socio Holdings, with assets under management amounting to KRW 9.6 billion.

Key Family Friendly Programs

One-time congratulatory payment for marriage & childbirth		Dong-A Socio Holdings, Dong-A ST, Dong-A Pharmaceutical, STgen Bio <ul style="list-style-type: none"> To help address the social challenges of low birth rates and an aging population, and to promote a supportive environment for marriage and childbirth, a one-time payment of KRW 5 million is provided.
Operation of a parental leave system		Dong-A Socio Group <ul style="list-style-type: none"> To support work-family balance and alleviate the burden of childcare, Dong-A operates a parental leave system. Regulations have been established to ensure that employees taking leave for childcare or family care are not disadvantaged in promotion evaluations. A corporate culture that encourages parental leave for both men and women is being fostered.
Family-friendly programs		Dong-A Socio Group <ul style="list-style-type: none"> Every summer, a three-day, two-night 'Phoenix Program' is held for employees' children during the school vacation period. In addition, the third Friday of every month is designated as 'Family Day,' during which employees work shortened hours.

Key employee welfare programs

Education and livelihood support	Support for children's education expenses, self-development programs, housing purchase/rental assistance, condolence service support, operation of the in-house employee welfare fund (including loan support), and relocation expense support due to job transfers.
Leisure/Recreation	Operation of a flexible benefits system, corporate condos and resorts, support for in-house club activities, and operation of an employee cafeteria, in-house café, and rooftop garden.
Health	Support for comprehensive health check-ups for employees aged 45 and older, coverage of hospitalization expenses for employees, group insurance for employees and their spouses, and provision of sick leave.
W&L Balance	Long-service awards and additional leave, parental and family care leave, flexible work arrangements, casual dress code, Family Day (held on the third Friday of each month), Phoenix Program (vacation program for employees' children), and office support for retirees.
Family-friendliness	Provision of congratulatory payments for marriage and childbirth, delivery of Christmas and college entrance exam support gifts for employees' children (ages 5 to 13), and implementation of family-friendly education programs.

* For more details on employee benefits, please refer to the "Welfare & Benefits" section on the Dong-A Socio Group recruitment website (<https://talent.dongasocio.com>).

Human Rights Management

SPECIAL CASE

Creating a Happy Workplace

STgen Bio

Every year, the company hosts a variety of events and programs to support our employees and foster a happy work environment. In 2024, to cheer on our staff ahead of the FDA and EMA inspections, we operated a coffee truck and provided beverages and snacks to all employees. Additionally, Stgen Bio organized hands-on experiences and wellness programs, along with a lecture on the theme of 'Maintaining a Positive Workplace Mindset.'



Yongma Logis·DONGCHEON SU

"Introduction of a welfare points system"

In 2024, the company introduced the 'Welfare Points System,' a flexible benefits program that allows employees to choose welfare services based on their individual preferences and needs. This system has increased employee satisfaction by enabling the use of points in ways that suit each person's lifestyle, and it has promoted the activation of personalized welfare by covering various categories such as leisure, health care, and self-development.

Soo Seok

Soo Seok consider organizational culture innovation and change management to be key management priorities, aiming to enhance employee job satisfaction and create a more efficient work environment. In 2024, the relocation of the Dangjin plant resulted in a change of workplace for some employees, causing inconveniences such as increased distance from their homes. As a result, the organizational culture diagnosis scores were relatively low. To address this, the company implemented various measures to improve the working environment and increase employee satisfaction with the organizational culture. Key initiatives included the introduction of flexible work arrangements, expansion of in-house welfare facilities, and improvements to the overall work environment.

Major activities in 2024

- Introduction of flexible work arrangements and provision of dormitories
- Expansion of in-house welfare facilities
 - The table tennis room and fitness center were expanded to help employees rest and take care of their health during work hours.
 - A new cafeteria was created to enhance convenience and comfort.
 - A billiards room was also added to support employees' leisure activities outside of work.

DONG-A CHAMMED

DONG-A CHAMMED conducts an annual organizational culture diagnosis and actively implement improvement initiatives based on the results. In particular, due to a decline in employee satisfaction related to work efficiency, it has introduced several initiatives such as the implementation of job descriptions, promotion of Six Sigma, and streamlining of unnecessary reporting procedures to enhance efficiency.

Following the 2023 PMI (Post-Merger Integration), we have also conducted company-wide and team-level workshops to promote cultural integration and interaction. These efforts have expanded opportunities for engagement, supported the announcement of the company's mid- to long-term vision, and included regular town hall meetings to foster a sense of community among all members. To further support employees raising children, it expanded the flexible commuting hours system, actively promoting work-life balance. Moving forward, the company plans to gather diverse employee feedback and institutionalize additional measures to support a healthy balance between work and life.



- **General employees:** Flexible commuting hours from 7:30 AM to 9:00 AM
- **Employees with child-rearing responsibilities:** Flexible commuting hours from 7:30 AM to 10:00 AM



Human Rights Management

Culture of Mutual Growth

Status of Social Dialogue Across Group Affiliates

Status of Social Dialogue in 2024

Category	No. of employees eligible for union membership	No. of union members	Labor union membership rate (%)	Labor-management council composition (No. of members)	No. of labor-management council meetings (sessions)	Key contents of collective agreements and labor-management council discussions
Dong-A Socio Holdings		Not established		Employer: 4 persons Employee: 4 persons	Quarterly (4 times)	<ul style="list-style-type: none"> Assistance with infertility treatment costs, assistance with graduate school tuition, replacement of the InBody machine in the in-house medical office, sale of IT equipment to employees, operation of Family Day, expansion of comprehensive health check-ups, and restroom facility improvements
Dong-A Pharmaceutical	248 persons	227 persons	91.5%	Employer: 4 persons Employee: 10 persons	Quarterly (4 times)	<ul style="list-style-type: none"> Updated performance evaluation system with increased reward differentiation
STgen Bio		Not established		Employer: 3 persons Employee: 3 persons	Quarterly (4 times)	<ul style="list-style-type: none"> Introduction of a time and attendance system that allows employees to manage their own working hours, revision of housing policy, 2024 salary increase, relaxation of referral hiring criteria, and revision of labor-management council operating regulations.
Yongma Logis		Not established		Employer: 4 persons Employee: 4 persons	Quarterly (4 times)	<ul style="list-style-type: none"> Revision of HR-related internal regulations such as the rules of employment, signing of an MOU for the collection of expired medicines, opening of the Guri DC self-operated center, and leasing and operation of a new logistics center in Geomdan to attract new clients.
Soo Seok	134 persons	105 persons	78.4%	Employer: 3 persons Employee: 5 persons	Quarterly (4 times)	<ul style="list-style-type: none"> Raised high-temperature allowance and granted physical training benefits for 2024.
DONGCHEONSU		Not established		Employer: 3 persons Employee: 3 persons	Quarterly (4 times)	<ul style="list-style-type: none"> Introduction of a welfare points system, improvement of dormitory conditions, enhancement of in-house rest areas, and extension of summer vacation.
ABEN Engineering & Construction		Not established		Employer 3 persons Employee: 3 persons	Quarterly (4 times)	<ul style="list-style-type: none"> Designation of company-wide holidays in 2024, announcement of the tuition support application process, and implementation of a sales incentive program.
Korea Sinto	85 persons	38 persons	44.7%	Employer: 6 persons Employee: 6 persons	Quarterly (4 times)	<ul style="list-style-type: none"> Wage and collective agreement
DA Information		Not established		Employer: 2 persons Employee: 3 persons	Quarterly (4 times)	<ul style="list-style-type: none"> Finalization of the 2024 salary increase plan and performance bonus payment plan, establishment of a satellite office usage policy, support for the formation of in-house clubs, revision of the Family Day policy in alignment with Holdings' guidelines, announcement of discounted rates for Boram Funeral Services, discussion on separate office space for Logistics IT personnel, and increase in fuel reimbursement per kilometer.
DONG-A CHAMMED		Not established		Employer: 4 persons Employee: 4 persons	Quarterly (4 times)	<ul style="list-style-type: none"> (Suggestions for environmental and facility improvements) Change and expansion of cleaning service contractors, installation of air conditioning and heating units in break rooms, Internet speed upgrade construction, expansion of parking lottery, expansion of name tag usage, stocking of basic medicine, (Suggestions for work procedure improvements) Expansion of work manual announcements (e.g., field work and business trip expense payment standards, intercity trip per diem standards, mutual aid association payment standards, annual/refresh leave standards, etc.), (Suggestions related to employee benefits) Introduction of a flexible commuting system for employees raising children, provision of welcome kits for new hires, extension of the usage period for compensatory leave

* Dong-A ST, ST Pharm, and Dong-A Otsuka can be found in separate reports.

Human Rights Management

Safety Management

Dong-A Socio Group places 'safety' and 'health' as the top priorities in practicing transparent and ethical management. With the goal of achieving zero accidents across all business sites, we are committed to creating a safe and pleasant working environment by engaging all employees in safety management activities and continuously improving potential risk factors.



Governance

At Dong-A Socio Group, the ESG Committee under the Board of Directors reviews and deliberates on policies and goals related to safety management, including employee health management and prevention, the establishment of a safety culture at worksites, and the prevention of industrial accidents. The committee also oversees the implementation of safety management strategies. In particular, the CEOs of the Group affiliates hold ultimate authority and make final decisions regarding safety management strategies tailored to the characteristics of each business. They ensure compliance with relevant laws, establish goals and implementation roadmaps, and monitor the execution and conditions of safety and health-related tasks across all business sites to maintain consistency throughout the Group. In the event of safety-related issues, reports are submitted to the Board of Directors, and final decisions are made by the ESG Committee. Within each affiliate, a safety management body composed of both labor and management operates a committee focused on the prevention of industrial accidents. This committee deliberates and resolves agenda items in accordance with the Occupational Safety and Health Act, shares major safety and health achievements, future plans, and the status of implemented recommendations. This structure enables active communication within worksites and facilitates efficient and timely decision-making.



Strategy

Dong-A Socio Group recognizes the safety and health of its stakeholders as a core value of corporate management and promotes a proactive, prevention-oriented approach to safety and health management based on a structured safety and health management system. In addition to Group-level oversight, each affiliate establishes and announces its own safety and health management policy, making continuous efforts to create safe workplaces.



Risk Management

Dong-A Socio Group identifies and addresses potential hazards and risk factors within its workplaces and implements improvement activities accordingly. To raise employees' safety awareness and enhance their expertise, the Group operates a variety of programs tailored to the specific characteristics and conditions of each worksite. In addition, an in-house medical office provides one-on-one personalized health consultations to support employees in managing their own health. The Group is making continuous efforts to minimize health hazards in the workplace and to create a safe and pleasant working environment.



Metrics & Goals

* Goal: Zero serious accidents across all group affiliates

* Management Indicators

Category	Unit	2022	2023	2024
No. of serious accidents	Person	0	0	1
Occupational injury cases	Person	26	28	35

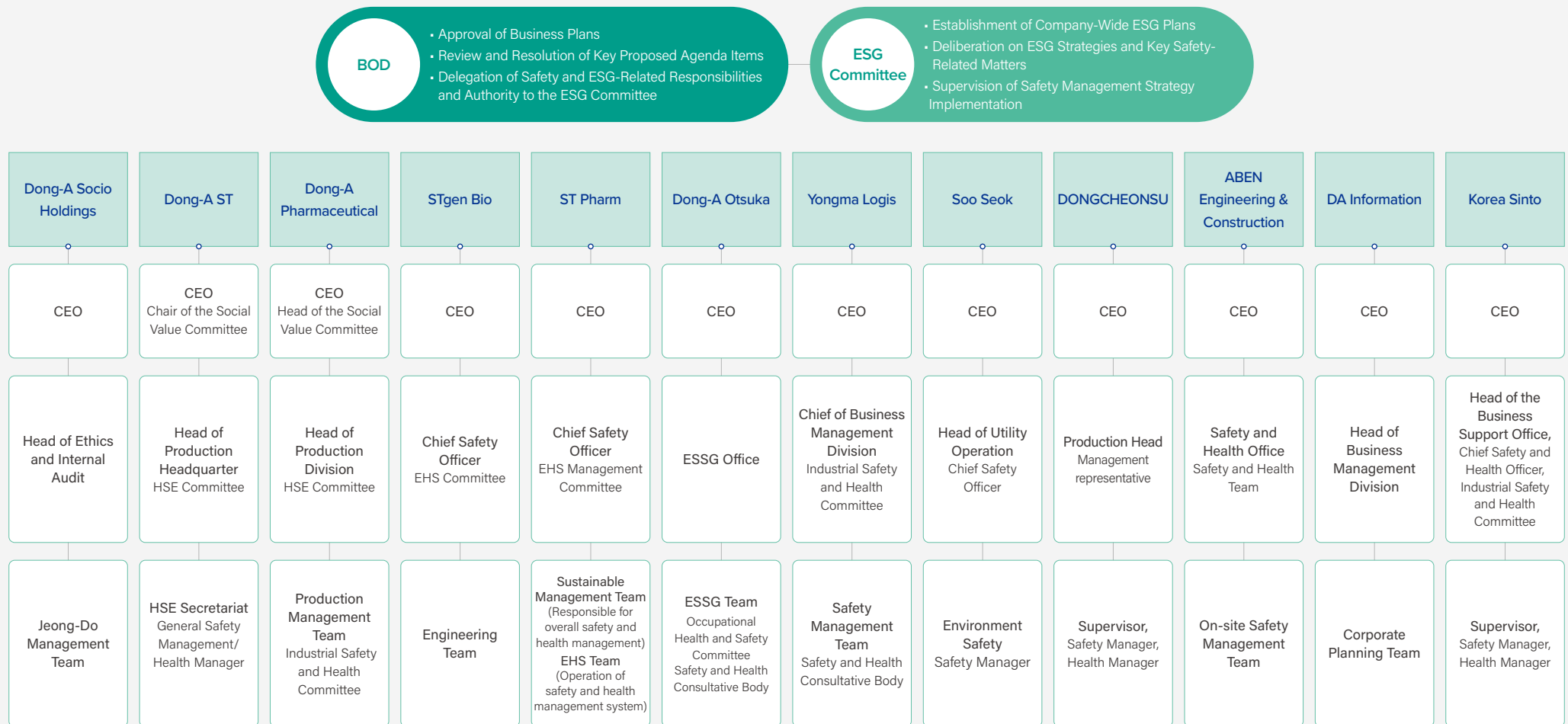




Human Rights Management

Safety Management Governance

Safety Management Organization Chart



Human Rights Management

Group Affiliate Status

Dong-A Socio Holdings

- Establishment of the Safety and Health Management Policy in March 2024

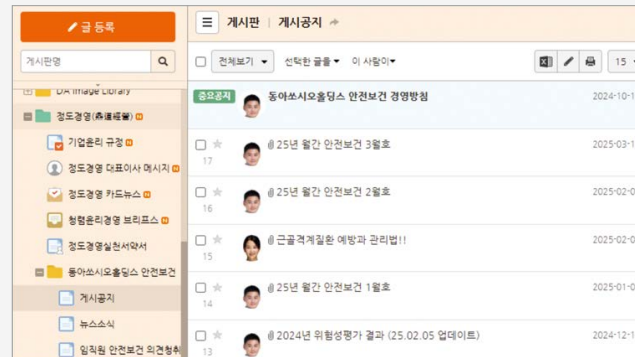
Safety and Health Management Policy

Employees and partner company workers affiliated with Dong-A Socio Holdings comply with the Occupational Safety and Health Act and the Serious Accidents Punishment Act. It establishes and actively implements management policies that promote sustainable management and social responsibility.

- All employees of Dong-A Socio Holdings are committed to establishing an safety and health management system and striving for sustainable growth.
- We foster and solidify a corporate culture that prioritizes health and safety above all in our business operations.
- Through continuous education and training, we raise awareness of safety and health, identify potential hazards, and implement preventive measures.
- We promote a safety culture by actively engaging in safety and health activities in collaboration and communication with subcontractors, service providers, and outsourced partners.
- All managers are responsible for applying the safety and health management policy in their work and ensuring that all team members comply with it.



- It carried out improvement activities for 58 identified hazardous risk factors through weekly patrol inspections, monthly joint inspections, and an annual risk assessment.
- An employee survey was conducted to identify hazardous risk factors, and the improvement results were shared on the safety and health bulletin board.
- In 2024, it conducted a joint simulation drill for serious accident response—including emergency and fire drills—at the headquarters area, involving group affiliates and partner companies, to strengthen safety capabilities.
- It enhanced employees' awareness of safety and health by launching a dedicated safety and health bulletin board.



Safety and Health Bulletin Board

- Employee Health Support ActivitiesTo support employee health management, we operate an in-house medical office. Once a month, a “Healthy Workplace” event is organized by the in-house medical office, offering basic health screenings (such as musculoskeletal taping therapy, InBody measurements, blood pressure, blood sugar, cholesterol, triglyceride, and urine tests) and one-on-one personalized health consultations. These efforts are designed to empower employees to take charge of their own health.The company also collaborate with local public health centers to regularly run campaigns such as smoking cessation and walking challenges. In addition, employees aged 45 and older are offered access to supplementary health checkups tailored to their life cycle stage.
- The company is fostering a safety culture that involves both employees and partner companies.
 - A safety culture is built through employee engagement, including annual listening surveys and monthly safety council meetings.
- It continuously enhances safety awareness through ongoing education and training.
 - 100% completion of safety and health training and active participation in emergency response drills (excluding employees on leave) help strengthen our safety mindset.

Human Rights Management

Group Affiliate Status

Dong-A Pharmaceutical

- It establishes and implements safety and health management plans for each manufacturing and retail business site. A serious public accident prevention system has been built for manufacturing sites and is regularly inspected. Efforts are also being made to foster a strong safety and health culture, including holding slogan contests and publishing/distributing a safety and health magazine.
- In 2024, risk assessments were conducted at each site, identifying 302 risk cases, of which 264 (87%) were resolved, with additional improvements currently underway.
- Risk assessments are conducted effectively through employee feedback and participation, enabling the creation of a risk assessment database and real-time management to improve the resolution rate.
- A quarterly safety and health magazine is published and shared to promote an internal culture of safety and health.
- To raise awareness among employees, a safety and health slogan contest was held, and awards were given
- A safety and health bulletin board is maintained to enhance internal communication by uploading news, materials, and updates.
- Various training programs to respond to serious accidents have been conducted, including online courses, training at fire departments, and BLS (Basic Life Support) certification training.
- In cooperation with the local public health center near the headquarters, a smoking cessation program has been planned and operated to prevent and manage cardiovascular and cerebrovascular diseases among employees.
- At the headquarters, to prevent accidents during movement, warning signs for collision hazards have been installed, and in winter, cold-related illness prevention items are distributed to field workers to help them maintain body temperature and protect their health.
- At the Cheonan plant, fall prevention nets have been installed to prevent falling accidents, and glow-in-the-dark emergency evacuation routes have been established for emergencies.
- At the Dangin plant, wide anti-slip pads have been installed to prevent slipping while walking, and safety harnesses have been provided for workers operating near outdoor hazardous material tanks.
- At the Icheon plant, fire compartments have been expanded for safety, and anti-slip paint has been applied to stairways.
- Through the effective operation of the safety and health management system, we strictly comply with all relevant safety and health laws, government policies, and regulations.
- Through feedback and communication, we are enhancing employees' awareness of safety and health, while continuously carrying out improvement activities to address hazardous and risk factors.

STgen Bio

- In 2024, the company participated in the Greater Seoul Bio Industry Safety and Health Forum, composed of public institutions and private companies, and formed a win-win collaboration consortium to share safety and health information tailored to the characteristics of the bioindustry.
- To maintain zero industrial accidents at our business sites, we have strengthened safety training related to risk assessment and conducted health promotion programs in cooperation with public health centers to encourage employee wellness.
- It completed 48 regular risk assessments in 2024 and established 4 emergency response scenarios.
- Fire drills are conducted once a year, and it has established joint inspection procedures with on-site partner companies.
- The Industrial Safety and Health Committee convenes quarterly
- Emergency escape procedures for confined spaces such as cold storage rooms have been shared company-wide.
- After general and special health check-ups, in-house health managers with certified nursing qualifications provide 1:1 personalized follow-up care. During working hours, employees can also receive basic medication along with health consultations, ensuring proper care for minor symptoms.
- Based on the results of biannual workplace environment assessments, appropriate personal protective equipment is provided for each process. To prevent burns during sample collection involving hot piping, heat-resistant gloves have been supplied on-site.
- The number of industrial accidents has decreased from two cases in 2022, to one in 2023, and zero in 2024, demonstrating the effectiveness of regular risk assessments and training in minimizing workplace accidents.



Conducted a comprehensive emergency response drill in collaboration with the Dangjin Fire Station as part of disaster preparedness efforts.

Human Rights Management

Group Affiliate Status

Yongma Logis

To achieve its safety and health management goal of 'Zero Serious Accidents,' the company have declared safety and health as the company's top management priority. In line with growing social concerns, it held a Safety Management Declaration Ceremony to demonstrate our commitment and ensure the implementation of a robust safety and health management system.

- Emergency Response Training
 - To prepare for emergency situations, quarterly emergency response drills are conducted at all business sites. In 2024, a response manual for forklift collision incidents was newly added.
- Key safety and health information is shared through the distribution of card news, and a Safety and Health Culture Contest has been held, featuring slogan and poster categories.
- Comprehensive health check-ups are provided for employees aged 40 and above, with customizable examination items tailored to individual needs. Additionally, at business sites above a certain size, nurses from professional health management institutions visit monthly to monitor employees' basic health indicators such as blood pressure and blood sugar, and provide ongoing health management services.



Emergency Response Training

Safety and Health Culture Festival Poster

- To minimize health hazards and create a pleasant working environment, it conducts regular safety and health inspections at all business sites. During these inspections, equipment such as air quality monitors, sound level meters, and illuminance meters is used to assess and improve the work environment.
- The company has achieved a lower industrial accident rate compared to industry peers.
 - Industrial accident rate targets are set based on benchmarking statistics against similar industries.
 - To achieve these targets, it carries out various activities such as safety and health education and training, safety and health inspections, and support for conducting risk assessments.
 - Yongma Logis achieved the target by recording an industrial accident rate of 0.29%, which is approximately 58.6% lower than the industry average of 0.7%.



Winner of the Grand Prize at the 1st Safety Culture Innovation Awards

Selected as an Excellent Company in the safety and health Win-Win Cooperation Program

Soo Seok

- A safety and health management process has been established, with on-site supervisors ensuring compliance with safety rules and proactively identifying and eliminating potential hazards.
- The Environmental Safety team conducts monthly safety inspections, and the results are shared with safety managers at each site.
- By actively responding to the "2024 Ministry of Labor Safety Inspection Evaluation," it has strengthened the workplace safety system.
- The company is fostering a strong Safety Culture (safety-oriented organizational culture).
 - The goals include zero serious accidents and no more than one minor safety incident.
- To enhance safety management, it is eliminating or substituting risk factors and reinforcing control measures.

Human Rights Management

Group Affiliate Status

DONGCHEONSU

- The three factories of DONGCHEONSU–Sangju, Songnisan, and Gayasan–conduct monthly safety inspections at each site and quarterly cross-site inspections.
- Through risk assessments, hazardous factors were identified and improved: 20 cases at Sangju, 12 at Songnisan, and 17 at Gayasan.
- The operation of the Industrial Safety and Health Committee and the implementation of a near-miss reporting system have allowed active employee participation in reducing the root causes of accidents.
- At the Sangju plant, designated forklift traffic routes and safety bollards¹⁾ have been installed to prevent collisions and protect pedestrians.
- To ensure a safe working environment, personal protective equipment (PPE) is regularly distributed, and each site is equipped with emergency first-aid kits and automated external defibrillators (AEDs) to enable rapid response in case of emergency.
- In 2024, the company set a target of “Zero Safety Accidents” and strengthened on-site safety by assigning dedicated industrial safety personnel to conduct intensive health and safety patrols. As a result, 165 improvement actions were implemented, helping to prevent near-miss incidents and enhance workplace safety.
- Ultimately, this led to the significant achievement of a 0% industrial accident rate in 2024.

¹⁾Bollard: A bollard is a post-type structure commonly installed along roads and around landmarks to reduce vehicle speed or restrict access to specific areas. It is widely used to create clear visual boundaries and enhance safety.

ABEN Engineering & Construction

- We reestablished our safety and health management policy and objectives to strengthen our commitment to a safe workplace.
- The safety and health manual was revised to standardize safety documentation, and on-site safety patrols were reinforced to build a more systematic safety and health management system.
- We distributed an safety and health guide for Partners to enhance the safety capabilities of our partner companies.
- Site-specific risk assessments were conducted to eliminate hazardous elements before work begins. Through Tool Box Meetings (TBM), workers are informed of potential risks, and supervisors are responsible for directly verifying the elimination of such risks prior to commencing work.
- Safety and Health Office
 - The company conducts semiannual inspections (first and second half of the year) to ensure compliance with the Serious Accidents Punishment Act. In addition, monthly safety and health inspections are carried out to verify whether workers at each site are receiving appropriate safety and health training and support.
- Field
 - It carries out new employee safety training, special safety training, regular safety training, emergency response drills, and Material Safety Data Sheet (MSDS) training to manage health and safety risks for workers. In addition, work environment monitoring and the operation of safety monitoring teams are implemented to ensure a safe and healthy workplace.

- In relation to general health checkups provided by the National Health Insurance Service (NHIS), on-site workers receive support for additional examination costs annually, while office workers receive support biennially.
- By selecting eligible employees at each site, we conduct special health examinations, pre-placement health checkups, and individual health consultations. In addition, work environment assessments are conducted semiannually, and safety supplies are distributed to workers of partner companies to prevent workplace accidents.
- Under the slogan “Protecting Safety Together! Growing Together! ABEN!”, it operates a comprehensive safety and health management system and a Daily Safety Cycle, which serve as key tools in our safety-driven risk management approach.
- The safety and health management system follows the Plan→Do→Check→Act (PDCA) cycle, and its key components are as follows:

Plan	Establishment of Safety and Health Management Policy and Objectives, Implementation of Risk Assessments, and Review of Legal and Regulatory Requirements
Do	Implementation of activities to achieve company-wide and site-specific safety and health goals
Check	Monitoring of safety and health Activity Implementation and Regular Evaluations by External Agencies
Act	Risk management is carried out by addressing improvement and corrective actions identified through inspections and enhancing the overall system.

Human Rights Management

Group Affiliate Status

• Daily Safety Cycle



Korea Sinto

Safety and health management is our top priority, and the company is dedicated to realizing zero serious accidents and ensuring the prevention of all workplace injuries.

- In 2024, safety and health management inspections and evaluations were conducted, focusing on supervisors.
 - A comprehensive risk assessment was carried out across all processes, identifying and improving a total of 101 hazardous risk factors.
 - Supervisors were assigned to specific processes and tasks through detailed job allocation by task and operation.
 - Annual training was provided to 10 supervisors, with additional training conducted for newly appointed supervisors.
- To continuously identify additional hazardous risk factors, we actively collect feedback from supervisors and on-site workers, and make ongoing improvements. The company also reviews accident and improvement cases from other companies and maintain regular consultations with the Ministry of Labor.
- Each year, Yeungnam University Medical Center visits our worksites to conduct general and special health checkups for employees, ensuring regular monitoring of their health.
- It provides financial support for cancer screenings (choice of 3 out of 5 major types) for employees every two years.
- A musculoskeletal disorder prevention and management program has been implemented, along with biannual workplace environment assessments.



Safety Inspection Activities
Regular safety inspections are conducted at headquarters at least once a month, and by the CEO at least once every quarter.



Safety Communication Activities
A worker participation process has been established and implemented as part of the risk assessment procedure. A biweekly risk assessment council meeting is held, attended by all partner companies that have submitted risk assessment reports.

Human Rights Management

Group Affiliate Status

DA Information

- The industrial accident rate remained at zero for three consecutive years (2022–2024). The company continues to aim for zero industrial accidents through regular risk assessments and safety training.
- In 2024, safety and health training was conducted in both the first and second halves of the year.
- It provides health checkup support valued at KRW 400,000, with an additional KRW 400,000 also provided for employees' spouses.



DONG-A CHAMMED

- The company has established and published an safety and health management policy, and conducts work environment assessments, risk assessments, and employee health management activities. The results are compiled into an integrated report and shared with stakeholders.
- It also communicates the outcomes of these activities to employees by including them in the integrated report.
- Risk assessment training and meetings are conducted, and related manuals are distributed.
- Fire extinguishers are placed throughout the workplace by zone, and zone managers conduct monthly inspections and complete inspection checklists.
- Safety measures are implemented based on the type and level of identified hazardous and risk factors.
- Safety and health training is provided to safety and health managers and responsible personnel at each worksite to ensure they fulfill their safety obligations.
- Educational materials and reports related to safety and health are posted on the company-wide safety and health bulletin board to support internal communication and awareness.
- The company offers comprehensive health checkups for all employees aged 45 and older each year.
- For general and special medical examinations, we facilitate quick access to designated hospitals through a centralized hub system.
- Monthly on-site health support services are provided through a third-party provider, including nurse visits for employee health management.
- It has also improved and supplemented workplace safety by stocking emergency kits, maintaining PPE (personal protective equipment) inventory records and regularly inspecting the condition of protective equipment.

- Industrial accident rate of 0%,
 - The company aims to achieve zero industrial accidents each year by conducting regular risk assessments and systematic safety management tailored to our buildings and working environments, with a focus on the prevention of serious accidents.
 - It also places strong emphasis on health management for workers handling hazardous substances by regularly updating MSDS (Material Safety Data Sheets) and conducting work environment assessments to closely monitor employee health conditions.
- Systematic Operation of the Occupational Safety and Health Management Committee
 - The committee convenes quarterly meetings to address workplace environment issues raised by employees. Through smooth communication between the organization and subcontractors, indirect and direct risk factors are identified and eliminated. Additionally, safety managers receive ongoing training to enhance their expertise and ensure effective safety oversight.



Environmental Management

Minimizing Environmental Impact

Dong-A Socio Group is committed to minimizing negative environmental impacts and preserving the natural environment. We faithfully comply with environmental regulations and policies, while continuously enhancing our environmental management system and expanding environmental investments to strengthen our overall environmental performance.



Governance

At Dong-A Socio Group, the ESG Committee, which is delegated with the board's authority and responsibility for environmental matters, reviews and deliberates on environmental management policies and goals, including those related to greenhouse gas emissions, energy, water, chemicals, waste, and biodiversity. The committee also oversees the implementation of environmental strategies. The CEOs of group companies hold final authority and make key decisions on environmental strategies in alignment with the nature of each business. In the event of significant environmental issues, direct reports are made to the CEO, and final decisions are made by the ESG Committee. Each affiliate within the group operates an environmental management organization composed of dedicated personnel who monitor and manage performance in areas such as greenhouse gas reduction, water management, and waste management. The outcomes and key environmental issues are regularly reported to the board of directors through the Environmental Management Officer and the CEO of Dong-A Socio Holdings. Based on this system, the group promotes active communication among affiliates to enable efficient and prompt decision-making.



Strategy

Dong-A Socio Group implements environmental management based on the ISO 14001 system to raise employee awareness of key environmental issues such as climate change and air pollution, while establishing response systems for critical areas including energy, greenhouse gas emissions and waste.

In order to minimize the negative environmental impacts of our business activities and fulfill our environmental responsibilities, we have established an environmental management strategy framework and are actively putting it into practice.



Risk Management

Dong-A Socio Group integrates environmental risks into its enterprise-wide risk management system to ensure a company-wide response to environmental challenges. Environmental risks are managed as one of the potential key risks, and the Group regularly identifies and assesses environmental risks and opportunities.

Major environmental risks are derived through this process, and appropriate response plans are established and implemented. These key risks, including those related to the environment, are reported to and managed by the executive management.



Index & Goals

* Goal: Minimizing Environmental Impact Across the Entire Group

* Management Indicator

Category	Unit	2022	2023	2024
Waste Recycling Rate ¹⁾	%	83.3	87.7	86.5

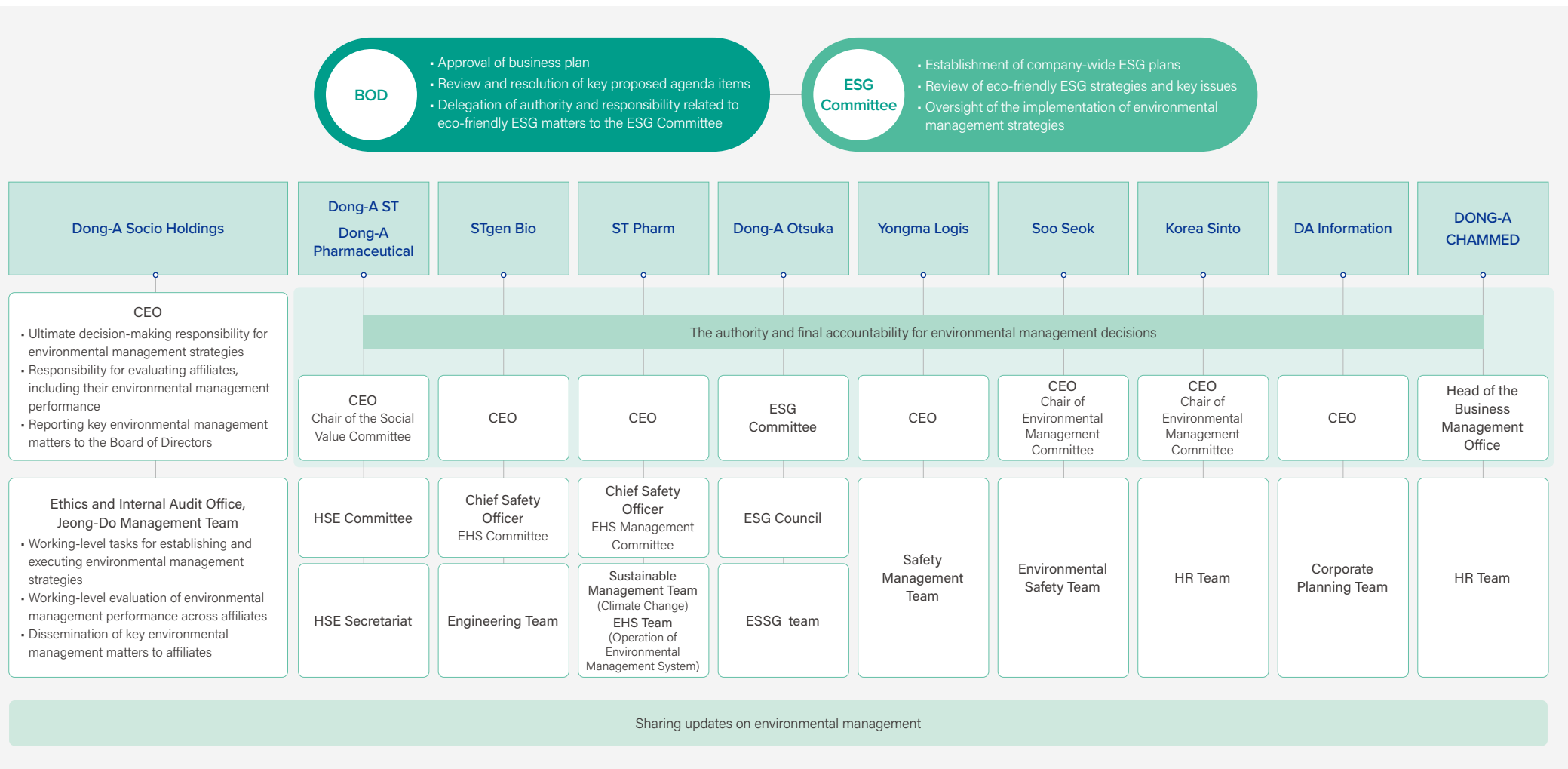
1) Target Companies for Waste Recycling Practices : Dong-A Socio Holdings, Dong-A ST, Dong-A Pharmaceutical, Dong-A Otsuka, Soo Seok, DONGCHEONSU and Korea Sinto



Environmental Management

Environmental Management Governance

Environmental Management Organizational Chart

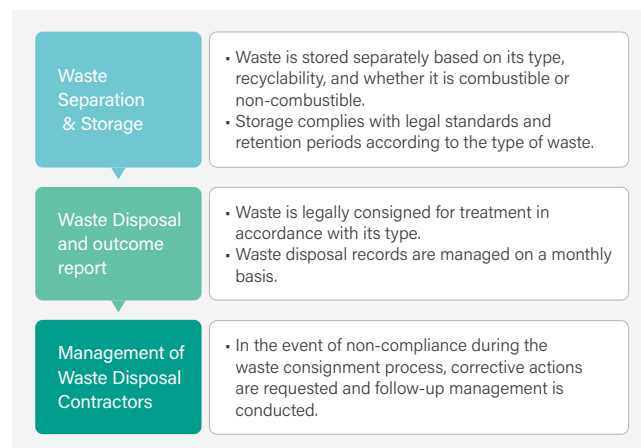


Environmental Management

Waste Management

We have established clear and detailed waste management procedures for all waste generated at our business sites, in compliance with relevant regulations and in an effort to minimize negative environmental impacts. Designated waste generated from manufacturing processes—including food waste, waste synthetic resins, oily solids, and oily liquids—as well as other types of waste, is disposed of through authorized contractors. We also strive to reduce waste volume and cut costs through recycling initiatives. To minimize general waste, we promote waste separation and discourage the use of disposable products. Household waste generated from daily activities is collected by professional waste collection companies, and most paper waste is recycled. In our company cafeterias, we implement food waste reduction initiatives such as offering vegetarian meal options and minimizing leftover food. Most of our sites, except for non-manufacturing entities such as Dong-A Socio Holdings and Yongma Logis, manage waste generation and disposal through the Allbaro System, a national waste tracking system. Other sites have established their own internal waste estimation and management standards to ensure proper handling.

Waste Disposal Process



Pollution Control

We have installed facilities to monitor and manage air and water pollutants, as well as odor-causing substances generated during the production process. Stricter in-house standards are applied beyond legal requirements, and site-specific management targets are established to ensure effective pollution control. We implement technically and economically feasible measures, including Best Available Techniques (BAT)¹⁾, conduct regular inspections, and analyze the environmental impact of pollutants at each site. Through these efforts, we strive to minimize pollutant emissions across all of our business locations.

1) Best Available Techniques (BAT): The most effective and advanced operational methods and technologies that are economically feasible and aimed at minimizing environmental pollution.

Air Pollutant Management

We have established and operate various emission reduction facilities to minimize air pollutant emissions. These facilities are regularly inspected and monitored to ensure continuous control of pollutant discharge. To comply with the permitted emission standards for air pollutants, we conduct periodic measurements and strictly manage the results to ensure that we consistently meet or exceed legal requirements.

Water Pollutant Management

At this site, we manage the discharge of water pollutants based on internal standards that are more stringent than legal limits, using wastewater treatment protocols as a reference. We also actively adopt and utilize pollution prevention facilities to minimize environmental impact.

Environment Pollutant Management

We have established chemical substance management guidelines to systematically manage all chemicals used within the company—from procurement and use to disposal. All chemical substances are stored separately in designated hazardous materials storage areas.

Hazardous Chemical Management

Dong-A Socio Group is committed to preventing environmental and safety accidents that may arise from the use of chemical substances within its business sites. We strengthen our employees' ability to respond to such incidents through regular chemical safety training for workers who handle hazardous substances. In addition, we actively carry out various chemical management activities to create a clean and safe working environment.

Under the supervision of safety managers, information on chemicals used at each site is documented in Material Safety Data Sheets (MSDS). MSDS files are made readily available on-site to ensure that workers have access to essential information regarding the hazards and risks associated with the substances they handle.



Environmental Management

Biodiversity Management

Dong-A Socio Group's domestic business sites are not located in ecological management areas, as defined by the National Institute of Ecology's Ecological and Natural Map provided by the Ministry of Environment. However, Dong-A Socio Group plans to independently implement and operate various biodiversity conservation activities, such as litter-picking around its business sites and stream clean-up initiatives.

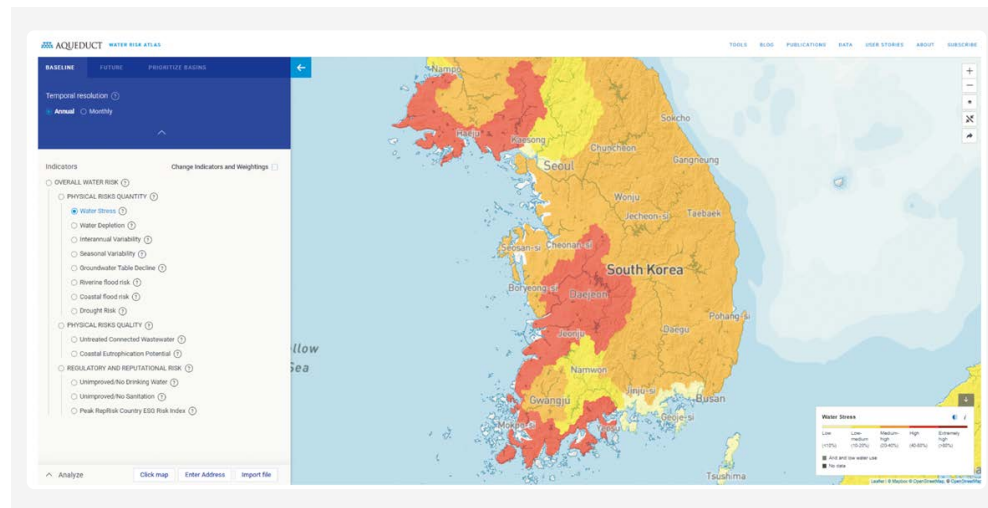
※ Assessment of the Status of Endangered Species

- <https://species.nibr.go.kr/index.do>
- 282 species designated as endangered by the Ministry of Environment
- 91 marine species protected by the Ministry of Oceans and Fisheries
- 70 species designated as natural monuments by the Natural Heritage Center
- 571 rare and endemic plant species identified by the Korea Forest Service

Water Management

To assess the stability of water resource supply, Dong-A Socio Group uses the Aqueduct tool developed by the World Resources Institute (WRI) to monitor water risk exposure at both domestic and overseas business sites. Moving forward, we plan to actively incorporate the insights gained from this analysis into our business planning.

※ Aqueduct Water Stress



Environmental Management Policy (Dong-A Socio Holdings)



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

→ Environment Policy LINK

DONG-A ST

DONG-A PHARM.

DONG-A OTSUKA

YONGMA LOGIS

SOO SEOK

sinto

DA INFORMATION

CHAMMED

Environmental Management

Group Affiliate Status

Dong-A Socio Holdings

We establish and pursue environmental management goals in accordance with our environmental management system. In addition, we conduct an annual regular internal audit covering all operational areas, including the Dong-A Socio Holdings headquarters and the Sangju Human Resources Development Center. These audits assess the adequacy of our compliance with the requirements of the environmental management system, the appropriateness of environmental impact assessments, compliance with applicable environmental laws and regulations, the effectiveness of operational controls for risk mitigation, and progress toward achieving environmental goals and performance targets. As a result of the most recent environmental impact assessments, no significant environmental risks, legal violations, or non-conformities were identified.

The regular internal audit was conducted using a checklist consisting of 20 items. At the Dong-A Socio Holdings headquarters, 19 items were deemed compliant, with 1 recommendation for improvement. At the Sangju Human Resources Development Center, 18 items were found compliant, with 2 recommendations for improvement. All identified improvement recommendations were promptly addressed and resolved. Based on the audit results, improvement plans were developed with the approval of the Environmental Management Officer, and relevant business processes are being continuously improved accordingly.

Environmental Goal

- ISO 14001 Surveillance Audit for Dong-A Socio Group Headquarters (Dong-A Socio Holdings, Dong-A ST, Dong-A Pharmaceutical)
- 100% of improvement recommendations from the 2024 certification audit have been implemented.
- 100% completion of internal auditor training for newly appointed environmental personnel.
- 100% completion of environmental management training by all employees.
- 100% compliance with applicable environmental regulations.
- 100% corrective actions taken on significant environmental impacts.

- Approximately 80 employees participated in an environmental clean-up activity along the Jungnangcheon Stream in Dongdaemun-gu.
- In February 2025, a waste discharge estimation standard was established for the headquarters area.
- All employees completed environmental management training.
 - Period: July–August 2024
 - Participants: 88 enrolled, 87 completed (completion rate: 98.9%)
 - Course title: New Mindset in the Era of Climate Change
- We are also promoting everyday environmental action by organizing plogging campaigns involving employees and their families.



Dong-A Pharmaceutical

Under the Social Value Committee (chaired by the CEO), an HSE (Health, Safety, and Environment) Council has been established to set and implement environmental goals, including ISO 14001 certification, carbon reduction, and environmental conservation initiatives.

Dong-A Pharmaceutical's three plants—Cheonan, Icheon, and Dangjin—have successfully completed ISO 14001 recertification audits and obtained renewed certifications. Based on this foundation, the company is strengthening its post-certification management, enhancing the overall level of environmental management, and identifying new tasks to drive continuous improvement.

Environmental Goal

- [Natural Resource Conservation] Reduced tap water usage by modifying the hydrothermal disinfection standard (900 tons/year)
- [Water Pollution Prevention] Reduced post-test organic solvent waste by 10% compared to the previous year
- [Water Pollution Prevention] Reduced deviation-related waste organic solvents—10% decrease in deviation cases compared to the previous year
- [Waste Reduction] Cost savings and waste reduction through oxidation workshop
- [Resource Conservation] Identifying and reviewing alternatives to single-use consumables at sites
- [Waste Minimization] Reduced unnecessary waste through productivity improvement—Quarterly identification of productivity improvement plans and implementation

Cheonan Plant

- We monitor emissions from air pollutant discharge facilities through in-house inspections and carry out proactive preventive measures based on the results.

Icheon Plant

- We conducted semiannual water quality analyses for all parameters to manage pollutants from the on-site wastewater treatment facility.
- Additionally, we regularly commission a professional external agency to perform monthly water quality analyses of the wastewater treatment facility.
- To prevent air pollution, we conducted periodic self-monitoring of air emission sources.
- Environmental management training and surveys were conducted for employees at the headquarters site. :
Period: July–August 2024
Participants: 201 out of 217 employees completed the training (Completion rate: 92.6%)

Environmental Management

Group Affiliate Status

STgen Bio

- To reduce indiscriminate discharge of medical waste generated during manufacturing processes, the company established a separation procedure for general and medical waste within the workplace, achieving a 5% reduction in medical waste generation.
- It carried out maintenance on storage facility leaks and gaps to prevent the leakage of designated waste from storage areas.
- To reduce single-use product consumption, it promotes the use of tumblers, and to save electricity, it uses power outlets with automatic shut-off timers.

Yongma Logis

- The company has reduced waste (such as boxes and packaging wrap) and expanded the use of recyclable materials.
- It was designated as an Excellent Green Logistics Company by the Ministry of Land, Infrastructure and Transport.



Soo Seok

The company focuses on maximizing resource circulation by strengthening the management of air, water, and waste. To this end, it has established and implemented the following strategies:

1. Resource Circulation & Waste Reduction
 - Established a waste monitoring system to track generation volumes and improve recycling rates
 - Reduced raw material usage and carbon emissions through plastic light-weighting initiatives
2. Water Quality Management & Pollution Prevention
 - Minimized wastewater generation in production processes and upgraded water treatment facilities
 - Strengthened monitoring and ensured compliance with wastewater discharge standards
 - Operated a control system to prevent emissions of hazardous substances exceeding water quality standards
3. Enhanced Environmental Management System
 - Conducted internal environmental audits focused on environmental safety and promoted continuous improvement
 - Automated the recycling process for glass scraps generated during bottle manufacturing, increasing recycling rates and continuously monitoring waste generation
 - Improved the efficiency of designated waste treatment and optimized the wastewater treatment process
 - Introduced an OXY furnace to reduce nitrogen oxide (NOx) emissions and improve fuel efficiency
 - Inspected and upgraded existing dust collection systems to enhance fine dust reduction
 - Maintained and analyzed data from the Tele-Monitoring System (TMS) for air pollutant emissions
 - Conducted plogging campaigns near Anyangcheon and around the Dangjin industrial complex, contributing to the preservation of the local environment.

DONGCHEONSU

- Since 2017, the company has conducted annual environmental cleanup activities in the Hwabuk-myeon area, where the Songnisan Campus is located, in collaboration with local organization.
- In addition, each business site holds a monthly "Clean Day" with the full participation of all employees, focusing on maintaining cleanliness both inside and outside the workplace. These efforts help ensure a hygienic environment and enhance our public image as a clean and responsible organization.



Environmental Management

Group Affiliate Status

ABEN Engineering & Construction

- To minimize paper usage, we actively utilize electronic approval systems, web-based storage, and document sharing platforms such as Teams.

Korea Sinto

- To prevent air pollution, the company conducted self-inspections of air emission facilities semiannually.
- Since 2023, we have designated and carried out a "Clean-Up Day" in collaboration with Dalseong County Office.
 - In response to the seasonal fine dust control policy, it has implemented measures to reduce fine dust emissions from air pollutant-emitting facilities.
 - Cleaning results are submitted to the Environmental Division of Dalseong County Office for verification.
- It has strengthened education on amended environmental regulations.
 1. Relevant personnel participated in training sessions organized by the Daegu-Gyeongbuk Environmental Engineers Association on environmental policy updates and regulatory changes.
 2. Environmental personnel also participated in meetings and information-sharing activities of the Voluntary Environmental Monitoring Council (Dalseong Industrial Complex)
- To enhance individual environmental awareness, we encouraged all employees to set and display their own personal eco-goals, such as.

ex) Not leaving food waste, using tumblers instead of disposable cups, using bicycles or public transportation, turning off lights to save electricity, saving water during showers
- In 2024, Korea Sinto organized its own plogging event (November 14, with 27 participants).

- Environmental Goals
 - Renewed ISO 14001 certification and conducted company-wide environmental training for employees
 - Introduced mobile employee ID cards to reduce plastic usage
 - Adopted cloud-based multifunction printers to reduce paper consumption
 - Registered environmental information on the national Environmental Information Disclosure System

DA Information

In response to growing external concerns such as air pollution, the company is raising awareness among employees and establishing systems to address major environmental issues, including energy consumption, greenhouse gas emissions, and waste generation.

- To support these efforts, we promote the minimization of paper usage through electronic approval and e-signature systems, and encourage the use of eco-friendly alternatives such as personal tumblers.



Internal Eco-friendly Campaign

DONG-A CHAMMED

- Waste Management
 - To achieve a 2% reduction in waste volume, the company implemented strict waste management practices. (carried out in collaboration with the production department and included the application of Product Lifecycle Management (PLM¹⁾) to IT equipment and facility assets.)

1) PLM: Product Lifecycle Management, a system for managing the entire lifecycle of products.





Environmental Management

Climate Action

As the climate crisis driven by global warming becomes a reality, broad and urgent action is required to address climate change. Dong-A Socio Group has established greenhouse gas (GHG) reduction targets and strategies—recognizing GHG emissions as a key contributor to global warming—and is actively working to achieve them.



Governance

In February 2024, the ESG Committee of Dong-A Socio Holdings reported the results of the climate change risk assessment. Under the environmental management system (ISO 14001), the CEO received reports on the environmental risks and impact assessments of business sites, as well as the results of internal audits. To ensure systematic management of environmental performance, the Head of the Ethics Management Office has been granted authority to oversee the performance of key organizations involved in climate change response.



Strategy

In 2024, Dong-A Socio Holdings operated the ESG Committee and systematically promoted the establishment and management of social responsibility management plans for its group affiliates. Based on this framework, group-wide evaluations were conducted to raise awareness and strengthen the internalization of social responsibility management. Additionally, the company advanced the greenhouse gas inventory across all affiliates and continues to enhance its climate change response capabilities by expanding the Scope 3 emissions boundary to strengthen carbon emissions management.



Risk Management

In 2023, Dong-A Socio Holdings conducted a climate change scenario analysis to assess the impact of physical and transition risks associated with climate change on corporate management. Through this analysis, seven key climate-related risk factors were identified, and corresponding response strategies are being developed. In 2024, as a proactive response to increasing stakeholder concerns and negative perceptions, the company began collecting baseline data to develop guidelines for preventing greenwashing.



Metrics & Goals

* Goal: Group-wide Carbon Neutrality Response

* Management Indicator

(Unit: tCO₂eq, TJ)

Category	2022		2023		2024	
	GHG emissions	Energy usages	GHG emissions	Energy usages	GHG emissions	Energy usages
Dong-A Socio Holdings	490	8	513	8	621	9
Dong-A ST	23,184	492	29,228	597	37,553	608
Dong-A Pharmaceutical	15,542	331	16,313	350	19,359	358
STgen Bio	8,003	161	8,180	166	11,790	204
Yongma Logis	13,141	191	3,734	62	3,279	61
Soo Seok	44,007	746	45,373	767	221,471	703
DONGCHEONSU	4,238	84	4,843	97	7,951	140
ABEN Engineering & Construction	182	2	368	5	2,396	10
DA Information	61	-	70	-	107	1

Environmental Management

Climate Change Response Governance

As the climate crisis driven by global warming becomes a reality, there is a growing need for broad and swift action to address climate change. Dong-A Socio Group has established greenhouse gas (GHG) reduction targets and strategies, recognizing GHG emissions as a primary cause of global warming, and is making proactive efforts to achieve these goals.

ESG Committee Agenda Items of Dong-A Socio Holdings in 2024

Date	Agenda	Attendance Rate
1 st Feb. 22	<ul style="list-style-type: none"> Report on Intercompany Transactions in 2023 (Report) Approval of Intercompany Transaction Plan for 2024 (Resolution) Report on Climate Change Risk Assessment Results (Report) 	100%
2 nd Apr. 26	<ul style="list-style-type: none"> Approval of Dong-A Socio Holdings' 2024 ESG Management Plan (Resolution) 	100%
3 rd May 29	<ul style="list-style-type: none"> Approval for Disclosure of Corporate Governance Report (Resolution) 	100%
4 th June 14	<ul style="list-style-type: none"> Approval for Disclosure of Sustainability Report (Resolution) 	100%
5 th Dec. 6	<ul style="list-style-type: none"> Approval of ESG Materiality Assessment Plan (Resolution) Report on 2024 ESG Management Performance of Dong-A Socio Holdings (Report) Report on 2024 Enterprise Risk Management (ERM) Operations (Report) 	100%

Dong-A Socio Holdings' Climate Change Response Organization



Environmental Management

Climate Change Response Strategy

Dong-A Socio Group TCFD Advancement Roadmap

	Establishment of Jeong-Do Management(Social Responsibility Management) System 2019~2022 	Advancement of Climate Change Response Strategy 2023~2026 	Establishment of Climate Change Response Framework 2027~2030 
Governance Structure	<ul style="list-style-type: none"> • Publication of Integrated Report • Establishment of Social Responsibility Council • Formation of ESG Consultative Bodies and Dedicated Teams within Affiliates 	<ul style="list-style-type: none"> • Establishment of ESG Committee within the Board of Directors of Dong-A Socio Holdings • Formulation and Oversight of Jeong-Do Management(Social Responsibility Management) Plans by Dong-A Socio Holdings • Development of Climate Experts and Internalization of Climate Change Response Capabilities 	<ul style="list-style-type: none"> • Establishment of Group-Wide Social Responsibility Council • Quarterly Discussions on Social Responsibility Management Performance and Climate Change Response Framework
Strategy	<ul style="list-style-type: none"> • Four major group affiliates (Dong-A Socio Holdings, Dong-A ST, Dong-A Pharmaceutical, ST Pharm), Verification of Greenhouse Gas Emissions • Third-Party Verification of Greenhouse Gas Emissions (Scope 1, 2, and 3) across All Affiliates 	<ul style="list-style-type: none"> • Establishment of Carbon Emissions Management Process • Setting Carbon Reduction Targets for Each Affiliate • Climate Change Risk Assessment for Employees • Participation in Climate Change Response Initiatives 	<ul style="list-style-type: none"> • Strengthening of Climate Change Response Strategy • Publication of Integrated TCFD Report • Development and Implementation of Net-Zero Strategies for Affiliates • Integrated Operation of Risk Management Audit Platform for ERM-Based Risk Management of Climate Change Risks and Opportunities
Risk Management	<ul style="list-style-type: none"> • Management of Group-Wide Environmental Risks and Preparation for Certification Acquisition 	<ul style="list-style-type: none"> • Establishment of Awareness and Internalization of Jeong-Do Management(Social Responsibility Management) across Affiliates (Affiliate Evaluation) • Development of Targeted Plans for High-Emission Industries Based on Affiliates' Manufacturing Activities 	<ul style="list-style-type: none"> • Implementation of Carbon Reduction Measures in Line with Revenue Growth of Affiliates • Advancement of Performance Management System for Social Responsibility Management Performance across Affiliates
Index & Goals	<ul style="list-style-type: none"> • Measurement and Disclosure of Greenhouse Gas Emission <ul style="list-style-type: none"> - Internal emissions(Scope 1, 2) - Company-owned emissions (Scope 3) 	<ul style="list-style-type: none"> • Expansion and Advancement of Scope 3 Coverage across All Affiliates • Proactive Response to Mandatory Disclosure Requirements Following TCFD Performance Reporting 	<ul style="list-style-type: none"> • Mid-Term Review and Adjustment of Net-Zero Targets



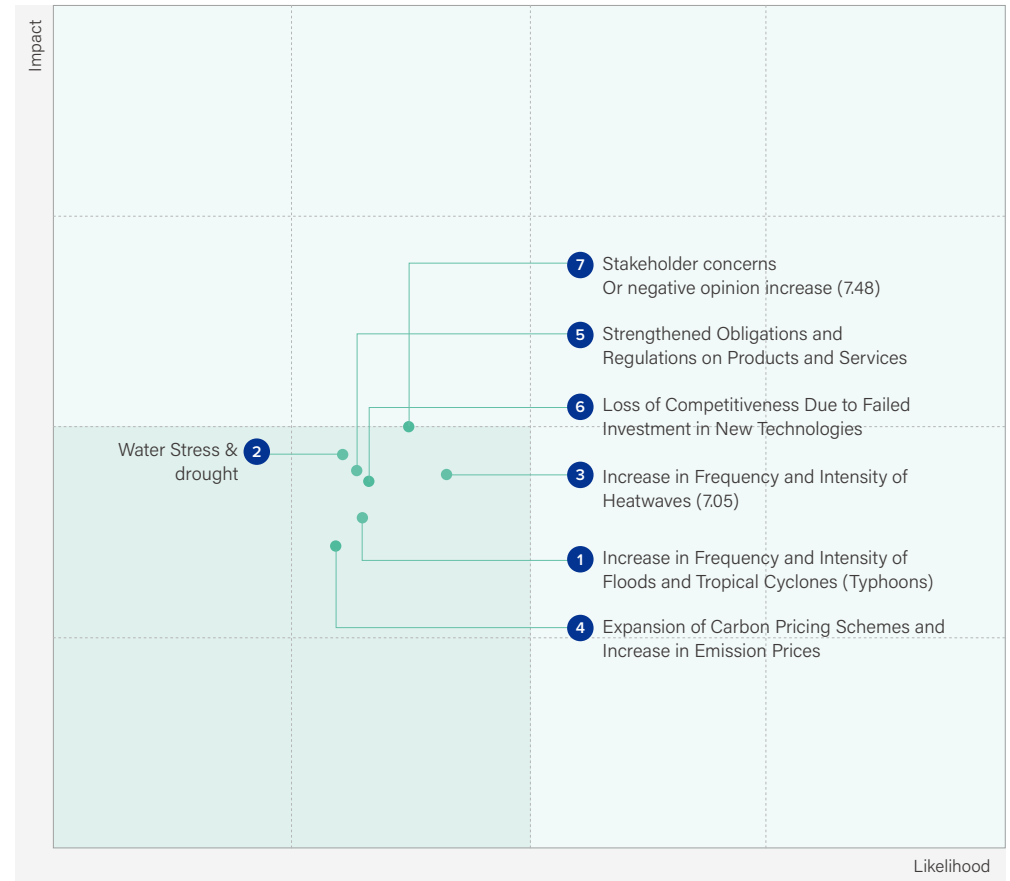
Environmental Management

Climate Change Risk Management

Dong-A Socio Holdings conducted an assessment of the impact of climate change on business operations by analyzing climate change scenarios, focusing on both physical and transition risks. As a result, seven key climate-related risk factors were identified, and corresponding response strategies are currently being developed. In addition, as a proactive measure to address increasing stakeholder concerns and negative perceptions, the company collected baseline data in 2024 to develop guidelines aimed at preventing greenwashing.

Climate Change Risk Assessment

Assessment Target	All employees of Dong-A Socio Holdings, including outside directors: 104 individuals surveyed, with 71 responses (response rate: 68.3%)												
Assessment Period	For two weeks, from Friday, December 8 to Friday, December 22, 2023												
Assessment Method	<ul style="list-style-type: none"> - The survey was conducted via D-Portal and offline. - Each of the seven climate change risk factors was evaluated using a 5-point scale for both likelihood of occurrence and impact if occurred. - The risk rating was calculated by multiplying the scores for likelihood and impact. <table border="1"> <thead> <tr> <th>GRADE</th><th>Score</th></tr> </thead> <tbody> <tr> <td>Insignificant</td><td>1~5 points</td></tr> <tr> <td>Minor</td><td>6~10 points</td></tr> <tr> <td>Moderate</td><td>11~15 points</td></tr> <tr> <td>Major</td><td>16~20 points</td></tr> <tr> <td>Severe</td><td>21~25 points</td></tr> </tbody> </table>	GRADE	Score	Insignificant	1~5 points	Minor	6~10 points	Moderate	11~15 points	Major	16~20 points	Severe	21~25 points
GRADE	Score												
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Minor	6~10 points												
Moderate	11~15 points												
Major	16~20 points												
Severe	21~25 points												
Assessment Result	<ul style="list-style-type: none"> - Physical Risks: The potential for human and material damage due to the increased frequency and intensity of heatwaves was perceived to be relatively high. - Transition Risks: The impact of stakeholder reputation risk, stemming from inadequate climate change response strategies, was perceived to be high. - Final Result: All evaluation scores for climate change risks were below 8 points. This indicates that members of Dong-A Socio Holdings perceive both the likelihood and impact of climate change risks to be low. These results are consistent with the findings of the double materiality assessment conducted in 2022. 												
Future Plan	Based on the evaluation results, Dong-A Socio Holdings plans to enhance its climate change response strategy by engaging in activities such as setting carbon reduction targets for affiliates in line with the mid- to long-term roadmap, conducting climate change risk assessments, and participating in climate-related initiatives.												



Environmental Management

Group Affiliate Status

Dong-A Socio Holdings

- The company implementing a plan to expand the application scope of Scope 3 emissions.
- Since 2023, the company has participated in the Earth Hour Campaign, led by the World Wide Fund for Nature (WWF). In 2024, it expanded our participation to include the Sangju Human Resources Development Center. The Earth Hour Campaign is a global movement that raises awareness about climate change, promotes energy conservation, and emphasizes the importance of environmental protection. Through this initiative, it continues to take practical actions toward a sustainable future.
- In 2024, the Sangju Human Resources Development Center also took part in the Korea Energy Agency's Renewable Energy Deployment Program, specifically under the Building Support Project, and completed the installation of a 49.53 kW solar power system on December 21, 2024. This system is expected to reduce approximately 29.33 tons of CO₂ emissions annually, making a positive contribution to both greenhouse gas reduction and energy savings.

Dong-A Pharmaceutical

- To reduce greenhouse gas emissions, the company has introduced and are operating electric vehicles for business use.
- To enhance energy efficiency and promote environmentally friendly management, it installed eight solar-powered streetlights within the factory premises.
- To further strengthen our efforts in reducing greenhouse gas emissions, the company expanded the solar power generation facilities at the Dangjin plant by an additional 98.28 kW, increasing the use of renewable energy
- At the Cheonan plant, it reduced electricity consumption by optimizing the operation of the utility air-conditioning system.

- As part of energy-saving efforts at the Icheon plant, an improvement project was carried out to install an inverter on the aeration blower in the wastewater treatment facility, with a total investment of KRW 10.5 million. This upgrade is expected to reduce electricity consumption by 35,770 kW annually and save approximately KRW 5 million in costs. Additionally, replacing windows within the facility has contributed to reducing the use of heating, cooling, and electrical energy.
- To better manage and reduce greenhouse gas emissions, in 2023, Dong-A Socio Group expanded the establishment of greenhouse gas inventories to 12 sites, including the headquarters and manufacturing plants. Emissions from employee commuting have also been newly included under Scope 3.

1) Blower: A device that supplies air to the aeration tank in a wastewater treatment facility, providing oxygen to microorganisms to enable stable wastewater treatment. In the case of the Icheon plant, if the blower does not operate, the microorganisms would die, making it impossible to run the wastewater treatment system.

- Climate Change Response Goals
 - [GHG Reduction] Reduce greenhouse gas emissions by expanding the use of electric vehicles for business trips (10% reduction compared to the previous year)
 - [Energy Saving] Reduce electricity usage by adjusting the operating hours of HVAC systems (annual savings of KRW 13 million)
 - [GHG Reduction] Further reduce greenhouse gas emissions through the use of electric vehicles during business travel (10% reduction compared to the previous year)

STgen Bio

- Automatic shut-off timer outlets have been installed to reduce electricity consumption.
- In addition, the company is working to reduce greenhouse gas emissions by installing electric vehicle charging stations within business sites and replacing company vehicles with electric cars.

ST Pharm

- The company is striving to achieve our 2050 Net Zero target.
 - SBTi Commitment: Pledged to set near-term targets aligned with the SBTi 1.5°C pathway (commitment confirmed on February 26).
- As climate change-related regulations are tightened, it helps employees comply with climate change-related regulations and company policies, and plays an important role in enabling them to recognize and respond to risks caused by climate change.
- K-RE100 Membership
 - As part of our proactive plan for the transition to renewable energy, ST Pharm joined K-RE100 on September 19, 2024. The company is actively working to realize effective energy transition and sustainable management by utilizing a renewable energy management system that enables renewable energy trading, issuance of certificates, and tracking of progress toward renewable energy goals.

Yongma Logis

- Introduction of Smart Lighting System
 - In January 2024, a smart lighting system was introduced in certain warehouses at the Anseong 1 Center. This system automatically adjusts energy consumption based on brightness levels, and it is expected to reduce emissions by 30.7 tCO₂-eq annually.
- To improve the energy efficiency of logistics centers and warehouses, the company is expanding the use of eco-friendly equipment.
- It has also developed a renewable energy transition plan
- The company is in the process of converting to electric forklifts and eco-friendly light commercial vehicles.

Environmental Management

Group Affiliate Status

Soo Seok

To address climate change, Soo Seok has established key strategies centered on greenhouse gas reduction, energy efficiency improvement, and the adoption of renewable energy. The company is committed to realizing sustainable management through these efforts.

1. Greenhouse Gas Reduction and Energy Savings

The company is conducting consulting services for managing greenhouse gas emissions across Scope 1, 2, and 3, and implementing emission management activities aimed at reducing greenhouse gas emissions.

2. Utilization of Renewable Energy

The Colorpack Division has introduced solar power generation facilities at its plant, laying the foundation for RE100 implementation and promoting the replacement of electricity used in the production process with renewable energy.

• Commencement of Solar Power Electricity Trading

In 2024, a solar power generation system was installed on the roof of the Colorpack Division's plant, and a new business was launched to sell the electricity generated through Renewable Energy Certificates (RECs). This initiative goes beyond self-consumption-based solar power generation by selling excess electricity externally, establishing itself as a key strategy for generating additional revenue.

• Introduction of OXY-Fuel Furnace

The OXY-fuel furnace improves combustion efficiency by mixing oxygen with fuel, significantly reducing greenhouse gas emissions and enhancing energy efficiency in the production process. As a result, nitrogen oxide (NOx) emission concentration was reduced by 29% in 2024 compared to the previous year.

• Energy Saving and GHG Reduction

To improve energy efficiency, the company completed the transition from C-grade heavy oil to LNG fuel, further strengthening its commitment to environmentally friendly management.

ABEN Engineering & Construction

- To systematically manage greenhouse gas emissions, the company has established a greenhouse gas inventory that covers not only the headquarters but also construction sites. In 2024, the measurement scope was expanded to include Scope 3 emissions, such as fuel- and energy-related activities and waste generated at business sites. In addition, scrap metal generated from construction sites is sold for recycling, promoting resource circulation and contributing to greenhouse gas reduction. Through these efforts, the company is actively putting ESG management into practice.

DONGCHEONSU

- At the songnisan Campus, the existing reciprocating piston (loading/unloading type) high-pressure compressor was replaced with a screw-type (inverter-driven) high-pressure compressor. This upgrade, enabled by inverter control, prevents the use of excessive power beyond what is needed, resulting in approximately 20% savings in electricity consumption. It also enhances flexibility in pressure control and reduces shock and power loss through soft start functionality, thereby lowering maintenance costs.

1) Reciprocating _Loading-Unloading Type

- Reciprocating compressors operate by compressing air through the back-and-forth motion of a piston.
- This system operates by repeatedly cycling through loading (compression start) and unloading (compression stop) processes to maintain a constant pressure. As a result, it can lead to unnecessary energy consumption. In particular, even when the compressor is idle or compression is not required, it may still consume a certain amount of energy.

2) Screw_Inverter Type

- Screw compressors compress air using two helical screws. This method allows for more efficient air compression compared to reciprocating compressors.
- When equipped with inverter technology, screw compressors can automatically adjust their rotation speed according to pressure changes. This allows the compressor to operate only as much as needed, reducing unnecessary energy waste.

Korea Sinto

- The company has reduced power consumption by transitioning from operating individual compressors to installing and operating an integrated compressor system. (The integrated compressor has been in operation since its installation in 2023.)



Compliance Management

Dong-A Socio Group upholds Jeong-Do Management(Social Responsibility Management) as a core value of its commitment to social responsibility and actively practices compliance management.

Led by the Jeong-Do Management Team(Sustainability) at Dong-A Socio Holdings, the Group has established an anti-corruption management system and continues to advance its compliance framework through various policies and systems.



Governance

Dong-A Socio Holdings operates under a top-level decision-making structure centered on the Board of Directors. Ethical and compliance management is led by the Compliance management officer and Compliance officer, working in close cooperation with all departments. Their responsibilities include operating and managing the compliance management system, as well as identifying and analyzing compliance risks.



Strategy

Dong-A Socio Holdings has identified compliance risk management, compliance training and culture promotion, and the operation of its compliance management system as core strategies. Based on these strategies, the company is systematically implementing specific action plans.

Compliance Risk Management

Identification of compliance risks by business area and establishment of improvement measures based on the assessment results.

Compliance Training & Compliance Culture dissemination

Conducting compliance training for employees
Providing customized compliance education tailored to the Group's business operations

Operation of Compliance management System

Establishment and operation of an internal control system
Formulation and revision of compliance-related regulations and guidelines



Risk Management

Dong-A Socio Holdings has established and operates a systematic risk management framework based on its Anti-Bribery and compliance management systems. Risks are identified and analyzed annually, and internal audits are conducted to verify compliance with relevant laws and regulations. The company also proactively identifies and addresses risks related to fair trade, and operates a compliance reporting system to encourage voluntary reporting and improvement efforts by employees.



Index & Goals

* Goals: Zero cases of legal or ethical violations

* Management Indicator

Category	Unit	2022	2023	2024
No. of Group affiliates certified under the Compliance and Anti-Bribery Management System	ea	3	4	4
No. of legal violations	times	0	0	0
Compliance and ethics training completion rate	%	80.5	71.4	84.4

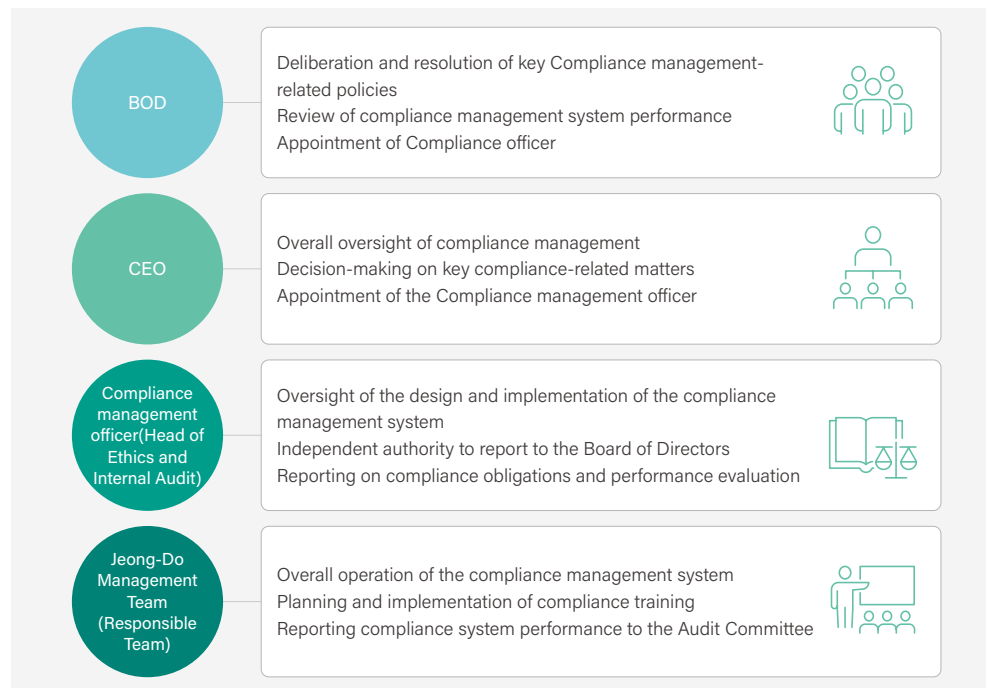
Compliance Management

Compliance Management Organization and System

Dong-A Socio Holdings is committed to promoting transparent and ethical management by strengthening legal compliance and internal controls. BOD serves as the highest decision-making body for compliance management, reviewing and approving major policies and risk response strategies. The CEO, as the top executive responsible for compliance, makes key decisions on related issues.

Day-to-day operations are overseen by the Compliance management officer, with the Jeong-Do Management Team(Sustainability) and Legal & Gov. Affairs team handling implementation. The Jeong-Do Management Team(Sustainability) is responsible for operating the compliance management system, conducting employee compliance training, and overseeing internal audits. The Legal & Gov. Affairs team provides legal and regulatory consultation and support. Through close collaboration between these two teams, Dong-A Socio Holdings actively works to strengthen legal compliance and ethical business practices across the organization.

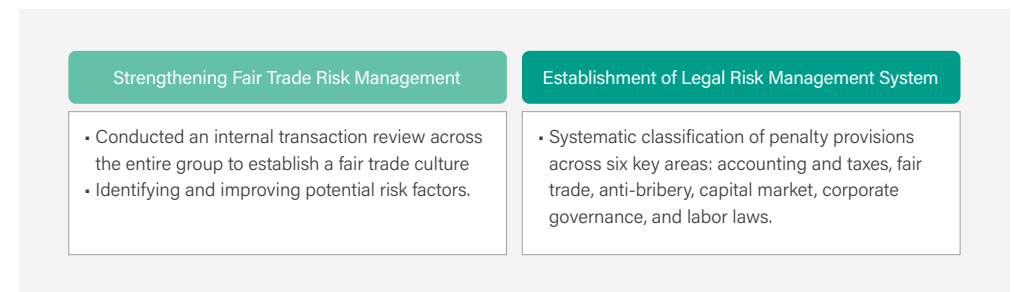
Compliance Management Organization Chart



Appointment of Compliance Officer

Dong-A Socio Holdings appoints a Compliance officer to enhance transparency and fairness in corporate management and to proactively prevent legal risks. The Compliance officer works in cooperation with the Legal & Gov. Affairs team to provide legal counsel and support, and plays a key role in preventing and effectively controlling legal risks across the organization.

Key Activities of the Compliance Officer



Compliance Officer's Profile

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



Compliance Management

Compliance Management System

In December 2024, Dong-A Socio Holdings obtained ISO 37301 certification for its compliance management system, which goes beyond the prevention of bribery and corruption to identify and control legal and regulatory risks related to business operations. The certification was granted following an audit conducted from July 8 to July 12, 2024, during which the company was recognized for meeting international standards. This achievement has laid the foundation for fostering a sustainable culture of compliance. The certification process was jointly assessed by the American National Accreditation Board (ANAB) and the British Standards Institution (BSI).

Key Achievements of ISO 37301 Certification

▪ Establishment of a Compliance Obligation Register

In accordance with the scope of the compliance management system, six key areas—accounting and taxes, fair trade, anti-corruption, capital markets law, corporate governance, and labor law—were identified and 20 related laws and regulations were controlled and managed accordingly.

▪ Establishment of Legal Risk Management System

Risk classification based on systematic categorization of penalty provisions

▪ Establishment of Global Standard Compliance Management System

Build an operational foundation aligned with international norms

▪ Enhancing International Credibility & Trust

Simultaneously audited and evaluated by ANAB* and BSI**

* ANAB: American National Accreditation Board

** BSI: British Standards Institution

Risk Identification & Analysis

In April 2024, Dong-A Socio Holdings reorganized its departments into 14 groups and appointed designated personnel for each group as "Jeong-Do Keepers" (internal auditors). The Jeong-Do Management Team collaborated with these Jeong-Do Keepers to conduct a compliance risk assessment across 50 applicable laws covering the company's overall operations. As a result, two major common risks associated with employees' duties were identified: the misuse of confidential business information and embezzlement or breach of duty. In response, the Jeong-Do Management Team implemented company-wide monitoring and developed improvement measures to mitigate these risks.

Internal Audit

Dong-A Socio Holdings conducts an annual regular internal audit of its compliance management activities. Through this audit, the company identifies potential risks such as misconduct involving stakeholders, embezzlement of company assets, procedural violations, and leakage of confidential information. The audit also thoroughly examines unethical behavior that may occur within the organization, enabling a comprehensive understanding of the status of compliance and any violations of internal regulations among all employees.

As a result of the internal audit conducted from June 17 to June 20, 2024, no major or minor nonconformities were identified. However, a total of 14 recommendations were issued. These were related to items omitted during the compliance risk identification, analysis, and evaluation process, and have since been addressed through a comprehensive review. The audit findings were subsequently posted on the Jeong-Do Management bulletin board and shared with all employees to enhance awareness and understanding of compliance management.

Fair Trade Compliance Survey

From January to October 2024, Dong-A Socio Group conducted an internal review of intercompany transactions to foster a culture of fair trade compliance and to proactively identify and mitigate potential risk factors. Through this review, the Group conducted an in-depth analysis of its transaction structure and identified elements with the potential to violate the Fair Trade Act, subsequently developing improvement measures.

This investigation served as an important step toward upholding fair trade principles and promoting a culture of transparent business practices. It focused on assessing the appropriateness of transactions among affiliates and identifying related compliance risks. Moving forward, the Group plans to monitor adherence to relevant laws and internal regulations and, where necessary, improve internal procedures to further prevent risks.

Fair Trade Risk Management Process

01

Implementing a full-scale investigation of the group's internal transactions



02

Identifying risk factors and formulating improvement plans



03

Promotion of group-wide fair trade projects and fulfillment of recommended improvements



Compliance Management

Anti-Bribery Management System

Dong-A Socio Group established an Anti-Bribery Management System across all its group companies* in 2024. Through this system, the group has strengthened the foundation of ethical management by fostering an anti-corruption culture and implementing measures to proactively prevent corruption risks.

With the establishment of the Anti-Bribery Management System, Dong-A Socio Group has revised its anti-corruption policies and internal control procedures, and established systems for corruption risk monitoring and employee training. Additionally, the whistleblowing system has been reinforced to ensure effective operation. Going forward, Dong-A Socio Group plans to continuously operate and improve the Anti-Bribery Management System with active support from its management.

* DONG-A CHAMMED will be established and managed by its parent company, Dong-A ST, starting in 2025.

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

Category	Name of Company	Initial certification	Valid until
ISO 37301 Certification	Dong-A Socio Holdings	2024	2027
ISO 37001 Certification	Dong-A ST	2018	2027
	Dong-A Pharmaceutical	2018	2025
	STgen Bio	2023	2026

* After the conclusion of its ISO 37001 certification, Dong-A Socio Holdings has incorporated the anti-corruption domain within the scope of its ISO 37301 certification and is currently operating under this framework.



Compliance Reporting System

Dong-A Socio Group operates the Audit Hotline Reporting (Clean :D) and Help Line K-Whistle to enable internal and external stakeholders, including employees, to report concerns safely and securely. All reports received undergo thorough investigation, with the intentionality and severity of misconduct comprehensively considered. Depending on the case, reports are referred to the Personnel Committee of the respective group companies, and personnel actions are taken as necessary. Additionally, reported matters are reviewed based on internal regulations regarding public interest and company contribution, and rewards are provided accordingly.

Meanwhile, Grievance Counseling Center are operated by each group's HR team to listen to and address complaints related to human rights violations. In accordance with the whistleblower anonymity protection policy, employees who report damage or those whose claims are recognized are institutionally protected from any disadvantages.

Audit Hotline Reporting(Clean :D)

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

→ Clean :D

Help Line K-Whistle

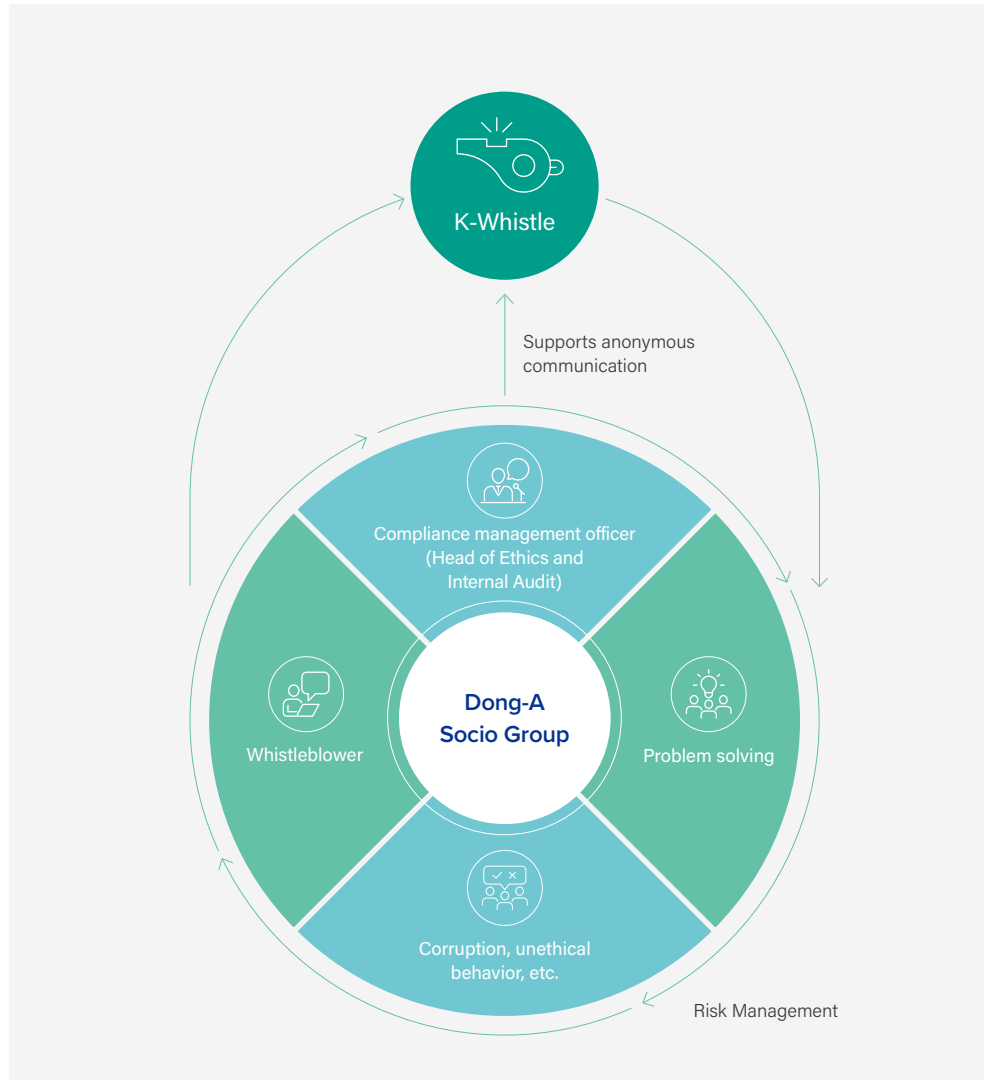
K-Whistle is an externally commissioned reporting system that allows individuals to report unethical conduct such as bribery and corruption, unfair transactions, improper demands, and legal violations. The system can be accessed through the "Report" menu on the group's Jeong-Do Management(Social Responsibility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

→ K-Whistle



Compliance Management

K-Whistle Reporting and Resolution Process



Dong-A Socio Group Whistleblowing Case Handling Records in 2024

Category	Major items	No. of cases	No. of handled	Process rate (%)
Corrupt Practices	Improper solicitation, acceptance of money or entertainment, improper budget execution, unfair trading practices, leakage of internal information, etc.	17	17	100
Power harassment and workplace bullying	Unfair orders using superior position in the workplace, acts causing mental and physical pressure and anxiety	13	13	100
Lax discipline	Improper acts related to sexual harassment, sexual violence, etc.	7	7	100
Corruption in recruitment and personnel appointments	Any acts violating fairness in recruitment, personnel appointments, and related processes	6	6	100
Others	Unethical acts not classified under the above categories	13	13	100
Total		56	56	100

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

Dong-A Socio Group Report Handling Status

Category	2022	2023	2024
No. of Reports	52	89	56
No. of Handlings	51	89	56
Process rate	98	100	100



Compliance Management

Enhancement of Compliance Awareness

Compliance Implementation Assessment

Dong-A Socio Holdings conducts an annual anonymous online survey targeting employees to assess and improve the level of compliance management implementation. The 2024 survey was conducted from November 11 to November 22, with 62 out of 82 employees (75.6%) responding.

In this survey, the human rights impact assessment section was conducted separately, and the survey questions were adjusted to increase focus on key items. Dong-A Socio Holdings actively utilizes the collected data to more effectively improve compliance-related systems and enhance the quality of employee training and implementation programs.

Dissemination of Compliance Culture

Dong-A Socio Holdings regards legal compliance as the foundation of Jeong-Do Management(Social Responsibility Management) and has declared a compliance management policy. The company is also committed to spreading understanding and culture of compliance management. Every month, the 'Integrity & Ethics Briefs' published by the Anti-Corruption and Civil Rights Commission(ACRC) are posted on the Jeong-Do management bulletin board to enhance employees' awareness of compliance and facilitate easy access to related norms and policies. Additionally, during each major holiday, official notices prohibiting the acceptance of money and gifts are sent to all group companies, clearly outlining the criteria for the application and non-application of the Improper Solicitation and Graft Act. Through these efforts, Dong-A Socio Holdings prevents improper money and gift acceptance and solicitation in advance, establishing a fair and transparent corporate culture.

Compliance Management Training

Dong-A Socio Holdings conducts annual compliance management training for all employees to enhance their understanding of integrity, ethics, and compliance management. In June 2024, the training covered the structure and expected benefits of the compliance management system, as well as relevant legal cases, emphasizing the importance of compliance management to employees. Notably, the training was delivered by the person responsible for building the compliance management system, which increased both the professionalism and satisfaction of the session. A total of 76 employees participated, achieving a completion rate of 84.4%.



[Link to Dong-A Socio Holdings' Regulations on Improper Solicitation and Acceptance of Money or Gifts](#)

2024year Dong-A Socio Group Compliance Management Training Status

Category	Target	Description	Date	No. of Trainee
Dong-A ST	All employees	Integrity and Ethics Management	11.04~12.31	1,614
Dong-A Pharmaceutical	Sales Dept.	Pharmaceutical Affairs Act Expenditure Reporting System	05.08~05.21	121
STgen Bio	All employees	Dong-A Socio Group Jeong-Do Management Training	12.12~12.24	228
Dong-A Otsuka	All employees	Compliance training	07.22	859
	Office worker	Fair Trade Mediation Agency Training	11.05	120
Yongma Logis	All employees	ISO 37001 Anti-Bribery Management System Training	11.29~12.16	685
Soo Seok	All employees	ISO 37001 Anti-Bribery Management System Training	07.17~07.19	204
DONGCHEONSU	All employees	Integrity and Ethics On-site Training (Organized by the ACRC Integrity Training Institute)	10.07	69
ABEN Engineering & Construction	All employees	Dong-A Socio Group Jeong-Do Management Training	12.16~12.27	46
Korea Sinto	All employees	ISO 37001 Anti-Bribery Management System Training	10.07~10.31	52
DA Information	All employees	Compliance management training	10.12~10.31	84
DONG-A CHAMMED	All employees	Dong-A Socio Group Jeong-Do Management Training	08.12~09.02	145



Customer Centered Management

Dong-A Socio Group prioritizes consumer voices based on the protection of personal information. From product development to production and sales, all corporate management activities are conducted from the customer's perspective and centered on customer feedback. The group strives to enhance customer satisfaction.



Governance

Dong-A Socio Group actively incorporates consumer feedback into decision-making processes during product development and service improvement. The relevant group companies are committed to customer satisfaction through certifications such as the (Privacy Information) Information Security Management System, Quality Management System, Food Safety System Certification, and Customer-Centered Management System.



Strategy

Dong-A Socio Group is dedicated to enhancing customer satisfaction based on its three core quality management principles: impeccability, integrity, and zero tolerance. The group strives to achieve this through the following strategies.

Customer Experience Enhancement	To meet consumer demands and expectations, we develop customized products and services and continuously improve the customer experience.
Data-oriented approach	Analyze consumer data to identify market trends and consumer needs, and establish strategies based on these insights.



Risk Management

Dong-A Socio Group operates a systematic risk management system based on its Quality Management System. Regular crisis management training is provided to employees to proactively prevent potential risks that may occur during interactions with consumers. The group identifies and analyzes risks annually, and through internal monitoring, it prevents and mitigates risks while ensuring compliance with regulations. Additionally, Dong-A Socio Group regularly collects and analyzes VOC (Voice of Customer) data, reflecting the insights in activities aimed at improving customer satisfaction. It has also established a system for rapid response to consumer complaints and crisis situations, securing communication channels to build trust with consumers.



Index & Goals

*** Goal:** Achieve Zero Major Violations of Product Quality and Safety Regulations

*** Management Indicators**

Category	Unit	2022	2023	2024
Cases of fines imposed for violations related to product safety	Case	0	2	0
Cases of fines imposed for violations related to product/service information and labeling	Case	0	0	0

- Companies subject to product safety regulations:
Dong-A ST, Dong-A Pharmaceutical, STgen Bio, ST, Dong-A Otsuka, Soo Seok, DONGCHEONSU, DONG-A CHAMMED

- Companies subject to product/service information and labeling regulations:
Dong-A ST, Dong-A Pharmaceutical, STgen Bio, Dong-A Otsuka, Soo Seok, DONGCHEONSU, DA Information

Customer Centered Management

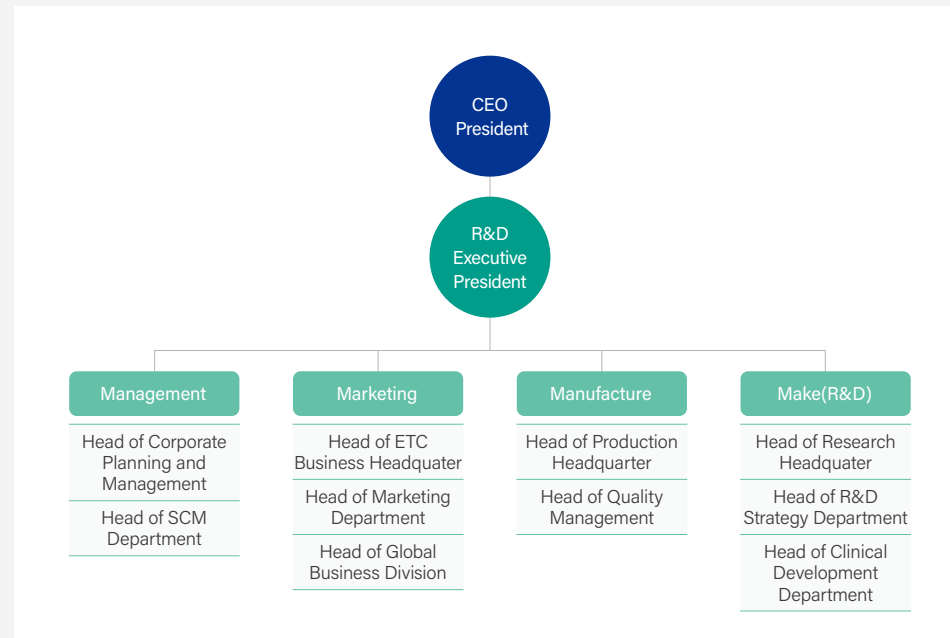
Customer Satisfaction Quality Management

Group Affiliate Status

Dong-A ST

In 2024, the Head of Sustainability Department was appointed as the Chief Customer Officer (CCO), underscoring that customer-centered Management is a key task for sustainable management. To practice customer-centered management in 2024, Dong-A Socio Group strengthened CCM training for all employees, introduced a regional Customer Service (CS) manager system, and carried out a second phase of package design improvements.

M4 Council (12 members in total)



Tasks	Description
Enhancing CCM Education for All Staff	<ul style="list-style-type: none"> Two CCM training sessions for new employees (May 20, August 29) CCM training for all employees (October 21) Employee event to internalize CCM culture (June 24)
Implementation of Regional CS Manager Program	<ul style="list-style-type: none"> Selection of Regional Managers for Sales Branches and Receipt of Operation Consent Forms (April 19)
Second Phase of Package Design Improvement	<ul style="list-style-type: none"> Package design improvements and implementation were made based on feedback gathered from the Korean Pharmaceutical Association and major hospital pharmacy departments. These improvements include enlarging font sizes and differentiating packaging colors to help prevent the risk of medication misuse.

CCM 교육

일시 2024년 10월 21일(월) 10:00~11:30

장소 본사 신관7층 대강당(온라인 동시송출)

대상 동아에스티 전 임직원

강의명 트렌드 코리아 2025

강의자 권정운 박사
- 서울대학교 소비자학과 학사 / 석사 / 박사
- <트렌드 코리아> 시리즈 (2019~2025) 공저자

신청방법

- 강연 참석 희망하시는 분들은 댓글로 남겨 주시면 됩니다. (선착순 50명 마감)
- 동시 온라인 송출

동아에스티 CCM 초성 퀴즈 이벤트

처방의약품 전문기업 최초로 인증받은 CCM은 **사람의 안전**을 뜻한다.

퀴즈 도전하기

기간 2024년 6월 10일(월) ~ 6월 17일(월)

참여 방법 설문조사에 퀴즈이벤트 응답을 적어주세요

당첨자 2024년 6월 24일(월) 발표하는 신약 및 제1상 임상 중인 신약 CCM 담당자

선물 스탠바이스 커피 기프티콘 100명

설문조사 결과에 따라 당첨자 100명 선정(당첨 스탠바이스 기프티콘 200명 선정) 1인 1회 한정, 중복 당첨 불가

Customer Centered Management

Group Affiliate Status

Dong-A Pharmaceutical

In 2024, to strengthen Customer-Centered Management, the Head of the Production Division was appointed as the Chief Customer Officer (CCO) to enhance strategic decision-making focused on customer satisfaction. The existing customer satisfaction team was reorganized into Customer Experience Team(CX), allowing for more in-depth analysis of various customer touchpoints and further strengthening customer-centered services.

Since obtaining the first CCMS (the predecessor of CCM) certification in 2011, the company has continuously practiced Customer-Centered Management, earning the CCM (Customer-Centered Management) certification for eight consecutive terms through 2024.

Governance Structure

In 2024, the company integrated marketing and production functions across business units to operate the Customer Quality Innovation Committee. This committee identifies potential risk factors that could hinder the customer experience and promotes customer satisfaction by reinforcing proactive prevention and post-management measures.

The Customer Quality Innovation Committee is led by the Customer Experience Team(CX) and selects key improvement initiatives based on Voice of Customer (VOC) analysis. These initiatives are then addressed through cross-functional collaboration involving development, sales, marketing, and production, ensuring comprehensive and organization-wide improvement efforts.

Operating Objective

- Identifying risk factors that may hinder the customer experience
- Strengthening proactive risk management through thorough preventive measures
- Achieving continuous customer satisfaction through post-issue improvements

Customer Satisfaction Enhancement Activities

1. Provision of Product Information

The company provides fast and accurate information through our customer service program by utilizing a knowledge management system for phone and email inquiries.

Product information and a pharmacy locator feature are available on the official Dong-A Pharmaceutical website. Product and promotional updates are also delivered via the official online store and social media channels.

2. Product Improvement

Since 2024, Dong-A Pharmaceutical has adopted the Net Promoter Score (NPS) to measure customer loyalty. By systematically analyzing and reflecting customer feedback, the company is continuously improving the quality of our products and services.

Quality Management Enhancement Activities

1. Establishment & Operation of QCP(Quality Contingency Plan)

Dong-A Pharmaceutical defines quality-related contingency scenarios such as product recalls, social issues, critical customer complaints, and GMP IT system errors, and operates a structured response system tailored to each situation.

2. Enhanced Risk Evaluation of Company-Manufactured Products

The Quality Improvement Team takes the lead in identifying potential risks associated with products and processes, and drives ongoing quality improvement initiatives to mitigate them.

Time for a Quick Nore !

The Bacchus Business Division ensures rigorous management of customer dissatisfaction and actively incorporates feedback to enhance product quality.

In 2024, the company received claims regarding sour taste deterioration of Bacchus Jelly due to high temperature and humidity conditions. In response, it collaborated with the Quality Planning team to conduct a temperature distribution test using data loggers in August 2024, and worked with the Materials Research team to carry out product research aimed at resolving the issue.

Based on the above findings, it is planning to revise the product formulation in April 2025 by modifying the composition of sour agents used in dusting. Additionally, moisture control of the starch molds will be implemented during the production process. To further enhance temperature stability during distribution, it will minimize the storage period of weak points and adjust daily delivery schedules.





Customer Centered Management

Group Affiliate Status

STgen Bio

In 2024, STgen Bio obtained GMP certifications for the DMB-3115 product from the European EMA (September), U.S. FDA (October), Japan PMDA (November), and Saudi FDA (November), demonstrating its proven competitiveness as a global CMO. Additionally, in October 2024, the company implemented and began operating an Electronic Quality Management System (EQMS) to enhance data integrity and improve operational efficiency.

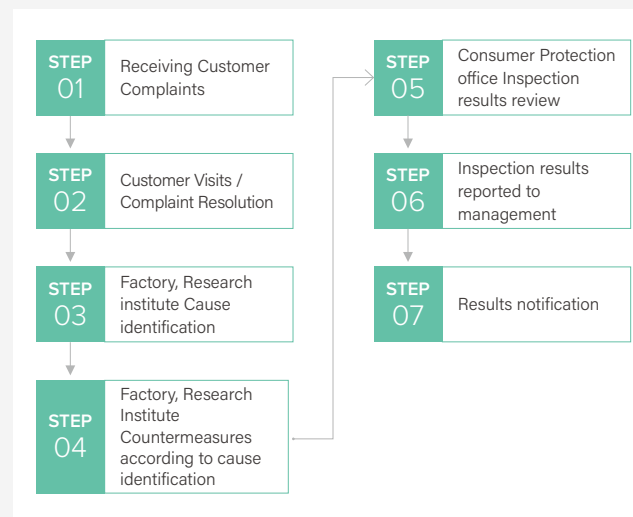
ST Pharm

In the pharmaceutical and biotechnology sectors, data integrity is essential to ensuring patient safety, regulatory compliance, reliability, cost reduction, informed decision-making, and faster time-to-market. Maintaining data integrity requires robust systems and procedures. To strengthen data integrity, ST Pharm established the Data Integrity Compliance (DIC) Team in 2023, building a systematic management system and ensure strict compliance with regulatory standards. We have introduced cloud-based electronic quality control systems, such as the Document Management System (DMS) and the Training Management System (TMS). In June 2024, we completed the construction of a digital system for key items of the Quality Management System (QMS) in accordance with global standards, minimizing data integrity risks. In addition, to ensure data integrity, we conduct audit trail reviews four times a year to prevent data alteration and verify data reliability through automatic backups on a daily, weekly, and monthly basis, as well as annual recovery tests. In addition, we conduct an annual computer system review to maintain validation status. Through the computer system validation, we evaluate design qualification (DQ), installation qualification (IQ), operational qualification (OQ), and performance qualification (PQ) to ensure system stability and consistency.

Dong-A Otsuka

The company collects VOC (Voice of Customer) feedback from customers and business partners through various channels, including telephone, online, and on-site interactions. Based on the nature of the feedback, relevant departments are promptly informed and take appropriate actions to ensure customer satisfaction. In addition, it regularly conducts brand-Focus group interviews (FGI) and advertising preference surveys. Compensation standards for customer claims are also transparently disclosed on our official website.

Customer Inquiry Process



Yongma Logis

Yongma Logis holds certifications for Quality Management System (ISO 9001) and Medical Device Quality Management System (ISO 13485), which serve as the foundation for our quality management framework. To achieve company-wide quality objectives, the company is actively engaged in various initiatives, including on-site quality surveys, publication of the Monthly QA Report (MQR), quality capability enhancement training at the TPL Center, internal audits and improvement activities at the TPL Center, rotating quality education programs at the TPL Center, and management reviews of quality performance.

2024 Group Training on Quality Management for the TPL Center

- **Training Purpose:** To enhance the understanding of quality principles among operational departments and strengthen the overall level of service quality.
- **Date:** October 15, 2024
- **Training target:** A total of 63 individuals, including those in charge of pharmaceuticals, medical devices, TPL general cargo, and supervising pharmacists.
- **Training format:** Both in-person & virtual
- **Training Topics:**
 - QMS(Quality Management System)_Yongma's internal quality management system
 - GWP(Good Warehouse Practice)_Standards for proper warehouse management
 - GDP(Good Documentation Practice)_Documentation procedures and SOPs
 - Recurrence prevention and improvement plans for nonconformities
 - Quality Management Review

Customer Centered Management

Group Affiliate Status

Soo Seok

Quality Management System and Enhancement Activities

Based on the FSSC 22000 system, Soo Seok adheres to the PDCA (Plan-Do-Check-Act) cycle to drive continuous quality improvement. To ensure that quality maintenance and assurance operate seamlessly—like interlocking gears—the company carries out the following activities:

- Conducting regular inspections and audits
- Training internal auditors and conducting internal audits twice a year
- Establishing and operating a system for applying critical control points (HACCP) to analysis hazards
- Delegating overall quality management responsibilities and authority to each division head

Meanwhile, the Glass Division established an automated quality inspection system in 2024 by introducing state-of-the-art inspection equipment in conjunction with its factory relocation. This has enabled the application of an efficient quality management framework and the implementation of fully automated production line technologies, leading to simultaneous improvements in both quality and productivity. Going forward, Soo Seok will continue to enhance its quality management system through ongoing quality improvement and innovation, aiming to earn consumer trust and deliver safe and sustainable products.

Customer Satisfaction Initiatives and Results

- Division-Specific Quality Management Operations: Each business division has established a dedicated Quality Management Team to enhance product quality and build a prompt response system for customer needs.
- Product Quality Improvement and Response Reinforcement: The Quality Management Teams within each division continuously conduct product inspections and quality checks, enabling immediate response to customer requests and complaints.
- Establishment of a Rapid Issue-Resolution System: In the event of a quality issue, the respective division's Quality Management Team promptly analyzes the problem and develops solutions, thereby improving customer satisfaction.

DONGCHEONSU

DONGCHEONSU successfully passed the transition audit for FSSC 22000 Version 5.1 and obtained certification for FSSC 22000 Version 6.0. To meet the requirements of FSSC 22000 V6.0, the company is actively fostering a strong food safety culture and pursuing continuous improvement to reduce both the frequency and severity of food safety incidents. Through these efforts, the company aims to build and maintain customer trust.

Korea Sinto

The company first obtained ISO 9001 certification for our Quality Management System in 2018 and successfully renewed the certification on November 7, 2024.

Based on this Quality Management System and in alignment with our management philosophy of "Trinity," Korea Sinto committed to achieving customer satisfaction.

Trinity

1. State-of-the-art machinery and equipment incorporating the latest technologies
2. High-quality blasting media and consumables that enhance equipment performance
3. Responsive maintenance support to ensure sustained high performance

DONG-A CHAMMED

In 2024, we conducted initial audits for the Medical Device Quality Management System (ISO 13485) at our Gunpo and Paju facilities, thereby establishing a global-standard quality management framework for medical devices.

Quality Improvement Initiatives

- To maintain exports to the EU, it is pursuing certification under the Medical Device Regulation 2017/745 (MDR).
- In 2024, it completed the MDR transition for two Class I diagnostic imaging devices and is preparing for conformity assessments of five Class IIa products.



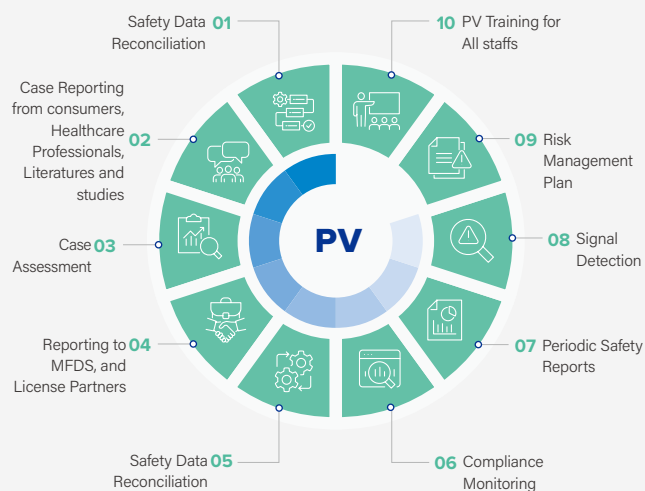
Customer Centered Management

Product Safety

Group Affiliate Status

Dong-A ST

In response to the increasingly stringent drug safety regulations in the global pharmaceutical industry, Dong-A ST has established an independent Pharmacovigilance (PV) team and operate a dedicated PV system to actively manage drug safety and centralize safety information. The PV system is operated to ensure comprehensive safety management throughout the entire product lifecycle—from preclinical and clinical trial phases, to marketing authorization, and post-marketing safety evaluations and actions. Dong-A ST continuously monitors evolving domestic and international regulations and incorporates relevant changes into our processes to ensure the safe use of all our products.



Dong-A Pharmaceutical

The company is driving continuous quality innovation based on customer-centered quality risk assessments. In response to the revised microbial limit test requirements in the Korean Pharmacopoeia (KP), it conducted a thorough regulatory affairs (RA) assessment and revised the scope and standards for microbial limit testing of raw materials and finished products.

Monitoring System

The company reviews legal revisions and updated guidelines issued by the Ministry of Food and Drug Safety (MFDS) and apply these regulatory changes to our internal policies. When the Regulatory Affairs (RA) team identifies potential legal risks and submits relevant information, the Quality Management Office reviews the content and implements necessary changes within the Production Division. In addition, the Quality Management Office independently monitors media reports and international regulations. By consolidating domestic and international news, it identifies issues related to our formulations, products, and contracts manufacturing organizations (CMOs). In the event of a critical issue, it activates the Quality Contingency Plan (QCP) to promptly address the situation.

Significant monitoring results are reported immediately, while routine findings are shared quarterly during the Production Division's Quality Committee meetings. Through this process, it ensures full regulatory compliance and the production of safe, high-quality products.

Counterfeit Drug Control

Dong-A Pharmaceutical stores labeling and packaging materials in secured, locked areas to prevent unauthorized access and ensure that counterfeit drugs are not produced. As a result, Dong-A Pharmaceutical reported zero cases of counterfeit drugs in 2024. The company continues to eliminate counterfeit products through ongoing domestic and international monitoring efforts.

STgen Bio

STgen Bio manufactures high-quality biopharmaceuticals in compliance with cGMP standards. To meet global regulatory requirements, the company ensures aseptic conditions through measures such as cross-contamination control.

Securing aseptic integrity has heightened the importance of Data Integrity (DI) throughout the manufacturing process. To strengthen DI, STgen Bio has implemented various automated systems, including LIMS (Laboratory Information Management System), EQMS (Electronic Quality Management System), LMS (Learning Management System), and EDMS (Electronic Document Management System).

Currently, the company is also in the process of introducing a Warehouse Management System (WMS) to enhance digitalized warehouse operations.

By adopting such advanced systems in line with global client expectations, STgen Bio is continuously working to ensure the safety and reliability of the products.

ST Pharm

ST Pharm strictly manages the procedures around receiving, handling, quarantining, sampling, inspecting or analyzing, storing, releasing, and transferring raw materials to the manufacturing stage in order to manufacture high-quality pharmaceutical products. Our computerized inventory management system (IMS) allows us to check the location of raw materials in warehouse, test status, inventory, and receipt and release history in real time, maximizing transparency and efficiency in raw material management. This system ensures quality control and a safe storage environment while enabling us to quickly identify the flow and status of raw materials and respond promptly.



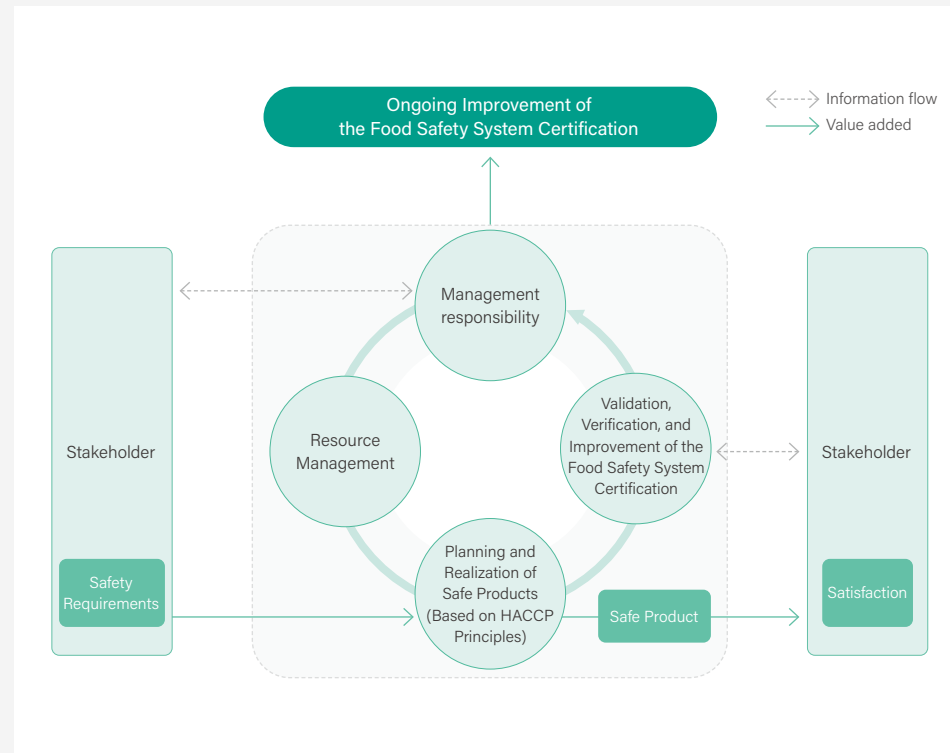
Customer Centered Management

Group Affiliate Status

Dong-A Otsuka

Based on scientific quality assurance activities, the company proactively prevents potential hazards in our products and ensures product safety through objective evidence and reliable data.

- Establishment and implementation of food safety systems such as FSSC 22000 (Food Safety System Certification) and HACCP (Hazard Analysis and Critical Control Points)
- Regular review and improvement of the suitability and effectiveness of the Food Safety System Certification



Soo Seok

Placing product safety as our top priority, Soo Seok carries out thorough quality control and hazardous substance reduction activities throughout the entire process—from raw material selection to production and shipment. To ensure product safety, all incoming raw materials undergo component analysis and quality compliance testing to prevent the use of substandard materials. During the manufacturing process, automated inspection systems are used to detect external defects and micro-cracks, thereby preventing product flaws. The company also strengthens the management of hazardous chemicals to minimize the risk of harmful substance contamination. Moving forward, SUSEOK will continue to implement ongoing quality improvements and eco-friendly production practices to deliver safe and reliable products to our customers.



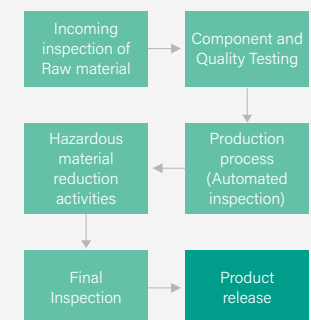
On-Site Glass Quality Management Team

- Management of heavy metal content in raw materials during glass bottle production
- Operation of dust collectors and purification systems to reduce air pollutants generated during the production process
- Use of PET raw materials certified for food contact in preform production
- Implementation of safe processes to minimize the emission of volatile organic compounds (VOCs)
- Use of eco-friendly adhesives and water-based inks in packaging box production to reduce the release of hazardous chemicals
- Conducting quality inspections in compliance with food packaging standards
- All products undergo final verification through random sampling inspections prior to shipment to ensure compliance with quality and safety standards

Activities of Each Business Unit

Business unit / Product type	Raw material management	Production Process Inspection	Hazardous material reduction activities
Glass Division / Amber Glass Bottles	Heavy Metal Control in Raw Materials	Automated Inspection for Appearance and Micro-Cracks	Operation of Dust Collectors and Purification Systems
Platek Division / Preforms	Use of Food-Grade Certified PET Raw Materials	Application of Safe Processes	VOCs discharge minimization
Colorpack Division / Packaging Boxes	Use of Eco-Friendly Adhesives and Water-Based Inks	Quality Inspection Based on Food Packaging Standards	Minimization of Harmful Emissions

Quality Control Process



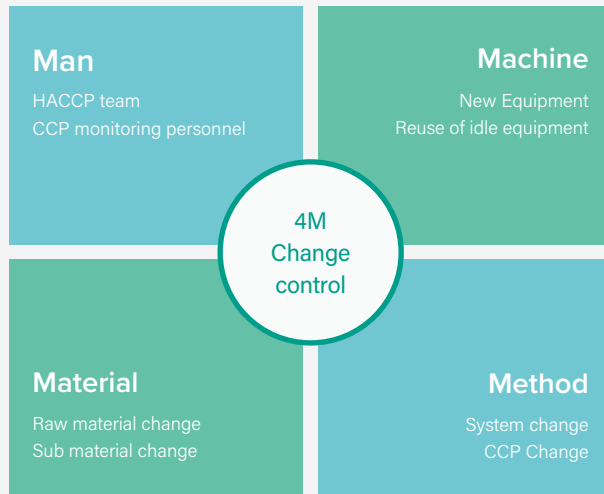


Customer Centered Management

Group Affiliate Status

DONGCHEONSU

To manage product safety, the company categorized potential risk factors based on the 4Ms (Man, Machine, Material, Method), validated each category, and established five corresponding management plans. In addition, it conducted Quality Council meetings to proactively eliminate quality risks and reviewed manufacturing sites. Any items identified as needing special attention or deemed insufficient were designated as key issues, for which control standards were established and maintained. A total of 36 such meetings were held across our three campuses. Furthermore, the company has made continuous efforts to ensure product safety by providing specialized external training. As a result of these efforts, no violations were found in the 2024 regular food safety evaluations. (1 audit by the Daegu Regional Ministry of Food and Drug Safety, 1 by the Korea Agency of HACCP Certification and Management, and 2 inspections by the Sangju City Health Department)



DONG-A CHAMMED

In 2024, the company complied with the European MDR, Korea MFDS standards, and applicable regulations such as IEC 60601-1 and ISO 14971 to carry out medical device development and conduct safety and efficacy evaluations. As a result, it obtained certifications for two Class I devices under the MDR and one Class II device under the MFDS.

Key country status	Certified product	Certi No. or Basic UDI
Korea(2 nd grade)	DCU-4000/8000	Jein No. 24-763
Europe(MDR Class I)	FX-V3	88000389fx-v352
Europe(MDR Class I)	CLS-S7	88000389CLS-S7GJ



Customer Centered Management

Responsible Marketing and Product Labeling

Group Affiliate Status

Dong-A ST	<ul style="list-style-type: none"> Dong-A ST links the operation of the Anti-Bribery Management System (ISO 37001) with transparent marketing activities, striving to promote continuous CP training and activate both internal and external reporting systems. The company also holds regular meetings of the Dong-A ST Compliance Committee, led by legal experts with specialized knowledge in various fields, conduct in-depth discussions and decision-making regarding transparent marketing practices.
Dong-A Pharmaceutical	<ul style="list-style-type: none"> Each business division strictly complies with regulations related to marketing and product labeling. To prevent false or exaggerated advertising, all marketing content undergoes internal review by the Regulatory Affairs (RA) team prior to publication. Through this internal review process, the company ensures systematic management of potential legal and regulatory violations. To support global market expansion, it complies with advertising review standards specific to each country, managing the entire process from product development to marketing accordingly. For officially imported global brands such as Orthomol, Xtend, and Jordan, the company fully discloses all ingredients and their amounts in compliance with domestic labeling and advertising standards. In the case of Orthomol, the product expiration date is clearly indicated on each individual container to ensure safe consumption by customers. The company has also completed MoCRA (Modernization of Cosmetics Regulation Act) registration in the United States and are in the process of obtaining hygiene permits in China, ensuring that our products are not misperceived as pharmaceuticals or quasi-drugs in international markets through strict risk management.
Dong-A Otsuka	<ul style="list-style-type: none"> When making changes to product ingredients, it strictly complies with relevant regulations, including the Food Labeling Standards provided by the Ministry of Food and Drug Safety (MFDS). Through regular monitoring of regulatory updates, the company proactively identifies and responds to revisions in advance. Labeling is carried out in accordance with design guidelines and legal labeling requirements. In the event of new product development, product renewal, design changes, or changes to legally required labeling information, the company conducts a thorough review to ensure full compliance with applicable laws and avoids any regulatory violations. During the labeling review process, it assesses compliance with the Food Sanitation Act, relevant advertising and labeling regulations, and takes into account additional consumer requirements.
Yongma Logis	<ul style="list-style-type: none"> During QA Team's internal audits conducted by the QA team, corrective actions were implemented to prevent violations of labeling regulations, such as incorrect label application, mixing of label materials, and poor label management. The following measures were taken: <ul style="list-style-type: none"> A cabinet was installed inside the distribution processing plant for label inventory storage, with locking mechanisms in place. A label management officer was appointed, and training on the importance of proper label handling was provided to relevant personnel.
Soo Seok	<ul style="list-style-type: none"> Soo Seok operates a B2B-focused business model, primarily manufacturing products based on orders from group affiliates and client companies. While the company does not engage in separate marketing activities, it places the highest priority on transparently providing product information required by our clients. To maintain trust with our clients, it openly discloses and communicates product-related information through our official website. Information regarding product functionality, performance, and safety is made easily accessible to clients via the website. The company refrains from false or exaggerated advertising and ensure that all product information is based on objective data and verified sources.
DONGCHEONSU	<ul style="list-style-type: none"> In compliance with the Guidelines on the Separate Collection of Recyclable Resources (Ministry of Environment Directive No. 1462), the company applied embossed markings to PET bottles for drinking water and beverages to indicate colorless PET recycling. This initiative was fully implemented across all three campuses in January 2024. During the labeling review process, DONGCHEONSU assesses compliance with the Food Sanitation Act, advertising and labeling regulations, and takes into account additional consumer requirements.

Customer Centered Management

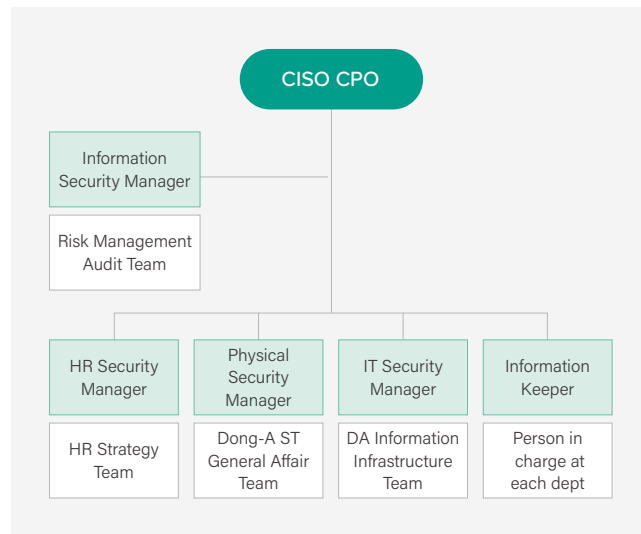
Information Security

Information Security Management System

Information Security Policy

Dong-A Socio Holdings has established an Information Security Policy to protect corporate information assets and personal data. This policy ensures compliance with legal requirements and strengthens the organization's security management framework. It is regularly reviewed and updated in response to the evolving security landscape. In 2024, with the increasing use of generative AI services and the associated risk of internal data and personal information leakage, we developed relevant guidelines and implemented real-time monitoring through a Risk Management Audit Platform to prevent security incidents.

Dong-A Socio Holdings Information Security Organization Chart



Information Security Governance

The Management Diagnostics Division of Dong-A Socio Holdings oversees the company's internal information security framework and serves as the control tower for information security across the entire group. Each affiliate within the group appoints a Chief Information Security Officer (CISO) and a Chief Privacy Officer (CPO), and establishes dedicated information security teams to reinforce accountability and clarify roles in security operations. In addition, regular Information Security Committee meetings are held to discuss group-wide security policies and address key issues for each affiliate.

Information Security Committee

The Information Security Committee plays a key role in integrating security policies across all group affiliates and sharing response strategies to address security threats. Through this committee, group-wide security enhancement and risk management measures are established, while fostering inter-affiliate collaboration and building a foundation for effective response to security threats.

Information Security Working-Level Meetings

The Management Diagnostics Division of Dong-A Socio Holdings holds monthly meetings with information security officers from each group affiliate. These meetings serve as a forum to share and discuss current security issues and challenges, while reviewing the effectiveness of each organization's information security policies. In-depth discussions are conducted to identify potential threats and develop appropriate response measures. In particular, in 2024, the meetings have focused on security issues related to generative AI services, leading to the development and sharing of new security policies to address these emerging risks.

Information Security Management System

Dong-A Socio Holdings holds certifications for the Information Security Management System (ISO/IEC 27001) and the Privacy Information Management System (ISO/IEC 27701), establishing and operating a security management framework that meets global standards. This system is systematically operated based on the PDCA (Plan-Do-Check-Act) cycle, focusing on four key areas: information security governance, management system establishment, control and monitoring, and awareness enhancement. Through this approach, all employees clearly recognize the importance and responsibilities of information security, leading to a tangible improvement in the company's overall security posture. Additionally, we proactively address various security threats—including hacking, data breaches, and malware attacks—to strengthen the prevention of security incidents.





Customer Centered Management

Investment in Information Security

Dong-A Socio Holdings continuously invests in information security to address security threats such as cyberattacks and personal data breaches. As of the 2024 disclosure, 410 million KRW—representing 13.3% of the total IT budget of 3.08 billion KRW—was allocated to the security sector. This budget was utilized for security planning, operations, personnel costs, and physical security services.

Information Security Disclosure

Since 2022, Dong-A Socio Holdings has been conducting voluntary disclosures of its information security activities to promote transparency. Through these disclosures, the company communicates its level of security management and fulfills its security responsibilities in the digital environment. Moving forward, we will continue to strengthen our information security disclosures to enhance trust among users and investors.

Security Incident Prevention and Response

Operation of Information Security Management System

Dong-A Socio Holdings operates a systematic information security management system to prevent security incidents and enable rapid response. Through regular inspections and monitoring, security vulnerabilities are identified and addressed promptly, ensuring swift action on emerging security issues. The group's information security assessments focus on identifying and preventing vulnerabilities across five categories: administrative, technical, physical, user-related, and privacy protection. This approach allows for a thorough review of each affiliate's security status, enabling early detection of potential threats and the development of appropriate countermeasures. Additionally, the company holds Information Security Day twice a year and conducts annual phishing simulation training to enhance employees' security awareness and response capabilities.

Information Security Activity Process



Governance

- One meeting of the Dong-A Socio Holdings Information Security Committee was held.
- Two meetings of the Group Information Security Committee were held, and monthly meetings with information security officers from each affiliate were conducted.
- An effectiveness assessment of information security measures and a management review were conducted once.
- Information security disclosures were made by Dong-A Socio Holdings, Dong-A ST, Dong-A Pharmaceutical, and ST Pharm.



Establishment of a Management System

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



Control and Monitoring

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



Awareness Raising

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



Customer Centered Management

Information Security Risk Pre-Assessment and Response Training

▪ IT Infrastructure Inspection

Dong-A Socio Holdings conducts regular audits of IT and security operations—including communication servers, networks, DBMS, and security equipment—through DA Information each year.

Through these audits, vulnerabilities to security threats are identified, and necessary investments and improvements are implemented to continuously enhance the security posture.

▪ Security Vulnerability Assessment

Dong-A Socio Holdings conducts regular vulnerability assessments and penetration testing to prepare for emergencies arising from internal and external threats. Through inspections of critical systems, potential security risks are detected, and appropriate response plans are developed and implemented. These activities help ensure the confidentiality, integrity, and availability of internal systems.

▪ Malicious Email Response Training

In October 2024, Dong-A Socio Holdings conducted a phishing simulation training for 1,000 employees and group affiliates. The training was based on three scenarios: unreceived national tax refunds, issuance of electronic tax invoices, and gift card prize notifications. As a result, the rate of information leakage significantly decreased. This exercise enhanced employees' ability to identify and respond to real phishing emails, raising security awareness and strengthening overall security management.

Supply Chain Security Management

Dong-A Socio Holdings

The company minimizes security risks such as information leakage through stringent security management of our business partners. Security requirements are clearly specified in contracts with suppliers, partners, and customers, and regular security audits and monitoring are conducted to ensure compliance with security policies. Through these activities, we encourage external stakeholders to adhere to security regulations and proactively prevent security risks.

Dong-A Pharmaceutical

It conducts inspections of companies entrusted with personal information processing for our online shopping mall. Security assessments are carried out through information security training, security audits, evidence reviews, and evaluation of entrusted service agreements. Areas with insufficient protective measures are continuously improved. In 2024, it strengthened the legal basis for privacy protection by signing standardized entrusted service agreements with all contractors.

Improving Information Security Awareness

Information Security Campaign

Dong-A Socio Holdings conducts information security campaigns to strengthen employees' security awareness. Security guidelines and phishing email response protocols are displayed on screensavers to make it easy for employees to access and follow them. Additionally, the company shares the latest security news and columns in the groupware bulletin board to provide real-time updates on security trends. Through these efforts, we encourage adherence to security policies and foster a strong security culture within the organization.

Information Security Training

Dong-A Socio Holdings conducts various training programs to enhance employees' information security awareness and promote best practices. In March 2024, an external expert was invited to deliver information security training to employees. In the second half of the year, seven online privacy protection courses were uploaded to the company's internal e-learning platform, Soo Seok Universitat, which have been accessed over 2,900 times. Additionally, information security officers complete specialized training and attend security conferences to strengthen their skills and stay updated on the latest security trends and technologies.

CSR (Corporate Social Responsibility)

Dong-A Socio Group is committed to fulfilling its corporate social responsibility based on the philosophy of "Growing Together." To this end, the group conducts various social contribution activities across the areas of health, people, environment, and community. Moving forward, we aim to foster a culture of voluntary participation among employees and continue these efforts.



Governance

Dong-A Socio Group promotes systematic Jeong-Do Management (Social responsibility management) through the Social Responsibility Council, which deliberates and makes decisions on issues related to community welfare and development, as well as ESG status and responses. Dong-A Pharmaceutical CSR, the group's Social Responsibility Planning Division, serves as the control tower supporting the establishment and execution of social contribution strategies across the entire group.



Strategy

Active corporate social responsibility (CSR) activities not only build a positive brand image but also foster customer loyalty. Additionally, engaging in diverse social contribution projects creates networking opportunities with partners, nonprofit organizations, and government agencies. This facilitates the formation of collaborative relationships and opens avenues for new business opportunities. Dong-A Socio Group pursues its mission of "Creating Social Value through CSR Activities and Establishing a Sustainable Management Environment" by focusing on four core social contribution areas: health, people, environment, and community. The group actively promotes various social contribution initiatives aligned with these areas.



Risk Management

If a company's social contribution activities fail to respond appropriately during natural disasters or social crises, it can negatively impact the company's image and credibility. Moreover, if the company's CSR efforts are perceived as lacking sincerity, it may lose the trust of consumers and stakeholders. Dong-A Socio Group carries out systematic social contribution activities based on its CSR mission, vision, and strategic planning. In particular, the group focuses on CSR initiatives aligned with its business characteristics, promotes organizational encouragement and support systems to increase employee volunteer participation, and fosters collaborative partnerships with various community organizations to address social issues. These efforts contribute to enhancing the company's competitiveness.



Index & Goals

* Goal: Generation of social value in connection with the UN SDGs

* Management Indicator

Category	unit	2022	2023	2024
Social Contribution expenses ¹⁾	KRW million	3,535	3,526	3,897
Social Contribution Beneficiaries	Persons	863,345	741,099	624,816

1) Social contribution expenses: Excluding ST Pharm's amount for 2022 and 2023



CSR(Corporate Social Responsibility)

Vision and Key Focus Areas

Vision

A Healthcare Group Committed to the Health and Happiness of Humanity

Mission

Fostering Social Value and a Sustainable Business Environment through CSR Efforts

CSR Initiatives

Fulfilling Social Responsibility, DONG-A RESPONSIBILITY

Focus Area

FOR HEALTH



Efforts for the Health and Happiness of Humanity

- Operation of Volunteer Pharmacy Trucks
- Donation of Growth Hormone Treatments for Children with Short Stature
- Support for Cancer Patients' Medication Costs
- Sponsorship for Children with Leukemia
- Support for Hebron Mission Hospital in Cambodia

FOR PEOPLE



Efforts to Foster Talent

- Youth Environmental and Life Respect Education
- Marronnier Women's Literary Contest
- Pulryeora" Volunteer Project: Merry, the Cultural and Arts Volunteer Group
- A Warmer Beat, A Kinder Heart
- Sponsorship of One Company for One Soldier
- The Soo Seok Foundation and Sangju Hakwon

FOR ENVIRONMENT



Efforts to Ensure the Coexistence of People and the Planet

- Signing of an MOU for Electric Vehicle Charging Infrastructure
- EM Mud Ball Making and Throwing Campaign
- Earth Hour Campaign
- Creation of a Carbon-Neutral Forest in Dongdaemun District
- "Let's Gather" Dong-A ST Forest Creation Project
- Endangered Species Protection Campaign-SAVE 2 SAVE
- Unused Medicine Collection-A Healthy and Safe Journey Together
- Planet Recovery Resource Circulation Campaign

FOR SOCIETY



Efforts to Grow Together with Local Communities

- Support for Every Wednesday is Bacchus Day
- Dong-Go-Dong-Rak (東苦東樂) Community Program
- Mural Painting
- Charity Bazaar of Love
- Creating a More Inclusive World
- Breakfast Support Program-"Don't Skip Breakfast" Campaign



CSR(Corporate Social Responsibility)

Group Affiliate Status

Dong-A Socio Holdings

"Creating a Metasequoia Road for Carbon Neutrality"

To contribute to carbon neutrality and green growth in Dongdaemun-gu, and to realize the Group's core value of "Growing Together," Dong-A Socio Holdings participated in the Metasequoia Road Creation Project for Carbon Neutrality as part of its environmental protection efforts for a sustainable planet. In recognition of these contributions, Dong-A Socio Holdings was awarded the 'Outstanding Corporate Volunteer Award' at the 2024 Volunteer Day Ceremony held in Dongdaemun-gu, Seoul.

The event was attended by the President of Dong-A Socio Holdings, group employees, the Mayor of Dongdaemun-gu, and other local officials. Participants took part in hands-on activities such as tree planting, installing tree supports, and watering.

In addition, employees from the Group actively engage in mentoring programs and various experiential activities to raise awareness and put environmental protection into practice. Previously, Dong-A Socio Holdings carried out corporate social responsibility initiatives such as EM Mud Ball Throwing and Plogging Campaigns along the Junnangcheon Stream, encouraging sustainable employee involvement.



Dong-A ST

"Growth Hormone Support for Children with Short Stature"

Since 2013, Dong-A ST has continued its annual growth hormone support program for children with short stature. The company donates GROWTROPIN-II Inj. Cartridges (Growth Hormone), to the Hanmaum Social Welfare Foundation. The foundation selects eligible children through a process that includes recommendations from pediatric endocrinologists and a document-based review. Selected children receive a year-long supply of growth hormone treatment. In 2024, growth hormone products worth 800 million KRW were donated to 150 children. Dong-A ST will continue to expand the scale of its donations to bring hope to future generations.

By 2024, growth hormone support worth approximately KRW **6.6** billion was provided to **1,100** children.



"Fostering and Supporting Talent in the Pharmaceutical and Biotechnology Industry"

Dong-A ST engages in various initiatives to nurture future professionals in the pharmaceutical and biotechnology sectors. In collaboration with local communities, the company supports industry-academia programs, including on-site field trips, mentoring sessions, and talent development sponsorships in the pharmaceutical and bio industries.



CSR(Corporate Social Responsibility)

Group Affiliate Status

Dong-A Pharmaceutical

"Selected for the Community Contribution Recognition Program for Two Consecutive Years"

Dong-A Pharmaceutical was selected as a recognized organization in the Community Contribution Recognition Program for the second year in a row, in recognition of its ongoing efforts in Corporate social responsibility(CSR) management. The Community Contribution Recognition Program is a government-led initiative that identifies and honors companies and institutions that have consistently carried out social contribution activities to help solve local community issues.

"Supporting the Advancement of Women's Literature"

Dong-A Pharmaceutical has been sponsoring the Marronnier Writing Contest, the oldest women's literary competition in Korea, for over 40 years since 1983. In 2024, the total prize money was doubled compared to the previous year, with the aim of expanding the base of women's literature in Korea and discovering new female literary talents.

"Supporting Vulnerable Female Adolescents"

In partnership with the international development NGO G-Foundation, Dong-A Pharmaceutical supports female adolescents who face financial difficulties in purchasing menstrual products.

In 2024, the company conducted its fifth donation campaign, providing 14,400 packs of Tempo sanitary pads (equivalent to approximately KRW 99.36 million) to help ease the burden for those in need.



"Protecting and Promoting the Adoption of Abandoned Animals"

Dong-A Pharmaceutical signed a business agreement with "Donghaeng (A Happy World with Animals)", a local animal welfare organization, to support abandoned animals and encourage adoption. A portion of the profits from the company's pet supplement brand, Vetple, is donated to support these efforts. In addition, the company operates the "Dong-A Petner" volunteer group, composed of employees, who visit animal adoption centers every month to walk and bathe rescued animals.

"Spreading a Culture of Sharing with the Local Community"

The Charity Bazaar of Love one of Dong-A Pharmaceutical's signature social contribution initiatives, has been held annually since 2009 and celebrated its 13th edition in 2024. More than 2,000 local residents participated, raising approximately KRW 130 million. The proceeds were donated to the Dongdaemun-gu Social Welfare Council to support low-income and marginalized groups through emergency living assistance, scholarships, support for free meal services, and the installation of wheelchair ramps.

"Supporting the Arts and Expanding Cultural Opportunities for Citizens"

Since 2020, Dong-A Pharmaceutical has partnered with the non-profit Merry under the theme "Bacchus x Merry = Cultural and Artistic Fatigue Recovery", sponsoring urban concerts and regular orchestra performances. In 2024, to enhance employees' access to cultural experiences, the company additionally sponsored concert tickets at Yonsei University Auditorium (300 seats) and KBS Hall in Yeouido (200 seats).



STgen Bio

'Participation in the IFEZ Sharing Briquettes of Love Campaign'

Every winter, STgen Bio participates in the "IFEZ Sharing Briquettes of Love" campaign, hosted by the Incheon Free Economic Zone (IFEZ), delivering coal briquettes directly to low-income households in the Hakik-dong area of Michuhol-gu, Incheon. In the 2024 campaign, the



company delivered a total of 3,000 briquettes to 15 households, helping them stay warm during the cold season.

ST Pharm

ST Pharm places high importance on corporate social responsibility (CSR) and is committed to building a positive corporate image through active community involvement and social contribution activities.

Key Activities in 2024

- Conducted an on-site tour program for students from the Bio Vaccine and Pharmaceutical Department of Andong Science College.
- Conducted an on-site tour program for the International Pharmaceutical Students' Federation (IPSF) World Congress.



CSR(Corporate Social Responsibility)

Group Affiliate Status

Dong-A Otsuka

"National Heat-Related Illness Prevention Campaign"

The National Heat-Related Illness Prevention Campaign is Dong-A Otsuka's flagship social contribution program, conducted in partnership with government agencies such as the Ministry of the Interior and Safety, Ministry of Employment and Labor, and Rural Development Administration. The campaign supports vulnerable groups susceptible to heat-related illnesses, including outdoor construction workers, elderly farmers working in fields, and the elderly and homeless population.

In addition to providing relief supplies and proposing preventive solutions, the program offers comprehensive heat illness solution training, which includes body temperature monitoring, stress and depression assessments, and temperature control techniques to help mitigate heat-related health risks among these vulnerable populations.

Key Activities in 2024

- Produced and promoted a public service announcement titled "Protecting Everyone's Summer Together!" in collaboration with government ministries to raise awareness of heat-related illnesses.
- Conducted experiential educational programs for heat illness prevention and response, including a campaign called "Sharing Ions with Workers."
- Signed a Memorandum of Understanding (MOU) with the Gyeong sangnam-do Provincial Government to prevent heat-related illnesses; collaborated with local governments and companies within the province to continuously raise awareness and contribute to preventing serious accidents.
- Hosted the Pocari Sweat Science booth at the International Safety and Health Show to showcase heat illness prevention activities, recruit and promote partner companies, and provided support for heat illness prevention campaigns targeting seven regional offices of the Korea Occupational Safety and Health Agency.



Yongma Logis

"Love's Round-Up Account Donation"



The Love's Round-Up Account is a fundraising initiative where employees donate a portion of their salaries, collectively contributing to the local community each year. Since 2022, the company has also participated in the Gyeonggi Province Love Fruit Association's "Good Workplace Program." This program encourages companies to promote a culture of giving by enabling employees to set up automatic monthly donations deducted directly from their salaries, fostering regular and sustained charitable contributions within the workplace.

Soo Seok

"Love Sharing Blood Donation Campaign"



To fulfill our corporate social responsibility, Soo Seok conducts blood donation campaigns. The blood donation certificates received are used to support healthcare activities for underserved populations in the local community who require blood supply.

Additionally, approximately 10 million KRW has been raised through a payroll deduction donation program. These funds are planned to be donated in 2025 to support projects for disadvantaged groups in the community. Moving forward, the company will continue to strengthen collaboration with local welfare organizations and encourage volunteer activities to increase employee participation.

DONGCHEONSU

"Heat-Related Illness Volunteer Activities"



During the summer of 2024, in response to the extreme heat, the company partnered with the Sangju City Volunteer Center to plan and execute a heat-related illness prevention campaign. The campaign was held seven times between July and August 2024 around the Sangju Pungmul Market area. Eleven DONGCHEONSU employees participated, distributing a total of 3,500 bottles of 500ml frozen water—500 bottles per event—to local residents and merchants. Through this campaign, DONGCHEONSU strengthened its solidarity with the local community and reinforced its image as a socially responsible company rooted in the region.

ABEN Engineering & Construction

"Support for Community Events and Festivals"

To strengthen cooperation with the local community, support was provided for regional events during the construction of the Donggongjam Logistics Center.

- Sponsored the 4th Sangpum 2-ri Chuseok Festival, providing free beverages including Bacchus.
- Sponsored the 20th Sanbuk Pumsil Festival.

ABEN Engineering & Construction plans to continue fostering sustainable relationships with the community through ongoing engagement and various social contribution activities.

CSR(Corporate Social Responsibility)

Group Affiliate Status

Korea Sinto

"Plogging Campaign / Environmental Awareness Enhancement"

On November 14, 2024, a total of 27 employees participated in a plogging event co-hosted with the Dalseong-gun Volunteer Center. The activity provided a valuable opportunity to protect the environment while encouraging healthy habits through walking.



"Kimchi-Making Volunteer Activity for a Warm Winter"

Since 2019, it has partnered each winter with the Dalseong-gun Welfare Center for Persons with Disabilities in Daegu to ensure that people with disabilities can enjoy a healthy and hearty season by hosting an annual kimchi-making event. On November 29, 2024, fifteen employees from Korea Sinto, together with local volunteers, prepared approximately 650 batches of kimchi. These batches were distributed so that roughly 150 residents of the welfare center could have kimchi throughout the winter.

DA Information

"Developed ZARADA, an App for Managing Growth Hormone Therapy"

To support children with growth disorders, the company developed a mobile application called ZARADA that enables effective management of growth hormone administration. The app allows parents to directly record and monitor their child's condition, helping them track treatment schedules, injection sites, and growth progress—ultimately contributing to improved care and treatment outcomes.



DONG-A CHAMMED

"Walking Challenge for Carbon Reduction"

In 2024, the company launched the "Walking Challenge" not only to promote carbon reduction through everyday action, but also to contribute to the local community.

This two-month-long campaign encouraged voluntary participation from all employees. Steps were counted collectively, and upon reaching the target goal, a donation was made to a local welfare organization.

As a result of enthusiastic participation, the challenge achieved a total of 27 million steps, and in September 2024, a meaningful donation—symbolizing the collective efforts of our employees—was delivered to Maria's Home, a senior welfare center in Uiwang City.



• Target steps : **27,000,000** steps
 $\approx 3,000 \text{ steps/day} \times 60 \text{ days} \times 153 \text{ participants}$
 (based on No. of employees as of June 17)

• Participants: **118** employees joined
 (Participation rate: 77%)

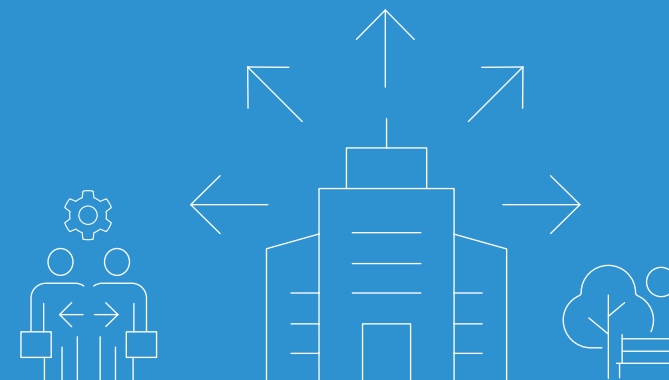
• Achievement rate: **119%**
 (total steps: 32,238,729)





OUR VALUE

111 Supply Chain Management



Supply Chain Management

To adapt to a rapidly changing ecosystem, fulfill its social responsibilities, and build a sustainable supply chain, Dong-A Socio Group established a group-wide supply chain management process in 2022. In 2023, under the leadership of the Jeong-Do Management Team(Sustainability) at Dong-A Socio Holdings, the group carried out an internal consulting project to implement the supply chain management process at five key affiliates: Dong-A Socio Holdings, Dong-A ST, ST Pharm, STgen Bio, and Yongma Logis. In 2024, the initiative was expanded to include eight more affiliates: Dong-A Pharmaceutical, Dong-A Otsuka, Soo Seok, DONGCHEONSU, ABEN Engineering & Construction, Korea Sinto, DA Information, and DONG-A CHAMMED.

The supply chain management process begins with the establishment and declaration of a Supplier Code of Conduct, followed by the definition of the scope of the group's core product and service supply chains, and a supply chain risk assessment. Partner companies participate in a self-assessment based on checklists covering anti-corruption, human rights and labor practices, and environmental standards. Dong-A Socio Group conducts annual on-site inspections, monitors progress, and provides training to ensure shared responsibility and sustainability across the supply chain.



Governance

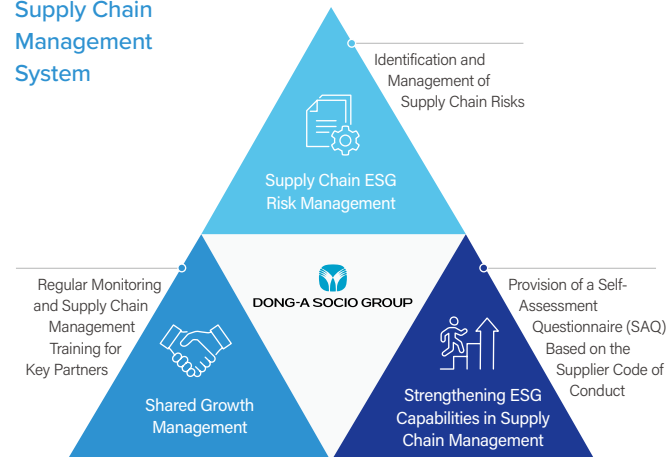
At Dong-A Socio Group, the highest decision-making body for supply chain management is the Social Responsibility Council. This council reviews, approves, and oversees policies and key matters related to supply chain management. Based on these decisions, the Jeong-Do Management Team(Sustainability) at Dong-A Socio Holdings, which serves as the Social Responsibility Planning Division, collaborates with working-level departments of each affiliate to implement supply chain management activities across the Group.



Strategy

Dong-A Socio Group has established the following three key strategies to fulfill its social responsibility and grow together with its partners while adapting to a rapidly changing ecosystem.

Supply Chain Management System



Risk Management

Dong-A Socio Group recognizes that minimizing the negative economic, social, and environmental impacts within the supply chain is essential to the company's sustainable growth.

Accordingly, Dong-A Socio Group has established principles for sustainable supply chain management and is committed to regularly assessing and managing supplier risks. In particular, the Group evaluates the implementation of ESG practices within the supply chain by incorporating "ESG system establishment and operation" into the overall performance evaluation of all affiliates. This is done through a five-step process: Commitment » Identification » Assessment » Implementation » Communication. The Group is also expanding the scope of its ESG checklist for suppliers, verifying corrective actions through on-site inspections, and enhancing its efforts for responsible supply chain management by strengthening training and support for partner companies.



Index & Goals

*** Goal:** Improve ESG Risk Management in Supply Chain Operations Across All Affiliates

*** Management Indicators**

Category	unit	2022	2023	2024
No. of Affiliates with Established Supply Chain Management Systems	companies	-	5	8
ESG Self-Assessment Participation Rate of Key Suppliers ¹⁾	%	-	76	76

¹⁾ ESG Self-Assessment Participation Rate of Key Suppliers: ST Pharm is excluded from the calculation.

Supply Chain Management

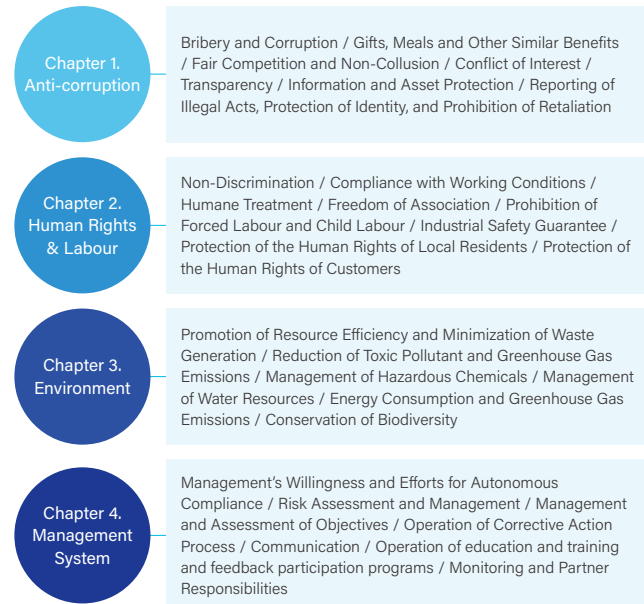
Policy & Key Activities

Code of Conduct for Supply Chain Management

Dong-A Socio Holdings established a group-wide Supplier Code of Conduct in March 2023.

This Code requires all partner companies to strictly comply with the laws and regulations applicable in the countries where they operate. In addition, it outlines Dong-A Socio Group's expectations in key areas such as anti-corruption, human rights and labor practices, and environmental responsibility, and calls on suppliers to adhere to these principles in their operations.

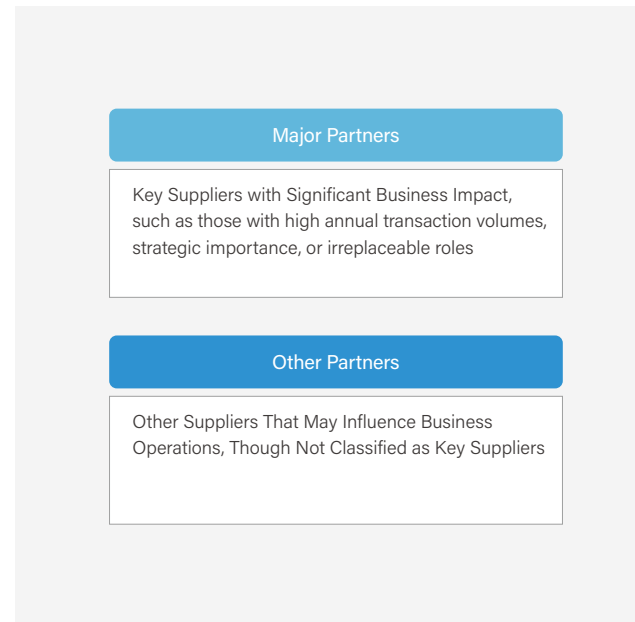
Key Components of the Supplier Code of Conduct



Supplier Code of Conduct

Definition and Classification of Supply Chain Management Scope

Dong-A Socio Group defines the scope of supply chain management based on a supply chain diagram that reflects the business characteristics of each affiliate, and classifies its suppliers as follows.



Key Supply Chain Management Activities in 2024

Expansion of the Supply Chain Management System Across the Entire Group

- Expansion from the initial five affiliates with established supply chain management systems (Dong-A Socio Holdings, Dong-A ST, STgen Bio, ST Pharm, and Yongma Logis) to the entire group.
- The indicator "Establishment and Operation of Supply Chain ESG Management" has been incorporated into the group-wide performance criteria for Social Responsibility Management.

The Supplier Code of Conduct announced across all affiliates of the Group

- The Supplier Code of Conduct was announced across all affiliates of the Group and publicly disclosed on the official websites (Dong-A Socio Holdings and Jeong-Do Management websites) to strengthen communication with internal and external stakeholders.

Revision of the Supplier Code of Conduct

- In February 2025, the Supplier Code of Conduct was revised to include a Conservation of Biodiversity item under the environmental section.

Distribution of the "Dong-A Socio Group Supplier Code of Conduct" to All Partner Companies

- Dong-A Socio Group strives to deliver the Supplier Code of Conduct to all partners engaging in contractual relationships with its affiliates. As part of the contract review process, the Group requests suppliers to sign a Supplier Code of Conduct Compliance Agreement along with the main contract.
- In accordance with this process, Dong-A Socio Holdings ensures that the compliance agreement is signed concurrently with the contract. (As of 2024, the company distributed the agreement to 10 suppliers, and received 100% signed agreements in return)

Supply Chain Management

Strengthening ESG in the Supply Chain

Dong-A Socio Group incorporates the establishment and operation of ESG management into the performance evaluations of all its affiliates to strengthen Social responsibility management within the supply chain. The Group evaluates the implementation of ESG supply chain management through three key steps. In addition, it strives to ensure responsible supply chain practices by expanding the ESG checklist items for suppliers, verifying the implementation of corrective actions through on-site inspections, and providing education and support to partner companies.

ESG Supply Chain Management Implementation and Operation Evaluation Across the Group

1 Phase

Scope of Supply Chain Management and Identifying, Analyzing, and Assessing Risks of Key Tier-1 Suppliers

Dong-A Socio Group defines the scope of its supply chain management based on key functions and activities, following its internal supply chain management framework. Based on this scope, the Group identifies key Tier-1 suppliers and evaluates them across 17 supply chain risk factors, assessing each risk in terms of its likelihood and severity.

2 Phase

Self-Assessment Participation and On-site Audits of Key Tier-1 Suppliers

Dong-A Socio Group has developed a group-wide Supply Chain ESG Checklist that addresses key areas requiring management within the supply chain, including anti-corruption, human rights and labor practices, and the environment. Based on this checklist, the Group identifies major supply chain issues and proactively detects potential risks. On-site inspections are conducted for Tier-1 suppliers that are classified as high-risk based on risk assessments. During these inspections, the Group visits selected suppliers and uses the checklist to assess their practices in the areas of anti-corruption, human rights and labor, and environmental management. In response to the growing importance of biodiversity-related issues, the checklist was expanded in February 2025 from 50 to 53 items with the addition of three new questions related to biodiversity.

3 Phase

Monitoring of Improvement Actions Identified Through On-Site Audits and Support for Suppliers (Including Training)

Dong-A Socio Group aims to achieve mutual growth with its suppliers by implementing improvements based on the results of supply chain on-site inspections. For each issue identified during the inspections, the Group establishes corrective action plans and manages progress through continuous monitoring. In the second half of 2025, Dong-A Socio Group plans to provide supply chain training for key Tier-1 suppliers. The training will be organized and led by the Jeong-Do Management Team(Sustainability) at Dong-A Socio Holdings, and will be followed by targeted support, including assistance in establishing supply chain systems and developing relevant policies.

Supply Chain ESG Checklist Items

Anti-corruption	Bribery and Corruption / Gifts, Meals and Other Similar Benefits / Fair Competition and Non-Collusion / Conflict of Interest / Transparency / Information and Asset Protection / Reporting of Illegal Acts, Protection of Identity, and Prohibition of Retaliation
Human Rights & Labour	Non-Discrimination / Compliance with Working Conditions / Humane Treatment / Freedom of Association / Prohibition of Forced Labour and Child Labour / Industrial Safety Guarantee / Protection of the Human Rights of Local Residents / Protection of the Human Rights of Customers
Environment	Promotion of Resource Efficiency and Minimization of Waste Generation / Reduction of Toxic Pollutant and Greenhouse Gas Emissions / Management of Hazardous Chemicals / Management of Water Resources / Energy Consumption and Greenhouse Gas Emissions / Conservation of Biodiversity

Monitoring Frequency of Supply Chain ESG Assessments



- ✓ Self-assessment monitoring cycle: 1 year
- ✓ On-site audit cycle: 2 years
- ✓ New suppliers: 1-year on-site audit cycle
(switches to a 2-year cycle after the first audit)




Supply Chain Management

ESG Evaluation Status of Key Suppliers by Affiliate

Dong-A Socio Holdings has expanded its supply chain ESG risk management framework by adding two new risk factors related to climate change response and Conservation of Biodiversity, increasing the total number of risk items from 15 to 17. Each of the 17 risks is assessed based on three levels of likelihood and severity—high, medium, and low—to determine the company-wide supply chain risk profile. Based on this assessment, Dong-A Socio Holdings evaluates the degree of risk for each key partner individually. In 2024, Dong-A Socio Holdings identified 15 Tier-1 key suppliers across all business functions (services and procurement), among which 12 suppliers participated in the self-assessment (participation rate: 80%). In addition, one supplier underwent an on-site inspection. Following ESG evaluations, each affiliate also conducted self-assessments and site audits as outlined below. Based on the on-site inspection checklist, negative environmental and social impacts were identified at six suppliers. These issues primarily stemmed from the lack of formal policies, management standards, or procedures. Improvement plans were developed in consultation with the affected suppliers.

Category	No. of Key Suppliers Subject to ESG Evaluation Based on Supply Chain Risk Identification and Analysis	Self-Assessment of Key Suppliers (Participation Rate)	No. of Suppliers Subject to On-Site Audits
Dong-A Socio Holdings	15 suppliers	12 suppliers(80%)	1 suppliers
Dong-A ST	25 suppliers	24 suppliers(96%)	3 suppliers
Dong-A Pharmaceutical	45 suppliers	39 suppliers(87%)	-
STgen Bio	46 suppliers	42 suppliers(91%)	6 suppliers
Dong-A Otsuka	26 suppliers	22 suppliers(85%)	-
Yongma Logis	16 suppliers	3 suppliers(19%)	3 suppliers
Soo Seok	30 suppliers	19 suppliers(63%)	-
DONGCHEONSU	22 suppliers	14 suppliers(64%)	-
ABEN Engineering & Construction	14 suppliers	11 suppliers(79%)	-
Korean Sinto	25 suppliers	19 suppliers(76%)	-
DA Information	18 suppliers	14 suppliers(78%)	-
DONG-A CHAMMED	35 suppliers	23 suppliers(66%)	-

- Dong-A Pharmaceutical, Dong-A Otsuka, Soo Seok, DONCHEONSU, ABEN Engineering & Construction, Korea Sinto, DA Information, and DONG-A CHAMMED: On-site audits scheduled for 2025

- ST Pham: Relevant information is available in ST Pham's Sustainability Report ()

- Yongma Logis: The self-assessment period for major partners was based on the end of January 2025



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Stakeholder Participation

Dong-A Socio Holdings actively communicates with a wide range of stakeholders—including shareholders, customers, partners, and local communities—to build trust and fulfill its corporate social responsibilities. To this end, the company utilizes various channels to analyze the impact of its business activities on stakeholders, identify their concerns and needs, and reflect them in its management practices.

Stakeholder	Communication Channel	Frequency	Major Issues & Expectation
Group Affiliates	DSC(Dong-A Socio Group Social responsibility Council)	Yearly	Establish the Group-level policies and share information on the status
	Employee training for the Group affiliates	Yearly	
	Website of Dong-A Socio Holdings	Year-round	
	Jeong-Do management website	Year-round	
Shareholders & Investors	AGM(Annual General Meetings)	Yearly	Minimize management risks, enhance shareholder and investor value
	E-mail, meetings, phone-calls, Fax	When an issue arises	
	DART(Electronic Disclosure System)	Year-round	
Local Communities	CSR activities	When an issue arises	Support the underprivileged, contribute to the development of local communities
	Provide training facilities of the Sangju Human Resources Development Center	When an issue arises	
Government	Presentations of and meetings with the Ministry of Employment and Labor	When an issue arises	Respond to policies and regulations
	Allbaro System (Waste management system of the Ministry of Environment)	When treating waste	
	Safety Inspection by the Korea Industrial Safety Association	Twice a month	
	E-mail, meetings, phone-calls, Fax	When an issue arises	
	Environmental Information Disclosure System	Yearly	
Employees	Intranet D-Portal	Year-round	Pursue balance between employees' work and personal life by improving the labor environment. Share human rights management policies and prevent human rights violations.
	Online welfare center (Ezwelfare)	Year-round	
	Webzine (With Dong-A)	Year-round	
	Dong-A Pharmaceutical Magazine	Monthly	
	Online Training Institute (Soo Seok Universität)	Year-round	
	Labor-Management Council	Quarterly	
	Employee meeting	When an issue arises	
	Grievance Counseling Center	When an issue arises	
Partner companies	Audit Hotline Reporting "CLEAN :D" & "K-Whistle" Helpline	Year-round	Fully establish fair operation practices by implementing anti- corruption, transparent management
	Jeong-Do management website	Year-round	
	E-mail, meetings, phone-calls, Fax	When an issue arises	
	ESG training for key partner companies	Yearly	
	"K-Whistle" Helpline & Audit Hotline Reporting "CLEAN :D"	Year-round	

Financial & Non-financial Performance Summary

Financial Performance of Dong-A Socio Holdings

Condensed Consolidated Statement of Financial Position

(Unit: KRW)

Category	2022	2023	2024
Current assets	338,341,608,434	413,803,739,844	449,172,482,597
Non-current assets	1,393,110,458,769	1,543,302,610,522	1,581,311,304,419
Total assets	1,731,452,067,203	1,957,106,350,366	2,030,483,787,016
Current liabilities	566,085,715,566	628,929,901,050	703,282,253,044
Non-current liabilities	166,705,561,888	300,867,147,559	263,264,063,696
Total liabilities	732,791,277,454	929,797,048,609	966,546,316,740
Equity attributable to owners of the parent	981,988,995,564	1,012,471,183,441	1,049,611,141,125
Share capital	31,744,565,000	31,744,565,000	31,744,565,000
Share premium	309,984,350,533	309,984,350,533	309,984,350,533
Other components of equity	(126,279,344,277)	(126,279,344,277)	(126,279,344,277)
Accumulated other comprehensive income	55,019,388,446	56,018,229,936	60,738,213,152
Regained earnings	711,520,035,862	741,003,382,249	773,423,356,717
Non-controlling interest	16,671,794,185	14,838,118,316	14,326,329,151
Total equity	998,660,789,749	1,027,309,301,757	1,063,937,470,276
Total liabilities and equity	1,731,452,067,203	1,957,106,350,366	2,030,483,787,016

Condensed Consolidated Statement of Comprehensive Income

(Unit: KRW)

Category	2022	2023	2024
Sales	1,014,860,897,959	1,132,002,860,400	1,333,229,636,666
Cost of sales	977,006,070,822	1,055,121,137,352	1,251,134,971,742
Operating profit	37,854,827,137	76,881,723,048	82,094,664,924
Other income	4,042,179,474	3,602,221,823	19,676,864,683
Other expenses	21,474,943,288	16,813,435,920	18,029,799,000
Finance income	8,994,486,534	8,330,186,402	8,352,689,043
Finance costs	26,850,430,668	27,559,049,432	35,052,666,178
Gain(Loss) using the equity method	15,042,460,848	21,292,084,980	19,296,049,731
Profit before income tax expense	17,608,580,037	65,733,730,901	76,337,803,203
Income tax expense	9,773,384,392	9,870,691,180	18,764,403,844
Profit for the year	7,835,195,645	55,863,039,721	57,573,399,359
Other comprehensive income (loss)	15,119,240,840	(15,213,081,713)	(9,068,857,140)
Total comprehensive income for the year	22,954,436,485	40,649,958,008	48,504,542,219

Economic Value Generated and Distributed

(Unit: KRW)

Category	2022	2023	2024
Creation of economic value	Sales	60,251,312,822	65,156,667,742
	Dividend	9,375,973,500	13,751,590,600
Shareholders & investors	Interest expense	8,389,132,092	10,631,504,434
	Salaries	10,999,310,570	10,842,683,638
Employees	Employee benefits	2,267,352,177	2,812,264,671
	Outsourcing expenses	1,189,429,133	1,461,104,336
Suppliers	Income tax	(179,705,914)	(1,441,864,284)
	Social contribution expenditures	163,074,020	246,498,496
Government & local communities			614,210,000



Financial & Non-financial Performance Summary

Dong-A Socio Holdings' Environmental and Safety Performance

Environmental Management Performance

Greenhouse Gas (GHG) Management

Category	Unit	2022	2023	2024
GHG emissions (Scope 1)	tCO ₂ eq	152	145	162
GHG emissions (Scope 2)	tCO ₂ eq	291	314	319
GHG emissions (Scope 3)	tCO ₂ eq	47	54	139
Total	tCO ₂ eq	490	513	621
GHG Intensity	tCO ₂ eq/KRW 100 million	0.81	0.79	0.90

Details of Other GHG Emissions (Scope 3)

No	Category	Unit	HQ	HR Development Center in Sangju	Total
1	Purchased Goods and Services ¹⁾	tCO ₂ eq	0.847	-	0
2	Capital Goods (Facilities and Office Equipment) ²⁾	tCO ₂ eq	0.415	-	0
3	Fuel- and Energy-Related Activities Not Included in Scope 1 or 2	tCO ₂ eq	31.644	29.602	61
5	Waste Generated in Operations ³⁾	tCO ₂ eq	6.402	2.641	9
6	Business trip	tCO ₂ eq	32.474	-	32
7	Employees' commuting	tCO ₂ eq	35.070	-	35
Total		tCO ₂ eq	106	32	139

* There may be discrepancies between the total emissions by greenhouse gas type and by business site due to rounding (decimal points are truncated after summing site-level emissions).

1) Calculated based only on water usage 2) Calculated based on laptops and desktop computers 3) Wastewater treatment excluded

Energy Management

Category	Unit	2022	2023	2024
Energy consumption	TJ	8	8	9
Energy intensity	TJ/KRW 100 million	0.01	0.01	0.01

Waste Management

Category	Unit	2022	2023	2024
Designated waste	ton	-	-	-
General waste	ton	39.4	37.3	25.1
Volume of waste generated	ton	39.4	37.3	25.1
Volume of waste recycled	ton	-	1.6	13.0
Waste treatment volume	ton	39.4	35.8	18.9
Waste recycling rate	%	0.0	4.2	51.6

Compliance Management

Category	Unit	2022	2023	2024
No. of Violations	cases	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of environmental regulations

Water Management

Category	Unit	2022	2023	2024
Water intake(municipal supply)	ton	3,454	3,863	3,450
Water intake(groundwater)	ton	2,496	2,322	2,725
Water intake(others)	ton	-	-	-
Total	ton	5,950	6,185	6,175
Amount of water recycled & reused	ton	-	-	-
Water recycling rate	%	0.0	0.0	0.0
Wastewater discharge	ton	4,836	5,600	5,954
Water consumption	ton	1,114	585	221

Certification Management

Category	Unit	2022	2023	2024
No. of ISO 14001 Environmental Management System Certifications	case	0	0	1

Safety Management Performance

Safety Management

Category	Unit	2022	2023	2024
Occupational Accident Fatalities	Person	0	0	0
Occupational Injury Cases	Person	0	0	0
Recordable Occupational Injuries Involving Employees	Person	0	0	0
No. of Serious Industrial Accidents Among Employees	Case	0	0	0
No. of Occupational Disease Cases Among Employees	Case	0	0	0



Financial & Non-financial Performance Summary

Dong-A Socio Holdings' Social Performance

Employee Status

Category			Unit	2022	2023	2024
No. of employees			Person	98	105	88
Type of employment	Full-time		Person	84	91	74
	Male		Person	59	66	55
	Female		Person	25	25	19
	Part time		Person	14	14	14
	Male		Person	13	14	14
	Female		Person	1	0	0
Gender	Male		Person	72	80	69
	Female		Person	26	25	19
Age	Aged Below 30		Person	14	13	9
	Aged 30 to under 50		Person	75	83	66
	Aged 50 and Above		Person	9	9	13

* Part-time employees: Contract-based staff and executives

** Workers not classified as employees (e.g., security, cleaning, kitchen staff): A total of 15 individuals in 2024 (7 men, 8 women)

Recruitment and Turnover

Category			Unit	2022	2023	2024
Total New Hires			Person	9	8	2
New	Gender	Male	Person	6	6	2
		Female	Person	3	2	0
	Age	Aged Below 30	Person	4	3	0
		Aged 30 to under 50	Person	4	5	1
		Aged 50 and Above	Person	1	0	1
		Total Employee Turnover (Voluntary and Involuntary)		Person	9	15
Turnover	Gender	Male	Person	8	12	12
		Female	Person	1	3	2
	Age	Aged Below 30	Person	1	3	3
		Aged 30 to under 50	Person	3	10	8
		Aged 50 and Above	Person	5	2	3
		Turnover rate	Voluntary	%	6.2	11.4
	Involuntary		%	3.1	2.9	3.1
Years of Service	Average Employee Tenure		year	11.6	11.4	11.5

Employee Diversity

Category			Unit	2022	2023	2024
Female	Female executives		person	0	0	0
	Female managers		person	0	0	1
	Percentage of Female Employees		%	26.5	23.8	21.6
Handicapped	Total		person	0	0	0
	Percentage		%	0.0	0.0	0.0
Foreigners	Total		person	0	0	0
	Percentage		%	0.0	0.0	0.0
Veterans	Total		person	2	2	1
	Percentage		%	2.0	1.9	1.1

Parental Leave

Category			Unit	2022	2023	2024
No. of Employees Eligible for Parental Leave	Male		person	27	34	24
	Female		person	6	7	3
	Sub-total		person	33	41	27
No. of Parental Leave Takers	Male		person	1	2	0
	Female		person	3	1	0
	Sub-total		person	4	3	0
No. of Parental Leave Returnees	Male		person	1	1	1
	Female		person	2	1	-
	Sub-total		person	3	2	1
Percentage of Parental leave returnees	Male		%	-	-	100.0
	Female		%	-	-	-
	Sub-total		%	-	-	100.0
No. of Employees Retained for Over 12 Months After Returning from Leave	Male		person	0	1	1
	Female		person	0	1	0
	Sub-total		person	0	2	1
Retention Rate 12 Months After Returning to Work	Male		%	-	-	100.0
	Female		%	-	-	0
	Sub-total		%	-	-	50.0



Financial & Non-financial Performance Summary

Dong-A Socio Holdings' Social Performance

Training / Performance Evaluation / Compensation

Category		Unit	2022	2023	2024
Training	Total hours of training ¹⁾	Hour	4,453	4,979	4,245
	Average training hours per person	Hour/person	45.4	47.4	48.2
	Total cost of training ²⁾	KRW	88,496,593	85,712,774	42,004,808
	Average training cost per person	KRW/person	903,026	816,312	477,327
Performance evaluation	No. of Employees Who Received Regular Performance Evaluations	Person	76	82	73
	Percentage of Employees Who Received Regular Performance Evaluations	%	77.6	78.1	83.0
Compensation	Average annual salary of male employees	KRW	91,015,956	83,683,830	92,107,569
	Average annual salary of female employees	KRW	52,105,381	64,428,044	68,686,549
	Ratio of Average Female Salary to Average Male Salary	%	57.2	77.0	74.6

1), 2) Total training hours and training expenses have been calculated based solely on data aligned with the new standard applied from 2024, reflecting the internal training program "Soo Seok Universität."

Human Rights—Grievance Handling and Legal Violations

Category	Unit	2022	2023	2024
No. of Human Rights Grievances Received	case	0	0	0
No. of Human Rights Grievances Resolved	case	0	0	0
No. of Disciplinary Actions by the Human Rights Committee	case	0	0	0
No. of Violations of Human Rights and Labor-Related Regulations*	case	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of human rights or labor regulations

Sustainable Value Chain

Category		Unit	2022	2023	2024
Contribution to the Local Community	Amount of Social Contribution ¹⁾	KRW	163,074,020	246,498,496	614,210,000
	Ratio of Social Contribution to Operating Profit	%	0.5	0.6	1.7
	Social Contribution Beneficiaries	person	34,083	69,255	35,883
	Ratio of R&D Spending to Sales Revenue	%	-	-	-
R&D	No. of Signed Supplier Code of Conduct Compliance Agreements ²⁾	suppliers	-	-	10
Supply Chain Management					

1) Social Contribution Amount = Other donations as recorded in the income statement

2) Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

Violations of Customer Health and Safety Regulations

Category		Unit	2022	2023	2024
Violations of Customer Health and Safety Regulations	No. of Fines Imposed Due to Regulatory Non-Compliance	case	-	-	-
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	-	-	-
	Total	case	-	-	-

* This indicator is not applicable due to irrelevance to the industry.

Violations of Marketing and Labeling Regulations

Category		Unit	2022	2023	2024
No. of Non-Compliance Cases Related to Product and Service Information and Labeling	No. of Fines Imposed for Regulatory Non-Compliance	case	-	-	-
	No. of Warnings Issued for Regulatory Non-Compliance	case	-	-	-
	Total	case	-	-	-
No. of Non-Compliance Cases Related to Marketing Communications	No. of Fines Imposed Due to Regulatory Non-Compliance	case	-	-	-
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	-	-	-
	Total	case	-	-	-

* Indicator not applicable due to irrelevance to the industry



GRI Content Index

Topic	GRI Disclosure		Page	Note
GRI 2: General Disclosures	2-1	Organizational details	1, 22	
	2-2	Entities included in the organization's sustainability reporting	1, 22	Refer to the 77th Business Report, p. 269
	2-3	Reporting period, frequency and contact point	1, 2	
	2-4	Restatements of information	117~120, 135~178	Data Restatement Due to Changes in Aggregation Methodology for 2022 and 2023
	2-5	External assurance	131, 132	
	2-6	Activities, value chain and other business relationships	23~35	
	2-7	Employees	119, 137, 141, 145, 149, 153, 157, 161, 165, 169, 173, 177	
	2-8	Workers who are not employees	119, 137	
	2-9	Governance structure and composition	43, 44	
	2-10	Nomination and selection of the highest governance body	43	
	2-11	Chair of the highest governance body	43	
	2-12	Role of the highest governance body in overseeing the management of impacts	39	
	2-13	Delegation of responsibility for managing impacts	39	
	2-14	Role of the highest governance body in sustainability reporting	44	
	2-15	Conflicts of interest	43, 44	Refer to the 77th Business Report, pp. 250~251
	2-16	Communication of critical concerns	39, 44	
	2-17	Collective knowledge of the highest governance body	44	
	2-18	Evaluation of the performance of the highest governance body	44	
	2-19	Remuneration policies	44	
	2-20	Process to determine remuneration	44	
	2-21	Annual total compensation ratio	-	Approximately 15.7 times (Refer to the 77th Business Report, pp. 264 and 266)
	2-22	Statement on sustainable development strategy	3, 4	
	2-23	Policy commitments	38~41, 49, 112	
	2-24	Embedding policy commitments	38, 39, 48, 49	
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	2-29	Approach to stakeholder engagement	116	
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GRI 3: Material topics	3-1	Process to determine material topics	5	
	3-2	List of material topics	6	
	3-3	Management of material topics	6, 8~10, 116	

* Statement of Use: Dong-A Socio Group reports in accordance with the GRI Standards 2021 for the period from January 1, 2024, to December 31, 2024. For certain material topics, activities up to April 2025 are also included. GRI Used: GRI 1: Foundation 2021 Relevant GRI Sector Standards: N/A



GRI Content Index

Topic	GRI Disclosure		Page	Note
GRI 201: Economic performance	201-1	Direct economic value generated and distributed	117, 135, 139, 143, 147, 151, 155, 159, 163, 167, 171, 175	
	201-2	Financial implications and other risks and opportunities due to climate change	80~83	
GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	105~109	
	205-1	Operations assessed for risks related to corruption	88, 89	
GRI 205: Anti-corruption	205-2	Communication and Training about Anti-Corruption Policies and Procedures	87~91	
	205-3	Confirmed incidents of corruption and actions taken	90	
GRI 206: Anti-competitive Behavior	206-1	Legal Actions for Anti-competitive Behavior, Anti-trust, and Monopoly Practices	-	No related litigation
	207-1	Approach to Tax	46	
GRI 207: Tax	207-2	Tax Governance, Control, and Risk Management	46	
	207-3	Stakeholder Engagement and Management of Concerns Related to Tax	46	
GRI 301: Materials	301-1	Materials Used by Weight or Volume	-	
	301-2	Recycled Input Materials Used	28	
	301-3	Reclaimed Products and Their Packaging Materials	-	Not applicable
GRI 302: Energy	302-1	Energy Consumption Within the Organization	80, 118, 130, 136, 140, 144, 152, 156, 160, 164, 172	
	302-2	Energy Consumption Outside of the Organization	118, 136, 140, 144, 152, 156, 160, 164, 172	
	302-3	Energy Intensity	80, 118, 130, 136, 140, 144, 152, 156, 160, 164, 172	
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	302-5	Reductions in Energy Requirements of Products and Services	84	
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	303-2	Management of Water Discharge-Related Impacts	75, 77 ~ 79	
	303-3	Water Withdrawal	118, 136, 140, 144, 148, 152, 156, 160, 164, 168, 172, 176	
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GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	80, 118, 130, 134, 136, 140, 144, 152, 156, 160, 164, 172	
	305-2	Energy indirect (Scope 2) GHG emissions	80, 118, 130, 134, 136, 140, 144, 152, 156, 160, 164, 172	
	305-3	Other indirect (Scope 3) GHG emissions	80, 118, 130, 134, 136, 140, 144, 152, 156, 160, 164, 172	
	305-4	GHG emissions intensity	118, 130, 136, 140, 144, 152, 156, 160, 164, 172	
	305-5	Reduction of GHG Emissions	84~85	
	305-6	Emissions of Ozone-Depleting Substances (ODS)	-	Not applicable
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	78, 85	
GRI 306: Waste	306-1	Waste generation and significant waste-related impacts	75	
	306-2	Management of significant waste-related impacts	75	
	306-3	Waste generated	118, 130, 136, 140, 144, 148, 152, 156, 160, 164, 168, 172, 176	
	306-4	Waste diverted from disposal	118, 130, 136, 140, 144, 148, 152, 156, 160, 164, 168, 172, 176	
	306-5	Waste directed to disposal	118, 130, 136, 140, 144, 148, 152, 156, 160, 164, 168, 172, 176	
GRI 308: Supplier Environmental Assessment	308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	111~114	



GRI Content Index

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GRI 401: Employment	401-1	New employee hires and employee turnover	119, 137, 141, 145, 149, 153, 157, 161, 165, 169, 173, 177	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	62, 117, 135, 139, 143, 147, 151, 155, 159, 163, 167, 171, 175	
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GRI 403: Occupational Health and Safety	403-1	Occupational health and safety management system	65~72	
	403-2	Hazard identification, risk assessment, and incident investigation	65~72	
	403-3	Occupational health services	65, 67~72	
	403-4	Worker participation, consultation, and communication on occupational health and safety	67~72	
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	403-6	Promotion of worker health	67~72	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	67~72	
	403-8	Workers covered by an occupational health and safety management system	65, 118, 136, 140, 144, 148, 152, 156, 160, 164, 168, 172, 176	
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GRI 404: Training and Education	404-1	Average hours of training per year per employee	120, 138, 142, 146, 150, 154, 158, 162, 166, 170, 174, 178	
	404-2	Programs for upgrading employee skills and transition assistance programs	55~58, 62	
	404-3	Percentage of employees receiving regular performance and career development reviews	120, 138, 142, 146, 150, 154, 158, 162, 166, 170, 174, 178	
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	42~44, 119, 137, 141, 145, 149, 153, 157, 161, 165, 169, 173, 177	
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	-	Not applicable
GRI 407: Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	Not applicable
GRI 408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	-	Not applicable
GRI 409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	Not applicable
GRI 410: Security Practices	410-1	Security personnel trained in human rights policies or procedures	-	Not applicable
GRI 411: Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of Indigenous peoples	-	Not applicable
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	105~109	
	413-2	Operations with significant actual and potential negative impacts on local communities	-	Not applicable
GRI 414: Supplier Social Assessment	414-2	Negative social impacts in the supply chain and actions taken	111~114	
GRI 415: Public Policy	415-1	Political contributions	-	No political contributions
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	97~99, 124	
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	417-2	Incidents of non-compliance concerning product and service information and labeling	92, 120, 138, 142, 146, 150, 154, 158, 162, 166, 170, 174, 178	
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GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	No violations



SASB Index

Biotechnology & Pharmaceuticals: Dong-A ST

Subject	Code	Metric	Report content																				
Safety of clinical trial participants	HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	All clinical trials, whether domestic or Overseas, are conducted in accordance with Good Clinical Practice (GCP) guidelines established by the International Council for Harmonisation (ICH). Throughout the clinical trial process, monitoring is performed in compliance with domestic/international ethical regulations and our internal Standard Operating Procedures (SOP) to ensure the safety and rights of trial participants are protected, and to identify any situations that could potentially cause harm. When delegating tasks to domestic/international Contract Research Organizations (CRO), the company manages and oversees their activities based on our internal SOPs for CRO selection and oversight, ensuring that CROs perform their duties in accordance with the Good Clinical Practices(GCP) and their Standard Operating Procedures.																				
	HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	No Voluntary Action Indicated (VAI) or Official Action Indicated (OAI) cases occurred at our company during the most recent three-year period (2022–2024).																				
	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	During the most recent three years (2021–2023), our company did not conduct clinical trials in developing countries, and no financial losses due to legal proceedings related to this were incurred.																				
Access to medicines	HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	<div><div>It supplies tuberculosis treatments, an infectious disease, to developing countries through the WHO, and has licensed our internally developed new drugs for non-communicable diseases such as diabetes to countries including India and Brazil.</div><table><tr><th>Category</th><th>2022</th><th>2023</th><th>2024</th><th>Note</th></tr><tr><td>Anti-Tuberculosis Drugs</td><td>10,866,024</td><td>15,356,576</td><td>14,508,222</td><td>Cycloserine (Finished Product), Clofazimine Capsules (Finished Product), Terizidowari</td></tr><tr><td>Diabetes Treatment Drugs</td><td>5,234,371</td><td>9,927,016</td><td>9,534,291</td><td>Suganon tab (finished product), Evogliptin (API)</td></tr><tr><td>Total</td><td>16,100,395</td><td>25,283,591</td><td>24,042,512</td><td></td></tr></table></div> <div>(Unit: KRW Thousand)</div>	Category	2022	2023	2024	Note	Anti-Tuberculosis Drugs	10,866,024	15,356,576	14,508,222	Cycloserine (Finished Product), Clofazimine Capsules (Finished Product), Terizidowari	Diabetes Treatment Drugs	5,234,371	9,927,016	9,534,291	Suganon tab (finished product), Evogliptin (API)	Total	16,100,395	25,283,591	24,042,512	
	Category	2022	2023	2024	Note																		
Anti-Tuberculosis Drugs	10,866,024	15,356,576	14,508,222	Cycloserine (Finished Product), Clofazimine Capsules (Finished Product), Terizidowari																			
Diabetes Treatment Drugs	5,234,371	9,927,016	9,534,291	Suganon tab (finished product), Evogliptin (API)																			
Total	16,100,395	25,283,591	24,042,512																				
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Two anti-tuberculosis products are listed under the WHO Prequalification Program (PQP). These products are WHO PQP certified. * Cycloserine: 2012.11.12 * Clofazimine: 2021.01.26																					
Drug safety	HC-BP-250a.3	Number of recalls issued, total units recalled	In 2022 1. Monotaxel Injection 2. Nicetyl Tablets 3. Nicetyl Granules 2023: Not applicable 2024: Not applicable																				
	HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	The number of approved cases for recall, reuse, or disposal in 2024 is zero.																				
Counterfeit drugs	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Dong-A ST assigns RFID serial numbers (serialization) to all products supplied to the market at the shipment stage to ensure thorough tracking and prevent counterfeiting throughout the entire supply chain, rigorously managing inbound and outbound product movements.																				
	HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Dong-A ST has implemented a computerized management system that enables consumers and business partners to check for counterfeit products and collect related information when needed.																				
	HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	0 case																				



SASB Index

Biotechnology & Pharmaceuticals: Dong-A ST

Subject	Code	Metric	Report content
Ethical marketing	HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	No financial losses incurred.
	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	As a prescription pharmaceutical company, Dong-A ST operates internal guidelines that categorize the document production and review departments to prevent false, exaggerated, or misleading advertising and ensure that evidence-based medical information is delivered objectively and neutrally. These guidelines specify the roles and responsibilities of each department, relevant laws, compliance requirements during material creation, and detailed review and approval procedures. Through Compliance, all marketing and sales departments, as well as external vendors involved in company events, undergo regular training and are required to adhere to ethical policies. All promotional materials are reviewed and approved by Regulatory Affairs (RA), managed through approval numbers. Additionally, the Dong-A ST Compliance Committee (DCPC) conducts expert consultations and makes rational decisions, holding the bi-monthly meetings.
Employee recruitment, development and retention	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Dong-A ST aims to develop new drugs at a global standard, placing a strong emphasis on attracting talented researchers and retaining the nation's top scientists. By implementing fair incentive policies based on research outcomes and providing researchers with high-level educational opportunities, the company strives to evolve into a world-class research organization and cultivate key talent. Additionally, Dong-A ST conducts mentoring programs among researchers to facilitate the integration of new hires and promotes internal collaboration and knowledge sharing to enhance talent retention.
	HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	(1) Voluntary turnover rate: 8.5% (2) Involuntary turnover rate: 5.8%
Supply chain management	HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent thirdparty audit programs for integrity of supply chain and ingredients	The company plans to implement measures for supply chain and raw material integrity management by responding to EcoVadis.
Business ethics	HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	No financial losses incurred.
	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	Dong-A ST strictly complies with regulations concerning marketing activities targeting healthcare professionals and supervises such activities to ensure they remain within the legal framework. To mitigate potential risks, transparency is maintained through regular and irregular audits and periodic reassignment of personnel responsible for specific regions. Furthermore, Dong-A ST Compliance Committee enhances the function of its compliance oversight body by regularly and irregularly reviewing and adjusting committee members' qualifications. Based on a foundation of social responsibility, Dong-A ST rigorously adheres to regulatory requirements, emphasizes the ongoing necessity for compliance to marketing targets (healthcare professionals), and promptly communicates and disseminates any regulatory changes as they occur.

SASB Index

Non-Alcoholic Beverages: Dong-A Otsuka, DONGCHEONSU

Subject	Code	Metric	Report content																		
Fleet fuel management	FB-NB-110a.1	Fleet fuel consumed, percentage renewable	<div>[Dong-A Otsuka]</div> <div>As an industry-leading company invited by the Ministry of Environment, the company plans to declare our commitment to environmental stewardship by disclosing our greenhouse gas inventory along with both financial and non-financial environmental data (including energy, greenhouse gases, water, wastewater, and waste). Additionally, the company is preparing to announce a pledge to actively use recycled PET materials as part of our efforts toward a sustainable future.</div> <div>[DONGCHEONSU]</div> <div>Fuel consumption</div> <div>Fuel* Energy generation through physical combustion</div> <table><tr><td>Butane</td><td>0.052</td><td>ton</td><td>LNG</td><td>445.772</td><td>1000m³</td><td>Gasoline (for vehicles)</td><td>13.793</td><td>KL</td></tr><tr><td>Indoor kerosene</td><td>1.082</td><td>KL</td><td>LPG</td><td>0.770</td><td>ton</td><td>Diesel (for vehicles)</td><td>62.412</td><td>KL</td></tr></table> <div>Percentage of renewable fuel used: 0 %</div>	Butane	0.052	ton	LNG	445.772	1000m³	Gasoline (for vehicles)	13.793	KL	Indoor kerosene	1.082	KL	LPG	0.770	ton	Diesel (for vehicles)	62.412	KL
Butane	0.052	ton	LNG	445.772	1000m³	Gasoline (for vehicles)	13.793	KL													
Indoor kerosene	1.082	KL	LPG	0.770	ton	Diesel (for vehicles)	62.412	KL													
Energy management	FB-NB-130a.1	(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	<div>[Dong-A Otsuka]</div> <div>(1) Total energy consumption: 430 TJ, Solar energy generation: 0.46 TJ (2) Grid electricity usage rate: 99.89% (3) Renewable energy usage rate: 0.11%, Solar energy facilities were installed at the Chilseo Plant in the second half of 2023, and the installation is being expanded at the Gwangju site in 2025.</div> <div>[DONGCHEONSU]</div> <div>(1) Total energy consumption: 140 TJ, (2) Grid electricity usage rate: 84.09 %, (3) Renewable energy usage rate: 0 %</div>																		
Water management	FB-NB-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	<div>[Dong-A Otsuka]</div> <div>Environmental data sheet and water management sheet</div> <div>[DONGCHEONSU]</div> <div>(1) Total water withdrawal-Water Management Sheet</div> <div>(2) Total water consumption-Water Management Sheet</div> <div>(3) Percentage of water sourced from areas with high water stress: 0 %</div> <div>▪ Sangju Campus: Medium-high ▪ Songnisan Campus: Medium-high ▪ Gayasan Campus: Medium-high</div>																		
	FB-NB-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	<div>[Dong-A Otsuka]</div> <div>The company conducts tests on 58 water quality parameters through an external certified institution. To reduce water-related risks, it collects data on the relevant water sources from water information platforms and conducts real-time water quality monitoring by installing automated measuring equipment.</div> <div>[DONGCHEONSU]</div> <div>As a manufacturer of bottled spring water and beverages, the company primarily uses groundwater and tap water as raw materials. Bottled spring water is produced using only minimal physical filtration of natural groundwater sources. Because the filtration process is minimal, the quality of the source water is critical, and therefore, rigorous and regular inspections are conducted under the supervision of the Ministry of Environment.</div> <div>Testing covers 48 items for source water and 52 items for finished products. If any standards are violated, the results are disclosed on the Ministry of Environment's website and are subject to penalties. Additionally, real-time monitoring systems using automatic measuring instruments are installed at the water sources, and it is obligated to submit water quality assessments upon request from the licensing authority. Beyond legal requirements, a Water Management Committee—composed of local residents in areas where our facilities are located—is operated to support regional water resource management. The committee works jointly with Dongchunsu to monitor water usage, groundwater levels, and water quality. DONCHEONSU provides quarterly briefings to the committee on monitoring results and proactively manages and prevents potential risks to protect local water resources.</div>																		



SASB Index

Non-Alcoholic Beverages: Dong-A Otsuka, DONGCHEONSU

Subject	Code	Metric	Report content
Health and Nutrition	FB-NB-260a.1	Revenue from (1) zero- and low-calorie, (2) noadded-sugar, and (3) artificially sweetened beverages	<p>[Dong-A Otsuka] (1) Sales of zero-calorie products: KRW 48.85 billion; sales of low-calorie products: KRW 970 million (2) Sales of sugar-free products: Not applicable (3) Sales of products with no artificial sweeteners: KRW 236.96 billion</p> <p>[DONGCHEONSU] (1) Sales of zero or low-calorie products: KRW 14.89 billion (2) Sales of sugar-free products: KRW 14.68 billion (3) Sales of beverages without artificial sweeteners: KRW 12.90 billion * For DONGCHEONSU products, if an item falls into multiple categories—such as zero or low-calorie, sugar-free, and free of artificial sweeteners—the corresponding sales amount was counted in each applicable category.</p>
	FB-NB-260a.2	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	No process available
Product labelling and marketing	FB-NB-270a.1	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	[Dong-A Otsuka, DONGCHEONSU] There were no advertisements targeting children during the reporting period (2022–2024).
	FB-NB-270a.2	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	[Dong-A Otsuka, DONGCHEONSU] There were no products with such labeling during the reporting period (2022–2024).
	FB-NB-270a.3	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	[Dong-A Otsuka, DONGCHEONSU] There were no marketing violations during the reporting period (2022–2024).
	FB-NB-270a.4	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	[Dong-A Otsuka, DONGCHEONSU] There were no marketing violations during the reporting period (2022–2024).
Packaging lifecycle management	FB-NB-410a.1	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	<p>[Dong-A Otsuka] (1) 19,203 ton (2) In July 2024, a business agreement was signed with the Korea Environment Corporation under the Ministry of Environment to expand the use of colorless PET recycled materials through a pilot project. Approximately 3 tons of recycled materials were used for pilot production, which was successfully completed in 2024.</p> <p>[DONGCHEONSU] (1) 1,951 ton (2) No information available. (3) No information available.</p>
	FB-NB-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	[Dong-A Otsuka] To achieve the goal of using 50% sustainable PET materials by 2030 and 100% by 2050, the company launched The Masinda, a bottled water product in aluminum cans, in 2024. It also reduced the weight of PET packaging for Narangd Cider and Oran-C products. Additionally, the Pocari Sweat 340 product has been fully converted to a label-free design to reduce plastic use. Moving forward, it will continue to apply and enhance packaging solutions such as lightweight PET, R-PET (recycled materials), label-free, and short-label designs to reduce environmental impact.
Environmental and social impacts of ingredient supply chain	FB-NB-430a.1	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	<p>[Dong-A Otsuka] In 2024, the company established a supply chain ESG management process and began identifying risks and determining the scope of suppliers. The process was initially applied to procurement, production, and SCM Team in 2024, with plans to expand the scope in the future. Selected suppliers will undergo on-site audits in 2025 to directly assess non-compliance, major non-compliance, and minor non-compliance issues. Based on these assessments, it will develop appropriate improvement measures and take full responsibility for the social and environmental impacts within our supply chain.</p> <p>[DONGCHEONSU] As part of the supply chain ESG management established in 2024, a self-assessment was conducted, and on-site audits are scheduled for 2025.</p>
Ingredient sourcing	FB-NB-440a.1	Percentage of beverage ingredients sourced from regions with High or Extremely High Baseline Water Stress	[Dong-A Otsuka, DONGCHEONSU] Not applicable
	FB-NB-440a.2	List of priority beverage ingredients and description of sourcing risks due to environmental and social considerations	[Dong-A Otsuka, DONGCHEONSU] Not applicable



SASB Index

Road Transportation: Yongma Logis

Subject	Code	Metric	Report content
Greenhouse gas emissions	TR-RO-110a.1	Gross global Scope 1 emissions	<ul style="list-style-type: none"> • 2022: 10,990tCO₂eq • 2023: 1,336tCO₂eq • 2024: 1,220tCO₂eq
	TR-RO-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Reducing Scope 1 emissions is a critical task directly linked to corporate sustainability. In the short term, the company is improving fuel efficiency through regular vehicle inspections and optimizing delivery routes to minimize travel distances. In the long term, it is introducing low-carbon operational practices by replacing conventional lighting with high-efficiency LED lights and transitioning to eco-friendly energy through hydrogen and electric vehicles. Through these initiatives, the company aims to strengthen ESG management and enhance our corporate competitiveness.
	TR-RO-110a.3	(1) Total fuel consumed, (2) percentage natural gas, (3) percentage renewable	1) Not reported. 2) No percentage of natural gas. 3) No percentage of renewable sources.
Air quality	TR-RO-120a.1	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , and (3) particulate matter (PM ₁₀)	Not reported
Driver working conditions	TR-RO-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Not reported
	TR-RO-320a.2	(1) Voluntary and (2) involuntary turnover rate for all employees	(1) Voluntary turnover rate: 17.9% (2) Involuntary turnover rate: 1.0%
	TR-RO-320a.3	Description of approach to managing short-term and long-term driver health risks	Drivers are classified as special-type workers (independent contractors); not applicable.
Accident & safety management	TR-RO-540a.1	Number of road accidents and incidents	0 case
	TR-RO-540a.2	Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-of-Service Compliance, (3) Driver Fitness, (4) Controlled Substances/Alcohol, (5) Vehicle Maintenance, and (6) Hazardous Materials Compliance	Not applicable
	TR-RO-540a.3	(1) Number and (2) aggregate volume of spills and releases to the environment	Not applicable



UNGC & UN SDGs

Dong-A Socio Holdings is committed to responsible corporate practices for a sustainable future, positioning corporate social responsibility (CSR) as a core management value.

Since joining the United Nations Global Compact (UNGC) in 2020, the company has supported its ten principles in the areas of human rights, labor, environment, and anti-corruption, integrating them into all aspects of its management. It also actively participates in various programs organized by the UNGC Korea Network. Furthermore, Dong-A Socio Holdings supports the achievement of the United Nations' 17 Sustainable Development Goals (SDGs), and strives to create sustainable value and contribute to solving global challenges through social responsibility initiatives focused on health and welfare, decent work, and responsible consumption.

Commitment to the UNGC's Ten Principles

Area	10 Principles	Page
Human Rights	1. Businesses should support and respect the protection of internationally proclaimed human rights; and	4, 12, 48~53
	2. make sure that they are not complicit in human rights abuses.	
Labour	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	4, 12, 48~53, 112
	4. the elimination of all forms of forced and compulsory labour;	
	5. the effective abolition of child labour; and,	
	6. the elimination of discrimination in respect of employment and occupation.	
Environment	7. Businesses should support a precautionary approach to environmental challenges;	13, 23~35, 73~85
	8. undertake initiatives to promote greater environmental responsibility; and,	
	9. encourage the development and diffusion of environmentally friendly technologies.	
Anti-corruption	10. Businesses should work against corruption in all its forms, including extortion and bribery.	14, 86~91

Commitment to UN SDGs 17 Goals





GHG Verification Statement

Dong-A Socio Holdings Co., Ltd.

The Korea Management Registrar Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas (hereinafter "GHG") emission in 2024 of Dong-A Socio Holdings Co., Ltd.

Scope

Verification of places of business and emission facilities under the control of Dong-A Socio Holdings Co., Ltd.

Standards

- ISO 14064-1:2018, ISO 14064-3:2019
- IPCC Guidelines for National Greenhouse Gas Inventories
- Operational guidelines for emission reporting and certification of the Greenhouse Gas emissions trading scheme
- WRI/WBCSD GHG Protocol

Procedure

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation. The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

Independent

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions/views. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

Limitations

The verification team verified the related reports, information and data presented by the audited institution by sampling or enumeration methods. As a result, there are many inherent limitations, and there may be disagreements in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent as the limitations to the verification.

Opinion

- The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results.
- According to KMR's approach, nothing was found that would lead to a finding that Dong-A Socio Holdings Co., Ltd. failed to disclose data and information that was accurate and reliable in all material respects.
- Criticality: meets the criterion, which is less than 5%

GHG emissions & Energy Consumption

Site	GHG emissions (tCO ₂ eq)				Energy Consumption (TJ)			
	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Other indirect emissions (Scope 3)	Total	Fuel	Electricity	Steam	Total
Head Office	137	145	106	389	2	3	0	5
Sangju Human Resources Development Institute	24	174	32	230	0	3	0	4
Total	162	319	139	621	2	6	0	9

※ Note: There are a differences in the total amount of greenhouse gas emissions and workplace emissions. (Emissions at each workplace, rounded off by decimal point, are combined at the company level)

NO	Category	Head Office	Sangju Human Resources Development Institute	Total(tCO ₂ eq)
1	Purchased goods and service	0.847	-	0
2	Capital goods	0.415	-	0
3	Fuel- and energy-related activities (not included in scope 1 or scope 2)	31.644	29.602	61
5	Waste generated in operations	6.402	2.641	9
6	Business travel	32.474	-	32
7	Employee commuting	35.070	-	35
Total		106	32	139

※ Note : There are a differences in the total amount of greenhouse gas emissions and workplace emissions. (Emissions at each workplace, rounded off by decimal point, are combined at the company level)

※ Category 1: Calculated only for using water. / Category 2: Calculated for laptops and desktops. / Category 6: Calculated only for domestic business travels.

Results

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities.

※ The abovementioned company is responsible for preparing verification data in accordance with the "Guidelines for Reporting and Certification of Emissions in the Greenhouse Gas Emissions Trading System (Ministry of Environment Notice No. 2021-278)", and KMR's responsibility is limited to the party in the verification contract according to the agreed contract terms. and is not responsible for other decisions, including investment decisions based on this verification statement.

※ The abovementioned company must comply with the use of the certification and logo marks under the contract entered into with KMR.



Apr 25th, 2025
Authorized By
CEO Eun Ju, Hwang

행은주



Third Party Assurance Statement

DNV Business Assurance Korea, Ltd. ('DNV', 'we', or 'us') has been commissioned by Dong-A Socio Holdings Co., Ltd. (hereafter referred to as 'Dong-A Socio Holdings' or 'the Company') to undertake an independent limited assurance on the Dong-A Socio Holdings Integrated Report 2024 (hereafter referred as 'the Report') for the calendar year ending 31 December 2024. The intended users of this assurance statement are the management and stakeholders of Dong-A Socio Holdings.

Standards of Assurance

This assurance engagement has been carried out in Type 2 limited assurance in accordance with AccountAbility's AA1000 Assurance Standard v3 and DNV's VeriSustain protocol V6.0, which is based on our professional experience and international assurance best practice including the International Standard on Assurance Engagements (ISAE) 3000 – 'Assurance Engagements other than Audits and Reviews of Historical Financial Information' (revised), issued by the International Auditing and Assurance Standards Board. DNV has reviewed the Report's adherence to the four principles of AA1000 AccountAbility Principles Standard (2018) and the accuracy, completeness, and neutrality principles of VeriSustain. In addition, DNV has reviewed the 'reliability of specified sustainability performance information' as described in 'Scope of Assurance'.

DNV's Verisustain protocol requires that we comply with ethical requirements and plan and perform the assurance engagement to obtain limited or/and reasonable assurance.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less detailed than, those undertaken during a reasonable assurance engagement, so the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. We planned and performed our work to obtain the evidence we considered sufficient to provide a basis for our conclusion, so that the risk of this conclusion being in error is reduced, but not reduced completely.

We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Dong-A Socio Holdings website for the current reporting period.

Scope of Assurance

We have carried out an independent limited assurance on the Report and an independent verification for selected performance indicators for the year ending 31 December 2024, which include the following:

- We have reviewed the GRI Topic Disclosures relevant to the Material Topics which have been identified as material through the materiality assessment undertaken by Dong-A Socio Holdings.
- Regarding the reliability of the specified sustainability performance information, we reviewed the quality and reliability of the following GRI Topic Standards disclosures: Anti-Corruption (205-1~205-3), Anti-Competitive Behavior (206-1), Occupational Health and Safety (403-7), and Customer Health and Safety (416-1, 416-2).

Opinion, observations and recommendations

On the basis of the work undertaken, nothing came to our attention to suggest that the Report does not adhere to the four principles of AA1000 APS and the accuracy, completeness, and neutrality principles of VeriSustain described below. In terms of the reliability of specified sustainability performance information, nothing has come to our attention to suggest that the data have not been properly collated from information reported at the operational level, nor that the assumptions used were inappropriate. Furthermore, nothing has come to our attention to cause us to believe that Dong-A Socio Holdings' Report has not been prepared, in all material respects, in accordance with the GRI Standards.

Without affecting our assurance opinion, we provide the following observations against the principles of AA1000 APS and VeriSustain applicable to the relevant information described in the 'Scope of Assurance':

• Inclusivity: Stakeholder participation and opinion

Dong-A Socio Holdings identifies group companies, shareholders and investors, local communities, government, employees, and partners as key stakeholders. The company reports communication channels, frequency, and key expectations for each group. To build trust, Dong-A Socio Holdings engages stakeholders through channels such as the Group Social Responsibility Council, employee meetings, topic-specific briefings, and dialogue sessions, incorporating their interests and needs into business activities.

• Materiality: Identifying and reporting on material sustainability topics

Dong-A Socio Holdings conducted a double materiality assessment in accordance with the GRI Standards 2021 and ESRS, identifying key issues from both financial and environmental/social perspectives. In 2024, the scope of assessment was expanded to include four group companies, covering not only the pharmaceutical and biotech sectors but also logistics and transportation. As a result, six material issues were identified—including newly added topics alongside "Product (Pharmaceutical) Safety" and "R&D and Technological Innovation"—and incorporated into the group's Social Responsibility Strategy to strengthen its overall management framework.

• Responsiveness: Transparent response to critical sustainability topics and related impacts

Dong-A Socio Holdings explains its sustainability approach through "Social Responsibility Management," supported by a governance structure led by the Social Responsibility Council. Convened annually and supported by the Social Responsibility Planning Division, the Council deliberates and decides on strategies, goals, achievements, and ESG-related matters. Through council operations and the sharing of ethical management content, the company fosters alignment on social responsibility and integrates performance indicators into corporate KPIs to drive meaningful ESG outcomes.

• Impact: Monitoring, measuring and accounting for the impact of organizational activities on the organization and its stakeholders

Dong-A Socio Holdings reports its management approach and system for each material topic identified through the materiality assessment in the Sustainability Performance section, structured under governance, strategy, risk management, and Index & Goals. The company sees potential to enhance goal setting by linking stakeholder expectations with detailed performance explanations. In addition, by reporting major achievements and activities of each group company through the "Special Case" and "Group Affiliate Status" sections, Dong-A Socio Holdings effectively monitors and communicates both group-level strategic direction and the impact of individual entities.

• Reliability: Accuracy and comparability of information presented in the report and the quality of underlying data management systems

The data collection and processing procedures, supporting documents, and records were verified through sampling techniques. Based on the results, no intentional errors or misstatements were found in the sustainability performance information described in the Report. Dong-A Socio Holdings is able to explain the source and meaning of its sustainability performance using reliable methods and data, and any errors or unclear expressions identified during the verification process were corrected prior to the publication of the Report.

• Completeness: How much of all the information that has been identified as material to the organization and its stakeholders is reported

Dong-A Socio Holdings reports on the Company's key non-financial disclosures based on its performance related to material topics during the reporting period of 2024 using appropriate GRI Topic Standard disclosures, for the identified boundaries of operations.

• Neutrality: Extent to which a report provides a balanced account of an organization's performance, delivered in a neutral tone

Dong-A Socio Holdings discloses the Company's performance, challenges, and stakeholder concerns during the reporting period in a neutral, consistent, and balanced manner.



Third Party Assurance Statement

Our competence, independence and quality control

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17029:2019 – Conformity assessment, whose general principles are requirements for validation and verification bodies. Accordingly, DNV maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. We have no other contract with Dong-A Socio Holdings. Our multi-disciplinary team consisted of professionals with a combination of sustainability assurance experiences.

Limitations

DNV's assurance engagements are based on the assumption that the data and information provided by the Company to us as part of our review have been provided in good faith, are true, and are free from material misstatements. Because of the selected nature (sampling) and other inherent limitation of both procedures and systems of internal control, there remains the unavoidable risk that errors or irregularities, possibly significant, may not have been detected.

The engagement excludes the sustainability management, performance, and reporting practices of the Company's suppliers, contractors, and any third parties mentioned in the Report. We did not interview external stakeholders as part of this assurance engagement.

We understand that the reported financial data, governance and related information are based on statutory disclosures and Audited Financial Statements, which are subject to a separate independent statutory audit process. We did not review financial disclosures and data as they are not within the scope of our assurance engagement. The assessment is limited to data and information in scope within the defined reporting period. Any data outside this period is not considered within the scope of assurance.

DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Responsibilities of the Directors of Dong-A Socio Holdings and of the assurance providers

The Company's management has sole responsibility for the integrity of the Report and this responsibility includes designing, implementing, and maintaining internal controls over collection, analysis, aggregation and preparation of data, fair presentation of the information and ensuring that data is free from material misstatement.

DNV's responsibility is to plan and perform the work to obtain assurance about whether the relevant information described in the 'Scope of Assurance' has been prepared in accordance with the reporting requirements and to report to Dong-A Socio Holdings in the form of an independent assurance conclusion, based on the work performed and the evidence obtained.

Our statement represents our independent opinion and is intended to inform the management and stakeholders of Dong-A Socio Holdings. DNV was not involved in the preparation of any statements or data included in the Report except for this Independent Assurance Statement.

Basis of our Opinion

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of Dong-A Socio Holdings. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders. Our limited assurance procedures included, but were not limited to, the following activities:

- Peer and media review to identify relevant sustainability issues for Dong-A Socio Holdings during the reporting period.
- Review of the disclosures according to reporting requirements with a focus on the process and the result of materiality assessment, Topic Standards Disclosures, and relevant management processes.
- Understanding and evaluation of the key systems, processes, and controls for consolidating, managing, and reporting the information and KPIs included in the Report.
- Review of documentary evidence supporting adherence to the reporting principles and requirements.
- Conduct interviews with representatives from the ESG team and relevant departments with overall responsibility for monitoring, data consolidation, and reporting of sustainability-related information.
- On-site visit at the Dong-A Socio Holdings Head Office in Seoul, Republic of Korea to review the processes and systems for preparing site-level sustainability data and implementation of the sustainability strategy, and to carry out a sample-based assessment of site-specific data disclosures.

For and on behalf of DNV Business Assurance Korea Ltd.
Seoul, Republic of Korea
24 July 2025

Kim, So Hyun
Digitally signed by Kim, So Hyun
Date: 2025.07.24 11:07:03 +09'00'

So Hyun Kim
Lead Verifier

Cho, Yun Tak
Digitally signed by Cho, Yun Tak
Date: 2025.07.24 14:53:47 +09'00'

Yun Tak Cho
Verifier

Park, Sang Yeon
Digitally signed by Park, Sang Yeon
Date: 2025.07.24 14:21:45 +09'00'

Sang Yeon Park
Reviewer



AA1000
Licensed Report
000-10/V3-JNV9J

This report has been translated into English solely for the convenience of international readers. The official version of this assurance statement is the signed English version; in case of any doubt regarding interpretation between this document and the Korean version of the statement, the Korean statement shall prevail.

DNV Business Assurance Korea Ltd. is part of DNV – Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. Supply Chain and Product Assurance - DNV



Membership

Name of Association
The Korean Dietetic Association
United Defense Council of Dongdaemun-gu
Seoul Chamber of Commerce & Industry
Seoul Bar Association
Union of Faithful Pharmaceuticals Report
International Management Institute, The Federation of Korean Industries
Korea Association for Chief Financial Officers
Korea Exchange
Korea Industrial Technology Association
Executive Company, Korea Industrial Technology Association
Korea Listed Companies Association
Korea Listed Companies Audit Association
Korean Academy of Management
Korea In-house Counsel Association
Korea-Japan Economic Association
UNGC (Global Compact Network Korea)

社是

우리는 社會正義에 따라
企業의 社會的責任을 다하고

global市場에서 認定받는

優秀한 製品을 開發하여

人類의 健康과 福祉向上에 이바지한다.

東亞쏘시오그룹 會長 姜信浩

* Based on Dong-A Socio Holdings membership as of December 2024



GROUP AFFILIATES' SOCIAL RESPONSIBILITY MANAGEMENT PERFORMANCE

135 Dong-A ST

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143 STgen Bio

147 Dong-A Otsuka

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159 DONGCHEONSU


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167 Korea Sinto

171 DA Information

175 DONG-A CHAMMED

Group Affiliates Data Reporting Standards

- The data reporting scope is based on the 11 major affiliates of Dong-A Socio Group:
 - Dong-A ST (separate report published), Dong-A Pharmaceutical, STgen Bio, Dong-A Otsuka (separate report published), Yongma Logis, Soo Seok, DONGCHEONSU, ABEN Engineering & Construction, Korea Sinto, DA Information, and DONG-A CHAMMED.
- As part of the expanded data reporting scope, ST Pharm discloses its information through a separate report. 
- The data for the three suppliers that publish separate reports (Dong-A ST, ST Pharm, and Dong-A Otsuka) is based on the information disclosed in each group's 2024 sustainability report. Data may be subject to change compared to the previous year's report depending on future updates from each group.
- Greenhouse gas data is disclosed for the four suppliers that underwent third-party verification to ensure data reliability (Dong-A Socio Holdings, Dong-A ST, Dong-A Pharmaceutical, and Soo Seok), as well as for the consolidated subsidiaries under Dong-A Socio Holdings.
 - The data for Dong-A Socio Holdings' consolidated subsidiaries (STgen Bio, Yongma Logis, DONGCHEONSU, ABEN Engineering & Construction and DA Information) is based on the operational control of each entity and covers their respective business sites and emission sources. Greenhouse gas emissions were calculated in accordance with the guidelines for reporting and verification under the Emissions Trading Scheme and the GHG Protocol (WRI).

- There may be discrepancies between the total emissions by greenhouse gas type and the total emissions by business site.
 - Emission values at the business unit level are rounded down and presented as whole numbers.
 - Total emissions are calculated by summing values including decimals at the business unit level and then rounding to the first decimal place.
- For water management, differences may exist in data totals due to the rounding method used
 - Water withdrawal, water recycling and reuse, wastewater discharge, and water consumption are all rounded down to whole numbers at the first decimal place.
 - The water recycling rate is truncated at the second decimal place.
- Training hours and costs for 2024 were calculated based on newly applied standards.
 - Total training hours and costs reflect only the data recorded in Soo Seok Universitat's internal training program.

※ Notes on data disclosure by category and indicator:

- Minor discrepancies may occur due to rounding during data aggregation.
- Revisions have been made to previously disclosed data due to changes in calculation methods or reporting boundaries.
- A dash (-) in data fields indicates that data for that year was not disclosed due to one of the following reasons:
 - The item was not separately collected or managed
 - The indicator is not applicable due to industry characteristics or relevance
 - The item was excluded due to changes in the reporting boundary



Group Affiliates' Social Responsibility Management Performance

Dong-A ST

Dong-A
Pharmaceutical

STgen Bio

Dong-A Otsuka

Yongma Logis

Soo Seok

DONGCHEONSU

ABEN Engineering &
Construction

Korea Sinto

DA Information

DONG-A CHAMMED

Financial Performance

Category	Unit	2022	2023	2024
Total assets	KRW	1,135,143,085,866	1,222,916,105,953	1,334,662,797,953
Total liabilities	KRW	463,178,727,686	559,569,446,406	640,425,922,727
Total shareholders' equity	KRW	671,964,358,180	663,346,659,547	694,236,875,226
Sales	KRW	635,839,633,102	605,220,778,248	640,730,265,329
Operating profit	KRW	30,527,351,413	32,710,544,612	32,457,631,004
Operating profit margin	%	4.8	5.4	5.1

Creation and Distribution of Economic Value

Category		Unit	2022	2023	2024
Creation of economic value	Sales	KRW	635,839,633,102	605,220,778,248	640,730,265,329
Shareholders & investors	Dividend	KRW	8,440,847,000	8,614,965,000	6,744,011,900
	Interest expense	KRW	8,039,875,416	12,359,664,920	20,404,882,881
Employees	Salaries	KRW	142,759,265,000	152,103,679,000	140,964,817,818
	Employee benefits	KRW	18,753,007,000	19,926,138,000	22,719,314,586
Partner companies	Raw material expense	KRW	73,875,308,361	82,586,026,792	104,054,774,025
	Outsourcing expense	KRW	15,327,664,245	13,911,921,937	21,840,953,105
Government & local communities	Income tax	KRW	4,527,303,644	4,092,657,221	5,990,312,451
	CSR expenditures	KRW	972,161,336	2,390,176,340	2,336,802,000



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Environmental Management Performance

GHG Management

Category	Unit	2022	2023	2024
GHG emissions (Scope 1)	tCO ₂ eq	6,790	8,472	8,301
GHG emissions (Scope 2)	tCO ₂ eq	15,585	19,967	20,169
GHG emissions (Scope 3)	tCO ₂ eq	809	789	9,081
Total	tCO ₂ eq	23,184	29,228	37,553
GHG intensity	tCO ₂ eq/KRW 100 million	3.6	4.8	5.9

Energy Management

Category	Unit	2022	2023	2024
Energy consumption	TJ	492	597	608
Energy intensity	TJ/KRW 100 million	0.08	0.1	0.09

Waste Management

Category	Unit	2022	2023	2024
Designated waste	ton	58.9	33.0	147.0
Medical waste	ton	25.3	9.8	24.5
Construction waste	ton	68.0	-	-
General waste	ton	664.6	767.2	724.3
Volume of waste generated	ton	816.8	810.1	895.8
Volume of waste recycled	ton	665.7	644.6	600.1
Waste treatment volume	ton	151.1	165.7	295.7
Waste recycling rate	%	81.5	79.6	82.8

Compliance Management

Category	Unit	2022	2023	2024
No. of violations	case	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of environmental regulations

Water Management

Category	Unit	2022	2023	2024
Water intake(municipal supply)	ton	159,480	175,950	182,124
Water intake(groundwater)	ton	16,562	15,642	16,290
Water intake(others)	ton	-	-	-
Total	ton	176,042	191,597	198,414
Amount of water recycled & reused	ton	20,484	16,314	12,372
Water recycling rate	%	10.4	7.8	5.8
Wastewater discharge	ton	131,267	130,913	160,849
Water consumption	ton	65,259	76,993	46,973

Certification Management

Category	Unit	2022	2023	2024
No. of ISO 14001 Environmental Management System Certifications	case	2	4	4

Safety Management Performance

Safety Management

Category	Unit	2022	2023	2024
Occupational Accident Fatalities	person	0	0	0
Occupational Injury Cases	person	2	2	2
Recordable Occupational Injuries Involving Employees	person	20	7	21
No. of Serious Industrial Accidents Among Employees	case	0	0	0
No. of Occupational Disease Cases Among Employees	case	0	0	0



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Employee Status

Category		Unit	2022	2023	2024
No. of employees		person	1,660	1,680	1,695
Type of employment	Full-time	person	1,621	1,647	1,667
	Male	person	1,147	1,134	1,144
	Female	person	474	513	523
	Part time	person	39	33	28
	Male	person	33	21	18
	Female	person	6	12	10
Gender	Male	person	1,180	1,155	1,162
	Female	person	480	525	533
Age	Aged Below 30	person	323	350	311
	Aged 30 to under 50	person	1,166	1,165	1,193
	Aged 50 and Above	person	171	165	191

* Part-time employees: Contract-based staff and executives

** Workers not classified as employees (e.g., security, cleaning, kitchen staff): A total of 150 individuals in 2024 (51 men, 99 women)

Recruitment and Turnover

Category			Unit	2022	2023	2024
Total New Hires			person	130	158	101
New	Gender	Male	person	86	73	68
		Female	person	44	85	33
	Age	Aged Below 30	person	99	115	62
		Aged 30 to under 50	person	29	42	36
		Aged 50 and Above	person	2	1	3
Total Employee Turnover (Voluntary and Involuntary)			person	129	83	121
Turnover	Gender	Male	person	79	46	79
		Female	person	50	37	42
	Age	Aged Below 30	person	45	35	31
		Aged 30 to under 50	person	67	40	54
		Aged 50 and Above	person	17	8	36
	Turnover rate	Voluntary	%	6.7	4.9	8.5
Involuntary		%	1.2	4.0	5.8	
Years of Service	Average Employee Tenure		year	12.0	11.9	12.2

Employee Diversity

Category		Unit	2022	2023	2024
Female	Female executives	person	3	2	2
	Female managers	person	19	16	18
	Percentage of Female Employees	%	28.9	31.3	31.4
Handicapped	Total	person	29	22	23
	Percentage	%	1.7	1.3	1.4
Foreigners	Total	person	10	9	9
	Percentage	%	0.6	0.5	0.5
Veterans	Total	person	55	37	40
	Percentage	%	3.3	2.2	2.4

Parental Leave

Category		Unit	2022	2023	2024
No. of Employees Eligible for Parental Leave	Male	person	298	301	280
	Female	person	109	118	117
	Sub-total	person	407	419	397
No. of Parental Leave Takers	Male	person	11	14	10
	Female	person	19	39	26
	Sub-total	person	30	53	36
No. of Parental Leave Returnees	Male	person	7	10	7
	Female	person	20	19	19
	Sub-total	person	27	29	26
Percentage of Parental leave returnees	Male	%	-	-	87.5
	Female	%	-	-	86.4
	Sub-total	%	-	-	86.7
No. of Employees Retained for Over 12 Months After Returning from Leave	Male	person	0	6	8
	Female	person	4	20	17
	Sub-total	person	4	26	25
Retention Rate 12 Months After Returning to Work	Male	%	-	-	80.0
	Female	%	-	-	89.5
	Sub-total	%	-	-	86.2



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Training / Performance Evaluation / Compensation

Category		Unit	2022	2023	2024
Training	Total hours of training	Hour	34,250	46,344	56,318
	Average training hours per person	Hour/person	20.6	27.6	33.2
	Total cost of training	KRW	518,280,701	1,126,182,000	466,490,909
	Average training cost per person	KRW/person	312,217	670,346	275,216
Performance evaluation	No. of Employees Who Received Regular Performance Evaluations	Person	1,466	1,505	1,526
	Percentage of Employees Who Received Regular Performance Evaluations	%	88.3	89.6	90.0
Compensation	Average annual salary of male employees	KRW	76,430,891	84,691,177	86,256,030
	Average annual salary of female employees	KRW	54,689,114	58,002,361	62,302,741
	Ratio of Average Female Salary to Average Male Salary	%	71.6	68.5	72.2

Human Rights – Grievance Handling and Legal Violations

Category	Unit	2022	2023	2024
No. of Human Rights Grievances Received	case	4	1	4
No. of Human Rights Grievances Resolved	case	4	1	4
No. of Disciplinary Actions by the Human Rights Committee	case	2	0	0
No. of Violations of Human Rights and Labor-Related Regulations*	case	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of human rights or labor regulations

Sustainable Value Chain

Category		Unit	2022	2023	2024
Contribution to the Local Community	Amount of Social Contribution ¹⁾	KRW	972,161,000	2,390,176,000	2,336,802,000
	Ratio of Social Contribution to Operating Profit	%	3.2	7.3	7.2
	Social Contribution Beneficiaries	person	570	617	38,549
R&D	Ratio of R&D Spending to Sales Revenue	%	13.6	15.5	15.0
Supply Chain Management	No. of Signed Supplier Code of Conduct Compliance Agreements ²⁾	suppliers	–	–	24

1) Social Contribution Amount = Other donations as recorded in the income statement

2) Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

Violations of Customer Health and Safety Regulations

Category		Unit	2022	2023	2024
Violations of Customer Health and Safety Regulations	No. of Fines Imposed Due to Regulatory Non-Compliance	case	0	0	0
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	0	0	0
	Total	case	0	0	0

Violations of Marketing and Labeling Regulations

Category		Unit	2022	2023	2024
No. of Non-Compliance Cases Related to Product and Service Information and Labeling	No. of Fines Imposed for Regulatory Non-Compliance	case	0	0	0
	No. of Warnings Issued for Regulatory Non-Compliance	case	1	0	0
	Total	case	1	0	0
No. of Non-Compliance Cases Related to Marketing Communications	No. of Fines Imposed Due to Regulatory Non-Compliance	case	0	0	0
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	0	2	2
	Total	case	0	2	2



Group Affiliates' Social Responsibility Management Performance

Dong-A ST

Dong-A
Pharmaceutical

STgen Bio

Dong-A Otsuka

Yongma Logis

Soo Seok

DONGCHEONSU

ABEN Engineering &
Construction

Korea Sinto

DA Information

DONG-A CHAMMED

Financial Performance

Category	Unit	2022	2023	2024
Total assets	KRW	331,438,972,311	349,944,749,555	379,953,486,961
Total liabilities	KRW	161,470,208,794	163,603,676,795	170,189,585,053
Total shareholders' equity	KRW	169,968,763,517	186,341,072,760	209,763,901,908
Sales	KRW	543,014,296,400	631,026,431,724	678,667,178,112
Operating profit	KRW	67,140,944,302	79,593,744,098	85,200,137,772
Operating profit margin	%	12.4	12.6	12.6

Creation and Distribution of Economic Value

Category		Unit	2022	2023	2024
Creation of economic value	Sales	KRW	543,014,296,400	631,026,431,724	678,667,178,112
Shareholders & investors	Dividend	KRW	36,000,000,000	40,200,000,000	41,040,000,000
	Interest expense	KRW	1,677,364,441	3,167,142,588	1,910,951,915
Employees	Salaries	KRW	87,129,722,274	89,880,171,334	95,319,669,859
	Employee benefits	KRW	11,246,799,320	13,737,651,691	15,108,527,123
Partner companies	Raw material expense	KRW	117,951,125,930	124,030,535,399	130,616,233,864
	Outsourcing expense	KRW	60,321,526,136	77,051,784,027	87,166,038,965
Government & local communities	Income tax	KRW	11,060,172,568	14,230,332,657	15,448,407,245
	CSR expenditures	KRW	1,989,231,680	539,324,405	690,296,868



Group Affiliates' Social Responsibility Management Performance

Dong-A ST

Dong-A
Pharmaceutical

STgen Bio

Dong-A Otsuka

Yongma Logis

Soo Seok

DONGCHEONSU

ABEN Engineering &
Construction

Korea Sinto

DA Information

DONG-A CHAMMED

Environmental Management Performance

GHG Management

Category	Unit	2022	2023	2024
GHG emissions (Scope 1)	tCO ₂ eq	3,449	4,611	4,686
GHG emissions (Scope 2)	tCO ₂ eq	11,715	11,008	11,195
GHG emissions (Scope 3)	tCO ₂ eq	378	694	3,477
Total	tCO ₂ eq	15,542	16,313	19,359
GHG intensity	tCO ₂ eq/KRW 100 million	2.9	2.6	2.9

Energy Management

Category	Unit	2022	2023	2024
Energy consumption	TJ	331	350	358
Energy intensity	TJ/KRW 100 million	0.061	0.055	0.053
Renewable energy (solar power)	TJ	-	-	6.555 ¹⁾

1) Solar energy generation at Cheonan Plant: 0.985 TJ, Solar energy generation at Dangjin Plant: 5.57 TJ

Waste Management

Category	Unit	2022	2023	2024
Designated waste	ton	83.9	31.8	70.9
Medical waste	ton	8.9	9.5	11.2
Construction waste	ton	177.9	281.2	496.5
General waste	ton	270.8	322.6	578.6
Volume of waste generated	ton	155.0	100.1	245.8
Volume of waste recycled	ton	115.8	222.5	333.9
Waste treatment volume	%	57.2	31.0	42.5

Compliance Management

Category	Unit	2022	2023	2024
No. of violations	case	0	3	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of environmental regulations

Water Management

Category	Unit	2022	2023	2024
Water intake(municipal supply)	ton	27,326	340,704	374,084
Water intake(groundwater)	ton	38,644	49,943	53,824
Water intake(others)	ton	-	-	-
Total	ton	310,677	390,647	427,908
Amount of water recycled & reused	ton	2,856	7,329	13,243
Water recycling rate	%	0.9	1.8	3.0
Wastewater discharge	ton	273,945	271,496	325,459
Water consumption	ton	39,587	126,480	115,692

Certification Management

Category	Unit	2022	2023	2024
No. of ISO 14001 Environmental Management System Certifications	case	3	4	4

Safety Management Performance

Safety Management

Category	Unit	2022	2023	2024
Occupational Accident Fatalities	person	0	0	0
Occupational Injury Cases	person	4	5	5
Recordable Occupational Injuries Involving Employees	person	3	5	16
No. of Serious Industrial Accidents Among Employees	case	0	0	0
No. of Occupational Disease Cases Among Employees	case	0	0	0



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Employee Status

Category			Unit	2022	2023	2024
No. of employees			person	922	985	1,025
Type of employment	Full-time		person	895	957	999
	Male		person	708	755	779
	Female		person	187	202	220
	Part time		person	27	28	26
	Male		person	23	20	16
	Female		person	4	8	10
Gender	Male		person	731	775	795
	Female		person	191	210	230
Age	Aged Below 30		person	199	213	146
	Aged 30 to under 50		person	582	630	732
	Aged 50 and Above		person	141	142	147

* Part-time employees: Contract-based staff and executives

Recruitment and Turnover

Category			Unit	2022	2023	2024
Total New Hires			person	76	133	148
New	Gender	Male	person	50	94	102
		Female	person	26	39	46
	Age	Aged Below 30	person	42	86	70
		Aged 30 to under 50	person	34	47	78
		Aged 50 and Above	person	0	0	0
Total Employee Turnover (Voluntary and Involuntary)			person	115	65	99
Turnover	Gender	Male	person	68	41	69
		Female	person	47	24	30
	Age	Aged Below 30	person	37	35	29
		Aged 30 to under 50	person	39	30	51
		Aged 50 and Above	person	39	0	19
	Turnover rate	Voluntary	%	6.9	6.8	4.4
Involuntary		%	5.7	7.1	5.4	
Years of Service	Average Employee Tenure		year	11.3	10.5	10.2

Employee Diversity

Category		Unit	2022	2023	2024
Female	Female executives	person	1	1	1
	Female managers	person	10	11	14
	Percentage of Female Employees	%	20.7	21.3	22.4
Handicapped	Total	person	5	6	3
	Percentage	%	0.5	0.6	0.3
Foreigners	Total	person	2	2	3
	Percentage	%	0.2	0.2	0.3
Veterans	Total	person	14	13	14
	Percentage	%	1.5	1.3	1.4

Parental Leave

Category		Unit	2022	2023	2024
No. of Employees Eligible for Parental Leave	Male	person	180	189	254
	Female	person	38	38	66
	Sub-total	person	218	227	320
No. of Parental Leave Takers	Male	person	5	8	3
	Female	person	16	25	28
	Sub-total	person	21	33	31
No. of Parental Leave Returnees	Male	person	6	6	1
	Female	person	5	12	13
	Sub-total	person	11	18	14
Percentage of Parental leave returnees	Male	%	-	-	50
	Female	%	-	-	100
	Sub-total	%	-	-	93
No. of Employees Retained for Over 12 Months After Returning from Leave	Male	person	2	3	6
	Female	person	3	4	10
	Sub-total	person	5	7	16
Retention Rate 12 Months After Returning to Work	Male	%	-	-	100
	Female	%	-	-	83.0
	Sub-total	%	-	-	89.0



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Training / Performance Evaluation / Compensation

Category		Unit	2022	2023	2024
Training	Total hours of training	Hour	10,952	25,937	22,001
	Average training hours per person	Hour/person	11.9	26.3	21.5
	Total cost of training	KRW	184,226,142	380,771,477	196,638,138
	Average training cost per person	KRW/person	199,811	386,570	191,842
Performance evaluation	No. of Employees Who Received Regular Performance Evaluations	Person	818	878	950
	Percentage of Employees Who Received Regular Performance Evaluations	%	88.7	89.1	92.7
Compensation	Average annual salary of male employees	KRW	78,829,667	79,354,220	63,353,630
	Average annual salary of female employees	KRW	55,818,490	56,624,571	58,519,480
	Ratio of Average Female Salary to Average Male Salary	%	70.8	71.4	92.4

Human Rights – Grievance Handling and Legal Violations

Category	Unit	2022	2023	2024
No. of Human Rights Grievances Received	case	1	0	0
No. of Human Rights Grievances Resolved	case	1	0	0
No. of Disciplinary Actions by the Human Rights Committee	case	0	0	0
No. of Violations of Human Rights and Labor-Related Regulations*	case	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of Human Rights regulations

Sustainable Value Chain

Category		Unit	2022	2023	2024
Contribution to the Local Community	Amount of Social Contribution ¹⁾	KRW	1,989,231,680	539,324,405	690,296,868
	Ratio of Social Contribution to Operating Profit	%	3.0	0.7	0.8
	Social Contribution Beneficiaries	person	760,556	590,873	426,392
R&D	Ratio of R&D Spending to Sales Revenue	%	1.1	1.2	1.3
Supply Chain Management	No. of Signed Supplier Code of Conduct Compliance Agreements ²⁾	suppliers	-	-	0

1) Social Contribution Amount = Other donations as recorded in the income statement

2) Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

Violations of Customer Health and Safety Regulations

Category		Unit	2022	2023	2024
Violations of Customer Health and Safety Regulations	No. of Fines Imposed Due to Regulatory Non-Compliance	case	0	2	0
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	0	0	0
	Total	case	0	2	0

Violations of Marketing and Labeling Regulations

Category		Unit	2022	2023	2024
No. of Non-Compliance Cases Related to Product and Service Information and Labeling	No. of Fines Imposed for Regulatory Non-Compliance	case	0	0	0
	No. of Warnings Issued for Regulatory Non-Compliance	case	1	0	1
	Total	case	1	0	1
No. of Non-Compliance Cases Related to Marketing Communications	No. of Fines Imposed Due to Regulatory Non-Compliance	case	0	0	0
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	0	0	0
	Total	case	0	0	0



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Financial Performance

Category	Unit	2022	2023	2024
Total assets	KRW	143,550,610,849	155,071,349,809	167,027,053,140
Total liabilities	KRW	69,744,625,433	91,104,219,769	104,487,392,605
Total shareholders' equity	KRW	73,805,985,416	63,967,130,040	62,539,660,535
Sales	KRW	27,865,314,936	51,446,552,709	58,863,780,570
Operating profit	KRW	-15,692,051,836	-6,437,734,600	1,745,511,970
Operating profit margin	%	-56.3	-12.5	3.0

Creation and Distribution of Economic Value

Category		Unit	2022	2023	2024
Creation of economic value	Sales	KRW	27,865,314,936	51,446,552,709	58,863,780,570
Shareholders & investors	Dividend	KRW	0	0	0
	Interest expense	KRW	1,559,201,013	2,208,451,146	3,410,456,459
Employees	Salaries	KRW	15,233,363,535	18,268,552,055	24,408,345,900
	Employee benefits	KRW	2,251,702,282	2,973,880,281	3,837,155,589
Partner companies	Raw material expense	KRW	5,650,996,717	8,422,966,802	15,953,717,991
	Outsourcing expense	KRW	4,086,492,224	4,340,758,827	5,483,541,402
Government & local communities	Income tax	KRW	0	0	0
	CSR expenditures	KRW	7,449,968	9,068,311	0



Group Affiliates' Social Responsibility Management Performance

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Environmental Management Performance

GHG Management

Category	Unit	2022	2023	2024
GHG emissions (Scope 1)	tCO ₂ eq	2,033	1,981	2,477
GHG emissions (Scope 2)	tCO ₂ eq	5,858	6,127	7,458
GHG emissions (Scope 3)	tCO ₂ eq	112	72	1,854
Total	tCO ₂ eq	8,003	8,180	11,790
GHG intensity	tCO ₂ eq/KRW 100 million	28.7	15.9	20.0

Energy Management

Category	Unit	2022	2023	2024
Energy consumption	TJ	161	166	204
Energy intensity	TJ/KRW 100 million	0.58	0.32	0.35

Waste Management

Category	Unit	2022	2023	2024
Designated waste	ton	6.2	17.0	8.0
Medical waste	ton	27.1	42.0	58.0
Construction waste	ton	65.6	104.0	153.0
General waste	ton	98.8	163.0	219.0
Volume of waste generated	ton	-	-	-
Volume of waste recycled	ton	98.8	163.0	219.0
Waste treatment volume	%	0.0	0.0	0.0

Compliance Management

Category	Unit	2022	2023	2024
No. of violations	case	1	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of environmental regulations

Water Management

Category	Unit	2022	2023	2024
Water intake(municipal supply)	ton	62,968	72,675	90,430
Water intake(groundwater)	ton	-	-	-
Water intake(others)	ton	-	-	-
Total	ton	62,968	72,675	90,430
Amount of water recycled & reused	ton	-	-	-
Water recycling rate	%	0.0	0.0	0.0
Wastewater discharge	ton	40,121	45,954	48,718
Water consumption	ton	22,847	27,081	41,712

Certification Management

Category	Unit	2022	2023	2024
No. of ISO 14001 Environmental Management System Certifications	case	1	1	1

Safety Management Performance

Safety Management

Category	Unit	2022	2023	2024
Occupational Accident Fatalities	person	0	0	0
Occupational Injury Cases	person	1	1	0
Recordable Occupational Injuries Involving Employees	person	0	0	4
No. of Serious Industrial Accidents Among Employees	case	0	0	0
No. of Occupational Disease Cases Among Employees	case	0	0	0



Group Affiliates' Social Responsibility Management Performance

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Employee Status

Category			Unit	2022	2023	2024
No. of employees			person	224	320	381
Type of employment	Full-time		person	212	301	322
	Male		person	143	199	215
	Female		person	69	102	107
	Part time		person	12	19	59
	Male		person	7	11	36
	Female		person	5	8	23
Gender	Male		person	150	210	251
	Female		person	74	110	130
Age	Aged Below 30		person	103	165	217
	Aged 30 to under 50		person	116	150	159
	Aged 50 and Above		person	5	5	5

* Part-time employees: Contract-based staff and executives

Recruitment and Turnover

Category			Unit	2022	2023	2024
Total New Hires			person	40	133	119
New	Gender	Male	person	24	83	65
		Female	person	16	50	54
	Age	Aged Below 30	person	25	105	102
		Aged 30 to under 50	person	14	28	17
		Aged 50 and Above	person	1	0	0
Total Employee Turnover (Voluntary and Involuntary)			person	46	56	87
Turnover	Gender	Male	person	25	38	54
		Female	person	21	18	33
	Age	Aged Below 30	person	33	41	59
		Aged 30 to under 50	person	11	15	27
		Aged 50 and Above	person	2	0	1
	Turnover rate	Voluntary	%	18.2	42.0	21.0
Involuntary		%	2.2	0.7	3.7	
Years of Service	Average Employee Tenure		year	4.4	3.6	3.7

Employee Diversity

Category		Unit	2022	2023	2024
Female	Female executives	person	1	1	1
	Female managers	person	1	2	4
	Percentage of Female Employees	%	33.0	34.4	34.1
Handicapped	Total	person	0	5	5
	Percentage	%	0.0	1.6	1.3
Foreigners	Total	person	0	3	3
	Percentage	%	0.0	0.9	0.8
Veterans	Total	person	4	4	5
	Percentage	%	1.8	1.3	1.3

Parental Leave

Category		Unit	2022	2023	2024
No. of Employees Eligible for Parental Leave	Male	person	28	37	35
	Female	person	5	4	4
	Sub-total	person	33	41	39
No. of Parental Leave Takers	Male	person	0	5	3
	Female	person	1	2	1
	Sub-total	person	1	7	4
No. of Parental Leave Returnees	Male	person	0	2	3
	Female	person	0	1	2
	Sub-total	person	0	3	5
Percentage of Parental leave returnees	Male	%	-	-	100
	Female	%	-	-	100
	Sub-total	%	-	-	100
No. of Employees Retained for Over 12 Months After Returning from Leave	Male	person	0	0	1
	Female	person	1	0	0
	Sub-total	person	1	0	1
Retention Rate 12 Months After Returning to Work	Male	%	-	-	50
	Female	%	-	-	0
	Sub-total	%	-	-	33.3



Group Affiliates' Social Responsibility Management Performance

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Training / Performance Evaluation / Compensation

Category		Unit	2022	2023	2024
Training	Total hours of training	Hour	3,013	4,682	6,083
	Average training hours per person	Hour/person	13.5	14.6	16.0
	Total cost of training	KRW	60,211,142	85,783,355	68,718,650
	Average training cost per person	KRW/person	268,800	268,073	180,364
Performance evaluation	No. of Employees Who Received Regular Performance Evaluations	Person	197	200	277
	Percentage of Employees Who Received Regular Performance Evaluations	%	87.9	62.5	72.7
Compensation	Average annual salary of male employees	KRW	62,173,941	49,781,264	48,030,946
	Average annual salary of female employees	KRW	53,521,612	46,659,420	45,695,596
	Ratio of Average Female Salary to Average Male Salary	%	86.1	93.7	95.1

Human Rights – Grievance Handling and Legal Violations

Category	Unit	2022	2023	2024
No. of Human Rights Grievances Received	case	0	7	0
No. of Human Rights Grievances Resolved	case	0	7	0
No. of Disciplinary Actions by the Human Rights Committee	case	0	2	0
No. of Violations of Human Rights and Labor-Related Regulations*	case	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of human rights or labor regulations

Sustainable Value Chain

Category		Unit	2022	2023	2024
Contribution to the Local Community	Amount of Social Contribution ¹⁾	KRW	7,449,968	9,068,311	0
	Ratio of Social Contribution to Operating Profit	%	0.0	-0.1	0.0
	Social Contribution Beneficiaries	person	60	690	115
R&D	Ratio of R&D Spending to Sales Revenue	%	-	-	7.2
Supply Chain Management	No. of Signed Supplier Code of Conduct Compliance Agreements ²⁾	suppliers	-	-	56

1) Social Contribution Amount = Other donations as recorded in the income statement

2) Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

Violations of Customer Health and Safety Regulations

Category		Unit	2022	2023	2024
Violations of Customer Health and Safety Regulations	No. of Fines Imposed Due to Regulatory Non-Compliance	case	0	0	0
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	0	0	0
	Total	case	0	0	0

Violations of Marketing and Labeling Regulations

Category		Unit	2022	2023	2024
No. of Non-Compliance Cases Related to Product and Service Information and Labeling	No. of Fines Imposed for Regulatory Non-Compliance	case	0	0	0
	No. of Warnings Issued for Regulatory Non-Compliance	case	0	0	0
	Total	case	0	0	0
No. of Non-Compliance Cases Related to Marketing Communications	No. of Fines Imposed Due to Regulatory Non-Compliance	case	-	-	-
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	-	-	-
	Total	case	-	-	-



Group Affiliates' Social Responsibility Management Performance

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Financial Performance

Category	Unit	2022	2023	2024
Total assets	KRW	264,753,016,941	260,388,501,403	278,186,802,258
Total liabilities	KRW	89,677,168,886	68,850,353,832	75,751,273,724
Total shareholders' equity	KRW	175,075,848,055	191,538,147,571	202,435,528,534
Sales	KRW	341,845,548,834	349,719,123,249	382,139,449,021
Operating profit	KRW	20,201,606,584	28,096,385,495	28,025,705,175
Operating profit margin	%	5.9	8.0	7.3

Creation and Distribution of Economic Value

Category		Unit	2022	2023	2024
Creation of economic value	Sales	KRW	341,845,548,834	349,719,123,249	382,139,449,021
Shareholders & investors	Dividend	KRW	4,620,000,000	7,920,000,000	5,280,000,000
	Interest expense	KRW	309,021,852	480,175,602	163,231,130
Employees	Salaries	KRW	68,939,909,136	69,884,409,827	73,361,818,663
	Employee benefits	KRW	8,509,977,529	8,875,764,310	9,320,195,271
Partner companies	Raw material expense	KRW	156,683,244,089	132,065,643,839	151,803,981,746
	Outsourcing expense	KRW	7,785,822,736	7,558,178,646	8,288,235,113
Government & local communities	Income tax	KRW	4,784,514,417	5,973,099,289	6,219,245,019
	CSR expenditures	KRW	139,330,693	188,612,101	181,159,337



Group Affiliates' Social Responsibility Management Performance

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Environmental Management Performance

Waste Management

Category	Unit	2022	2023	2024
Designated waste	ton	18.7	6.0	4.5
Medical waste	ton	-	-	-
Construction waste	ton	554.7	1,292.0	1,316.9
General waste	ton	573.4	1,298.0	1,321.4
Volume of waste generated	ton	267.0	1,239.0	1,303.5
Volume of waste recycled	ton	60.6	59.0	17.8
Waste treatment volume	%	46.6	95.5	98.7

Compliance Management

Category	Unit	2022	2023	2024
No. of violations	case	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of environmental regulations

Water Management

Category	Unit	2022	2023	2024
Water intake(municipal supply)	ton	533,186	488,453	638,520
Water intake(groundwater)	ton	-	-	-
Water intake(others)	ton	212,005	183,965	72,630
Total	ton	745,191	672,418	711,650
Amount of water recycled & reused	ton	10,800	10,800	22,701
Water recycling rate	%	3.2	4.0	6.8
Wastewater discharge	ton	415,760	413,913	401,896
Water consumption	ton	340,231	269,305	331,955

Certification Management

Category	Unit	2022	2023	2024
No. of ISO 14001 Environmental Management System Certifications	case	3	3	3

Safety Management Performance

Safety Management

Category	Unit	2022	2023	2024
Occupational Accident Fatalities	person	0	0	0
Occupational Injury Cases	person	6	5	7
Recordable Occupational Injuries Involving Employees	person	8	7	8
No. of Serious Industrial Accidents Among Employees	case	0	0	0
No. of Occupational Disease Cases Among Employees	case	0	0	0



Group Affiliates' Social Responsibility Management Performance

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Employee Status

Category		Unit	2022	2023	2024
No. of employees		person	867	862	877
Type of employment	Full-time	person	850	844	857
	Male	person	810	802	814
	Female	person	40	42	43
	Part time	person	17	18	20
	Male	person	13	14	14
	Female	person	4	4	6
Gender	Male	person	823	816	828
	Female	person	44	46	49
Age	Aged Below 30	person	137	115	113
	Aged 30 to under 50	person	569	577	575
	Aged 50 and Above	person	161	170	189

* Part-time employees: Contract-based staff and executives

Recruitment and Turnover

Category			Unit	2022	2023	2024
Total New Hires			person	66	55	65
New	Gender	Male	person	59	43	59
		Female	person	7	12	6
	Age	Aged Below 30	person	51	39	45
		Aged 30 to under 50	person	15	13	17
		Aged 50 and Above	person	0	3	3
Total Employee Turnover (Voluntary and Involuntary)			person	74	56	73
Turnover	Gender	Male	person	64	47	67
		Female	person	10	9	6
	Age	Aged Below 30	person	34	12	14
		Aged 30 to under 50	person	29	35	34
		Aged 50 and Above	person	11	9	25
	Turnover rate	Voluntary	%	7.3	4.9	6.3
		Involuntary	%	1.3	1.6	2.1
Years of Service	Average Employee Tenure		year	10.9	12.9	13.0

Employee Diversity

Category		Unit	2022	2023	2024
Female	Female executives	person	1	1	1
	Female managers	person	0	1	1
	Percentage of Female Employees	%	5.1	5.3	5.6
Handicapped	Total	person	20	20	20
	Percentage	%	2.3	2.3	2.3
Foreigners	Total	person	0	0	0
	Percentage	%	0.0	0.0	0.0
Veterans	Total	person	19	19	17
	Percentage	%	2.2	2.2	1.9

Parental Leave

Category		Unit	2022	2023	2024
No. of Employees Eligible for Parental Leave	Male	person	177	168	165
	Female	person	6	6	8
	Sub-total	person	183	174	173
No. of Parental Leave Takers	Male	person	9	8	5
	Female	person	3	4	2
	Sub-total	person	12	12	7
No. of Parental Leave Returnees	Male	person	6	3	4
	Female	person	1	1	2
	Sub-total	person	7	4	6
Percentage of Parental leave returnees	Male	%	-	-	57
	Female	%	-	-	100
	Sub-total	%	-	-	67
No. of Employees Retained for Over 12 Months After Returning from Leave	Male	person	3	5	3
	Female	person	2	1	1
	Sub-total	person	5	6	4
Retention Rate 12 Months After Returning to Work	Male	%	-	-	100
	Female	%	-	-	100
	Sub-total	%	-	-	100



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Training / Performance Evaluation / Compensation

Category		Unit	2022	2023	2024
Training	Total hours of training	Hour	62,383	62,261	64,981
	Average training hours per person	Hour/person	72.0	72.2	74.1
	Total cost of training	KRW	251,578,214	275,994,881	39,067,859
	Average training cost per person	KRW/person	290,171	320,180	44,547
Performance evaluation	No. of Employees Who Received Regular Performance Evaluations	Person	320	339	670
	Percentage of Employees Who Received Regular Performance Evaluations	%	36.9	39.3	76.4
Compensation	Average annual salary of male employees	KRW	63,045,437	67,417,084	71,010,822
	Average annual salary of female employees	KRW	37,618,297	41,778,350	46,329,158
	Ratio of Average Female Salary to Average Male Salary	%	59.7	62.0	65.2

Human Rights – Grievance Handling and Legal Violations

Category	Unit	2022	2023	2024
No. of Human Rights Grievances Received	case	0	25	25
No. of Human Rights Grievances Resolved	case	0	25	25
No. of Disciplinary Actions by the Human Rights Committee	case	0	1	0
No. of Violations of Human Rights and Labor-Related Regulations*	case	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of human rights or labor regulations

Sustainable Value Chain

Category		Unit	2022	2023	2024
Contribution to the Local Community	Amount of Social Contribution ¹⁾	KRW	139,330,693	188,612,101	181,159,337
	Ratio of Social Contribution to Operating Profit	%	0.7	0.7	0.6
	Social Contribution Beneficiaries	person	64,893	75,890	121,768
R&D	Ratio of R&D Spending to Sales Revenue	%	0.02	0.02	0.02
Supply Chain Management	No. of Signed Supplier Code of Conduct Compliance Agreements ²⁾	suppliers	-	-	0

1) Social Contribution Amount = Other donations as recorded in the income statement

2) Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

Violations of Customer Health and Safety Regulations

Category		Unit	2022	2023	2024
Violations of Customer Health and Safety Regulations	No. of Fines Imposed Due to Regulatory Non-Compliance	case	0	0	0
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	0	0	0
	Total	case	0	0	0

Violations of Marketing and Labeling Regulations

Category		Unit	2022	2023	2024
No. of Non-Compliance Cases Related to Product and Service Information and Labeling	No. of Fines Imposed for Regulatory Non-Compliance	case	0	0	0
	No. of Warnings Issued for Regulatory Non-Compliance	case	0	0	0
	Total	case	0	0	0
No. of Non-Compliance Cases Related to Marketing Communications	No. of Fines Imposed Due to Regulatory Non-Compliance	case	0	0	0
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	0	0	0
	Total	case	0	0	0



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seek	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Financial Performance

Category	Unit	2022	2023	2024
Total assets	KRW	235,900,459,105	308,616,620,478	322,072,190,089
Total liabilities	KRW	113,460,261,341	180,683,117,908	188,950,731,155
Total shareholders' equity	KRW	122,440,197,764	127,933,502,570	133,121,458,934
Sales	KRW	345,326,410,578	355,913,491,862	400,425,580,760
Operating profit	KRW	6,580,858,567	13,721,331,632	19,020,021,611
Operating profit margin	%	1.9	3.9	4.7

Creation and Distribution of Economic Value

Category		Unit	2022	2023	2024
Creation of economic value	Sales	KRW	345,326,410,578	355,913,491,862	400,425,580,760
Shareholders & investors	Dividend	KRW	2,490,000,000	1,660,000,000	1,660,000,000
	Interest expense	KRW	2,230,464,964	4,488,949,899	5,971,438,744
Employees	Salaries	KRW	37,320,203,065	39,547,636,406	49,404,209,844
	Employee benefits	KRW	6,990,936,548	7,536,495,541	10,415,220,469
Partner companies	Raw material expense	KRW	242,751,343,919	239,355,019,109	262,075,369,098
	Outsourcing expense	KRW	51,248,888,036	55,000,183,074	60,934,348,394
Government & local communities	Income tax	KRW	2,056,854,718	1,650,555,378	2,848,096,322
	CSR expenditures	KRW	32,265,468	20,091,266	0



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Environmental Management Performance

GHG Management

Category	Unit	2022	2023	2024
GHG emissions (Scope 1)	tCO ₂ eq	10,990	1,336	1,064
GHG emissions (Scope 2)	tCO ₂ eq	1,983	2,066	2,178
GHG emissions (Scope 3)	tCO ₂ eq	168	332	35
Total	tCO ₂ eq	13,141	3,734	3,279
GHG intensity	tCO ₂ eq/KRW 100 million	3.8	1.0	0.8

Energy Management

Category	Unit	2022	2023	2024
Energy consumption	TJ	191	62	61
Energy intensity	TJ/KRW 100 million	0.06	0.02	0.02

Waste Management

Category	Unit	2022	2023	2024
Designated waste	ton	-	-	-
Medical waste	ton	-	-	-
Construction waste	ton	-	-	-
General waste	ton	-	-	-
Volume of waste generated	ton	-	-	-
Volume of waste recycled	ton	-	-	-
Waste treatment volume	ton	-	-	-
Waste recycling rate	%	-	-	-

Compliance Management

Category	Unit	2022	2023	2024
No. of violations	case	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of environmental regulations

Water Management

Category	Unit	2022	2023	2024
Water intake(municipal supply)	ton	6,000	6,137	7,104
Water intake(groundwater)	ton	-	-	-
Water intake(others)	ton	-	-	-
Total	ton	6,000	6,137	7,104
Amount of water recycled & reused	ton	-	-	-
Water recycling rate	%	0.0	0.0	0.0
Wastewater discharge	ton	-	-	-
Water consumption	ton	6,000	6,137	7,104

Certification Management

Category	Unit	2022	2023	2024
No. of ISO 14001 Environmental Management System Certifications	case	0	2	2

Safety Management Performance

Safety Management

Category	Unit	2022	2023	2024
Occupational Accident Fatalities	person	0	0	0
Occupational Injury Cases	person	2	2	0
Recordable Occupational Injuries Involving Employees	person	1	0	1
No. of Serious Industrial Accidents Among Employees	case	0	0	0
No. of Occupational Disease Cases Among Employees	case	0	0	0



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Employee Status

Category		Unit	2022	2023	2024
No. of employees		person	642	715	783
Type of employment	Full-time	person	635	709	767
	Male	person	563	640	688
	Female	person	72	69	79
	Part time	person	7	6	16
	Male	person	7	6	14
	Female	person	0	0	2
Gender	Male	person	570	646	702
	Female	person	72	69	81
Age	Aged Below 30	person	187	183	189
	Aged 30 to under 50	person	350	427	486
	Aged 50 and Above	person	105	105	108

* Part-time employees: Contract-based staff and executives

Recruitment and Turnover

Category			Unit	2022	2023	2024
Total New Hires			person	201	199	207
New	Gender	Male	person	164	173	168
		Female	person	37	26	39
	Age	Aged Below 30	person	116	86	71
		Aged 30 to under 50	person	57	85	93
		Aged 50 and Above	person	28	28	43
Total Employee Turnover (Voluntary and Involuntary)			person	133	118	148
Turnover	Gender	Male	person	107	99	119
		Female	person	26	19	29
	Age	Aged Below 30	person	56	46	24
		Aged 30 to under 50	person	47	42	72
		Aged 50 and Above	person	30	30	52
	Turnover rate	Voluntary	%	21.1	12.8	17.9
		Involuntary	%	1.3	5.2	1.0
Years of Service	Average Employee Tenure		year	8.2	7.7	7.5

Employee Diversity

Category		Unit	2022	2023	2024
Female	Female executives	person	0	0	0
	Female managers	person	1	1	3
	Percentage of Female Employees	%	11.2	9.7	10.3
Handicapped	Total	person	3	5	10
	Percentage	%	0.5	0.7	1.3
Foreigners	Total	person	0	0	0
	Percentage	%	0.0	0.0	0.0
Veterans	Total	person	3	4	4
	Percentage	%	0.5	0.6	0.5

Parental Leave

Category		Unit	2022	2023	2024
No. of Employees Eligible for Parental Leave	Male	person	68	72	78
	Female	person	8	6	4
	Sub-total	person	76	78	82
No. of Parental Leave Takers	Male	person	0	2	0
	Female	person	2	1	2
	Sub-total	person	2	3	2
No. of Parental Leave Returnees	Male	person	0	1	1
	Female	person	0	3	0
	Sub-total	person	0	4	1
Percentage of Parental leave returnees	Male	%	-	-	100
	Female	%	-	-	-
	Sub-total	%	-	-	100
No. of Employees Retained for Over 12 Months After Returning from Leave	Male	person	0	1	1
	Female	person	3	3	3
	Sub-total	person	3	4	4
Retention Rate 12 Months After Returning to Work	Male	%	-	-	100
	Female	%	-	-	100
	Sub-total	%	-	-	100



Group Affiliates' Social Responsibility Management Performance

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Training / Performance Evaluation / Compensation

Category		Unit	2022	2023	2024
Training	Total hours of training	Hour	28,980	29,616	25,063
	Average training hours per person	Hour/person	45.1	41.4	32.0
	Total cost of training	KRW	325,713,020	155,825,290	36,111,874
	Average training cost per person	KRW/person	507,341	217,937	46,120
Performance evaluation	No. of Employees Who Received Regular Performance Evaluations	Person	-	564	616
	Percentage of Employees Who Received Regular Performance Evaluations	%	-	78.9	78.7
Compensation	Average annual salary of male employees	KRW	50,436,170	49,222,159	45,136,418
	Average annual salary of female employees	KRW	31,606,489	34,696,286	29,433,742
	Ratio of Average Female Salary to Average Male Salary	%	62.7	70.5	65.2

Human Rights – Grievance Handling and Legal Violations

Category		Unit	2022	2023	2024
No. of Human Rights Grievances Received		case	1	8	8
No. of Human Rights Grievances Resolved		case	1	8	8
No. of Disciplinary Actions by the Human Rights Committee		case	1	0	0
No. of Violations of Human Rights and Labor-Related Regulations*		case	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of human rights or labor regulations

Sustainable Value Chain

Category		Unit	2022	2023	2024
Contribution to the Local Community	Amount of Social Contribution ¹⁾	KRW	32,265,468	20,091,266	0
	Ratio of Social Contribution to Operating Profit	%	0.5	0.1	0
	Social Contribution Beneficiaries	person	-	1,224	1,473
R&D	Ratio of R&D Spending to Sales Revenue	%	-	-	-
Supply Chain Management	No. of Signed Supplier Code of Conduct Compliance Agreements ²⁾	suppliers	-	-	0

1) Social Contribution Amount = Other donations as recorded in the income statement

2) Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

Violations of Customer Health and Safety Regulations

Category		Unit	2022	2023	2024
Violations of Customer Health and Safety Regulations	No. of Fines Imposed Due to Regulatory Non-Compliance	case	-	-	-
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	-	-	-
	Total	case	-	-	-

Violations of Marketing and Labeling Regulations

Category		Unit	2022	2023	2024
No. of Non-Compliance Cases Related to Product and Service Information and Labeling	No. of Fines Imposed for Regulatory Non-Compliance	case	-	-	-
	No. of Warnings Issued for Regulatory Non-Compliance	case	-	-	-
	Total	case	-	-	-
No. of Non-Compliance Cases Related to Marketing Communications	No. of Fines Imposed Due to Regulatory Non-Compliance	case	-	-	-
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	-	-	-
	Total	case	-	-	-



Group Affiliates' Social Responsibility Management Performance

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Financial Performance

Category	Unit	2022	2023	2024
Total assets	KRW	162,920,438,703	229,873,136,195	226,288,633,217
Total liabilities	KRW	73,572,633,159	137,504,935,877	145,266,422,083
Total shareholders' equity	KRW	89,347,805,544	92,368,200,318	81,022,211,134
Sales	KRW	105,149,980,520	104,275,056,640	103,056,847,532
Operating profit	KRW	-3,455,451,087	2,418,756,962	-3,748,727,977
Operating profit margin	%	-3.3	2.3	-3.6

Creation and Distribution of Economic Value

Category		Unit	2022	2023	2024
Creation of economic value	Sales	KRW	105,149,980,520	104,275,056,640	103,056,847,532
Shareholders & investors	Dividend	KRW	0	0	0
	Interest expense	KRW	1,343,020,932	2,046,645,586	5,336,440,485
Employees	Salaries	KRW	16,054,594,760	14,423,338,532	14,091,032,036
	Employee benefits	KRW	3,142,351,719	3,130,685,275	3,212,645,355
Partner companies	Raw material expense	KRW	35,093,888,955	33,788,607,012	40,236,054,805
	Outsourcing expense	KRW	4,737,059,514	2,424,763,524	1,187,060,736
Government & local communities	Income tax	KRW	668,015,235	295,950,596	102,722,186
	CSR expenditures	KRW	88,718,004	27,027,531	16,500,000



Group Affiliates' Social Responsibility Management Performance

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Environmental Management Performance

GHG Management

Category	Unit	2022	2023	2024
GHG emissions (Scope 1)	tCO ₂ eq	22,913	24,585	17,428
GHG emissions (Scope 2)	tCO ₂ eq	20,085	20,409	19,984
GHG emissions (Scope 3)	tCO ₂ eq	9	379	184,057
Total	tCO ₂ eq	44,007	45,373	221,471
GHG intensity	tCO ₂ eq/KRW 100 million	41.9	43.5	214.8

Energy Management

Category	Unit	2022	2023	2024
Energy consumption	TJ	746	767	703
Energy intensity	TJ/KRW 100 million	0.71	0.74	0.68
Renewable energy (solar power)	TJ	-	-	0.071 ¹⁾

1) Soo Seok sells 100% of its solar-generated energy.

Waste Management

Category	Unit	2022	2023	2024
Designated waste	ton	211.9	162.1	227.8
Medical waste	ton	-	-	-
Construction waste	ton	1,521.9	2,356.1	2,243.3
General waste	ton	1,733.8	2,518.1	2,471.2
Volume of waste generated	ton	1,495.9	2,230.0	2,192.6
Volume of waste recycled	ton	237.9	288.0	278.6
Waste treatment volume	%	86.3	88.6	88.7

Compliance Management

Category	Unit	2022	2023	2024
No. of violations	case	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of environmental regulations

Water Management

Category	Unit	2022	2023	2024
Water intake(municipal supply)	ton	41,202	54,857	107,174
Water intake(groundwater)	ton	-	-	-
Water intake(others)	ton	-	-	-
Total	ton	41,202	54,857	107,174
Amount of water recycled & reused	ton	-	-	-
Water recycling rate	%	0.0	0.0	0.0
Wastewater discharge	ton	12,654	9,503	66,747
Water consumption	ton	285,548	45,354	40,427

Certification Management

Category	Unit	2022	2023	2024
No. of ISO 14001 Environmental Management System Certifications	case	0	0	0

Safety Management Performance

Safety Management

Category	Unit	2022	2023	2024
Occupational Accident Fatalities	person	0	0	0
Occupational Injury Cases	person	2	2	2
Recordable Occupational Injuries Involving Employees	person	0	0	0
No. of Serious Industrial Accidents Among Employees	case	0	0	0
No. of Occupational Disease Cases Among Employees	case	0	0	0



Group Affiliates' Social Responsibility Management Performance

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Employee Status

Category			Unit	2022	2023	2024
No. of employees			person	226	225	215
Type of employment	Full-time		person	218	207	185
	Male		person	202	196	175
	Female		person	16	11	10
	Part time		person	8	18	30
	Male		person	8	15	25
	Female		person	0	3	5
Gender	Male		person	210	211	200
	Female		person	16	14	15
Age	Aged Below 30		person	36	46	29
	Aged 30 to under 50		person	135	123	128
	Aged 50 and Above		person	55	56	58

* Part-time employees: Contract-based staff and executives

Recruitment and Turnover

Category			Unit	2022	2023	2024
Total New Hires			person	15	27	28
New	Gender	Male	person	13	25	23
		Female	person	2	2	5
	Age	Aged Below 30	person	6	9	12
		Aged 30 to under 50	person	3	8	16
		Aged 50 and Above	person	6	10	0
Total Employee Turnover (Voluntary and Involuntary)			person	39	32	30
Turnover	Gender	Male	person	32	28	25
		Female	person	7	4	5
	Age	Aged Below 30	person	7	8	1
		Aged 30 to under 50	person	18	14	12
		Aged 50 and Above	person	14	10	17
	Turnover rate	Voluntary	%	15.5	12.4	12.5
Involuntary		%	1.8	1.8	1.4	
Years of Service	Average Employee Tenure		year	11.3	10.5	10.2

Employee Diversity

Category		Unit	2022	2023	2024
Female	Female executives	person	0	0	0
	Female managers	person	0	0	0
	Percentage of Female Employees	%	7.1	6.2	7.0
Handicapped	Total	person	5	4	5
	Percentage	%	2.2	1.8	2.3
Foreigners	Total	person	0	8	19
	Percentage	%	0.0	3.6	8.8
Veterans	Total	person	0	0	0
	Percentage	%	0.0	0.0	0.0

Parental Leave

Category		Unit	2022	2023	2024
No. of Employees Eligible for Parental Leave	Male	person	39	33	29
	Female	person	1	1	1
	Sub-total	person	40	34	30
No. of Parental Leave Takers	Male	person	2	3	2
	Female	person	0	0	0
	Sub-total	person	2	3	2
No. of Parental Leave Returnees	Male	person	0	0	1
	Female	person	0	0	0
	Sub-total	person	0	0	1
Percentage of Parental leave returnees	Male	%	-	-	33
	Female	%	-	-	-
	Sub-total	%	-	-	33
No. of Employees Retained for Over 12 Months After Returning from Leave	Male	person	0	0	0
	Female	person	1	0	0
	Sub-total	person	1	0	0
Retention Rate 12 Months After Returning to Work	Male	%	-	-	-
	Female	%	-	-	-
	Sub-total	%	-	-	-



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Training / Performance Evaluation / Compensation

Category		Unit	2022	2023	2024
Training	Total hours of training	Hour	5,454	9,524	3,411
	Average training hours per person	Hour/person	24.1	42.3	15.9
	Total cost of training	KRW	26,160,325	25,897,651	10,781,182
	Average training cost per person	KRW/person	115,754	115,101	50,145
Performance evaluation	No. of Employees Who Received Regular Performance Evaluations	Person	218	207	205
	Percentage of Employees Who Received Regular Performance Evaluations	%	96.5	92.0	95.3
Compensation	Average annual salary of male employees	KRW	60,644,863	63,414,525	67,519,236
	Average annual salary of female employees	KRW	47,214,796	48,673,310	46,994,691
	Ratio of Average Female Salary to Average Male Salary	%	77.9	76.8	69.6

Human Rights – Grievance Handling and Legal Violations

Category	Unit	2022	2023	2024
No. of Human Rights Grievances Received	case	0	0	0
No. of Human Rights Grievances Resolved	case	0	0	0
No. of Disciplinary Actions by the Human Rights Committee	case	0	0	0
No. of Violations of Human Rights and Labor-Related Regulations*	case	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of human rights or labor regulations

Sustainable Value Chain

Category		Unit	2022	2023	2024
Contribution to the Local Community	Amount of Social Contribution ¹⁾	KRW	88,718,004	27,027,531	16,500,000
	Ratio of Social Contribution to Operating Profit	%	-2.6	1.1	-0.4
	Social Contribution Beneficiaries	person	375	375	191
R&D	Ratio of R&D Spending to Sales Revenue	%	0.1	0.0	0.1
Supply Chain Management	No. of Signed Supplier Code of Conduct Compliance Agreements ²⁾	suppliers	-	-	1

1) Social Contribution Amount = Other donations as recorded in the income statement

2) Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

Violations of Customer Health and Safety Regulations

Category		Unit	2022	2023	2024
Violations of Customer Health and Safety Regulations	No. of Fines Imposed Due to Regulatory Non-Compliance	case	0	0	0
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	0	0	0
	Total	case	0	0	0

Violations of Marketing and Labeling Regulations

Category		Unit	2022	2023	2024
No. of Non-Compliance Cases Related to Product and Service Information and Labeling	No. of Fines Imposed for Regulatory Non-Compliance	case	0	0	0
	No. of Warnings Issued for Regulatory Non-Compliance	case	0	0	0
	Total	case	0	0	0
No. of Non-Compliance Cases Related to Marketing Communications	No. of Fines Imposed Due to Regulatory Non-Compliance	case	-	-	-
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	-	-	-
	Total	case	-	-	-



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Financial Performance

Category	Unit	2022	2023	2024
Total assets	KRW	78,738,294,237	109,790,631,553	98,764,094,296
Total liabilities	KRW	27,353,422,303	57,987,847,291	65,992,809,549
Total shareholders' equity	KRW	51,384,871,934	51,802,784,262	32,771,284,747
Sales	KRW	32,892,947,996	33,994,256,345	39,587,091,199
Operating profit	KRW	1,062,486,426	-1,431,054,452	-6,432,805,140
Operating profit margin	%	3.2	-4.2	-16.2

Creation and Distribution of Economic Value

Category		Unit	2022	2023	2024
Creation of economic value	Sales	KRW	32,892,947,996	33,994,256,345	39,587,091,199
Shareholders & investors	Dividend	KRW	800,000,000	400,000,000	0
	Interest expense	KRW	197,723,613	726,682,615	2,943,911,091
Employees	Salaries	KRW	4,582,974,543	5,418,800,260	8,484,002,991
	Employee benefits	KRW	696,600,623	1,017,004,488	1,446,947,849
Partner companies	Raw material expense	KRW	16,607,923,834	18,284,416,484	20,403,107,258
	Outsourcing expense	KRW	102,198,823	129,553,952	304,517,643
Government & local communities	Income tax	KRW	-752,807,667	-2,361,394,213	-210,032,727
	CSR expenditures	KRW	76,831,146	43,664,247	28,600,000



Group Affiliates' Social Responsibility Management Performance

Dong-A ST

Dong-A
Pharmaceutical

STgen Bio

Dong-A Otsuka

Yongma Logis

Soo Seok

DONGCHEONSU

ABEN Engineering &
Construction

Korea Sinto

DA Information

DONG-A CHAMMED

Environmental Management Performance

GHG Management

Category	Unit	2022	2023	2024
GHG emissions (Scope 1)	tCO ₂ eq	303	489	1,174
GHG emissions (Scope 2)	tCO ₂ eq	3,865	4,270	5,624
GHG emissions (Scope 3)	tCO ₂ eq	70	84	1,151
Total	tCO ₂ eq	4,238	4,843	7,951
GHG intensity	tCO ₂ eq/KRW 100 million	12.9	14.2	20.1

Energy Management

Category	Unit	2022	2023	2024
Energy consumption	TJ	84	97	140
Energy intensity	TJ/KRW 100 million	0.26	0.29	0.35

Waste Management

Category	Unit	2022	2023	2024
Designated waste	ton	-	-	-
Medical waste	ton	-	-	-
Construction waste	ton	242.6	211.2	367.8
General waste	ton	242.6	211.2	367.8
Volume of waste generated	ton	234.1	195.6	335.3
Volume of waste recycled	ton	8.5	15.7	32.6
Waste treatment volume	%	96.5	92.6	91.1

Compliance Management

Category	Unit	2022	2023	2024
No. of violations	case	1	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of environmental regulations

Water Management

Category	Unit	2022	2023	2024
Water intake(municipal supply)	ton	-	12,490	64,696
Water intake(groundwater)	ton	242,115	247,664	236,475
Water intake(others)	ton	-	-	-
Total	ton	242,115	260,154	301,171
Amount of water recycled & reused	ton	-	-	-
Water recycling rate	%	0.0	0.0	0.0
Wastewater discharge	ton	21,988	25,442	70,787
Water consumption	ton	220,127	234,711	230,384

Certification Management

Category	Unit	2022	2023	2024
No. of ISO 14001 Environmental Management System Certifications	case	0	0	0

Safety Management Performance

Safety Management

Category	Unit	2022	2023	2024
Occupational Accident Fatalities	person	0	0	0
Occupational Injury Cases	person	1	1	0
Recordable Occupational Injuries Involving Employees	person	4	4	3
No. of Serious Industrial Accidents Among Employees	case	0	0	0
No. of Occupational Disease Cases Among Employees	case	0	0	0



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Employee Status

Category		Unit	2022	2023	2024
No. of employees		person	95	148	183
Type of employment	Full-time	person	57	82	124
	Male	person	49	69	99
	Female	person	8	13	25
	Part time	person	38	66	59
	Male	person	32	51	49
	Female	person	6	15	10
Gender	Male	person	81	120	148
	Female	person	14	28	35
Age	Aged Below 30	person	30	52	60
	Aged 30 to under 50	person	32	63	74
	Aged 50 and Above	person	33	33	49

* Part-time employees: Contract-based staff and executives

Recruitment and Turnover

Category			Unit	2022	2023	2024
Total New Hires			person	31	72	86
New	Gender	Male	person	25	58	73
		Female	person	6	14	13
	Age	Aged Below 30	person	13	33	28
		Aged 30 to under 50	person	15	28	45
		Aged 50 and Above	person	3	11	13
Total Employee Turnover (Voluntary and Involuntary)			person	25	18	49
Turnover	Gender	Male	person	15	18	43
		Female	person	10	0	6
	Age	Aged Below 30	person	8	11	16
		Aged 30 to under 50	person	14	5	24
		Aged 50 and Above	person	3	2	9
	Turnover rate	Voluntary	%	26.9	29.6	27.8
		Involuntary	%	0.0	0.0	1.2
Years of Service	Average Employee Tenure		year	5.8	4.4	2.7

Employee Diversity

Category		Unit	2022	2023	2024
Female	Female executives	person	0	0	0
	Female managers	person	0	0	0
	Percentage of Female Employees	%	14.7	18.9	19.1
Handicapped	Total	person	1	1	3
	Percentage	%	1.1	0.7	1.6
Foreigners	Total	person	0	7	25
	Percentage	%	0.0	4.7	13.7
Veterans	Total	person	0	0	0
	Percentage	%	0.0	0.0	0.0

Parental Leave

Category		Unit	2022	2023	2024
No. of Employees Eligible for Parental Leave	Male	person	8	13	12
	Female	person	0	0	2
	Sub-total	person	8	13	14
No. of Parental Leave Takers	Male	person	0	0	0
	Female	person	0	0	0
	Sub-total	person	0	0	0
No. of Parental Leave Returnees	Male	person	0	0	0
	Female	person	0	0	0
	Sub-total	person	0	0	0
Percentage of Parental leave returnees	Male	%	-	-	-
	Female	%	-	-	-
	Sub-total	%	-	-	-
No. of Employees Retained for Over 12 Months After Returning from Leave	Male	person	0	0	0
	Female	person	0	0	0
	Sub-total	person	0	0	0
Retention Rate 12 Months After Returning to Work	Male	%	-	-	-
	Female	%	-	-	-
	Sub-total	%	-	-	-



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Training / Performance Evaluation / Compensation

Category		Unit	2022	2023	2024
Training	Total hours of training	Hour	1,244	2,280	979
	Average training hours per person	Hour/person	13.1	15.4	5.4
	Total cost of training	KRW	10,042,029	8,446,009	8,284,295
	Average training cost per person	KRW/person	105,706	57,068	45,269
Performance evaluation	No. of Employees Who Received Regular Performance Evaluations	Person	31	30	140
	Percentage of Employees Who Received Regular Performance Evaluations	%	32.6	20.3	76.5
Compensation	Average annual salary of male employees	KRW	39,723,422	34,739,796	32,341,262
	Average annual salary of female employees	KRW	34,312,944	27,672,845	30,127,585
	Ratio of Average Female Salary to Average Male Salary	%	86.4	79.7	93.2

Human Rights – Grievance Handling and Legal Violations

Category	Unit	2022	2023	2024
No. of Human Rights Grievances Received	case	1	0	0
No. of Human Rights Grievances Resolved	case	1	0	0
No. of Disciplinary Actions by the Human Rights Committee	case	2	0	0
No. of Violations of Human Rights and Labor-Related Regulations*	case	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of human rights or labor regulations

Sustainable Value Chain

Category		Unit	2022	2023	2024
Contribution to the Local Community	Amount of Social Contribution ¹⁾	KRW	76,831,146	43,664,247	28,600,000
	Ratio of Social Contribution to Operating Profit	%	7.2	-3.1	-0.4
	Social Contribution Beneficiaries	person	489	293	295
R&D	Ratio of R&D Spending to Sales Revenue	%	0.1	0.2	0.2
Supply Chain Management	No. of Signed Supplier Code of Conduct Compliance Agreements ²⁾	suppliers	-	-	0

1) Social Contribution Amount = Other donations as recorded in the income statement

2) Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

Violations of Customer Health and Safety Regulations

Category		Unit	2022	2023	2024
Violations of Customer Health and Safety Regulations	No. of Fines Imposed Due to Regulatory Non-Compliance	case	0	0	0
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	0	0	0
	Total	case	0	0	0

Violations of Marketing and Labeling Regulations

Category		Unit	2022	2023	2024
No. of Non-Compliance Cases Related to Product and Service Information and Labeling	No. of Fines Imposed for Regulatory Non-Compliance	case	0	0	0
	No. of Warnings Issued for Regulatory Non-Compliance	case	0	0	0
	Total	case	0	0	0
No. of Non-Compliance Cases Related to Marketing Communications	No. of Fines Imposed Due to Regulatory Non-Compliance	case	0	0	0
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	0	0	0
	Total	case	0	0	0



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Financial Performance

Category	Unit	2022	2023	2024
Total assets	KRW	19,731,960,202	28,913,289,058	36,211,193,769
Total liabilities	KRW	10,553,342,535	17,697,287,644	20,675,965,492
Total shareholders' equity	KRW	9,178,617,667	11,216,001,414	15,535,228,277
Sales	KRW	64,653,858,199	110,613,465,345	163,103,017,060
Operating profit	KRW	1,544,005,405	4,605,711,238	7,095,906,573
Operating profit margin	%	2.4	4.2	4.4

Creation and Distribution of Economic Value

Category		Unit	2022	2023	2024
Creation of economic value	Sales	KRW	64,653,858,199	110,613,465,345	163,103,017,060
Shareholders & investors	Dividend	KRW	2,040,000,000	1,360,000,000	2,839,000,000
	Interest expense	KRW	0	0	0
Employees	Salaries	KRW	4,353,589,147	5,840,104,465	7,359,066,258
	Employee benefits	KRW	589,436,491	783,213,370	1,248,488,894
Partner companies	Raw material expense	KRW	13,190,478,924	21,311,105,201	20,579,051,030
	Outsourcing expense	KRW	39,468,647,634	70,248,747,169	115,235,392,245
Government & local communities	Income tax	KRW	282,124,193	846,169,669	964,066,605
	CSR expenditures	KRW	6,082,139	3,559,876	0



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Environmental Management Performance

GHG Management

Category	Unit	2022	2023	2024
GHG emissions (Scope 1)	tCO ₂ eq	90	57	194
GHG emissions (Scope 2)	tCO ₂ eq	81	261	326
GHG emissions (Scope 3)	tCO ₂ eq	11	50	1,875
Total	tCO ₂ eq	182	368	2,396
GHG intensity	tCO ₂ eq/KRW 100 million	0.3	0.3	1.5

Energy Management

Category	Unit	2022	2023	2024
Energy consumption	TJ	2	5	10
Energy intensity	TJ/KRW 100 million	0.003	0.005	0.006

Waste Management

Category	Unit	2022	2023	2024
Designated waste	ton	-	-	-
Medical waste	ton	-	-	-
Construction waste	ton	1,362	2,346.5	3,198.1
General waste	ton	-	-	-
Volume of waste generated	ton	1,362	2,346.5	3,198.1
Volume of waste recycled	ton	-	-	-
Waste treatment volume	ton	-	-	-
Waste recycling rate	%	-	-	-

Compliance Management

Category	Unit	2022	2023	2024
No. of violations	case	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of environmental regulations

Water Management

Category	Unit	2022	2023	2024
Water intake(municipal supply)	ton	-	3,177	2,143
Water intake(groundwater)	ton	-	-	-
Water intake(others)	ton	-	-	-
Total	ton	0	3,177	2,143
Amount of water recycled & reused	ton	-	-	-
Water recycling rate	%	0.0	0.0	0.0
Wastewater discharge	ton	-	-	-
Water consumption	ton	-	3,177	2,143

Certification Management

Category	Unit	2022	2023	2024
No. of ISO 14001 Environmental Management System Certifications	case	0	0	0

Safety Management Performance

Safety Management

Category	Unit	2022	2023	2024
Occupational Accident Fatalities	person	0	0	1
Occupational Injury Cases	person	6	8	17
Recordable Occupational Injuries Involving Employees	person	0	0	0
No. of Serious Industrial Accidents Among Employees	case	0	0	0
No. of Occupational Disease Cases Among Employees	case	0	0	0



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Employee Status

Category		Unit	2022	2023	2024
No. of employees		person	57	79	76
Type of employment	Full-time	person	38	47	60
	Male	person	31	39	51
	Female	person	7	8	9
	Part time	person	19	32	16
	Male	person	18	31	15
	Female	person	1	1	1
Gender	Male	person	49	70	66
	Female	person	8	9	10
Age	Aged Below 30	person	5	8	8
	Aged 30 to under 50	person	36	50	41
	Aged 50 and Above	person	16	21	27

* Part-time employees: Contract-based staff and executives

Recruitment and Turnover

Category			Unit	2022	2023	2024
Total New Hires			person	20	29	11
New	Gender	Male	person	19	27	9
		Female	person	1	2	2
	Age	Aged Below 30	person	2	4	2
		Aged 30 to under 50	person	16	19	3
		Aged 50 and Above	person	2	6	6
Total Employee Turnover (Voluntary and Involuntary)			person	14	6	14
Turnover	Gender	Male	person	14	2	13
		Female	person	0	4	1
	Age	Aged Below 30	person	5	1	0
		Aged 30 to under 50	person	5	4	7
		Aged 50 and Above	person	4	1	7
	Turnover rate	Voluntary	%	15.8	12.7	7.9
Involuntary		%	8.8	2.5	14.6	
Years of Service	Average Employee Tenure		year	2.7	7.0	3.4

Employee Diversity

Category		Unit	2022	2023	2024
Female	Female executives	person	1	1	1
	Female managers	person	1	0	1
	Percentage of Female Employees	%	14.0	11.4	13.2
Handicapped	Total	person	0	0	0
	Percentage	%	0.0	0.0	0.0
Foreigners	Total	person	0	0	0
	Percentage	%	0.0	0.0	0.0
Veterans	Total	person	0	0	0
	Percentage	%	0.0	0.0	0.0

Parental Leave

Category		Unit	2022	2023	2024
No. of Employees Eligible for Parental Leave	Male	person	5	10	7
	Female	person	1	1	1
	Sub-total	person	6	11	8
No. of Parental Leave Takers	Male	person	0	0	0
	Female	person	0	0	1
	Sub-total	person	0	0	1
No. of Parental Leave Returnees	Male	person	0	0	0
	Female	person	0	0	0
	Sub-total	person	0	0	0
Percentage of Parental leave returnees	Male	%	-	-	-
	Female	%	-	-	-
	Sub-total	%	-	-	-
No. of Employees Retained for Over 12 Months After Returning from Leave	Male	person	0	0	0
	Female	person	0	0	0
	Sub-total	person	0	0	0
Retention Rate 12 Months After Returning to Work	Male	%	-	-	-
	Female	%	-	-	-
	Sub-total	%	-	-	-



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Training / Performance Evaluation / Compensation

Category		Unit	2022	2023	2024
Training	Total hours of training	Hour	910	357	314
	Average training hours per person	Hour/person	16.0	4.6	4.1
	Total cost of training	KRW	22,391,906	18,624,173	15,801,020
	Average training cost per person	KRW/person	392,840	238,771	207,908
Performance evaluation	No. of Employees Who Received Regular Performance Evaluations	Person	32	47	65
	Percentage of Employees Who Received Regular Performance Evaluations	%	56.1	59.5	85.5
Compensation	Average annual salary of male employees	KRW	59,208,427	57,369,184	75,642,798
	Average annual salary of female employees	KRW	40,719,360	47,349,262	45,865,630
	Ratio of Average Female Salary to Average Male Salary	%	68.8	82.5	60.6

Human Rights – Grievance Handling and Legal Violations

Category	Unit	2022	2023	2024
No. of Human Rights Grievances Received	case	-	0	0
No. of Human Rights Grievances Resolved	case	-	0	0
No. of Disciplinary Actions by the Human Rights Committee	case	-	0	0
No. of Violations of Human Rights and Labor-Related Regulations*	case	-	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of human rights or labor regulations

Sustainable Value Chain

Category		Unit	2022	2023	2024
Contribution to the Local Community	Amount of Social Contribution ¹⁾	KRW	6,082,139	3,559,876	0
	Ratio of Social Contribution to Operating Profit	%	0.40	0.10	0
	Social Contribution Beneficiaries	person	340	-	-
R&D	Ratio of R&D Spending to Sales Revenue	%	-	-	-
Supply Chain Management	No. of Signed Supplier Code of Conduct Compliance Agreements ²⁾	suppliers	-	-	0

1) Social Contribution Amount = Other donations as recorded in the income statement

2) Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

Violations of Customer Health and Safety Regulations

Category		Unit	2022	2023	2024
Violations of Customer Health and Safety Regulations	No. of Fines Imposed Due to Regulatory Non-Compliance	case	-	-	-
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	-	-	-
	Total	case	-	-	-

Violations of Marketing and Labeling Regulations

Category		Unit	2022	2023	2024
No. of Non-Compliance Cases Related to Product and Service Information and Labeling	No. of Fines Imposed for Regulatory Non-Compliance	case	-	-	-
	No. of Warnings Issued for Regulatory Non-Compliance	case	-	-	-
	Total	case	-	-	-
No. of Non-Compliance Cases Related to Marketing Communications	No. of Fines Imposed Due to Regulatory Non-Compliance	case	-	-	-
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	-	-	-
	Total	case	-	-	-



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Financial Performance

Category	Unit	2022	2023	2024
Total assets	KRW	30,620,746,078	29,500,172,650	31,192,742,409
Total liabilities	KRW	4,973,888,751	3,356,703,939	5,317,491,347
Total shareholders' equity	KRW	25,646,857,327	26,143,468,711	25,875,251,062
Sales	KRW	31,577,517,574	32,624,257,641	25,074,537,092
Operating profit	KRW	454,455,567	963,112,278	-365,396,061
Operating profit margin	%	1.4	3.0	-1.5

Creation and Distribution of Economic Value

Category		Unit	2022	2023	2024
Creation of economic value	Sales	KRW	31,577,517,574	32,624,257,641	25,074,537,092
Shareholders & investors	Dividend	KRW	125,000,000	125,000,000	250,000,000
	Interest expense	KRW	0	43,078,353	0
Employees	Salaries	KRW	6,470,363,169	7,065,833,363	6,999,547,026
	Employee benefits	KRW	694,629,664	775,731,804	760,759,550
Partner companies	Raw material expense	KRW	12,957,822,388	10,744,749,965	8,400,236,214
	Outsourcing expense	KRW	4,051,033,519	6,110,944,857	3,254,611,982
Government & local communities	Income tax	KRW	-4,835,443	107,529,693	32,571,075
	CSR expenditures	KRW	5,436,527	4,279,349	2,400,000



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Environmental Management Performance

Waste Management

Category	Unit	2022	2023	2024
Designated waste	ton	2.5	6.3	3.3
Medical waste	ton	-	-	-
Construction waste	ton	1,614.3	1,517.6	1,468.4
General waste	ton	1,616.8	1,523.9	1,471.7
Volume of waste generated	ton	1,590.1	1,482.9	1,445.1
Volume of waste recycled	ton	26.7	41.0	26.6
Waste treatment volume	%	98.3	97.3	98.2

Compliance Management

Category	Unit	2022	2023	2024
No. of violations	case	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of environmental regulations

Water Management

Category	Unit	2022	2023	2024
Water intake(municipal supply)	ton	20,291	19,031	17,592
Water intake(groundwater)	ton	-	-	-
Water intake(others)	ton	-	-	-
Total	ton	20,291	19,031	17,592
Amount of water recycled & reused	ton	20,163	18,909	17,477
Water recycling rate	%	49.8	49.8	50.0
Wastewater discharge	ton	127	121	114
Water consumption	ton	40,326	37,818	34,955

Certification Management

Category	Unit	2022	2023	2024
No. of ISO 14001 Environmental Management System Certifications	case	0	1	1

Safety Management Performance

Safety Management

Category	Unit	2022	2023	2024
Occupational Accident Fatalities	person	0	0	0
Occupational Injury Cases	person	2	2	2
Recordable Occupational Injuries Involving Employees	person	6	5	8
No. of Serious Industrial Accidents Among Employees	case	0	0	0
No. of Occupational Disease Cases Among Employees	case	2	1	1



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Employee Status

Category			Unit	2022	2023	2024
No. of employees			person	88	85	85
Type of employment	Full-time		person	82	80	80
	Male		person	79	77	77
	Female		person	3	3	3
	Part time		person	6	5	5
	Male		person	6	5	5
	Female		person	0	0	0
Gender	Male		person	85	82	82
	Female		person	3	3	3
Age	Aged Below 30		person	5	7	7
	Aged 30 to under 50		person	44	41	40
	Aged 50 and Above		person	39	37	38

* Part-time employees: Contract-based staff and executives

Recruitment and Turnover

Category			Unit	2022	2023	2024
Total New Hires			person	6	5	2
New	Gender	Male	person	6	5	2
		Female	person	0	0	0
	Age	Aged Below 30	person	3	3	1
		Aged 30 to under 50	person	3	1	1
		Aged 50 and Above	person	0	1	0
Total Employee Turnover (Voluntary and Involuntary)			person	6	5	2
Turnover	Gender	Male	person	6	5	2
		Female	person	0	0	0
	Age	Aged Below 30	person	1	1	0
		Aged 30 to under 50	person	4	2	0
		Aged 50 and Above	person	1	5	2
	Turnover rate	Voluntary	%	5.7	5.9	0.0
		Involuntary	%	1.1	0.0	2.4
Years of Service	Average Employee Tenure		year	16.5	17	17

Employee Diversity

Category		Unit	2022	2023	2024
Female	Female executives	person	0	0	0
	Female managers	person	0	0	0
	Percentage of Female Employees	%	3.4	3.5	3.5
Handicapped	Total	person	1	1	1
	Percentage	%	1.1	1.2	1.2
Foreigners	Total	person	1	1	1
	Percentage	%	1.1	1.2	1.2
Veterans	Total	person	0	0	0
	Percentage	%	0.0	0.0	0.0

Parental Leave

Category		Unit	2022	2023	2024
No. of Employees Eligible for Parental Leave	Male	person	18	18	16
	Female	person	0	0	0
	Sub-total	person	18	18	16
No. of Parental Leave Takers	Male	person	1	0	0
	Female	person	0	0	0
	Sub-total	person	1	0	0
No. of Parental Leave Returnees	Male	person	1	0	0
	Female	person	0	0	0
	Sub-total	person	1	0	0
Percentage of Parental leave returnees	Male	%	-	-	-
	Female	%	-	-	-
	Sub-total	%	-	-	-
No. of Employees Retained for Over 12 Months After Returning from Leave	Male	person	0	1	0
	Female	person	0	0	0
	Sub-total	person	0	1	0
Retention Rate 12 Months After Returning to Work	Male	%	-	-	-
	Female	%	-	-	-
	Sub-total	%	-	-	-



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Training / Performance Evaluation / Compensation

Category		Unit	2022	2023	2024
Training	Total hours of training	Hour	222	240	777
	Average training hours per person	Hour/person	2.5	2.8	9.1
	Total cost of training	KRW	9,618,971	14,004,886	12,402,369
	Average training cost per person	KRW/person	109,306	164,763	145,910
Performance evaluation	No. of Employees Who Received Regular Performance Evaluations	Person	38	39	40
	Percentage of Employees Who Received Regular Performance Evaluations	%	43.2	45.9	47.1
Compensation	Average annual salary of male employees	KRW	58,573,042	62,489,682	64,263,997
	Average annual salary of female employees	KRW	39,021,587	41,886,180	44,986,453
	Ratio of Average Female Salary to Average Male Salary	%	66.6	67.0	70.0

Human Rights – Grievance Handling and Legal Violations

Category		Unit	2022	2023	2024
No. of Human Rights Grievances Received		case	-	-	0
No. of Human Rights Grievances Resolved		case	-	-	0
No. of Disciplinary Actions by the Human Rights Committee		case	-	-	0
No. of Violations of Human Rights and Labor-Related Regulations*		case	-	-	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of human rights or labor regulations

Sustainable Value Chain

Category		Unit	2022	2023	2024
Contribution to the Local Community	Amount of Social Contribution ¹⁾	KRW	5,436,527	4,279,349	2,400,000
	Ratio of Social Contribution to Operating Profit	%	1.2	0.4	-0.7
	Social Contribution Beneficiaries	person	150	150	150
R&D	Ratio of R&D Spending to Sales Revenue	%	-	-	-
Supply Chain Management	No. of Signed Supplier Code of Conduct Compliance Agreements ²⁾	suppliers	-	-	0

1) Social Contribution Amount = Other donations as recorded in the income statement

2) Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

Violations of Customer Health and Safety Regulations

Category		Unit	2022	2023	2024
Violations of Customer Health and Safety Regulations	No. of Fines Imposed Due to Regulatory Non-Compliance	case	-	-	-
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	-	-	-
	Total	case	-	-	-

Violations of Marketing and Labeling Regulations

Category		Unit	2022	2023	2024
No. of Non-Compliance Cases Related to Product and Service Information and Labeling	No. of Fines Imposed for Regulatory Non-Compliance	case	-	-	-
	No. of Warnings Issued for Regulatory Non-Compliance	case	-	-	-
	Total	case	-	-	-
No. of Non-Compliance Cases Related to Marketing Communications	No. of Fines Imposed Due to Regulatory Non-Compliance	case	0	0	0
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	0	0	0
	Total	case	0	0	0



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Financial Performance

Category	Unit	2022	2023	2024
Total assets	KRW	4,495,960,385	4,926,077,206	6,834,712,003
Total liabilities	KRW	1,950,788,901	2,117,980,674	3,088,068,113
Total shareholders' equity	KRW	2,545,171,484	2,808,096,532	3,746,643,890
Sales	KRW	17,899,840,107	21,900,647,291	25,742,756,156
Operating profit	KRW	580,647,065	1,076,261,467	1,104,406,963
Operating profit margin	%	3.2	4.9	4.3

Creation and Distribution of Economic Value

Category		Unit	2022	2023	2024
Creation of economic value	Sales	KRW	17,899,840,107	21,900,647,291	25,742,756,156
Shareholders & investors	Dividend	KRW	0	0	0
	Interest expense	KRW	0	0	0
Employees	Salaries	KRW	5,258,518,901	6,067,328,362	6,882,589,246
	Employee benefits	KRW	919,804,109	1,029,703,039	745,933,856
Partner companies	Raw material expense	KRW	3,001,015,845	3,645,060,594	4,259,806,467
	Outsourcing expense	KRW	6,266,456,006	8,057,194,634	9,623,998,728
Government & local communities	Income tax	KRW	25,644,270	129,973,019	15,175,995
	CSR expenditures	KRW	51,729,592	52,569,833	0



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Environmental Management Performance

GHG Management

Category	Unit	2022	2023	2024
GHG emissions (Scope 1)	tCO ₂ eq	26	21	28
GHG emissions (Scope 2)	tCO ₂ eq	19	22	45
GHG emissions (Scope 3)	tCO ₂ eq	16	27	32
Total	tCO ₂ eq	61	70	107
GHG intensity	tCO ₂ eq/KRW 100 million	0.3	0.3	0.4

Energy Management

Category	Unit	2022	2023	2024
Energy consumption	TJ	-	-	1
Energy intensity	TJ/KRW 100 million	-	-	0.06

Waste Management

Category	Unit	2022	2023	2024
Designated waste	ton	-	-	-
Medical waste	ton	-	-	-
Construction waste	ton	-	-	12
General waste	ton	0	0	12
Volume of waste generated	ton	0	0	7
Volume of waste recycled	ton	-	-	5
Waste treatment volume	%	0.0	0.0	58.3

Compliance Management

Category	Unit	2022	2023	2024
No. of violations	case	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of environmental regulations

Water Management

Category	Unit	2022	2023	2024
Water intake(municipal supply)	ton	275	503	1,163
Water intake(groundwater)	ton	-	-	-
Water intake(others)	ton	-	-	-
Total	ton	275	503	1,163
Amount of water recycled & reused	ton	-	-	-
Water recycling rate	%	0.0	0.0	0.0
Wastewater discharge	ton	220	453	1,046
Water consumption	ton	55	50	116

Certification Management

Category	Unit	2022	2023	2024
No. of ISO 14001 Environmental Management System Certifications	case	0	0	0

Safety Management Performance

Safety Management

Category	Unit	2022	2023	2024
Occupational Accident Fatalities	person	0	0	0
Occupational Injury Cases	person	0	0	0
Recordable Occupational Injuries Involving Employees	person	0	0	0
No. of Serious Industrial Accidents Among Employees	case	0	0	0
No. of Occupational Disease Cases Among Employees	case	0	0	0



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Employee Status

Category			Unit	2022	2023	2024
No. of employees			person	81	94	99
Type of employment	Full-time		person	77	88	94
	Male		person	60	69	75
	Female		person	17	19	19
	Part time		person	4	6	5
	Male		person	4	5	5
	Female		person	0	1	0
Gender	Male		person	64	74	80
	Female		person	17	20	19
Age	Aged Below 30		person	28	31	32
	Aged 30 to under 50		person	44	57	53
	Aged 50 and Above		person	9	6	14

* Part-time employees: Contract-based staff and executives

Recruitment and Turnover

Category			Unit	2022	2023	2024
Total New Hires			person	24	27	16
New	Gender	Male	person	16	21	13
		Female	person	8	6	3
	Age	Aged Below 30	person	12	24	9
		Aged 30 to under 50	person	10	3	6
		Aged 50 and Above	person	2	0	1
Total Employee Turnover (Voluntary and Involuntary)			person	25	16	14
Turnover	Gender	Male	person	21	13	10
		Female	person	4	3	4
	Age	Aged Below 30	person	7	3	5
		Aged 30 to under 50	person	17	13	5
		Aged 50 and Above	person	1	0	4
	Turnover rate	Voluntary	%	29.9	16.9	9.2
Involuntary		%	2.6	1.1	5.1	
Years of Service	Average Employee Tenure		year	7.0	6.2	6.3

Employee Diversity

Category		Unit	2022	2023	2024
Female	Female executives	person	0	0	0
	Female managers	person	0	0	1
	Percentage of Female Employees	%	21.0	21.3	19.2
Handicapped	Total	person	1	1	1
	Percentage	%	1.2	1.1	1.0
Foreigners	Total	person	0	0	0
	Percentage	%	0.0	0.0	0.0
Veterans	Total	person	0	0	0
	Percentage	%	0.0	0.0	0.0

Parental Leave

Category		Unit	2022	2023	2024
No. of Employees Eligible for Parental Leave	Male	person	6	5	7
	Female	person	0	1	0
	Sub-total	person	6	6	7
No. of Parental Leave Takers	Male	person	0	0	1
	Female	person	0	0	0
	Sub-total	person	0	0	1
No. of Parental Leave Returnees	Male	person	-	-	-
	Female	person	-	-	-
	Sub-total	person	-	-	-
Percentage of Parental leave returnees	Male	%	-	-	-
	Female	%	-	-	-
	Sub-total	%	-	-	-
No. of Employees Retained for Over 12 Months After Returning from Leave	Male	person	-	-	-
	Female	person	-	-	-
	Sub-total	person	-	-	-
Retention Rate 12 Months After Returning to Work	Male	%	-	-	-
	Female	%	-	-	-
	Sub-total	%	-	-	-



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Training / Performance Evaluation / Compensation

Category		Unit	2022	2023	2024
Training	Total hours of training	Hour	609	299	1,434
	Average training hours per person	Hour/person	7.5	3.2	14.5
	Total cost of training	KRW	1,717,620	3,685,176	13,240,963
	Average training cost per person	KRW/person	21,205	39,204	133,747
Performance evaluation	No. of Employees Who Received Regular Performance Evaluations	Person	81	68	89
	Percentage of Employees Who Received Regular Performance Evaluations	%	100.0	72.3	89.9
Compensation	Average annual salary of male employees	KRW	55,385,000	55,348,583	60,311,005
	Average annual salary of female employees	KRW	42,798,000	43,070,163	58,201,996
	Ratio of Average Female Salary to Average Male Salary	%	77.3	77.8	96.5

Human Rights – Grievance Handling and Legal Violations

Category	Unit	2022	2023	2024
No. of Human Rights Grievances Received	case	0	0	1
No. of Human Rights Grievances Resolved	case	0	0	1
No. of Disciplinary Actions by the Human Rights Committee	case	0	0	1
No. of Violations of Human Rights and Labor-Related Regulations*	case	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of human rights or labor regulations

Sustainable Value Chain

Category		Unit	2022	2023	2024
Contribution to the Local Community	Amount of Social Contribution ¹⁾	KRW	51,729,592	52,569,834	0
	Ratio of Social Contribution to Operating Profit	%	8.9	4.9	0.0
	Social Contribution Beneficiaries	person	1,829	1,732	0
R&D	Ratio of R&D Spending to Sales Revenue	%	-	-	-
Supply Chain Management	No. of Signed Supplier Code of Conduct Compliance Agreements ²⁾	suppliers	-	-	0

1) Social Contribution Amount = Other donations as recorded in the income statement

2) Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

Violations of Customer Health and Safety Regulations

Category		Unit	2022	2023	2024
Violations of Customer Health and Safety Regulations	No. of Fines Imposed Due to Regulatory Non-Compliance	case	-	-	-
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	-	-	-
	Total	case	-	-	-

Violations of Marketing and Labeling Regulations

Category		Unit	2022	2023	2024
No. of Non-Compliance Cases Related to Product and Service Information and Labeling	No. of Fines Imposed for Regulatory Non-Compliance	case	0	0	0
	No. of Warnings Issued for Regulatory Non-Compliance	case	0	0	0
	Total	case	0	0	0
No. of Non-Compliance Cases Related to Marketing Communications	No. of Fines Imposed Due to Regulatory Non-Compliance	case	0	0	0
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	0	0	0
	Total	case	0	0	0



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seek	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Financial Performance

Category	Unit	2022	2023	2024
Total assets	KRW	7,548,671,658	62,078,023,884	60,852,832,742
Total liabilities	KRW	3,025,997,949	18,048,620,344	23,239,509,299
Total shareholders' equity	KRW	4,522,673,709	44,029,403,540	37,613,323,443
Sales	KRW	11,950,506,641	62,385,862,869	62,507,967,528
Operating profit	KRW	917,307,259	250,532,411	-3,962,898,768
Operating profit margin	%	7.7	0.4	-6.3

Creation and Distribution of Economic Value

Category		Unit	2022	2023	2024
Creation of economic value	Sales	KRW	11,950,506,641	62,385,862,869	62,507,967,528
Shareholders & investors	Dividend	KRW	0	0	0
	Interest expense	KRW	53,877,935	353,461,202	487,419,121
Employees	Salaries	KRW	1,978,565,600	7,630,013,483	9,488,885,666
	Employee benefits	KRW	272,601,503	925,004,545	1,267,673,834
Partner companies	Raw material expense	KRW	3,956,600,734	4,779,603,629	4,066,313,970
	Outsourcing expense	KRW	176,506,927	151,916,925	178,625,185
Government & local communities	Income tax	KRW	185,567,638	0	0
	CSR expenditures	KRW	2,675,002	1,421,643	4,786,417



Group Affiliates' Social Responsibility Management Performance

Dong-A ST

Dong-A
Pharmaceutical

STgen Bio

Dong-A Otsuka

Yongma Logis

Soo Seok

DONGCHEONSU

ABEN Engineering &
Construction

Korea Sinto

DA Information

DONG-A CHAMMED

Environmental Management Performance

Waste Management

Category	Unit	2022	2023	2024
Designated waste	ton	-	-	-
Medical waste	ton	-	-	-
Construction waste	ton	6.7	9.4	9.4
General waste	ton	6.7	9.4	9.4
Volume of waste generated	ton	0	0	0
Volume of waste recycled	ton	6.7	9.4	9.4
Waste treatment volume	%	0.0	0.0	0.0

Compliance Management

Category	Unit	2022	2023	2024
No. of violations	case	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of environmental regulations

Water Management

Category	Unit	2022	2023	2024
Water intake(municipal supply)	ton	79	587	567
Water intake(groundwater)	ton	-	-	-
Water intake(others)	ton	-	-	-
Total	ton	79	587	567
Amount of water recycled & reused	ton	-	-	-
Water recycling rate	%	0.0	0.0	0.0
Wastewater discharge	ton	-	-	-
Water consumption	ton	79	587	567

Certification Management

Category	Unit	2022	2023	2024
No. of ISO 14001 Environmental Management System Certifications	case	0	0	0

Safety Management Performance

Safety Management

Category	Unit	2022	2023	2024
Occupational Accident Fatalities	person	0	0	0
Occupational Injury Cases	person	0	0	0
Recordable Occupational Injuries Involving Employees	person	0	0	0
No. of Serious Industrial Accidents Among Employees	case	0	0	0
No. of Occupational Disease Cases Among Employees	case	0	0	0



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Employee Status

Category		Unit	2022	2023	2024
No. of employees		person	54	144	155
Type of employment	Full-time	person	43	137	141
	Male	person	36	105	104
	Female	person	7	32	37
	Part time	person	11	7	14
	Male	person	9	6	9
	Female	person	2	1	5
Gender	Male	person	45	111	113
	Female	person	9	33	42
Age	Aged Below 30	person	17	25	22
	Aged 30 to under 50	person	32	91	103
	Aged 50 and Above	person	5	28	30

* Part-time employees: Contract-based staff and executives

Recruitment and Turnover

Category			Unit	2022	2023	2024
Total New Hires			person	29	36	38
New	Gender	Male	person	27	25	21
		Female	person	2	11	17
	Age	Aged Below 30	person	10	9	6
		Aged 30 to under 50	person	18	25	29
		Aged 50 and Above	person	1	2	3
Total Employee Turnover (Voluntary and Involuntary)			person	27	30	25
Turnover	Gender	Male	person	23	18	16
		Female	person	4	12	9
	Age	Aged Below 30	person	11	13	5
		Aged 30 to under 50	person	12	16	15
		Aged 50 and Above	person	4	1	5
	Turnover rate	Voluntary	%	48.1	26.3	11.6
Involuntary		%	3.8	4.0	5.5	
Years of Service	Average Employee Tenure		year	3.3	4.9	2.2

Employee Diversity

Category		Unit	2022	2023	2024
Female	Female executives	person	0	0	0
	Female managers	person	2	3	2
	Percentage of Female Employees	%	16.7	22.9	27.1
Handicapped	Total	person	0	1	2
	Percentage	%	0.0	0.7	1.3
Foreigners	Total	person	0	0	0
	Percentage	%	0.0	0.0	0.0
Veterans	Total	person	0	0	1
	Percentage	%	0.0	0.0	0.6

Parental Leave

Category		Unit	2022	2023	2024
No. of Employees Eligible for Parental Leave	Male	person	7	10	25
	Female	person	2	2	6
	Sub-total	person	9	12	31
No. of Parental Leave Takers	Male	person	1	0	0
	Female	person	0	0	2
	Sub-total	person	1	0	2
No. of Parental Leave Returnees	Male	person	1	0	0
	Female	person	0	0	0
	Sub-total	person	1	0	0
Percentage of Parental leave returnees	Male	%	-	-	-
	Female	%	-	-	-
	Sub-total	%	-	-	-
No. of Employees Retained for Over 12 Months After Returning from Leave	Male	person	0	1	-
	Female	person	1	0	-
	Sub-total	person	1	1	-
Retention Rate 12 Months After Returning to Work	Male	%	-	-	-
	Female	%	-	-	-
	Sub-total	%	-	-	-



Group Affiliates' Social Responsibility Management Performance

Dong-A ST	Dong-A Pharmaceutical	STgen Bio	Dong-A Otsuka	Yongma Logis	Soo Seok	DONGCHEONSU	ABEN Engineering & Construction	Korea Sinto	DA Information	DONG-A CHAMMED
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Training / Performance Evaluation / Compensation

Category		Unit	2022	2023	2024
Training	Total hours of training	Hour	226	264	1,618
	Average training hours per person	Hour/person	4.2	1.8	10.4
	Total cost of training	KRW	2,906,297	10,255,840	15,706,255
	Average training cost per person	KRW/person	53,820	71,221	101,331
Performance evaluation	No. of Employees Who Received Regular Performance Evaluations	Person	52	120	138
	Percentage of Employees Who Received Regular Performance Evaluations	%	96.3	83.3	89.0
Compensation	Average annual salary of male employees	KRW	42,757,539	55,102,536	59,121,251
	Average annual salary of female employees	KRW	38,493,062	40,207,538	39,542,399
	Ratio of Average Female Salary to Average Male Salary	%	90.0	73.0	66.9

Human Rights – Grievance Handling and Legal Violations

Category	Unit	2022	2023	2024
No. of Human Rights Grievances Received	case	1	1	1
No. of Human Rights Grievances Resolved	case	1	1	1
No. of Disciplinary Actions by the Human Rights Committee	case	1	0	1
No. of Violations of Human Rights and Labor-Related Regulations*	case	0	0	0

Sustainable Value Chain

Category		Unit	2022	2023	2024
Contribution to the Local Community	Amount of Social Contribution ¹⁾	KRW	2,675,002	1,421,643	4,786,417
	Ratio of Social Contribution to Operating Profit	%	0.3	0.6	-0.1
	Social Contribution Beneficiaries	person	0	0	0
R&D	Ratio of R&D Spending to Sales Revenue	%	8.2	2.4	3.0
Supply Chain Management	No. of Signed Supplier Code of Conduct Compliance Agreements ²⁾	suppliers	-	-	0

1) Social Contribution Amount = Other donations as recorded in the income statement

2) Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

Violations of Customer Health and Safety Regulations

Category		Unit	2022	2023	2024
Violations of Customer Health and Safety Regulations	No. of Fines Imposed Due to Regulatory Non-Compliance	case	0	0	0
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	0	0	0
	Total	case	0	0	0

Violations of Marketing and Labeling Regulations

Category		Unit	2022	2023	2024
No. of Non-Compliance Cases Related to Product and Service Information and Labeling	No. of Fines Imposed for Regulatory Non-Compliance	case	-	-	-
	No. of Warnings Issued for Regulatory Non-Compliance	case	-	-	-
	Total	case	-	-	-
No. of Non-Compliance Cases Related to Marketing Communications	No. of Fines Imposed Due to Regulatory Non-Compliance	case	-	-	-
	No. of Warnings Issued Due to Regulatory Non-Compliance	case	-	-	-
	Total	case	-	-	-



GHG Verification Statement

Dong-A ST

The Korea Management Registrar Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas (hereinafter "GHG") emission in 2024 of Dong-A ST

Scope

Verification of places of business and emission facilities under the control of Dong-A ST

Standards

- ISO 14064-1:2018, ISO 14064-3:2019
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Operational guidelines for emission reporting and certification of the Greenhouse Gas emissions trading scheme (Ministry of Environment, 2024-155)
- WRI/WBCSD GHG Protocol (2013)

Procedure

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation. The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

Independent

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions/views. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

Limitations

The verification team verified the related reports, information and data presented by the audited institution by sampling or enumeration methods. As a result, there are many inherent limitations, and there may be disagreements in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent as the limitations to the verification.

Opinion

- The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results.
- According to KMR's approach, nothing was found that would lead to a finding that Dong-A ST failed to disclose data and information that was accurate and reliable in all material respects.

GHG emissions & Energy Consumption

Sites	GHG emissions (tCO ₂ e)				Energy Consumption (TJ)			
	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Other indirect emissions (Scope 3)	Total	Fuel	Electricity	Steam	Total
Head office	225.631	633.089	2,669.798	3,528.518	4.445	13.229	0	17.674
Cheonan Plant	191.093	7,513.952	2,792.111	10,497.156	3.737	157.014	33.728	194.479
Songdo Plant	2,183.794	3,933.589	1,074.050	7,191.433	43.080	82.190	0	125.270
Daegu Plant	1,481.133	3,306.918	1,142.586	5,930.637	29.103	69.102	0	98.205
Dong-A ST Research Center	1,765.163	3,755.541	1,070.181	6,590.885	34.821	78.477	0	113.298
Songdo Research Center	0	655.620	239.563	895.183	0	12.594	2.050	14.644
Branches	2,454.822	371.250	93.566	2,919.638	36.520	7.602	0	44.122
Total	8,301.636	20,169.959	9,081.855	37,553.450	151.706	420.208	35.778	607.692

※ Note: There are a differences in the total amount of greenhouse gas emissions and workplace emissions. (Emissions at each workplace, rounded off by decimal point, are combined at the company level)

NO	Category	Head office	Cheonan Plant	Songdo Plant	Daegu Plant	Dong-A ST Research Center	Songdo Research Center	Branches	Total (tCO ₂ e)
1	Purchased goods and service	3.068	1,251.276	10.682	286.753	6.397	0.618	0.845	1,559.6
2	Capital goods	5.680	2.953	0.660	1.044	1.991	0.783	4.619	17.73
3	Fuel- and energy-related activities (not included in scope 1 or scope 2)	120.386	1,179.762	826.198	657.499	756.955	126.551	69.2	3,736.6
5	Upstream transportation and distribution	2,199.144	NA	NA	NA	NA	NA	NA	2,199.1
6	Waste generated in operations	56.865	212.597	159.953	82.624	191.341	47.425	NA	750.81
7	Business travel	118.536	3.886	0.157	0.563	1.062	0.012	17.764	141.98
8	Employee commuting	166.119	141.637	76.400	114.103	112.435	64.174	1.138	676.01
Total		2,669.798	2,792.111	1,074.050	1,142.586	1,070.181	239.563	93.566	9,081.830

1. Category 1: Cheonan Plant and Daegu Plant are calculated the top 5 new types of major raw materials. Other sites are calculated only water usage.
2. Category 2: Calculated only for computer maintenance (laptops, desktops, monitors, etc.).
3. Category 4: Calculated only for can boxes, which are major exports to the head office.
4. Category 6: Integrated calculation of the entire sites at the head office for individual use of own vehicles.

Results

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities.

- ※ The abovementioned company is responsible for preparing verification data in accordance with the "Guidelines for Reporting and Certification of Emissions in the Greenhouse Gas Emissions Trading System (Ministry of Environment Notice No. 2021-278)", and KMR's responsibility is limited to the party in the verification contract according to the agreed contract terms, and is not responsible for other decisions, including investment decisions based on this verification statement.
- ※ The abovementioned company must comply with the use of the certification and logo marks under the contract entered into with KMR.



GHG Verification Statement

Dong-A Pharmaceutical Co., Ltd.

The Korea Management Registrar Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas (hereinafter "GHG") emission in 2024 of Dong-A Pharmaceutical Co., Ltd.

Scope

Verification of places of business and emission facilities under the control of Dong-A Pharmaceutical Co., Ltd.

Standards

- ISO 14064-1:2018, ISO 14064-3:2019
- IPCC Guidelines for National Greenhouse Gas Inventories
- Operational guidelines for emission reporting and certification of the Greenhouse Gas emissions trading scheme
- WRI/WBCSD GHG Protocol

Procedure

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation. The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

Independent

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions/views. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

Limitations

The verification team verified the related reports, information and data presented by the audited institution by sampling or enumeration methods. As a result, there are many inherent limitations, and there may be disagreements in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent as the limitations to the verification.

Opinion

- The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results.
- According to KMR's approach, nothing was found that would lead to a finding that Dong-A Pharmaceutical Co., Ltd. failed to disclose data and information that was accurate and reliable in all material respects.
- Criticality: meets the criterion, which is less than 5%

GHG emissions & Energy Consumption

Site	GHG emissions (tCO ₂ e)				Energy Consumption (TJ)			
	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Other indirect emissions (Scope 3)	Total	Fuel	Electricity	Steam	Total
Headquarters and Branches	2,033	521	519	3,074	29	10	0	40
Dangjin Factory	2,146	4,740	1,588	8,475	42	99	0	141
Cheonan Factory	224	4,318	808	5,351	4	90	42	136
Icheon Factory	282	1,614	561	2,458	5	33	0	39
Total	4,686	11,195	3,477	19,359	81	233	42	358

※ Note: There are differences in the total amount of greenhouse gas emissions and workplace emissions. (Emissions at each workplace, rounded off by decimal point, are combined at the company level)

NO	Category	Headquarters and Branches	Dangjin Factory	Cheonan Factory	Icheon Factory	Total (tCO ₂ e)
1	Purchased goods and service	1.922	39.460	39.843	6.993	88
2	Capital goods	3.489	0.550	0.458	0.349	4
3	Fuel- and energy-related activities(not included in scope 1 or scope 2)	134.054	945.935	688.370	277.098	2,045
5	Waste generated in operations	25.544	420.409	0	140.990	586
6	Business travel	82.916	32.890	14.243	11.393	141
7	Employee commuting	271.337	149.067	65.584	124.269	610
Total		519	1,588	808	561	3,477

※ Note: There are differences in the total amount of greenhouse gas emissions and workplace emissions. (Emissions at each workplace, rounded off by decimal point, are combined at the company level)

※ Category 1: Calculated only for using water / Category 2: Calculated for laptops and desktops/ Category 5: Calculated for the headquarters, Dangjin Factory, and Icheon Factory. Cheonan Factory is excluded as a full report by Dong-A ST.

Results

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities.

※ The abovementioned company is responsible for preparing verification data in accordance with the "Guidelines for Reporting and Certification of Emissions in the Greenhouse Gas Emissions Trading System (Ministry of Environment Notice No. 2021-278)", and KMR's responsibility is limited to the party in the verification contract according to the agreed contract terms. and is not responsible for other decisions, including investment decisions based on this verification statement.

※ The abovementioned company must comply with the use of the certification and logo marks under the contract entered into with KMR.



Apr 25th, 2025
Authorized By
CEO Eun Ju, Hwang

행은주



GHG Verification Statement

Soo Seok Co., Ltd.

The Korea Management Registrar Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas (hereinafter "GHG") emission in 2024 of Soo Seok Co., Ltd.

Scope

Verification of places of business and emission facilities under the control of Soo Seok Co., Ltd.

Standards

- ISO 14064-1:2018, ISO 14064-3:2019
- IPCC Guidelines for National Greenhouse Gas Inventories
- Operational guidelines for emission reporting and certification of the Greenhouse Gas emissions trading scheme
- WRI/WBCSD GHG Protocol

Procedure

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation. The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

Independent

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions/views. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

Limitations

The verification team verified the related reports, information and data presented by the audited institution by sampling or enumeration methods. As a result, there are many inherent limitations, and there may be disagreements in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent as the limitations to the verification.

Opinion

- The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results.
- According to KMR's approach, nothing was found that would lead to a finding that Soo Seok Co., Ltd. failed to disclose data and information that was accurate and reliable in all material respects.

GHG emissions & Energy Consumption

Sites	GHG emissions (tCO ₂ e)				Energy Consumption (TJ)			
	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Other indirect emissions (Scope 3)	Total	Fuel	Electricity	Steam	Total
Glass Unit(Dangjin)	13,115	9,623	148,777	171,516	229	201	0	430
Glass Unit(Anyang)	4,248	1,951	630	6,830	54	40	0	95
Platec Unit / ColorPack Unit / Gwangmyeong office	65	8,408	34,650	43,214	1	175	0	176
Total	17,428	19,984	184,057	221,471	285	417	0	703

※ Note: There are differences in the total amount of greenhouse gas emissions and workplace emissions. (Emissions at each workplace, rounded off by decimal point, are combined at the company level)

NO	Category	Glass Unit (Dangjin)	Glass Unit (Anyang)	Platec Unit / ColorPack Unit / Gwangmyeong office	Total (tCO ₂ e)
1	Purchased goods and service	93,526.684	2.065	29,658.046	123,186
2	Capital goods	52,422.214	0.000	3,326.799	55,749
3	Fuel- and energy-related activities (not included in scope 1 or scope 2)	2,652.711	597.461	1,302.123	4,552
5	Waste generated in operations	75.219	6.540	217.573	299
6	Business travel	14.236	0.000	29.181	43
7	Employee commuting	85.964	24.436	116.633	227
Total		148,777	630	34,650	184,057

※ Glass Unit (Anyang): Due to the closure of 24.03, the raw materials of Category 1 were added to the Glass Unit (Dangjin) and only water was reported.

※ Platech/Color Pack/Gwangmyeong Office was integrated and reported for convenience of management.

Results

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities.

※ The abovementioned company is responsible for preparing verification data in accordance with the "Guidelines for Reporting and Certification of Emissions in the Greenhouse Gas Emissions Trading System (Ministry of Environment Notice No. 2021-278)", and KMR's responsibility is limited to the party in the verification contract according to the agreed contract terms, and is not responsible for other decisions, including investment decisions based on this verification statement.

※ The abovementioned company must comply with the use of the certification and logo marks under the contract entered into with KMR.



DONG-A SOCIO GROUP



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