

2026 BINGGRAE SUSTAINABILITY REPORT



Binggrae

ABOUT THIS REPORT

Overview

Binggrae publishes its sustainability report annually to disclose transparently the integrated performances and goals of its economic, social, and environmental values. This report systematically summarizes Binggrae's ESG strategy and major achievements, while presenting activities in connection with the UN Sustainable Development Goals (SDGs). Through this, the strategic direction of the Company and its commitment to sustainable growth as well as the fulfillment of its social responsibilities are reflected.

Reporting Period and Scope

This report deals with our financial and non-financial performances with qualitative and quantitative information from January 1 to December 31, 2025. To provide our stakeholders with more timely information, however, certain key matters have been updated to reflect developments through June 2026. Quantitative data for the past 3 years are also presented for key indicators to enable trend analysis and enhance the continuity and comparability of the information.

In the reporting scope, the economic performance was calculated for all domestic business sites based on Binggrae's separate financial statements. In addition, some performance data from major partners were reflected in this report to manage a sustainable supply chain.

Reporting Standards

For its preparation, this report referred to the international sustainability management report standard of GRI (Global Reporting Initiative) Standards 2021. The reporting standards and definitions of financial information comply with K-IFRS (Korean International Financial Reporting Standards). For the disclosure related to climate change and major issues, the relevant details were reported by referring to the KSSB (Korea Sustainability Standards Board) standards.

Report Assurance

To enhance the reliability and transparency of the data in this report, third-party assurance was conducted by the Korea Foundation for Quality (KFQ), an independent assurance provider. The detailed assurance statement can be checked in the Independent Assurance Statement in the Appendix of this report.

Inquiries on this Report

This report can be viewed or downloaded from Binggrae's website (<https://www.bing.co.kr>). For inquiries regarding this report or requests for additional information, please contact us using the information below.

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Cover Story



Just as a cup of A Café La with its deep and rich aroma brings relaxation and added value to everyday life, Binggrae is moving toward a more sustainable future as “a messenger of bright smiles shared with health and happiness.” The cover reflects Binggrae's commitment to becoming a global No. 1 company by creating a warmer and more joyful world through sustainable values centered on people, the environment, and the future.

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INTERACTIVE PDF

This report has been published as an interactive PDF with links to related pages throughout the report.

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INTRODUCTION

Binggrae is a company committed to creating the highest value for its customers as a messenger of bright smiles shared with health and happiness.

To help create a better everyday life and a more sustainable future, we fulfill our environmental and social responsibilities and transparently share the progress and achievements as a result of our sustainability management efforts.

Furthermore, all of our employees will put ESG values into practice in their everyday lives, helping create a future where everyone can smile with Binggrae.

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CEO'S MESSAGE



Binggrae transparently shares its ESG management activities and performance through this sustainability report while continuing to pursue balance between corporate growth and social responsibility.

Dear Binggrae Stakeholders!

We would like to express our sincere gratitude for your unwavering interest in and support for Binggrae's journey toward sustainable growth. Binggrae transparently shares its ESG management activities and performance through this sustainability report while continuing to pursue balance between corporate growth and social responsibility.

The food industry is currently facing a complex set of challenges such as uncertainty of the global economy, fluctuations in raw material prices, supply chain risks, and growing demands to address climate change. In the midst of such changes, companies are expected to go beyond their fundamental responsibilities of ensuring a stable supply of products and maintaining quality control by embracing responsible management that considers their impact on the environment and society. Binggrae recognizes such demands of the times and aims to strengthen its role further as a sustainable company.

Over the past year, Binggrae continued to make meaningful progress in advancing its ESG management. The Korea Institute of Corporate Governance and Sustainability (KCGS) has awarded Binggrae an integrated ESG rating of A for 7 consecutive years since 2019. In 2025, too, Sustinvest awarded Binggrae an A rating in recognition of its strong ESG management capabilities.

In particular, we were recognized as an outstanding company for its carbon-neutrality practices awarded the Minister's Award by the Ministry of Climate, Energy, and Environment. We also won the grand prize in the CSR report category and the gold prize in the sustainability report category at the "2025 Spotlight Awards" hosted by the League of American Communications Professionals (LACP).

We were named among the "Global Top 100" as well, proving our world-class sustainability management communication capabilities. Furthermore, we strengthened sustainability throughout our supply chain by expanding ESG assessments, training, and consulting support for our partners. Launched to commemorate the 80th anniversary of Korea's liberation, our independence movement campaign "First Time Hearing about Liberation" promoted a culture of honoring veterans and patriots while creating social value.

Binggrae will focus on the following direction based on our performance to date:

First, we will further strengthen eco-friendly management to address climate change.

Binggrae has continued to make efforts to reduce the environmental impact of its products and business sites by reducing the weight of packaging materials, improving recyclability, expanding label-free products, and introducing eco-friendly facilities and equipment. Going forward, we will further enhance our low-carbon management system by reducing carbon emissions across the production, logistics, and consumption stages, developing products based on the principles of resource circularity, and expanding eco-friendly infrastructures. We will continue the carbon neutrality campaign in collaboration with local communities to foster a culture of environmental action in which both the Company and consumers actively participate.

Second, we will build a sustainable value chain that promotes growth together with our business partners.

The sustainability of a food company is shaped across the entire value chain from raw material sourcing and production to distribution and consumption. Binggrae has enhanced its partners' ESG response

capabilities through ESG assessments, legal compliance and food safety training, and improvement consulting support projects. We will proactively manage supply chain risks by strengthening communication with partners and fostering a fair business culture. Through these efforts, we will provide safer and more reliable products to our customers while fostering a healthy industrial ecosystem where our partners can grow together with us.

Third, we will continue to create shared values that bring smiles to society.

Binggrae has strived to become a company that brings health, happiness, and bright smiles to people, true to the meaning embodied in its name. Going forward, by continuing to engage in activities inheriting historical values such as supporting the descendants of independence patriots, spreading a culture of honoring veterans and patriots, and carrying out social contribution activities in partnership with local communities, we will fulfill our responsibilities as a company that grows together with society. We will also continue to grow as a brand that customers can trust and choose with confidence by developing products and reinventing services that support healthier everyday lives.

Dear stakeholders—as a leading dairy processing company in Korea, Binggrae is bringing the value of K-Food to global markets while advancing toward a sustainable future. In the future, we will continue to take on challenges to create a virtuous cycle wherein our growth has a positive impact on the environment and society. We sincerely ask for your unwavering support and encouragement in Binggrae's journey.

Thank you.

CEO & Vice-Chairman
Kim Kwang-Soo



2025 HIGHLIGHT

Strong ESG Ratings

Binggrae continues to garner excellent ratings from major domestic ESG evaluation agencies.

Binggrae has received an integrated ESG rating of “A” from KCGS (Korea Institute of Corporate Governance & Sustainability) for 7 consecutive years since 2019, garnering an “A” rating from Sustainvest in 2025. Going forward, we will continue to respond responsibly to evolving ESG standards and expectations of various stakeholders while delivering tangible sustainability performance.



Supply Chain ESG Management and Support

Binggrae has established a management system encompassing assessments, training, and consulting to strengthen the ESG capabilities of its partners. A total of 72 partners participated in the ESG self-diagnosis program in 2025, and the number of partners with ESG certifications increased to 72. We also conducted training on the ESG & Supply Price Linkage System for 103 participants and regulatory training for food safety for 223 participants.

In addition, Binggrae participated in a joint ESG project organized by the Korea Food Industry Association and provided ESG assessments and improvement consulting for 18 partners. Through these efforts, we are strengthening our partners' ESG response capabilities and level of regulatory compliance while fostering a fair business environment and enhancing sustainability across the supply chain.



Selection as Outstanding Company in Practicing Carbon Neutrality

Binggrae was selected as an outstanding company in practicing carbon neutrality at the “National Convention for Practicing Carbon-Neutral Lifestyle” in 2025 and received the Minister of Climate, Energy, and Environment Award. This was in recognition of our company-wide carbon reduction activities such as reducing the weight of packaging materials, improving recyclability ratings, and expanding eco-friendly facilities.

Binggrae is improving recyclability through the weight reduction of product packaging films and PET containers, expanding its range of label-free products, and applying single-material packaging. The Company is also expanding its eco-friendly infrastructure by introducing electric refrigerated trucks and installing solar power facilities. Furthermore, we are contributing to raising environmental awareness through carbon neutrality campaigns conducted in collaboration with local communities.



Independence Movement Campaign

To commemorate the 80th anniversary of Korea's liberation, Binggrae launched the “Hearing Liberation for the First Time” campaign following the “Wearing Liberation for the First Time” campaign in 2024 in collaboration with the Ministry of Patriots and Veterans Affairs. Using AI technology, we produced and promoted content recreating the cheers at the time of Korea's liberation and donated it to the Kim Koo Museum & Library for use as educational material on Korean history.

In addition, we increased the participation of the general public through the interactive exhibition of the Seodaemun Prison History Hall and documentary screenings and donated part of the screening proceeds to a fund for supporting the descendants of Korean independence patriots. By sponsoring overseas Korean Liberation Day events, we contributed to promoting the values of honoring veterans and independence heroes on a global scale.



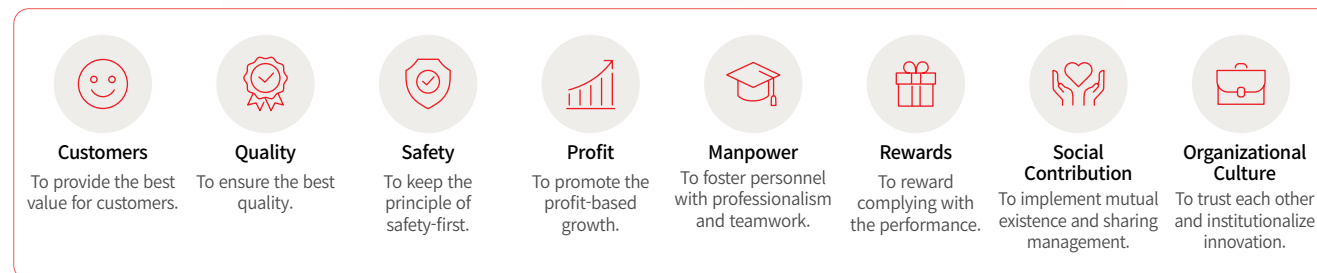
CORPORATE OVERVIEW

Binggrae Management Philosophy

Binggrae considers the health and happiness of people to be its highest priority, having established its management philosophy, mission, vision, and core values based on this commitment and using them as guiding principles for its business activities. Through these principles, we create customer value and pursue sustainable growth.



Binggrae Principles



Binggrae Ideology

Binggrae's mission embodies the spirit of 'Binggrae', the smile of our nation, that Dosan Ahn Chang Ho emphasized.

"Why is our society so cold? We should make the world a place full of smiles with a heart of mutual love like 'Binggrae'."

Dosan Ahn Chang Ho was an intellectual who kindled the national spirit under the Japanese colonial era. He used to talk about the value of smile and love.

Sir Dosan classified types of laughter into the 'Binggrae of a newborn baby', 'Binggrae of a young man', and 'Binggrae of an old man,' and noted that these were all the types of inborn smile our nation should have. Without anxiety, sorrow, admonishment, and cloudiness, the laughter that comes from the soul is itself 'Binggrae'. Mentor Dosan Ahn Chang Ho dreamed of a bright world where people with bright smiles lived together. 'Bright Smile' in the Binggrae mission also means the smile that mentor Dosan emphasized. As a contributor that enhances customers' health and happiness, Binggrae wants to give joy and pleasant smile to the customers in Korea through good products. We want to pursue the same dream that Dosan had.

"We should make the world a place full of smiles with a heart of mutual love."

- Dosan Ahn Chang-ho -



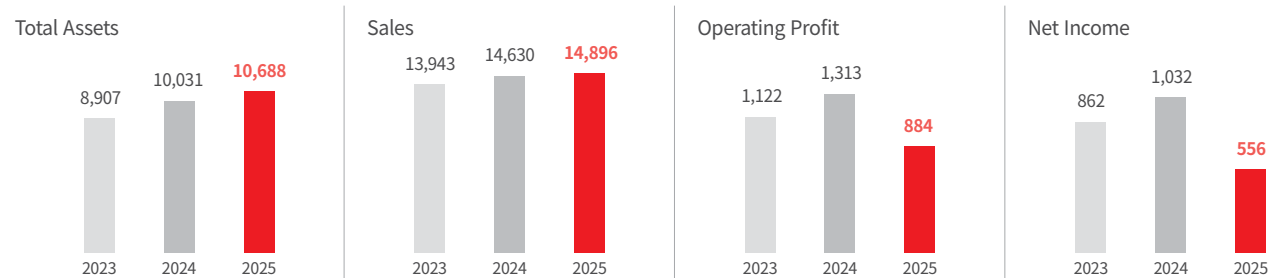
Company Introduction

Binggrae has grown into a leading company in the Korean food industry since its founding in 1967, contributing to the development of the dairy industry and the promotion of public health. The Company provides health and enjoyment in the everyday lives of its consumers through continuous research and development, as well as innovation in food safety and quality. Binggrae's business is centered on milk processing, and the Company has built a diverse product portfolio. Its representative products include Banana-Flavored Milk, Together, Bravo Cone, Yoplait, and T'aom, and the Company continues to achieve sustainable growth based on strong brand competitiveness.

Company Name	Binggrae Co., Ltd.
Date Established	September 13, 1967
CEO	Kim Kwang-Soo
Location of Head Office	45 Dasansunhwan-ro, Namyangju-si, Gyeonggi-do, Republic of Korea
Major Business	Food manufacturing and sales business
No. of employees	2,005 (as of Dec. 31, 2025)
Subsidiaries	BC F&B Shanghai Co., Ltd. BC F&B USA Corp. BC F&B Vietnam Co., Ltd. BC F&B Australia Pty Ltd. * As of June 2026

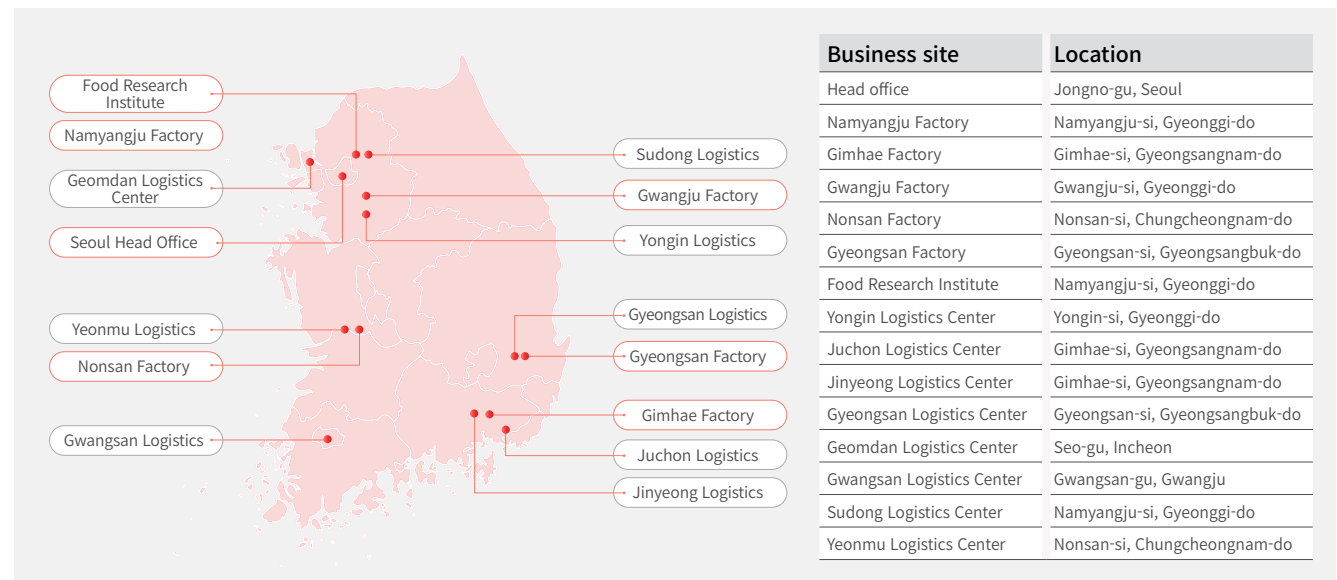
Key Financial Information

(based on the consolidated financial statements, unit: KRW 100 million)



Major Business Sites

As of June 2026, Binggrae produces its products in 5 manufacturing plants located in Namyangju, Gimhae, Gwangju, Nonsan, and Gyeongsan, and supplies them promptly through its nationwide sales network and logistics infrastructure. In addition, the Company has established an efficient nationwide distribution and supply network through eight logistics centers, 24 sales branches, and 30 sales offices.





Global Partnerships

Binggrae pursues global growth through exports and localized market strategies to expand its global market.

Beginning exports in the early 1990s, the Company has expanded its markets to North and South America, East Asia, Southeast Asia, and Oceania. It is currently increasing sales through major retail channels such as Costco and Walmart in the United States and Canada. We are also expanding our product portfolio in key Asian countries—strengthening our platform for growth while pursuing tailored strategies for entry into European and Australian markets through

product development aligned with local regulations. Based on its track record of success in export-led market entry, Binggrae established local sales subsidiaries in China in 2014, the US in 2016, Vietnam in 2019, and Australia in 2025. In 2017, we were the first Korean company to produce “Melona” locally and sell it in the United States.

Binggrae will continue to grow as a global company shaping a new future for the food industry, bringing bright smiles to the everyday lives of customers around the world.

Sales by Continent

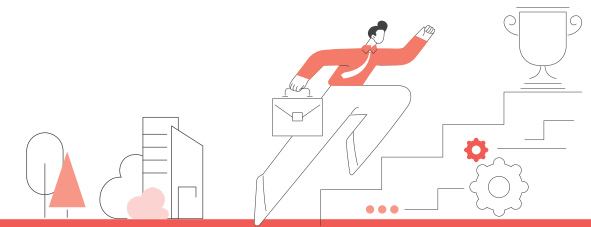
(unit: KRW 1 mil.)

America	112,952
East Asia	50,072
Southeast Asia	35,188
North & Central Asia	6,468
Oceania	7,473
Others	4,405
Total Overseas Sales Revenue	216,557

*Sales by continent: Sales of products exported overseas



MILESTONES



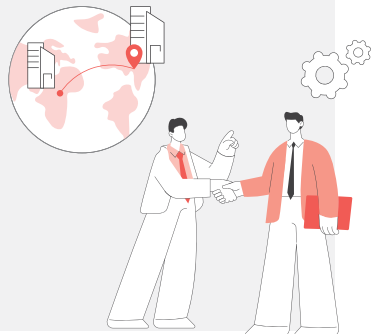
1967–1989

1967–1979

- Sept. 1967 Founded Daeil-Dairies Co., Ltd.
- Apr. 1972 Established a technological partnership with Foremost McKesson, USA
- Jun. 1973 Built Donong Plant No. 1 in Namyangju-si
- Aug. 1978 Listed on the stock exchange
- Jun. 1979 Built Donong Plant No. 2 in Namyangju-si

1980s

- Jan. 1981 Signed a technical partnership with SODIMA in France
- Feb. 1982 Changed corporate name from Daeil Dairies to Binggrae
- Mar. 1982 Built the Gimhae Plant in Gyeongsangnam-do
- May 1986 Built the Gwangju Plant in Gyeonggi-do
- Apr. 1987 Opened the Binggrae Food Research Institute
- Sept. 1988 Selected as the official supplier of ice cream for the 1988 Seoul Olympic Games



1990–2009

1990s

- Nov. 1995 Built the Nonsan Factory in Chungcheongnam-do
- Apr. 1997 Acquired ISO 9001 certification (from the Korea Productivity Center)
- May 1998 Acquired the HACCP certificate for milk beverages (from the Korea Food & Drug Administration)
- Nov. 1999 “Banana-Flavored Milk” selected as a product that “shaped Korea in the 20th century”

2000s

- May 2002 Held the vision declaration ceremony for the new millennium
- Dec. 2004 Awarded the Grand Prize for value management at the Korean Management Grand Awards by Korea Management Association Consulting (KMAC)
- Mar. 2008 Awarded the Grand Prize for corporate ethics management (by the Korea Academy of Business Ethics)
- Dec. 2008 Awarded a certificate as a corporation with excellent labor-management relations (by the Minister of Labor)
- Mar. 2009 Awarded the Grand Prize for social volunteer services by the Korea Academy of Business Ethics (Business Institute of New Industry)
- Nov. 2009 Awarded the Grand Prize for transparent business administration (by the Korea Accounting Information Association)



2010–2019

2010s

- Mar. 2010 Awarded the Bronze Tower Order of Industrial Service Merit (on Taxpayers' Day)
- Mar. 2014 Awarded the Best Export Tower of Agricultural and Fishery Products in Gyeongsangnam-do
- Aug. 2014 Established BC F&B Shanghai Co., Ltd.
- Nov. 2015 Awarded the Grand Prize in food and milk products at the Korea Social Media Awards
- Feb. 2016 “Together” acquired “K-MILK” certification (certifying the use of Korean milk)
- Jul. 2016 Established BC F&B USA Corp.
- Oct. 2016 Distributed the Korean font “Binggrae” free of charge
- Jun. 2017 Won the Excellent Taste Award for ice cream at the 2017 Superior Taste Awards
- Sept. 2018 Binggrae Banana-Flavored Milk’s “My Straw Campaign” won the Gold Prize in the integrated campaign division at the Clio Awards (one of the world’s three major advertising awards)
- May 2019 Implemented the scholarship program for the descendants of persons who rendered distinguished service to national independence
- Jun. 2019 Launched TFT for a health-oriented integrated brand
- Sept. 2019 Established BC F&B Vietnam Co., Ltd.
- Nov. 2019 Acquired Family-friendly Certification





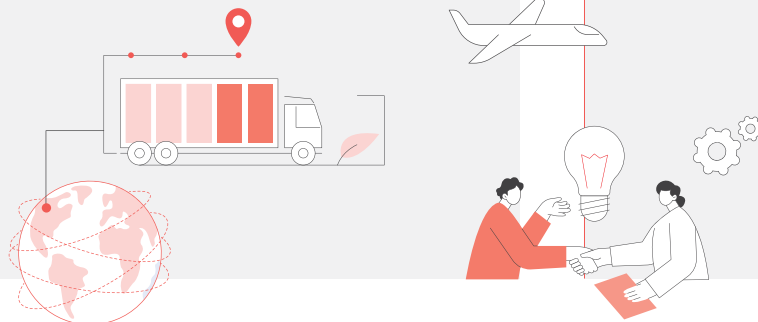
2020–2023

2020–2021

- Oct. 2020 Acquired HAITAI Ice Cream Co., Ltd.
- Dec. 2020 Received a Presidential Citation at the Government Awards for promoting eco-friendly technology and consumption
- May 2021 Launched the protein brand “THE:Danbaek”
- Nov. 2021 “Hello, Danji,” the YouTube channel of Banana-Flavored Milk, won in the best brand creator category at the YouTube Works Awards
- Dec. 2021 Acquired ISO 14001 certification (Environmental Management System) from KMR

2022–2023

- Apr. 2022 Yoplait ranked first in the “Cup-type Yogurt” category of the Korea Purchase Ease Index (KPEI) for the 6th consecutive year
- May 2022 Acquired International Standard Certification for the compliance management system (KCCA)
- Oct. 2022 Ranked first in the ice cream category of KCSI (Korean Customer Satisfaction Index) for the 16th consecutive year
- Dec. 2022 Reacquired Family-Friendly Certification
- Feb. 2023 Acquired ISO 45001 certification (Safety & Health Management System) from KMR



2024–2026

2024–2026

- Nov. 2024 Binggrae received the Grand Prize for the best sustainability report in the 2024 Global Standard Management Awards (GSMA)
- Dec. 2024 Reacquired Family-Friendly Certification
- Dec. 2024 Binggrae’s “Secret Semester” campaign received the grand prize in the marketing/campaign promotion category at the Korea Digital Advertising Awards
- Feb. 2025 Binggrae’s “Secret Semester” campaign received the grand prize in the digital advertising & campaign, food & beverage category at the A.N.D. Awards, Korea’s largest digital awards
- Feb. 2025 Together awarded the grand prize (ice cream category) at the New York Festivals KOREA-National Brand Awards
- May 2025 Renewed Environmental Product Declaration (EPD) certifications for Banana-Flavored Milk Original, Banana-Flavored Milk Light, Together the Original
- Jun. 2025 Reacquired ISO 37301 Compliance Management Systems certification
- Jul. 2025 Deep & Low won in the Red Dot Awards’ Brands & Communication Design category (presented by the Red Dot Design Center in North Rhine-Westphalia, Germany)

- Nov. 2025 Received an integrated “A” rating in the ESG evaluation for 7 consecutive years (Korea Institute of Corporate Governance and Sustainability)
- Nov. 2025 Won the Platinum Award (No.1) in the CSR Reports category and Gold Award (No.2) in the Sustainability Reports category from LACP (League of American Communications Professionals)
- Dec. 2025 Established BC F&B Australia Pty Ltd.
- Mar. 2026 Yoplait ranked No.1 in Brand Power in the “Cup-type Yogurt” category of Korea Brand Power Index (K-BPI) for 20 consecutive years
- Mar. 2026 Banana-Flavored Milk ranked No.1 in Brand Power in the “Processed Milk” category of Korea Brand Power Index (K-BPI) for 19 consecutive years
- Apr. 2026 Completed a small-scale merger with HAITAI Ice Cream Co., Ltd.



OUR BUSINESS

Binggrae is cementing its position as an industry leader with a diverse portfolio of products loved by customers.

In particular, ice cream products such as Together, Melona, and Samanco enjoy strong brand recognition and continue to expand their presence beyond Korea into markets worldwide. Our flavorful snack products and steadily growing health functional food portfolio are also key pillars of the business.

Binggrae has acquired HACCP certification for all business sites, operating a strict quality control system across all processes from sourcing of raw materials to production and distribution. The Company is also strengthening its sustainability by expanding eco-friendly packaging and improving energy efficiency.



MILK & CHEESE



FERMENTED MILK



COFFEE & BEVERAGE



PROTEIN PRODUCTS &
HEALTH FUNCTIONAL FOOD



ICE CREAM



SNACK & DESSERT

MILK & CHEESE

Banana-Flavored Milk, Korea's No. 1 milk beverage brand

With a design inspired by the traditional Korean “moon jar,” Banana-Flavored Milk goes beyond functionality by reflecting the familiarity and warmth associated with Korean culture. Thanks to its sweet taste and unique shape, it has earned affectionate nicknames such as “Danji” and “Bayou” including Chubby Banana and has been much loved by many customers. Separate recycling can be done appropriately by removing the lid to discard as regular waste and washing and drying the empty bottle and placing it in the recycling bin.

Binggrae Banana-Flavored Milk

- No. 1 for 19 consecutive years (2008-2026) in the processed milk sector in the Brand Power of Korean Industry (K-BPI)
- Acquired EPD (Environmental Product Declaration) Certification



Proper separate recycling method

- ① The lid must be removed and discarded as regular waste!
- ② The empty bottle must be washed and dried!
- ③ The dry empty bottle must be thrown into the recycling bin!



Release date | Dec. 1974



Chocolate drink with the essence of Binggrae, a leader in dairy products

- It is a delightful chocolate drink that delivers the rich, authentic taste of cocoa.
- It has chocolate and caramel to give it a unique flavor.



Release date | Feb. 2025

Public's favorite Banana-Flavored Milk in mini size

- A compact MiNi-sized product that fits perfectly in one hand, allowing anyone to enjoy it with ease.
- Thanks to the aseptic pack product using FSC-certified paper, customers can drink fresh milk even when it is stored at room temperature for a long period.



Release date | Dec. 2021

Cheese that is healthy, delicious, and full of flavor!

- Healthy “protein cheese” string / slice / cheese for grilling that can be delicious, protein-rich cheese available as string, sliced, and grilling varieties!
- Probiotic string cheese with 1.5 times the dietary fiber of apples, plus high protein and calcium content!



Release date | Apr. 2022

FERMENTED MILK

Healthier and tastier! Yoplait, Korea's No. 1 fermented milk brand.

"Yoplait Original" has been pioneering and leading the market as a major fermented milk brand since its launch as Korea's first cup-type yogurt in 1983, has been enjoyed by consumers for more than 40 years with its high quality & nutrition and flavors loved by everyone.

- Contains 50 billion probiotics per cup.
- 80% fresh milk.
- Enjoy a healthier flavor with 100% real fruit ingredients!

Release date | Oct. 1983



Yoplait Dr. Capsule, even stronger with 28 years of double capsule science!

Lactobacillus has a thousand-fold higher survival rate in the stomach and double capsule protects probiotics from stomach acid and bile compared to the Bifidus powdered form.

Release date | Apr. 1997



Boost your protein and probiotics in one go!

Yoplait Protein is Korea's first yogurt containing over 8% protein. This functional fermented milk product provides both protein and probiotics in a single serving at the same time.

Release date | Apr. 2020



The joy of thick texture, Yoplait Greek

Yoplait Greek is a high-protein Greek yogurt with reduced sour taste, making it enjoyable for everyone. It can be enjoyed in a variety of flavors including sugar-free plain, sweet plain, strawberry, peach, and almond banana.

Release date | Mar. 2023



COFFEE & BEVERAGE

A Café La, Coffee made by Binggrae

A Café La is a Ready-to-Drink coffee brand.

Customized extraction methods that highlight the characteristics of carefully selected coffee beans, perfecting the natural taste and aroma of coffee!

Environmentally Responsible Packaging

- A Café La: “Excellent” grade for recycling
 재활용 최우수 등급의 패키지를 사용하여 물지 않아도 분리배출이 가능합니다.
- T'aom : “Outstanding” grade for recycling
 재활용 우수 등급의 패키지를 사용하여 물지 않아도 분리배출이 가능합니다.

Release date | May 2008



We use only ingredients sourced from nature.

T'aom, premium fresh fruit juice

T'aom is a premium fresh fruit juice brand with the natural taste of fresh fruit.



Release date | Oct. 2012

A Café La Size Up enjoyed comfortably according to taste

From latte with less sugar for a clean taste to decaffeinated Americano for those seeking a caffeine-free option



Release date | May 2008

Zero-calorie energy-boosting drink

- Rehydrate your body through sufficient hydration with the customized ion balance containing electrolytes (ion)!
- Each bottle contains 100mg of vitamin C for a powerful boost that helps replenish your energy and enhance your concentration!



Release date | Jul. 2022

PROTEIN PRODUCTS & HEALTH FUNCTIONAL FOOD

THE:Danbaek

THE:Danbaek, Binggrae's signature protein brand, is a dedicated protein brand developed through systematic product design.

Recharge your protein in diverse forms: drinks, protein bars, powder, and snacks!

Release date | May 2021



VIVACITY

VIVACITY is a health functional food brand based on the dual core value of "Tasty & Healthy."

Stay healthy the delicious way with various forms including jelly, powder, ultra-mini tablets, etc.



Release date | Jun. 2019

Doctor Capsule (Health Functional Food)

Its acid-resistant microcapsules help probiotics reach the intestines alive. Maintain your intestinal health with one capsule a day.



Release date | Aug. 2022

Jalki

Jalki is the functional health food that children choose first. Help build healthy habits for your child.



Release date | Sept. 2025

CARE FOOD

GLC THE:Care

is a nutrition-focused brand that combines “GLC,” short for Golden Life Care, with “THE,” meaning “to add,” and “Care.” It provides tailored nutritional solutions designed to meet the needs of an aging society.

Release date | Jun. 2025



Nutritional Beverages for Patients

- Balanced nutritional products and diabetes-tailored products reflecting the super-aged society
- Consumer base expanded not only to patients but also to middle-aged and older adults requiring health management



Release date | Jun. 2025

Nutritional Snack

- A snack with a soft texture that is easy for older adults to consume
- A snack-type nutritional product that supplements nutrients lacking in regular meals



Release date | Jul. 2025

ICE CREAM

Together, Korea's most beloved ice cream!

As Korea's first ice cream made with raw milk, you can taste the freshness and richness of 100% domestic milk.

- Original Vanilla Ice Cream, much loved by Koreans for a long time!
- Harmony of soft, rich fresh milk and Strawberry mix (Strawberry Milk)
- Harmony of soft, rich fresh milk and Chocolate mix (Chocolate Milk)

Binggrae Together

- Acquired EPD (Environmental Product Declaration) Certification



Release date | Jan. 1974



Melona, a living legend in Korea's ice cream industry!

Since its launch in 1992, Melona has remained a hugely popular bestseller, becoming a living legend in the Korean ice cream industry.



Release date | Jan. 1992

Clédor, premium classic ice cream!

We consider even the emotions you will experience the moment you try Clédor.



Release date | Apr. 2005

Samanco, Korea's No. 1 monaka sandwich ice cream with unique carp fish shape!

With its fun carp fish shape and rich taste & texture from the combination of various ingredients, it has appealed to consumers of all ages throughout the year.



Release date | Nov. 1991

SNACK & DESSERT

The beloved national snack for over 30 years, Crab Chips!

Crab Chips took the market by storm upon its release in September 1986, remaining very popular since then. Its cute crab shape makes it fun to eat by slipping a finger between the claws. Baked using heated salt, it delivers a crisp texture and a light, savory taste.

Release date | Sept. 1986



Chips with three colors (green, white, yellow) made using fresh vegetable ingredients and natural colors!

Snack cooked in pure vegetable oil, best when dipped in tomato ketchup.

Release date | Jul. 1989



11 kcal Konjac Jelly, a chewy snack filled with dietary fiber!

Binggrae's Konjac Jelly is loved for its chewy texture and fresh fruit taste.

It is a low-calorie food and a great choice for a meal replacement.

Release date | Nov. 2017



EXPORT PRODUCT

Melona, a living legend in Korea's ice cream industry!

Binggrae's Melona has remained a hugely popular bestseller for 34 years since its launch in 1992, becoming a living legend in the Korean ice cream industry.

As a distinctive green rectangular ice cream bar, Melona has captured the hearts of young consumers seeking something different.

Melona captures the smooth and rich taste of melon—a premium fruit with its unique aroma and chewy texture—allowing you to enjoy a rich, satisfying flavor.

Release date | Jan. 1992



Banana-Flavored Milk that captured the hearts of people around the world!

Banana-Flavored Milk is loved by millions of consumers in China and other countries around the world.



Release date | Dec. 1974

Samanco, delighting consumers around the world with various fillings in fish-shaped waffle!

As Binggrae's major export product, Samanco is gaining popularity in various Southeast Asian countries including Vietnam.



Release date | Jan. 1991

Crab Chips, a light, crispy snack baked in heated salt

Crab Chips have long been a favorite snack in Russia, the largest country in the world.

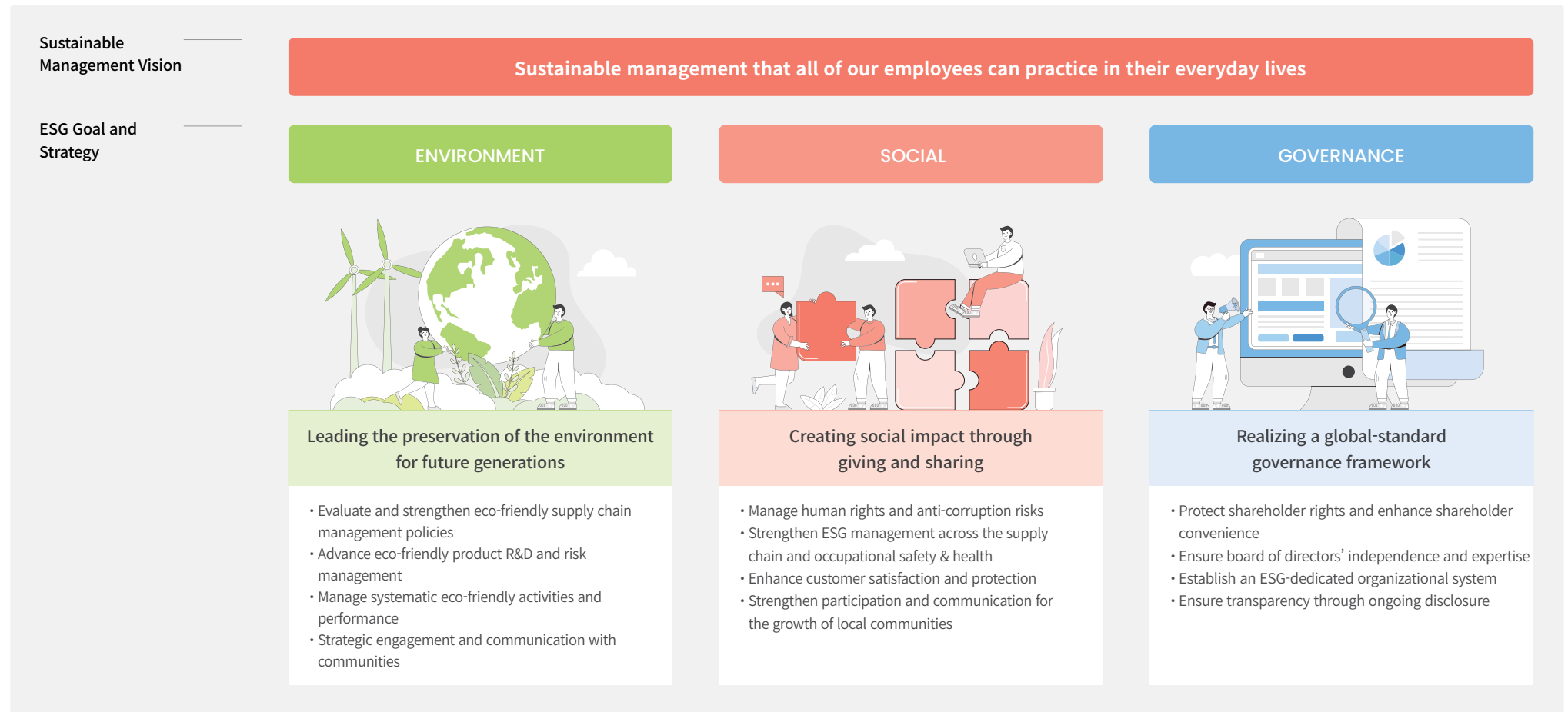


Release date | Sept. 1986

SUSTAINABILITY MANAGEMENT SYSTEM

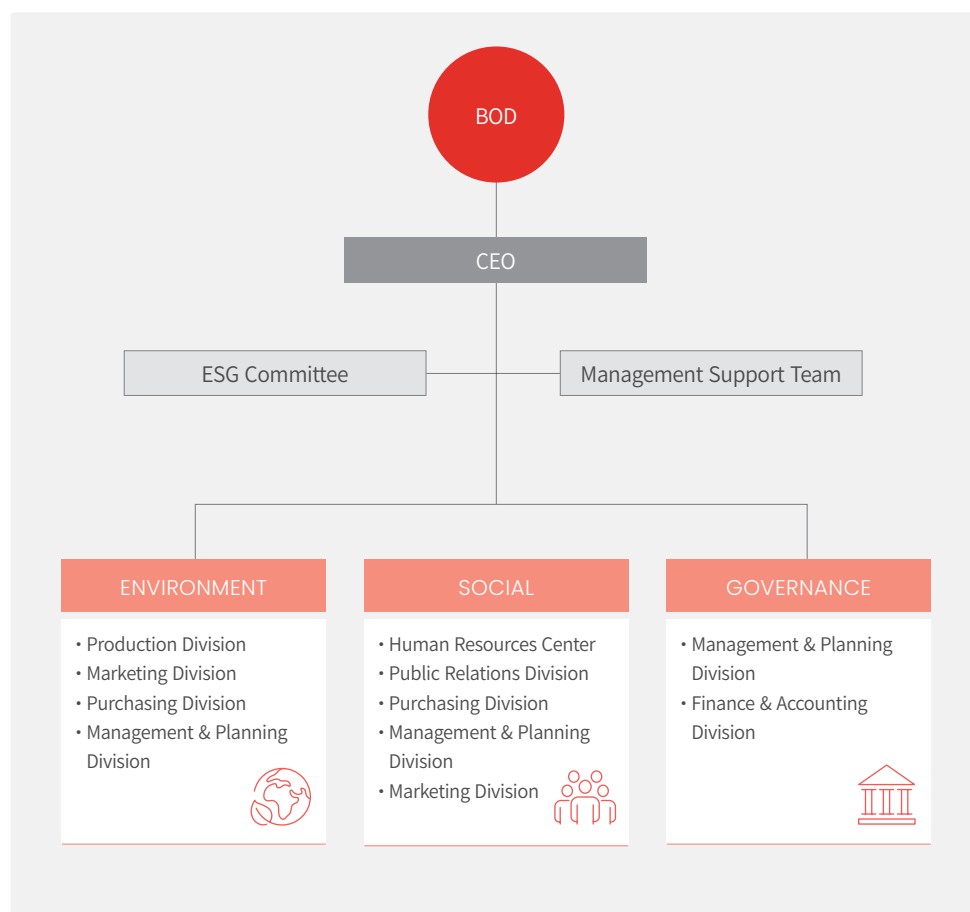
Binggrae integrates ESG values for sustainable growth and demonstrates responsible management across all aspects of environmental, social, and governance (ESG).

From the environmental aspect, we enhance resource efficiency and strengthen environmental competitiveness by systematically managing the environmental impacts of our products throughout their life cycle. From the social aspect, we reinforce responsibility for our products and services while expanding sustainable values through shared growth with our stakeholders. In addition, we advance sustainability management by strengthening the trust of our shareholders and stakeholders through transparent decision-making and a governance framework based on ethics and compliance.



ESG Management Organization

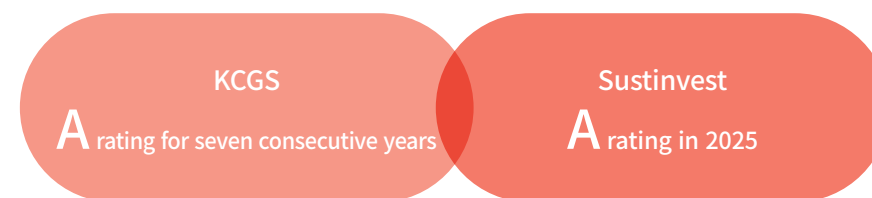
Centered on the board of directors, Binggrae manages non-financial risks, establishes ESG management goals, and reviews and approves sustainability management strategies. We also promote ESG activities through a system comprising an ESG-dedicated organization reporting directly to the CEO and the relevant departments responsible for each ESG area, while continuously monitoring ESG performance.



ESG Evaluation Rating Status

Binggrae continues to maintain excellent ratings from major domestic ESG evaluation agencies. Binggrae has received an integrated ESG rating of “A” from KCGS (Korea Institute of Corporate Governance & Sustainability) for 7 consecutive years since 2019, garnering an “A” rating from Sustainvest in 2025.

Going forward, we will continue to respond responsibly to evolving ESG standards and expectations of various stakeholders while delivering tangible sustainability performance.



ESG Evaluation Rating (2023-2025)

Evaluation Agency	Classification	2023	2024	2025
KCGS	Integrated ESG rating	A	A	A
	Environment	A	A	A
	Social	A+	A+	A+
	Governance	B+	A	B+
Sustainvest	Integrated ESG rating	AA	AA	A

COMMUNICATION WITH STAKEHOLDERS

Binggrae identifies the main interests and requirements of its diverse stakeholders including customers, employees, shareholders, local communities, and partners through active communication with them and reflects their feedback in its management activities. By operating various communication channels tailored to the characteristics of each stakeholder group, we build relationships based on trust and strive to create sustainable value.



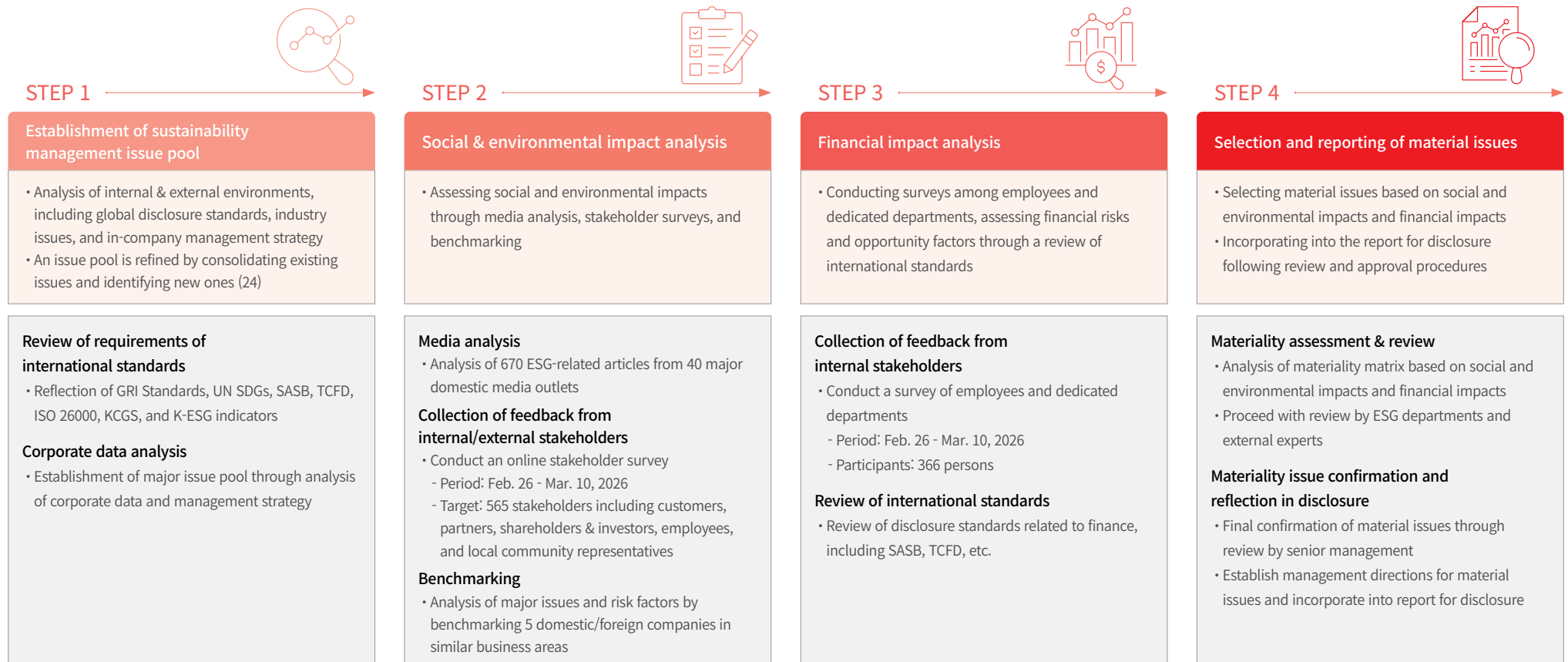


DOUBLE MATERIALITY ASSESSMENT

Double Materiality Assessment

Binggrae conducts a double materiality assessment each year to identify sustainability issues relevant to its business and incorporate them into its management strategy.

This assessment is conducted by comprehensively considering both the impacts of sustainability issues on society and the environment and their effects on the Company's financial position and business performance. Through this assessment, Binggrae prioritizes major issues, proactively manages risks that it may face in the future, and strengthens the foundation for sustainable management. We also identify major opportunities and challenges from both social and environmental impacts and aspect of financial impact while continuously enhancing our response strategies.

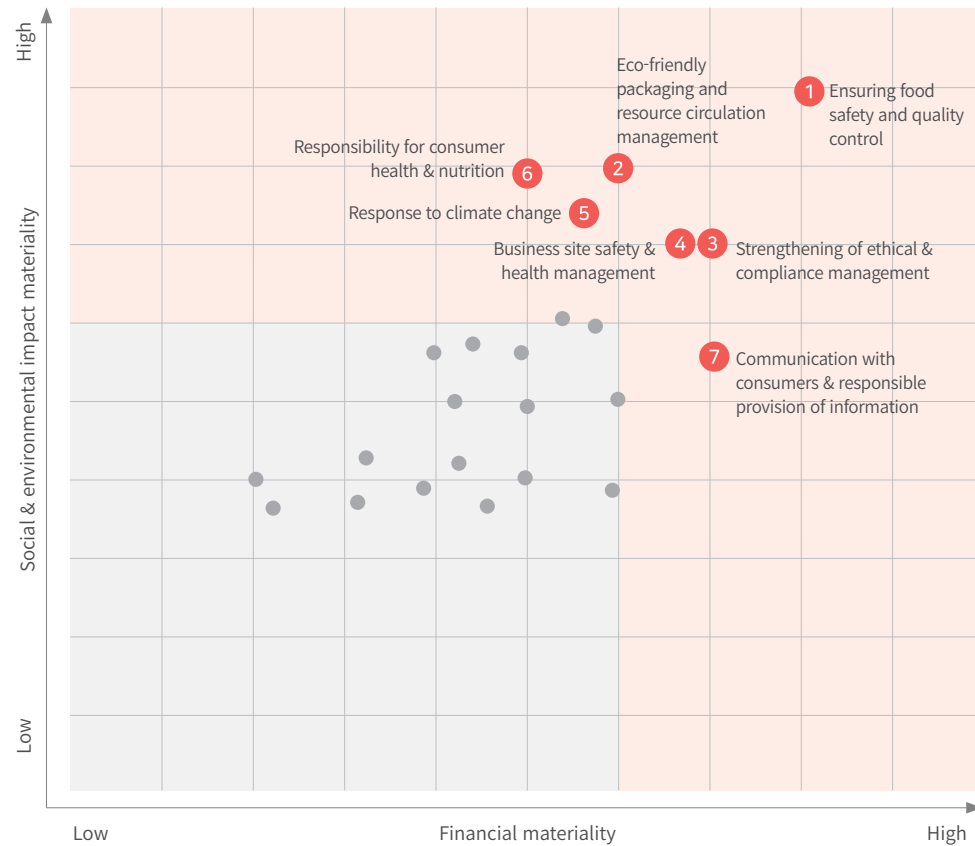




Identification of material issues

Through double materiality assessment, Binggrae selected a total of 7 material issues by comprehensively considering financial impacts and social & environmental impacts. The selected material issues were visualized in a materiality matrix according to their level of impact, and the major activities and performance associated with each issue are described in detail throughout this report. In addition, we analyze changes in the ranking of material issues compared with the previous year for the systematic management of changes in the materiality of issues and the Company's direction of response.

Double Materiality Assessment Matrix



Binggrae's 7 Material Issues

Rank	Category	Issue name	Financial impact	Social & environmental impacts	Changes in rank of material issues	Page	GRI Index
1	Social	Ensuring food safety and quality control	●	●	New integrated issue	p.86, 87	416-1, 2
2	Environment	Eco-friendly packaging and resource circulation management	●	●	1 step; ↓	p.41-45, 47, 48, 90	306-1~5
3	Governance	Strengthening of ethical & compliance management	●	●	New entry	p.116-121	205-1, 2 206-1
4	Social	Business site safety & health management	●	●	2 step; ↓	p.69-75	403-1~7 403-9
5	Environment	Response to climate change	●	●	2 step; ↓	p.35-40	305-1, 2, 4, 5
6	Social	Responsibility for consumer health & nutrition	●	●	1 step; ↓	p.17, 18, 86-89	416-1, 2
7	Social	Communication with consumers & responsible provision of information	●	●	New entry	p.88-93	2-29, 417-2 417-3

● High Impact ○ Medium-high Impact

Analysis and Response to Material Issues

Binggrae comprehensively analyzes the impacts of its 7 material issues on its financial performance and on society and environment, and systematically implements response activities to address them. We distinguish between financial impacts and social & environmental impacts for each issue and identify the characteristics, timing, and type of each impact. Based on these findings, we establish and implement strategies to manage risks and maximize opportunities.

Impact analysis and response activities for each material issue

Material issues	Major impact	Nature of impact			Major activities & performance
		Impact characteristic	Impact timing	Impact type	
1 Ensuring food safety and quality control 	In the event of a food safety incident, financial losses may occur including product recalls, production suspension, compensation cost, and decline in sales resulting from loss of brand trust	Negative	Potential	Risk	• Operated HACCP (Hazard Analysis and Critical Control Points)-based food safety management system for all business sites • Established quality control for all processes through ISO 9001 and FSSC 22000 (Food Safety System) • Provided quality and hygiene support to 47 partners • Provided regulatory training on food safety to 223 employees of partners
	Contributed to protecting consumers' health and enhancing social trust by minimizing food safety risks and providing safe products through a rigorous food safety and quality management system	Positive	Actual	Opportunity	
2 Eco-friendly packaging and resource circulation management 	Profitability pressure may occur due to higher raw material costs, increased capital investments in facilities, and higher recycling fees resulting from stricter plastic regulations and expanded mandatory use of recycled materials	Negative	Actual	Risk	• Operated 3R (Recycle-Reduce-Redesign)-based resource circulation strategy • Continued weight reduction of product packaging films and PET containers • Expanded label-free products and applied single-material packaging • Renewed Environmental Product Declaration (EPD) certifications for major products (Banana-Flavored Milk, Together, etc.) • Conducted electronics resource circulation campaign in 2025
	Contributed to reducing plastic waste, promoting the efficient use of resources, and mitigating environmental pollution by expanding the use of recyclable packaging and establishing a resource circulation system	Positive	Actual	Opportunity	
3 Strengthening of ethical & compliance management 	In the event of a legal violation, it can lead to reduction in sales due to diminished stakeholder trust along with costs including administrative fines and compensation for damages	Negative	Potential	Risk	• Maintained ISO 37301 (Compliance Management System) certification • Conducted 23 sessions of fair trade-related training and 11 sessions of document-based training in 2025 • Status of implementation of compliance self-diagnosis in 2025 (513 participants in the 1st half, 665 in the 2nd half of the year) • Implemented an Annual Pledge for all employees to comply with the Code of Ethics and practice compliance • Operated an online whistleblowing center on the Company's website
	Contributed to establishing fair trade order and fostering a sound business environment by practicing ethical management and strengthening stakeholder trust	Positive	Actual	Opportunity	

Material issues	Major impact	Nature of impact			Major activities & performance
		Impact characteristic	Impact timing	Impact type	
4 Business site safety & health management 	In the event of an industrial accident, direct costs may occur including medical treatment and compensation costs, production disruptions, and equipment downtime, which may lead to additional financial losses due to diminished stakeholder trust	Negative	Potential	Risk	• Maintained ISO 45001 (Occupational Health & Safety Management System) certification across all business sites • Invested a total of KRW 5.23 billion in occupational safety & health in 2025 • Completed improvements for 100% of the 67 high-risk items to be improved as identified through risk assessments in 2025 • Introduced AI cameras and automatic braking systems to prevent collision with forklifts • Operated a Zero-accident certification program and granted a total of 32 certifications in 2025
	Contributed to fostering a sustainable organizational culture and fulfilling corporate social responsibilities by creating a safe working environment, protecting the health and safety of employees, improving working conditions, and enhancing organizational trust	Positive	Actual	Opportunity	
5 Response to climate change 	Short-term pressure on profitability may increase due to higher emissions allowance cost, increased facility investments, and process conversion costs resulting from stricter carbon emission regulations and rising carbon prices	Negative	Potential	Risk	• Selected as an outstanding company in practicing carbon neutrality at the “National Convention for Practicing Carbon-Neutral Lifestyle” in 2025 and given the Minister of Climate, Energy, and Environment Award • Upgraded energy-efficient facilities including high-efficiency inverters and steam traps • Installed solar power equipment at Gimhae and Nonsan plants and expanded self-consumption • Implemented a project to transition refrigerated trucks to electric vehicles (achieved total conversion rate of 18% in 2025)
	Contributed to the mitigation of climate change and reduced environmental impacts through greenhouse gas reduction and energy transition, thereby facilitating the transition to a sustainable society and fulfilling the Company’s environmental responsibilities	Positive	Actual	Opportunity	
6 Responsibility for consumer health & nutrition 	Contributed to increasing sales and laying the foundation for achieving mid-to long-term growth by responding to changes in consumer demand and strengthening brand trust through the development of products focusing on health and nutrition	Positive	Actual	Opportunity	• Supplied tailored health functional foods such as Doctor Capsule (for gut health) and Jalki (for children) • Expanded reduced-sugar product lineup, including the launch of “Sugar-free Banana-Flavored Milk” in February 2025 • Released “GLC THE:Care,” a care food tailored to older adults • Changed raw materials and implemented renewal based on customer feedback (improved raw materials including Maltitol, caramel color, etc.)
	Contributed to promoting consumer health by providing healthy food and improving nutrition, while supporting the development of healthy eating habits to create social value and improve public health	Positive	Actual	Opportunity	
7 Communication with consumers & responsible provision of information 	Errors in product information, violation of labeling & advertising regulations, or inadequate response to consumers may result in costs such as administrative fines, product recall, and damage to the Company’s reputation, which may lead to reduced sales and decline in brand value	Negative	Potential	Risk	• Expanded customer touchpoints through multiple channels including website, YouTube, and Instagram • Established an integrated online/offline VOC system • Improved the customer service process (1st contact resolution rate increased from 62.5% in 2024 to 72.1% in 2025) • Maintained zero cases of violations of marketing and communication laws and regulations over the past 3 years
	Contributed to creating a sound consumer environment by supporting informed consumer decision making and strengthening the foundation of trust between the Company and consumers through the provision of accurate and transparent information and responsible communication	Positive	Actual	Opportunity	

ENVIRONMENTAL



Binggrae systematically manages key environmental issues including response to climate change, resource circulation and eco-friendly packaging, and management of environmental pollution through its environmental management system.

In addition, we continuously pursue greenhouse gas reduction, resource efficiency improvement, and environmental pollutant reduction activities to minimize the environmental impacts of our business activities. Through these efforts, we proactively manage environmental risks and create greater eco-friendly value to support sustainable growth.

2025 MAJOR PERFORMANCES

KRW **31.52** billion
Practice of green purchasing



1,393 tCO₂eq
Effect of carbon emission reduction
through improvement of packaging



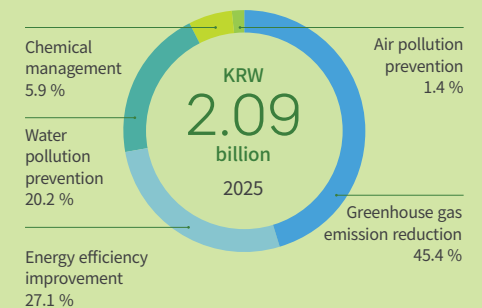
97.7 %
Waste recycling rate



5,168 hours
Environmental training for employees



Eco-friendly investment amount



30 ENVIRONMENTAL MANAGEMENT SYSTEM

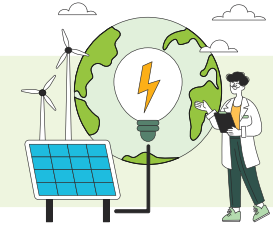
35 RESPONSE TO CLIMATE CHANGE

41 RESOURCE CIRCULARITY & ECO-FRIENDLY PACKAGING

50 NATURAL CAPITAL & RESOURCE MANAGEMENT

57 ENVIRONMENTAL RISK MANAGEMENT SYSTEM

ENVIRONMENTAL MANAGEMENT SYSTEM



Binggrae recognizes environmental management as a core element of its business management and minimizes its environmental impact by establishing a company-wide environmental management system. Based on its environmental management system, the Company integrates the entire process from strategy development and implementation to performance management while actively addressing major environmental issues such as climate change and resource circulation. Furthermore, we continue to monitor and improve our environmental performance through a clear organizational and accountability framework while promoting sustainable environmental management by encouraging greater employee participation.

Environmental Management System

Based on its Environmental Management Policy, Binggrae operates the ISO 14001-certified environmental management system it has established across all business sites including its head office to fulfill its environmental responsibilities and minimize environmental impacts. Through this system, we systematically manage the environmental impact arising throughout the product manufacturing process. In particular, we continue to strive to create clean and safe manufacturing sites by focusing on wastewater and waste reduction activities.

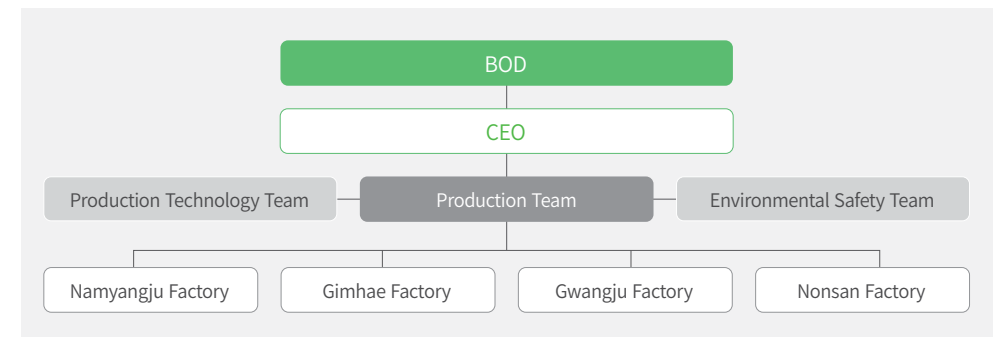


Environmental Management Policies

- | | | |
|----|--|--|
| 01 | Minimize environmental impact and implement environmental improvement by developing eco-friendly products and technologies. | |
| 02 | Comply with domestic environmental laws and international agreements, and receive stakeholders' opinions on environmental management and reflect them in our corporate management. | |
| 03 | Establish and practice the environmental targets and detailed plans for continuous improvement of the environment, and regularly check the performance status to stably establish the environmental management system. | |
| 04 | Select the prevention of environmental pollution as a key issue from the overall work process, observe the relevant national and international requirements, and fulfill our social responsibility. | |

Environmental Management Promotion Organization

Binggrae has established an environmental management promotion system under the CEO for the systematic advancement of environmental management. As the chief executive responsible for environmental management, the CEO oversees the major decision-making related to the Company's environmental management. The Chief Manufacturing Officer (CMO) is responsible for operating the environmental management implementation system and managing environmental performance across the Company. The Production Division—comprising the Production Technology Team and the Environmental Safety Team—is responsible for implementing environmental management by establishing environmental management operating plans, driving strategic environmental initiatives, responding to environmental regulations, and monitoring environmental performance. Furthermore, major production sites including the Namyangju, Gimhae, Gwangju, and Nonsan factories work closely with the Production Division to carry out site-level environmental management and improvement activities; thus strengthening the Company's capability to execute environmental management at the company-wide level.



Environmental Management Promotion System and Roles

BOD	- Approval of environmental management strategies and mid- to long-term strategic direction - Oversight of major environmental risks and response status - Review and management of annual environmental performance
CEO	- Highest executive in charge of environmental management - Oversight of environmental management implementation and major decision making
Chief Manufacturing Officer (CMO)	- Oversight of operation of environmental management implementation system - Management of company-wide environmental performance and improvement tasks
Production Division (Production Technology Team, Environmental Safety Team)	- Establishment of environmental management operating plans and detailed implementation tasks - Response to environmental regulations and changes in external policies - Monitoring of environmental data and performance - Promotion of eco-friendly improvement activities and enhancement of internal awareness

Current status of BOD's handling of environmental management-related major agendas

The major environmental indicator management performance is reported to the board of directors at least once a year in accordance with the BOD operating regulations. The results of the materiality assessment and major ESG issues are also reported to or approved by the Board.

Meeting Date	Agenda details	Specific details	Approval status
March 14, 2025	Report on the 2024 environmental management performance	- Review & management of environmental management policy, governance structure, and mid- to long-term strategy - Review of environmental performance indicators and status of key KPI management - Management of detailed operating plan for environmental management and key implementation initiatives - Review of environmental investments and environment-related financial impacts - Management of greenhouse gas reduction strategies and progress of reduction activities - Management of site-level environmental targets, waste reduction, and ISO-based environmental management system operations	Reported
	Report on the results of materiality assessment for sustainability report	- Review of double materiality assessment results and key ESG issues - Review of stakeholder feedback collection and process for identifying material issues - Report on response directions and sustainability management promotion tasks for each material issue	Reported
March 11, 2026	Report on the 2025 environmental management performance	- Report on environmental management policy, governance structure, and roles & responsibilities - Review of environmental management strategy and progress of major implementation tasks - Review of environmental performance status including waste, water, wastewater, and energy consumption - Management of greenhouse gas emissions and progress toward reduction targets - Analysis of environmental performance vs. targets and year-on-year changes - Report on the operation status of the environmental target management system and site-level environmental management system	Reported
April 02, 2026	Report on the results of materiality assessment for the sustainability report	- Review of double materiality assessment results and key ESG issues - Review of stakeholder feedback collection and process for identifying material issues - Report on the response directions and sustainability management promotion tasks for each material issue	Reported

Environmental Awards

2023

- Together received the 「17th Korea Packaging Technology Chairperson's Prize」 (Apr. 2023)
- Received commendation from the Minister of Environment in the 「2023 Contest for Excellent Business on Reducing Disposable Products & Packaging Materials and Promoting Recycling」 (Sept. 2023)
- A Café La Simply received the 「Bronze Award in the Pentawards」 (Nov. 2023)
- Received the Excellence Award at the 「2023 Excellent Company in Material and Structural Improvement Contest」 (Nov. 2023)
- Received a 「Plaque of Appreciation as an Excellent Company Practicing Net Zero」 in the 2023 National Competition on Practicing Net Zero (Dec. 2023)

2024

- Yoplait Drinks received the 「18th Korea Packaging Technology Chairperson's Prize」 (Apr. 2024)
- Received a 「2024 Plaque of Appreciation as an Excellent Participating Company Practicing Net Zero」 from the Ministry of Environment (Dec. 2024)

2025

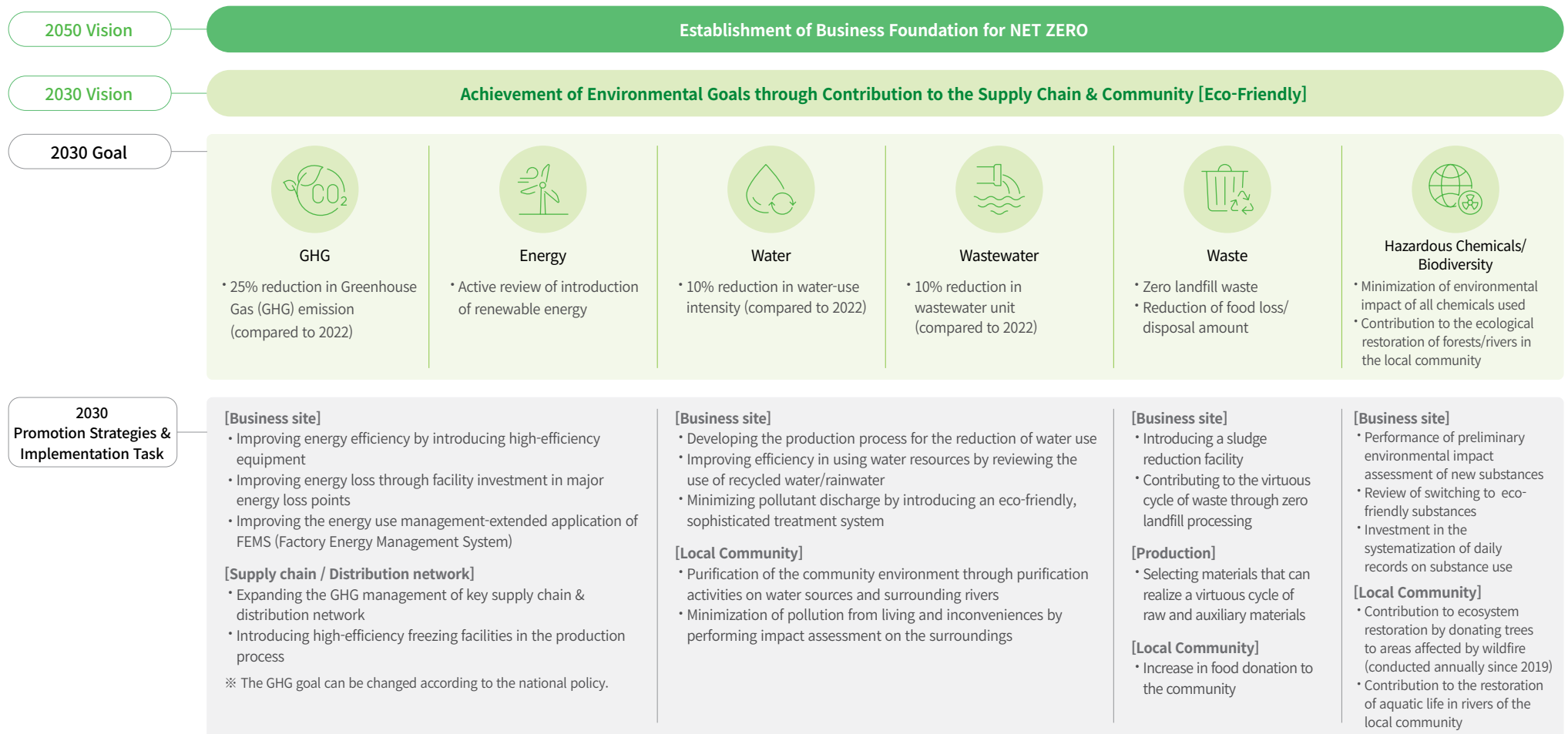
- Received a 「2025 Plaque of Appreciation as an Excellent Company Practicing Carbon-Neutral Life」 from the Ministry of Climate, Energy, and Environment (Dec. 2025)
- Received the 「Minister's Award in the Company & Organization category at the 2025 Carbon Neutrality Management Competition」 hosted by the Ministry of Climate, Energy, and Environment (Dec. 2025)
- Received the 「Grand Prize (Chairman's Award of the Korea Environment Corporation)」 in the Packaging Material and Structure Improvement Category (Dec. 2025)



Mid- to Long-term Goal & Strategy of Environmental Management

Binggrae established the mid- to long-term goal of laying the foundation for the Net-Zero business by achieving carbon neutrality by 2050. As the intermediate stage for achieving this goal, we established the vision of realizing eco-friendly management based on collaboration with the supply chain and local communities by 2030.

Environmental goals were established based on quantitative and qualitative indicators in six areas: greenhouse gas, energy, water, wastewater, waste, hazardous chemicals, and biodiversity. In addition, the promotional strategies and implementation tasks for each area were derived by considering not only the environmental impact arising during business site operations but also impacts occurring in the supply chain and local communities.





Eco-friendly Investment

Binggrae continues to invest in eco-friendly facilities and establish environmental management systems tailored to the characteristics of each business site to reduce environmental pollution and enhance the level of environmental management performance. In 2025, we installed four once-through boilers in Namyangju Factory 2 to improve energy efficiency and strengthen the foundation for reducing air pollutant emissions. The Company also introduced four IoT-based air quality monitoring systems to monitor the operational status of emission sources and air pollution prevention facilities in real time.

At the Gwangju Factory, we introduced UV sterilizers to minimize ecotoxicity impacts by effectively removing E. coli without chemical treatment. We also laid the foundation for the stable operation of pollution prevention facilities by enhancing the dust wash water's treatment efficiency through the improvement of the piping system of air pollution prevention facilities. At the Nonsan Factory, we operate a Water Quality TMS (Tele-Monitoring System) to send information on effluent water quality concentration (TOC, pH, TN, TP, SS) to the Korea Environment Corporation in real time. The Company is enhancing its environmental monitoring system as well by continuously managing air emissions including the operational status of air pollution control facilities through an air IoT system.

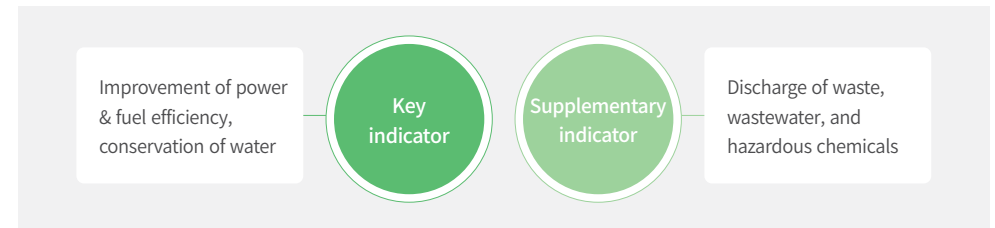
Classification	Unit	2023	2024	2025
Reduction of air pollutants 		26.0	34.0	28.8
Reduction of water pollution 		371.6	325.6	422.5
Management of hazardous chemicals 	KRW 1 mil.	71.6	38.8	122.6
Reduction of GHG emissions 		848.0	1,527.1	949.2
Improvement of energy efficiency 		292.0	519.3	566.2
Total	KRW 1 mil.	1,609.2	2,444.8	2,089.3

Environmental Performance Evaluation System

Binggrae continuously monitors the implementation status of tasks to achieve its environmental goals and establishes and manages detailed performance indicators. In particular, we have established improvements in power and fuel efficiency and water conservation performance as key KPIs led by the Chief Manufacturing Officer (CMO). We also manage the discharge of wastewater, waste, and hazardous chemicals as supplementary indicators on a biennial basis or when major issues arise. KPI achievement levels including exceeding, meeting, or failing to meet targets are linked to performance evaluations and compensation (performance-based bonuses).

Each business site selects key KPI items annually and reviews the achievement rates of the indicators and challenges in the process of implementation. By continuously improving the indicators based on these results, we enhance the objectivity and effectiveness of evaluations. In addition, we encourage employee engagement in environmental management and strengthen company-wide implementation capabilities by incorporating major environmental performance indicators into individual performance evaluations.

Chief Manufacturing Officer (CMO)'s Environmental KPI



Environmental Performance Management and Evaluation Standards

Management of detailed performance indicators

- Selection of annual key KPI items for major environmental issues (ex.: GHG intensity, energy, etc.)
- Evaluation of the level of KPI achievement and periodic internal audits, root cause analysis, and implementation of improvement activities
- Continuous enhancement of performance indicators

Incorporation into work performance evaluation

- Incorporation of climate change response performance into departmental and individual performance evaluations
- Linkage of evaluation results to promotion and incentive calculation
- Management in alignment with evaluation items for business site managers



Preliminary Environmental Impact Assessment

Binggrae conducts environmental impact assessments during major decision-making processes such as new investments, new product development, and purchase of major raw and subsidiary materials to identify potential environmental risks and assess the likelihood of negative impacts in advance.

In addition, Binggrae promotes responsible environmental management that minimizes environmental impacts by incorporating the existence of potential risks and the capacity for reducing and improving environmental impacts into major decision-making elements.



Environmental Management Training

Regular environmental training is provided to all employees to raise their awareness of environmental management and strengthen implementation capabilities. Through basic environmental training, the Company supports all employees in understanding environment-related laws and regulations and internal management standards. In addition, job-specific specialized training is provided for key environmental impact areas including noise, air quality, water quality, hazardous chemicals, and waste. We also provide a combination of internal & external face-to-face training or online training to enhance training accessibility and effectiveness.

Details of environmental management training for employees in 2025

Training name	Training details	Date of training	Organization	No. of trainees	Hours	Method
Chemical safety community workshop (Seminar)	1. Major policies related to the community and directions for support 2. Chemical accident cases and prevention & response methods	Feb. 27, 2025	Geum River Basin Environmental Office	1	2	Face-to-face
Training to enhance the practical capabilities of environmental engineers working at pollutant-emitting facilities and regular general meeting	1. Amended laws and cases of noncompliance identified during guidance and inspections 2. Amendments to the Chemical Substances Control Act	Apr. 29, 2025	Daejeon, Sejong, and Chungnam Association of Environmental Engineers (Training provided by the Geum River Basin Environmental Office, National Institute of Chemical Safety (NICS))	1	3	Face-to-face
Chemical safety community's site visit to exemplary business sites and seminar	1. Chemical safety community's visit to an exemplary business site (HiteJinro) and benchmarking of chemical substances management practices 2. Guidance on upcoming amendments to the Chemical Substances Control Act and Q&A session	Jun. 26, 2025	Chemical Safety Management Division, Han River Basin Environmental Office (Capital Region Chemical Safety Community)	2	3	Face-to-face
Briefing session on the revised guidelines for the greenhouse gas target management system and target setting	Training on the revised greenhouse gas guidelines and target setting	Jul. 10, 2025	Korea Agriculture Technology Promotion Agency (KOAT)	1	4	Face-to-face
3rd greenhouse gas reduction study group	Major issues in the 4th greenhouse gas planning period and sharing of best practices for supporting food companies	Nov. 20-21, 2025	Korea Agriculture Technology Promotion Agency (KOAT)	2	8 (4 hours each)	Face-to-face
Group training by hazardous chemical manager	1. Understanding hazardous chemicals (status of hazardous chemicals handled by the Company) 2. Safety precautions and compliance requirements when handling 3. Status of safety and emergency response equipment	Dec. 17, 2025	Internal training	1,254	2	Face-to-face
Chemical safety community workshop (Seminar)	1. Chemical safety community's presentation of an exemplary business site's safety management best practices: Chemical substance management benchmarking 2. Guidance on revisions to safety inspection requirements for chemical handling facilities and training on amendments to the Chemical Substances Control Act	Dec. 18, 2025	Chemical Safety Management Division, Han River Basin Environmental Office (Capital Region Chemical Safety Community)	2	4	Face-to-face
Online training by NICS	1. Understanding hazardous chemicals 2. Safety precautions and compliance requirements when handling 3. Status of safety and emergency response equipment	Dec. 19-24, 2025	NICS	374	2	Online
Training for hazardous chemical handlers	1. Understanding hazardous chemicals 2. Safety precautions and compliance requirements when handling	During 2025	Korea Chemicals Management Association	70	16	Face-to-face



RESPONSE TO CLIMATE CHANGE



Binggrae recognizes climate change as an important management issue that may affect all aspects of its business such as raw material sourcing, production processes, logistics operations, and product demand. Accordingly, we continuously manage greenhouse gas emissions and energy consumption while implementing activities in response to climate change through ongoing monitoring of climate change-related policies and market developments.

Taking into account the potential impact of climate change on its business environment and financial performance, Binggrae has established a governance, strategy, risk management, targets, and KPI framework in accordance with the disclosure standards of the Korea Sustainability Standards Board (KSSB), implementing climate-related response activities based on this framework.

Governance

Binggrae recognizes the climate change crisis as a key risk and opportunity factor of business management and comprehensively manages this within the ESG management system. To ensure the effective implementation of our climate change response initiatives, we carry out company-wide response activities under the supervision of senior management. The Board of Directors and senior management regularly review the development of related strategies and monitor their implementation status. At the operational level, we have established a dedicated climate response organization led by the Environmental Safety Team and the Production Technology Team. Through close collaboration, these departments monitor greenhouse gas emissions and energy consumption across production processes and overall business operations in real time while implementing data-driven environmental management.



Strategy

Binggrae conducts climate scenario analysis for the systematic assessment of the potential impacts of climate change on its business environment and financial performance. The scenario analysis reflects potential future changes in climate and policy environments by assuming various climate pathways. The results are used to develop mid- to long-term response strategies by identifying climate-related risks and opportunities.

Binggrae analyzes climate-related risks by distinguishing between transition risks and physical risks. For the transition risk analysis, the Company applied the NGFS Net Zero 2050 scenario, which assumes the achievement of net zero emissions by 2050 through stringent climate policies and energy transition. For the physical risk analysis, we applied both the SSP2-4.5 scenario—which assumes an intermediate level of greenhouse gas emission pathway—and the SSP5-8.5 scenario that reflects increasingly extreme physical impacts under a high greenhouse gas emissions pathway.

Through this analysis, we assess the impacts of climate change across our business including raw material procurement, production processes, logistics operations, and market demand and develop response strategies that take potential financial impacts into account.

Applied Scenario	Temperature outlook (compared to before industrialization)	Analysis purpose
NGFS Net Zero 2050	Accelerated achievement of carbon neutrality by 2050, limiting global warming to 1.5°C (Global warming projected to reach 1.5°C between 2021 and 2040 before stabilizing through policy interventions)	To identify financial impacts stemming from policy legislation and the low-carbon market transition
SSP2-4.5	[2021–2040] Likely to exceed 1.5°C [2081–2100] Average temperature projected to rise by approx. +2.7°C	To review the impact of climate change on the overall value chain, including raw material procurement, production, and logistics
SSP5-8.5	[2021–2040] Highly likely to exceed 1.5°C [2081–2100] Average temperature projected to rise by approx. +4.4°C	To assess the risks of supply chain disruptions and production interruptions resulting from intensifying climate-related disasters

* Refer to IPCC AR6 and NGFS Phase IV scenario materials

Climate Change Scenario Impact Analysis

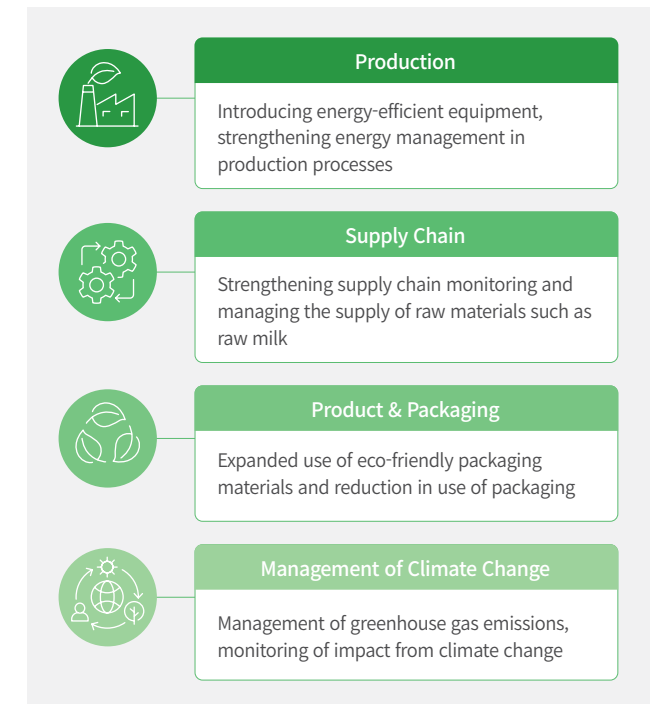
Binggrae analyzes the business impacts of each climate change scenario in connection with the financial impact, and comprehensively manages climate change-related risks based on the results.

Classification	Scenario	Major characteristic	Business impact	Financial impact
Transition risk	NGFS Net Zero 2050	Strengthened carbon neutrality policies, accelerated energy transition	- Increased electricity costs due to a business structure centered on refrigeration & freezing facilities - Growing need for investments in eco-friendly equipment & high-efficiency refrigeration & freezing systems - Growing demand for eco-friendly packaging and low-carbon products	- Increased manufacturing costs due to rising electricity and fuel costs - Increased equipment investment cost due to expanded investment in eco-friendly equipment, electric vehicles, and renewable energy - Increased raw and subsidiary material costs due to transition to eco-friendly packaging - Potential costs associated with compliance with carbon emission regulations and emissions allowance management
Physical risk	SSP2-4.5	Moderate climate change, gradual temperature increases	- Increased volatility in raw material supply due to changes in raw milk and agricultural production environment - Increased energy consumption due to the expanded operation of refrigeration and freezing equipment - Increased cold chain maintenance costs	- Increased raw material costs due to rising raw milk and agricultural commodity prices - Increased electricity cost due to the expanded operation of refrigeration and freezing equipment - Increased costs for maintaining cold chain and logistics operations - Increased costs for holding inventory due to supply chain instability
	SSP5-8.5	Extreme climate change, increased heatwaves & drought	- Increased instability in raw material supply and heightened supply chain risks - Increased production disruptions and logistics operational burdens - Greater volatility of demand for frozen products such as ice cream due to temperature changes	- Increased emergency procurement costs due to instability in raw material supply - Likelihood of inventory asset disposal and evaluation loss - Likelihood of costs for restoring facility damage and costs for responding to disasters - Increased revenue volatility due to climate-related changes in product demand

Activities in Response to Climate Change

Binggrae is carrying out various activities in the areas of production, supply chain, products, and management to respond to climate change. In production processes, we are promoting the reduction of greenhouse gas emissions by introducing energy-efficient equipment and engaging in activities for managing energy usage while managing energy consumption by improving the operational efficiency of refrigeration and freezing equipment.

We are also strengthening the monitoring of the raw material supply chain and responding to fluctuations in raw material supply caused by climate change. Furthermore, we are minimizing environmental impacts by reducing the use of packaging materials and expanding the application of eco-friendly packaging materials.



Risk Management

Binggrae manages climate change-related risks by classifying them into Transition Risks and Physical Risks, and reviews the business and financial impacts through scenario analysis.

Transition Risk

Binggrae conducted an analysis focusing on policy, legal, technology, market, and reputation factors to identify transition risks that may arise in response to climate change. In particular, we assess the impact of policy and regulatory changes—including strengthened regulation on carbon emissions and use of plastic—on business operations and cost structure. We have also established response strategies such as improving energy efficiency and expanding the use of eco-friendly packaging.

Classification	Factor	Impact			Risk	Opportunity	Financial Impact	Response Strategy
		Short-term	Mid-term	Long-term				
Policy & Law 	Stricter regulations on carbon emissions and plastic	●	●	●	Increasing demand for GHG reductions and stricter regulations on packaging	Enhanced competitiveness of eco-friendly products and packaging	Increased carbon management costs and occurrence of costs for transitioning packaging	Strengthen the management of GHG emissions and expand the use of eco-friendly packaging materials
Technology 	Expanding low-carbon production technologies and energy-efficient technologies	●	●	●	Need for the replacement of production equipment and introduction of technologies	Reduced cost through the improvement of energy efficiency	Increased equipment investment costs and improved operational efficiency	Introduce energy-efficient equipment and improve processes
Market 	Rising raw material and energy prices	●	●		Increased production costs and higher cost burden	Strengthened competitiveness through efficient management of resources	Rising cost of raw materials and energy	Strengthen supply chain management and manage energy efficiency
Reputation 	Growing demand for eco-friendly management		●	●	Deterioration of corporate image due to inadequate ESG response	Enhanced sustainable brand value	Potential impact on revenue when brand value declines	Expand sustainable management activities and disclose ESG information



Physical risk

Binggrae analyzed the physical risks for major business sites and supply chain to identify the potential impacts of climate change on its business operations. In the analysis process, we considered extreme weather events such as heatwaves, torrential rainfall, and typhoons as well as long-term climate change factors including rising average temperatures and insufficient water resources. Through this, we evaluated their potential impacts on production, logistics, and raw material procurement. Based on this analysis, the Company continuously develops response strategies to enhance the operational stability of its business sites and the resilience of its supply chain.

Classification	Climate Risk	Impact Level			Business Impact	Opportunity	Response Strategy
		Short-term	Mid-term	Long-term			
Acute	Increasing heatwaves	●	●		Increased energy consumption during storage of refrigerated & frozen products and logistics processes	Reduction of energy costs through the expansion of high-efficiency refrigeration and freezing equipment	Introduce high-efficiency refrigeration & freezing equipment
	Torrential rainfall & flood	●	●		Potential flooding at business sites & logistics centers	Enhanced smart disaster response systems and operational stability of logistics	Inspect drainage facilities and establish a disaster response system
	Typhoon & Strong Wind	●	●		Potential delays in logistics transport and damage to facilities	Diversification of supply chain and establishment of alternative logistics system	Secure alternative logistics routes
	Heavy Snow & Cold Wave	●			Logistics delays and potential supply chain disruptions	Enhancement of emergency logistics operating systems and response processes	Develop emergency logistics operations plans
Chronic	Rising average temperatures		●	●	Potential fluctuations in raw milk production due to changes in the dairy farming environment	Expansion of the development of sustainable and alternative raw materials	Strengthen the management of the raw milk supply chain
	Insufficient water resources		●	●	Risk of securing water for manufacturing processes	Securing operational stability through improved water efficiency	Manage water consumption
	Variability in agricultural and livestock product production		●	●	Potential volatility in raw material prices and supply	Diversification of raw material supply chains and strengthening of stable procurement systems	Diversify raw material supply chains
	Increased demand for power		●	●	Increased cost for operating refrigeration equipment	Expansion of investments in renewable energy and energy efficiency	Introduce energy-efficient equipment

GHG & Energy Target Management

Binggrae identifies the risks and opportunities according to climate change to continue the efforts for achieving the GHG and energy management goals based on the management system established together with the response plan. For this, a GHG manager is designated, with GHG emission and energy use monitored periodically to promote active response for the goal of reducing GHG emission. Especially, the goal is to reduce GHG emission by 25% until 2030 compared to 2022, and an annual goal was established to implement investment and reduction activities actively.

Master Plan on GHG & Energy Target Management

Classification	Implementation details
Preparation and submission of the 2025 implementation plan	- Identify issues for the reduction implementation plan and prepare the basis for its calculation - Input the information into the national GHG information system and submit the implementation plan
2025 reduction implementation check	Conduct a written investigation on implementing reductions in the first half and perform on-site inspection
Implementation of the 2025 GHG emission reduction plan	Execute the implementation plan and discover and execute additional tasks
2026 reduction goal setting	Set reduction targets by discussing with the relevant organization
Participation in training session	Attend GHG reduction research group meetings (3 times a year)

GHG Emission

Classification	Unit	2023	2024	2025
Total amount of GHG emissions	tCO ₂ eq	57,280	59,696	57,970
Scope 1 (Direct emission)	tCO ₂ eq	16,254	16,989	16,735
Scope 2 (Indirect emission)		41,035	42,717	41,245
Intensity of GHG emissions	tCO ₂ eq/ton	0.213	0.215	0.215

* Scope 2 emissions are a value calculated based on the location.

** Report scope: Head office, Namyangju, Gimhae, Nonsan, Gwangju factories, and Food Research Institute

*** Only CO₂, CH₄, and N₂O are emitted from GHG

**** The total GHG emissions may differ from the simple sum of individual items depending on the decimal rounding (truncation) method applied by each business site and emission category.

***** This data was prepared based on the "GHG Emissions Statement" submitted to the government. It may be subject to change depending on the results of the government's conformity assessment.

***** Intensity of GHG emissions: Calculated based on GHG emissions per ton of product produced

2025 Emissions

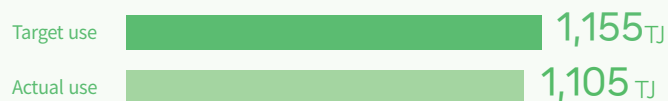


* Based on the main business sites whose target emission has been set.

Energy Use

Bingrae has introduced solar power facilities at its business sites to reduce GHG emissions and increase the use of clean energy by expanding the use of renewable energy. Renewable energy consumption is calculated based on the generated and consumed electricity from solar power equipment installed at the Gimhae and Nonsan factories.

2025 Usage



* Based on the main business sites whose target emission has been set.

Energy Use

Classification		Unit	2023	2024	2025
Total amount of energy use	Total	TJ	1,151	1,202	1,169
Amount of non-renewable energy use	Total((①+②))		1,159	1,208	1,174
① Amount of indirect energy use	Use of electricity		857	893	862
② Amount of direct energy use	Use of fuel		302	315	312
Use of renewable energy	Solar self-generation		0	1.96	3.33
Renewable energy generation and sales volume	Total	TJ	0	1.96	3.33
Intensity of energy use	Based on production volume	TJ/ton	0.00428	0.00433	0.00444

* Report scope: Head office, Namyangju, Gimhae, Nonsan, Gwangju factories, and Food Research Institute

** The total amount of energy use may differ from the simple sum of individual items depending on the decimal rounding (truncation) method applied by each business site and emission category.

*** This data was prepared based on the "GHG Emissions Statement" submitted to the government. The numerical values may be subject to change depending on the results of the government's conformity assessment.

***** Intensity of energy use: Calculated based on energy use per ton of product produced

GHG & Energy Reduction Activity

Bingrae continues to promote the reduction of GHG emissions by improving energy efficiency and optimizing processes. The Company implements various reduction activities focused on enhancing the efficiency of major production facilities and improving utility operations.

At the Nonsan factory, we achieved a GHG emissions reduction of 123 tCO₂eq annually by introducing high-efficiency inverter air compressors in 2025. Additional reductions were achieved by installing large-scale steam traps (85 tCO₂eq), establishing a sprinkler system (57 tCO₂eq), applying inverters to process equipment, and optimizing compressed air pressure. In addition, we are continuously improving energy efficiency across our processes by implementing various activities to minimize energy losses including recovering condensate, enhancing the insulation of pipes, and recovering waste heat. At the Gwangju factory, too, we are reducing energy consumption through activities enhancing equipment efficiency such as installation of inverters, improvement of cooling systems, replacement of steam traps, and enhanced insulation of utility pipes. We are also establishing a stable energy management system through the optimization of equipment operating conditions and preventive maintenance. Going forward, we will continue expanding initiatives to improve the efficiency of major facilities and optimize processes while simultaneously pursuing GHG emission reductions and enhanced efficiency of energy use.

Investment in GHG & Energy Reduction



Reduction of GHG emissions

KRW 949.2 million



Improvement of energy efficiency

KRW 566.2 million

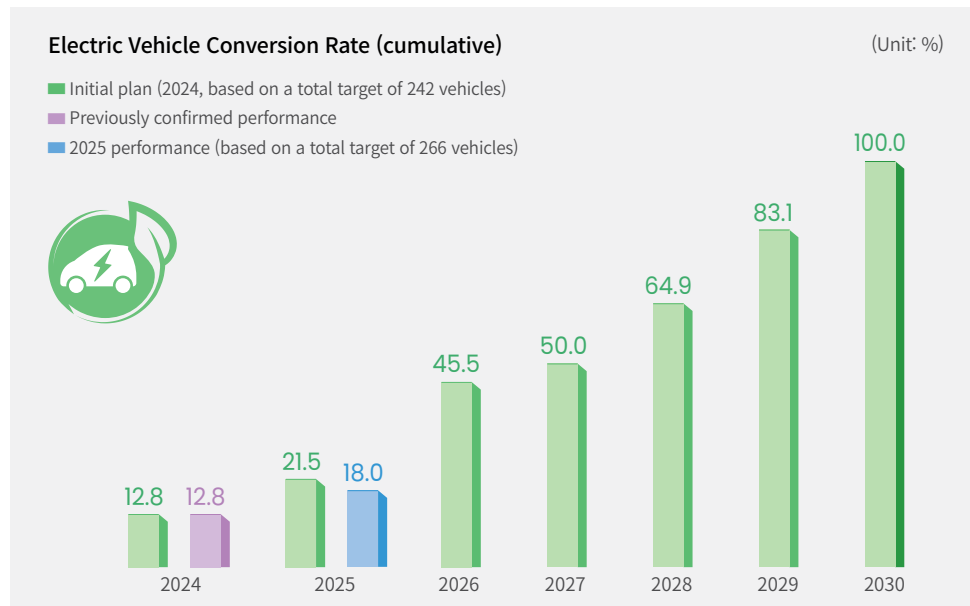


Electric Vehicle Conversion Project

Binggrae is gradually transitioning its commercial refrigerated trucks to electric vehicles to reduce GHG emissions and establish an eco-friendly operating system. Starting with 31 vehicles in 2024, the Company plans to convert all commercial refrigerated trucks into electric vehicles by 2030.

Replacing diesel vehicles with electric vehicles has an effect of reducing approximately 3.2 tons of GHG emissions per vehicle. When full transition is complete, annual reduction of approximately 774.4 tons of emissions can be expected. In addition, we plan to strengthen the foundation for eco-friendly logistics operation continuously by expanding the adoption of electric vehicles while improving operational efficiency and maintenance systems.

* The calculation of the effect of GHG emission reduction applied the calorific value in accordance with Article 5 of the Enforcement Rules of the Energy Act and the GHG emission factors based on Article 36 of the Framework Act on Carbon Neutrality and Green Growth for Coping with Climate Crisis and Article 39 of its Enforcement Decree.



The number of Binggrae's refrigerated trucks targeted for conversion into electric vehicles may change annually depending on the sales strategies and fluctuations in revenue. In addition, the conversion rate of commercial refrigerated trucks to electric vehicles may vary depending on factors such as the remaining service life of existing internal combustion engine vehicles and staffing arrangements within the sales division. Accordingly, while annual conversion performance may fall short of or exceed annual targets, we plan to complete the transition of all vehicles to electric vehicles by 2030.

Comparison of fuel consumption and carbon emissions by vehicle type

Classification	Diesel vehicle	EV	Remarks
Fuel efficiency	10 km/L	3.1 km/kWh	-
Fuel use amount	3,000 L	9,677 kWh	Based on 30,000 km driven per year
Carbon emissions	7.801 t	4.597 t	Reduction by approx. 3.2 t

* Conversion into electric vehicles will reduce carbon emission by 3.2t annually per vehicle.

** In the EG-TIPS (Energy GHG Total Information Platform Service) platform, TOE (Ton of Oil Equivalent) and CO₂ emission calculator are utilized (<https://tips.energy.or.kr/popup/toe.do>).

Eco-friendly Consumption Culture

Binggrae operates the tumbler cleaners it has introduced to reduce GHG emissions by minimizing the use of disposable cups. Through this initiative, we are reducing the use of paper and plastic cups and promoting an eco-friendly consumption culture across our business sites.

The GHG reduction effect was calculated based on the research findings of the LCA (Life Cycle Assessment) study conducted by the Institute for Climate Change Action, using emission values of 52 g per plastic cup and 28 g per paper cup as the calculation basis. We plan to continue promoting the reduction of GHG emissions by expanding eco-friendly activities in daily life.

Recent operational performance of tumbler cleaners (Average for 2024 and 2025)

4 cleaners	No. of uses (times)	No. of disposable items reduced (EA)	GHG reduction (kgCO ₂ eq)	Effect of planting pine trees (per tree)	Reduction in plastic-cup disposal costs (KRW 1,000)
	19,192	19,192	767.7	116.3	1,055



Annual GHG reduction

767.7 kgCO₂eq



Effect of planting 30-year-old pine trees (6.6 kg)

116.3 trees

RESOURCE CIRCULARITY & ECO-FRIENDLY PACKAGING



Binggrae operates an environmental management system that considers environmental impacts throughout the entire product life cycle from product planning and production to consumption and disposal, in order to strengthen environmental management based on resource circularity. In particular, we are expanding the application of eco-friendly packaging focusing on the weight reduction of packaging and improving convenience of recycling while promoting the reduction of resource consumption and waste generation.

In addition, we encourage employees and customers to adopt resource-circular practices through the resource circulation strategy and engagement campaigns while contributing to the advancement of the resource circulatory system through continuous improvement activities.

3R Strategy for Resource Circularity

Binggrae is implementing the 3R (Recycle, Reduce, Redesign) strategy to minimize waste generation and reduce GHG emissions based on resource circularity. Through the development of eco-friendly packaging tailored to the characteristics of each product, we are pursuing the weight reduction of containers and packaging materials and improving the convenience of separate disposal while contributing to the reduction of GHG emissions by reducing the use of plastic. Moreover, we enhance the circularity of raw materials by recycling the PIR (Post Industrial Recycled) materials generated during the production process while continuously improving resource efficiency. In addition to this, more than 90% of the generated waste is processed through a company specializing in recycling, with environmental impact minimized by tracking and managing the entire waste management process.

Recycle 	Reduce 	Redesign 
Development of recyclable packaging ① Labels with a specific gravity below 1.0 are applied ② “Excellent” Grade for recycling is applied ③ Easy way of separating the packaging from a product	Eco-friendly packaging design ① Container design for reducing plastic use ② Design in consideration of reducing the CO₂ emission	Redesign for eco-friendly packaging ① Container design for reducing plastic ② Ink & container design for removing the label

Development of Eco-friendly Packaging

Binggrae is reducing carbon dioxide emissions and waste discharge by developing eco-friendly packaging. In response to government policies such as the waste allotment system, Extended Producer Responsibility (EPR) system, and separate discharge labeling system, we are striving to minimize environmental impacts throughout the entire life cycle of packaging from production to disposal.

To this end, we are reducing the weight of packaging materials, preventing excessive packaging, and expanding the use of materials that are easy to reuse and recycle. We also continue to develop packaging designed to maximize resource circulation throughout its life cycle including after disposal through incineration and landfill. Especially, the container used for Binggrae’s flagship product Banana-Flavored Milk uses 40% renewable plastic (approx. 877 tons per year), resulting in an estimated reduction of approximately 1,588 tons of CO₂ emissions each year.



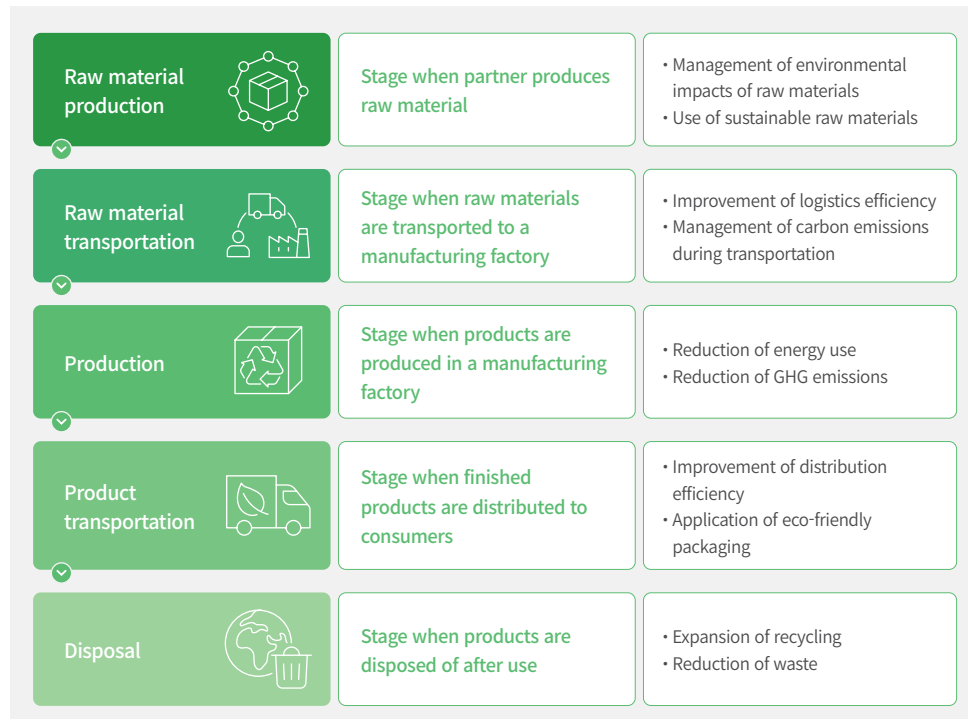


Environmental Impact Management and Certification of Products

Binggrae makes efforts to minimize environmental impacts throughout the product life cycle of products to promote a culture of eco-friendly consumption. We conduct LCA (Life Cycle Assessment) covering the entire life cycle of products from raw material sourcing and production to packaging, distribution, and disposal. In addition, we disclose environmental impact information by acquiring and renewing Environmental Product Declaration (EPD) certifications for our major products including Banana-Flavored Milk, Banana-Flavored Milk Light, Together Original Vanilla, and Strawberry-Flavored Milk.

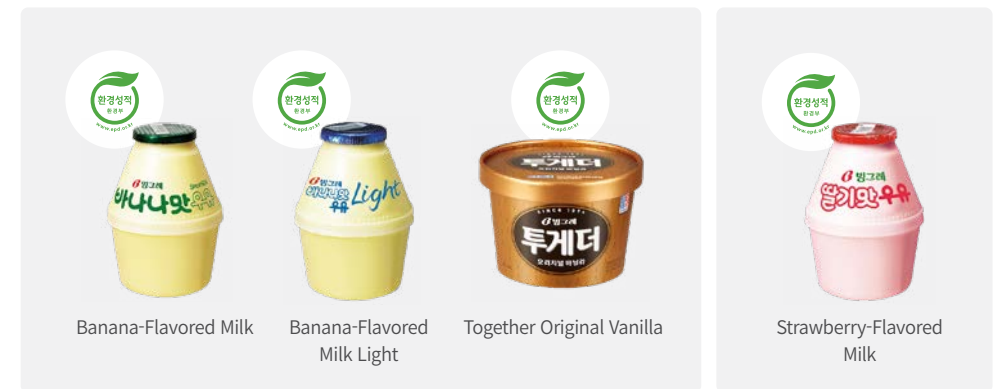
Moreover, we comply with the internal standards we have established with regard to eco-friendly products by applying green technology-certified packaging materials and producing label-free products. Going forward, we will continue to expand our portfolio of Environmental Product Declaration (EPD)-certified products. We also plan to contribute to the promotion of a culture of eco-friendly consumption by reducing GHG emissions and acquiring low-carbon product certifications through the improvement of raw and subsidiary materials and enhancement of energy efficiency.

Management of Environmental Impact throughout the Product Life Cycle



Environmental Product Declaration (EPD)-Certified Products

- Banana-Flavored Milk, Banana-Flavored Milk Light, Together Original Vanilla (Certification renewed in 2025, expiration date: May 29, 2028)
- Strawberry-Flavored Milk (Certification renewed in 2024, expiration date: Dec. 16, 2027)



Introduction of Products Applied with Eco-friendly Packaging

Binggrae has been applying eco-friendly packaging to its products since 2021, continuing to improve packaging with focus on enhancing recyclability. Our major products have been recognized for their eco-friendliness by acquiring the highest (“Best”) and second-highest (“Excellent”) ratings in the recyclability rating assessment conducted by the Korea Environment Corporation.

Recently, we have expanded the application of lightweight packaging, label-free design (direct printing), and packaging structures that enhance recyclability particularly for our ice cream and beverage products. Through these initiatives, we are simultaneously reducing plastic use and improving recyclability. In 2025, we further expanded the application of eco-friendly packaging with focus on lightweight containers; thus contributing to resource conservation and resource circularity.



Reduction in GHG emissions through improvement of packaging in 2025

1,393 tCO₂eq

[Eco-friendly Packaging Applied in 2021-2022]

Highest-grade products for the recycling initiative

Label-free packaging



A Café La Simply

Clear Sky Balloon
Flower Root Tea

Shrink label with specific gravity of less than 1



A Café La 240 ml

Outstanding-grade products for the recycling initiative

Thermo-alkaline water separation-type adhesive used and compliance with standard on adhesive application



T'aom

Improvement of recycling grade



REMOVAL

Remove calcium carbonate from
the Yoplait Original sheet

SEPARABLE TOP

Veggie (Tetra Top) SEPARABLE TOP* changed
*SEPARABLE TOP: Synthetic resin cap that enables
detaching from the body of the paper pack

Lightweight packaging materials

OPP/AL vinyl thickness reduced



OPP



AL

- 1 Ice cream film thickness reduced
- 2 Yoplait Bioplait lid thickness reduced

Miscellaneous materials removed from the plastic



Cap removed

- 3 Yoplait Original (180g) cap removed
- 4 Yoplait O'Fruit cap removed

[Main Products Applied with Eco-friendly Packaging in 2023]

Lightweight plastic containers (weight reduced by 8.9-12.5% for each product)



T'aom (235ml)



A Café La Simply PET



Yoplait Protein Drink



Clédor Parfait

[Main Products Applied with Eco-friendly Packaging in 2023]

Lightweight ice cream film (50→40μm)



Samanco



Melona



B.B.BIG



Pangtoa



Yomamte Bar



Cookie & Cream Bar



Candy Bar

Tangerine-flavored
Ice Cream

Kakao Friends Ice Bar



Clédor Bar



Cafe Au Lait

Removal of shrink film



Together



Gracia

Lightweight shrink label
(thickness reduced by 10%) Together Gracia

A Café La Original

[Main Products Applied with Eco-friendly Packaging in 2024]

Application of SKC Eco-Label
(acquired “Outstanding” grade for recycling)



Super Boost

Label removal (changed to direct printing)



Binggrae Bingsu

Conversion to a roll-fed lid (lid weight reduced)



Yoplait Original (180g)

Lightweight plastic container



Snoopy Coffee (500ml)



Changbi Coffee (500ml)



Blending Ice Tea (500ml)

[Main Products Applied with Eco-friendly Packaging in 2025]

Label removal (applied In-Mold Label)



Clédor Parfait

Lightweight plastic container



A Café La All Day



Eco-friendly Products and Purchasing System

Green Purchasing Policy

Binggrae implements the Green Purchasing Policy it has established to minimize environmental impacts across its supply chain. We promote sustainable purchasing activities by applying purchasing criteria considering the environmental impact and expanding the use of eco-friendly products and raw materials.

01

Binggrae will comply with environmental protection and environmental laws together with business partners to fulfill its social responsibilities.

02

Binggrae will share and implement its environmental policy with business partners to establish a shared growth relationship.

03

Binggrae strives to secure the best business partners for win-win growth through the development of eco-friendly products, continuous quality improvements, and rational cost calculation.

Eco-friendly Products and Purchasing Management

Binggrae implements the Eco-friendly Product Assessment Guidelines it has established to minimize environmental impacts throughout the product life cycle. Accordingly, we continue to expand the development and purchase of products that meet our eco-friendly criteria including the use of alternative materials and renewable raw materials, improved recyclability, low-carbon design, and introduction of label-free products.

We also give priority to procuring products certified under recognized environmental certification programs such as the Environmental Product Declaration (EPD), Low-Carbon Product Certification, and Green Technology Certifications, thereby enhancing the effectiveness of use of eco-friendly products. Through this systematic approach, both sales of and procurement spending on eco-friendly products have continued to grow steadily. Going forward, we plan to expand eco-friendly purchase further across our supply chain by strengthening related standards.

Eco-friendly Products and Purchasing Standard

Recycle & Replace

Products applying eco-friendly alternative materials and recycled resin or which are converted into easily recyclable materials

Reduce

Products made of lightweight plastic, CO₂ reduction design, and removal of labels (no label, etc.)

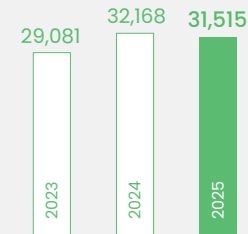
Retain (Certification)

Products that acquired EPD, Low-Carbon Product and Green Technology Certifications, etc.

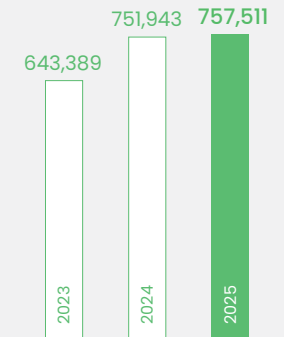
Eco-friendly Products and Purchasing Performance

(Unit: KRW 1 mil.)

Eco-friendly purchase amount



Eco-friendly product sales amount



Management of Use of Raw & Subsidiary Materials

Binggrae uses raw milk as the major raw material for producing its dairy and ice cream products. The amount of raw milk used is managed in line with improvements in production efficiency and changes in demand. Furthermore, we continue to improve the intensity of raw milk use per unit of sales to enhance resource efficiency.

Use of Major Raw Materials

Classification	Unit	2023	2024	2025
Raw Milk	ton	139,557	138,747	137,463
Intensity of use	ton/KRW 100 mil.	11.7	11.0	10.5

* Based on the consolidated financial statement; intensity of use was calculated based on sales.

Efforts to Use Recycled Raw Materials

Although not a company mandated to use recycled raw materials in accordance with the [Act on the Promotion of Saving and Recycling of Resources] and the [Enforcement Decree of the Act on the Promotion of Transition to Circular Economy and Society], Binggrae strives to increase the use of packaging using recycled raw materials.



2025 Recycled
Raw Material Usage

2,193 tons

Waste Management

Binggrae is achieving the waste management goals it has established to comply with waste-related laws and policies and minimize environmental impacts. We are pushing ahead with activities to reduce waste generation and improve recycling rates at all business sites, and systematically managing waste through outsourced companies. As a result, the waste recycling rate has steadily increased over the past 3 years and the performance of resource circulation management is improving.

Waste Discharge & Disposal Status (Separate basis)

Category	Unit	2023	2024	2025
Total amount of waste		9,832.8	8,681.3	8,648.3
Regular waste	Recycling	9,069.7	8,170.4	8,407.4
	Incineration	680.2	454.0	189.6
	Landfill	5.5	3.3	7.6
	Subtotal	9,755.4	8,627.7	8,604.6
	ton			
Designated waste	Recycle	73.1	48.6	37.8
	Incineration	4.2	4.5	4.7
	Landfill	0.1	0.5	1.2
	Subtotal	77.4	53.6	43.7
Amount of recycled waste		9,142.8	8,219.0	8,445.2
Waste recycling rate	%	93.0	94.7	97.7

2025 Emissions

Target emission  8,932 tons

Actual emission  8,648 tons



* Based on the main business sites whose target emission has been set.

Eco-friendly Resource Circulation Campaigns

Binggrae continues to promote participatory eco-friendly campaigns to spread the resource circulation culture and reduce waste. We increased activities for retrieving and recycling waste in collaboration with public institutions and specialized organizations while operating programs that encourage participation by employees and local communities to spread resource circulation practices. Through these activities, we contribute to waste reduction and improved recycling quality while enhancing environmental awareness and advancing a sustainable resource circulation system.

2023

“Zero Waste” Campaign

- MOUs signed with 11 agencies including the Ministry of Environment to spread the culture of practicing resource circulation
- Resource circulation campaign carried out for universities and campuses
- Provided products applied with eco-friendly packaging and operated a Zero-Waste Booth
- Implemented a campaign for promoting the use of in-company tumblers



2024

Zero Station Operation

- Encouraged the habit of proper waste (PET) separation and disposal in Yeouido Hangang Park
- Operated a participatory program for resource circulation for runners and bikers
- Induced participation in separate disposal through volunteer activities
- Pushed ahead with activities for improving the quality of recycled waste



2025

Resource Circularity Campaigns for Electronic Products

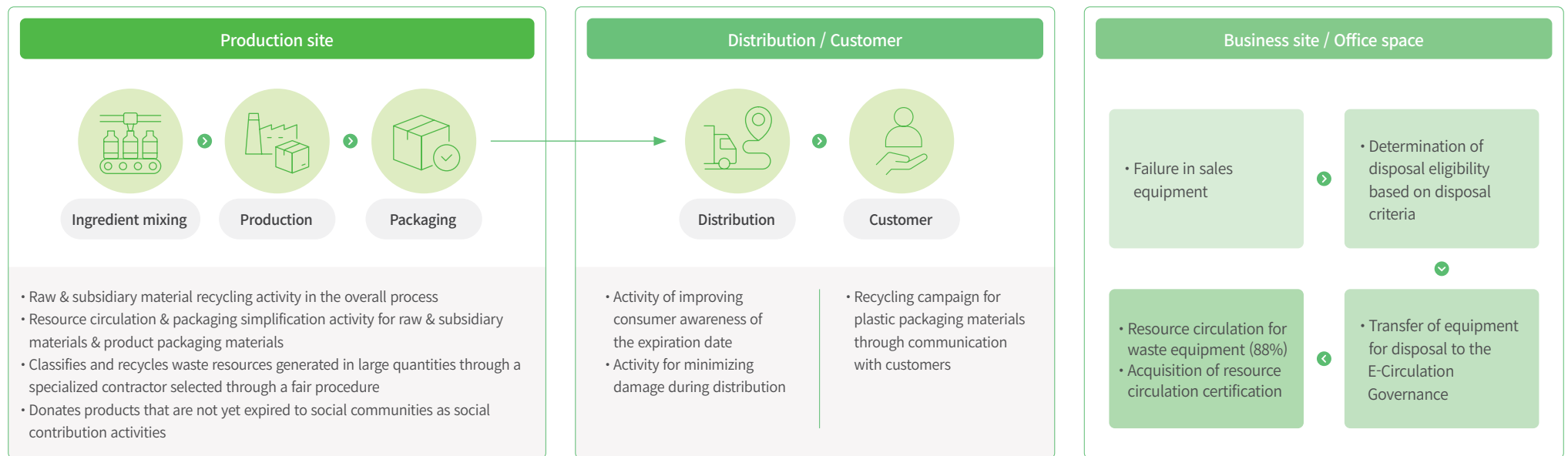
- Engaged in resource circularity campaign in connection to the International E-Waste Day
- Supporting the retrieval and recycling of electronic products in collaboration with E-circulation governance
- Collected waste electronic products from employees and encouraged participation in proper segregation and disposal
- Operated the Return, Recycle, and Reward program and held participatory events



Resource Circulation Performance Management Process

Binggrae categorizes each stage of the product and service life cycle, analyzes the input of resources and recycling status, and manages its resource circulation performance based on these analyses. At the production stage, we are reducing resource consumption by recycling raw and subsidiary materials and improving packaging efficiency. During the stages of distribution and consumption, we engage in activities to reduce waste generation and encourage greater participation in recycling.

We also operate a waste categorization and resource circulation system across our business sites and ensure the proper treatment and recycling of waste through companies specializing in recycling. Binggrae reviews and updates its resource circulation targets annually and incorporates performance into employees' key performance indicators (KPIs) to encourage greater participation and continuous improvement.



Eco-friendly Supply Chain Management

Binggrae operates a partner management system that incorporates eco-friendly criteria to minimize environmental impacts across its supply chain. We conduct supply chain ESG self-diagnosis for all partners. We also participated in the “Korea Food Industry Association supply chain ESG joint project” initiative officially launched in 2025, and conducted ESG assessments (third-party assurance) for 18 partners including key partners and those identified as having high ESG risks. Based on the assessment results, we provided consulting for improvements including on-site inspections to strengthen the capabilities of our partners to respond to ESG and support the establishment of their sustainable management system. In addition, we provide incentives to partners with excellent level of management performance based on the assessment results; thus encouraging them to participate voluntarily in ESG management.

Going forward, we will continue to review the appropriateness and difficulty of evaluation indicators while further enhancing the evaluation framework by reflecting the industry characteristics and evolving regulatory trends of the global supply chain. The Company will also expand the support programs, training, and consulting tailored to partners to ensure that the partners’ level of ESG management is actually enhanced.

Code of Conduct in the “Environmental Field” for Binggrae Partners

- Establishing the environmental management policy and governance
- Acquiring certifications in the environmental field
- Assuming responsibility for preventing environmental pollution and reducing resource wastage
- Reinforcing management responsibilities with regard to waste, wastewater, and hazardous chemicals
- Assuming responsibility for preventing air pollution
- Reinforcing energy consumption and GHG emission management
- Assuming responsibility for the procurement of eco-friendly raw & subsidiary materials



Partner ESG Evaluation & Management



No. of companies participating
in ESG self-diagnosis

72 companies



No. of companies receiving
ESG consulting support

18 companies



No. of companies possessing
ESG-related certifications

72 companies

* ESG-related certifications: ISO 14001, ISO 9001, ISO 45001, ISO 37301, Green Technology, CCM certifications, etc.



NATURAL CAPITAL & RESOURCE MANAGEMENT



Approach to Natural Capital Management

Binggrae is a food & beverage company specializing in dairy products and frozen desserts. The Company is closely connected to natural ecosystems from the procurement of raw materials (raw milk, sugar, edible oils) to production and logistics activities. Especially, during the process of using raw materials based on agricultural and livestock products and the manufacturing process, the Company is highly dependent on natural capital such as water resources, soil, and climate. The Company’s business activities also have an impact on the environment.

Accordingly, Binggrae utilizes a globally recognized natural capital analysis tool for systematically assessing both the impacts of its business activities on the natural environment and ecosystems and its dependence on natural capital. Furthermore, the Company systematically reviews the risks and opportunities related to nature by referencing the LEAP approach of TNFD (Taskforce on Nature-related Financial Disclosures), a recommendation for disclosing financial information related to nature. This approach follows 4 stages: Locate (identify interfaces with nature), Evaluate (assess dependencies and impacts), Assess (analyze nature-related risks and opportunities), and Prepare (develop response strategies).



Analysis of Dependence on Natural Capital

Binggrae assessed the dependence of the food manufacturing industry (dairy product manufacturing) on natural capital by utilizing the ENCORE (Exploring Natural Capital Opportunities, Risks, and Exposure) analysis tool for quantitatively analyzing its interactions with natural capital. The ENCORE analysis is a tool used to identify dependencies on ecosystem services arising during production activities and assess these dependencies based on direct production activities.

As a result of analysis, the food manufacturing industry is highly dependent on ecosystem services related to water resources. This means that key activities including production process operations and hygiene management are heavily reliant on a stable supply of water resources.

Natural Capital Dependencies

Ecosystem service	Major details	Importance
Water supply	Ecosystem service that provides the water resources required for manufacturing activities including production processes, cleaning, and hygiene management	High
Water purification	The ecosystem’s function of removing pollutants and providing water of appropriate quality	Very High
Water flow regulation	Function that maintains a stable supply of water resources by regulating the flow of river and groundwater	High
Solid waste remediation	Function that decomposes and treats organic matter and pollutants through natural processes such as microbial activity	Medium
Flood mitigation	Natural ecosystems’ function of mitigating flood damage by storing and dispersing water in the event of a flood	Medium
Storm mitigation	Function through which vegetation and natural landforms mitigate damage from strong winds and storms	Medium
Local climate regulation	Function through which vegetation regulates the local microclimate including the temperature and humidity of an area	Low
Soil and sediment retention	Function that prevents soil erosion and regulates the movement of sediments	Low

Analysis of Impacts on Natural Capital

To analyze the impacts of its production activities on natural capital, Binggrae identified key environmental impact factors based on the ENCORE analysis. As a result of the analysis, water consumption, waste generation, and emission of air pollutants and discharge of water pollutants were identified as primary impact factors.

Impacts on Natural Capital

Environmental pressure	Major details	Importance
Volume of water use	Water resources used in production, cooling, and washing processes	Medium
Generation and release of solid waste	Raw material loss, packaging materials, and wastewater sludge arising during the production process	Medium
Air pollutants emissions	Air pollutants occurring from manufacturing processes and energy use, such as NOx, SO ₂ , and PM	Low
GHG emissions	GHG arising during the energy consumption process such as use of fuel and electricity	Low
Disturbances - noise, light, etc.	Ecosystem disturbances due to the operation of production facilities and lights	Medium
Area of land use	Occupation of land due to the operation of manufacturing facilities	Low
Emissions of toxic pollutants to water and soil	Environmental impacts caused by the release of hazardous substances including chemicals	Medium

Analysis of Nature-related Risks and Response Direction

Binggrae identifies major nature-related risks based on the results of its analysis of natural capital dependencies and impacts. Given the nature of the food manufacturing industry, there is high dependence on water resources. Thus, stability of water supply, maintenance of water quality, and control of environmental pollution have been identified as key risk factors. Waste and pollutants generated during production processes are also recognized as potential risks that may affect local environments and ecosystems.

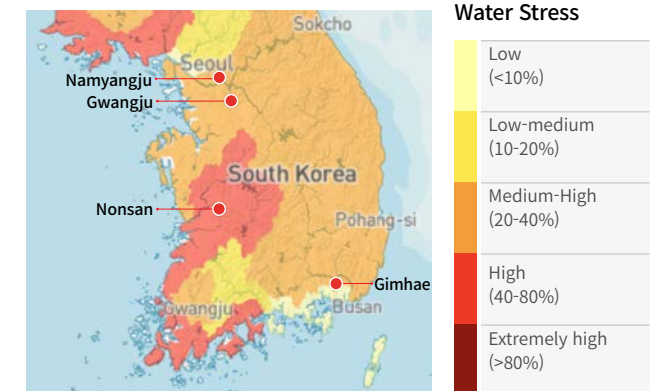
In addition, external environmental changes such as increased variability of water resources due to climate change and possibility of extreme weather events are considered factors that may further intensify natural capital-related risks over the mid- to long term.

To address these risks, Binggrae has established management strategies for improving resource efficiency across production processes and minimizing environmental impacts. Major management directions include optimizing resource use through improved process efficiency, strengthening the management of wastewater and pollutant emissions, reducing waste generation, and expanding recycling initiatives. Through these efforts, we are systematically managing the environmental impacts arising from the operation of our business sites.

Water Resource Management

Response to Water Stress

Recognizing water as a key resource in its production processes, Binggrae operates a management system that considers not only water use at the business site level but also water resources availability and conditions in water intake areas. To this end, we utilize WRI (World Resources Institute)'s Aqueduct Tool to analyze the level of water stress at each business site and manage water resource-related risks systematically. The analysis found that most business sites are located in areas with Medium High water stress level (20-40%), and that the Nonsan Factory is located in an area with High water stress level (40-80%); thus confirming the presence of relatively higher water resource risks. Based on these findings, Binggrae implements water conservation activities at each business site such as improving facility efficiency and expanding the reuse of process water focusing on processes with high water consumption. The Company continues to improve water resource use efficiency through these efforts.



Water Stress Level by Business Site

Classification	Water Stress Level
Namyangju Factory	Medium High (20-40%)
Gimhae Factory	Medium High (20-40%)
Gwangju Factory	Medium High (20-40%)
Nonsan Factory	High (40-80%)

* Water Stress
Water stress refers to the ratio of total demand for domestic, industrial, and agricultural water compared to available water resources. A higher value indicates greater competition between water resource users and higher risk of water shortage.

Analysis of Water Resource Risks and Opportunity Factors

Binggrae analyzes water resource-related risks and opportunity factors that may occur from its business operations in various aspects including policy, market, and climate environment. In particular, the importance of managing water resource risks continues to grow as water use and wastewater management have a direct impact on overall production and supply chain operations due to the nature of the food manufacturing industry. Accordingly, Binggrae is establishing a stable business operating environment and a sustainable water resource management system by introducing high-efficiency equipment, expanding water reuse, and strengthening its response to environmental regulations.

Classification	Factor	Scope of impact			Risk	Opportunity factors	Financial impact	Response strategy
		Short-term	Mid-term	Long-term				
Policy & Regulation	Strengthened environmental regulations related to water resources and water pollution	●	●	●	- Increased use of water and wastewater generation due to expansion of production - Potential constraints on new business and production operations due to environmental regulations	- Enhancing sustainable brand value through strengthened response to environmental regulations - Strengthening operational competitiveness based on systematic water resource management	- Increased investments in water treatment and environmental facilities to respond to environmental regulations - Increased operating and management costs due to compliance with strengthened environmental standards	- Establish proactive analysis and response measures led by internal experts - Minimize environmental impacts through phased facility improvements
Law & System	Strengthening environmental regulations and pollutant emission standards	●	●		- Potential decline in corporate trust and reputation in the event of environmental issues - Need for improvement of processes and equipment to respond to strengthened regulations	- Strengthening ESG response capabilities through compliance with environmental regulations - Enhancing stakeholder trust through expanded eco-friendly management practices	- Potential costs arising from environment-related disputes and legal responses - Increased investment in improving facilities to respond to environmental regulations	- Establish a proactive assessment and response system for key environmental risks - Strengthen the management of compliance with environmental regulations
Market & Operation	Increasing costs and operational burdens for water & wastewater treatment	●	●	●	- Increased cost burden due to rising water and environmental management costs - Increased operational risks due to instability in securing water resources	- Potential reduction in operating costs through improved water use efficiency - Strengthening market competitiveness by responding to eco-friendly consumption trends	- Increased profitability pressure due to rising water and wastewater treatment costs - Increased operating costs for water supply and wastewater treatment	- Establish a long-term water resource management strategy - Expand water reuse and management of efficiency
Technology & Facilities	Transition to eco-friendly & high-efficiency facilities and advancement of environmental technologies	●	●	●	- Increased investment and maintenance burdens due to the transition to eco-friendly facilities - Potential temporary production disruptions during facility replacement and improvement processes	- Improving resource use efficiency through high-efficiency facilities - Strengthening the eco-friendly operating system through reduced environmental impacts	- Increased costs for introducing and maintaining eco-friendly facilities - Potential reduction in operating costs through improved energy & water efficiency	- Promote facility investments based on proactive analysis and simulations - Optimize resource use through improved facility efficiency
Water Resource Supply & Demand	Worsening regional imbalances in water supply & demand		●	●	Potential instability in supply chains and production operations due to shortage of water resources	- Potential expansion of water reuse and improvement of process efficiency - Strengthening operational stability through improved water use efficiency	Potential increase in operating costs and production disruptions due to water resource shortage	- Expand water management efficiency and reuse systems - Introduce water resource-saving facilities
Changes in Climate Conditions	Increasing occurrence of abnormal weather conditions due to climate change	●	●	●	Potential decline in raw material procurement and production stability due to abnormal weather	Strengthen the climate risk-responsive supply chain operating system	- Potential increase in raw material and operating costs during response to climate change - Potential impact on sales due to production and supply chain disruptions	- Establish a mid- to long-term environmental response strategy - Strengthen the climate risk response system and secure specialized experts
Stakeholder & Reputation	Growing demand for eco-friendly management and ESG-related responses		●	●	Potential decline in brand value due to failure to meet ESG and eco-friendly requirements	- Strengthen brand competitiveness through sustainable management activities - Enhance market trust and differentiation through advanced ESG responses	- Potential fluctuation in sales due to changes in ESG and eco-friendly image - Increased management costs due to enhanced ESG responses and expanded information disclosure	- Expand disclosure of sustainability report and ESG information - Strengthen eco-friendly activities and communication



Water Use Management

Binggrae's food and beverages require a large amount of water due to the nature of the production process. Efforts are focused on using clean and high-quality water at all times, and process efficiency and improvements are continued for the efficient management of water. In addition, water use is managed by establishing recycling methods during water use for resource circulation. Binggrae will continue to manage the use and recycling of water, and check and improve water-related issues.

Water recycling status

- Water use reduced through process improvement
- Reuse of wastewater for cleaning the environmental facilities (wastewater disposal plant and waste transfer station)
- Reused as washing water during the equipment cleaning process
- Process that enables using treated water and place of use consistently explored



Water Use & Recycling Status (Separate basis)

Classification	Unit	2023	2024	2025
Water use	ton	1,334,206	1,331,432	1,372,865
Recycled water volume	ton	71,656	57,118	45,100
Water recycling rate	%	5.4	4.3	3.3

2025 Usage

Target use		1,402,046 tons
Actual use		1,372,865 tons



* Based on the main business sites whose target emission has been set.

2025 Water Intake Quantity & Water Use (Separate basis)

(Unit: ton)

Classification	Source of supply	Water intake	Water use
Namyangju Factory	Third party-supplied water (tap water, industrial water, etc.)	204,994	204,994
	Underground water	293,257	293,257
	Recycled water	45,100	45,100
	Subtotal	543,351	543,351
Gimhae Factory	Third party-supplied water (tap water, industrial water, etc.)	57,027	57,027
	Underground water	355,784	355,784
	Recycled water	0	0
	Subtotal	412,811	412,811
Gwangju Factory	Third party-supplied water (tap water, industrial water, etc.)	2,947	2,947
	Underground water	185,499	185,499
	Recycled water	0	0
	Subtotal	188,446	188,446
Nonsan Factory	Third party-supplied water (tap water, industrial water, etc.)	16,823	16,823
	Underground water	211,434	211,434
	Recycled water	0	0
	Subtotal	228,257	228,257
Total	Third party-supplied water (tap water, industrial water, etc.)	281,791	281,791
	Underground water	1,045,974	1,045,974
	Recycled water	45,100	45,100
	Subtotal	1,372,865	1,372,865

Biodiversity Management

Analysis of Business Site-based Ecological Environment

To assess the ecological sensitivity of the areas surrounding its business sites, Binggrae analyzes the characteristics of the natural environment around its business sites using Ecological & Natural Map grade data from the Environmental Spatial Information Service (EcoBank). The Ecological and Natural Map is a national spatial information system that classifies land into Grade 1, Grade 2, Grade 3, and Special Management Areas based on its ecological and natural conservation value. It serves as a fundamental reference for assessing the ecological value of an area when establishing land use and development plans. The analysis found that some business sites are included in Ecological and Natural Map Grade 2 areas, which requires management in the aspect of environmental preservation. However, most business sites are located in Grade 3 areas where general land use is permitted.

Natural Environment Characteristics & Considerations

Classification	Ecological & Natural Map Grade	Natural Environment Characteristics	Major Considerations for Biodiversity
Namyangju Factory	Grade 3	Industrial area on the outskirts of the metropolitan area, with a mixture of residential and green areas	Focus on wastewater & air emissions management, while considering harmony with the surrounding environment
Gimhae Factory	Grade 2, 3	Located near industrial complexes, while maintaining an appropriate distance from agricultural land and river environments	Importance of water quality management and prevention of impacts on surrounding water bodies and soil
Gwangju Factory	Grade 3	Industrial area on the outskirts of a city, located adjacent to green spaces in some areas	Pollutant management that reflects the characteristics of the local environment
Nonsan Factory	Grade 2, 3	Near rural areas, with high proportion of agricultural land	Consideration for agricultural land and soil environment, and strengthened wastewater & waste management



Biodiversity Risk Assessment & Management Strategy

Binggrae quantitatively analyzes biodiversity risks at each of its business sites using WWF (World Wide Fund for Nature)'s Biodiversity Risk Filter. Biodiversity risks arise from the combined effects of various factors related to nature including water resource conditions, water quality, and environmental pollution. In this analysis, we comprehensively reflected these factors to assess the biodiversity risk level at each business site.

As a result of the analysis, the comprehensive natural risk score of areas where business sites are located is 3.5 on average, indicating a generally moderate level of natural risk.

In detail, the environmental pollution indicator was relatively high, reaching a score of 4.3. Water quality and water resource availability indicators were also found to be around 3 points, indicating that they are key areas requiring management. On the other hand, the Key Biodiversity Area (KBA) indicator was around the level of 2 points, suggesting a limited likelihood of direct overlap with ecologically sensitive areas.

Results of Biodiversity Risk Analysis

Classification & Indicator	Namyangju Factory	Gimhae Factory	Gwangju Factory	Nonsan Factory
Scope of Physical Risk	3.5	3.5	3.5	3.5
Water Availability	3.3	4.1	3.3	3.6
Water Condition	3.7	3.9	3.7	3.8
Extreme Heat	3.0	3.0	3.0	3.5
Pollution	4.3	3.8	4.3	4.0
Protected Areas	3.0	3.5	3.0	3.5
Key Biodiversity Areas	2.5	2.5	2.5	2.0

* WWF Biodiversity Risk Filter score scale: 1-5 (The level of risk is higher when the numerical value is higher)

Biodiversity Management Strategy

Based on the results of its risk assessment, Binggrae has established management strategies to minimize the impacts of its business activities on ecosystems. In particular, we continue to strengthen our biodiversity management activities across a range of areas including environmental management at our business sites, pollutant emissions management, supply chain management, and management of impacts on local ecosystems.



Environmental impact management in business sites

Strengthening environmental management at production factories, management of wastewater treatment and pollutant emissions, and environmental pollution prevention activities



Water resource management

Improving water use efficiency in production processes, water quality management and wastewater treatment operations, and implementation of water resource conservation activities



Sustainable supply chain management

Considering the environmental impacts during raw material procurement, assessing partners' environmental management level, and providing support for improvement



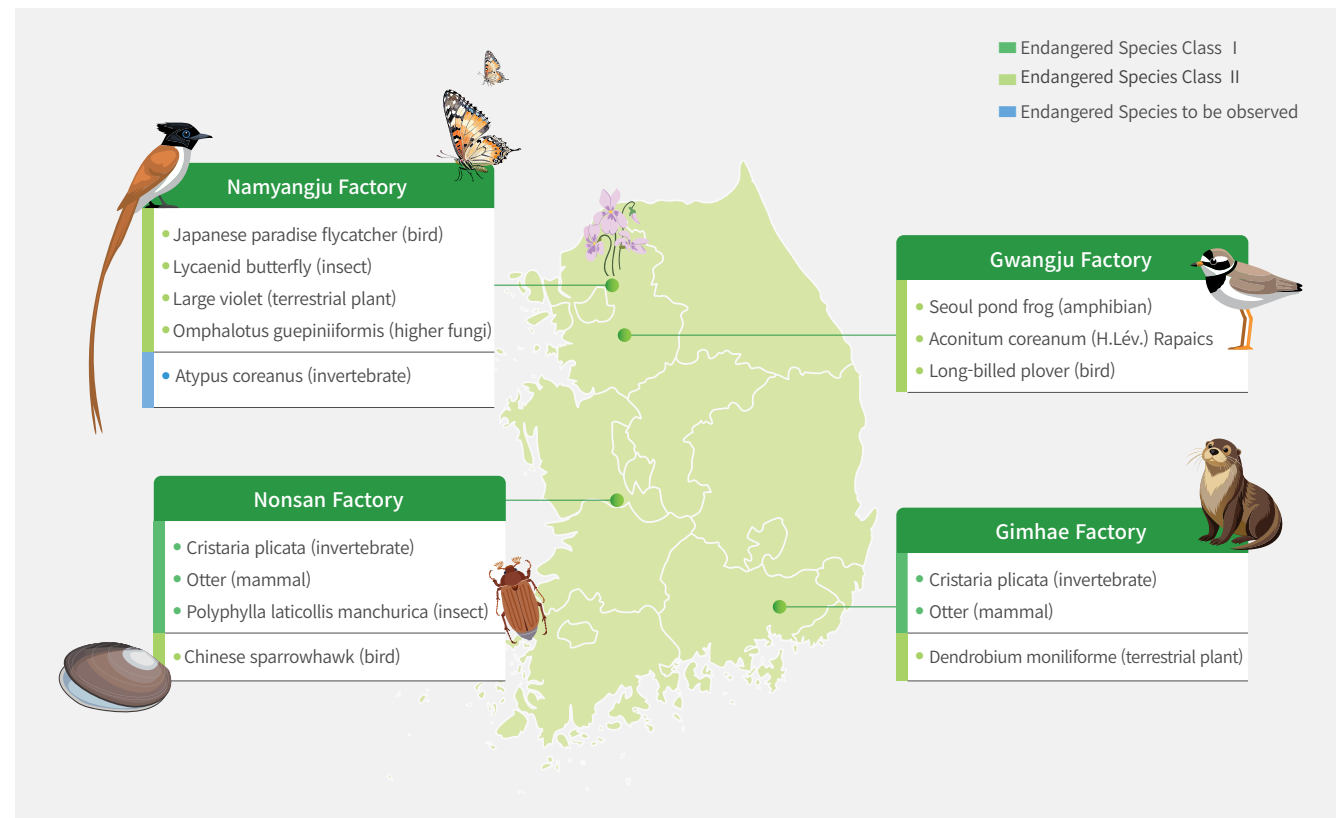
Ecosystem impact management

Managing impacts on environment surrounding business sites, participating in local community and environmental conservation activities

Distribution of Endangered Wildlife

Binggrae reviews the distribution of endangered wildlife species to gain better understanding of the ecological sensitivity of areas near its business sites. As a result of the analysis, endangered species were identified near some business sites, indicating that these areas are determined as those requiring management in the aspect of protecting the ecosystem. To minimize its impacts on biodiversity, Binggrae actively conducts environmental cleanup activities around its business sites. The Company also carries out surveys of endangered bird species, encourages employees' participation in conservation activities, and supports environmental organizations engaged in biodiversity conservation efforts.

Status of Endangered Wildlife Distribution



Activities for the Preservation of the Local Community Environment

Binggrae promotes various environmental conservation activities in collaboration with the local communities surrounding its business sites, such as river cleanup activities and participation in environmental campaigns; thus fostering shared growth with local communities. In May 2025, the Namyangju Factory participated in the Wangsuk Stream Cleanup Day and the Metropolitan Chemical Safety Community Council and operated its own Environmental Task Force (TFT) to promote the sharing of environment-related knowledge and implement resource conservation activities continuously. In June, the Gimhae Factory participated in the integrated commemorative event for Gimhae City Environment Day and Nakdong River Day and joined the local environmental conservation activities.

The Nonsan Factory conducts monthly stream cleanup activities in the Wangam Stream area including the removal of algal blooms around discharge outlets and collection of waste from the stream. The Gwangju Factory contributes to the improvement of the local environment by simultaneously carrying out cleanup activities around the entire area of Gyeongan Stream and Guseokmal Stream in the first half and second half of the year, while also maintaining the environment of nearby roads.

Gwangju
Factory



Nonsan
Factory



Gimhae
Factory



Namyangju
Factory



ENVIRONMENTAL RISK MANAGEMENT SYSTEM

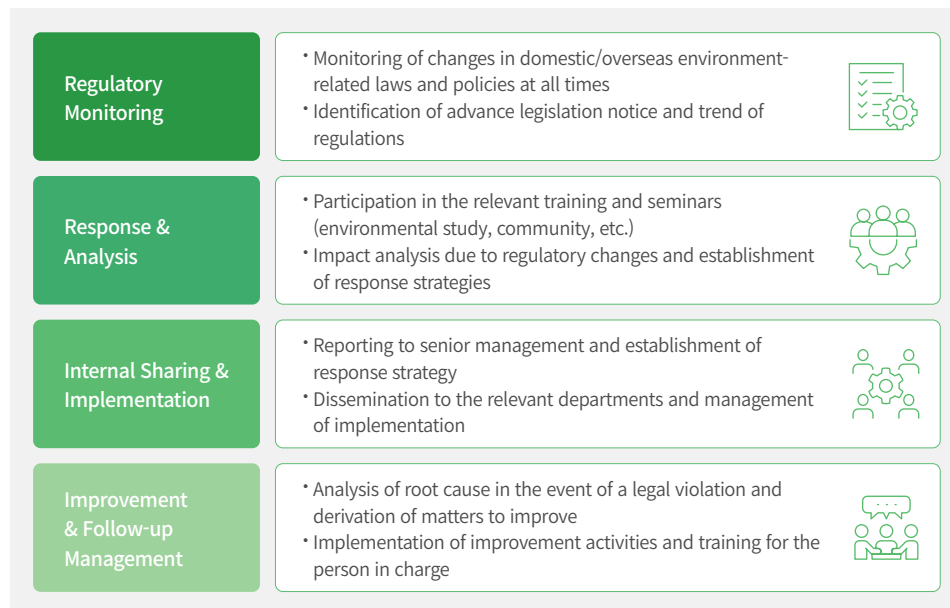


Binggrae systematically operates an environmental compliance and pollutant management system to minimize environmental impacts that may arise during business operations. The Company continuously monitors the emission status of major environmental pollutants including air pollutants, water pollutants, and chemicals and strengthens its management level in accordance with the relevant regulations and internal standards.

In addition, we are engaging in environmental safety management activities and operating an inspection system at each business site to prevent environmental risks and preemptively responding to potential environmental incidents. In the event of an environmental incident, we operate the response processes and reporting systems we have established to enable rapid response. Binggrae will continue to enhance its environmental risk management system and strengthen the foundation for safe and sustainable business operations.

Management of Environmental Laws

Binggrae continuously monitors changes in domestic and international environmental laws and policies and establishes response strategies through the relevant training and analysis. In the event of a regulatory violation, the Company analyzes the root cause and engages in improvement activities to prevent recurrence and strengthen the level of management. There were no environmental regulatory violations in 2025.

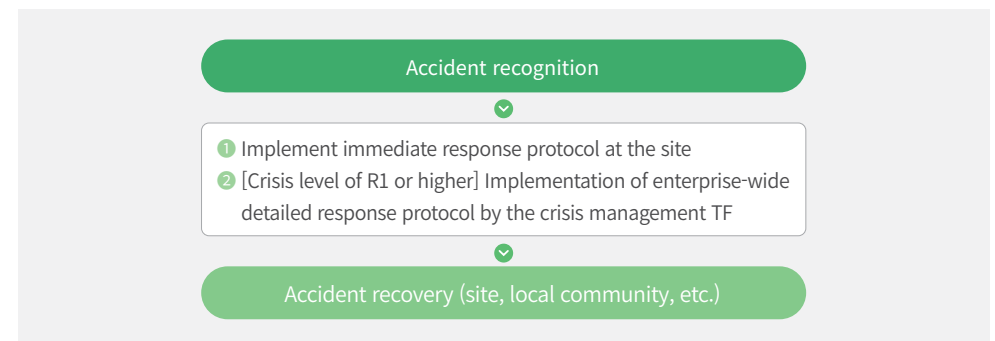


Environmental Accident Prevention and Response

Binggrae regularly conducts emergency response training including chemical spill accidents to prevent environmental accidents and strengthen its capabilities to respond promptly to accidents. In addition, the Company proactively identifies and prevents potential environmental pollution risks through daily inspections of environmental facilities and periodic facility inspections.

We have also established a cooperative network with local communities and relevant organizations through consultation bodies to minimize the spread of pollution in the event of an accident, and continue to strengthen our joint emergency response system. In particular, we conduct scenario-based training reflecting various accident scenarios such as personnel evacuation, fires, and gas leaks to enhance employees' ability to respond to environmental accidents and inspect and improve the effectiveness of our emergency response system continuously.

Emergency Response Process for Environmental Accidents



Management of Environmental Pollutants

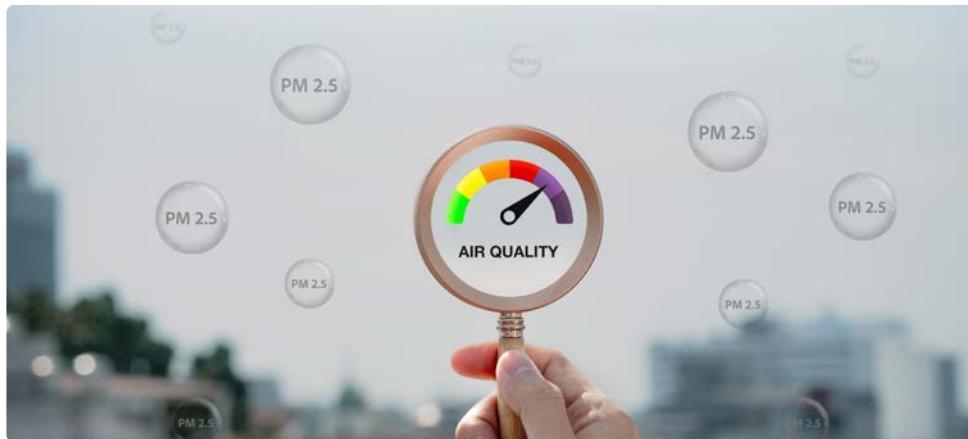
Atmospheric Environment Management

Binggrae established reduction plans to minimize air pollutant emissions during business site operations, and it continues to strengthen eco-friendly investment as well as the level of management. Air pollutants are integrated and managed based on emission concentration and total emission standards, with average emission concentrations maintained at a level below 50% compared to legally acceptable levels.

Each business site ensures the stability of equipment operation through daily inspections and periodic maintenance of air prevention facilities and—based on this—continues to promote investments in pollutant reduction facilities and improvement activities. In 2025, we reduced air pollutants emissions and improved energy efficiency by improving the piping of air pollutant prevention facilities and replacing old boilers with high-efficiency ones.

Status of Air Pollutants Emissions

Classification	Unit	2023	2024	2025
PM(Particulate Matter)		0.37	0.43	0.58
NOx	ton	3.35	1.95	3.69
SOx		0	0.13	0.06

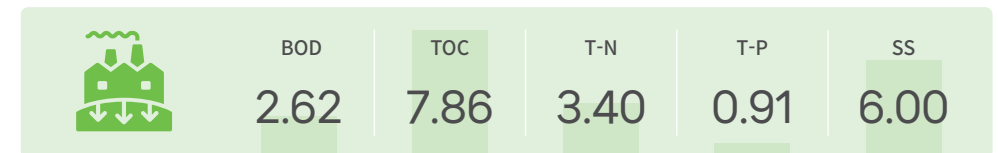


Water Quality Management

Binggrae comprehensively manages water pollutants based on the total amount and concentration levels to minimize environmental impact associated with the discharge of wastewater from its business sites. Internally, we manage water pollutant concentrations at an average level of less than 30% of the legally permitted limits. In particular, we systematically manage the environmental impact from each business site by managing the total amount of discharged wastewater. During process operations, we continue to implement pollutant reduction activities based on physical and chemical wastewater treatment. We are also managing the quality of discharged water continuously by conducting both 24-hour monitoring using automatic water quality measurement systems (TMS) and internal and external analysis. We improved the stability and treatment efficiency of our wastewater treatment facilities in 2025 through the overhaul of turbo blowers, replacement of coagulation & reaction tanks, replacement of pumps, and enhancement of pH measurement systems.

Status of Water Pollutant Discharge

(Unit: ton)



Wastewater Management

The average discharge concentration of water pollutants is kept at 30% or less than the legally permitted standards. Concentration is managed through physical and chemical water treatment, with inspections done through 24-hour monitoring and periodic self-analysis.

Classification	Activity details
Namyangju Factory	SS standard: ≤30 ppm (Legal limit: 120 ppm) Outsourced analysis (twice a month), In-house analysis (Daily SS)
Gimhae Factory	SS standard: ≤10 ppm (Legal limit: 30 ppm) Water quality TMS operation (24-hour monitoring)
Nonsan Factory	SS standard: ≤18 ppm (Legal limit: 80 ppm) Water quality TMS operation (24-hour monitoring), In-house water analysis (Daily SS)
Gwangju Factory	SS standard: ≤15 ppm (Legal limit: 40 ppm) In-house analysis (twice per week)



Management of Hazardous Chemicals

Binggrae complies with the relevant laws and regulations and operates a systematic management system to minimize environmental and safety risks due to the use of hazardous chemicals. When handling hazardous chemicals, we ensure clear accountability for managing the chemicals by designating dedicated personnel who have completed specialized training. The Company also performs strict control of hazardous chemicals by analyzing potential hazards that may arise in the overall process of manufacture, use, import, and sales. Moreover, we regularly conduct safety training for chemical handlers to enhance employees' safety awareness and make every effort to prevent accidents. Binggrae has also established an emergency response system that can immediately respond to incidents, optimizing the condition of handling facilities through daily inspections and periodic monitoring. In 2025 in particular, we participated in the Metropolitan Chemical Safety Community Council and workshops to strengthen our safety management network based on external collaboration. Along with this, we prevent the occurrence of chemical accidents at the source through continuous facility investments including facility maintenance, improvement of storage warehouses, and calibration of leak detectors.

Hazardous Chemical Management System

Warehousing management



- Precautionary safety evaluation of hazardous chemicals
- Checks on the designated number of people and control of warehousing processes
- Training for personnel who handle hazardous chemicals

Storage management



- Checks on whether chemicals are being stored properly to prevent leaks
- Control of internal temperature and humidity and anti-leak stand-by
- Establishment of a system for regularly checking and supplementing facilities

Handling management



- Hazardous chemicals handled only by designated personnel (i.e., personnel who have completed the relevant training)
- Daily inspection of protective equipment
- Regular training to prevent and handle emergency situations related to chemical substance leaks and explosions

Legal management



- Immediately updating the chemicals accident prevention plan whenever it changes
- Precautionary review and approval of unauthorized chemicals when planning to use them
- Maintenance and management of facilities that have passed the regular test



SOCIAL



Binggrae practices sustainable management based on corporate social responsibility, pursuing shared growth with its stakeholders.

We strengthen trust by fostering employee growth, respecting diversity, creating a safe working environment, and providing customer-oriented quality and services. In addition, Binggrae continues to expand its social responsibility through win-win cooperation with business partners and social contribution activities.

61 TALENT MANAGEMENT

69 SAFETY & HEALTH MANAGEMENT

76 HUMAN RIGHTS MANAGEMENT

83 CUSTOMER VALUE & RESPONSIBILITY

94 RESPONSIBLE SUPPLY CHAIN MANAGEMENT

100 INFORMATION SECURITY & PERSONAL INFORMATION PROTECTION

103 SOCIAL CONTRIBUTION ACTIVITIES

2025 KEY PERFORMANCES

195 persons

No. of new employees



41.5 hours

Training hours per employee



KRW 5.23 billion

Safety and health investment



72 companies

Supply chain ESG evaluation



“zero”

Incidents of leaks of customers' personal information (2023~2025)

“zero”

Noncompliance with laws and voluntary regulations related to marketing and communication (2023~2025)

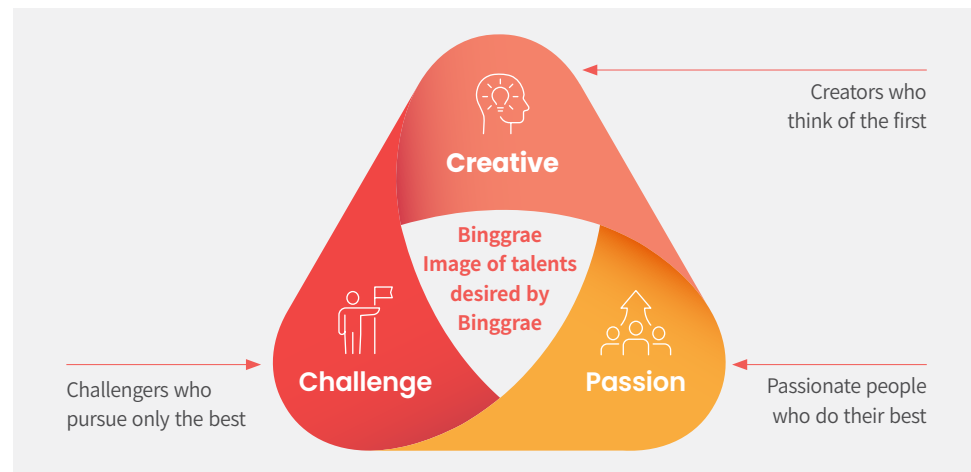
TALENT MANAGEMENT

Employees

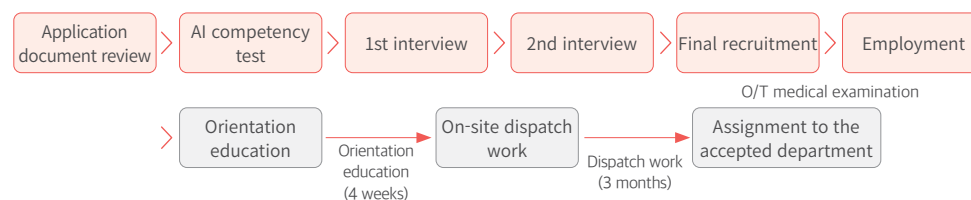
Binggrae is a company that grows together with talented individuals who share the values of creativity, passion, and challenge. Systematic training programs are provided to enhance job competencies and support self-directed learning and master's & doctoral degree programs, creating an environment where employees can develop into experts in their respective fields. Binggrae operates a fair performance evaluation and compensation system to enable employees to experience the satisfaction of growth.

Image of Talents

Binggrae is recruiting talents who pursue sustainable growth together with the organization based on the image of talents as “Creators who think of the first,” “Passionate people who do their best,” and “Challengers who pursue only the best.”



Recruitment process



Fair Recruitment & Provision of Opportunities

New recruitments are carried out according to the annual operating plan, with 195 employees newly recruited for permanent positions in 2025. Throughout the entire recruitment process, we provide equal opportunities to both male and female candidates and prohibit the use of expressions that imply a specific gender in recruitment announcements. Furthermore, we strictly prohibit gender-based discrimination in all areas such as wages, training, assignment, promotion, retirement age, retirement, and dismissal. As part of its efforts to promote diversity in recruitment, Binggrae has provided hiring preference each year since 2023 to applicants eligible for national merit recipients' employment support and to women returning to the workforce after a career break who are married or have children. To minimize employee turnovers and resignations, we hold regular roundtable meetings on a year-round basis to listen to employees' grievances and improve our HR systems and accept requests for transfer to another department.

Key Indicators for Recruitment & Turnover	Number of new recruits (Korea)	Voluntary resignations	Voluntary resignation rate	Ratio of voluntary turnovers among retired employees	Average years of service
	195persons	65persons	3.8%	69.1%	12.3years

* Based on permanent executives & employees

** Average years of service: Based on the date when an employee first joined the company

*** Voluntary turnovers: Based on permanent executives & employees. Retirement due to personal circumstances, not transfer to another group company, recommended resignation, retirement age, and retirement due to expiry of period

Retention of New Employees

To help new employees adapt quickly to the organization and grow into proactive professionals, we provide structured training programs and internal networking opportunities.

- New employees attend an introductory training course for new employees (4 to 5 weeks).
- Employees receive opportunities to develop their capacity with 5 weeks of OJT (on-the job training) following their assignment to a team.
- A network is established and supported between colleagues and seniors & juniors for smooth work performance and commitment to the organization.
- Follow-up workshops are held for new employees at the six-month and one-year marks to discuss any challenges and assess their adjustment to the organization.
- New employees are exempted from the annual personnel evaluation to guarantee a stable adaptation period.

Promoting Employee Diversity

Binggrae is fostering female leaders within the organization by expanding female recruitment and increasing the ratio of female management positions. From the new recruitment stage, we expand opportunities to female employees and strengthen policies for supporting childbirth and childcare. We also continue to implement measures for supporting female employees' career development into middle managers and executives.

2025 Key Achievements in Gender Diversity

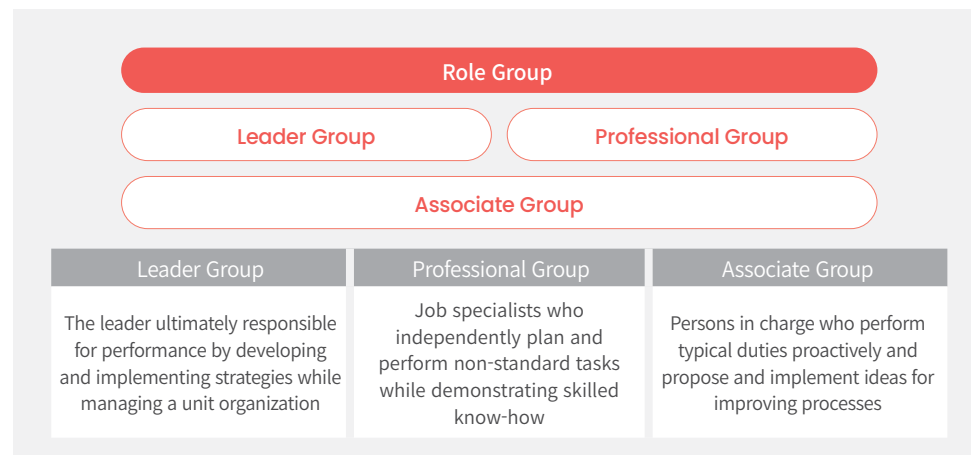
- Ratio of female employees in management position: 9.2% → 10.4% (highest level achieved in the past 3 years)
- Female executives: Maintaining 1 person (continued since appointment in 2024)



HR Management Systems

We operate an HR management system based on roles rather than job grades to ensure the sustainable growth of the organization. Aside from promoting horizontal communication, we have established a corporate culture centered on autonomy and responsibility based on such system.

System of Roles



- New recruits join the Associate Group and get reassigned to the Professional Group after undergoing review.
- Outstanding talents are reassigned earlier to another Group via a speedy promotion system.
- Promotion to Leader Group or Professional Group is determined based on the positions held.

Employee Status

Classification				Unit	2023	2024	2025	
Total status	All employees				1,787	1,829	2,005	
	Employment type	Executives		persons	15	15	18	
		Permanent			1,588	1,606	1,709	
		Temporary			184	208	278	
	Gender	Male			1,366	1,387	1,531	
		Female			421	442	474	
		Female ratio	%		23.6	24.2	23.6	
	Employees with disabilities				28	24	37	
	Persons of national merit			persons	7	6	6	
	Non-Korean employees				-	-	0	
Role group	Executives	Gender	Male		15	14	17	
			Female		-	1	1	
	Leader Group (L.Group)	Gender	Male		97	99	103	
			Female		11	10	12	
			Female manager ratio	%	10.2	9.2	10.4	
		Age	Under 30			-	-	-
			30 to 50			79	75	77
	Over 50			29	34	38		
	Positions besides L.Group	Gender	Male	persons	1,254	1,274	1,411	
			Female			410	431	461
		Age	Under 30			443	409	381
			30 to 50			987	1,033	1,179
			Over 50			234	263	312

* Employees of the company are divided by role group, not position.

Talent Development

BC Talent Development System

Binggrae is operating a systematic talent development program consisting of self-directed & peer learning, future talent & leadership, job-specific training , new employee, and HR & legal training according to employees' role group and job characteristics.

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Main Program for Talent Development

Binggrae operates a systematic talent development program that supports employees from new employee onboarding to job expertise, global competencies, leadership enhancement, and self-directed learning, enabling them to develop the competencies needed at every stage of their careers from onboarding through retirement.

New Employee Onboarding	This program enables employees to understand the way Binggrae works and its corporate culture and adapt quickly to their roles by combining the expertise of outstanding internal and external instructors, hands-on experience, and collaborative projects.
Job Expert Program	This program systematically provides various learning opportunities including job training, in-house instructor-led training, external training, seminars, professional certification programs, and learning organizations, supporting employees in developing into experts in their respective fields.
MBA & Doctoral Program	Domestic and overseas graduate school courses enable employees to learn the latest management trends and theories and form a network with managers from various fields. Through this, we support their growth into professional managers.
Global Business Training and Overseas Seminar	The Company provides language training, international business training, country-specific training programs, overseas training opportunities, and seminars with the aim of fostering global talents with international perspective and competencies.
Self-directed and Peer Learning	This creates an organizational culture of communication and collaboration that enables employees to use the necessary training and learning resources freely while learning and growing together with colleagues.
Retiree Support Program (BC Outplacement)	This program is operated in 2 stages: voluntary retirement and honorary retirement. It is designed to respect the voluntary career decisions of employees while supporting their transition to the next stage of life. The program includes the challenge leave program, advance payment of university tuition, and support for comprehensive health check-ups.

HR Development Performance

The total number of training participants in 2025 was 6,802 persons—an increase of 993 compared to the previous year (5,809 persons). The training expenses totaled approximately KRW 714.61 million.

Training Status

Classification	Unit	2023	2024	2025
Total no. of trainees	persons	4,777	5,809	6,802
Training hours	Total	61,346	77,253	72,159
	Per person	38.3	47.7	41.5
Training expenditure	Total	692,453	853,948	714,612
	Per person	432	527	487

※ Total no. of trainees: Σ (number of persons who participated in individual education courses)

※ Total training hours: Σ (training hours of individual courses X number of trained employees)

※ Training hours per person: Total training hours / total number of employees (executives and regular employees)

※ Total training expenditure: Particulars of accounting-based expenditure on company-wide training (Excluding refunds or reimbursements by the Ministry of Employment and Labor)

※ Training expenditure per person: Total training expenditure / Total number of employees (executives and regular employees)



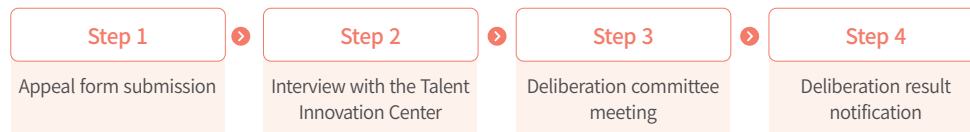
Fair Evaluation and Compensation

Binggrae operates a performance-based compensation system based on the results of performance evaluations. Through performance evaluation, achievement against targets, contributions to the Company's profitability, and employees' self-development efforts are objectively assessed and reflected across the Company's HR management practices including job transfers, promotion decisions, selection for overseas training, training support, commendations, and incentive programs. We are applying the principle of gender equality across all HR systems including the compensation system, performance evaluation system, and wage system.

Ensuring the Fairness of the Evaluation Result

Every December, Binggrae reviews the fairness of performance evaluations through its Evaluation Deliberation Committee. If there are any objections to the result of the evaluation, we collect employees' opinions through the appeal system. Moreover, the Company assesses the effectiveness of the evaluation systems and identifies areas for improvements through regular fair evaluation surveys.

Appeal Steps



Fair Evaluation Survey 	Period	Annually
	Target	Employees
	Questions	Total of 8 questions ① Overall performance management ② Evaluation interview ③ Listening to opinions ④ Competency diagnosis ⑤ Fairness ⑥ Fact-based ⑦ Constant feedback ⑧ Evaluation acceptability
	Utilization of results	- Feedback is provided through appraiser training before the year-end periodic evaluation. - Cumulative survey data is used as reference material for appraiser training and personnel appointments to positions.

Employee Compensation System

Binggrae operates various performance-based compensation systems and provides fair compensation corresponding to an employee's contribution and performance.

Employee Compensation System

Performance-based Annual Salary For all office workers. This is a compensation system that pays higher salaries to employees with outstanding performance and capabilities based on the philosophy of "Pay for Performance."	HP Incentive (High Performer Incentive) For Leader Group and Professional Group. This is an individual performance incentive that provides monetary rewards for merit in relation to high performance, with greater compensation given to individuals who constantly deliver outstanding results.	DB Incentive (Domestic Business Incentive) For employees affiliated with the domestic sales department. This is a compensation system that provides incentives differentially to departments demonstrating outstanding skills according to the level of achieving the goals.
OB Incentive (Overseas Business Incentive) For employees affiliated with the overseas sales department. This is a compensation system that provides incentives differentially according to outcomes regarding challenging goals for each country to lead the continuous expansion of the global market.	Project Incentive For researchers. This is a compensation system specialized for the research institute, with the goal of enhancing mid- to long-term task performance for the purpose of developing market-leading products and original technology.	Performance Incentive Company-wide incentive. This is a compensation system that determines the eligibility and incentive rate according to the overall performance of the company and provides incentive differentially according to individual performance.

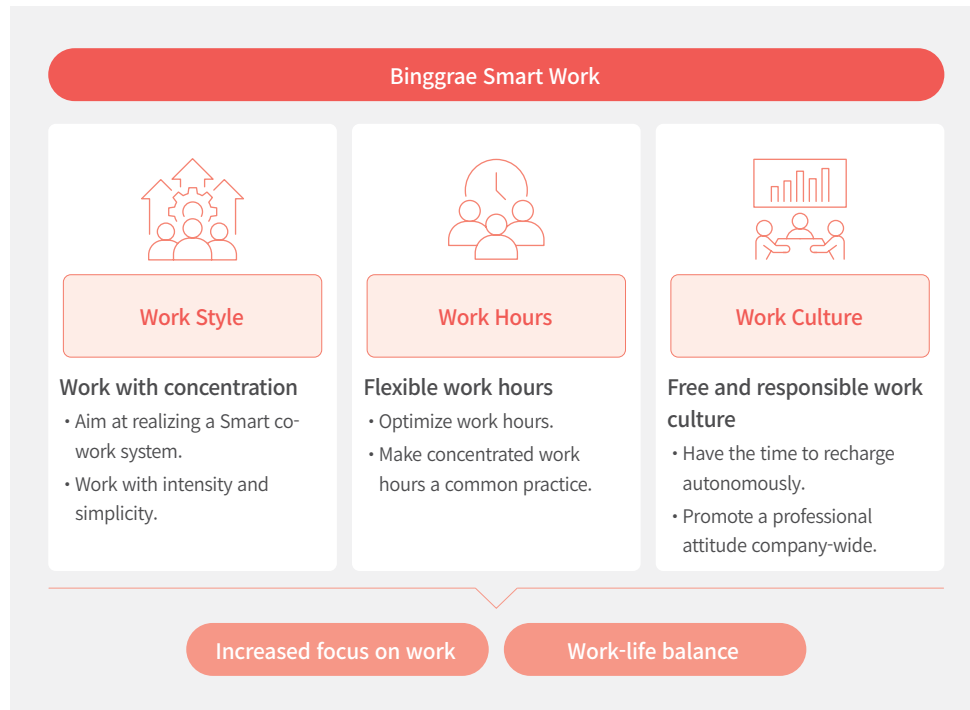


Work-Life Balance

Binggrae fosters an environment where employees can concentrate on their work and continue to grow by providing work-life balance support system, family-friendly policies, and employee welfare programs that help them find fulfillment in both their work and personal lives.

Ensuring Autonomy for Work & Life Balance

We institutionalized the principles of respecting employees, treating them fairly, developing talents, creating a safe working environment, and establishing a culture of free communication based on the article on the 「Responsibilities for the Employees」 in the Code of Ethics Practice Guidelines. Through the Smart Work system introduced in 2018, we provided an environment where employees can design work-life balance on their own and continue to have smooth communication within their organization.



Work-Life Balance Support System

Flexible Work System

Binggrae operates a 4-week flexible work schedule for all employees using an online system, allowing them to adjust their working hours and request annual leave or other leave at any time.

Break Nine System

We grant employees 8 additional paid leave days in addition to the statutory annual leave entitlement, and we have also introduced half-day and quarter-day leave. We encourage employees to take up to 9 consecutive days of leave.

Smart Work

We implement work practices that support employee focus and productivity including flexible clock-in/out times, turning off of PCs outside working hours, and engagement in campaigns for operating Smart meetings.

Substitute Holidays

Employees who work on a public holiday may take an equivalent number of compensatory leave days on weekdays.

Operation of Family-friendly System

Binggrae is actively operating a family-friendly system including family-support measures such as parental leave, reduced working hours for childcare, and fertility-treatment leave based on the Smart Work System. Recertified as a Family-Friendly Enterprise by the Ministry of Gender Equality and Family in 2024 (effective period: Dec. 2024-Nov. 2027), we continue to improve our institutional systems for family-friendly and gender-equal culture.





Welfare & Benefit System

We offer a variety of welfare & benefit programs to help employees stay focused at work and enhance their overall quality of life.

Pay 	• Performance incentives (company-wide) • Binggrae Sales Incentive (Sales Team) • Lunch money subsidy • Support for entire fuel cost (Sales Team) • Support for mobile phone bills (Sales Team)	• Payment for annual leave, benefits for qualification/license & job position • Pay for national holidays • Support for children's educational costs • Congratulatory and condolatory support
Benefits 	• Access to affiliated resorts nationwide • Group accident insurance • Company clubs • Long service award	• Regular medical checkup • General checkup for employees' spouse • Citation & Prize for Excellent Employees • Four major employment insurances
Environments 	• Five-day workweek • Four week-based autonomous work system (flexible work hours) • Support for Mobile Office • Eight days off besides the legal annual leave • Annual leave, half-day off, quarter-day off • Congratulatory and condolatory leave	• "Break Nine" system (Taking 9 days off in a row) • Dormitory operation (Factories) • Support for housing welfare for newly appointed employees • Commuter bus (Factories) • Gifts for anniversaries
Learning & Development 	• Onboarding course for new hires • College of Marketing • Overseas-themed training • Overseas seminars • Foreign language courses • MBA degree program	• Job specialist courses • Leadership training through an international symposium • Smart learning • Study groups • Team building workshops

Labor-Management Relations and Communication

Creation of a Labor-Management Culture based on Communication and Cooperation

Binggrae guarantees employees' freedom of association and right to collective action and bargaining, recognizing the labor union as a partner. We hold regular labor-management council meetings each quarter, maintaining a 100% agenda resolution rate from 2023 to 2025. In addition, we support communication between employees and hobby activities through club activities and culture classes.

Operating Status of the Labor-Management Council

Classification	2023	2024	2025
No. of Labor-Management meetings	4	4	4
Agenda processing rate	100%	100%	100%

Freedom of Association and Right to Collective Bargaining

Binggrae regards mutual respect and harmony in labor-management relations as its core values. In accordance with Article 5 of the Trade Union and Labor Relations Adjustment Act and Article 3 of the Collective Agreement, we guarantee our employees the freedom to join and withdraw from the labor union. All 590 employees eligible for union membership were registered as union members as of December 2025, maintaining union membership rate at 100%.

Status of labor union membership

Classification	2023	2024	2025
No. of members eligible to join the labor union (persons)	570	580	590
No. of members who joined the labor union (persons)	570	580	590
Labor union membership rate (%)	100	100	100

Performance to Improve Employees' Quality of Life

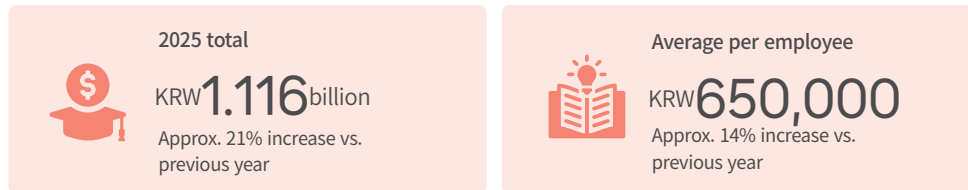
Major Indicators of Employees' Quality of Life

Average Wage per Employee

Classification	Unit	2023	2024	2025
Male	KRW 1,000	63,053	71,877	71,832
Female		49,114	56,088	56,990
Total		59,598	67,879	68,090

* Based on the business report (excluding registered executives)

2025 Average Tuition and Early Childhood Education Expenses per Employee



* Average support amount per employee: Total amount of support provided / Total number of employees (executives and regular employees)

Voluntary Departures as a Percentage of Total Employee Departures



* Based on the number of executives and permanent employees

** Voluntary Departures : Employee-initiated resignations for personal reasons, excluding transfers to other group companies, employer-initiated separations, mandatory retirement, and expiration of fixed-term contracts.

Use of Flexible Work Hours

Classification	Unit	2023	2024	2025
No. of employees who adopted flexible work hours	persons	779	815	824

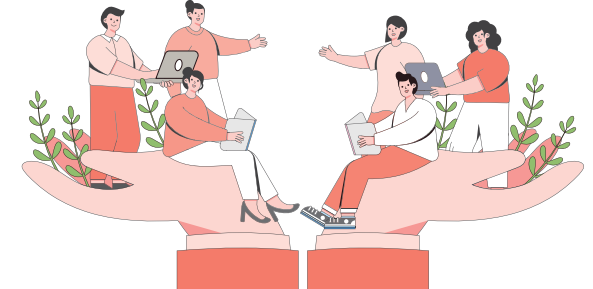
Status of Using Maternity Leave & Parental Leave

Classification	Unit	2023	2024	2025
No. of employees who used maternity leave	persons	9	9	13
No. of employees who used parental leave		18	13	30
No. of employees who returned to work after a parental leave		15	6	14
Percentage of employees holding a position for more than 12 months	%	79.0	46.2	73.7

* 78.9% of employees holding a position for more than 12 months for 2023 = 15 employees holding a position for more than 12 months for 2023 / 19 employees who returned to work after a parental leave for 2022

* 46.2% of employees holding a position for more than 12 months for 2024 = 6 employees holding a position for more than 12 months for 2024 / 13 employees who returned to work after a parental leave for 2023

* 73.7% of employees holding a position for more than 12 months for 2025 = 14 employees holding a position for more than 12 months for 2025 / 19 employees who returned to work after a parental leave for 2024



SAFETY AND HEALTH MANAGEMENT

Binggrae places the highest priority on safety and health and continues to strengthen the level of safety across all of its business sites through a company-wide management covering employees and partners. We minimize safety accidents and occupational illnesses while fostering a sustainable safety culture through prevention-centered risk management, systematic performance management, and on-site participation.

Governance

Binggrae regards safety as a top-priority value of its management and operates a board-led decision-making system and an on-site management organization. As the Company's highest decision-making body, the board of directors annually reviews and approves the Company's occupational safety & health strategy and implementation plans. The Industrial Safety Team under the Chief Safety Officer serves as the company-wide control tower at the working level, overseeing strategy development and management systems implementation while closely cooperating with the Production Division and each business site. Risk assessments and safety inspections are conducted in each business site under the leadership of the factory manager. In addition, a consultative body in which labor, management, and partners participate is actively operated to manage on-site safety risks.

Risk Management

Binggrae conducts regular risk assessments and occupational safety & health inspection to manage hazards and risk factors systematically. The Company identifies risk factors associated with each process and assesses the level of risk based on the likelihood of occurrence and severity, implementing improvements according to priorities. Furthermore, we operate a proactive response system for potential risk factors through regular and spot safety inspections and emergency response training. For high-risk items, we implement focused improvements and conduct follow-up inspections to enhance the level of risk management continuously.

Strategy

Binggrae has established a mid- to long-term occupational safety & health strategy with the aim of preventing safety accidents and occupational illnesses among employees and customers. We have set an industrial accident rate of below 0.13% by 2030 as a target, and we are pushing ahead with phased action strategies. In the short term, we are focusing on stabilizing our safety management system and advancing related systems. In the mid-term, we are enhancing our capabilities to respond to risks by improving high-risk processes and strengthening the management of our partners. In the long-term, we are pushing ahead with the establishment of a sustainable safety culture by building an autonomous safety management system and an integrated management system.

Indicators & Goals

- Goal: Achievement of zero industrial accidents and industrial accident rate of below 0.13% by 2030
- Major Management Indicators

Classification	Unit	2023	2024	2025
Industrial accident rate	%	0.25	0.22	0.18
Lost time injury frequency rate (LTIFR)	Case/1 million work hours	1.75	0.87	1.06

Safety & Health Management System

Safety and Health Management Policies

Binggrae regards safety as the highest priority across all corporate management activities and strives to prevent safety accidents and occupational illnesses among all employees and customers. The safety and health management policies are continuously supplemented through periodic inspections and revisions in response to changes in internal and external environments.

Safety and Health Management Policies

We regard safety in business management activities as a top-priority value. We do our best to prevent safety accidents and occupational illnesses among employees and customers.



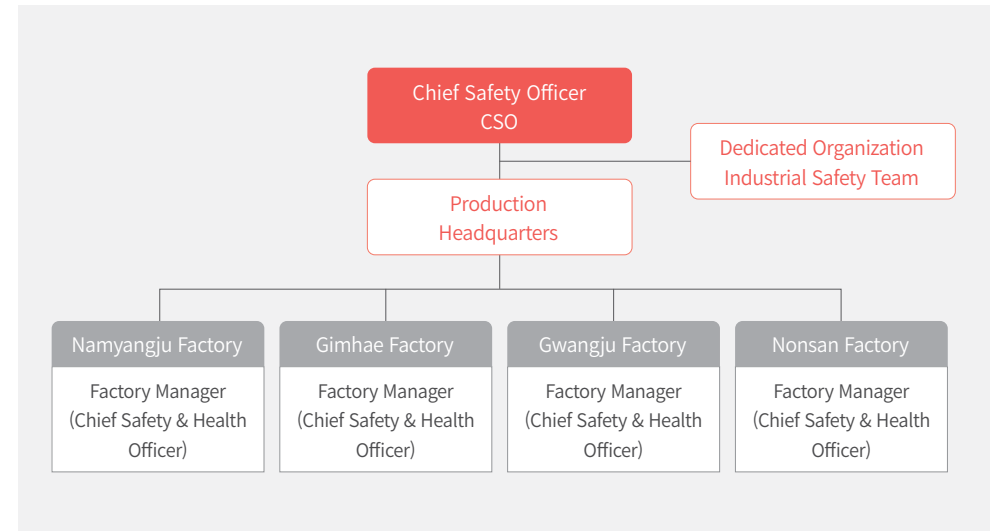
- ① Establish a safety and health management system to ensure a safe, healthy workplace.
- ② Proactively identify hazards and risk factors and continuously implement measures to eliminate or mitigate them.
- ③ Continuously improve occupational safety and health by listening to workers' feedback.
- ④ Continuously strengthen occupational safety and health awareness through education and training.
- ⑤ Comply with the standards and regulations in accordance with the relevant laws and regulations on safety and health.
- ⑥ Establish response plans for accidents and emergencies and conduct regular drills.

Choi Kang-hoon, Head of the Safety Management Division

Safety & Health Organization

Binggrae operates a company-wide occupational safety & health management system led by the Industrial Safety Team under the Chief Safety Officer to manage safety and health. The Industrial Safety Team oversees the development of annual safety and health strategy and establishment of a management system, while collaborating with the Production Division and each factory to implement company-wide safety and health activities.

Each factory designates the factory manager as Chief Safety and Health Officer to perform risk assessments and convene the Occupational Safety & Health Committee and partner councils. We also collect feedback from employees at the workplace for incorporation into our safety and health management practices. In addition, we establish safety and health strategies and implementation plans with approval from the board of directors every year.



Safety & Health Operation System

Binggrae conducts safety & health activities based on communication with labor and management representatives and partners, continuously improving the level of management by reflecting on-site feedback. We gather opinions related to safety and health from labor and management representatives through quarterly Occupational Safety & Health Committee meetings and monitor the implementation status of improvement tasks.

We also hold workshops for safety and health managers from each factory to strengthen collaboration and information sharing between business sites. Moreover, we regularly operate related consultative bodies for on-site partners residing within our factories to collect safety & health feedback and continue improvement activities.

Mid- to Long-term Objectives and Strategies for Safety and Health Management

Considering safety and health as the highest value, Binggrae is carrying out the mid- to long-term occupational safety & health strategy it has established with the aim of preventing safety accidents and occupational illnesses among employees and customers. Having set an industrial accident rate of below 0.13% by 2030 as a target, we are pushing ahead with the advancement of our safety and health management through phased action strategies. We are strengthening the foundation of company-wide safety management in the short term, focusing on stabilizing our safety and health management system and advancing our management systems. In the medium term, we are enhancing our capability to respond to risks at business sites by improving our risk factor management system and implementing improvement activities for medium- and high-risk areas. In the long term, we aim to establish an autonomous safety & health management system and build an integrated management system for the proactive management of safety at workplaces and to foster a sustainable safety culture.

Vision of safety & health management

Corporate activities prioritizing safety & health

Goal

Prevention of safety accidents and occupational illnesses among employees & customers

Classification	2025 Goal	2025 Performance	Implementation Level	~2028 Goal	~2030 Goal	~2050 Goal	Execution Strategy
Management System	Quantitative • Zero industrial accidents • Industrial accident rate of 0.2% or below • Risk assessment implementation rate: 100%	Quantitative • Zero industrial accidents • Recorded an industrial accident rate of 0.18% • Risk assessment implementation rate: 100%	Achieved	Quantitative • 50% reduction in accidents caused by unsafe conditions • Industrial accident rate of 0.14% or below	Quantitative • 50% reduction in accidents caused by unsafe behavior • Industrial accident rate of below 0.1% • Systematize near-miss reporting process	Quantitative • Zero safety accidents (Industrial accident rate: 0%) • Reach the "mature" stage of safety-culture development	- Strengthen data-driven preventive management - Introduce & establish digital risk assessment - Establish an autonomous safety culture - Real-time risk detection using AI video analysis & IoT sensor
	Qualitative • Establish a safety & health management policy • Operate the risk assessment process	Qualitative • Completed establishment and dissemination • Established the risk assessment process		Qualitative • Introduce digital risk assessments and electronic Permit-to-Work system • Introduce AI video analysis-based technology (Pilot implementation at one business site)	Qualitative • Establish digital risk assessments and electronic Permit-to-Work system • Expand AI video analysis-based technology (Apply to all business sites)	Qualitative • Enhance the data-driven system • Real-time risk detection using AI video analysis & IoT sensor	
Management System (ISO 45001)	Quantitative • Conduct one or more internal audits • Major nonconformity in external audit: 0 cases	Quantitative • Conducted internal audit once a year • Recorded zero major nonconformities in external audit	Good	Quantitative • Conduct internal/external audit at least once a year • Major & minor nonconformities: 0 cases • Recommendation implementation rate of 90% or higher	Quantitative • Conduct internal/external audit at least once a year • Maintain accumulated improvements at 100%	Quantitative • Conduct internal/external audit at least once a year • 0% rate of recurring recommendations	- Conduct regular internal/external audits - Continue to revise the operating standards and document system (Reflect regulatory changes, audit findings) - Manage corrective actions for nonconformities and recommendations - Conduct management reviews & drive continuous improvement
	Qualitative • Enhance the operating standards and document system • Operate the legal compliance monitoring system	Qualitative • Established & revised operating standards and document system • Enhanced the system by reflecting the audit findings		Qualitative • Conduct regular internal/external audits • Drive continuous improvement based on audit and management review findings	Qualitative • Establish and strengthen the documentation system and on-site operational inspection process	Qualitative • Internalize the self-improving occupational safety & health management system	
Stakeholders	Quantitative • Hold a safety & health meeting with partners (at least once a month) • Conduct joint safety & health inspections (at least quarterly)	Quantitative • Held meeting (once a month) • Completed joint safety & health inspection (quarterly)	Good	Quantitative • Hold a best practice sharing contest for partners at each business site (once a year) • Record an implementation rate of 90% or higher for improvement requests	Quantitative • Hold a company-wide best practice sharing contest for partners (once a year) • Record an implementation rate of 90% or higher for accumulated improvement requests	Quantitative • Select the best business partner every year • Introduce and implement digital safety training based on best practices from outstanding partners	- Conduct a safety & health assessment of partners and identify best practices - Promote the sharing of best practices and upgrade the level - Manage the implementation of improvement requests - Embed an autonomous safety culture among partners
	Qualitative • Conduct an assessment of partners' safety & health level	Qualitative • Assessment in progress (semiannual)		Qualitative • Identify partners' safety & health best practices and use them as meeting materials	Qualitative • Introduce an incentive program to improve the overall level of partners	Qualitative • Internalize autonomous safety & health management among partners	

Safety & health stakeholders

Employees, customers, partners, local community

Safety & Health Management System

Binggrae operates the Occupational Safety & Health Management System (ISO 45001) it established to manage occupational safety and health proactively. Through this system, we prevent potential risks, create a safe and healthy working environment, and strengthen the level of safety and health management through regular inspections and training. All of Binggrae's business sites maintain a systematic occupational safety and health management system by renewing their certification in February 2026 (effective period: Feb. 27, 2029).



Date of certification	Feb. 9, 2026
Effective period	Feb. 27, 2029
Scope of certified business sites	1) Head office 2) Namyangju Factory and Food Research Institute 3) Gimhae Factory 4) Gwangju Factory 5) Nonsan Factory

Safety & Health Investment

Binggrae continues to invest in occupational safety and health to prevent safety accidents and protect its employees in the workplace. The Company invested a total of KRW 5.23 billion in 2025, expanding its investments across a wide range of areas including safety improvements and compliance with legal requirements. We have installed safety covers and interlock devices to prevent equipment-related accidents. We also introduced a water flow detection system to reduce the risk of burns while using steam, and installed anti-slip pads and safety guardrails to prevent tripping accidents. In addition, we will increase safety investments in the area of fire protection and utilities (electricity, gas) in 2026 and continuously enhance safety infrastructure throughout all business sites.

Safety & Health Investment Performance

Item	Unit	2023	2024	2025
Safety improvement (prevention of safety accidents)		1,006	1,906	2,247
Legal supplementation (legal compliance & response to inspections)	KRW 1 mil.	945	232	1,196
Operating expenses (workers' compensation insurance premium, protective equipment, etc.)		1,454	1,528	1,788
Total	KRW 1 mil.	3,405	3,666	5,230

Safety Enhancement Activity

Risk Assessment

Binggrae conducts periodic risk assessments for the systematic identification of hazards and risk factors in the workplace. We identify potential risk factors according to the work stage of each process, set priorities by assessing the level of risk based on the likelihood of occurrence and severity, and implement focused improvement activities for high-risk factors.

Furthermore, we continuously supplement work standards and safety management standards based on the results of risk assessment. We operate a follow-up management system by monitoring the implementation status of improvement measures. Especially, we strengthen preventive activities for major accident types such as falls, entrapments, burns, and collisions, thereby enhancing the level of workplace-centered, autonomous safety management. Through these systematic management activities, we completed 100% of improvement actions for 67 high-risk items identified for improvement in 2025.

Safety & Health Inspection and Improvement

Binggrae conducts periodic and unannounced safety and health inspections at its business sites and business offices to identify potential risk factors proactively and implement improvement activities. In 2025, we conducted both regular inspections and spot checks during the first half and second half of the year to strengthen our overall safety management level.

As a result of periodic inspections, we identified 31 on-site risk factors in the first half of the year and completed all improvements (100%). We identified 23 risk factors and completed improvements for 21 of them (91.3%) in the second half of the year, and we are currently implementing improvements for the 2 remaining cases. Meanwhile, we inspected the overall safety management practices through spot checks including nighttime safety management activities and on-site safety equipment inspections. The Company identified areas requiring improvements for some facilities and made improvements. In addition, for refrigerated business offices, we conducted on-site inspections focusing on business sites where accidents had occurred, identified major areas for improvement such as conveyor equipment management and enhancement of workers' protective equipment, and implemented follow-up measures.

Introduction of AI Safety Devices

In March 2026, Binggrae introduced AI cameras on electric forklifts to minimize the risks of collisions and caught-in/between accidents that may occur during its operation. These devices detect people in real time, and they are designed to be connected to an automatic braking system in the event of a dangerous situation; thus contributing to enhanced worker safety. Furthermore, when the devices are activated, brake logs are also recorded to enable analysis of the cause of an accident and follow-up response. The administrator monitoring function further strengthens the on-site safety management level.

Safety Education

Binggrae conducts regular safety training to prevent safety accidents in the workplace and enhance safety awareness. Employees' safety capabilities are strengthened through a variety of training courses such as regular safety training, special safety training, onboarding training, and other legally required training. In 2025, we provided training to a total of 20,957 participants (cumulative number of persons) and collected participants' feedback after completing the training to improve the content of the training and delivery methods. Moreover, we published safety accident casebooks for production employees and office workers for use as customized training materials reflecting the nature of the industry and past accident cases.

Status of Safety & Health Training, 2025

- Contents: Periodic safety training (at least once a month), special safety training, training at the time of recruitment (in case there are trainees), etc.
- Results: Total training hours - 41,595 hours / Total no. of trainees - 20,957



Industrial Accident Rate Management & Monitoring

Binggrae manages and discloses the industrial accident rates of not only its employees but also workers of business partners stationed at production sites for the comprehensive management of occupational safety and health performance across its workplaces. In particular, we prioritize stakeholders vulnerable to safety and health risks, analyze the status of accidents, and proactively respond to risk factors and implement improvement activities.

We also operate a Zero Accident Achievement Certification Program primarily for the production division by establishing target zero accident periods for each department, and provide certifications and rewards when targets are achieved. By doing so, we encourage voluntary participation in safety management. We awarded a total of 32 certifications and provided rewards of KRW 10.5 million in 2025. Below is the current status of employees' and partners' industrial accident rate and Lost Time Injury frequency rate (LTIFR) for the past 3 years.

Status of Industrial Accident Rate

Classification	Indicator	Unit	2023	2024	2025
Employees	Industrial accident rate	%	0.25	0.22	0.18
	Lost time injury frequency rate (LTIFR)	Case/1 million work hours	1.75	0.87	1.06
Partners	Industrial accident rate	%	0.51	0.22	0.29



Sharing of Best Practices for Accident Prevention

Binggrae holds a best practice contest to enhance the safety level of all business sites and to prevent accidents. By sharing safety improvement activities conducted at each business site and cases of risk factor elimination, we identify effective, workplace-centered safety management measures and disseminate them to the entire company.

We derived various improvement cases through the company-wide contest in December 2025, including work environment improvements, strengthened equipment safety, reduction of musculoskeletal strain, and prevention of fall and collision risks. We are reducing the likelihood of accidents through technical improvements such as the introduction of automated equipment and installation of safety devices.

Furthermore, we identify and share best practices through the voluntary participation of employees and strengthen safety awareness and practices by encouraging participation through a reward system.



2025 Safety Accident Prevention Best Practice Contest

Emergency Response Training

Binggrae regularly conducts emergency response drills to prepare for various emergency situations such as fire, gas leaks, and equipment accidents. Through training aligned with the characteristic of each business site, we familiarize our employees with the response procedures for different scenarios and strengthen our initial response capabilities.

The drills are conducted based on scenarios simulating actual emergencies including evacuation, initial firefighting, situation reporting, and response system checks to enhance employees' ability to respond effectively in real situations. Moreover, we derive areas for improvement based on training results and enhance the effectiveness of our emergency response system by continuously updating our response manuals.

Partner Safety & Health Communication System

Binggrae strengthens communication with its partners based on the Business Partner Code of Conduct. We operate the monthly "Partner Council in the Production Sector" and collect safety & health-related feedback from partners' employees through the "Binggrae Procurement Portal" and "Periodic Meeting with the Partners in the Purchase Sector." Through these efforts, we quickly identify safety issues and needs for improvement arising at workplaces and incorporate them into improvement activities through consultation with the relevant departments.

Code of Conduct in the "Safety & Health Sector" for Binggrae Partners

- ① Industry and workplace safety management responsibility
 - Prevention of industrial accidents/occupational illness
 - Preventive training & education of executives and employees
 - Preparation of emergency exit & protective equipment for preventing safety accidents, etc.
- ② Establishment of system in preparation for emergencies
- ③ Workplace hygiene management responsibility
 - Production facility, sanitary facility, drinking water, meals & ventilation, etc.



Status of Improvements from Partners' Safety & Health-Related Opinions in 2025



Employee suggestions **210** cases

Improvements completed **207** cases



Completion rate **99%**

(As of end of May 2026)

Partner Safety and Health Evaluation & Management

Binggrae shares safety & health principles with all partners through the Partner's Code of Conduct and conducts the supply chain ESG self-diagnosis for the periodic assessment of their safety & health risks. In addition, we participated in the "Korea Food Industry Association supply chain ESG joint project" initiative officially launched in 2025 and conducted ESG assessments (third-party assurance) for 18 partners, including key partners and those identified as having high ESG risks. Partners found to have high-risk items are designated for separate management and supported with improvement consulting, including on-site inspections. Subsequently, we implement follow-up management procedures to monitor the improvement progress and effectiveness. Furthermore, we apply strict management standards—including restrictions on contract eligibility—to partners for which major risk factors persist or safety accidents occur.

Binggrae rewards outstanding partners based on the evaluation results at the end of the year to encourage their voluntary participation in safety & health management. When necessary, we support training programs conducted by in-house experts to strengthen the safety & health capabilities of our partners.

Safety & Health Assessment Process for Partners



Safety & Health Assessment Area of Partners

1 Goal / Management policy	5 Safety inspection	9 Hazardous material / Equipment
2 Establishment of plan	6 Implementation verification	10 Emergency response
3 Structure / Responsibilities	7 Training / Records	11 Industrial accident status
4 Risk assessment	8 Listening to opinions	

Partner ESG Evaluation Status



※ ESG-related certifications: ISO 14001, ISO 9001, ISO 45001, ISO 37301, Green Technology, CCM certifications, etc.

Health Management

Binggrae operates a diverse range of health management activities to protect employees' health and prevent diseases. We conduct general and comprehensive health check-ups for all employees and additional special medical examinations when necessary. In addition, we support the promotion of employees' health by conducting musculoskeletal risk assessments and operating stress management programs. For spouses of employees above a certain age, we also promote family-oriented health management by providing health check-ups for them (biennial).

We completed 100% of workplace environment assessments for the Production Division in 2025. For the Refrigeration Business Division, we strengthened health management activities tailored to the characteristics of each workplace including the provision of back support belts to prevent musculoskeletal disorders.



HUMAN RIGHTS MANAGEMENT

Binggrae considers respect for human rights as the highest value of its management activities. We operate a human rights management system that includes assessment, improvement, monitoring, internal/external communication, grievance handling, and remedy procedures. Through this system, we regularly manage actual and potential risks of human rights violation that can occur throughout our business activities.

Governance

At Binggrae, the Talent Innovation Center establishes and implements a basic human rights management plan and oversees human rights training as well as human rights impact assessments. Each organization in the sales, production, research, and management divisions is responsible for implementation. The Human Rights Management Committee is chaired by the CEO and is convened on the same day as the convocation date of the regular board of directors meeting.

Human Rights Management Committee (recommendations of corrective actions based on human rights impact assessments, investigation of human rights violations, and deliberation on remedies)

Chairman
CEO

Internal members
BOD members

External members
Appointed when necessary
(Experts, partners, person
recommended by the labor union)

Risk Management

Binggrae conducts human rights impact assessments to identify proactively and prevent actual and potential risks that may impact stakeholders' human rights. We conduct annual human rights impact assessments for the head office and major factories to inspect factors with regard to risks of human rights violation and evaluate the effectiveness of risk mitigation measures by establishing and monitoring implementation plans for each improvement task. We operate a 「Cyber Whistleblowing Center」 through which employees can report human rights grievances either under their real name or anonymously. The Company is systematically managing risks of human rights violation by protecting the identity of whistleblowers and disclosing the results of grievance handling.

Strategy

Under its human rights management vision of “a people-centered company where everyone can smile like Binggrae,” Binggrae has established a mid- to long-term strategy consisting of 3 phases—systematization, advancement, and stabilization of human rights management—aimed at “establishing a sustainable human rights safety network” by 2030. We operate human rights policies and implementation systems led by the Human Rights Management Committee, and identify and manage actual and potential risks of human rights violation through regular human rights impact assessments. Through human rights training and grievance remedy procedures, we strengthen the foundation for stakeholder protection and promote the integration of human rights management into our business operations.

Indicators & Goals

- Goals: Expand human rights training completion, minimize the occurrence of grievances, and maintain a 100% corrective action completion rate.
- Major Management Indicators

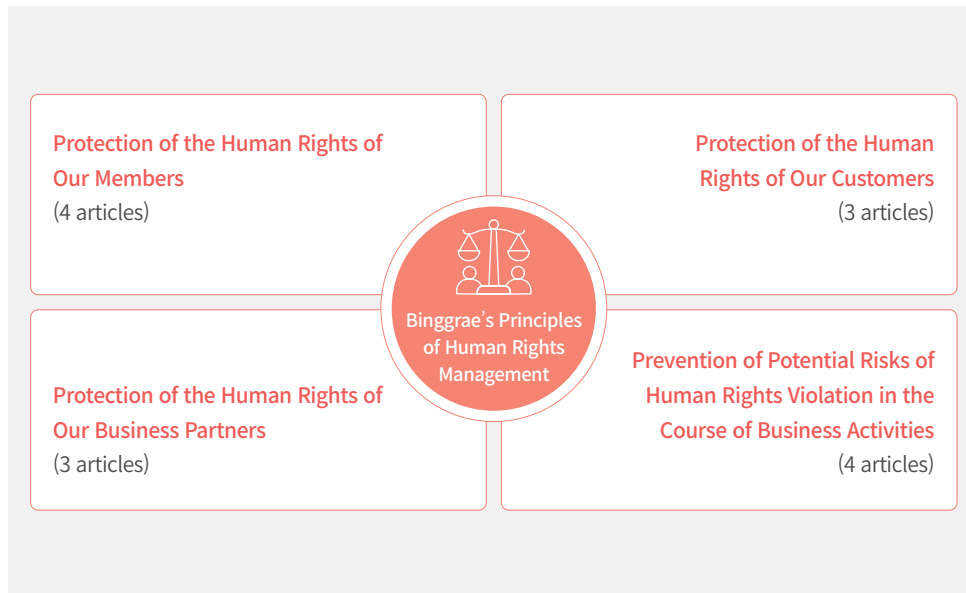
Classification	Unit	2023	2024	2025
Employees who completed human rights training (mandatory training)	persons	1,710	1,621	1,924
Training hours per employee (mandatory training)	Hours	2	3	2
Received human rights-related grievances	cases	2	1	0
Human rights-related grievance resolution rate	%	100	100	-

Human Rights Management

As “a messenger of bright smiles shared with health and happiness,” Binggrae considers respect for human rights as the highest value in its business activities. We established the Declaration of Human Rights Management based on international standards including the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights (UNGPs), and officially announced it with the approval of the CEO. We also protect and respect the human rights of various stakeholders including employees, partners, and customers.

4 Principles of Human Rights Management

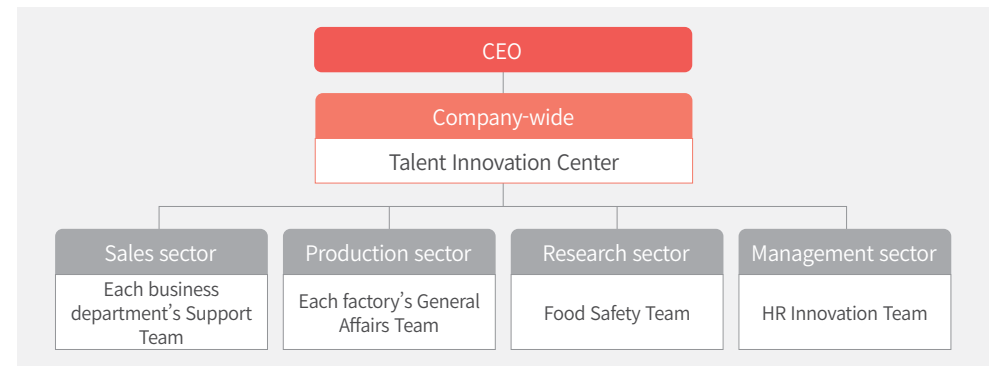
Considering the protection and respect for human rights of all employees as the highest value, Binggrae has established and formalized the 4 Principles of Human Rights Management. Detailed information is disclosed on the Company’s website.



* The major detailed principles of our human rights management can be found on our website (www.bing.co.kr/esg/value)

Human Rights Management Implementing Organization

Binggrae designates and operates the teams responsible for each business division as the human rights management implementing organization led by the company-wide Talent Innovation Center. Chaired by the CEO, the Human Rights Management Committee discusses and makes decisions on major agendas such as related systems, policies, and improvement tasks.



* Role: Establishment and implementation of basic plan on human rights management, training on human rights, and performance of human rights impact assessment

* Person in Charge: Staff performing the relevant work for each responsible department in the sector

Human Rights Management Committee

Chairman	CEO
Internal members	BOD members
External members	Appointed by the CEO if necessary A. Person with extensive knowledge of and experience in human rights-related fields (lawyer, labor attorney, etc.) B. Person who can represent the rights of partners (representative of the partner, etc.) C. Employees recommended by the labor union
Roles	- Recommendations or opinions are stated with regard to the systems, policies, improvements, etc. for the promotion of human rights management. - Recommendation of actions on the implementation of human rights impact assessment and its results - Investigation on the act of violating human rights and deliberation on relief - Other matters deemed necessary by the chairperson for guaranteeing and improving human rights
Date of convocation	* Same date as the date of convocation of the regular BOD meeting

Human Rights Management Guidelines

Binggrae has established human rights guidelines conforming to domestic/international laws and international standards based on the UN Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights (UNGPs), and International Labour Organization (ILO) Fundamental Conventions and applies them to the entire company. Through 8 detailed guidelines including respect for human rights, prohibition of discrimination, and freedom of association, we protect the human rights of our employees and stakeholders.

	Respect for human rights	We respect all employees as human beings and make active efforts to prevent any acts that violate human rights.
	Prohibition of discrimination	We do not discriminate against any employee on grounds of race, religion, disability, gender, educational background, age, physical condition, country of origin, region of origin, or political views.
	Freedom of association	We guarantee employees' freedom of association and right to collective bargaining and do not discriminate against any employee due to his/her labor union membership or activities.
	Prohibition of forced labor	We neither force employees to work against their free will by imposing unreasonable physical and mental restraints on them, nor demand that they hand over their ID and other personal documents.
	Prohibition of child labor	We do not hire children under the age of 15; when hiring youth under the age of 18, we exclude them from dangerous and harmful work.
	Work hours	We comply with the labor laws on regular/overtime hours of each country and region where we operate.
	Wages	We pay our employees' wages exceeding the minimum level set by the labor-related laws of each country and region where we operate.
	Occupational safety	We are dedicated to creating a pleasant work environment and preventing safety-related accidents.

Declaration of Human Rights Management

Based on the assessment of the actual conditions of human rights, we prepared the Declaration of Human Rights Management and officially announced it after collecting stakeholders' opinions and obtaining approval from the Board of Directors. Binggrae's Declaration of Human Rights is disclosed on the Company's website. We transparently disclose the status of implementation of human rights management including risk assessment for human rights violation and official announcement of implementation progress.

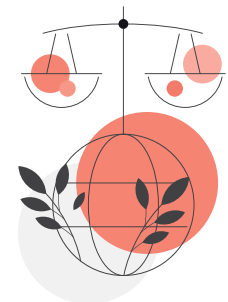
Declaration of Human Rights Management by Binggrae

All employees of Binggrae Co., Ltd. recognize that, as "messengers with a bright smile who bring health and happiness," they must place respect for human rights above any other value as it is both a universal value of humankind and a philosophy that the company aims to fulfill in conducting all its business activities.

Furthermore, we recognize that fulfilling our corporate social responsibility is not simply a gracious act that a company may perform at its own discretion, but rather a noble duty that it is morally bound to fulfill as a member of the social community.

To fulfill our responsibility of respect for human rights, we will support and comply with the principles of the Universal Declaration of Human Rights, UN Global Compact, and Fundamental Principles and Rights at Work.

We are also committed to supporting the UN Guiding Principles on Business and Human Rights as set forth by the UN Human Rights Council; in order to comply with those principles, we will operate a human rights management system that includes assessment and improvement activities as well as monitoring, internal and external communication, and grievance handling and remedy procedures.



Mid- to Long-term Objectives and Strategies for Human Rights Management

To realize the human rights management vision of “a people-oriented enterprise that enables everyone to smile like Binggrae,” Binggrae has established a mid- to long-term roadmap aiming to “build a sustainable human rights safety network.” To protect the human rights of all stakeholders and embed human rights management into our corporate culture, we implement key tasks for each stage and manage risks of human rights violation.

Mid- to Long-term Roadmap of Human Rights Management

Vision of human rights management	Realization of a people-oriented enterprise that enables everyone to smile like “Binggrae”				
Goal	Establishment of sustainable human rights safety network			Performance of human rights impact assessment on main business sites (head office, factories, partners)	
2025 Goal	2025 Performance	~2026 Goal	~2028 Goal	~2030 Goal	
Expand the application of human rights impact assessment	- Established the ESG Code of Conduct for partners - Established the supply chain human rights due diligence process	Goal - Enhance the supply chain human rights due diligence system Detailed Plan - Update the ESG Code of Conduct for partners - Refine the human rights-related feedback collection (surveys)	Goal - Enhance the human rights impact assessment Detailed Plan - Introduce a risk rating system - Assess the operational maturity level	Goal - Manage the risk of human rights violation focusing on proactive prevention Detailed Plan - Internalize the process for the proactive inspection of risks	
Enhance access to external whistleblowing channels for human rights-related matters	- Received Zero cases of human rights-related grievances - Received Zero cases of request for support for external remedy procedure	Goal - Enhance and promote human rights awareness Detailed Plan - Enhance the ethics/human rights education content (ongoing) - Establish the work coverage process for employees on maternity and childcare leave	Goal - Enhance and promote human rights awareness Detailed Plan - Enhance the ethics/human rights education content (ongoing) - Strengthen the supply chain ethics/human rights training	Goal - Establish a virtuous-cycle structure for the human rights management system Detailed Plan - Establish a monitoring and feedback system	
Form consensus and spread a culture of respect for human rights	- Conducted human rights-related training once a year - Held labor-management council meetings 4 times a year - Introduced childbirth support payments and expanded the early childhood education subsidies - Signed MOU with Sports Associations for Persons with Disabilities			Goal - Enhance and promote human rights awareness Detailed Plan - Enhance the ethics/human rights education content (ongoing) - Incorporate/assess the KPI human rights-related item for managers	

Holding Human Rights Training

Binggrae provides regular human rights training for all employees and utilizes the online human rights education platform of the National Human Rights Commission of Korea. The training courses cover topics such as improvement of awareness of people with disabilities, prevention of sexual harassment, and personal information protection. In addition, we provide executives and persons in charge of human rights management with opportunities to participate in specialized training offered by external human rights organizations and groups. A total of 1,924 employees completed mandatory human rights training in 2025, and the number of participants increased compared to the previous year (1,621 employees).

Status of Human Rights Training

Classification	Unit	2023	2024	2025
Number of employees who completed human rights training (mandatory training)	persons	1,710	1,621	1,924
Training hours per employee (mandatory training)	Hours	2	3	2

3 Core Training Sessions on Respect for Human Rights and Non-discrimination

Prohibition and Prevention of Sexual Harassment in the Workplace

- Strictly prohibited sexual harassment involving the abuse of one's position and provided preventive training
- Provided company-wide support for receipt of complaints, counseling, and victim protection through designated grievance counselors at the head office and each business site
- Prevented recurrence through the immediate investigation of facts and strict disciplinary procedures

Prohibition and Prevention of Bullying in the Workplace

- Strictly prohibited acts causing physical and psychological harm by abusing one's position and superior relationship
- Applied a zero-tolerance policy on workplace bullying to employees and partner's employees
- Jointly reviewed preventive activities in cooperation with the labor union and labor-management council

Training on Improving Awareness of Persons with Disabilities

- Provided training for improving awareness of persons with disabilities tailored to each business site for all employees in 2025
- Invited external professional instructors and provided online/offline (classroom/online) training
- Identified the training method suitable for the workplace and created a work environment respecting human rights



Signing of MOU with Gimhae City Sports Associations for Persons with Disabilities



Training on improving awareness of persons with disabilities (classroom training)



Operation of 「Cyber Whistleblowing Center」

We operate a 「Cyber Whistleblowing Center」 on the Company website, enabling employees to report human rights-related grievances conveniently. Reporting under the whistleblower's name and reporting anonymously are both available. To protect whistleblowers, we do not disclose their identity and implement measures to prevent retaliation. Furthermore, we have established an information disclosure system to enable whistleblowers to check the results of processing personally. No reports of human rights violations were received in 2025.

Handling of Human Rights-related Grievances



No. of human rights-related grievances reported

0 cases



No. of human rights-related grievances handled

0 cases

Cyber Whistleblowing Center





Human Rights Inspection Process

For the proactive prevention of actual and potential risks posed by business activities on stakeholders' human rights, Bingrae has conducted due diligence for risks of human rights violation since 2020. We identify, assess, and manage major risks of human rights violation through human rights impact assessments.



Human Rights Due Diligence Operating Standards

Classification	Details
Due diligence frequency	At least once a year
Responsible department	HR Innovation Team
Scope	Key stakeholders including employees, partners, customers, and local communities.
Method	Survey, checklist diagnosis, document review, interview, and on-site inspection (when necessary)

Items of Human Rights Impact Assessment (5-point Likert Scale)

Item	Percentage
Establishment of human rights management system	15%
Non-discrimination in employment	15%
Endorsement of freedom of association and collective bargaining	10%
Prohibition of forced labor	10%
Prohibition of child labor	5%
Guarantee of industrial safety	15%
Management of supply chain with responsibility	5%
Protection of local communities' human rights	5%
Securing environmental rights	10%
Protection of customers' human rights	10%
Total	100%



Human Rights Impact Assessment Results

Purpose of assessment	To identify risks of human rights violation among stakeholders due to corporate management activities, and establish and implement plans for preventing and mitigating these risks.
Period subject to assessment	Jan. 1 - Dec. 31, 2025
Assessment performance period	Mar. 16 - 27, 2026
Supervision	HR Innovation Team
Contents	The human rights impact assessment was carried out on the company's overall management, which could affect human rights (10 assessment items, 5-point scale).

Review of Human Rights Impact Assessment Results in 2025 and Future Plan

The human rights impact assessment result in 2025 was 99.6 points, or 0.2 points higher compared to the previous year. Among the key issues for improvement in 2024 such as responsible supply chain management item, quantitative data was secured on the human rights item by conducting an ESG checklist assessment for partners during their comprehensive assessment. The credibility of the assessment results was also enhanced through verification and assessment by an independent external organization. We also confirmed improved level of awareness among partners participating in the consultative body regarding human rights protection and prevention of human rights violations. As a result of analyzing human rights issues in 2026, responsible supply chain management was derived as a key area for improvement. Accordingly, we will incorporate the results of the human rights assessment when selecting business partners companies and strengthen verification and monitoring of a partner's compliance with applicable laws and regulations through the expanded operation of the supply chain ESG consultative body in connection to the food industry.

Effectiveness evaluation of risk mitigation measures in 2024

Assessment items	Classification	Contents
Responsible supply chain management	Risk assessment	• Insufficient incorporation of assessment results on human rights items when conducting a comprehensive assessment of partners • Insufficient monitoring activities on partners' compliance with human rights protection requirements
	Risk mitigation measures	• The human rights item specified in the standard contract is reflected when conducting comprehensive assessment of partners. • Operated a supply chain ESG consultative body in collaboration with the food industry (operated by initially selecting key partners)
	Effectiveness evaluation	• When conducting a comprehensive assessment of partners, the Company secured quantitative data on human rights by conducting ESG checklist assessments for partners and enhanced the credibility of the assessment results by verifying and diagnosing them through an independent external organization. • Confirmed improved awareness of protection of human rights and violation of human rights among partners participating in the consultative body

Human Rights Management Performance

Status of Business Sites with Risks Related to Freedom of Association and Collective Bargaining, Child Labor, and Forced Labor

Classification	Unit	2023	2024	2025
All business sites	sites	5	5	5
Business sites at risk of violating freedom of association/collective bargaining	sites	0	0	0
Business sites at risk of child labor	sites	0	0	0
Business sites at risk of forced labor	sites	0	0	0

Status of Violations of Local Residents' Rights

Classification	Unit	2023	2024	2025
No. of violations of local residents' human rights	cases	0	0	0
No. of actions (settlements) on infringement of local residents' human rights	cases	0	0	0

Status of Discrimination Incidents Discovered

Classification	Unit	2023	2024	2025
Discrimination incidents discovered	cases	0	0	0



CUSTOMER VALUE & RESPONSIBILITY

Binggrae regards the safety and health of its customers as its highest value and aims to grow as a company built on lasting trust. Drawing on more than 50 years' experience in food manufacturing, we systematically manage product quality and safety while collecting customers' feedback and incorporate it into our products for improvement.

Governance

Guided by the belief that customers are the foundation for its very existence, Binggrae institutionalized and implemented 3 ethical management policies: delivering the highest value, pursuing the highest quality, and customer-centered management.

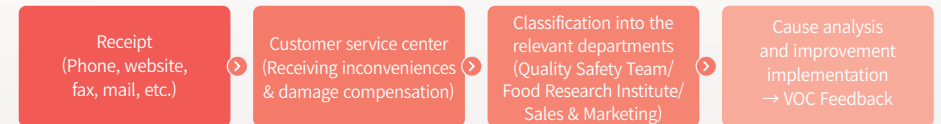
We established a systematic support and cooperative system from the entire process of raw material procurement to production, development, sales, and marketing between 8 related departments, reasonably maintaining all production activity processes within the company through the Quality Management Committee. The VOC status report is regularly reported to senior management and used as basis for decision making in product development and process improvement.

Risk Management

Through the VOC (Voices of Customers) handling process, Binggrae receives, classifies, and analyzes complaints and implements improvement measures. We manage risks by operating the response system for each claim step (Yellow/Orange).

Claim Step	Standard
Yellow (Step 1)	Multiple receipt of the same issues on products & services
Orange (Step 2)	Foreign substances inappropriate for ingestion

VOC Handling Procedure



Strategy

Binggrae is carrying out preemptive quality control, customer communication channel enhancement, and health-oriented product development as its core strategies. We continue to invest in facilities, equipment, and R&D to provide healthier products with high quality to our customers. We operate various brands including VIVACITY, Doctor Capsule, Jalki, etc. through the Binggrae Health tft (Taste, Function, Trust) brand, and we are expanding our health functional food category. We established an online & offline integrated VOC system in 2025 and prepared a system wherein customer feedback—which was dispersed in various channels such as phone, website, and e-commerce—can be integrated, managed, and analyzed.

Indicators & Goals

- Goal: Prevent factors contributing to consumer complaints by enhancing the provision of information.
- Major Management Indicators

Classification	Unit	2023	2024	2025
1st contact resolution rate	%	59.4	62.5	72.1
VOC response handling rate	%	100.0	100.0	100.0
Repeat claim inquiries	cases	129	47	38

Customer Value & Responsibility

Binggrae practices customer satisfaction management based on three principles: provision of the highest value to customers, pursuit of the highest quality, and customer-centered management. We regard customers' safety and health as the highest value by strengthening communication channels, establishing quality management infrastructure, and developing customized products that promote customer health.

Customer Satisfaction

Ethical Management Policies for Customers

Responsibility towards customers

We hold a clear belief that customers are our core foundation and reason for existence, and we prioritize trust with customers. We pursue the safety and well-being of customers through honest products.

1 Trust with Customers

- We always tell customers the truth and keep our promises to them.
- We actively disclose information that customers should know or that needs to be shared with them.
- We do not disclose customer information without their consent and do not use it for purposes other than what is agreed upon.

2 Customer Satisfaction

- We continuously create true value that can genuinely help and satisfy customers.
- We provide customers with the highest quality products and services they desire at reasonable prices.
- We always listen to customer feedback, considering their genuine needs as valid, and prioritize customer satisfaction as the primary criterion for all judgments and actions.
- We establish various communication channels to facilitate easy expression of customer complaints or suggestions, and we respond promptly and accurately to their legitimate demands.
- When there is a conflict between customer understanding and company understanding, we prioritize considering and deciding from the customer's perspective.

3 Customer Information Protection

- Customer personal information should be used only within the scope agreed upon by the customers.
- Employees and relevant staff handling customer information must comply with personal information protection guidelines and applicable laws and regulations.

Customer Satisfaction Management System

We are realizing customer satisfaction by operating a system of support and cooperation with all departments involved in the purchase of raw materials, development and production of products, and sales and marketing.

Customer Satisfaction

Food safety



Quality warranty



Purchasing



Production management



Sales



Packaging/Design



Marketing

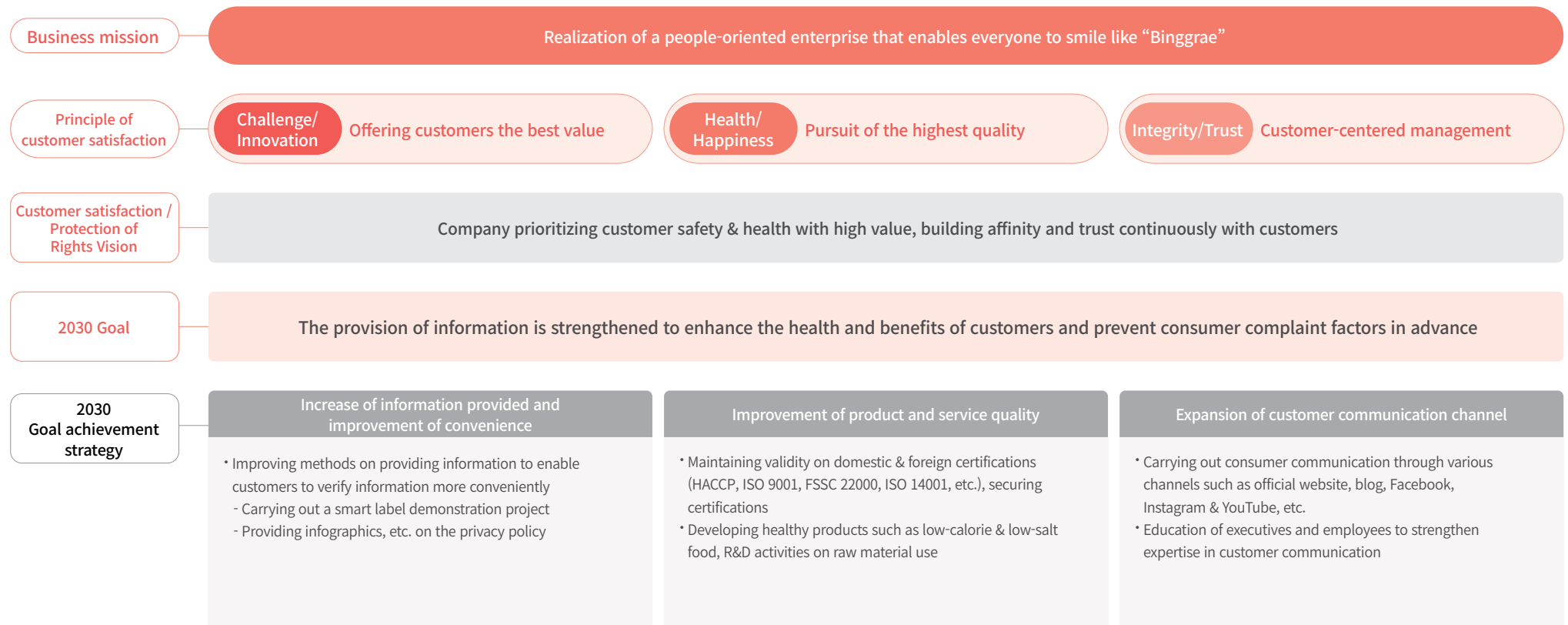


R&D



Customer Satisfaction Goals and Strategies

Considering customer safety and health as its top-priority values, Binggrae promotes customer satisfaction management through the establishment of 3 strategies and detailed tasks, with the goal of preventing and addressing causes of consumer complaints by 2030.



Product Development and Investment

To deliver healthier, higher-quality products to customers, we have been making continuous investments in facilities, equipment, and R&D and strengthening the quality control system. The Binggrae Health tft offers a wide range of health functional foods and health-oriented products, and its health product portfolio is continuously being expanded up to 2030.



R&D cost
(Unit: KRW 1 mil.)

2023
12,469

2024
12,906

2025
13,569

Representative Brands of Health Functional Food

VIVACITY
TASTY & HEALTHY

We develop health functional foods tailored to the lifestyle of women based on our core values of “Taste” and “Health.”

살아서 장까지
닥터캡슐

We are expanding our probiotic lineup based on microcapsules that do not dissolve in stomach acid.

건강아기들을 위한
잘키

We develop health functional foods based on taste and fun for the health of our children.

Binggrae Health tft (taste, function, trust) was created by instilling the 3 core values for pursuing customers’ health.

On the
dinner table

Desk for work

In a bag

Before & after
a workout

Taste

So that every moment you enjoy delicious food becomes a source of joy,

and you can develop lasting habits of enjoying high-quality products, we will continue to explore innovative ways beyond conventional approaches to make healthy eating enjoyable for everyone.

Function

So that you can reap meaningful health benefits,

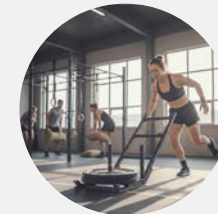
we will never cease our efforts to discover new functional ingredients while constantly developing customized functional products tailored to the characteristics of different genders, age groups, and occupations by using ingredients not only with proven efficacy but also in sufficient amounts to ensure effectiveness.

Trust

So that you can trust and enjoy our products with confidence,

we draw on more than 50 years of food manufacturing expertise to deliver both high quality and thorough safety management. We will create products you can trust and enjoy with confidence, with no concerns beyond choosing the products that best suit your taste.

빙그레 | 건강79
더:단백



For replenishing protein before and after a workout



As a sweet snack for a hungry afternoon



As an essential item for your busy morning commute



For conveniently replenishing nutrition during outdoor activities or on the go

As a brand specializing in protein created by combining “THE” meaning “to add” and “to replenish” in Korean with “Protein,” we research and develop healthy and delicious protein products through systematic product design.



Responsible Management of Products & Service Safety

Binggrae performs food safety management through strict monitoring throughout the manufacturing process by considering the food characteristics. We have established a food safety management policy based on the principle of developing products and services that ensure safety for customers, promoting stable product manufacturing based on our quality control system. Drawing on more than 50 years of food manufacturing expertise, we promote the production of safe and healthy products through a systematic quality management framework. Binggrae also provides essential information on its products and services in accordance with applicable laws and regulations and periodically checks the appropriateness of product labeling and advertising. Through these efforts, we ensure the consumers' right to know and enhance the reliability of our product information.

Food Safety Management Policies (5 Principles)

01

All food products produced and sold must comply with domestic and international regulations and internal standards. A food safety management system must be established and implemented by adhering to customer requirements.

02

All food products produced and sold are to be released only after ensuring safety by eliminating risks of food safety incidents through prior safety evaluations.

03

Preventive management activities should be conducted to eliminate food safety and quality hazards in advance, monitor legal requirements and issues proactively, and communicate food safety information both internally and externally.

04

Compliance with prerequisite programs, OPRP, HACCP plans, food safety management manuals, procedures, and work standards must be ensured, and continuous improvement should be pursued to maintain product safety and quality.

05

Minimize food loss and waste generated during manufacturing and distribution to contribute to the achievement of sustainability management goals.



Efforts and Achievements to Ensure Product Safety

We consider "food safety" as the top priority in all the processes related to R&D, purchase of raw materials, production of products, management of production facilities, and distribution. All of our products have acquired HACCP certifications. We practice quality and food safety-oriented management by additionally acquiring ISO 9001 and FSSC 22000 certifications.

Quality & Safety Value Chain and Certification Status



Customer Communication

Operation of Customer Idea Channel

Binggrae always listens to customers' interest and suggestions and strives to streamline this to product innovation. Going beyond simply responding to complaints, we are creating brand experience based on customer consensus and communication.

Story 01 A Final Farewell with Banana-Flavored Milk



As we bid our final farewell to our father at the end of the year and laid him to rest in a columbarium, we contacted Binggrae's customer service center to ask whether we can get a Banana-Flavored Milk key ring. We wanted to place it beside him since Banana-Flavored Milk had been his favorite during his lifetime.

Although you must have been extremely busy with the New Year, you took the time to listen to our trivial story with such kindness. It was so heart-warming when you unexpectedly sent us not only the key ring but also so many bottles of Banana-Flavored Milk.

We plan to visit our father's columbarium and leave plenty of Banana-Flavored Milk by his side. We will always cherish the precious memories of sharing his favorite milk with him until the very end. To everyone at Binggrae, thank you from the bottom of our hearts.

Story 02 Good Memories gifted by an idea suggestion for Pangtoa



Not too long ago, I suggested the idea of a "Matcha-flavored Pangtoa" through the Binggrae channel. And I was really thankful that you took the time to listen to my small suggestion and unexpectedly sent me ice cream presents.

At the time, I was busy preparing and submitting college applications, so every day was hectic. But you sent me the ice creams. So I took it to school and shared them with everyone!

Thanks to you, I was able to create wonderful memories with my friends. The Sweet Potato Cake and Yellow Cheese-flavored Pangtoas were especially popular.

When I received your call last time, I wasn't able to express my gratitude properly so

I would like to leave this message.

Thank you once again, from the bottom of my heart.

Cases of Product Improvement by Reflecting Customers' Opinions in 2025

In 2025, we implemented 6 improvement cases based on customer feedback. Our customers' feedback is leading to product improvements from changes in raw materials to product re-launches.

Changed expiration date labeling to matte coating (Banana Latte-Flavored Matjeom Coffee)

Customer Opinion

Customer complaints due to the fading of expiration date

Improvement Details

Changed to matte coating



Changed raw material for caramel sugar syrup (A Café La Simply Decaffeinated Americano)

Customer Opinion

Why does it contain caramel sugar syrup?
Isn't it supposed to be sugar-free?

Improvement Details

Changed raw material for caramel sugar syrup in August 2025



Banana-Flavored Milk with No Sugar Added launched (Banana-Flavored Milk with No Sugar Added)

Customer Opinion

Is there a Banana-Flavored Milk with no sugar added?

Improvement Details

Product launched in February 2025



Changed raw material for caramel color (THE:Protein Drink Chocolate-Flavor)

Customer Opinion

Please remove the caramel coloring.

Improvement Details

Changed raw material for caramel coloring in June 2025



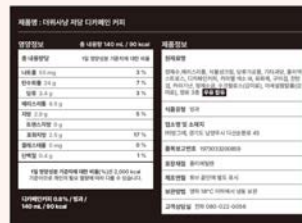
Changed raw material for Maltitol (Summer Crush Low-Sugar Decaffeinated Coffee)

Customer Opinion

Do not use Maltitol even if it is an alternative sweetener.

Improvement Details

Changed raw material for Maltitol in December 2025



Re-launching of Samanco Matcha (Samanco Matcha)

Customer Opinion

Please re-launch Samanco Green Tea.

Improvement Details

Samanco Matcha launched in November 2025



Customer Participation-based Resource Circulation Activities

As a key foundation for providing safe and responsible products to our customers, we carry out an eco-friendly resource circulation campaign every year. Binggrae aims to foster a sustainable food & beverage industry by preserving the balance of the eco-friendly product ecosystem while providing healthy food products. To this end, we also carry out a campaign wherein employees as well as our customers can personally participate, while encouraging the practice of carbon-neutral lifestyle together with our customers. The Company will continue to promote diverse customer participation-based resource circulation campaigns so that a culture of eco-friendly resource circulation can become part of everyday life through its products.

Status of Customer Participation-based Resource Circulation Activities

Classification	Activity name	Date	Location	Supported product
1	3rd Upcycling Experiential Classroom for Earth	Apr. 25, 2025	Daegu Wolgok Elementary School	Banana-Flavored Milk Mini, A Café La 240
2	School Challenge Outstanding School Golden Bell Event	May 22, 2025	Busan Nakdong High School	2 types of A Café La Size Up, 2 types of Simply
3	School Challenge Outstanding School Golden Bell Event	Oct. 21, 2025	Jeonju Geunyeong Women's High School	2 types of A Café La Size Up



Upcycling Experiential Classroom



Expansion of Customer Communication Channel

Binggrae operates various social media channels to expand its customer engagement touchpoints, and it is expanding the range of channels to meet the growing interest and demand of customers worldwide.

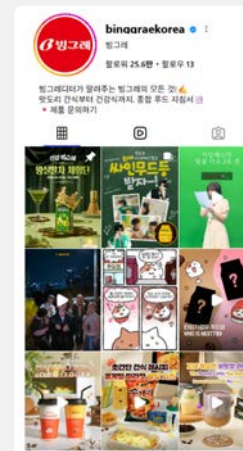
Customer Communication Channels

Domestic

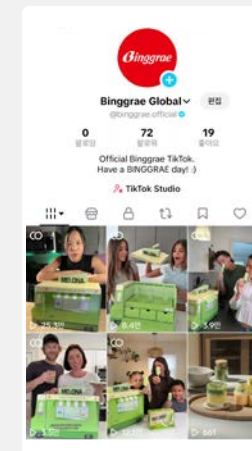
- 1 Instagram: <https://www.instagram.com/binggraeakorea>
- 2 TikTok: <https://www.tiktok.com/@binggraeakorea>
- 3 YouTube: <https://www.youtube.com/@official.binggrae>

Global

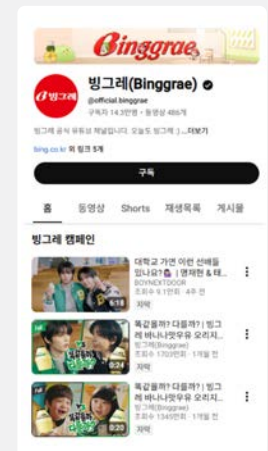
- 1 Instagram
 - <https://www.instagram.com/binggrae.global>
 - https://www.instagram.com/omg_omyguide
- 2 TikTok: <https://www.tiktok.com/@binggrae.official>
- 3 YouTube: https://www.youtube.com/@OMG_omyguide



Instagram



TikTok



YouTube



Receipt of Customer Complaints and Corrective Action

We listen to our customers' opinions via diverse channels including website, SNS, and wired systems with the aim of minimizing customer complaints and preventing their recurrence. All feedback is categorized by type and processed through actions such as improvement plan development and information disclosure, with a response processing rate maintained at 100%.

We reflect the opinions of our customers to the development of our products and improvement of manufacturing process by sharing the data collected from them with the departments concerned in the form of daily reports. The VOC status report is also submitted regularly to senior management, serving as a basis for improvement-related decision making.

Prevention of Customer Complaints

We operate the important VOC alert system to respond quickly to consumer issues. Major issues are indicated in colors through the VOC Daily Report according to the alert standard, and issues with possibility of risks expanding are quickly shared to enhance the responsiveness in the initial stage.

Yellow (Step 1)

Multiple receipt of the same issues on products & services

Orange (Step 2)

Foreign substances inappropriate for ingestion

Monitoring of Claim Handling Status

Binggrae is performing monitoring through the system of notification on the non-handling of claims and delay in handling. We have established a system of automatic notification for claim processing delays so that customers will not experience inconvenience anew due to delays or omissions in processing in the event of customer complaints. We are also monitoring the "Repeat Claim Inquiries" through the real-time claim progress status screen.



Repeat claim inquiries

2023
129 cases

2024
47 cases

2025
38 cases

VOC Receipt Status by Type

(Unit: Cases)

Classification	Orders	Product inquiries	Business partnerships	Product usage	Service	Events
2023	2,000	3,500	700	6,000	2,600	100
2024	2,100	2,800	1,000	5,500	3,300	200
2025	3,800	3,300	1,100	6,200	4,500	100

Convenient Customer Consultation and One-Stop Response

To enable customers to get answers to their inquiries in an easier, more convenient way, Binggrae is operating various VOC receipt channels 24/7. We are continuously expanding the scope of inquiries that a customer service representative can immediately resolve so that inquiries can be quickly solved in a one-stop manner at the initial response stage by enhancing the consulting capabilities of teams facing customers. As a result of systematically managing the "First Contact Resolution Rate" since 2023, we recorded a rate of 72.1% in 2025—a significant improvement compared to the previous year (62.5%).



First Contact Resolution Rate

2023
59.4%

2024
62.5%

2025
72.1%

Consumer Dispute Resolution Standard

- ① Insufficient content, amount
- ② Spoilage, deterioration
- ③ Expired shelf life
- ④ Foreign material contamination

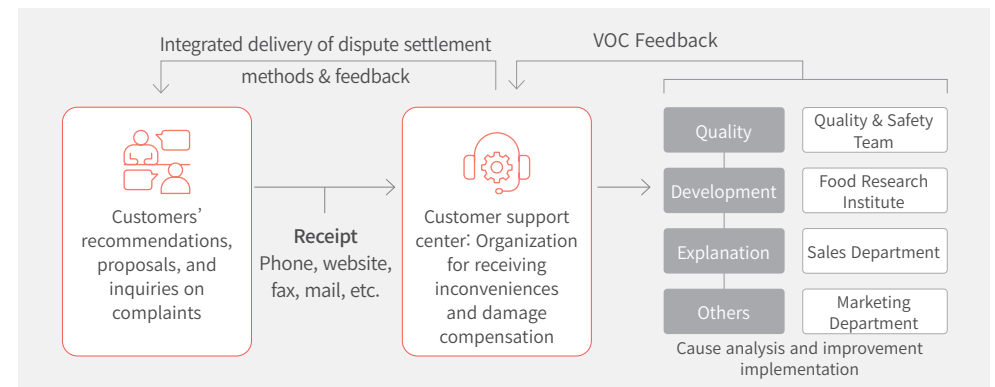
Product replacement or refund of purchase price

- ⑤ Side effects
- ⑥ Injury accident due to damaged container

Compensation for medical expenses, incidental expenses, and lost income

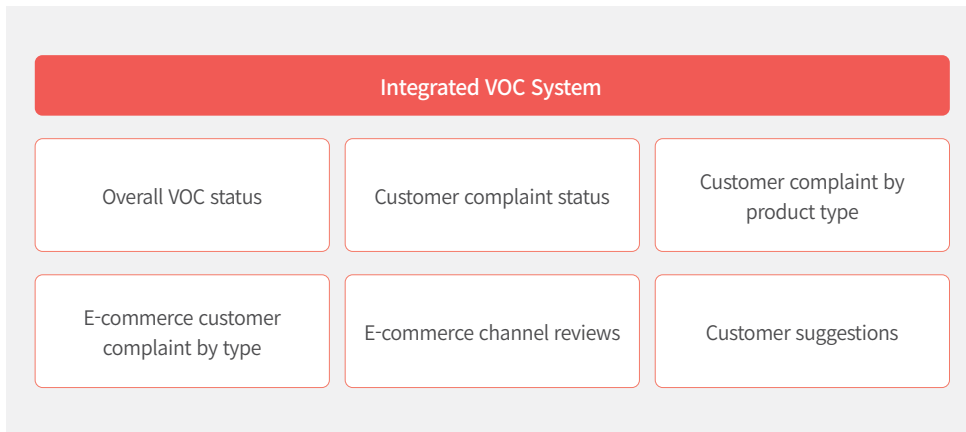
* Lost Income: Limited to cases wherein it is proven that the damage resulted in loss of income. If the amount of the loss cannot be substantiated, compensation will be calculated based on the prevailing market wage rate.

VOC and Dispute Resolution Procedure



Establishment of Binggrae Integrated Online/Offline VOC System

To ensure that no customer's voice goes unheard, we established an integrated online & offline VOC system. As the importance of online customer support grew with the diversification of digital channels and increasing demand for non-face-to-face services, Binggrae integrated its online customer support operations from 2025, improving service quality and operational efficiency. We are enhancing the consistency and efficiency of our customer service by centrally managing customer feedback—which used to be dispersed across various channels including telephone, website, and e-commerce platforms—through an integrated VOC system.

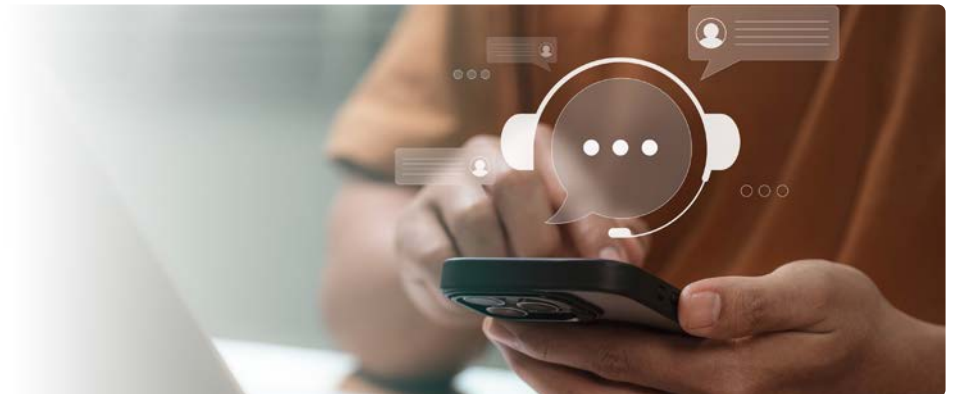


Mobile System dedicated to Claim Visitors

We introduced a system dedicated to customers visiting the service center to file a complaint who can directly enter their complaints via mobile devices when visiting the customer support center. Through this system, we created an environment where quick response to customers is possible and there can be smooth communication between the customer service representative and the visitor.

Introduction of Function for Supporting Consultation based on Naver Mall Scenario Bot

We introduced a scenario-based chatbot support feature on Naver Mall to respond to frequently asked customer inquiries. Through this feature, we have accelerated responses to repetitive inquiries and created a more efficient customer service environment.



Voluntary Recall and Active Damage Compensation for Defective Products

We apply standards and controls that go beyond statutory requirements for product development, manufacturing, and labeling, etc. to ensure that no health or safety-related accidents resulting from product defects harm consumers. Whenever any defects are found to pose the risk of harm or damage to consumers, we recall defective products and take the necessary actions, and inform consumers accordingly. We also actively implement a damage compensation policy that considers each case's seriousness.

Recall Classification and Targets

Classification	Contents
Mandatory recall	• Government-initiated recall: Recalls based on inspections and enforcement results by government agencies [Article 72 (3) of the Food Sanitation Act, Article 36 of the Livestock Products Sanitary Control Act]. • Operator-initiated recalls: Recalls based on self-quality inspection results by the operator [Article 45 of the Food Sanitation Act, Article 31-2 of the Livestock Products Sanitary Control Act]
Autonomous recall	• Voluntary recall by the company due to quality defects, etc. (though not mandatory)
Recall targets	• Attached Table 18 of Article 58 (1) of the Enforcement Rules of the Food Sanitation Act • When a product falls under grades 1 to 3 of the hazardous food items listed under the recall guidelines ※ When the company fails to indicate raw material ingredients subject to labeling because they may cause an allergy
Recall non-implementation cases	• Non-distribution, products sold out, expired shelf life, etc.

Legal Compliance of Marketing and Communication

To enable compliance by all labeling/advertisements/information on the products provided through online/offline media with the Act on Labeling and Advertising of Foods and Act on Consumer Protection in Electronic Commerce, Binggrae carries out strict management by establishing a manual on the procedure for pre-verification and roles by department.

As a result, there were no cases of legal violations and noncompliance in the last 3 years regarding false and fraudulent/exaggerated advertising, etc.

To prevent any acts of deceiving consumers through Greenwashing* in marketing and PR, etc., Binggrae continues to strengthen review and management in advance.

* **Greenwashing** It refers to the corporate act of creating or promoting an eco-friendly image by exaggerating its environmental activities or going beyond their actual level.

Noncompliance with Statutes and Internal Autonomous Policies related to Marketing and Communication

Classification	Unit	2023	2024	2025
No. of legal violations	cases	0	0	0
Punishment or fine (amount)	KRW	0	0	0
No. of cases discovered internally	cases	0	0	0





RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Recognizing its partners as companions in shared growth, Binggrae has established a responsible supply chain based on fair and transparent business practices. We are continuously strengthening the sustainability and resilience of our overall supply chain through partner ESG management, shared growth programs, and risk inspection system.

Governance

Binggrae recognizes its partners as companions in shared growth and operates a supply chain governance framework with the CEO serving as the final decision maker. Centered on the Compliance Support Center and Shared Growth Task Force (TF), we establish partner policies as well as an ESG management system while comprehensively managing supply chain issues through a collaborative structure involving the relevant departments including purchasing, outsourcing planning, finance, and HR.

We also maintain a fair, transparent business environment by establishing an institutional framework that includes a Fair Trade Policy, a Partner Code of Conduct, and the operation of a Subcontract Review Committee. In addition, we continue to enhance our management system by reflecting feedback from our partners.

Risk Management

Binggrae identifies potential risks within its supply chain through Partner ESG assessments and operates a systematic management process that includes self-diagnosis, third-party assurance, and on-site coaching. Based on the assessment results, we derive areas for improvements and provide consulting support for vulnerable partners while monitoring the implementation status through follow-up inspections.

We also strengthen our partners' ability to respond to risks through ESG training, food safety regulatory training, and guidance on the Delivery Price Linkage System while proactively managing risks related to fair trade and food safety. Through these efforts, we enhance our capabilities to respond to regulations and improve operational stability across the supply chain.

Strategy

Binggrae is promoting a sustainable shared growth strategy with focus on strengthening ESG management and partners' capabilities across the supply chain. We systematically manage environmental, social, and ethical risks based on the Partner Code of Conduct and fair trade standards, and carry out integrated management that combines assessments, training, and consulting. In addition, we strengthen our partners' capabilities and lay the foundation for sustainable growth by operating customized programs such as creation of partner shared growth fund, ESG-related training, and technical support.

Indicators & Goals

- Goals: Strengthen partners' ESG capabilities and establish a sustainable supply chain
- Major Management Indicators

Classification	Indicator	Unit	2023	2024	2025
ESG management	No. of partners participating in ESG self-diagnosis	companies	127	62	72
	No. of partners possessing ESG certifications	companies	37	29	72
Support activities	No. of partners that received training support	companies	57	104	142
	Amount of win-win fund	KRW 100 million	100	100	100

Win-Win Growth System

Win-Win Growth Strategy

Binggrae pursues sustainable growth based on win-win growth with partners and farmers. Built on trust with our partners, we establish and operate supply chain management systems including fair trade policies and Partner Code of Conduct and systematically promote win-win growth with our partners.

We also strengthen long-term partnerships with our partners based on our corporate mission of “Sharing Health and Happiness Together” and the principles of creating customer value. In addition, we establish and implement win-win growth principles and operating standards to enhance our ability to implement win-win cooperation.

Principles of Win-Win Growth

Principle 1

Enhancement of competitiveness and creation of synergy through win-win growth between small and large businesses

Principle 2

Contribution to the State and society through harmony and unity between small and large businesses

Principle 3

Creation of future values through multifaceted collaboration between small and large businesses

Four Major Guidelines for Win-Win Growth

Binggrae operates the following guidelines that it has established for fair and transparent transactions with its partners:

01

Guideline for fair selection (registration) of partner companies

Partner selection and operating standards are reflected in the company regulations to comply with transparent and fair procedures during the selection and operation of new partners.

02

Guideline for the establishment and operation of the Subcontracting Transaction Review Committee

An internal review procedure is implemented to comply with the Fair Trade Act and prevent unfair practices when subcontracting partners.

03

Guideline for proper issuance and preservation of written documents

The issuance and archival standards of essential documents are reflected in the company regulations to protect the rights and interest of partners in the process of signing subcontracts.

04

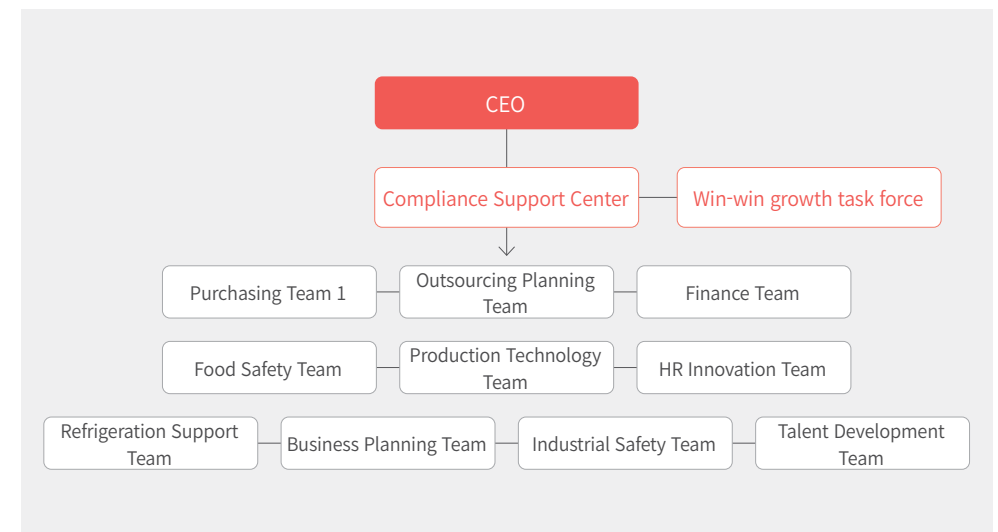
Guideline for fair contracting practices for win-win cooperation between large and small-medium enterprises

The standards for compliance to protect the interests of partners and to ensure fair transactions when signing contracts are reflected in the company regulations.

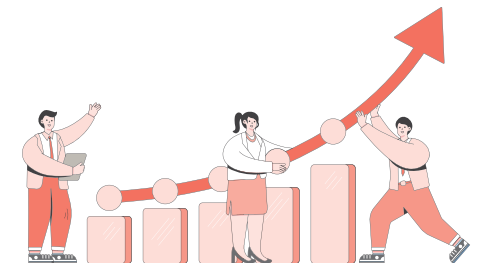
Win-Win Growth Organization

Binggrae is operating a win-win growth organization for the systematic reflection of feedback from its partners within the supply chain.

With the CEO serving as the final decision maker, we established a decision-making system centered on the Compliance Support Center and the win-win growth task force. We are also comprehensively managing major issues related to partners through a collaborative structure involving the relevant departments such as purchasing, outsourcing planning, finance, and HR in pursuit of an effective win-win growth strategy based on this framework.



Four Major Guidelines for Win-Win Growth



Partner Transactions and Support Activities

Status of Transactions with Partner Companies

Binggrae systematically manages its structure of transactions with its partners to operate a stable supply chain and promote sustainable win-win cooperation. We have established long-term cooperative relations with key partners that have signed fair trade agreements, thereby strengthening the reliability and accountability of our supply chain.

Over the past three years, the number of partner companies increased from 276 in 2023 to 294 in 2025. The number of key partners also increased from 59 to 65 companies, thereby strengthening the foundation of key partners. This is part of the strategic management of the supply chain to secure the stable supply and quality of raw materials. We are also diversifying partners and conducting operations centered on key partners.

Status of Transactions with Partner Companies

Classification	Unit	2023	2024	2025
No. of partner companies	companies	276	252	294
No. of key partner companies	companies	59	59	65
Amount purchased by key partners	KRW 100 mil.	1,300	1,577	884

※ Key partner companies refer to companies that have signed a fair trade agreement with Binggrae.



Support Activities tailored to Partners

Binggrae is conducting various tailored support activities involving finance, quality & technology, and training to support sustainable growth based on various win-win cooperation activities with partner companies. To secure the financial soundness of partners experiencing difficulties in fund procurement in particular, we have been collaborating with Industrial Bank of Korea (IBK) since 2017 for the creation of a win-win fund worth KRW 10 billion every year. We continued to operate the fund on an identical scale in 2025. Through these efforts, we are contributing to easing the financial burden of partners and dealers by supporting loans at preferential interest rates that are lower than market rates.

We also continue to provide support for the enhancement of quality and technologies to strengthen the self-reliance of partners while incorporating feedback from the field by holding regular roundtable meetings. Along with this, we expand the operation of our training programs and support the strengthening of our partners' capabilities.

Status of Major Win-Win Cooperation Activities with Partners

- Signing of fair trade agreements
- Roundtable meetings with partners
- Introduction of win-win payment system and performance sharing systems
- Introduction of win-win fund
- Development and operation of a dispute mediation procedure
- Establishment of Subcontracting Review Committee
- Establishment of an internal Fair Trade promotion department
- Support for sanitation, technology, and equipment
- Operation of system to notify partners of key information
- Financial support



Status of Support to Partner Companies

No. of companies receiving quality and sanitation support

2023 **54** companies

2024 **44** companies

2025 **47** companies

Amount of win-win fund

2023 KRW **10** billion

2024 KRW **10** billion

2025 KRW **10** billion

No. of partner companies receiving education support

2023 **57** companies (108 persons)

2024 **104** companies (150 persons)

2025 **142** companies (188 persons)

Supply Chain ESG Management

Partner ESG Management System

Binggrae recognizes its partners as its win-win growth companion and builds sustainable win-win relations through supply chain management aligned with its ESG management policy. To this end, we operate the Binggrae Partner's Code of Conduct that we have formulated so that partners can establish their work procedures based on eco-friendly and ethical standards and implement sustainable management.

Furthermore, when signing contracts with all suppliers, we require them to sign and comply with the Written Pledge of Compliance by including it in the contract. Through this approach, we systematically strengthen ESG management across the entire supply chain.

Binggrae Partner's Code of Conduct

Environmental area 	1 Establishment of environmental management policy and governance 2 Acquisition of certifications in the environmental field 3 Responsibility for preventing environmental pollution and reducing resource wastage 4 Reinforcement of management responsibilities with regard to waste, wastewater, and hazardous chemicals 5 Responsibility of preventing air pollution 6 Reinforcing energy consumption and GHG emission management 7 Responsibility of procuring eco-friendly raw & subsidiary materials
Social area 	1 Respect for human rights 2 Safety reinforcement and management
Ethical area 	1 Ethical management policy 2 Responsibility on information disclosure 3 Responsibility of protecting intellectual property 4 Responsibility on anti-corruption and fair trade 5 Responsibility on quality and safety management

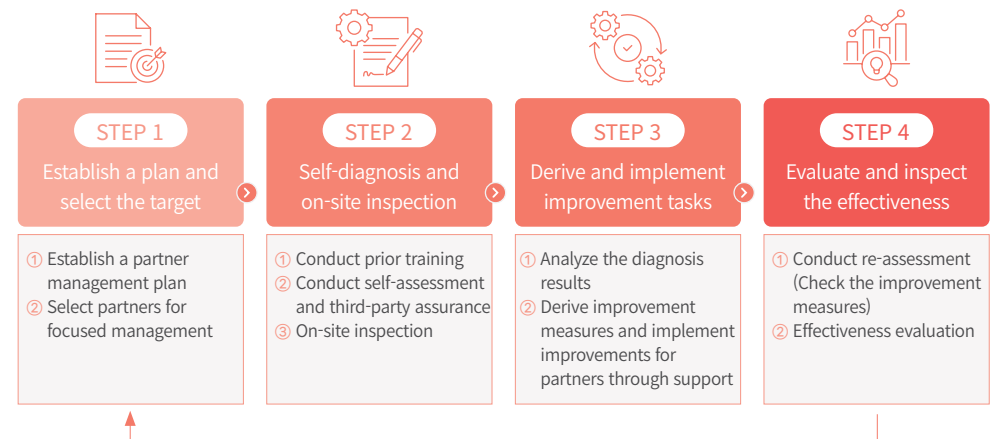
Supply Chain Sustainability Management System

Binggrae conducts annual supply chain ESG inspections of its key partners to manage ESG risks systematically across the supply chain and strengthen partners' sustainability management capabilities. The ESG Committee and the relevant departments oversee the inspections. Building on our participation in the "Food Industry Supply Chain ESG Joint Project" initiative organized by the Korea Food Industry Association in 2025, we operate the supply chain ESG management system that we have established, which includes ESG self-diagnosis, third-party assurance, on-site coaching, and comprehensive improvement consulting.

At the beginning of each year, the Company selects partners to be evaluated by considering their transaction volume, business characteristics, and impact on the supply chain. We then conduct ESG training and self-diagnosis of the selected partners. In this case, the re-selected partners—including partners classified as part of the high-risk group and partners with an especially high level of impact—undergo third-party assurance and on-site inspections regarding the results of the self-diagnosis to check vulnerable areas and derive practical improvement measures. In the second half of the relevant year and the beginning of the following year, we implement partner-specific improvement measures based on the identified findings for each partner and conduct re-assessments for ultimately checking the effectiveness of the measures.

Through this process, Binggrae identifies and assesses potential ESG risks across its supply chain and derives improvement tasks for vulnerable partners and supports tailored improvement measures. The Company also constantly strengthens ESG response capabilities and sustainability of the entire supply chain through follow-up inspections on the implementation progress.

Supply Chain ESG Risk Management System



Supply Chain ESG Risk Assessment Results in 2025

A total of 72 partners participated in the ESG self-diagnosis in 2025. Among them, we supported 18 partners selected for priority management with third-party assurance, on-site coaching, and comprehensive improvement consulting.

Among the 18 partners, 6 companies (33.3%) were classified as medium-risk and 12 (66.7%) as high-risk. All participating partners were supported with improvement consulting for their vulnerable areas including natural capital, information protection, and management system. In addition, we selected partners with the highest ESG management performance to reward excellent companies. By doing so, we encouraged partners to participate in ESG assessments and improve systems.

We participated in the Food Industry Supply Chain ESG Joint Practice Declaration Ceremony in October of the same year and publicly reaffirmed our commitment to building a sustainable supply chain.

Status of Partner ESG Risk Assessment



※ ESG-related certifications: ISO 14001, ISO 9001, ISO 45001, ISO 37301, Green Technology, CCM certifications, etc.

Status of Excellent Partner Selection

Classification	Unit	2023	2024	2025
No. of partners to be evaluated	companies	218	198	220
Selection of excellent partners	companies	4	9	9
Direct reward amount	KRW 10,000	1,600	1,700	1,700



Food Industry ESG Joint Practice Declaration Ceremony



Strengthening Partners' Capabilities

Supply Chain ESG Training and Win-Win Cooperation

To promote shared growth with its partners and establish a sustainable supply chain, Binggrae conducted the “ESG & Delivery Price Linkage System Training” for 103 employees of 88 partner companies in June 2025. This training was designed to enhance partners’ understanding of ESG management by sharing the global ESG policy trends and response strategies.

In particular, by providing guidance on the major details and implementation measures of the “Delivery Price Linkage System”—which reflects changes in raw material prices in delivery prices to help ease the business burden on our partners—we focused on fostering a fair trade environment and enhancing the stability of the overall supply chain.

Supply Chain Food Safety Training

Binggrae conducted regulatory training in the first half and second half of 2025 to respond proactively to the rapidly evolving global food safety environment and realize compliance management across the supply chain. In the first half of the year, the training was conducted with focus on the amendments to major laws including the Food Sanitation Act and Livestock Products Sanitary Control Act for the Food Research Institute, 4 company-owned factories, and 54 external partners (37 partners in the first half, 17 partners in the second half). Both in-person and online training sessions held in the second half of the year covered food safety-related laws & regulations and major food safety issues.



Status of Supply Chain Food Safety Training in 2025

Classification	Key training details	Training target	No. of participants
Training in the first half of the year (Jan. 2025)	• Law enactments & amendments in 2024 • Major details of food safety management guidelines	Research institute, 4 factories, outsourced companies & partners (37 companies)	126 persons
Training in the second half of the year (Jul. 2025)	• Issues and law enactments & amendments in the first half of 2025	Research institute, 4 factories, outsourced companies & partners (17 companies)	97 persons

Communication with Partners

Collection of Partners' Opinions

Binggrae holds regular roundtable meetings to share its purchasing policies every year for strengthened communication with its partners, and regularly conducts regional- and industry-specific meetings to gather opinions from the field. Suggestions collected through these roundtable meetings are immediately shared with the relevant internal departments, to be reflected in the Company's shared growth policies and specific activities.

In 2025 in particular, we identified the challenges faced by our partners and actively incorporated their feedback into improvement activities through the grievance handling meeting and briefing session on the Delivery Price Linkage System.

Status of Improvements from Partners' Opinions in 2025



Employee opinions 10 cases
Improvements completed 10 cases



Improvement rate 100%

Partners' Exchange Activities

In December 2025, Binggrae hosted its "Year-End Appreciation Night with Partners" to strengthen mutually beneficial collaborative relations and lay the foundation for continuous communication with its partners. This event was attended by approximately 250 representatives from 137 partner companies, with around 300 participants in all including employees from the relevant departments. The attendees enhanced their mutual understanding by sharing market trends and collaboration opportunities through exchanges between purchasing managers and industry peers. Binggrae will continue to strengthen the foundation for win-win collaboration through ongoing exchanges with its partner companies and promote shared growth across the entire supply chain.



2025 Year-End Appreciation Night with Partners



INFORMATION SECURITY & PERSONAL INFORMATION PROTECTION

Binggrae recognizes the protection of customers' personal information as the key responsibility of its business management activities. The Company equipped itself with a system dedicated to information protection and technical and administrative safeguards to manage customer data safely. Binggrae continues to build and maintain trust with customers by complying with applicable laws & regulations and internal guidelines.

Governance

Recognizing the protection of customers' personal information as a key responsibility of its business activities, Binggrae has appointed a Chief Information Security Officer (CISO) with expertise in information security. The Information Innovation Team under the Management Planning Division is responsible for the management of personal information. We operate the personal information management system we have established based on applicable laws and regulations including the Personal Information Protection Act and Act on the Promotion of Information and Communications Network Utilization and Information Protection. We disclose in detail on how personal information is used and with which method it is used, including what kinds of measures are taken for protection through our Company website. Through regular security inspection conducted twice a year, we detect illegal software, viruses, and unauthorized URLs.

Risk Management

Binggrae is implementing multiple-layered technical and administrative measures for preventing loss, theft, external attack, and hacking of personal information.

Encryption of Personal Information	Encryption during collection, storage, and transfer, Double protection of sensitive information such as password and financial information by applying a separate encryption algorithm
System Access Restrictions	Restriction of rights for accessing the personal information processing system to the minimum number of authorized personnel, Blocking of unauthorized access, and recording and management of access history
Prevention of illegal intrusion	Installation & operation of security software for protecting personal information from hacking and malware, Inspection of illegal software, viruses, and unauthorized URLs with periodic security checks twice a year

Strategy

Binggrae implements multi-layered technical/administrative protection measures aiming for zero personal information leaks and damages. For technical protection measures, access control, data encryption, and installation of security programs are being implemented; for administrative protection measures, we establish and implement internal management plans and regular employee training on information security. Binggrae's Code of Ethics specifies 3 principles to be practiced with regard to customer information protection. In addition, the investment rate in information security compared to the overall IT budget is increasing from 7.1% in 2023 to 7.9% in 2025 for the continuous strengthening of investments in the infrastructure and systems for customer information protection.

Indicators & Goals

- Goals: To achieve Zero personal information leaks and damages, and conduct continuous monitoring
- Major Management Indicators

Classification	Unit	2023	2024	2025
No. of complaints about violations of regulations on the protection of customers' personal information	cases	0	0	0
No. of customers affected by personal information infringement	persons	0	0	0

Personal Information Protection for Customers

Binggrae recognizes the protection of customers' personal information as the key responsibility of its business management activities. The Company equipped itself with a system dedicated to information protection and technical and administrative safeguards to manage customer data safely. Binggrae continues to build and maintain trust with customers by complying with applicable laws & regulations and internal guidelines.

Information Security Management System

Binggrae has appointed a Chief Information Security Officer (CISO) to protect customers' personal information. We systematically implement the technical/administrative measures we have established to prevent the loss, theft, and leak of personal information as well as external attacks and hacking of personal information. We also inspect illegal software, viruses, and unauthorized URLs through regular security checks twice a year.

Furthermore, we enhanced employees' understanding of information security and strengthened employees' security awareness through the statutory security training and personal information protection training we conducted in 2025.

Guideline on Customer Information Protection in Binggrae's Code of Ethics

- 1 Information on all stakeholders of the company shall not be used for purposes other than the authorized work.
- 2 All personal information received from customers shall not be provided externally without their consent.
- 3 Employees and relevant personnel handling customer information must comply with the Personal Information Protection Guideline and relevant laws.



Privacy Policy

To manage and protect customers' personal information, Binggrae operates the management system it has established based on the relevant laws and regulations such as the 『Personal Information Protection Act』 and 『Act on the Promotion of Information and Communications Network Utilization and Information Protection』, etc. The Information Innovation Team in the Management Planning Department is performing the role of management entity for personal information protection.

Binggrae is disclosing in detail—through its official website—the purpose and method of using customers' personal information including what actions are taken to protect it. We will continue monitoring to achieve the goal of zero personal information leaks and zero resulting damages.

Binggrae's Easy-to-Understand Personal Information Protection Policy

Personal information items collected by Binggrae and purpose of collection



When personal information collection is required: Customer inquiry, product delivery and participation in events, etc.



Through website & phone, etc.



The minimum personal information is collected through mandatory/optional items



Destruction of personal information

When the retention period is over, the collected personal information is disposed of through technical methods that prevent recovery

The following are the rights of users and their legal representatives with regard to personal information:

Browsing the stored personal information

Correction and deletion of personal information

Discontinuance of personal information processing / Withdrawal of consent

Method of requesting the exercise of rights to personal information

Measures will be taken immediately upon contact through the Customer Service Center Menu on the website, or through phone or email to the department in charge of personal information protection.

• Tel. : +82-2-2022-6081 • E-mail : privacy@bing.co.kr

Shortcut to 1:1 inquiry in the official website



Shortcut to privacy policy



* View details of the privacy policy: <https://www.bing.co.kr/support/privacy>

Information Security Training

In 2025, 686 employees completed a total of 2,744 hours of information security training. Both the number of participants and training hours increased compared to the previous year (660 employees, 2,640 hours). We also provided both statutory training and internal personal information protection training.



No. of people who received
information protection training

686 persons



Information protection training
hours for employees

2,744 hours

Scale of Investment in the Information Protection Field

The percentage of the Company's investment in information protection compared to the overall IT budget has steadily increased from 7.1% in 2023 to 7.3% in 2024 and 7.9% in 2025. We continue to increase our investment in the infrastructure and systems needed to protect customers' personal information.

Classification	Unit	2023	2024	2025
Information protection investment rate compared to total IT budget	%	7.1	7.3	7.9

Technical/Administrative Measures for Personal Privacy Protection

Protection Measures	Details
Encryption of Personal Information	Encryption of personal information during collection, storage, and transfer, Double protection of sensitive information such as password and financial information by applying a separate encryption algorithm
Limitation of access to personal information	Limitation of access to systems that process personal information to the minimum number of authorized personnel; blocking of unauthorized access by unauthorized personnel, and recording and management of access logs
Illegal intrusion prevention system	Installation and operation of security software to defend against external intrusion such as hacking and malware, and inspection of illegal software, viruses, and unauthorized URLs through periodic security checks twice a year

Customer Information Protection Performance

Even in 2025, we maintained zero cases of personal information-related violations and security incidents.

Status of Personal Information Infringements

Classification	Unit	2023	2024	2025
No. of complaints related to violations of regulations on the protection of customers' personal information	cases	0	0	0
No. of incidents of leak, theft, or loss of customer-related data		0	0	0
No. of customers affected by personal information infringements	persons	0	0	0
Amount of fines and penalties for information security violations and cybersecurity incidents	KRW 1 mil.	0	0	0



SOCIAL CONTRIBUTION ACTIVITIES

Binggrae carries out a diverse range of social contribution activities such as support for vulnerable groups, veterans' support activities, and educational & cultural programs based on mutual growth with local communities. Moreover, we have laid the foundation for systematic operations through collaboration with public interest foundations and related organizations while continuing to expand the creation of long-term, sustainable social value.

Governance

For the systematic management of its social contribution activities at the company-wide level, Binggrae has established a governance system centered on its Public Relations (PR) Department. The PR department develops social contribution strategies and implementation plans annually, and oversees the planning, execution, and performance management of major programs. In addition, we are strengthening the expertise and execution ability of our social contribution activities based on collaborative partnerships with the Korean National Red Cross, public interest foundations, and local community-related organizations. The Company also expands company-wide participation by operating an employee volunteer group.

Risk Management

Binggrae identifies major social risks affecting local communities including natural disasters and growing number of socially vulnerable groups, and carries out social contribution activities to address these issues. Especially, we have established a disaster response system based on the collaborative system with specialized organizations such as the Korean National Red Cross to enable support for rapid emergency relief in the event of a disaster. Through this system, we are responding to various disaster situations including wildfires, heavy rainfalls, and cold waves. Furthermore, we mitigate social inequality and safety vulnerability issues through support for vulnerable groups, education, and campaign activities while enhancing our response systems through continuous communication with cooperating organizations.

Strategy

Binggrae has set "Shared Happiness, Meaningful Lives" as its corporate social contribution vision, carrying out social contribution strategies based on the core values of sharing, smiles, and support. In particular, we have identified women and children, socially vulnerable groups, families in crisis, and independence patriots and their descendants as targets of focused support, operating tailored programs in diverse areas including veterans' support, disaster relief, support for vulnerable groups, cultural and educational activities, and employee participation activities. We will also identify and expand representative social contribution programs by 2030 and enhance our sustainable social contribution system by strengthening activities based on the needs of local communities.

Indicators & Goals

- Goals: To identify and expand representative social contribution programs by 2030
- Major Management Indicators
 - Continuous expansion of scale and target of support for vulnerable groups
 - Expansion of operation of joint programs with cooperative organizations such as the Korean National Red Cross
 - Expansion of employee volunteer participation and participatory programs
 - Maintenance of rapid support system in the event of natural disasters and expansion of support volume

Social Contribution Activity System

Corporate Social Contribution Vision and Promotion Direction

Binggrae has stipulated its responsibility for local communities in its Code of Ethics to improve people's quality of life and contribute to social development. Based on this commitment, the Company carries out various activities to promote mutual growth with local communities. We have established "Shared Happiness and Meaningful Lives" as our CSR vision, continuing to support neighbors in need focusing on the core values of sharing, smiles, and support. In particular, we are spreading sustainable social values through tailored activities for women and children, socially vulnerable groups, families in crisis, and independence patriots and their descendants.

Binggrae Code of Ethics: Contribution to the Local Community

- ① Contributions are made to community development by creating jobs through ethical corporate activities.
- ② Welfare facilities are opened to local residents near business sites, with the neglected class supported.
- ③ Employee participation in community activities is recommended and supported to promote a sense of cohesion between the company and the community.
- ④ Activities in connection with NGO are reinforced.

CSR vision

Binggrae, the messenger of shared happiness, meaningful lives, and bright smiles

Slogan

Share, Smile, Support, Binggrae Go

Core values

Share

Smile

Support

Focused support targets

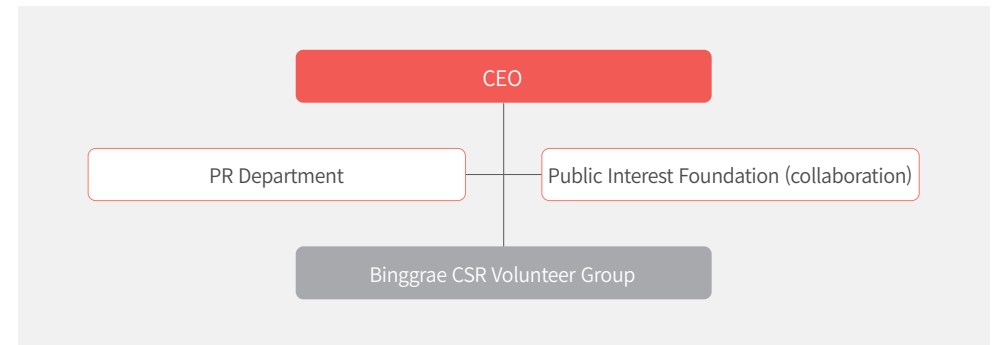
Women, children, and socially alienated people

Families facing a crisis

Independence patriots and their descendants

Social Contribution Operating System

Binggrae's corporate social contribution activities are overseen by the PR Department and carried out through systematic operation at a company-wide level. The PR department develops social contribution strategies and implementation plans annually and assumes responsibility for managing the planning, execution, and performance of major programs. Furthermore, we are carrying out various corporate social contribution activities in collaboration with the Korean National Red Cross, local community-related organizations, and public interest foundations; thus strengthening the expertise and sustainability of our CSR activities. We also increased employee participation through the Binggrae CSR Volunteer Group, contributing to creating social values by operating tailored programs that reflect the needs of local communities.



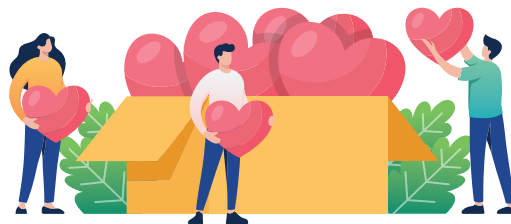
Established through contributions from Binggrae in 2011, the Binggrae Public Welfare Foundation is playing the role of inheriting the values of those who devoted their lives for the country and supporting the growth of future generations. This organization supports scholarship programs for the descendants of independence activists and national merit recipients.

In particular, the Foundation is contributing to spreading the value of patriotism by continuing to operate scholarship programs for the descendants of independence activists and expanding the scope and scale of its support through collaboration with the government and relevant organizations.

Mid- to Long-Term Goal & Strategy for Win-Win with the Community

Binggrae continues to expand its social contribution activities based on collaboration with local communities and creates values tailored to local needs. The Company plans to expand the scale of support for vulnerable groups gradually while identifying and operating representative social contribution programs by 2030. Especially, we are promoting shared growth with local communities by establishing an advanced support system in preparation for emerging social risks including climate change and natural disasters.

Win-win vision with the community	Company enabling win-win with the community through sustainable social contribution activities		
	Short-term (2026)	Mid-term (2028)	Long-term (2030)
Win-win with the community	Goal Establish a social contribution system based on the needs of local communities	Goal Expand cooperation with local communities and enhance social contributions	Goal Establish a representative social contribution company coexisting with local communities
	Detailed Plan • Systematically refine representative social contribution programs • Explore and implement support programs for vulnerable groups • Carry out collaborative activities with local communities at least once a year	Detailed Plan • Expand local community contribution programs linked to businesses and brands (Establish two or more as regular programs) • Establish regular local community cooperation programs in regions including areas where business sites are located • Vitalize employee-participating social contribution	Detailed Plan - Invite 3,000 or more children to the Children's Drawing Contest - Annual sponsorship of KRW 100 million or more to the vulnerable class near the business site Detailed Plan • Host and enhance the Binggrae Children's Drawing Contest • Discover projects on supporting supplies to various groups vulnerable to natural disasters in the community • Discover customized support projects for groups vulnerable to the climate crisis in the community



Support for Veterans and National Merit Recipients

Scholarship Programs for Descendants of National and Independence Patriots & Veterans

The Binggrae Public Welfare Foundation operates a scholarship program for the descendants of national and independence patriots and veterans. In December 2025, the Foundation hosted a scholarship award ceremony for descendants of independence patriots in collaboration with the Ministry of Patriots and Veterans Affairs and provided approximately KRW 150 million in scholarships to a total of 100 students. We also plan to provide a total of KRW 750 million in scholarships over the next 5 years and expand the scope of support to include children of uniformed personnel.

During the same month, we held a scholarship award ceremony for the descendants of national patriots in collaboration with the National Police Agency. This scholarship program began with the signing of an MOU in 2019 to support the descendants of independence patriots related to the police. The scope of beneficiaries has been expanded since 2021 to include the children of police officers who died in the line of duty, and the program has continued to grow in scale. Accordingly, we have provided approximately KRW 180 million in scholarships to a total of 119 students over the past 5 years, and we plan to provide an additional KRW 180 million over the next 3 years.

Scholarship for descendants of independence patriots

KRW **150** million (2025)

Scholarship for descendants of national patriots

KRW **180** million (Recent 5 years)

Support for the Welfare of Military Personnel

Binggrae signed an agreement for sponsoring the ice cream "Together" for navy soldiers in May 2025 in collaboration with the ROK Navy Headquarters, and it has continued its support activities to improve their welfare. Following the agreement for sponsoring approximately 200,000 "Together" ice creams with the Navy Headquarters in 2024, we have continued to provide "Together Miniature" products regularly in 2025 as well. The donated products were delivered every month to naval personnel serving aboard ships and to service members stationed on islands and in remote areas. They helped boost the morale and improve the welfare of soldiers who have limited access to snacks due to the constraints of their working environment.

Independence Movement Campaign

To commemorate the 80th anniversary of Korea's Liberation in August 2025, Binggrae collaborated with the Ministry of Patriots and Veterans Affairs to launch the independence movement campaign called "Hearing Liberation for the First Time." Using AI technology, we produced and promoted content recreating the cries of "Manse (Hooray in English)" that echoed across Korea at the time of liberation and donated it to the Kim Koo Museum & Library for use as educational material on Korean history. We also enabled the general public to experience and gain more immersive understanding of the meaning of Korea's Liberation through an interactive exhibition at the Seodaemun Prison History Hall as well as screenings of a documentary at major movie theaters nationwide. A portion of the proceeds from the screenings was donated to a fund supporting the descendants of independence patriots. In addition, we continued our veteran support activities overseas by sponsoring the Liberation Day Commemoration Ceremony held in San Francisco, US, contributing to spreading the value of patriotism on a global scale.



"Hearing Liberation for the First Time" campaign,

5-Time Winner at the 2025 Korea Advertising Awards



(Grand Prize in the Branded Content & Entertainment Category,
Grand Prize in the Public Service Advertising Category,
Grand Prize in the Innovation Category, Gold Award in the Film Craft Category,
and Silver Award in the Audio Category)

Support for Disasters and Vulnerable Groups

Partnership with Korean Red Cross

Binggrae continues to promote humanitarian activities and support for vulnerable groups through its partnership with the Korean Red Cross. In December 2024, Chairman Kim Ho-yeon and Director Kim Mi of the Baekbeom Kim Koo Museum each donated KRW 100 million and got inducted into the "Red Cross Honors Club." They attended the induction ceremony in May 2025. Along with the induction ceremony, Binggrae donated a total of KRW 300 million to the Korean Red Cross to support its humanitarian activities.

Binggrae has been continuing its humanitarian support since participating in the Korean Red Cross' Hope Windmill Project in 2013. With its cumulative donations totaling KRW 1 billion as of 2023, the Company was inducted into the "Red Cross Honors Company KRW 1 Billion Club," continuing its long-term social contribution activities.

Practicing a Culture of Sharing with Vulnerable Groups

To mark the end of 2025, Binggrae collaborated with the Korean Red Cross to donate rice and conduct meal distribution volunteer activities for vulnerable groups across the country. First, we delivered a total of 3,000 bags of Gongju rice (10 kg) to vulnerable groups in communities where our major business sites are located, including Gwangju (Gyeonggi Province), Nonsan, and Gimhae, demonstrating our commitment to shared growth with local communities. In addition, 15 of our employees personally participated in volunteer meal service activities at the free meal center called "Taseuhan Chaumteo" near Seoul Station, providing warm meals to neighbors in need while assisting with on-site operations.



Sponsoring humanitarian activities of the Korean Red Cross



Gongju rice sharing & volunteer meal service activity

Support for Groups Vulnerable to Natural Disasters

In January 2026, Binggrae collaborated with the Korean Red Cross to carry out comprehensive relief activities for groups vulnerable to cold weather conditions and donated heating supplies. We donated approximately 4,000 heating tents to support groups vulnerable to disasters including the elderly and children who are particularly susceptible to cold waves so that they can safely get through winter. These donated items were delivered to vulnerable households across local communities. These activities went beyond the provision of relief supplies, proceeding as comprehensive relief activities wherein both emotional support and health check-ups were provided; thus helping improve the well-being of vulnerable groups and strengthening their resilience to natural disasters.

Support for Areas Hit by Disasters

Binggrae provides timely relief support to disaster-stricken areas in the event of a natural disaster. In March 2025, the Company donated approximately 50,000 beverage products to Gyeongbuk, Gyeongnam, and Ulsan regions—which had been designated as Special Disaster Zones due to wildfires—through the Korean Red Cross. The donations helped support the daily needs of displaced residents as well as frontline responders including firefighters engaged in disaster response and recovery efforts. Furthermore, we engaged in comprehensive relief activities such as providing box lunches and meals to evacuation shelters for displaced residents using the disaster relief fund created in advance.

Following this incident, we provided approximately 60,000 beverage products in July 2025 as emergency relief to areas affected by localized heavy rain, helping stabilize the daily lives of displaced residents. Binggrae has established a system for rapid response in the event of disasters in collaboration with the Korean Red Cross, and it plans to continue carrying out support activities to help local communities recover from disasters.

Sponsoring RCY Youth Humanitarian Activities

Binggrae continues its sponsorship activities to educate the youth on humanitarianism and instill a sense of community in collaboration with the Korean Red Cross. The Company sponsored the “RCY (Red Cross Youth) National Camp” held in Ulsan in August 2025. Approximately 1,000 members and instructors participated in the event, which featured various experiential activities designed to instill a humanitarian spirit. Binggrae contributed to the successful operation of the program by supporting camp operating expenses and providing snack products.

Local Community Coexistence and Participatory Activities

Hosting of the “38th Binggrae Children’s Drawing Contest”

Binggrae hosted the “38th Binggrae Children’s Drawing Contest” in October 2025 at the Independence Hall of Korea, offering a cultural experience program wherein children and families participate together. This event was held for 2,210 kindergartners and elementary school students from across the country and was designed so that children can show off their creativity and experience diverse cultural activities.

We provided a variety of interactive activities at the scene of the event such as face painting, live performances, and photo zones, creating a festive atmosphere. Moreover, we introduced eco-friendly elements by engaging in plogging campaign and distributing eco-bags made from recycled materials to encourage the practice of environmental stewardship and support the sustainable operation of the event.



Event Participants

2,210 persons

Event Support Amount

KRW **180** million



Funation-based “Binggrae Gran Fondo”

In April 2025, Binggrae engaged in “Funation (Fun + Donation)” activities that combine enjoyment and charitable giving by hosting a cycling event called “Binggrae Gran Fondo” in Gongju, Chungcheongnam Province. About 2,000 people participated in this non-competitive long-distance ride, and the entire KRW 100 million raised from participating fees were donated to the local community under the names of participants; thus helping foster a culture of charitable giving. We also operated a food zone together with local small business owners along with a variety of interactive programs and giveaway events, thereby raising the satisfaction level of participants and contributing to the local economy.

Going forward, Binggrae plans to expand the funation activities into a participatory social contribution model and continue strengthening shared growth with the local community.



Binggrae Gran Fondo Donation Presentation Ceremony

Employees’ Blood Donation Campaign

In February 2026, Binggrae conducted the “Blood Donation Campaign of Love” for its employees in collaboration with the Korean Red Cross. This campaign was organized to help stabilize the blood supply during a period when blood donations typically decline due to school vacations and seasonal factors. Held near the Seoul Head Office, this campaign saw approximately 50 employees voluntarily participating and some employees joining in sharing activities by donating their blood donation certificates. The Company also held a separate blood donation campaign at the Nonsan factory where employees also donated blood donation certificates, further expanding employee participation in social contribution activities across its business sites.

Educational and Cultural Activities for the Local Community

Education for Practicing Carbon-Neutral Lifestyle

In April 2025, Binggrae conducted a campaign for practicing carbon-neutral lifestyle to mark “Earth Day” in collaboration with the Ministry of Environment and Korea Climate & Environment Network. At Wolgok Elementary School in Daegu, the Company conducted education on the proper way of separately disposing of and upcycling waste for students while operating the “Upcycling Experiential Classroom for Earth.”

Furthermore, we enabled students to experience carbon-neutral practices directly in their daily lives through hands-on upcycling activities. We also enhanced environmental awareness and encouraged active participation by having students experience upcycling using the containers of “Clédor Parfait” and carrying out an activity for making Banana-Flavored Milk container-shaped key rings.



Blood donation campaign of love



Upcycling Experiential Classroom for Earth

Cooperation for Promoting the Reading Culture in Local Communities

In October 2025, Binggrae signed an MOU with the Seoul Metropolitan City Government to promote the reading culture and carried out collaborative activities to expand opportunities for citizens to enjoy culture. In the first half of 2025, we provided approximately 10,000 “T’aom” products during the period of operating the Seoul outdoor library to support citizens’ reading activities. We also participated in a large-scale reading event in the second half of the year, providing approximately 4,000 vegetable-based beverages. Furthermore, through offline promotion, we expanded citizens’ participation and contributed to promoting the reading culture by offering interactive activities related to reading.

Culture & Arts and Value Promotion

Culture & Arts Support Activities

Binggrae sponsors various culture & arts activities to support the preservation of traditional culture and its modern reinterpretation.

We participated as a sponsor of the “K-Heritage Art Exhibition” held at The Narte in Namyangju, Gyeonggi Province from June to July 2025 and at Nakseongjae Hall, Changdeokgung Palace in September, contributing to spreading culture & arts that combine tradition with modern perspectives. In the exhibition, traditional handicrafts and collaborative works were featured by national intangible cultural heritage holders and contemporary artists and visitors were able to experience Korean culture & arts more conveniently. Binggrae presented a collaborative exhibition that combined its brand with traditional handicrafts and delivered the value of connecting tradition with modernity through artworks and merchandise using the “Banana-Flavored Milk” container, which was inspired by the moon jars of the Joseon Dynasty. Binggrae plans to continue expanding opportunities for the general public to enjoy culture by supporting culture & arts linked to cultural heritage and spread the value of traditional culture.



GOVERNANCE



Binggrae is building a transparent, responsible decision-making system based on ethical & compliance management by establishing a sound corporate governance structure.

The Company strengthened its strategy development and management oversight functions centered on the Board of Directors, pursuing enhanced corporate value based on independence and expertise.

Furthermore, we systematically manage major risks through a company-wide risk management system; thus cementing the foundation for sustainable management.

2025 KEY PERFORMANCES

17 times

No. of BOD meetings held



100%

BOD attendance rate



ISO 37301

Re-certification of Compliance Management System



Enhancement of effectiveness of compliance self-diagnosis
Revision of questions to reflect regulatory changes and expansion of self-diagnosis targets



Publication of a Compliance Manual

Guidance on key matters related to 11 laws and practice guidelines



Strengthening the operation of the Compliance Committee
Reorganization of the dealer consultative body and regularization of its operation



CORPORATE GOVERNANCE STRUCTURE

Composition and Roles of the Board of Directors

Composition of the BOD

Binggrae appoints directors through a resolution of the general meeting of shareholders in accordance with the articles of incorporation and the relevant laws, with director candidates nominated through the recommendation procedure by the BOD. The CEO concurrently serves as chairperson of the BOD, enhancing the efficiency of BOD operation based on an understanding of management agendas and supporting rapid decision making. Directors are appointed according to the relevant laws and articles of incorporation and can be reappointed through the resolution of the general meeting of shareholders when their term expires.

As of end of March 2026, Binggrae's BOD consists of a total of 5 members; among them, 2 independent directors were appointed, exceeding one-third of the BOD members. In addition, we appointed experts in various fields including production & management, tax, and accounting as independent directors to strengthen the expertise and management advisory functions of the BOD.

Composition of the BOD

(Base date: As of end of March 2026)

Classification	Name	Gender	Career History	Expertise	Term of service
Internal director	Kim Kwang-Soo	Male	Current) CEO & Vice-chairman, Binggrae Former) President & CEO, Jette	Management	Jun. 2025 - Jun. 2028
	Park Jeong-hwan	Male	Current) Head of Overseas Business, Binggrae Former) Leader, New Factory Promotion Group, Binggrae	Overseas Business & Production	Mar. 2025 - Mar. 2028
	Go Jae-hak	Male	Current) Head of Finance Division, Binggrae Former) Executive Director, Finance Division, Binggrae	Finance & Accounting	Mar. 2024 - Mar. 2027
Independent director	Kang Myeong-gil	Male	Current) Independent director, Binggrae Former) Vice President, Round Rock	Production & Management	Mar. 2024 - Mar. 2027
	Oh Dae-shik	Male	Current) Independent director, Binggrae Former) CEO, Jeil T&M	Tax & Accounting	Mar. 2025 - Mar. 2028

Roles and Responsibilities of the BOD

Binggrae's BOD reviews and deliberates on important matters on the overall management, including establishment of corporate strategy, major investment decision making, and risk management. In addition, the BOD oversees the business execution of the CEO and senior management and guides the Company's sustainable growth.

We have also subscribed to the Directors & Officers liability insurance (D&O insurance) to enable directors to prepare for legal responsibilities that may arise while performing work. Through this, we are enhancing responsible management as well as the independence of decision making.

Independence of Directors

Binggrae implements a systematic director appointment process to ensure the independence and expertise of the Board of Directors. We form a diverse pool of candidates through internal and external recommendations for review and management by the Director Candidate Recommendation Committee, which consists mainly of independent directors. Directors are appointed through this process to ensure objectivity and fairness.

In addition, we maintain the balance of the BOD including independent directors and ensure that independent decisions are made by appointing personnel with expertise in each field. Through this, we laid the foundation for the BOD's independence in holding the senior management in check and performing supervisory functions.

Operation of the BOD

Holding Board Meetings

In principle, regular board meetings are held quarterly, with extraordinary board meetings held as and when required. Resolutions for an agenda are adopted with the approval of majority of the attending Directors who constitute a majority of all Directors.

A total of 17 board meetings were held in 2025, during which a total of 43 agendas were reported and resolved including the approval of the safety & health plan and review of ESG risks. Internal and independent directors attend all meetings with a 100% attendance rate, making prompt and responsible decisions on key management matters.

Board Meetings Held in 2025

Session	Date	Major details of agendas
1	Jan. 14	Report on the result of periodic risk assessment on the autonomous fair trade compliance program for the second half of 2024
2	Jan. 24	- Approval of financial statements and business report for the 59th term (Jan. 1 ~ Dec. 31, 2024) - Approval of withdrawal of the spin-off plan - Report on the results of the 2024 board evaluation - Report on the actual operating status of the internal accounting management system in 2024 - Approval of safety and health plan in 2025
3	Feb. 14	- Report on the results of inspection of the 2024 compliance control standards - Report on the results of the auditor's evaluation of the internal accounting management system operating status in 2024 - Report on the risk management status in 2024 - Approval of revision of the BOD operating regulations - Approval of payment of donations - Report on the results of the Director Candidate Recommendation Committee meeting - Approval of payment of special incentives
4	Mar. 5	Convocation of the 59th General Meeting of Shareholders
5	Mar. 10	Approval of treasury stock report
6	Mar. 14	- Report on the 2024 environmental management performance - Report on the results of materiality assessment for the sustainability report

Session	Date	Major details of agendas
7	Apr. 15	Approval of decision on share cancellation
8	May 9	- Approval of setting of the record date - Report on the results of the Director Candidate Recommendation Committee meeting - Report on business performance in Q1 2025
9	May 30	Appointment of acting CEO and chairman of the BOD
10	Jun. 5	Convocation of the 60th General Meeting of Shareholders
11	Jun. 20	Appointment of the CEO
12	Jul. 8	- Review of new investments, etc. - Report on the result of periodic risk assessment on the autonomous fair trade compliance program for the first half of 2025 - Interim report on the management review of the Compliance Management System (ISO 37301) for 2025
13	Aug. 12	Report on the 2025 first-half business performance
14	Aug. 29	- Review of new investments, etc. - Issuance of corporate bonds
15	Oct. 28	- Review of new investments, etc. - Approval of payment of donations
16	Nov. 12	- Approval of establishment of an overseas subsidiary - Report on business performance in Q3 2025 - Approval of amendment to the executive HR regulations - Approval of publication of the Sustainability Report
17	Dec. 11	- Approval of transactions between the directors and the Company - Approval of internal transactions - Approval of setting of the record date - Report on the risk management status in 2025 - Report on the pool of CEO candidates - Report on the pool of independent director candidates - Report on the results of the 2025 board evaluation

BOD Competency Reinforcement

To enhance the expertise and independent supervision functions of independent directors, Binggrae supports periodic training programs and operates a BOD support organization. Training was conducted in 2025 on the topic of major ESG and compliance risks such as internal control, fair trade, and human rights & ethics.

Status of Training conducted for Independent Directors in 2025

Date of training	Training provider	Attending independent directors	Key educational contents
Mar. 20	Compliance Support Center, General Affairs Team	Kang Myung-gil, Oh Dae-shik	• Training for directors and auditors (Legal authorities and obligations of the BOD and directors/auditors, commentary on the duties of disclosure, etc.)
May 9	Internal Accounting Management Team	Kang Myung-gil, Oh Dae-shik	• Training on internal control
Aug. 12	Compliance Support Center	Kang Myung-gil, Oh Dae-shik	• Training on Ethical and Compliance management (Code of Ethics, workplace bullying, sexual harassment, anti-corruption, etc.)
Nov. 12	Compliance Support Center, General Affairs Team	Kang Myung-gil, Oh Dae-shik	• Explanation of amendments to major laws in 2025 • Major policies and operational directions of the Fair Trade Commission and their implications

Support Team for Independent Directors

Name of department	No. of employees	Position and length of service (period of support service)	Key activity details
General Affairs Team	3 persons	• One Team leader, 19 years (19 years) • Two Professionals, 9 years on average (5 years on average)	• Support for the operation of the BOD • Support for other duties of independent directors

Evaluation and Remuneration of the BOD

Every year, Binggrae performs BOD evaluation in accordance with objective and fair standards to improve the independence and operational efficiency of the BOD. Evaluation is performed centering on the fidelity of performing the duties, independence, BOD operating method, matters requiring improvements, etc. Especially for independent directors, individual evaluation is performed for in-depth inspection of independence, expertise, diligence, compliance with corporate ethics, etc. The remuneration (base salary & role-based pay) of registered executives including the CEO (excluding independent directors and auditors) is determined by taking into account their positions, contributions to the Company, and responsibilities for delegated duties in accordance with executive HR regulations approved at the general meeting of shareholders. The remuneration is paid in equal installments every month. Performance-based compensation is paid based on the extent to which the annual operating profit target is achieved. If the target is exceeded, additional performance-based compensation is paid within the limit for the directors' remuneration approved by the general meeting of shareholders. When evaluating performance in relation to this, we comprehensively reflect not only financial performance such as operating profit but also individual achievements, contribution to role fulfillment, and implementation of strategic initiatives that support the Company's mid- to long-term growth.

Audit System

Auditor Appointment and Roles

Binggrae appoints its auditor through a resolution of the general meeting of shareholders. The auditor serves on a full-time basis, appointed upon the recommendation of the BOD from among candidates with expertise in the relevant fields such as finance and accounting.

The auditor oversees internal audit activities, approves internal audit plans and their results, examines accounting books and related documents for accounting audits, and reviews the separate and consolidated financial statements as well as the accompanying notes and schedules. Furthermore, the auditor performs various audit functions including reconciliations, inspections, attendance at key processes, and inquiries as necessary to ensure the objectivity and reliability of audits.

Auditor Status

Classification	Contents
Name	Nam Ki-won
Career history	Current) Head of Marketing, LeeWoon Asset Management (2023-present) Former) Partner Marketing Manager, ANDA Asset Management (2022-2023)
Type of expert	Experienced professional in accounting and finance of listed companies (Type 3)

Auditor Competency Reinforcement

Binggrae conducts systematic competency development activities to strengthen the expertise and independence of its audit functions. We designate and operate a dedicated support organization to assist the auditor in performing audit duties and enhance expertise in internal controls and accounting continuously.

In addition, we conduct professional training related to work every year to improve the level of understanding of the internal accounting control system, financial reporting & accounting standards, and relevant laws and regulations; thus further strengthening audit expertise.

Name of department	No. of employees	Position and length of service (period of support service)	Key activity details
Audit team	3 persons	• One Team Leader, 5 years • Two Professionals, 4 years on average	• Support for the assessment of internal accounting management • Support for the assessment of internal monitoring devices • Support for board activities • Support for other audit duties

Shareholders

Protection of Shareholders' Rights and Interests

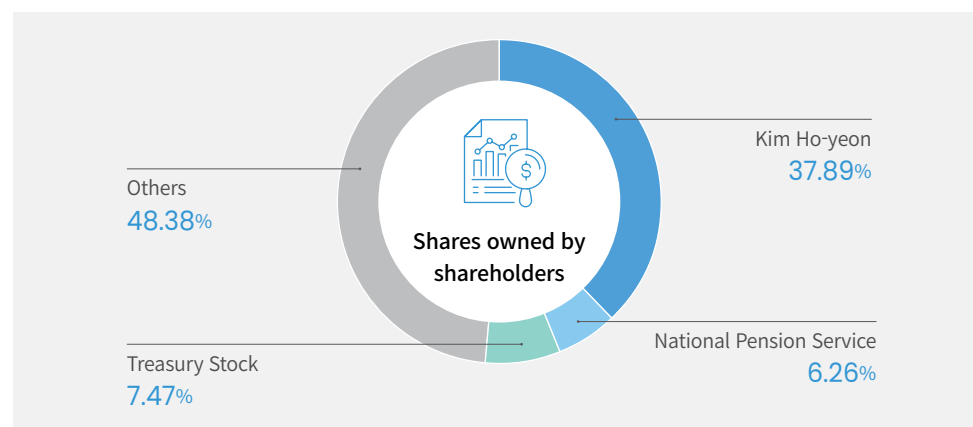
Binggrae clearly stipulates the rights and responsibilities of shareholders through the “Charter of Corporate Governance” and protects shareholders’ rights and interests based on a fair, transparent decision-making structure. Each shareholder has one voting right per common stock, with the Company ensuring that the fundamental rights of shareholders are fairly guaranteed.

In addition, major information related to management is provided in a timely manner to guarantee shareholders’ right to know. We also operate the electronic voting system and proxy solicitation system we have introduced to facilitate shareholders’ participation in the general meeting of shareholders and exercise of their voting rights. Through these efforts, we expand opportunities for shareholders’ participation and continue to strengthen our shareholder-oriented decision-making system.

Shareholder Status

(As of end of Dec. 31, 2025)

Classification	No. of Shares Owned (Share)	Stake (%)
Kim Ho-yeon	3,620,527	37.89
National Pension Service	598,175	6.26
Treasury Stock	713,902	7.47
Others	4,623,099	48.38
Total	9,555,703	100.00



Shareholder Return Policy

To increase shareholder value, Binggrae comprehensively considers the management performance, future investment plan, cash flow, and stability of dividends to distribute dividends through the resolutions of the BOD and general meeting of shareholders.

From the mid- to long-term perspectives, the Company has established a dividend policy of returning to shareholders—through dividends—at least 25% of net income (excluding one-time extraordinary profit) based on the separate financial statements. We also maintain a basic principle of providing stable dividends regardless of temporary fluctuations in business performance.

We paid a cash dividend of KRW 3,300 per common stock in 2025, for a consolidated cash dividend payout ratio of 52.5%. This reflects the Company’s continued commitment to a consistent shareholder return policy while maintaining the same dividend level as the previous year despite challenging business conditions such as rising raw and subsidiary material prices.

Major Dividend Information

Classification	Unit	2025
Total Cash Dividends	KRW 1 mil.	29,178
Cash Dividend per Share	KRW	3,300
(Consolidated) Cash Dividend Payout Ratio	%	52.5



RISK MANAGEMENT

Binggrae operates a risk management system that systematically identifies and proactively responds to both financial and non-financial risks. Through a company-wide collaborative framework spanning the BOD and operating departments, we maintain a system that enables swift and consistent response in the event of a crisis.

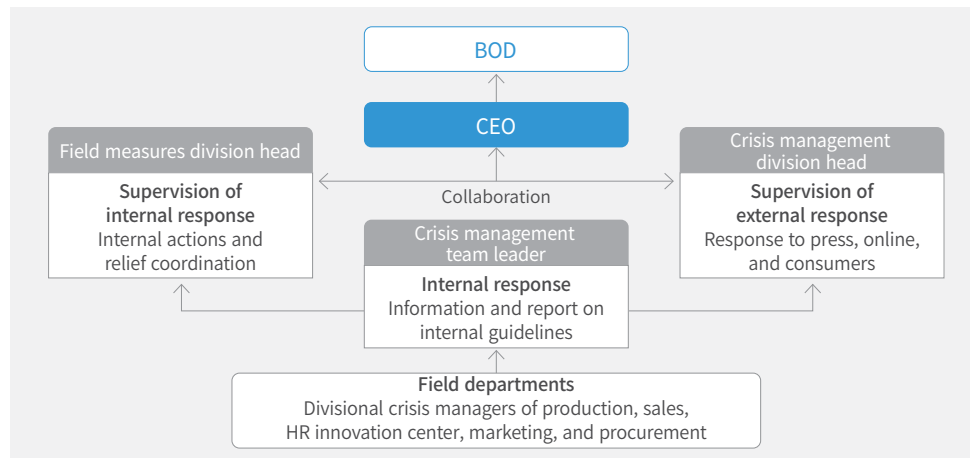
Risk Management System

The BOD comprehensively reviews the financial and non-financial risks that may arise across overall business management activities.

In addition to existing financial, legal, and quality risks, we consider a broad range of non-financial risks such as environmental, safety, and social responsibilities. We continue to implement proactive risk prevention and response activities for each issue through a collaborative system involving dedicated departments in each area. A response system is established for quick action upon the occurrence of a crisis by developing the process for each situation and conducting simulation training. In addition, the Crisis Management Division assesses all risks from four perspectives and shares the results with senior management and relevant departments in real time.

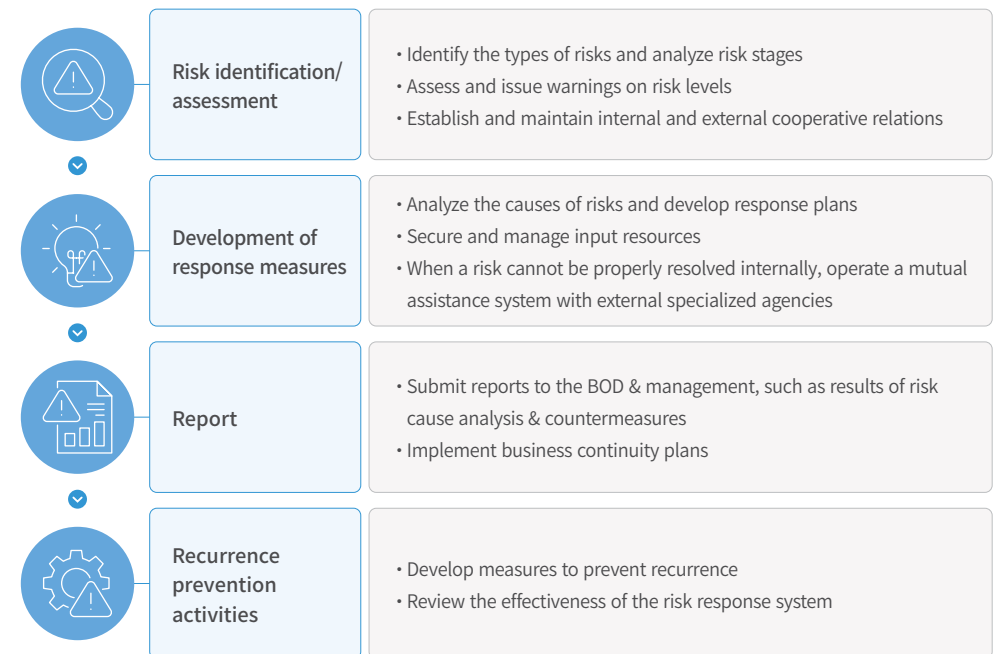
Company-wide Risk Management Organization Chart

Binggrae operates a company-wide risk management organization led by the CEO, with clearly defined responsibilities for ESG risk management, external response, and internal response.



4-Step Process for Risk Management

Risk management grades are classified into R3 (response by host department), R2 (response by each manager and department), and R1 (company-wide response). For serious risks whose impact is deemed to be large-scale and serious, the Crisis Management Division is called to take prompt action.





ETHICAL & COMPLIANCE MANAGEMENT

Binggrae internalizes compliance and ethical standards into all aspects of its corporate activities based on its Code of Ethics and implementation guidelines, and operates a compliance management system centered on the Compliance Management System (ISO 37301). In addition, the Company prevents ethical risks through employee training, monitoring, and operation of its Fair Trade Compliance Program (CP) while continuously strengthening transparent and responsible compliance management.

Governance

Binggrae establishes the strategy and direction for ethical & compliance management under the leadership of the BOD. Under an operating system led by the CEO, the Company operates the Compliance Support Center as a dedicated organization. The Compliance Support Center oversees the operation of the Fair Trade Compliance Program (CP), which performs internal control and compliance monitoring functions through systematic collaboration with the Audit Team. Furthermore, we manage compliance across business divisions through the Compliance Council and Compliance Management System organization. We have also established a decision-making and advisory system led by the Compliance Officer, thereby strengthening company-wide compliance management governance.

Risk Management

Binggrae identifies and manages major compliance risks including fair trade, anti-corruption, and personal information protection through a multi-layered compliance monitoring system consisting of compliance self-diagnosis, internal audits, and on-site monitoring. Through regular compliance self-assessments, we evaluate the level of risk associated with each applicable law and reflect the results in our training and monitoring activities to drive improvement activities. Moreover, we operate a Cyber Whistleblowing Center to receive reports on misconduct and strengthen our ethical risk response system through whistleblower protection and fair investigation procedures.

Strategy

Binggrae embeds ethical standards throughout its corporate activities based on its Code of Ethics and implementation guidelines and continues to advance its compliance management system centered on the Compliance Management System (ISO 37301). In addition, we operate an execution-oriented management system encompassing training, monitoring, and internal inspection through the Fair Trade Compliance Program (CP). We continuously improve our guidelines and educational content as well to reflect changes in laws and regulations as well as the business environment.

Indicators & Goals

- Goals: Continuously improve the Compliance Management System based on ISO 37301
- Major Management Indicators
 - Continuous improvement of the Fair Trade Compliance Program (CP)
 - Expansion of fair trade and key regulatory training
 - Enhancement of compliance self-diagnosis and risk assessment system
 - Implementation of company-wide compliance monitoring

Ethical Management

Value System of Ethical Management

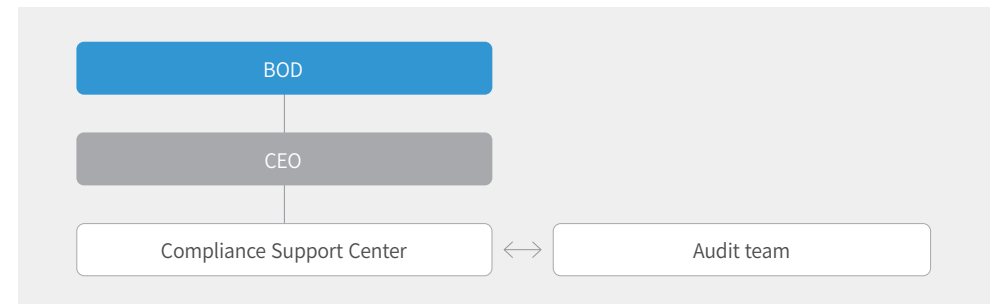
Binggrae aspires to become “a highly trusted, respected world-class enterprise.” We have established a Code of Ethics to be adhered to by the organization and employees, practicing ethical management based on this Code and on our responsibilities to a wide range of stakeholders including customers, shareholders & investors, employees, partners, competitors, as well as the nation and society. In addition, we conduct regular training to enhance employees’ ethical awareness and assess the level of compliance implementation through regular self-assessments and monitoring. Through these efforts, we proactively prevent ethical risks and continuously strengthen our execution ability and the effectiveness of our ethical management.

Direction and Principles of Ethical Management



Ethical Management Organization

Binggrae establishes the strategy and direction for ethical management under the leadership of the BOD. Under an operating system led by the CEO, we operate the Compliance Support Center as a dedicated organization to implement our ethical management activities. Furthermore, we strengthen compliance oversight and internal controls through close collaboration between the Compliance Support Center and the Audit Team while fostering a sound organizational culture with integrity.



Code of Ethics and Implementation Guidelines

Binggrae implements the Code of Ethics and detailed implementation guidelines it has established to fulfill its responsibilities to key stakeholders including customers, shareholders & investors, employees, partners, as well as the nation and society. Through these standards, we support our employees in making sound ethical judgments and uphold fair, transparent, and responsible management. We also require all employees to pledge annually to comply with our code of ethics and code of conduct, in order to reinforce their sense of responsibility toward ethical management. If there is any violation of the Code of Ethics and implementation guidelines, we apply the principle of zero tolerance and take action in accordance with our internal regulations.

[Code of Ethics](#)


Ethical and Anti-corruption Training

Binggrae operates a company-wide training program for full-time employees to enhance their ethical awareness and foster a culture of anti-corruption. We conducted a total of 4 training sessions in 2025 through the “Learning and Growth” program, covering topics such as ethical management, anti-corruption, Improper Solicitation and Graft Act, compliance policy, and reporting guidelines. We also held a total of 23 internal training sessions including in-person and online training. The training covered fair trade-related laws including job-specific Fair Transactions in Subcontracting Act and Fair Agency Transactions Act, Compliance Management System (ISO 37301), internal audits and risk assessment, and patents and trade secrets, with the content tailored to reflect the key compliance risks associated with each job function. In particular, for sales representatives with high risk of unfair competition, we conducted separate in-depth training and provided on-site training at business sites. In addition, a total of 11 sessions of document-based training using training materials were conducted to promote understanding of major laws and regulations such as the Monopoly Regulation and Fair Trade Act, Fair Transactions in Subcontracting Act, Fair Agency Transactions Act, Act on the Promotion of Mutually Beneficial Cooperation between Large Enterprises and Small and Medium Enterprises, and Act on Fair Labeling and Advertising.

Status of Ethical & Anti-corruption Training

Classification	Unit	2023	2024	2025
No. of people subject to training	persons	726	740	742
No. of participants who completed training	persons	726	666	718
Training completion rate	%	100	90	97

Operation of Ethical Reporting System

Binggrae receives reports of employees’ unfair requests, inappropriate business conduct, and other misconduct through the cyber reporting channel on its website. The identity of whistleblowers and report details are kept strictly confidential, and received reports are investigated through fair and rigorous procedures pursuant to the Code of Ethics implementation guidelines and related regulations. To protect whistleblowers, we prohibit disadvantageous treatment in HR affairs against them and—if there is any retaliation against whistleblowers—impose strict disciplinary measures in accordance with the Company’s internal regulations.

[Cyber Whistleblowing Center](#) 

Status of Ethical Reporting Operations

Binggrae operates its anti-corruption system based on its anti-fraud program and anti-bribery & anti-rebate provisions, continuing activities to prevent ethical risks through employee training and system improvement. A total of 4 reports were received in 2025 through the violation reporting system. As a result of investigation, there were no cases confirmed to involve corruption. This was because the reports involved simple inquiries or reports arising from misunderstandings. All reported cases were handled after going through a fact-finding process in accordance with internal standards. Binggrae plans to strengthen the accessibility and reliability of its reporting channels continuously and enhance its anti-corruption management system further.

Ethical Management Monitoring & Inspection

Binggrae conducts periodic compliance self-diagnosis for all full-time employees to evaluate the level of compliance with key laws and regulations and identify potential risks, implementing improvement activities based on the self-diagnosis results. The results of self-diagnosis are also reflected in training and monitoring activities (with the target department selected on a rotating basis every year). Through these efforts, the Company enhances employees’ compliance awareness and continuously strengthens its company-wide compliance management system. We conducted compliance self-diagnosis twice in the first half and second half of 2025. During the second half, we expanded the target laws and scope of inspection to conduct more in-depth risk inspection.



Status of Compliance Self-Diagnosis in 2025

Classification	First half of the year	Second half of the year
Target law	Monopoly Regulation and Fair Trade Act, Fair Transactions in Subcontracting Act, Fair Agency Transactions Act (3 laws)	Monopoly Regulation and Fair Trade Act, Fair Transactions in Subcontracting Act, Fair Agency Transactions Act, Personal Information Protection Act, Improper Solicitation and Graft Act, Unfair Competition Prevention and Trade Secret Protection Act, Financial Investment Services and Capital Markets Act, Act on Fair Labeling and Advertising (8 Laws)
Target	Relevant department by applicable law (including business offices)	Relevant department by applicable law (including business offices)
Implementation date & method	Jun. 11-30, 2025 Online system-based inspection (68 questions)	Sept. 1-30, 2025 Online system-based inspection (131 questions)
Response status	513 among 562 persons (91.6%)	665 among 699 persons (95.1%)
Major results	- Significant increase of employees covered by the diagnosis compared to the previous year (Department heads → All department employees) - Generally satisfactory, with reduced concerns regarding risk violations	- Generally satisfactory, with reduced concerns regarding risk violations - Reduced risks primarily related to the Fair Transactions in Subcontracting Act and Improper Solicitation and Graft Act
Future plans	- Improve vulnerable areas and strengthen monitoring - Expand compliance training and compliance activities	- Improve vulnerable areas and strengthen monitoring - Enhance the questionnaire and expand the scope of applicable laws

Compliance Management

Fair Trade Compliance Implementation System

Binggrae has organized a Compliance Council to operate the Compliance Program (CP) systematically and effectively. The Compliance Council deliberates on the main issues in the compliance guidelines, provides advice to the autonomous compliance manager, and performs the role of self-checking the violation of laws in the relevant sector.

We also strengthen our compliance management system based on the Compliance Management System (ISO 37301) certification and continuously enhance our implementation capabilities and effectiveness.

Operation of the Compliance Program

Binggrae operates the Compliance Program (CP) to comply with fair trade-related laws and strengthen ethical management.

Based on the CEO's commitment to autonomous compliance, we laid the foundation for company-wide compliance management by appointing a Compliance Officer and establishing training, monitoring, and internal inspection system.

Moreover, we proactively check fair trade violations and enhance the effectiveness of our guidelines through autonomous inspection using checklists for each business area. We continuously enhance guidelines and educational content by reflecting changes in laws and regulations and business environment and—through these efforts—establish a fair, transparent transaction culture.





Major Implementation Status of the Fair Trade Compliance Program

Classification	Main promotion status
Declaration of the CEO's commitment to compliance	• Posting of the CEO's declaration of practicing fair trade (Jul. 2025)
Designation and operation of Compliance Officer	• Change in autonomous manager for appointment by the resolution of the BOD meeting (Jan. 2026)
Preparation and distribution of autonomous compliance manual	• The guidelines on autonomous compliance with fair trade laws were established for the first time in 2008. • The guidelines were segmented into divisional guidelines in 2011. • Some manuals were partially updated in 2019. • Some manuals were established/amended in part in 2021. • 2 written educational materials and 4 educational videos were updated in 2022. • 1 written educational material and 2 educational videos were updated in 2023. • 6 written educational materials were updated in 2024 (Monopoly Regulation and Fair Trade Act, etc.). • 11 written educational materials were updated in 2025 (Monopoly Regulation and Fair Trade Act, etc.).
Operation of education program in 2025	• 23 education sessions on compliance and regulatory compliance (Ethical Management, Fair Transactions in Subcontracting Act, etc.) • "Learning and growth" program implemented 4 times (ISO 37301, anti-corruption, human rights & ethical management, etc.) • Written education provided 11 times (Monopoly Regulation & Fair Trade Act, etc.) • Training for the prevention of unfair trade implemented for the Sales Division (462 employees)
Establishment of internal monitoring system	• On-site monitoring conducted twice in the first/second half of the year (direct visit and interview, utilization of checklist) • Internal audit conducted regarding ISO 37301 • Self-inspection (self-diagnosis) by applicable law conducted 2 times in the first half and second half of the year
Establishment of a sanction system for violators of the law	• Pledge of employee compliance and ethical regulation compliance received (Jan. 2026) • Implementation of penalty regulations for violations according to the company regulations • Implementation of quick sanctions against violators of the law
Formation of Compliance Council	• Subcontracting Review Committee convened once a month, Dealer Consultative Council convened quarterly

2025-2026 Operation Status of the Compliance Program

First half of 2025

- Training on the Fair Trade Act (Monopoly Regulation & Fair Trade Act)
- Periodic monitoring
 - Implemented compliance self-diagnosis and reported the results
 - Conducted on-site monitoring on Sales, Marketing, and Purchasing Divisions
- Posted the compliance policy
- Revamped and updated the Company website
- Convened the Compliance Council
 - Subcontracting Transaction Review Committee meeting held once a month

Second half of 2025

- Training on Fair Trade Act (Fair Agency Transactions Act, Fair Transactions in Subcontracting Act, Act on Fair Transactions in Large Retail Business, Act on the Promotion of Mutually Beneficial Cooperation between Large Enterprises and Small and Medium Enterprises)
- Periodic monitoring
 - Implemented compliance self-diagnosis and reported the results
 - On-site monitoring of Sales, Production, and Purchasing Divisions
- Posting of the CEO's declaration of practicing fair trade
- Prepared the Fair Trade Compliance Handbook and posted on the groupware
- Convened the Compliance Council
 - Held the Subcontracting Transaction Review Committee meeting once a month

First half of 2026

- Training on the Fair Trade Act
 - Monopoly Regulation & Fair Trade Act
- Periodic monitoring
 - Linked to ISO 37301 operation
 - Conducted on-site monitoring of the Sales Division
- Posted the compliance policy
- Convened the Compliance Council
 - Held the Subcontracting Transaction Review Committee meeting once a month
 - Dealer Consultative Council convened quarterly

Win-Win Growth Index Evaluation Performance

Binggrae acquired a “Satisfactory” rating in the 2024 Win-Win Growth Index Evaluation (announced in Oct. 2025) jointly conducted by the Korea Commission for Corporate Partnership and Fair Trade Commission. The Win-Win Growth Index is an indicator calculated based on the combined results of the Comprehensive Win-Win Growth Evaluation and Fair Trade Agreement Implementation Evaluation. This evaluation result proves that the Company continues to comply with fair trade rules and conduct win-win cooperation activities with its partners. Going forward, Binggrae plans to strengthen related activities further to enhance its level of win-win growth.

Binggrae’s Promises and Commitments

Binggrae has been continuously conducting its corporate activities in compliance with laws, regulations, and ethical standards based on fair and transparent order of transactions. Since introducing the Compliance Program (CP) in 2008, we have strengthened compliance with fair trade-related laws and regulations through training and monitoring while fostering a culture of voluntary compliance among our employees.

Furthermore, we have continued to enhance our compliance management system in line with global standards after introducing the Compliance Management System (ISO 37301) in 2022 and renewing the certification for the system in 2025.

Binggrae is strengthening the implementation and effectiveness of its compliance management through continuous monitoring, enhanced compliance and anti-corruption training, expanded corruption risk assessments, and advancement of its internal inspection and audit systems.



2026 Plan for Promoting Compliance and Ethical Management

Classification	Main promotion details
Pledge of compliance	Collect signed compliance pledges and Code of Ethics compliance pledges (the signatures of all employees are received over the computer system each year)
Compliance training	- Conduct collective training 17 times and written training 8 times - Job-specific legal training (Monopoly Regulation & Fair Trade Act, Product Liability Act, etc.) - Implement the “Learning and growth” program 3 times (compliance, ethical management, Improper Solicitation and Graft Act, etc.) - Distribute fair trade newsletters 4 times (share legal issues and revisions)
Monitoring	- Departmental autonomous inspection (compliance self-diagnosis and risk assessments linked with ISO 37301) - Field inspection (interviews and inspections of head office, sales, production, research institute, sales offices, factories, warehouses, etc.) - Conduct a special inspection when other extraordinary issues arise
Support for the systematization of the contracting process	Improve the contracting process through establishment & revision, supplementation of standard contracts (Target: Dealer contract, subcontracting agreement, etc.)
Operation of Compliance Program	- Enhance external creditworthiness by operating the Compliance Program (CP) - Strengthen major assessment items compared to the rating evaluation
Ethical management	- Support sustainable management based on ethical management (perform self-assessment) - Conduct training in connection to ESG evaluation and advancement of internal accounting
Third-party management and Partner’s Code of Conduct	- Present the Code of Conduct for fair trade, compliance, and prevention of corruption for partners - Spread ethical management and ESG management

APPENDIX



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131 PRODUCT AWARDS AND ASSOCIATION MEMBERSHIPS



FINANCIAL PERFORMANCE

60th term: As of Dec. 31, 2025

59th term: As of Dec. 31, 2024

58th term: As of Dec. 31, 2023

Consolidated Statement of Financial Position

(Unit: KRW)

	60th term	59th term	58th term
Assets			
Current assets	519,711,979,353	474,435,696,633	395,032,407,534
Cash and cash equivalents	134,367,013,870	175,248,227,981	147,882,423,983
Short-term financial assets	142,197,208,771	71,742,567,569	25,325,272,000
Trade receivables	71,161,124,791	80,636,897,011	83,255,432,504
Inventory assets	162,518,561,862	135,030,919,019	126,482,685,523
Accounts receivable	1,956,635,799	2,093,727,228	1,186,731,663
Accrued income	1,357,453,279	755,249,710	896,338,864
Advance payment	168,718,692	107,942,241	228,107,053
Prepaid expenses	4,820,970,562	5,552,953,608	7,401,949,393
Corporate tax asset	252,924,083	0	0
Other current assets	16,070,724	8,431,729	879,162,414
Non-current assets	549,041,479,393	528,639,049,376	495,684,852,327
Long-term financial assets	19,931,928,608	19,410,630,522	24,325,921,934
Tangible assets	406,264,285,115	392,691,499,366	353,041,851,895
Investment properties	10,666,097,762	10,711,343,042	2,168,003,973
Intangible assets	31,999,778,296	38,849,770,058	47,957,691,542
Right-of-use assets	48,179,517,060	35,645,460,453	30,718,804,854
Rental deposit	19,038,145,550	16,639,904,405	16,530,111,895
Long-term advance payment	1,343,139,206	1,595,825,315	1,560,528,047
Long-term prepaid expenses	135,239,917	271,430,913	457,812,942
Deferred corporate tax assets	11,483,347,879	8,910,329,183	11,231,627,111
Net defined benefit assets	0	3,912,856,119	7,692,498,134
Total assets	1,068,753,458,746	1,003,074,746,009	890,717,259,861

	60th term	59th term	58th term
Liabilities			
Current liabilities	185,544,513,020	224,112,021,093	182,124,833,765
Trade payables	74,366,916,756	70,482,279,222	73,625,552,814
Accounts payable	53,026,293,457	38,483,489,417	42,751,558,997
Accrued expenses	16,052,389,314	18,063,002,923	27,069,580,791
Short-term borrowings	896,074,882	55,000,000,000	5,000,000,000
Short-term corporate tax liabilities	14,581,665,073	17,534,115,986	19,858,631,285
Dividends payable	3,924,010	3,229,790	2,750,870
Current lease liabilities	15,142,697,806	14,841,044,552	10,251,368,705
Other current liabilities	8,974,551,722	5,334,859,203	3,565,390,303
Non-current liabilities	139,447,213,907	57,119,223,047	66,994,882,621
Long-term borrowings	0	2,500,000,000	11,370,000,000
Net defined salary liabilities	10,620,007,057	11,992,483,267	14,825,243,864
Long-term deposits received money	7,491,142,801	7,617,881,389	7,549,981,389
Long-term expenses payable	14,290,037,984	9,930,819,950	7,709,410,545
Non-current lease liabilities	36,017,701,916	21,975,287,509	21,011,339,108
Other non-current liabilities	808,372,011	785,966,277	609,824,032
Deferred corporate tax liabilities	415,958,621	2,316,784,655	3,919,083,683
Total liabilities	324,991,726,927	281,231,244,140	249,119,716,386
Capital			
Equity attributable to owners of the parent	743,761,731,819	721,843,501,869	641,597,543,475
Share capital	49,756,205,000	49,756,205,000	49,756,205,000
Capital surplus	64,768,908,197	64,768,908,197	64,768,908,197
Other capital items	(15,900,081,624)	(22,482,303,960)	(22,482,303,960)
Cumulative total of other comprehensive income/loss	303,811,462	(1,512,904,950)	(4,393,206,365)
Reserves	570,500,575,965	527,500,575,965	485,200,575,965
Retained earnings	74,332,312,819	103,813,021,617	68,747,364,638
Non-controlling interests	0	0	0
Total capital	743,761,731,819	721,843,501,869	641,597,543,475
Total capital and liabilities	1,068,753,458,746	1,003,074,746,009	890,717,259,861



60th term: Jan. 1 - Dec. 31, 2025

59th term: Jan. 1 - Dec. 31, 2024

58th term: Jan. 1 - Dec. 31, 2023

Consolidated Statement of Comprehensive Income

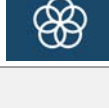
(Unit: KRW)

	60th term	59th term	58th term
Sales	1,489,587,173,794	1,463,041,258,105	1,394,316,382,403
Cost of sales	(1,055,775,383,076)	(994,207,441,232)	(953,133,610,774)
Gross profit	433,811,790,718	468,833,816,873	441,182,771,629
Sales & administrative expenses	(345,454,781,017)	(337,558,024,685)	(328,937,553,429)
Operating income	88,357,009,701	131,275,792,188	112,245,218,200
Finance income	8,655,329,437	9,559,413,961	7,092,808,144
Financial expenses	(8,364,684,572)	(5,276,489,361)	(4,757,115,777)
Non-operating income	1,793,181,332	3,929,279,592	6,972,213,559
Non-operating expenses	(7,836,222,720)	(5,990,722,886)	(10,596,917,777)
Net profit before income tax expenses	82,604,613,178	133,497,273,494	110,956,206,349
Income tax expenses	(27,039,178,326)	(30,270,345,885)	(24,737,711,884)
Net profit for the current term	55,565,434,852	103,226,927,609	86,218,494,465
Other comprehensive income (loss) after deduction of corporate tax	(4,469,261,602)	7,713,385	(7,127,224,161)
Items that will not be reclassified subsequently to profit or loss:	(4,018,785,887)	(2,867,580,617)	(7,167,938,382)
Changes in the fair value of financial assets measured at fair value through other comprehensive income	2,267,192,127	5,007,413	(719,716,360)
Re-measurement factors of the defined benefit plans	(6,285,978,014)	(2,872,588,030)	(6,448,222,022)
Items subsequently reclassified into net profit (loss):	(450,475,715)	2,875,294,002	40,714,221
Exchange differences on translating foreign operations	(450,475,715)	2,875,294,002	40,714,221
Total comprehensive income	51,096,173,250	103,234,640,994	79,091,270,304
Attribution of net profit (loss) for the current term			
Controlling interest	55,565,434,852	103,226,927,609	86,218,494,465
Non-controlling interests	0	0	0
Total comprehensive income attributable to:			
Controlling interest	51,096,173,250	103,234,640,994	79,091,270,304
Non-controlling interests	0	0	0
Earnings per share			
Basic earnings per share (Unit: KRW)	6,284	11,675	9,751
Diluted earnings per share (Unit: KRW)	6,284	11,675	9,751

UN SDGs

Binggrae carries out various ESG activities aligned with the UN Sustainable Development Goals (SDGs) to achieve sustainable growth and fulfill its social responsibilities. The Company constantly expands activities that create social and environmental value while promoting shared growth with stakeholders, focusing on the SDGs that are most aligned with its business characteristics.

SDGs	Indicator	Binggrae-related activities	Page
	Goal 1 End Poverty	• Donation of funds for supporting the descendants of independence patriots • Operation of social contribution program for vulnerable groups	105-107
	Goal 3 Good Health and Well-being	• Expansion of health functional foods including THE:Danbaek and VIVACITY • Release of "GLC THE:Care," a care food tailored to older adults • Strengthening of food safety and quality control	17, 18, 86, 87
	Goal 4 Quality Education	• Operation of talent development programs • Provision of ESG & food safety training for business partners • Production of educational content on the history of the Korean independence movement and operation of exhibitions	63, 64, 98, 106
	Goal 5 Gender Equality	• Increased ratio of female managers (10.4%) • Operation of work-life balance support system • Maintenance of family-friendly certification	62, 66
	Goal 6 Clean Water and Sanitation	• Management of wastewater and water pollution • Reuse of water from manufacturing processes and management of water resource efficiency	52, 53, 58
	Goal 7 Energy	• Introduction of solar power equipment • Establishment of energy-efficient equipment • Improvement of efficiency of refrigeration & freezing equipment	38, 39
	Goal 8 Decent Work and Economic Growth	• Increased employment of full-time employees and conduct of employee training • Provision of ESG consulting for partners and operation of win-win program	61, 96-98
	Goal 9 Industry, Innovation, and Infrastructure	• Introduction of high-efficiency refrigeration & freezing equipment • Expansion of eco-friendly logistics infrastructure	36, 40

SDGs	Indicator	Binggrae-related activities	Page
	Goal 10 Reduced Inequalities	• Fair evaluation and compensation system • Operation of social contribution program for vulnerable groups • Development of care food tailored to older adults	18, 65, 106, 107
	Goal 11 Sustainable Cities and Communities	• Establishment of eco-friendly logistics system • Conduct of eco-friendly resource circulation campaigns	40, 47, 49
	Goal 12 Responsible Consumption and Production	• Weight reduction of packaging materials and expansion of label-free products • Promotion of eco-friendly packaging • Increased procurement of eco-friendly products and raw & subsidiary materials	41-46
	Goal 13 Climate Action	• Promotion of greenhouse gas emission reduction activities • Management of risks based on climate change scenarios	35-40
	Goal 14 Life Below Water	• Reduction of plastic consumption • Expansion of eco-friendly packaging	41-45
	Goal 15 Life on Land	• Expansion of waste recycling • Management of environmental pollutants	47, 58, 59
	Goal 16 Peace, Justice, and Strong Institutions	• Strengthening of ethical & compliance management • Maintenance of ISO 37301 certification	116-121
	Goal 17 Partnerships for the Goals	• Participation in joint ESG projects led by the Korea Food Industry Association • Conduct of ESG assessment, training, and consulting for business partners	97-99



GRI INDEX

- Statement of use: Bingrae published this report by referencing the GRI Standards for the reporting period January 1 - December 31, 2025.
- GRI 1 used GRI 1: Foundation 2021
- Applicable GRI Sector Standards: There were no applicable GRI Sector Standards as of the date of publication of this report.

Topic	Disclosure	Page	Remarks
GRI 2 : Organization profile and reporting practice	2-1 Organizational details	8	
	2-2 Entities included in the organization's sustainability reporting	2	
	2-3 Reporting period, frequency, and contact point	2	
	2-4 Restatements of information	-	None
	2-5 External assurance	130	
GRI 2 : Activities and workers	2-6 Activities, value chain, and other business relationships	7-21	
	2-7 Employees	62	
GRI 2 : Governance	2-9 Governance structure and composition	111	
	2-10 Nomination and selection of the highest governance body	111	
	2-11 Chair of the highest governance body	111	
	2-12 Role of the highest governance body in overseeing the management of impacts	111, 112	
	2-13 Delegation of responsibility for managing impacts	23	
	2-14 Role of the highest governance body in sustainability reporting	23, 112	
	2-15 Conflicts of interest	111	
	2-16 Communication of critical concerns	23, 112	
	2-17 Collective knowledge of the highest governance body	111, 113	
	2-18 Evaluation of performance of the highest governance body	113	
	2-19 Remuneration policies	113	Refer to the Business Report for the 60th term (VIII. 2. Remuneration of executives, etc.)
	2-20 Process for determining remuneration	113	

Topic	Disclosure	Page	Remarks
GRI 2 : Strategy, policies, and practices	2-22 Statement on sustainable development strategy	5	
	2-23 Policy commitments	30, 70, 84, 97, 101	
	2-24 Embedding policy commitments	7, 22, 30, 35, 69, 76, 83, 94, 100, 103, 116	
	2-25 Processes for remediating negative impacts	80, 115	
	2-26 Mechanisms for seeking advice and raising concerns	80, 118	
	2-27 Compliance with laws and regulations	93, 100, 119, 120	Refer to the Business Report for the 60th term (XI. 3. Matters related to sanctions)
GRI 2 : Stakeholder engagement	2-28 Membership in associations	134	
	2-29 Approach to stakeholder engagement	24	
	2-30 Collective bargaining agreements	67	Employees eligible to join the labor union 100%, Labor union membership rate relative to total workforce 29.4%
GRI 3 : Disclosures on material topics	3-1 Process for determining material topics	25	
	3-2 List of material topics	26	
	3-3 Management of material topics	27, 28	

Topic	Disclosure	Page	Remarks
GRI 101 : Biodiversity	101-2 Management of biodiversity impacts	55	
	101-4 Identification of biodiversity impacts	54	
	101-5 Locations with biodiversity impacts	54	
	101-8 Ecosystem services	56	

Topic		Disclosure	Page	Remarks
GRI 201 : Economic Performance	201-1	Direct economic value generated and distributed (EVG&D)	123, 124	
	201-2	Financial implications and other risks and opportunities due to climate change	36-38, 52	
GRI 203 : Indirect Economic Impacts	203-1	Infrastructure investments and services supported	104-109	
	203-2	Significant indirect economic impacts	125	
GRI 204 : Procurement Practices	204-1	Proportion of spending on local suppliers	96	
GRI 205 : Anti-corruption	205-1	Operations assessed for risks related to corruption	118, 119	
	205-2	Communication and training on anti-corruption policies and procedures	118	
GRI 206 : Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	-	Refer to the Business Report for the 60th term (XI. 3. Matters related to sanctions)
GRI 301 : Materials	301-1	Materials used by weight or volume	46	
	301-3	Reclaimed products and their packaging materials	42-45	
GRI 302 : Energy	302-1	Energy consumption within the organization	39	
	302-3	Energy intensity	39	
	302-4	Reduction of energy consumption	39	

Topic		Disclosure	Page	Remarks
GRI 303 : Water and Effluents	303-1	Interactions with water as a shared resource	50, 51	
	303-2	Management of water discharge-related impacts	58	
	303-3	Water withdrawal	53	
	303-5	Water consumption	53	
GRI 305 : Emissions	305-1	Direct (Scope 1) GHG emissions	39	
	305-2	Energy indirect (Scope 2) GHG emissions	39	
	305-4	GHG emissions intensity	39	
	305-5	Reduction of GHG emissions	39, 40	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	58	
GRI 306 : Waste	306-1	Waste generation and significant waste-related impacts	47	
	306-2	Management of significant waste-related impacts	48	
	306-3	Waste generated	47	
	306-4	Waste diverted from disposal	47	
	306-5	Waste directed to disposal	47	
GRI 308 : Supplier Environmental Assessment	308-2	Negative environmental impacts in the supply chain and actions taken	49	



Topic		Disclosure	Page	Remarks
GRI 401 : Employment	401-1	New employee hires and employee turnover	61	
	401-2	Benefits provided to full-time employees but not to temporary or part-time employees	67	
	401-3	Parental leave	68	
GRI 403 : Occupational Health and Safety	403-1	Occupational health and safety management system	69-72	
	403-2	Hazard identification, risk assessment, and incident investigation	72	
	403-3	Occupational health services	75	
	403-4	Worker participation, consultation, and communication on occupational health and safety	67, 74	
	403-5	Workers' training on occupational health and safety	73	
	403-6	Promotion of workers' health	75	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	74, 75	
	403-9	Work-related injuries	73	
GRI 404 : Training and Education	404-1	Average hours of training per year per employee	64	
	404-2	Programs for upgrading employee skills and transition assistance programs	63, 64	
	404-3	Percentage of employees receiving regular performance and career development reviews	65	Implemented on full-time employees
GRI 405 : Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	62, 111	
	405-2	Ratio of basic salary and remuneration of women to men	68	
GRI 406 : Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	82	

Topic		Disclosure	Page	Remarks
GRI 407 : Freedom of Association and Collective Bargaining	407-1	Operations and suppliers for which the right to freedom of association and collective bargaining may be at risk	82	
GRI 408 : Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	82	
GRI 409 : Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	82	
GRI 411 : Rights of Indigenous Peoples	411-1	Incidents of violations involving the rights of indigenous peoples	82	
GRI 413 : Local Communities	413-2	Operations with significant actual and potential negative impacts on local communities	82	
GRI 414 : Supplier Social Assessment	414-2	Negative social impacts in the supply chain and actions taken	98, 99	
GRI 415 : Public Policy	415-1	Political contributions	-	N/A
GRI 416 : Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	87	
	416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	-	N/A
GRI 417 : Marketing and Labeling	417-1	Requirements for product and service information and labeling	87	
	417-2	Incidents of noncompliance concerning product and service information and labeling	93	
	417-3	Incidents of noncompliance concerning marketing communications	93	
GRI 418 : Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and loss of customer data	102	

GHG ASSURANCE STATEMENT

Binggrae Co., Ltd.

The Korea Management Registrar, Inc. (hereinafter “KMR”) has conducted a verification on the greenhouse gas (hereinafter “GHG”) emissions (Scope 1, 2) of Binggrae Co., LTD. (hereinafter “the Company”) in 2025.

Purpose and Scope

The purpose of this verification is to review the following matters independently based on objective evidence:

- Conformity to the verification criteria
- Accuracy of the GHG emissions and removals reported by the verified organization

The scope of verification covered the GHG emissions report provided by the verified organization and all business sites and emission facilities under the operational control of the verified organization.

Verification Criteria

- Guidelines for the reporting and verification of GHG emissions under the Emission Trading Scheme (Ministry of Environment Notice No. 2025-64)
- Verification guidelines for the operation of the Korean Emission Trading Scheme (K-ETS) (Ministry of Environment Notice No. 2025-165)
- Guidelines for the operation of the GHG Target Management System (Ministry of Environment Notice No. 2025-165)
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)

Procedure

KMR conducted risk analysis and on-site verification based on data evaluation, and identified the appropriateness of the data and factors applied to GHG emission calculations based on objective evidence. KMR verified the GHG emissions during the reporting period in a reasonable method based on the verification guidelines.

Independence of Verification

KMR neither has any stake in the verified entity nor conducts verification with biased opinions and views. KMR has drawn an independent, objective conclusion based on the verification standards and reviewed every aspect of the verification performed throughout the entire verification process through independent review.

Limitations

KMR verified the relevant reports, information and data provided by the verified organization using sampling, and—where appropriate—full examination methods. However, there are inherent limitations to the verification process, including differences in the interpretation of conformity. Although we endeavored to conduct the verification in accordance with the verification criteria, undetected errors, omissions, and misstatements may remain due to the inherent limitations of the verification process.

GHG Emissions and Energy Consumption

GHG Emission	Scope 1	Scope 2	Total (ton CO ₂ -eq)	
2025	16,734.607	41,245.325	57,970	
Energy Consumption	Fuel	Electricity	Steam	Total (TJ)
2025	312.474	861.876	0	1,166

* Total emissions may differ by ± 1 ton CO₂-eq due to rounding during the aggregation process.

Conclusion

KMR prepared the GHG report in accordance with the agreed-upon verification criteria.

- The verification of the GHG emissions was conducted to provide a reasonable level of assurance in accordance with the verification criteria.
- Based on the verification, KMR confirmed that the GHG data were appropriately collected, quantified, and reported in accordance with the verification criteria, and that the emissions from major emission facilities (facilities accounting for 95% of total GHG emissions) were quantified and reported without omission.
- Materiality: Meets the criterion of less than 5%

Based on the verification, we confirmed that the emissions from the major emission facilities were quantified and reported without omission.

In our opinion, the GHG report conforms to the verification purpose, scope, and criteria. Accordingly, we express an “Appropriate” opinion.

- ※ The verified organization is responsible for preparing the documentation for verification in accordance with applicable laws, regulations, and standards. KMR’s responsibility is limited to the verified organization in accordance with the agreed-upon contractual terms. KMR accepts no responsibility for any decisions—including investment decisions—made based on this verification statement.
- ※ The verified organization shall use the certification mark and logo under the agreement with KMR.

INDEPENDENT ASSURANCE STATEMENT

Sustainability Report Verification | To the stakeholders of Binggrae

The Korean Foundation for Quality (hereinafter referred to as “Quality Foundation”) has conducted an independent assurance of Binggrae¹⁾(hereinafter referred to as the “Company”)’s 2026 Sustainability Report (hereinafter referred to as the “Report”)²⁾. The Quality Foundation is responsible for independently expressing a third-party assurance opinion on this Report in accordance with the verification standards and scope specified below. The Company’s management retains full responsibility for the preparation of this Report.

1) Organization’s address (Head Office): Concordian Bldg., 76 Saemun-ro, Jongno-gu, Seoul, Republic of Korea

2) Data collection period: From January 1 to December 31, 2025. For certain major issues, information through June 2026 is included. Quantitative data for the past 3 years are provided to enable the identification of trends in key indicators.

Purpose of Assurance

The purpose of this assurance is to provide assurance regarding the reliability of the data and information presented in the Company’s report.

Scope of Assurance

- Assurance Boundary: All domestic business sites
- Assurance Item (based on GRI Standards 2021)

Classification	GRI Standards	
Universal Standards	• 2-1 to 2-5 (The organization and its reporting practices) • 2-6 to 2-8 (Activities and workers) • 2-9 to 2-21 (Governance)	• 2-22 to 2-28 (Strategy, policies, and practices) • 2-29 to 2-30 (Stakeholder engagement) • 3-1 to 3-3 (Material Topics Disclosures)
Topic Standards*	• GRI 205 (Anti-corruption) • GRI 206 (Anti-competitive Behavior) • GRI 305 (Emissions) • GRI 306 (Waste)	• GRI 403 (Occupational Health and Safety) • GRI 416 (Customer Health and Safety) • GRI 417 (Marketing and Labeling)

* Topic Standards: Based on the relevant provisions related to the material topics

- Items excluded from assurance: The following items were not included in the scope of the assurance:
 - 1) Performance and reporting practices of subsidiaries, affiliates, business partners, and other third parties
 - 2) Items related to other sustainability initiatives excluding the GRI Standards 2021 presented in this Report
 - 3) Other related information including periodic disclosure reports, financial statements, etc.

Assurance Standards & Level of Assurance

This assurance engagement was conducted in accordance with ISAE 3000 (Revised) at a limited assurance level.

Assurance Method

The assurance team reviewed the relevant procedures, systems, control method, and available performance data by applying the abovementioned standards to assess the reliability of the information presented in the Report. The documents reviewed during the assurance process are as follows:

- Non-financial information: Data provided by the Company, integrated periodic disclosure report, and materials investigated through the press and the Internet, etc.
 - Financial information: Information disclosed in the Company’s financial statements, Financial Supervisory Service’s DART system, and information posted on the Company’s website
- ※ However, the content of the abovementioned information (non-financial and financial information-related data) is not included in the scope of the assurance.

This assurance was conducted through document review including on-site visits and interviews with the relevant personnel. The effectiveness of the materiality assessment process, issue selection considering the stakeholders, data collection management, and report preparation procedures, including the validity of the descriptions presented in the Report, was assessed through interviews with the relevant personnel. Interviews with internal and external stakeholders were also conducted. Some errors, inappropriate information, and unclear expressions found during the abovementioned stages were confirmed to have been corrected appropriately before the publication of the Report.

Limitations of Assurance

This assurance includes inherent limitations that may arise during the application of the standards and methods.

Competence and Independence

The assurance team for this assurance engagement was appropriately organized in accordance with the Quality Foundation’s internal regulations. The Quality Foundation has no interests that may impair the independence and impartiality of this assurance in relation to the Company’s overall business activities, other than providing third-party assurance services.

Assurance Opinion

As a result of performing the abovementioned assurance activities, the assurance team did not discover any matters that would lead us to believe that the sustainability information included in the Company’s Report was not appropriately prepared, from the perspective of materiality in accordance with the report preparation standards (GRI Standards (2021) – Reference, UN SDGs) based on the procedures performed and evidence obtained.

June 22, 2026



Korean Foundation for Quality CEO
Ji-young Song

Ji Young Song

PRODUCT AWARDS AND ASSOCIATION MEMBERSHIPS

Advertising Category

Award-winning work & product	Award name	Awarding agency	Date awarded
The World's Latest Graduation Ceremony	Gold Award, Branded Contents Category, Seoul Creative Festival	TVCF	Jan. 2023
The World's Latest Graduation Ceremony	Silver Award, Digital Category, Seoul Creative Festival	TVCF	Jan. 2023
The World's Latest Graduation Ceremony	Silver Award, Public Service Advertising (PSA) Category, Seoul Creative Festival	TVCF	Jan. 2023
The World's Latest Graduation Ceremony	Bronze Award, Brand Experience Category, Seoul Creative Festival	TVCF	Jan. 2023
The World's Latest Graduation Ceremony	Consumer Report Award, Special Award Category, Seoul Creative Festival	TVCF	Jan. 2023
The World's Latest Graduation Ceremony	Finalist, Creative Effect Category, Seoul Creative Festival	TVCF	Jan. 2023
The World's Latest Graduation Ceremony	Silver Award, Brand Experience & Activation Category, Spikes Asia	Ascential Events	Mar. 2023
The World's Latest Graduation Ceremony	Shortlist, Innovation Category, Spikes Asia	Ascential Events	Mar. 2023
The World's Latest Graduation Ceremony	Good Advertising Award, TV Category, Consumers' Choice Award for Good Advertising	Korea Advertisers Association (KAA), Korea National Council of Consumer Organizations	Mar. 2023
The World's Latest Graduation Ceremony	Good Advertising Award, OOH Category, Consumers' Choice Award for Good Advertising	Korea Advertisers Association (KAA), Korea National Council of Consumer Organizations	Mar. 2023
The World's Latest Graduation Ceremony	Shortlist, PR Lions PR Techniques Category, Cannes Lions	Screen Advertising World Association (SAWA)	Jun. 2023
The World's Latest Graduation Ceremony	Shortlist, PR Lions Culture & Context Category, Cannes Lions	Screen Advertising World Association (SAWA)	Jun. 2023
The World's Latest Graduation Ceremony	Finalist, AVANT-GARDE/INNOVATIVE Category, New York Festival	The New York Festivals IAA	Jul. 2023
The World's Latest Graduation Ceremony	Gold Award, AI (Artificial Intelligence), Effie Awards	Effie Worldwide	Aug. 2023
The World's Latest Graduation Ceremony	Silver Award, Innovation Stars Category, MAD STARS	MAD STARS Organizing Committee	Aug. 2023
The World's Latest Graduation Ceremony	Bronze Award, Brand Experience & Activation Stars Category, MAD STARS	MAD STARS Organizing Committee	Aug. 2023
The World's Latest Graduation Ceremony	Bronze Award, PR Stars Category, MAD STARS	MAD STARS Organizing Committee	Aug. 2023
The World's Latest Graduation Ceremony	Crystal Award, PR Stars Category, MAD STARS	MAD STARS Organizing Committee	Aug. 2023
The World's Latest Graduation Ceremony	Crystal Award, Media Stars Category, MAD STARS	MAD STARS Organizing Committee	Aug. 2023
The World's Latest Graduation Ceremony	Grand Prize, Innovation Category, Korea Advertising Awards	Korea Federation of Advertising Associations (KFAA)	Dec. 2023
The World's Latest Graduation Ceremony	Bronze Award, Online Video Category, Korea Advertising Awards	Korea Federation of Advertising Associations (KFAA)	Dec. 2023
Banana-Flavored Milk	Finalist, Creative Effect Category, Seoul Creative Festival	TVCF	Jan. 2024
The World's Latest Graduation Ceremony	Grand Prize, Government Advertising & Public Service Advertising Category, Advertising Award of the Year	Korea Advertising Society (KAS)	Mar. 2024
The World's Latest Graduation Ceremony	Best Award, Interactive Advertising Category, Advertising Award of the Year	Korea Advertising Society (KAS)	Mar. 2024
The World's Latest Graduation Ceremony	Grand Prize, TV Category, Good Advertisement Selected by University Students	Department of Advertising and Public Relations, Chung-Ang University	Oct. 2024
Wearing Liberation for the First Time	Best AI Pioneer, YouTube Works Award	YouTube	Nov. 2024
Wearing Liberation for the First Time	Best Award, Digital PR Category, Korea PR Awards	Korea PR Association (KPRA)	Nov. 2024
Banana-Flavored Milk	Creative Category, Korea Digital Advertising Awards	Korea Digital Advertising Association	Dec. 2024
Dr. Capsule	Creative Category, Korea Digital Advertising Awards	Korea Digital Advertising Association	Dec. 2024
A Café La	Integrated Marketing Category, Korea Digital Advertising Awards	Korea Digital Advertising Association	Dec. 2024
Wearing Liberation for the First Time	Bronze Award, Innovation Category, Korea Advertising Awards	Korea Federation of Advertising Associations (KFAA)	Dec. 2024
Wearing Liberation for the First Time	Gold Award, PR Category, Korea Advertising Awards	Korea Federation of Advertising Associations (KFAA)	Dec. 2024



Award-winning work & product	Award name	Awarding agency	Date awarded
Wearing Liberation for the First Time	Gold Award, PSA Category, Seoul Creative Festival	TVCF	Jan. 2025
Wearing Liberation for the First Time	Silver Award, Digital Category, Seoul Creative Festival	TVCF	Jan. 2025
Wearing Liberation for the First Time	Silver Award, Brand Experience Category, Seoul Creative Festival	TVCF	Jan. 2025
Wearing Liberation for the First Time	Silver Award, Creative Effect Category, Seoul Creative Festival	TVCF	Jan. 2025
Wearing Liberation for the First Time	Bronze Award, Branded Contents Category, Seoul Creative Festival	TVCF	Jan. 2025
Wearing Liberation for the First Time	Bronze Award, TV Category, Seoul Creative Festival	TVCF	Jan. 2025
Wearing Liberation for the First Time	Finalist, Craft-Visual Effect Category, Seoul Creative Festival	TVCF	Jan. 2025
Samanco	Grand Prix Award, Food & Beverage Division, Digital Advertising & Campaign Category, A.N.D. Awards	Korea Digital Enterprise Association	Feb. 2025
Banana-Flavored Milk	Winner, Food & Beverage Division, Digital Advertising & Campaign Category, A.N.D. Awards	Korea Digital Enterprise Association	Feb. 2025
Wearing Liberation for the First Time	Good Advertising Award, TV Category, Consumers' Choice Award for Good Advertising	Korea Advertisers Association (KAA), Korea National Council of Consumer Organizations	Feb. 2025
Wearing Liberation for the First Time	Grand Prize, AdTech Category, Advertising Award of the Year	Korea Advertising Society (KAS)	Mar. 2025
Wearing Liberation for the First Time	Silver Award, Corporate Purpose & Social Responsibility Category, Spikes Asia	Ascential Events	Mar. 2025
Wearing Liberation for the First Time	Finalist, AVANT-GARDE/INNOVATIVE Category, New York Festival	The New York Festivals IAA	Jul. 2025
Wearing Liberation for the First Time	New York Festival SMALL AGENCY BEST USE	The New York Festivals IAA	Jul. 2025
Wearing Liberation for the First Time	Silver Award, Corporate Reputation Category, Specialty Category, Effie Awards	Effie Worldwide	Aug. 2025
Wearing Liberation for the First Time	Silver Award, AI Category, Specialty Category, Effie Awards	Effie Worldwide	Aug. 2025
Wearing Liberation for the First Time	Crystal Award, PR Stars Category, MAD STARS	MAD STARS Organizing Committee	Aug. 2025
Wearing Liberation for the First Time	Stars Award, Diverse Insights, MAD STARS	MAD STARS Organizing Committee	Aug. 2025
Wearing Liberation for the First Time	Bronze Award, Brand Experience & Activation Stars Category, MAD STARS	MAD STARS Organizing Committee	Aug. 2025
Wearing Liberation for the First Time	Crystal Award, Brand Experience & Activation Stars Category, MAD STARS	MAD STARS Organizing Committee	Aug. 2025
Wearing Liberation for the First Time	Finalist, Brand Experience & Activation Category, YouTube Works Awards	YouTube	Oct. 2025
Hearing Liberation for the First Time	Best Campaign Category, Object by Prize	Biz HanKook	Dec. 2025
Hearing Liberation for the First Time	Grand Prize, Branded Contents & Entertainment Category, Korea Advertising Awards	Korea Federation of Advertising Associations (KFAA)	Dec. 2025
Hearing Liberation for the First Time	Grand Prize, Public Service Advertising Category, Korea Advertising Awards	Korea Federation of Advertising Associations (KFAA)	Dec. 2025
Hearing Liberation for the First Time	Grand Prize, Innovation Category, Korea Advertising Awards	Korea Federation of Advertising Associations (KFAA)	Dec. 2025
Hearing Liberation for the First Time	Gold Award, Film Craft Category, Korea Advertising Awards	Korea Federation of Advertising Associations (KFAA)	Dec. 2025
Hearing Liberation for the First Time	Silver Award, Audio Category, Korea Advertising Awards	Korea Federation of Advertising Associations (KFAA)	Dec. 2025
Hearing Liberation for the First Time	Gold Award, AI Creative Category, Seoul Creative Festival	TVCF	Jan. 2026
Hearing Liberation for the First Time	Gold Award, AI Tech Category, Seoul Creative Festival	TVCF	Jan. 2026
Hearing Liberation for the First Time	Silver Award, Branded Contents Category, Seoul Creative Festival	TVCF	Jan. 2026
Hearing Liberation for the First Time	Bronze Award, Public Service Category, Seoul Creative Festival	TVCF	Jan. 2026
Hearing Liberation for the First Time	Good Advertising Award, Audio Category, Consumers' Choice Award for Good Advertising	Korea Advertisers Association (KAA), Korea National Council of Consumer Organizations	Mar. 2026
Hearing Liberation for the First Time	Grand Prize, TV Category, Advertising Award of the Year	Korea Advertising Society (KAS)	Mar. 2026



Brand Category

Awarded product	Award name	Awarding agency	Date awarded
Banana-Flavored Milk	No. 1 KBPI brand power award in the processed milk category for 16 consecutive years	Korea Management Association Consulting	Mar. 2023
Yoplait	No. 1 KBPI brand power award in the cup-type yogurt category for 17 consecutive years	Korea Management Association Consulting	Mar. 2023
Binggrae	Best Marketing of Ten Year: Company, Effie Awards	Effie Worldwide	Aug. 2023
Banana-Flavored Milk	Best Marketing of Ten Year: Brand, Effie Awards	Effie Worldwide	Aug. 2023
Clédor Clean Label	2023 Korea Food & Food Tech Awards, Best of 2023, Consumers' Choice	Chosun Biz	Nov. 2023
Banana-Flavored Milk	No. 1 KBPI brand power award in the processed milk category for 17 consecutive years	Korea Management Association Consulting	Mar. 2024
Yoplait	No. 1 KBPI brand power award in the cup-type yogurt category for 18 consecutive years	Korea Management Association Consulting	Mar. 2024
Together	Ice Cream Category, Korea National Brand Award, New York Festival	New York Festival	Feb. 2025
Banana-Flavored Milk	No. 1 KBPI brand power award in the processed milk category for 18 consecutive years	Korea Management Association Consulting	Mar. 2025
Yoplait	No. 1 KBPI brand power award in the cup-type yogurt category for 19 consecutive years	Korea Management Association Consulting	Mar. 2025
Banana-Flavored Milk	No. 1 KBPI brand power award in the processed milk category for 19 consecutive years	Korea Management Association Consulting	Mar. 2026
Yoplait	No. 1 KBPI brand power award in the cup-type yogurt category for 20 consecutive years	Korea Management Association Consulting	Mar. 2026

Packaging Category

Awarded product	Award name	Awarding agency	Date awarded
Together	Won the 17th Korea Packaging Technology Chairperson's Prize	Korea Institute of Industrial Technology/ Packaging Technology Center	Apr. 2023
Yoplait Protein Drink 210ml YOP	Won the 18th Korea Packaging Technology Chairperson's Prize	Korea Institute of Industrial Technology/ Packaging Technology Center	Apr. 2024

Design Category

Awarded product	Award name	Awarding agency	Date awarded
A Café La Simply	Bronze Award, Pentawards	Pentawards	Nov. 2023
T'aom	Bronze Award, A.dot Awards	A.dot Awards	2023
Clédor Cartonng Bar	Selected as Excellent Design in the Good Design Awards	Good Design	Sept. 2024
THE:Danbaek Pop Chip	Selected as Excellent Design in the Good Design Awards	Good Design	Sept. 2024
Deep & Low	Winner, Brands & Communication Design, Red Dot Award	Design Center of North Rhine-Westphalia, Germany	Jul. 2025

Other Category (Campaign, SNS, etc.)

Winning entry	Award name	Awarding agency	Date awarded
Official YouTube Channel	Grand Prize, Food Brand YouTube Category, Social i-AWARDS	KIPFA	Jul. 2023
Official Instagram Channel	Best Award for Instagram, Food Brand Category, Social i-AWARDS	KIPFA	Jul. 2024
Official YouTube Channel	Grand Prize, Food Brand Category, Social i-AWARDS	KIPFA	Jul. 2024
Binggrae Secret Semester	Grand Prize, Marketing/Campaign Promotion Category, Korea Digital Advertising Awards	Korea Digital Advertising Association	Dec. 2024
Binggrae Secret Semester	Grand Prize, Digital Advertisement/Campaign Food & Beverage Category, A.N.D. Awards	Korea Digital Enterprise Association	Feb. 2025
Binggrae Secret Semester	Korea Broadcast Advertising Corporation (kobaco) President's Award, A.N.D. Awards	Korea Digital Enterprise Association	Feb. 2025
Official Instagram Channel	Grand Prize, Food Brand Category, Social i-AWARDS	Korea Digital Enterprise Association	Jul. 2025
Binggrae Secret Semester	Bronze Award, AI Creative AI Campaign Category, Korea Digital Advertising Awards	Korea Digital Advertising Association	Dec. 2025
Official Instagram Channel	Excellence Award, Marketing/Campaign SNS Marketing Category, Korea Digital Advertising Awards	Korea Digital Advertising Association	Dec. 2025
Binggrae Secret Semester	Silver Award, Digital & Campaign AI Category, A.N.D. Awards	Korea Digital Enterprise Association	Feb. 2026
Binggrae Wishing Kingdom	Grand Prize, Korea Pop-up Store Awards	Popply, platform specializing in pop-up stores	Feb. 2026

ESG Category

Winning entry	Award name	Awarding agency	Date awarded
Binggrae	Received commendation from the Minister of Environment in the 2023 Contest for Excellent Businesses	Ministry of Environment	Sept. 2023
	Best Award, 2023 Outstanding Company Awards for Material and Structural Improvement	Korea Packaging Recycling Cooperative	Nov. 2023
	Received a Plaque of Appreciation as an Excellent Company Practicing Net Zero in the 2023 National Competition on Practicing Net Zero	Ministry of Environment/Korea Climate & Environment Network	Dec. 2023
	Received a Plaque of Appreciation as an Excellent Company Practicing Net Zero in the 2024 National Competition on Practicing Net Zero	Ministry of Environment/Korea Climate & Environment Network	Dec. 2024
	Received a Plaque of Appreciation as an Excellent Company Practicing Net Zero in the 2025 National Competition on Practicing Net Zero	Ministry of Climate, Energy, and Environment/Korea Climate & Environment Network	Dec. 2025
	Minister of Climate, Energy, and Environment Award, Carbon Neutrality Competition, 2025 National Carbon Neutrality Lifestyle Campaign Event	Ministry of Climate, Energy, and Environment/Korea Climate & Environment Network	Dec. 2025
	Grand Prize (Korea Environment Corporation Chairman's Award), Packaging Material and Structural Improvement Category, Circular Economy ESG Packaging Awards	Korea Packaging Recycling Cooperative	Dec. 2025

Association Memberships

Association name	Major details
KDIA (Korea Dairy Industries Association)	Founded in 1978 to foster the development of Korea's dairy industry and promote the common interests of its member companies
KFIA (Korea Food Industry Association)	Founded in 1969 to promote public health and enhance the competitiveness of local food industries
KEF (Korea Enterprises Federation)	Founded in 1970 based on a mission of developing labor-management relations that contribute to industrial peace and win-win prosperity
KCCI (Korea Chamber of Commerce and Industry)	Founded in 1884 to contribute to the development of the national economy by leading the enhancement of competitiveness of commerce and manufacturing industries while promoting the rights and interests of business operators
OCAP (Organization of Consumer Affairs Professionals in Business)	Founded in 1984 to contribute to the win-win and coexistence of businesses and consumers
KLCA (Korea Listed Companies Association)	Founded in 1973 to contribute to the development of the capital market by protecting investors while upholding the rights of exchange-listed companies and promoting friendship
KIRS (Korea IR Service)	Founded in 2009 to realize fair business values and to protect investors
FKI (Federation of Korean Industries)	Founded in 1961 to help realize upright economic policies and promote the globalization of the Korean economy
KACRA (Korea Aseptic Carton Recycling Association)	Founded in 2021 to contribute to the development of the aseptic carton recycling business, preserve the environment, and improve people's quality of life



Our Time Flowing Toward Independence

Seong Yeon-sol (Student)

Winner of the Bronze Award at the 38th Children's Drawing Contest