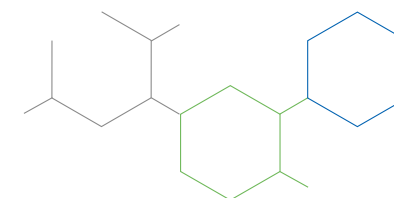
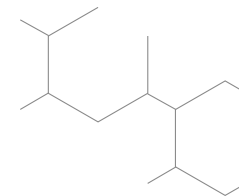
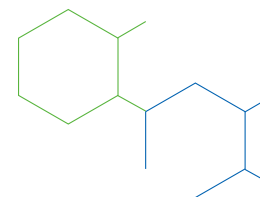




A GLOBAL HEALTHCARE COMPANY FOR HUMANITY, HUONS GROUP

2026 SUSTAINABILITY REPORT



About This Report

Report Overview

This report is an integrated sustainability report covering Huons Global, the holding company of Huons Group, and its three listed subsidiaries—Huons, Humedix, and HuM&C. It has been published to communicate our key sustainability initiatives and performance to our major stakeholders, including investors.

Reporting Period

This report covers the period from January 1 to December 31, 2025. Certain non-financial performance data includes information through the first half of 2026. To enable year-over-year analysis of our sustainability performance, data for the most recent three years has been presented. The previous report was published in June 2022, and we plan to publish this report annually to maintain ongoing communication with stakeholders.

Reporting Boundary

Huons Global Co., Ltd., the holding company of Huons Group, has nine subsidiaries, four second-tier subsidiaries, and one third-tier subsidiary, including Huons Co., Ltd., Humedix Co., Ltd., HuM&C Co., Ltd., and PanGen Biotech Inc. This report covers the ESG management activities and performance of Huons Global, the holding company of Huons Group, and its three listed subsidiaries: Huons Co., Ltd., Humedix Co., Ltd., and HuM&C Co., Ltd. Financial information has been prepared in accordance with K-IFRS, while non-financial information has been prepared based on the scope of data available from each company. Environmental data covers the following sites: the Huons Global headquarters; the Huons headquarters, Jecheon Plant 1, Jecheon Plant 2, and Dongam Research Institute; the Humedix Jecheon Plant and Dongam Research Institute; and the HuM&C headquarters, Pangyo site, and Nonsan Plant. For HuM&C, certain environmental data also includes its Vietnam subsidiary, as indicated in the relevant notes. Energy consumption and greenhouse gas (GHG) emissions have been prepared in accordance with the GHG Protocol. The reporting boundary will be expanded progressively in future reports.

Reporting Standards

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021, the internationally recognized sustainability reporting standards. It also adheres to the four principles of the AA1000APS (Accountability Principles Standard)—Inclusivity, Materiality, Responsiveness, and Impact—which provide the principles for sustainability reporting and accountability.

Forward-Looking Statements

This report contains forward-looking statements based on expectations, assumptions, and projections as of the date of publication. Environmental targets (including greenhouse gas emissions reduction targets) and ESG-related plans and strategies have been established based on information and assumptions considered reasonable. However, they remain subject to various risks and uncertainties, including geopolitical developments, changes in economic and regulatory environments, and changes in business operations. Accordingly, actual results, the achievement of targets, and the period of implementation may differ from the statements presented in this report.

Report Assurance

Huons Group obtained independent third-party assurance from BSI Group Korea in accordance with the AA1000AS (Moderate Level, Type 1) standard for the report preparation process and the information contained in this report. In addition, the financial information presented in this report is based on information that has been audited by an independent external auditor. Detailed assurance results are provided in the Independent Assurance Statement and the Greenhouse Gas Assurance Statement included in this report.

Report Inquiries

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Publication Date	June 2026

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Interactive PDF User Guide

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Letter to Stakeholders

Dear Stakeholders, I am Yoon Sung-tae, Chairman of **Huons Group**.

Since its founding in 1965, Huons Group has grown over the past 60 years under the belief that producing high-quality pharmaceuticals contributes to the betterment of public health. In 2025, marking our 60th anniversary, we declared our commitment to a new leap forward for the next 60 years. Despite a complex and uncertain business environment shaped by global supply chain restructuring, geopolitical risks, and high interest rates, we have continued to build a foundation for sustainable growth based on technological innovation and quality competitiveness.

As population aging accelerates and interest in health continues to grow, the pharmaceutical, biotechnology, and healthcare industries are expected to see increasing growth opportunities. Huons Group is leveraging these opportunities to strengthen competitiveness across all business areas, including prescription pharmaceuticals, biotechnology, medical devices, and aesthetics, while building a stable growth foundation through synergies among affiliates. All of Huons Group's business activities are rooted in the management philosophy upheld since our founding: "Producing high-quality pharmaceuticals is an act of patriotism." We remain committed to our fundamental values of developing safe and effective pharmaceuticals that contribute to public health and maintaining the quality needed to meet the trust of our customers.

At the same time, Huons Group is integrating ESG management into its business strategy and advancing as a responsible company across environmental, social, and governance areas. On the environmental front, we are implementing systematic management activities to respond to climate change and minimize environmental impact, fulfilling our responsibility to protect the foundation on which future generations will live. On the social front, we are practicing management that grows together with all stakeholders by strengthening product responsibility, creating safe workplaces, supporting employee growth, and promoting mutual growth with suppliers. On the governance front, we are fulfilling our responsibilities as a trusted company based on principle-based management and a transparent decision-making system.

Huons Group will continue to respond proactively to a changing environment and contribute to healthy lives for humanity and a sustainable society through innovation and responsible management. We pledge to communicate with all stakeholders, including customers, partners, local communities, and shareholders, and work together to create a better future.

Thank you.

Yoon Sung-tae
Chairman, Huons Group



Letter to Stakeholders - [Company Profile](#)

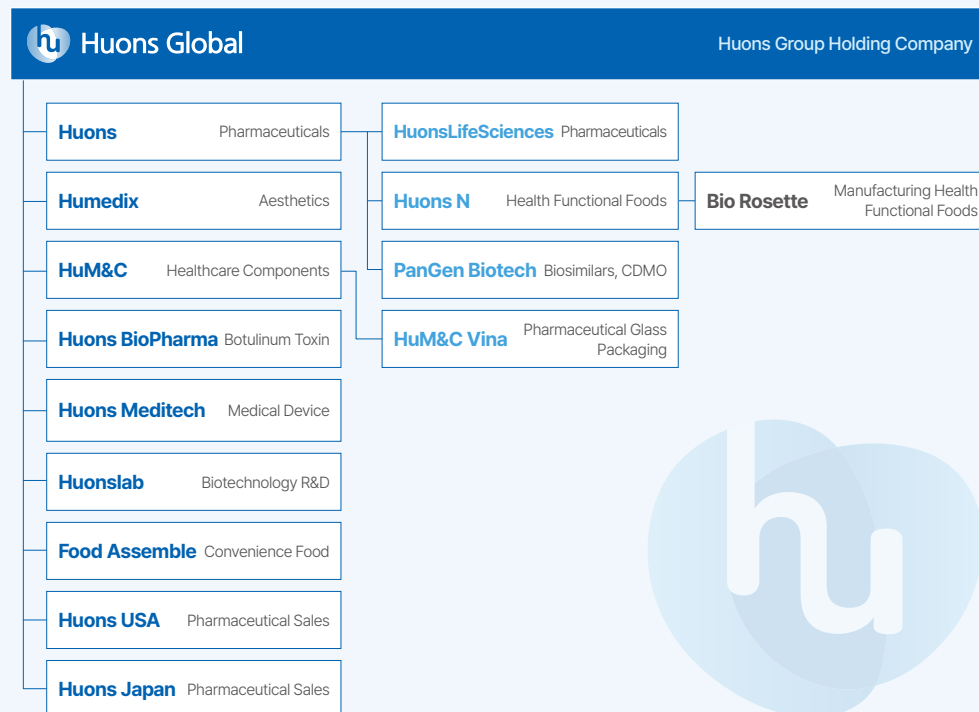
Company Profile

Huons Group Overview

About Huons Group

Huons Group is a total healthcare group spanning pharmaceuticals, aesthetics, health functional foods, and medical devices. Founded in 1965, we have grown into a "Global Total Healthcare Group" dedicated to providing medical solutions for a healthier humanity. Centered on Huons Global, the holding company, we continue to uphold the management philosophy established by its founder, the late Chairman Yoon Myeong Yong (Dongam): 'A company with trust among employees', 'A company that assures quality', and 'A company that delights customers'. Guided by these principles, we remain committed to realizing this vision through its business activities.

Affiliates (as of the end of May 2026)



Corporate Information (as of end of 2025)

Huons Global

Date of Incorporation	July 1965 (before the corporate spin-off)
CEO	Yoon Sung-tae, Song Soo-young
Headquarters	17, Changeop-ro, Sujeong-gu, Seongnam-si, Gyeonggi-do

Number of employees **121**
(Unit: Persons)

Number of shares issued **12,659,812**
KOSDAQ (Unit: Shares)

Huons

Date of Incorporation	May 2016
CEO	Song Soo-young
Headquarters	17, Changeop-ro, Sujeong-gu, Seongnam-si, Gyeonggi-do

Number of employees **1,087**
(Unit: Persons)

Number of shares issued **11,979,665**
KOSDAQ (Unit: Shares)

Humedix

Date of Incorporation	February 2003
CEO	Kang Min-jong
Headquarters	17, Changeop-ro, Sujeong-gu, Seongnam-si, Gyeonggi-do

Number of employees **377**
(Unit: Persons)

Number of shares issued **11,229,930**
KOSDAQ (Unit: Shares)

HuM&C

Date of Incorporation	June 2002
CEO	Lee Choung-mo
Headquarters	29, Wonjeok-ro 7beon-gil, Seo-gu, Incheon

Number of employees **163**
(Unit: Persons)

Number of shares issued **9,809,026**
KOSDAQ (Unit: Shares)

Company Profile

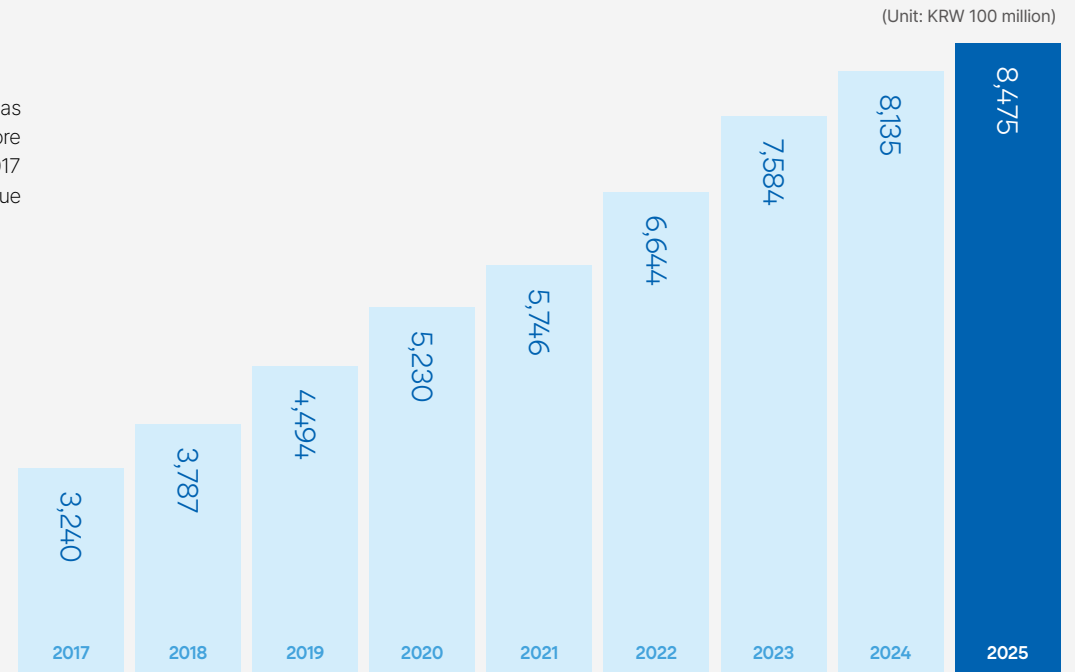
Huons Group Overview

Business Performance

Since transitioning to a holding company structure through a corporate spin-off in 2016, Huons Group has built a solid foundation for sustainable growth by diversifying its business portfolio and strengthening its core capabilities. As a result, we achieved a compound annual growth rate (CAGR) of approximately 12.8% from 2017 to 2025, maintaining a steady growth trajectory. Going forward, we will continue to enhance corporate value through systematic group-wide business management and strengthened competitiveness.

↑ 12.8%

Compound Annual Growth Rate (2017~2025)



* As of the end of 2025

Huons Global (Consolidated) 		Huons Global (Separate) 		Huons (Consolidated) 		Humedix (Consolidated) 		HuM&C (Consolidated) 	
(Unit: KRW million)		(Unit: KRW million)		(Unit: KRW million)		(Unit: KRW million)		(Unit: KRW million)	
Revenue		Revenue		Revenue		Revenue		Revenue	
847,453		41,913		620,768		170,053		52,307	
Operating profit	Net Income	Operating profit	Net Income	Operating profit	Net Income	Operating profit	Net Income	Operating profit	Net Income
90,552	81,818	16,396	4,660	45,600	42,244	42,329	51,786	2,483	1,571

Letter to Stakeholders - [Company Profile](#)

Company Profile

Huons Group Overview

Huons Group History



Better Health for Humanity
and a Sustainable Future

1965-2005

Quality Management and Technological Innovation

- 1965. 07
Established Gwangmyeong Pharmaceutical Company
- 1993. 12
Acquisition of KGMP (Korea Good Manufacturing Practice)
- 1998. 12
Developed Korea's first plastic container injection
- 2003. 06
Changed name to Huons Co., Ltd.
- 2003. 08
Acquisition of ISO9001 certification

2006-2015

Transparent Management and Shared Growth

- 2006. 12
Listed in KOSDAQ
- 2007. 12
Awarded for a company with social responsibility
- 2013. 12
Designated as a Good Workplace in Gyeonggi-province
- 2014. 05
Designated as a World-Class 300
- 2015. 12
Designated as an excellent family-friendly corporation by Ministry of Gender Equality and Family

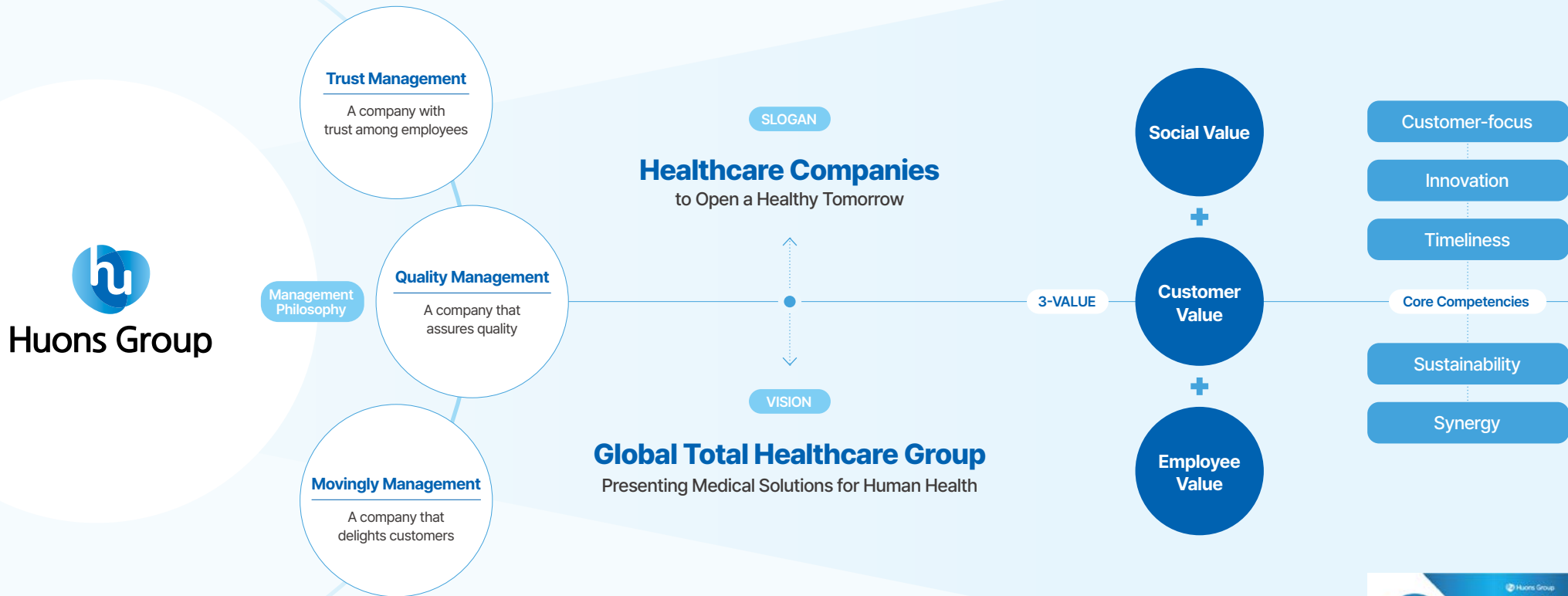
2016-2026

Global Expansion and Advancement of ESG Management

- 2016. 05
Transitioned to a Holding Company Structure
- 2021. 07
Relocation to new Pangyo headquarters and acquisition of integrated ISO 45001 certification
- 2021. 12
Received Commendation for Sustainable Management from the Ministry of Trade, Industry and Energy
- 2023. 09
Established the ESG Council of Huons Group Family Companies
- 2024. 10
Received 'A' grade in ESG assessment by KCGS (Korea Institute of Corporate Governance and Sustainability)
- 2024. 11
Opened 'Huons Dongam Research Institute' (Gwacheon Integrated R&D Center)
- 2025. 11
Received 'A' grade in ESG assessment by KCGS for two consecutive years
- 2025. 12
Obtained 'AA' grade in Compliance Program (CP) rating by the Korea Fair Trade Commission
- 2026. 03
Won 'ESG Management Award' at the Seongnam Chamber of Commerce & Industry Awards

Company Profile

Huons Group Overview



Management Strategy and Framework

Guided by its vision of becoming a Global Total Healthcare Group providing medical solutions for a healthier humanity, Huons Group continues to drive innovation across a broad range of healthcare businesses, including prescription pharmaceuticals, biotechnology, medical devices, beauty, and wellness, based on new drug development and the production and supply of pharmaceuticals that meet global standards.

Huons Group is guided by its management philosophy of Trust Management, Quality Management, and Movingly Management, striving to be a company with trust among employees, one that assures quality, and one that delights customers. To put this philosophy into practice, we place three core values—social value, customer value, and employee value—at the center of its management framework. We fulfill its social responsibilities by contributing to social and economic development and providing solutions to societal challenges. At the same time, it strives to earn customer trust through expertise and the highest standards of quality and safety, while fostering an organizational culture that supports employee growth and engagement. Under the slogan, 'Healthcare Companies to Open a Healthy Tomorrow', Huons Group will continue its journey toward sustainable growth by building on its core competencies of customer focus, innovation, timeliness, sustainability and synergy.



Company Profile

Core Businesses



Huons Global Co., Ltd.

Huons Global is the holding company of Huons Group, a total healthcare group, with 14 affiliated companies, including Huons Co., Ltd., Humedix Co., Ltd., HuM&C Co., Ltd., and PanGen Biotech Inc.

Following the spin-off of its finished pharmaceutical business to establish Huons Co., Ltd. in 2016 and the carve-out of its biopharmaceutical business to establish Huons BioPharma Co., Ltd. in 2021, Huons Global has operated as a pure holding company. Its primary sources of revenue include trademark royalty income from the licensing of the Huons brand, management consulting and Shared Service Center (SSC) service fees provided to subsidiaries, dividend income from subsidiaries, and rental income.



Huons Co., Ltd.

Huons is a total healthcare company engaged primarily in the manufacture and sale of pharmaceuticals. Its prescription pharmaceuticals business supplies a broad portfolio of products—including local anesthetics, ophthalmic solutions, vaccines, and prescription medicines across various therapeutic areas—to hospitals, clinics, and pharmacies throughout Korea. The Beauty & Wellness business has expanded its portfolio to include wellness pharmaceuticals, anti-obesity pharmaceuticals, and medical devices. Key products include Lidocaine Local Anesthetics, Menolacto, Korea's first probiotic for menopausal women, as well as the Merit C Series, which comprises high-dose vitamin injections and health functional foods.



Prescription Pharmaceuticals

Prescription Medicines, Local Anesthetics (Injectables)



Beauty & Wellness

Non-Reimbursed Pharmaceuticals, Medical Devices, and more



Contract Manufacturing (CMO)

Ophthalmic Solutions, Injectables, Tablets, and more



Humedix Co., Ltd.

Humedix supplies fillers and osteoarthritis treatments developed using its proprietary biocompatible hyaluronic acid platform technology to healthcare markets in Korea and around the world. Leveraging this platform technology, the Company has expanded its business beyond pharmaceuticals, medical devices, and pharmaceutical ingredients to include functional cosmetics. Humedix's business is organized into two divisions: the Aesthetics Business and the CMO Business. Its key products in the Aesthetics Business include fillers, botulinum toxin, cosmetics, and medical devices, while the CMO Business primarily provides prescription pharmaceuticals, osteoarthritis treatments, ophthalmic solutions, and active pharmaceutical ingredients (APIs).



Fillers, Botulinum Toxin

Wrinkle Reduction, Aesthetic Procedures, and Healthcare



Cosmetics, Active Pharmaceutical Ingredients

HA & PDRN Ingredients, Cosmetics



Prescription Pharmaceuticals, Ophthalmic Products, CMO

Prescription Pharmaceuticals, Ophthalmic Solutions, Osteoarthritis Treatments



HuM&C Co., Ltd.

HuM&C operates two business divisions: the Glass Business and the Cosmetics Business. The Glass Business manufactures glass packaging products, including ampoules, vials, and cartridges, which are primarily supplied as containers for injectable pharmaceuticals as well as for food and cosmetic products. The Cosmetics Business manufactures and exports makeup accessories, including makeup sponges, puffs, and cosmetic containers. Rather than selling directly to end consumers, the Company operates a B2B business model, serving domestic and international cosmetics manufacturers, cosmetics brand owners, packaging material suppliers, and distributors.



Medical Packaging

- Manufacturing Pharmaceutical Glass Containers
- Specialized Glass Technology



Cosmetics

- Makeup Sponges, Puffs, Cosmetic Containers, and more
- OEM/ODM Manufacturing of Cosmetic Packaging Materials

Letter to Stakeholders - [Company Profile](#)

Company Profile

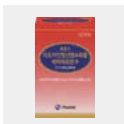
Key Product Portfolio



Prescription Pharmaceuticals

We develop and supply prescription pharmaceuticals that maximize treatment outcomes across a wide range of therapeutic areas through rigorous quality management and strong clinical evidence.

Medicines available by prescription only
(Comprehensive portfolio including local anesthetics, cardiovascular, endocrine, and gastrointestinal therapeutics)



Beauty, Wellness & Other Products

We contribute to enhancing consumers' aesthetic satisfaction and overall quality of life by offering beauty and wellness products backed by scientific research.

Products that support health maintenance and well-being
(Including vitamin injections, health functional foods, botulinum toxin products, and medical devices)



Contract Manufacturing (CMO)

We provide contract manufacturing services for the reliable production and supply of customers' products, leveraging our extensive manufacturing infrastructure and specialized technical expertise.

Contract manufacturing of pharmaceuticals and related products in compliance with stringent quality standards
(Including pharmaceuticals and ophthalmic solutions)



Letter to Stakeholders - [Company Profile](#)

Company Profile

Key Product Portfolio



Fillers

We provide specialized aesthetic solutions for facial wrinkle correction and facial volume restoration through dermal fillers developed using proprietary cross-linked hyaluronic acid technology.

[Elravie Premier](#), [Revoline](#), and more



Ophthalmic Solutions & Osteoarthritis Treatments

We help relieve pain and support the restoration of patients' daily function through high-quality ophthalmic solutions for the treatment of dry eye disease and intra-articular hyaluronic acid injections for osteoarthritis.

[Prosan Eye Drops](#), [Higheye Injection](#), [Hihyalonce Injection](#), [Highhyal Plus Injection](#), [Highhyal Injection](#), [HyJu Injection](#), and more



Biomaterials, Cosmetics & Aesthetic Medical Devices

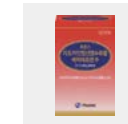
We develop and supply functional biopolymer materials, including sodium hyaluronate, polydeoxyribonucleotide sodium (PDRN), and heparin sodium, which are used in prescription pharmaceuticals, medical devices, and cosmetics.



Prescription Pharmaceuticals

We develop and supply prescription pharmaceuticals that maximize treatment outcomes across a broad range of therapeutic areas through rigorous quality management and strong clinical evidence.

[Humedix Dexamethasone Sodium Phosphate Injection](#), [Humedix Lincomycin Hydrochloride Injection](#), [Revitalex Injection](#), [Hudaxin Injection](#), and more



Letter to Stakeholders - [Company Profile](#)

Company Profile

Key Product Portfolio



Medical & Aesthetic Glass Packaging

We manufacture and supply high-quality glass packaging for pharmaceutical and aesthetic products, ensuring their safe storage and distribution while meeting diverse customer needs through rigorous quality standards.

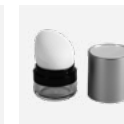
[Ampoules, Vials, Cartridges, Pipettes, Laboratory Glassware, and more](#)



Sponges, Puffs & Cosmetic Packaging

Leveraging chemically resistant and highly durable NBR materials, we develop and supply applicators and packaging optimized for the beauty and cosmetics industry, enhancing both user convenience and product quality.

[NBR Sponges, SBR Sponges, NR Sponge Cushion Puffs, Polyester & Cotton Velour Puffs, Silicone Puffs, Powder Containers, Cushion Compacts, Sticks, and More](#)



APPROACH TO SUSTAINABILITY

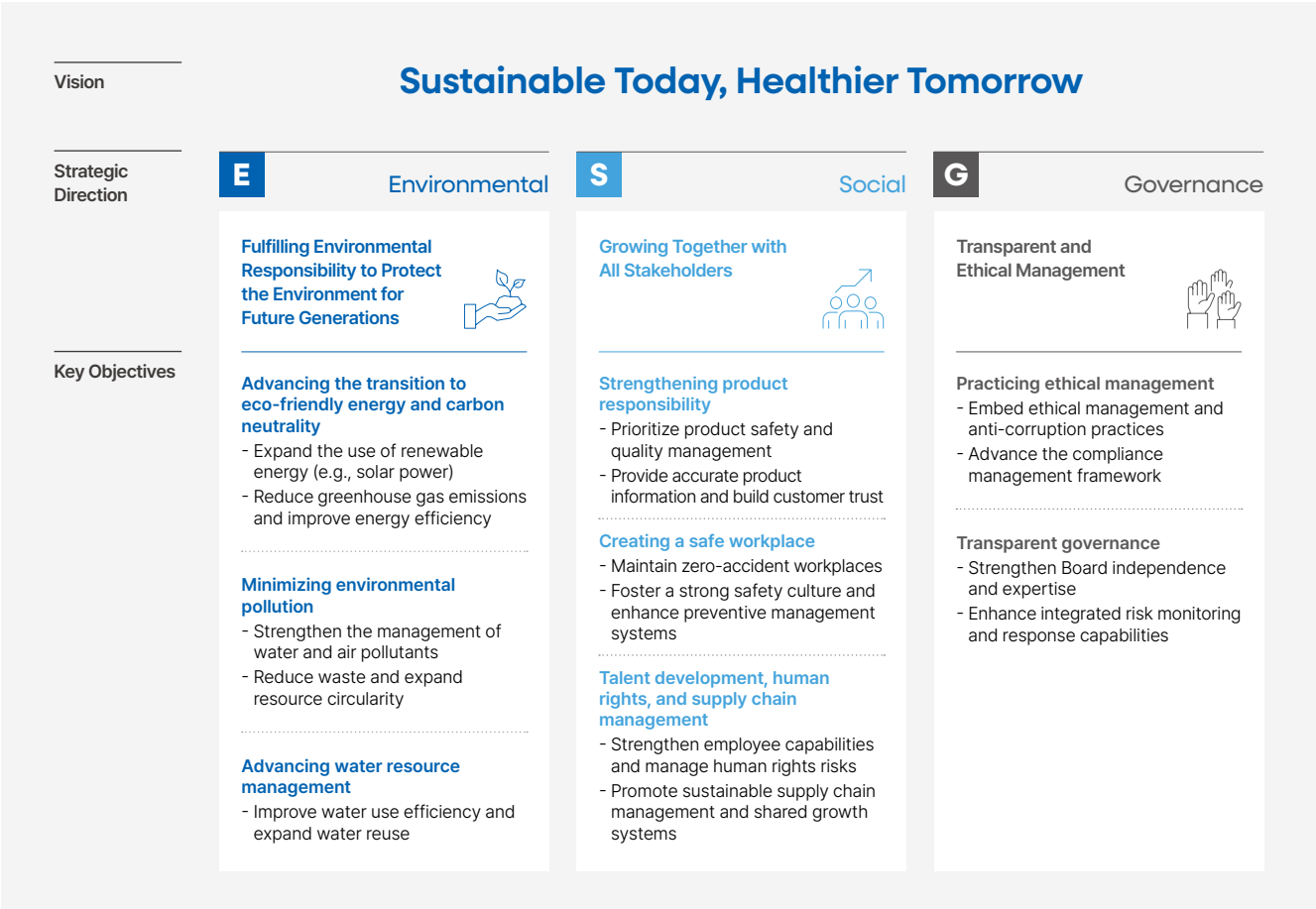
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Sustainability Management Strategy and Framework

Strategy and Governance Framework

Sustainability Management Strategy

Guided by its vision, “Sustainable Today, Healthier Tomorrow,” Huons Group is committed to creating sustainable value by pursuing strategic priorities across its environmental, social, and governance agenda.



Sustainability Management Governance

Huons Group has established a sustainability management governance framework to support effective execution and decision-making. The Boards of Directors of Huons Global, Huons, Humedix, and HuM&C oversee our ESG strategy, implementation, performance, and disclosures, and review and approve significant ESG-related matters. The ESG Committees of Huons Global, Huons, and Humedix, operating under their respective Boards of Directors, oversee our sustainability management. Serving as the central governance body for our ESG management, the ESG Committees set the strategic direction for our ESG activities, make key decisions, and regularly monitor ESG performance to ensure that our sustainability objectives are embedded throughout our business operations. The Human Rights Management Committee, Occupational Health and Safety Committee, and Environmental Management Committee support the ESG Committees by strengthening implementation through their respective areas of expertise. Our ESG teams at Huons Global, Huons, Humedix, and HuM&C facilitate coordination between the ESG Committees and relevant committees and operate as dedicated working-level bodies responsible for supporting strategy execution and ESG performance management.

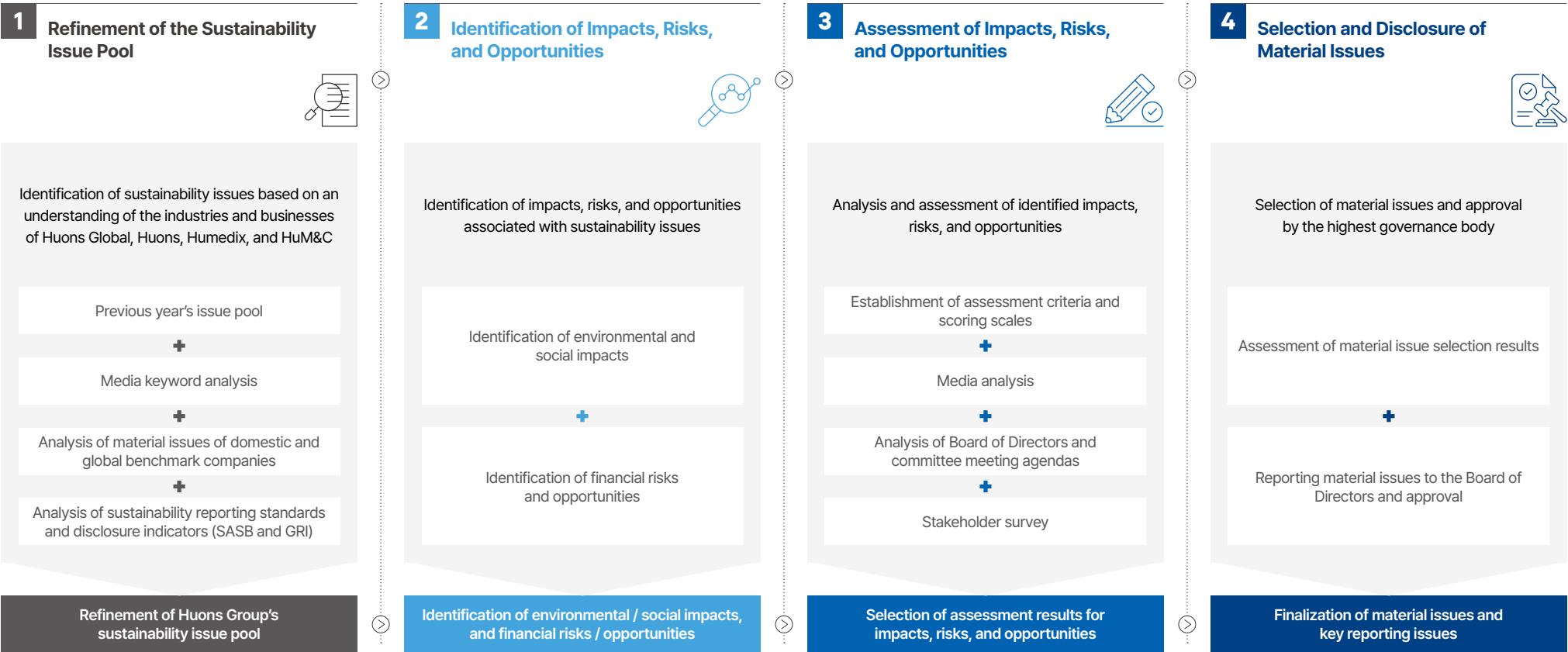
Sustainability Management Governance Structure



Double Materiality Assessment

Huons Group's Double Materiality Assessment Process and Methodology

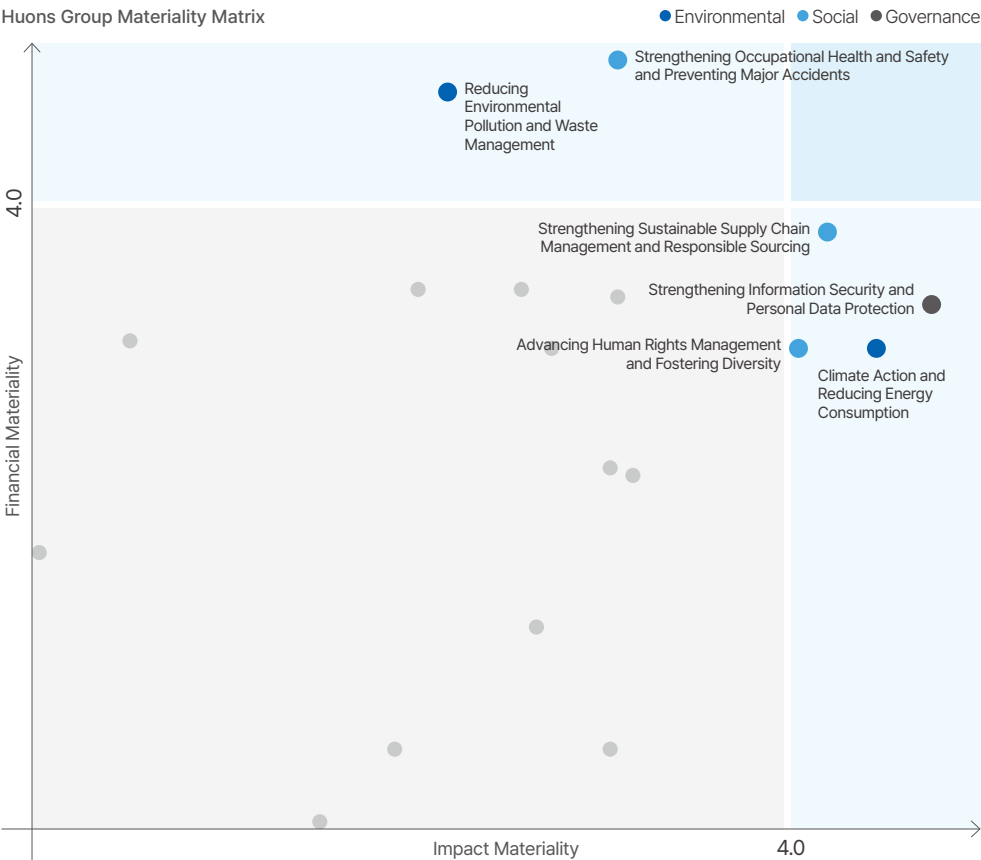
Huons Group conducted a double materiality assessment to identify sustainability-related matters that are material and to disclose relevant information. Through this assessment, we identified its actual and potential impacts on the environment and society and assessed how sustainability-related risks and opportunities could affect its financial position. The assessment covered Huons Global, Huons, Humedix, and HuM&C, which constitute the reporting scope of this report. Building on the previous year's sustainability issue pool, we refined and updated its sustainability issues through media analysis, industry benchmarking, and an analysis of global sustainability reporting standards and disclosure frameworks. Based on the refined sustainability issues, we identified the impacts, risks, and opportunities associated with each sustainability issue and conducted quantitative assessments. Thresholds were then applied to the assessment results to prioritize the issues and identify our material issues. The identified material issues were reviewed by the ESG Team to validate the assessment results and were subsequently submitted to the Board of Directors for further review of the associated risks and opportunities, followed by final approval. The approved material issues were confirmed as the key reporting issues for this report.



Double Materiality Assessment

Double Materiality Assessment Results

Reflecting the characteristics of each group company—Huons Global, Huons, Humedix, and HuM&C—and considering environmental and social impacts together with financial impacts, Huons Group identified six material issues: Strengthening Occupational Health and Safety and Preventing Major Accidents; Strengthening Sustainable Supply Chain Management and Responsible Sourcing; Reducing Environmental Pollution and Waste Management; Climate Action and Reducing Energy Consumption; Strengthening Information Security and Personal Data Protection; Advancing Human Rights Management and Fostering Diversity. For each material issue, we will implement systematic management plans and improvement initiatives to support ongoing management and continuous improvement. The strategies, activities, and performance related to each material issue are presented in the relevant sections of this report.



Huons Group Materiality Issue					
Category	Material Issue	Impact	Financial	GRI Standards	Page
Social	Strengthening Occupational Health and Safety, and Preventing Major Accidents		✓	GRI 403-1, 5, 9, 10	18, 46-49
	Strengthening Sustainable Supply Chain Management and Responsible Sourcing	✓		Non-GRI	18, 50-53
Governance	Strengthening Information Security and Personal Data Protection	✓		Non-GRI	18, 70-72
Environmental	Climate Action and Reducing Energy Consumption	✓		GRI 302-1, 3, 4, GRI 305-1, 2, 4	18, 28-29
Social	Advancing Human Rights Management and Fostering Diversity	✓		GRI 405-1	18, 37-40
Environmental	Reducing Environmental Pollution and Waste Management		✓	GRI 305-7 GRI 306-2, 3, 4, 5	18, 30-35

Double Materiality Assessment

Double Materiality Assessment Results

Description and Response Status by Material Issue

Category	Material Issue	Position in the Value Chain	Impact Materiality		Financial Materiality		Response Status
			Type	Description	Type	Description	
Social 	Strengthening Occupational Health and Safety and Preventing Major Accidents	Own operations & Downstream	Potential (Negative)	• Inadequate safety management systems may result in occupational injuries and major accidents, causing direct harm to workers' lives and health	Risk	• Occupational injuries may increase costs associated with compensation, regulatory fines, and production disruptions, while also damaging the company's reputation	• Conducting TBM ¹⁾ and regular safety inspections and improvement activities • Implementation of a prevention-oriented safety management system, ESG KPIs and committee-led activities
	Strengthening Sustainable Supply Chain Management and Responsible Sourcing	Own operations & Downstream	Potential (Negative)	• Inadequate management of suppliers' environmental, human rights, and ethical standards may lead to labor rights violations and environmental pollution across the supply chain	Risk	• ESG issues within the supply chain may result in supply disruptions, contract losses, and increased reputational risks	• ESG management of suppliers based on the Supplier Code of Conduct • Integration of ESG criteria into supplier assessments
Governance 	Strengthening Information Security and Personal Data Protection	Own operations	Potential (Negative)	• Data breaches and cyberattacks may infringe upon customers' rights and undermine stakeholder trust in the company	Risk	• Data breaches and cyberattacks may result in regulatory penalties, litigation, and customer attrition, ultimately damaging brand value	• Operation of a dedicated information security organization • Strengthening information security through regular training, inspections, and monitoring
Environmental 	Climate Action and Reducing Energy Consumption	Own operations & Downstream	Potential (Negative)	• Energy consumption and greenhouse gas emissions from production and business operations may contribute to climate change and the increasing frequency and severity of extreme weather events	Risk	• Carbon regulations and rising energy costs may increase operating costs and adversely affect long-term profitability	• Monitoring greenhouse gas reduction targets linked to ESG KPIs • Expansion of emissions reduction initiatives through equipment efficiency improvements and the adoption of eco-friendly vehicles
Social 	Advancing Human Rights Management and Fostering Diversity	Own operations	Potential (Negative)	• Discrimination and human rights violations across operations and the supply chain may adversely affect the protection of workers' and stakeholders' rights	Risk	• Human rights issues may result in litigation, contract losses, and damage to the company's corporate reputation	• Operation of a human rights management policy and management system • Risk management through human rights impact assessments and grievance mechanisms
Environmental 	Reducing Environmental Pollution and Waste Management	Own operations	Potential (Negative)	• Failure to properly manage wastewater, air pollutants, and hazardous waste may lead to water, air, and soil pollution, placing an increased burden on local communities and ecosystems	Risk	• Stricter environmental regulations and rising waste treatment costs may increase operational burdens, including the risk of production disruptions, and reduce profitability	• Establishment and monitoring of waste and pollutant management standards • Promotion of recycling and emissions reduction initiatives

1) Tool Box Meeting, A pre-work safety meeting

Stakeholder Engagement

Stakeholder Engagement and Communication

Huons Group engages and communicates with its stakeholders—including customers, shareholders, investors, rating agencies, employees, suppliers, local communities/non-governmental organizations (NGOs), and government authorities—that influence and are affected by its business activities. We operate a range of communication channels tailored to each stakeholder group to obtain stakeholder feedback. Issues identified through stakeholder engagement are reported and addressed in accordance with internal processes. We will continue to incorporate stakeholder feedback into sustainability management decision-making to strengthen stakeholder engagement and communication.

[* Response Activities for Stakeholder Issues of Interest](#)

Employees Human Rights Management Talent Management Occupational Health and Safety Management 		
Definition	Key Areas of Interest	Communication Channel
Executive officers and employees working for the company	- Human capital management and fostering organizational culture - Advancing human rights management and fostering diversity	- Labor-Management Council - Internal communication channels - Grievance channels

Suppliers Sustainable Partnership 		
Definition	Key Areas of Interest	Communication Channel
Companies or individuals that engage in business transactions with the company to create mutual value	- Strengthening sustainable supply chain management and responsible sourcing - Life Cycle Assessment (LCA) and environmental impact management	- Website - Grievance channels - Procurement portal

Shareholders / Investors / Rating Agencies Core Businesses Key Product Portfolio Protection of Shareholder Rights 		
Definition	Key Areas of Interest	Communication Channel
Individuals and organizations that own the company's shares and participate in its management directly or indirectly through share ownership	- Creating of new growth drivers - Enhancing of shareholder value	- General Meeting of shareholders and shareholder meetings - Investor Relations (IR) events and quarterly earnings announcements - Information disclosure such as annual business reports



Customers Quality Management 		
Definition	Key Areas of Interest	Communication Channel
Customers who use the products of Huons Group	- Building customer trust through product quality and safety - Enhancing access to healthcare products and services	- Website and official social media channels - Customer service center - Grievance channels

Government Authorities Board of Directors Ethics Management Risk Management 		
Definition	Key Areas of Interest	Communication Channel
Government authorities and regulatory bodies that establish or revise industry-related laws and regulations and directly or indirectly influence the Company's business activities	- Ethics / compliance management and fair trade - Advancing the risk management system - Establishing a sound corporate governance structure	- Electronic disclosure system - Public hearings and meetings

Local Communities / NGO Social Contribution 		
Definition	Key Areas of Interest	Communication Channel
Communities that work toward shared development within a defined geographic area and for socially agreed objectives	- Community engagement and social contribution - Enhancing stakeholder engagement and communication	- Website - Community consultative bodies and meetings - Social contribution activities

SUSTAINABILITY TOPIC

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- — 36 Social
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SUSTAINABILITY TOPIC

ENVIRONMENTAL

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Environmental Management

Environmental Management Framework

Environmental Management Governance

Huons Group has established and operates an environmental management framework to systematically manage the environmental impacts arising from our business activities and support sustainable growth. Our environmental management organization establishes environmental policies and management standards, sets the direction for responding to key environmental issues, and fulfills implementation responsibilities through an organizational structure tailored to the characteristics of our business. Through dedicated committees and councils, and operational teams, we continuously manage key environmental indicators, including greenhouse gas emissions, energy consumption, and waste management, while proactively preventing environmental risks and systematically implementing improvement initiatives. The Boards of Directors and executive management of Huons Global and Huons regularly receive and review environmental matters. We periodically review key environmental issues and performance, including climate change, carbon neutrality, and biodiversity. We continue to strengthen our company-wide environmental management framework by overseeing strategy development and implementation based on the roles and responsibilities of executive management.

Huons Global / Huons

Huons Global and Huons operate an Environmental Management Committee to systematically manage the environmental impacts arising from our business operations. The Environmental Management Committee meets twice a year to discuss environmental management plans and key environmental issues, while reviewing environmental risks and environmental management performance for each business site. In addition, we have established a management framework by designating responsible organizations at each business site to ensure that environmental management activities are implemented systematically.

Humedix / HuM&C

Humedix operates an environmental management framework centered on the Environmental Management Committee, while HuM&C operates its environmental management framework through the ESG Council, supported by operational and support organizations by business site. The Committee and the Council discuss the strategic direction of environmental management, including climate action initiatives. The operational environmental management organization at each site, together with the environmental support organizations, are responsible for environmental management activities, including air emissions, water quality, and waste management, as well as energy consumption and greenhouse gas emissions management.

Environmental Management Governance of Huons Global and Huons



Environmental Management Governance of Humedix



Environmental Management Governance of HuM&C



Environmental Management Policy

Huons Group has established and publicly disclosed its Environmental Management Policy to become a company trusted by stakeholders by implementing environmentally responsible business operations and promoting sustainable development. Guided by this policy, we pursue key environmental initiatives, including improving energy efficiency and advancing resource circularity, while making continuous efforts to minimize the environmental impacts arising from our business operations across all group companies.

Huons Global / Huons

[Huons Global](#) [Huons](#)

We declare the following Environmental Management Policy to promote sustainable development and environmentally responsible business operations.

1. Recognize environmental impacts arising from all business activities while complying with applicable environmental laws and regulations
2. Foster an environmentally responsible corporate culture in which all employees contribute to sustainable coexistence with local communities
3. Continuously review the appropriateness and effectiveness of our environmental management system to drive continual improvement

Humedix

[Humedix](#)

We establish and implement the following Environmental Management Policy to promote sustainable development, implement environmentally responsible business operations, and become a trusted company.

1. Establish and maintain an effective Environmental Management System (EMS)
2. Prevent environmental pollution
3. Comply with applicable laws, regulations, and other compliance obligations

HuM&C

[HuM&C](#)

We recognize environmental stewardship as a core element of our business activities and are committed to preserving the global environment while contributing to an improved quality of life.

1. Reduce greenhouse gas emissions
2. Reduce waste generation
3. Achieve zero chemical incidents
4. Comply with applicable environmental laws and regulations
5. Expand environmentally friendly products

Environmental Management

Environmental Management Framework

Environmental Management Strategy and Targets

Huons Group recognizes the environment as one of the core elements of our business activities and considers the proactive management of environmental impacts arising from our operations to be a key management principle. Based on our site-level environmental management strategy and targets, each group company establishes and implements company-wide action plans to systematically advance environmental management. Going forward, we will continue to implement key initiatives based on our environmental management strategy and roadmap while driving continuous improvement to manage environmental risks in advance.

Huons Global / Huons

Huons Global and Huons implement a phased environmental management strategy based on a mid- to long-term environmental management roadmap, progressing from establishing the environmental management framework to embedding and continuously advancing environmental management practices. During the initial stage, we established the foundation for environmental management and during the growth stage, we strengthened environmental performance indicators and performance management. In the current expansion stage (2026), we continue to advance our environmental management practices by reducing greenhouse gas emissions and minimizing environmental impacts across our operations and supply chain. Going forward, we will continue to implement the strategies and initiatives set out in our mid- to long-term roadmap to further expand and enhance environmental management throughout the supply chain. Huons Global and Huons also established and are managing mid- to long-term environmental targets aligned with our environmental management strategy. We have identified greenhouse gas emissions, energy consumption, waste generation, water consumption, and air and water pollutant emissions as our key environmental performance indicators and manage reduction targets based on intensity per unit of revenue. Using 2024 as the base year, we have established phased targets to reduce environmental intensity by 13% by 2050 and review our performance annually to monitor progress toward these targets.

Huons Global, Huons Environmental Management Targets and Mid- to Long-term Strategy



Huons¹⁾ Mid- to Long-term Environmental Management Targets

Category	Unit	Targets and Performance for Current-year			Mid-to Long-term Targets		
		2025 Target	2025 Performance	2026 Target	2027	2030	2050
Greenhouse Gas	tCO ₂ eq/KRW 100 Million	2.71	2.92	2.69	2.66	2.62	2.35
Energy	TJ/KRW 100 Million	0.055	0.060	0.055	0.055	0.054	0.048
Waste	Ton/KRW 100 Million	0.132	0.134	0.132	0.131	0.129	0.116
Water	Ton/KRW 100 Million	37.14	42.45	36.95	36.77	36.21	32.47
Air Pollutant	kg/KRW 100 Million	0.506	0.326	0.504	0.501	0.494	0.443
Water Pollutant	kg/KRW 100 Million	2.11	0.24	2.09	2.08	2.05	1.84

1) The mid- to long-term environmental management targets apply only to Huons Jecheon Plants 1 and 2

Environmental Management

Environmental Management Framework

Humedix

Humedix has established three core environmental management objectives: ZERO environmental incidents, ZERO violations of environmental laws and regulations, and reduced emissions of environmental pollutants. To achieve these objectives, Humedix has developed and implements a mid- to long-term environmental management strategy. Based on these objectives, we proactively manage environmental risks across our operations, ensure compliance with applicable environmental laws and regulations, and continuously reduce emissions of environmental pollutants through improved processes and enhanced operational efficiency. In addition, we continuously monitor environmental performance through systematic environmental management activities while we identify and carry out improvement initiatives, further elevate our environmental management standards.

Humedix's Environmental Management Targets and Mid- to Long-term Strategies

Environmental Management Target	ZERO Environmental Incidents		ZERO Violations of Environmental Laws and Regulations		Reduction of Environmental Pollutant Emissions	
Mid-to Long-term Roadmap	Initial Stage	Establishing Foundation for Environmental Management ('23~'24)	Growth Stage	Embedding Environmental Management ('25~'27)	Expansion Stage	Advancing Environmental Management ('28~)
Strategic Priorities	Embedding the Environmental Management Framework		Strengthening Regulatory Compliance and Environmental Performance Indicators		Achieving Carbon Neutrality	
Strategic Initiatives	1. Establish a Basic Environmental Performance Measurement and Data Collection System 2. Provide Environmental Training for Employees 3. Maintain ISO 14001 Certification 4. Conduct Environmental Risk and Opportunity Assessments		1. Provide Environmental Training and Awareness Programs 2. Fully Operationalize the Dedicated Environmental Management Organization 3. Implement Energy Efficiency and Greenhouse Gas Reduction Initiatives 4. Establish and Manage Key Environmental Performance Indicators (KPIs)		1. Conduct Regular Inspections and Maintenance of Aging Facilities 2. Regularly Monitor and Manage Energy Consumption and Greenhouse Gas Emissions 3. Expand Investment in Environmentally Friendly Product Development 4. Strengthen Environmental Training for All Employees and Develop Environmental Experts	

Humedix's Mid- to Long-term Environmental Management

Category	Unit	Targets and Performance for Current-year			Mid-to Long-term Targets		
		2025 Target	2025 Performance	2026 Target	2027	2030	2050
Greenhouse Gas	tCO ₂ eq/KRW 100 Million	5.37	5.47	5.34	4.97	4.47	3.6
Energy	TJ/KRW 100 Million	0.06	0.11	0.11	0.05	0.05	0.04
Waste	Ton/KRW 100 Million	0.36	0.41	0.40	0.34	0.30	0.32
Water	Ton/KRW 100 Million	81.29	92.12	89.81	76.22	72.00	70.00
Air Pollutant	kg/KRW 100 Million	1.40	1.29	1.39	1.38	1.35	1.30
Water Pollutant	kg/KRW 100 Million	0.25	0.19	0.25	0.24	0.23	0.20

HuM&C

Under its company-wide Environmental Management Policy, HuM&C has established environmental performance targets across five strategic areas and reviews and manages progress toward these targets each year through its environmental management activities. We have established quantitative targets in five strategic areas: reducing greenhouse gas emissions, reducing waste generation, achieving zero chemical incidents, complying with environmental laws and regulations, and expanding our environmentally friendly product portfolio. Based on these targets, HuM&C operates a systematic environmental performance management framework. Progress for each target is monitored regularly, and improvement initiatives are identified and implemented to continuously enhance environmental performance.

HuM&C's Environmental Management Targets

1	Greenhouse Gas Emissions Reduction	Reduce greenhouse gas emissions by at least 5% compared to the previous year
2	Waste Generation Reduction	Reduce waste generation by 10% at manufacturing sites
3	Zero Chemical Incidents	Zero external chemical leakage incidents attributable to operational negligence
4	Compliance with Environmental Laws and Regulations	Zero violations of environmental laws and regulations, including applicable domestic and international laws, regulations, and agreements
5	Expansion of Environmentally Friendly Product Portfolio	Increase the sales ratio of environmentally friendly products by 20% compared with the previous year

Environmental Management

Environmental Risk Management

Internal Environmental Management Standards

Huons Group has established internal environmental management standards to systematically manage air and water pollutants generated from our business operations and is committed to compliance. Reflecting applicable laws and regulatory requirements, we have established internal management standards at 95% of the applicable legal limits and continuously monitor pollutant emissions based on these standards. Through compliance with these standards, we implement management activities to minimize our environmental impacts. In addition, we continuously inspect and improve the operation and management of emission facilities to proactively prevent environmental risks and ensure stable business operations. Through these efforts, we strengthen our capabilities to respond to environmental regulations while fulfilling our responsibility to protect the environment and support sustainable growth.

Internal Environmental (Pollutant) Management Standards of Huons, Humedix, and HuM&C¹⁾

Category	Managed Items	Internal Management Standards for Huons, Humedix	Internal Management Standards for HuM&C
Air Pollutant	NOx	38(Boiler), 142.5(Dust Collector) ppm	5(Boiler), 5(Dust Collector) ppm
	SOx	9.5(Boiler), 190(Dust Collector) ppm	5(Boiler), 5(Dust Collector) ppm
	PM	28.5(Dust Collector) mg/ Sm ³	10(Dust Collector) mg/Sm ³
Water Pollutant	BOD	114 mg/L	10 mg/L
	TOC	71.25 mg/L	50 mg/L
	SS	114 mg/L	10 mg/L

1) Huons Global does not operate water or air pollutant emission facilities.

Risk and Opportunity Analysis and Response Strategies for Key Environmental Issues

Huons Group continues to strengthen its environmental management framework to manage potential risks associated with waste, pollutants, and hazardous chemicals. We also enhance our response capability to changes in environmental regulations by reducing waste generation, expanding recycling initiatives, and implementing activities to reduce pollutant emissions.

Risk and Opportunity Analysis and Response Strategies for Huons Group's Key Environmental Issues

	Factor	Key Description	Financial Impacts	Response Strategies
Resource Circularity (Waste) 	Risk	Increased waste generation may adversely affect the environment in surrounding communities near business sites.	Increased waste management and disposal costs resulting from higher waste generation	- Expand the recycling of waste generated at business sites - Promote proper waste segregation and disposal practices through employee training - Ensure the compliant management and disposal of designated waste
	Opportunity	Reducing waste generation and increasing recycling can enhance our reputation as a sustainable company	Reduced final waste disposal costs	Enhance transparent reporting and management of waste generation
Environmental Pollutant Emissions 	Risk	- Increased emissions of environmental pollutants may adversely affect the environment surrounding business sites - Pollutant emissions may adversely affect the health and well-being of employees and nearby communities	- Administrative sanctions and fines resulting from non-compliance with environmental laws and regulations - Increased costs associated with environmental damage compensation and occupational health management	- Establish and Manage Internal Standards that Exceed Regulatory Requirements - Expand the Capacity of Water Pollutant Control Facilities
	Opportunity	Reducing environmental pollutant emissions can strengthen our reputation as a responsible company	Reduced pollution control and treatment costs through lower environmental pollutant emissions	Increase the Frequency of Pollutant Monitoring and Expand Real-time Monitors
Hazardous Chemicals 	Risk	- Strengthened societal expectations and regulatory requirements for chemical management - Inadequate chemical management may adversely affect the health and safety of employees and local communities, as well as the surrounding environment	Administrative sanctions and fines resulting from non-compliance with applicable laws and regulations	Review and Enhance the Chemical Management System
	Opportunity	- Safe chemical management can reduce chemical-related risks - Effective compliance with chemical regulations can strengthen our competitiveness and enhance our reputation as a responsible company	Reduced procurement and treatment costs through lower chemical use and emissions	Provide Training for Personnel Handling Hazardous Chemicals

Environmental Management

Environmental Risk Management

Environmental Incident Response System

Huons Group has established and operates an environmental incident management system to ensure prompt and systematic responses to environmental incidents. Environmental incidents include pollution events resulting from the release of hazardous chemicals, flammable substances, waste, and other materials. In the event of an environmental incident, we immediately assess the situation, conduct an initial investigation, and promptly report the incident through our internal reporting procedures. The responsible organization then evaluates the incident based on its severity and potential impact and, when necessary, initiates an investigation involving qualified personnel to identify the root cause. Based on the investigation results, we establish and implement corrective and preventive measures to prevent recurrence and continuously strengthen environmental and safety management across our business operations.

Huons

Huons has established and operates a company-wide emergency response manual to prepare for workplace incidents, including environmental incidents. The manual clearly defines the roles and responsibilities of all personnel, from managers to frontline employees, enabling prompt initial response and the consistent execution of recovery procedures during emergency situations. In addition, we have established detailed response procedures for each organization throughout the entire incident response process, from securing the critical initial response period to developing measures to prevent recurrence. Through such integrated response system, we proactively minimize potential environmental risks and maintain a safe operating environment.

HuM&C

HuM&C has identified potential emergency situations that may arise during its manufacturing processes, including leaks and other incidents, and has established and operates emergency response plans tailored to each scenario. Through these plans, we maintain a management system that enables prompt and systematic responses to emergency situations. In addition, we conduct annual emergency response drills at our business sites to strengthen employees' emergency response capabilities. These drills are used to evaluate the effectiveness of our response procedures and identify opportunities for improvement. Through these ongoing efforts, we are continuously enhancing our emergency response system while effectively managing safety and environmental risks across our business operations.

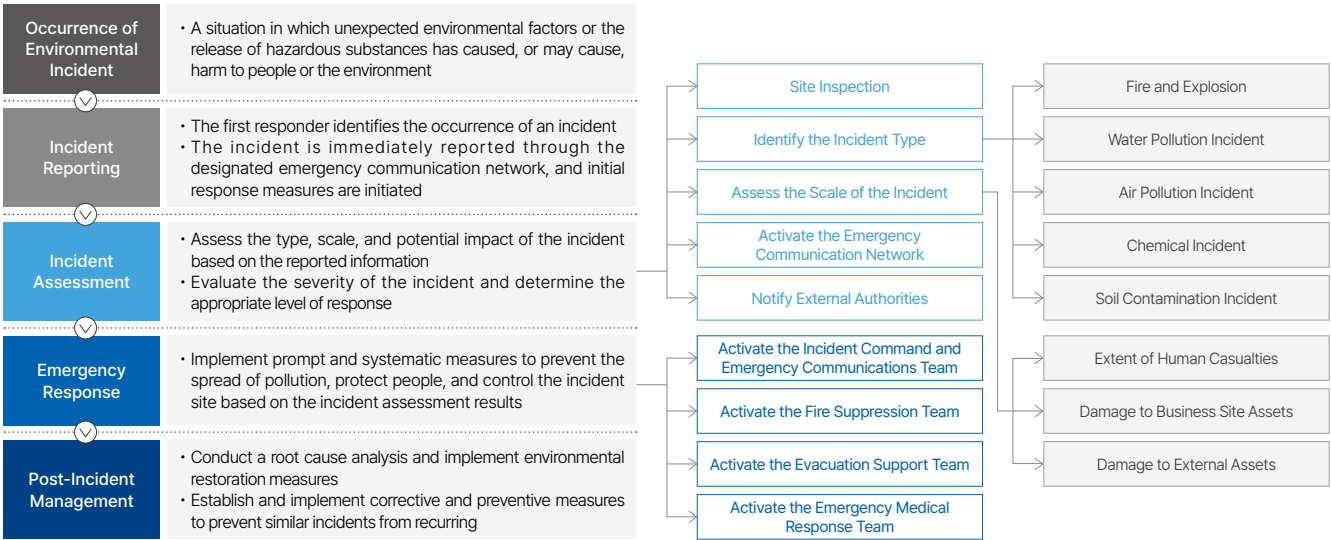
Humedix

Humedix responds promptly to environmental incidents through a structured response process comprising the stages of identification, assessment, response, and post management. Upon the occurrence of an incident, the first responder immediately reports and appropriate response measures are implemented based on the type and scale of the incident. Following the initial response, Humedix conducts a root cause analysis and environmental restoration, and implements corrective and preventive measures to prevent recurrence.



Emergency Evacuation Drill

Humedix's Environmental Incident Response Procedure



Environmental Management

Embedding Environmental Management

Environmental Management Training and Awareness

Huons Group seeks to embed environmental management into its organizational culture and day-to-day operations through employee environmental training, rather than treating it as a one-time campaign. We provide environmental training in the first and second half of each year, along with site-specific ESG training, through various formats, including in-person and virtual sessions, to enhance employees' awareness and practical capabilities. We will continue to strengthen environmental awareness and promote sustainable environmental management throughout the organization.

Huons Global / Huons

Huons Global and Huons have established and operate a structured environmental training program to enhance employees' understanding of environmental management and to strengthen their practical capabilities. We regularly provide training on key environmental topics, including environmental laws and regulations, changes in regulatory requirements, site-specific environmental management standards, and greenhouse gas and energy management. Based on the training outcomes, we continuously review and improve our environmental management practices.

In the first half of 2025, we conducted in-person environmental training on sustainable consumption and resource circularity for employees at our Pangyo headquarters to enhance their understanding of resource conservation and the circular economy. In the second half of the year, we invited an external expert to deliver biodiversity training and conducted an interactive program that introduced biodiversity in the context of the Sustainable Development Goals (SDGs), while providing participants with opportunities to explore related responsibilities and practical actions.



Huons' Employee Environmental Training (Second Half of 2025)

Humedix

Humedix enhances employees' awareness of environmental management and strengthens their on-site implementation capabilities through environmental training. We provide structured training covering key environmental management topics, including compliance with environmental laws and regulations, greenhouse gas management, chemical management, and pollutant reduction. We have also established a training framework to ensure that site-specific and job-related training is delivered in a timely manner. In particular, we strengthen employees' ability to respond to environmental risks that may arise in the workplace through practical training tailored to key functions, such as manufacturing and research and development. We also continuously monitor and manage training outcomes to ensure that they are effectively reflected in our environmental management practices.

In May 2025, Humedix conducted in-person ESG environmental training at its Jecheon Plant, covering topics such as the Environmental Management Policy and environmental performance, to further enhance employees' environmental management capabilities.



Humedix' Employee ESG Environmental Training (2025)

HuM&C

HuM&C operates a variety of training programs and awareness campaigns to enhance employees' understanding of environmental management and ESG. We encourage employees to put environmental stewardship into practice through initiatives such as an eco-campaign promoting participation in Earth Day lights-off events and an energy-saving campaign aimed at reducing unnecessary electricity consumption at our business sites. Our environmental training content is designed to help employees better understand the environmental impacts of our business operations, thereby enabling all employees to understand and put our Environmental Management Policy into practice. In addition, we encourage voluntary participation by incorporating interactive activities into our training programs and providing participants with small incentives.



Lights-Off Campaign



Energy Conservation Campaign



Quiz Event

Climate Action

Climate Action Framework

Climate Action Strategy

Huons Group analyzes the physical and transition-related risks and opportunities associated with climate change and the transition to carbon neutrality from both short- and long-term perspectives, and establishes climate actions accordingly. We manage risks associated with potential facility damage and increased costs resulting from extreme weather events, as well as changes in market conditions and regulatory requirements. At the same time, we continue to expand opportunities arising from the transition to a low-carbon economy by advancing environmentally friendly and low-carbon products and enhancing our environmental management framework.

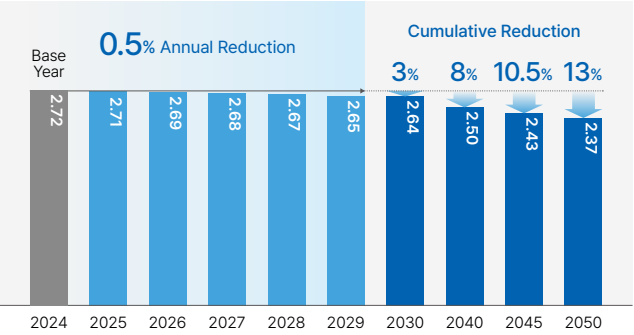
Huons' Climate Change and Carbon Neutrality Risk and Opportunity Analysis and Action Strategies

	Factor	Key Description	Financial Impacts	Action Strategies
Risk	Physical	• (Short term) Increased frequency and severity of extreme weather events, such as typhoons and floods • (Long term) Long-term climate pattern changes, including extreme heat, rising sea levels, and rising average temperatures	• (Short term) Revenue losses resulting from operational disruptions or suspension due to facility damage and natural disasters • (Long term) Increased cooling costs during summer, higher heating costs during winter, and additional costs for damage recovery	• (Short term) Conduct Regular Inspections of Facilities • (Long term) Strengthen Facility Resilience to Enhance Preparedness for Climate-Related Natural Disasters
	Transition	• (Short term) Changes in customer expectations and market trends • (Long term) Gradual expansion of mandatory climate- and sustainability-related disclosure requirements	• (Short term) Revenue losses resulting from contract termination due to failure to meet customer and market expectations for climate action and carbon neutrality • (Long term) Increased costs associated with climate- and sustainability-related disclosures, including compliance and assurance	• (Short term) Monitor Customer and Market Expectations • (Long term) Participate in Climate Change-Related Initiatives
Opportunity	-	• (Short term) Increased demand for low-carbon products and environmentally friendly packaging • (Long term) Strengthened carbon emissions regulations	• (Short term) Increased raw material costs associated with the transition to low-carbon products and environmentally friendly packaging • (Long term) Increased capital investment for facility upgrades to comply with regulatory requirements	• (Short term) Evaluate the Adoption of Low-Carbon Products and Environmentally Friendly Packaging • (Long term) Monitor Regulatory Developments and Enhance the Environmental Management Framework

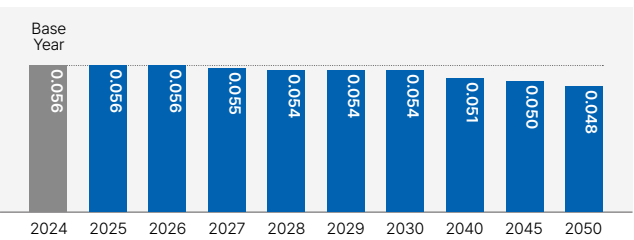
Climate Action Targets

Huons has established phased greenhouse gas reduction targets and carries out emissions management activities based on these targets. In 2023, we established an annual greenhouse gas reduction target of 0.5% based on the average emissions data from Plant 1 over the previous three years (2020–2022) and operated our greenhouse gas management system accordingly. In 2025, we expanded the management boundary to include Plant 2, reset our second-phase reduction target using 2024 as the base year, and established an annual reduction target of 0.5%. Through various reduction initiatives, we will continue to reduce greenhouse gas emissions and energy consumption.

Huons' Greenhouse Gas Emissions Reduction Targets
(Unit: tCO₂eq/KRW 100 million)



Huons' Energy Consumption Reduction Targets
(Unit: TJ/KRW 100 million)



Climate Action

Climate Action Activities

Implementation of Greenhouse Gas Reduction Initiatives

Huons has established ESG KPIs for 2025 to support the effective implementation of its greenhouse gas emissions reduction targets. We manage these KPIs as annual performance initiatives under a quarterly monitoring framework. Through the Environmental Management Committee, we regularly review implementation progress and performance while continuously monitoring target achievement and identifying improvement opportunities.

In addition, we continue to implement greenhouse gas reduction initiatives at Plant 1 while expanding related activities by establishing new reduction targets based on environmental data from Plant 2. We will continue to systematically manage greenhouse gas emissions across our business sites and strengthen the foundation for achieving our mid-to long-term reduction targets.

Eco Huons Day

To enhance employees' environmental awareness and encourage their participation in reducing carbon emissions in their daily lives, Huons launched the "Eco Huons Day" campaign in May 2025. Throughout the first and second weeks of the campaign, employees participated in a series of practical activities, such as conserving energy and adopting environmentally friendly practices, to help reduce their carbon footprint. To encourage voluntary participation, we invited employees to share their activities, verify their participation, and recognized outstanding participants through an awards program.



Eco Huons Day

Transition to Environmentally Friendly Vehicles

Huons is promoting the transition of its business vehicles to environmentally friendly vehicles to reduce greenhouse gas emissions generated from its business operations. In March 2026, we introduced hybrid vehicles for a portion of the vehicles provided to high-performing sales employees and began operating them. This initiative has established a foundation for reducing fuel consumption and exhaust emissions compared with conventional internal combustion engine vehicles, thereby lowering carbon emissions generated during sales activities. We will continue to expand the adoption of environmentally friendly vehicles to further reduce the environmental impacts associated with our logistics and sales operations.

Establishment of a Digital-Based Climate and Carbon Management System

Huons is developing a company-wide ESG solution to strengthen environmental data management and establish a resource circularity management system. The solution is being progressively enhanced through the stages of analysis, design, and system development and serves as a foundation for supporting decision-making related to climate actions and resource circularity.

Huons' ESG Solution

Resource Circularity Inventory System	An integrated data management system for greenhouse gas emissions, energy, waste, and air and water pollutants
Resource Circularity Monitoring System	Collects and analyzes data on resource recovery and recycling throughout the manufacturing, distribution, and consumption stages
Carbon Emissions Forecasting System	Analyzes and forecasts carbon emissions generated from manufacturing and distribution activities across business sites

Facility Efficiency Improvements

Huons Group is implementing a range of facility efficiency improvement initiatives to efficiently manage energy consumption across its business sites and strengthen the foundation for reducing greenhouse gas emissions.

Facility Efficiency Improvement Activities

Activities	Description	Performance (2025)
Huons		
Replacement of Office and Workspace Lighting with LED Fixtures	Replaced aging fluorescent lighting in offices and lighting fixtures in workspaces with high-efficiency LED lighting	Reduced annual electricity consumption by approximately 10,885 kWh and 5,918 kWh, respectively
Implementation of a Boiler Condensate Waste Heat Recovery System	Implemented a waste heat recovery system that utilizes boiler condensate	Expected energy savings of approximately 300,000 kcal/h
Inspection and Improvement of Pipe Insulation	Inspected and improved the insulation of chilled water, hot water, and steam piping	Reduced energy losses and improved energy efficiency
HuM&C		
Installation of Low-NOx Boilers	Replaced conventional boilers with low-NOx boilers	Reduced annual natural gas consumption by approximately 3,600 m³
Replacement of Aging Equipment	Replaced aging equipment with high-efficiency equipment	Reduced energy losses and improved energy efficiency
Inspection and Improvement of Pipe Insulation	Inspected and improved the insulation of chilled water, hot water, and steam piping	Reduced energy losses and improved energy efficiency

Reduction of Environmental Impacts

Waste Reduction

Waste Management System for Business Sites

Huons Group has established a company-wide resource circularity framework and continues to enhance its waste reduction initiatives to minimize the environmental impacts of waste generated throughout its value chain. We prioritize preventing waste generation at the source by maximizing resource efficiency across the entire value chain, from raw material procurement and manufacturing to packaging and logistics. To accelerate the transition beyond climate actions toward a circular economy, we have established a Circular Economy Model. Using 2024 as the base year, we have established a mid- to long-term roadmap to reduce waste generation intensity, measured as waste generated per revenue, by 13% by 2050. Centered on our key manufacturing sites, Jecheon Plants 1 and 2, we annually monitor progress against our quantitative targets while continuously conducting monitoring and improvement activities based on internal management standards that reflect site-specific operational characteristics beyond compliance with applicable environmental regulations.

Waste Management Standards and Operational Policy

Huons Group has established and operates waste management and disposal regulations to ensure the systematic management of waste generated across its business sites and the minimization of its environmental impacts. Reflecting the characteristics of our business operations, our waste management scope covers various types of waste, including raw material waste, finished product waste, designated waste, medical waste, and nonconforming products generated during manufacturing processes. Differentiated management standards are applied according to the characteristics and hazard level of each waste type. In particular, we operate a dedicated management framework for specialized waste generated from pharmaceutical manufacturing and biotechnology-related operations based on applicable regulations and internal standards. We have also established management procedures and operational standards covering the entire waste management process, from waste generation and storage to transportation and disposal. Waste is classified and recorded according to its characteristics, stored safely in accordance with established standards, and transported and disposed of by licensed waste treatment service providers in compliance with applicable regulations. In addition, we strengthen accountability by clearly defining the roles and responsibilities of each organization involved at every stage of waste management. Led by the environmental management organizations at each affiliate's business sites, we promote cross-functional collaboration to ensure that waste reduction activities begin at the waste generation stage. We also continuously enhance our waste management practices by conducting regular inspections and internal training to monitor compliance with relevant regulations and internal standards.

Waste Reduction and Resource Circularity Strategy

Huons Group has established and implements three key action strategies tailored to the characteristics of each business site to achieve its mid- to long-term waste reduction targets. The implementation process and performance of these strategies are regularly reviewed and managed through the Environmental Management Committee. We also transparently disclose our progress toward target achievement and annual performance through our Sustainability Report. For areas where performance falls short of established targets, we conduct root cause analyses, identify improvement initiatives, and incorporate them into the following year's implementation plans.

Mid- to Long-term Waste Generation Targets¹⁾ (Unit: ton / KRW 100 million)

Category	2025 Target	2025 Performance	2026 Target	2030 Target	2050 Target
Waste Generation Intensity	0.132	0.134	0.132	0.129	0.116

1) Waste Generation Intensity Reduction Targets for Huons Jecheon Plants 1 and 2.

Waste Reduction and Resource Circularity Action Strategy

Enhancing Employee Awareness of Resource Circularity

To reduce waste generation at manufacturing sites, we distribute waste segregation guidelines and provide regular resource circularity training for all employees to enhance environmental awareness across the organization.

Advancing and Standardizing Resource Circularity Processes

We classify recyclable waste generated at our business sites and increase recycling rates through collaboration with specialized recycling service providers. In particular, we establish a data-driven monitoring system by further categorizing waste generation data according to waste characteristics and implement Standard Operating Procedures (SOPs) for waste segregation to fundamentally eliminate barriers to recycling.

Strengthening Environmental Management Collaboration among Supply Chains

We extend our resource circularity framework to suppliers to manage environmental risks across the supply chain. We have incorporated waste reduction and recycling guidelines into our Supplier Code of Conduct and encourage voluntary participation in resource circularity throughout the supply chain by distributing environmental guidelines annually and maintaining ongoing communication with our suppliers.

Reduction of Environmental Impacts

Waste Reduction

Waste Management Practices and Activities

Huons Global / Huons

Waste Management at Manufacturing Sites

Huons manages waste generated from manufacturing processes as well as testing and research activities, with a focus on Jecheon Plants 1 and 2. The scope of waste management includes general waste, pharmaceutical waste, designated waste, and infectious waste generated during manufacturing operations. Waste is classified, stored, and disposed of in accordance with management standards tailored to the characteristics of each waste type. We also operate waste management standards by waste category, taking into account potential increases in waste generation resulting from higher production volumes and changes in manufacturing processes. All waste management activities are carried out in compliance with applicable laws and regulations.

Improving Waste Management Practices and Expanding Recycling

Huons carries out waste management initiatives with the primary objectives of reducing waste generation and increasing recycling rates. Recyclable waste generated during manufacturing processes is separated and sent for recycling, while certain combustible waste is processed into Solid Refuse Fuel (SRF) to reduce reliance on incineration. In addition, we continue to improve waste management practices by enhancing waste storage and loading areas and upgrading related facilities to prevent environmental risks, such as leachate generation and improper waste storage, during the waste storage process.

Humedix

Management of Pharmaceutical and Active Pharmaceutical Ingredient Waste

Humedix manages and disposes of waste generated during the manufacturing of pharmaceuticals and active pharmaceutical ingredients (APIs) in accordance with applicable laws and regulations. Hazardous waste, including pharmaceutical waste and waste liquids generated during manufacturing, testing, and research activities, is managed by licensed external waste treatment service providers in accordance with statutory disposal requirements. General waste is also managed and disposed of according to its characteristics.

HuM&C

Waste Management Based on Characteristics of Packaging and Auxiliary Materials

HuM&C operates a waste management framework tailored to the characteristics of its glass container and cosmetic packaging material manufacturing processes. To reduce waste generation, we have introduced dedicated equipment for sample production to prevent overproduction. We also promote resource circularity by utilizing off-specification products for promotional purposes and recycling waste glass. In addition, we continue to enhance our waste management practices by strengthening waste treatment and waste segregation based on process characteristics and the root causes of waste generation.

Waste Generation Reduction Activities

Business Site	Category	Waste Type	Treatment Method
Incheon	General Waste	Synthetic Resin Waste	Utilized as Intermediate Processing Material
		Wastewater Treatment Sludge	Privately Operated Landfill
		Waste Organic Solvents	Incineration
Nonsan		Waste Glass	Recycling
Common	-	Waste Paper and Cardboard	Recycling

CASE STUDY

Huons

Resource Recovery of Waste Synthetic Resin Waste

Various types of waste generated during pharmaceutical manufacturing, including synthetic resin waste, are strictly classified in accordance with applicable laws and regulations and are treated and recovered through specialized recycling service providers. Waste plastics, vinyl, and other recyclable materials generated during manufacturing processes are collected by authorized service providers and processed through shredding, crushing, and molding to produce Solid Refuse Fuel (SRF). The resulting SRF can be used as an alternative energy source for thermal power plants and industrial boilers, contributing to reduced fossil fuel consumption. Through a systematic outsourcing process managed by specialized service providers, Huons maximizes resource circularity while achieving environmentally responsible outcomes by reducing carbon emissions.

CASE STUDY

HuM&C

Recycling Waste Glass

Since February 2025, HuM&C's Nonsan Plant has established and operated a recycling system for waste glass generated during the glass container manufacturing process. Waste glass generated during manufacturing is separated through designated collection facilities before being collected and crushed by specialized recycling service providers for use as secondary raw materials in tile manufacturing and other applications. By recycling approximately 200 tons of waste glass annually, we prevent landfill disposal and contribute to resource circularity.



Waste Glass Segregation



Waste Glass Crushing (Recycling Service Provider)

Reduction of Environmental Impacts

Water Resources and Water Management

Systematic Management of Water Consumption

Huons Group promotes systematic water management practices across its business operations. As water is essential to pharmaceutical manufacturing, research and development, and material production, we have established and continuously enhance management standards covering the entire water management cycle, from water withdrawal and consumption to reuse and discharge. Each business site monitors water consumption based on its operational characteristics and implements water conservation activities through process improvements and enhanced facility efficiency. In addition, we strive to improve water use efficiency by expanding the reuse of recyclable water and evaluating opportunities to reuse treated wastewater.

Expanding Water Reuse Through Greywater Systems

To promote efficient water use and sustainable resource circularity, Huons Group's headquarters has installed and operates a greywater system. Rather than discharging wastewater generated from water facilities such as washbasins and sinks, the water is treated through an on-site purification process and reused for toilet flushing, landscape irrigation, and facility maintenance. Through these initiatives, we contribute to reducing both municipal water consumption and wastewater discharge.

Biodiversity Management

Biodiversity Conservation Efforts

Huons Group recognizes the potential impacts of its business activities, including pharmaceutical manufacturing, research and development, and material production on ecosystems through land use, resource consumption, and emissions. We are committed to implementing initiatives to minimize these impacts. We plan to expand the scope of our biodiversity management by continuously monitoring global biodiversity initiatives and evolving regulatory trends and will enhance our management framework based on biodiversity impact assessments.

Huons

Participation in Biodiversity Platforms

Huons recognizes biodiversity conservation as an important environmental responsibility and participates in the Biz N Biodiversity Platform (BNBP), one of Korea's leading collaborative initiatives. The platform brings together companies, government agencies, and research institutions to promote biodiversity conservation and the sustainable use of natural resources. Participating organizations undertake initiatives to manage and reduce the impacts of their business activities on ecosystems. In 2025, Huons actively participated in the BNBP General Assembly and Stakeholder Engagement Meeting, where we reviewed the 2025 action plan and shared biodiversity-related initiatives and achievements.

Local Community-based Biodiversity Survey Activities

In collaboration with Seongnam city, where our headquarters is located, Huons conducts local community-based biodiversity survey activities. We carried out biodiversity surveys at Namhansanseong in 2024 and Yuldong Park in 2025. The survey results are recorded on a nature observation platform and used as baseline data to support biodiversity conservation policies, biodiversity database development, and local ecosystem restoration initiatives in Seongnam city.

Raising Biodiversity Awareness

To enhance employees' awareness of biodiversity, Huons conducted a training program in July 2025 themed around the Sustainable Development Goals (SDGs) goal of "Life on Land." Through participation-based activities grounded in everyday life, the program strengthened employees' understanding of the importance of biodiversity conservation and practical actions to support it.

Humedix

As part of its biodiversity management efforts, Humedix promotes both local river ecosystem conservation and the enhancement of environmental management at its business sites. In 2025, Humedix participated in the "Clean River Corporate Social Responsibility Program," organized by the Water Resources Headquarters in Gyeonggi Province, where employees conducted plogging activities and an Effective Microorganisms (EM) mud ball campaign along the Geumto Stream in Seongnam city. By collecting litter along the river, we helped to reduce potential sources of water pollution and contributed to improving the local ecological environment. In recognition of these efforts, Humedix was named an Outstanding Organization in the Clean River Corporate Social Responsibility Program in late 2025. The Company remains committed to continuing its biodiversity conservation activities in partnership with the local community.

HuM&C

HuM&C has established and complies with a biodiversity policy based on internationally recognized conventions and guidelines, including the Convention on Biological Diversity (CBD), the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), and the International Union for Conservation of Nature (IUCN) Guidelines for Applying Protected Area Management Categories.

Reduction of Environmental Impacts

Environmentally Friendly Products

Development of Environmentally Friendly Products

Humedix / HuM&C

Humedix is committed to responsible product development and reducing environmental impacts by expanding the application of products that meet vegan standards and environmentally friendly packaging in its cosmetic product development process. In addition, HuM&C is pursuing a wide range of research and development activities to become an environmentally responsible company in the cosmetic packaging materials industry. These efforts include developing products that are easier to recycle, applying sustainable materials, and reducing the use of substances of concern to human health.

Humedix

Elravie Zero

- Paper made from 100% sugarcane by-products that is biodegradable through microbial decomposition
- Applied uncoated wood-free paper labels



HuM&C

Pin-free Cushion Container

- Developed a pin-free structure that secures the upper and lower components without stainless steel pins used in conventional cushion containers, improving plastic recyclability
- An environmentally friendly container designed to enhance both consumer convenience and resource circularity



HuM&C

Microfiber Puff

- Developed an environmentally friendly puff using microfiber fabric made from recycled PET materials



HuM&C

Natural Sea Sponge

- A 100% naturally derived sponge made from natural sea sponges
- Supply volumes are carefully managed to prevent overharvesting and support biodiversity conservation



HuM&C

Organic Cotton Puff

- A reusable cleansing puff made from 100% organic natural fibers
- Designed for repeated use to help reduce the consumption of disposable cotton pads



HuM&C

Zero Nudy Cushion & Toner

- Collaborated with Humedix to develop environmentally friendly packaging
- Applied soy-based ink and removable labels to reduce printing ink consumption and improve the convenience of waste segregation for recycling



Reduction of Environmental Impacts

Environmental Pollutant Management

Environmental Pollutant Management Framework

Huons Group recognizes the potential impacts of air and water pollutants generated during its business operations on the environment and local communities and manages environmental risks through compliance with applicable laws and regulations and pollutant emission management. Environmental pollutants generated from manufacturing and research activities are identified as key management targets, and an environmental pollutant management framework has been established based on the characteristics of emissions and the operating conditions of each business site to minimize environmental impacts. In addition, we operate environmental pollutant management processes in accordance with its ISO 14001-based Environmental Management System (EMS). Compliance with legal requirements related to air and water pollutants, as well as the operating status of emission sources and pollution control facilities, is continuously monitored. Furthermore, pollutant emission risks are proactively managed through self-monitoring and regular facility inspections, helping prevent legal and environmental risks associated with environmental pollutants.

Air Pollutant Management

Huons Group operates a Group-wide air quality management framework to minimize the environmental impacts of air pollutants generated through its business operations. Major air pollutants, including sulfur oxides (SOx), nitrogen oxides (NOx), and particulate matter, are subject to emission reduction activities and continuous monitoring at key business sites. Emissions are managed in accordance with applicable laws and regulations as well as internal management standards. Each affiliate operates pollution control facilities appropriate to its emission characteristics and implements emission reduction activities through process improvements and facility efficiency enhancements. In addition, compliance with emission standards is verified through regular inspections and monitoring. When equipment abnormalities or process changes occur, prompt root cause analysis and corrective actions are implemented to mitigate environmental risks.

Huons

Huons manages compliance with emission standards by conducting self-monitoring and inspections of pollution control facilities for air emissions, including specific air pollutants generated from manufacturing processes at Jecheon Plants 1 and 2. In addition, we operate an IoT-based monitoring framework to detect abnormal equipment operation.

Humedix

Humedix is advancing the operation of pollution control facilities and emission monitoring practices to minimize the impacts of air pollutants generated at its business sites. In the fourth quarter of 2025, we completed the regulatory registration for installation of the LDPE silo dust collection system and dry hoppers and pursued the adoption of the new facilities. Through these initiatives, Humedix proactively manages fine dust and particulate matter generated during manufacturing processes.

HuM&C

HuM&C operates air pollution control facilities to reduce air pollutants generated during sponge and puff manufacturing processes. Environmental management personnel conduct regular self-inspections of pollution control facilities and carry out maintenance activities, including routine cleaning, to ensure the stable operation of dust collection equipment. In addition, we have installed and operate IoT-based real-time monitoring devices for our air pollution control facilities to enhance emissions monitoring and improve the transparency of emissions data. Furthermore, HuM&C has replaced aging boilers with high-efficiency low-NOx boilers to reduce nitrogen oxide (NOx) emissions.

Water Pollutant Management

Huons Group has established a framework to manage water pollutants and ensure stable wastewater discharge control across its manufacturing and R&D activities. Each affiliate operates wastewater treatment facilities tailored to its wastewater characteristics and pollutant types, maintaining high water quality standards through stable treatment processes and continuous efficiency improvements. Each business site also conducts regular water quality monitoring and wastewater discharge analysis to verify compliance with applicable laws, regulations, and internal standards. When abnormalities are detected, root cause analysis and inspections of manufacturing processes and facilities are promptly conducted to minimize potential environmental risks.

Huons

Huons supplements its water pollutant management with third-party monitoring by specialized institutions and an in-house monitoring framework for key parameters, including Total Organic Carbon (TOC). Daily inspections based on operational logs are also conducted to monitor wastewater treatment facility status and support the prompt tracking of key operational indicators.

Humedix

Humedix conducts regular water quality monitoring through accredited testing institutions to enhance the reliability and effectiveness of its water risk management. Key parameters, including pH, Biological Oxygen Demand (BOD), Total Organic Carbon (TOC), Suspended Solids (SS), Total Nitrogen (T-N), and Total Phosphorus (T-P), are analyzed for both influent and effluent. The results are used to manage wastewater discharge and ensure stable water quality.

HuM&C

HuM&C has designated environmental management personnel to oversee wastewater treatment from sponge and puff manufacturing processes. Daily inspections of wastewater discharge facilities are conducted, and key operational data, including wastewater treatment volume, sludge generation, and chemical consumption, are recorded and managed.

Reduction of Environmental Impacts

Hazardous Chemical Management

Hazardous Chemical Management Framework

Huons Group recognizes the potential impacts of hazardous chemicals handled during its manufacturing and research activities on the environment and local communities and has established and operates a hazardous chemical management framework based on compliance with applicable laws and regulations. Management standards are applied according to the characteristics of each business site's operations and the risk profile of the chemicals handled. Through preventive management activities, we proactively minimize the risk of accidents involving hazardous chemicals while reducing environmental risks. In addition, we operate an environmental incident response framework to prepare for emergency situations that may arise during the handling of hazardous chemicals. In the event of a hazardous chemical incident, step-by-step response procedures are implemented, covering incident identification, initial response, impact containment, and recovery measures, thereby minimizing potential impacts.

Hazardous Chemical Management Status and Key Activities

Huons

Although the volume of hazardous chemicals handled by Huons does not meet the regulatory threshold requiring the preparation of a Process Safety Management (PSM) Report, we operate a proactive preventive management framework that goes beyond regulatory compliance to promote a safe working environment. Employees handling hazardous chemicals receive pre-assignment and periodic training, complemented by hands-on emergency response drills to strengthen on-site response capabilities in the event of an emergency. In addition, we conduct regular safety inspections and risk assessments to continuously identify and address potential risks throughout the entire hazardous chemical management process, including storage, handling, transportation, and disposal. We also continue to enhance its safety management practices through facility improvements and process optimization.

Huons' Hazardous Chemical Management Activities

Activity	Activity Details and Performance	
Safety Training	Manager Training	1 participant, 16 hours over a 2 year period
	Hazardous Chemical Handler Training	123 participants, 16 hours annually
	Employee Training	582 participants, 2 hours annually
Handling Facility Improvements	Improved signage for hazardous chemical handling facilities	-
	Installation of two additional fume hoods in the physicochemical laboratory	2 locations
	Installation of one exhaust hood for the oral dosage coating process	1 location
Accident Prevention During Handling and Storage	Replacement of Rupture Discs for Production Mixing Tanks	18 locations
	CCTV Monitoring System for Leak Detection at Storage Facilities	-
	Emergency Eyewash Stations in Production and Quality Control Areas	54 locations
	Operation of Emergency Spill Response Equipment	5 locations

Humedix

Humedix identifies hazardous chemicals used in the manufacturing and research of pharmaceutical products and active pharmaceutical ingredients (APIs) as key management targets and operates management processes covering the entire lifecycle of chemical management, including storage, handling, use, and discharge. The Company manages the appropriate use of hazardous chemicals through chemical-specific management standards and usage records while ensuring compliance with applicable requirements for chemical storage and handling. In addition, water pollutants generated from the use of hazardous chemicals are managed through wastewater treatment and monitoring frameworks, enabling effective control of wastewater discharges and prompt response to abnormal conditions.

As a business site subject to the Process Safety Management (PSM) system, the Humedix Jecheon Plant proactively identifies and mitigates potential process hazards while implementing preventive safety management activities to prevent chemical leaks and minimize the likelihood of accidents. In particular, we work to prevent injuries and property damage through process and equipment inspections, risk assessments, and preventive safety activities. Furthermore, Humedix provides mandatory regulatory training and regular safety training for employees handling hazardous chemicals, complemented by hands-on emergency response drills to strengthen on-site emergency response capabilities. The Company also continues to enhance its hazardous chemical management practices by operating gas leak detection and alarm systems, maintaining Material Safety Data Sheets (MSDS), managing personal protective equipment (PPE) and emergency response equipment, and by conducting regular workplace environmental monitoring at each business site.

HuM&C

HuM&C maintains an inventory of hazardous chemicals used in its manufacturing processes and operates a management framework in accordance with applicable laws and regulations. The Incheon Plant has completed the required regulatory filings for five hazardous chemicals, including sodium bifluoride. When new chemicals are introduced or changes are made to existing chemicals, their use is reviewed and approved in advance by the hazardous chemical manager. Hazardous chemical managers have been designated at both the Incheon Plant and the Jongno Office, which is responsible for the wholesale and retail distribution of cosmetic packaging materials. Managers and responsible personnel complete mandatory training provided by the Korea Chemicals Management Association to strengthen regulatory compliance and hazardous chemical management capabilities.

Material Safety Data Sheets (MSDS) are maintained at workplaces handling hazardous chemicals, and regular training is provided to employees. In addition, personal protective equipment (PPE) is supplied, emergency shower facilities are installed, hazard signage is displayed, and occupational health and safety posters are posted to promote a safe working environment and to strengthen the integration of a safety culture throughout the organization.



Maintenance of Material Safety Data Sheets (MSDS) at Business Sites



Emergency Shower Facilities

SUSTAINABILITY TOPIC

SOCIAL

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Human Rights Management

Human Rights Management Framework

Human Rights Management Organization

Huons Group recognizes respect for human rights as a fundamental principle of its business management and operates a human rights management framework to systematically address human rights issues that may arise throughout its business activities. The organizations responsible for human rights management establish policies and management standards to protect and respect human rights while reviewing key human rights issues and developing appropriate response measures. In addition, we clearly define the roles and responsibilities of each organization in consideration of its business characteristics and operating environment to ensure the effective implementation of human rights management practices across its operations. Furthermore, based on collaboration and information sharing among relevant organizations, we continuously monitor key human rights management areas, including the promotion of a safe working environment, the prevention of discrimination, and the implementation of ethical management. It also proactively identifies potential human rights risks that may arise at individual workplaces and implements improvement measures to mitigate such risks.

Huons Group's Human Rights Management Committee

Huons Global and Huons operate a Human Rights Management Committee to systematically manage human rights risks that may arise throughout their business activities and to promote continuous human rights management. Chaired by the Chief Executive Officer (CEO), the Committee serves as the highest decision-making body responsible for reviewing our human rights policies and management direction, as well as deliberating on key human rights issues and response measures. The Committee also oversees the overall human rights management framework by reviewing the results of human rights impact assessments conducted for Huons Global and Huons, monitoring the implementation of improvement measures, and evaluating human rights training and awareness-raising activities. The working-level organization, consisting of the headquarters and major business sites, implements the Committee's decisions and systematically manages and supports human rights issues arising across our operations.

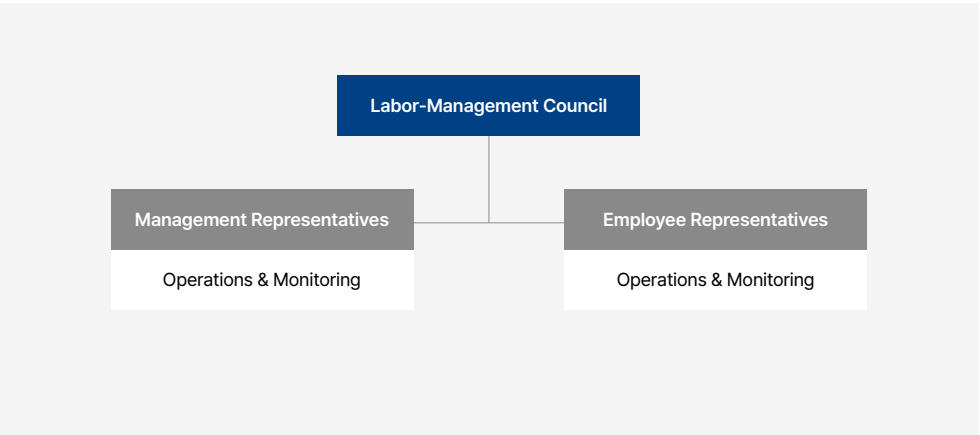
Huons Group Human Rights Management Committee Structure



Huons Group's Labor-Management Council

Huons Group operates a Labor-Management Council based on mutual respect and trust between management and employees to systematically manage human rights and working environment issues that may arise in the course of its business operations. Comprising both management and employee representatives, the Council serves as a consultative body where workplace issues—including working conditions, the work environment, and operational challenges encountered during the course of work—are shared and improvement measures are discussed. Key opinions and improvement initiatives identified through the Labor-Management Council are reflected in our internal policies and operational practices, contributing to the proactive prevention of human rights risks and the continuous improvement of the working environment.

Huons Group's Labor-Management Council Structure



Human Rights Management

Human Rights Management Framework

Human Rights Policy and Commitment

Huons Group actively promotes human rights management throughout its business activities to realize its vision of ‘Healthy Lives Centered on People’. We comply with internationally recognized standards, including the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Labour Organization Core Conventions, and the OECD Guidelines for Multinational Enterprises, while faithfully complying with applicable domestic and international human rights laws and regulations. Our human rights-related policies, including the Human Rights Management Declaration and its implementation commitments, apply to all employees across Huons Group affiliates and business sites. We also encourage all stakeholders directly or indirectly associated with our business, including customers and suppliers, to adhere to these policies.

Huons Group's Human Rights Declaration

Huons Group is committed to identifying actual and potential human rights risks affecting stakeholders who are directly impacted by its business activities, including employees, customers, and suppliers, while promoting greater awareness and the advancement of human rights. All employees of Huons Group pledge to conduct their duties in accordance with the following Human Rights Principles.

- We

respect the dignity of all employees and treat them with humanity and respect.
- We

do not unjustly restrict the mental or physical freedom of any employee or require any form of forced or involuntary labor against an individual's free will.
- We

comply with the minimum legal working age established by applicable laws and prohibit all forms of child labor.
- We

prohibit discrimination based on race, nationality, gender, religion, disability, or any other protected characteristic and provide equal opportunities in recruitment, training, compensation, and other employment practices.
- We

comply with all applicable environmental, health, and safety laws and standards to ensure that all employees work in a safe and healthy workplace.
- We

pursue fair and transparent business relationships with suppliers throughout the supply chain and cooperate with and support them in implementing human rights management practices.
- We

comply with all applicable laws and regulatory requirements governing product manufacturing to ensure that product defects do not compromise the life, health, or safety of our customers.
- We

respect and protect the safety and property rights of local communities, strive to protect the environment and prevent pollution, and work collaboratively to contribute to the sustainable development of local communities.

Huons Group Human Rights Management Commitments

- 1

Humane Treatment

We respect the dignity of all employees and treat them with humanity and respect.
- 2

Prohibition of Forced and Child Labor

We prohibit all forms of forced labor and child labor and promote ethical and responsible employment practices.
- 3

Non-discrimination

We prohibit discrimination based on origin, gender, age, race, nationality, religion, disability, sexual orientation, educational background, political opinion, or any other protected characteristic. We foster a culture of diversity and inclusion while ensuring fair compensation, reasonable working hours, and the right to adequate rest.
- 4

Safe and Healthy Working Environment

We prioritize the safety and health of our employees by complying with applicable occupational safety and health laws and implementing preventive safety management practices.
- 5

Freedom of Association and Collective Bargaining

We respect employees' rights to freedom of association and collective bargaining and promote constructive labor-management relations based on mutual trust.
- 6

Respect for Suppliers' Human Rights and Shared Growth

We communicate our human rights management principles to suppliers and encourage their implementation to minimize human rights risks throughout the supply chain.
- 7

Protection of the Human Rights of Customers and Patients

We respect the rights of customers and patients, including their right to know, privacy, and freedom of choice, in providing pharmaceutical products and healthcare services.
- 8

Harmonious Development with Local Communities

We respect the rights of local community members and contribute to shared prosperity through social contribution activities that support socially vulnerable groups.

Human Rights Management

Human Rights Management Framework

Mid- to Long-term Human Rights Management Strategy

Huons Group's human rights management strategy focuses on establishing a management framework centered on the prevention of human rights violations and on proactively identifying and managing human rights risks. To achieve this, we have established key strategic priorities, including embedding human rights standards throughout its operations, enhancing employee awareness, and protecting the human rights of stakeholders, while carrying out continuous management activities.

Human Rights Management Strategy

Huons Global / Huons



Human Rights Impact Assessment and Management

Huons Global and Huons conduct regular human rights impact assessments to identify and evaluate the impacts of their business activities on the human rights of employees and stakeholders and to enhance the effectiveness of their human rights management framework. The assessments are conducted in accordance with domestic and international human rights standards, including the United Nations Guiding Principles on Business and Human Rights (UNGPs). Human rights impact assessments encompass not only employees but also vulnerable stakeholders, including suppliers and local communities, to ensure their effectiveness and are designed to identify and improve actual and potential human rights impacts.

Based on the assessment results, we implement improvement measures across relevant organizations, including headquarters, domestic and overseas entities, subsidiaries, and suppliers. During implementation, progress is monitored through coordination among responsible departments, and additional corrective measures are reviewed where potential delays in implementation are identified. In addition, we conduct annual employee risk surveys to proactively identify and assess potential human rights risks. Key human rights risks, together with related improvement and mitigation activities, are transparently disclosed through official communication channels, including the Sustainability Report.

Huons Global and Huons' Human Rights Impact Assessment Process



Human Rights Impact Mitigation Measures Implemented at Huons Global and Huons

Key Issue	Key Stakeholders	Mitigation Measures Implemented
Awareness of the Human Rights Management Policy among Stakeholders	Employees, Suppliers	Enhance the Human Rights Management Policy and conduct awareness-raising activities and human rights training
Effectiveness of Grievance Mechanisms for Human Rights Violations	Employees, Suppliers	Strengthen and promote grievance mechanisms
Communication and Implementation for Improved Working Conditions	Employees	Enhance employee communication
Non-discrimination in Training, Job Assignment, and Promotion	Employees	Ensure fair promotion procedures and provide awareness training
Prevention of Mandatory Overtime against Employees' Will	Employees, Suppliers	Enhance the working hours management system and implement a prior approval system for overtime work
Insufficient Emergency Response Planning and Preparedness for Local Communities	Employees, Suppliers, Local Communities	Expand the scope of emergency response plans and establish proactive measures to address environmental issues surrounding business sites

Human Rights Management

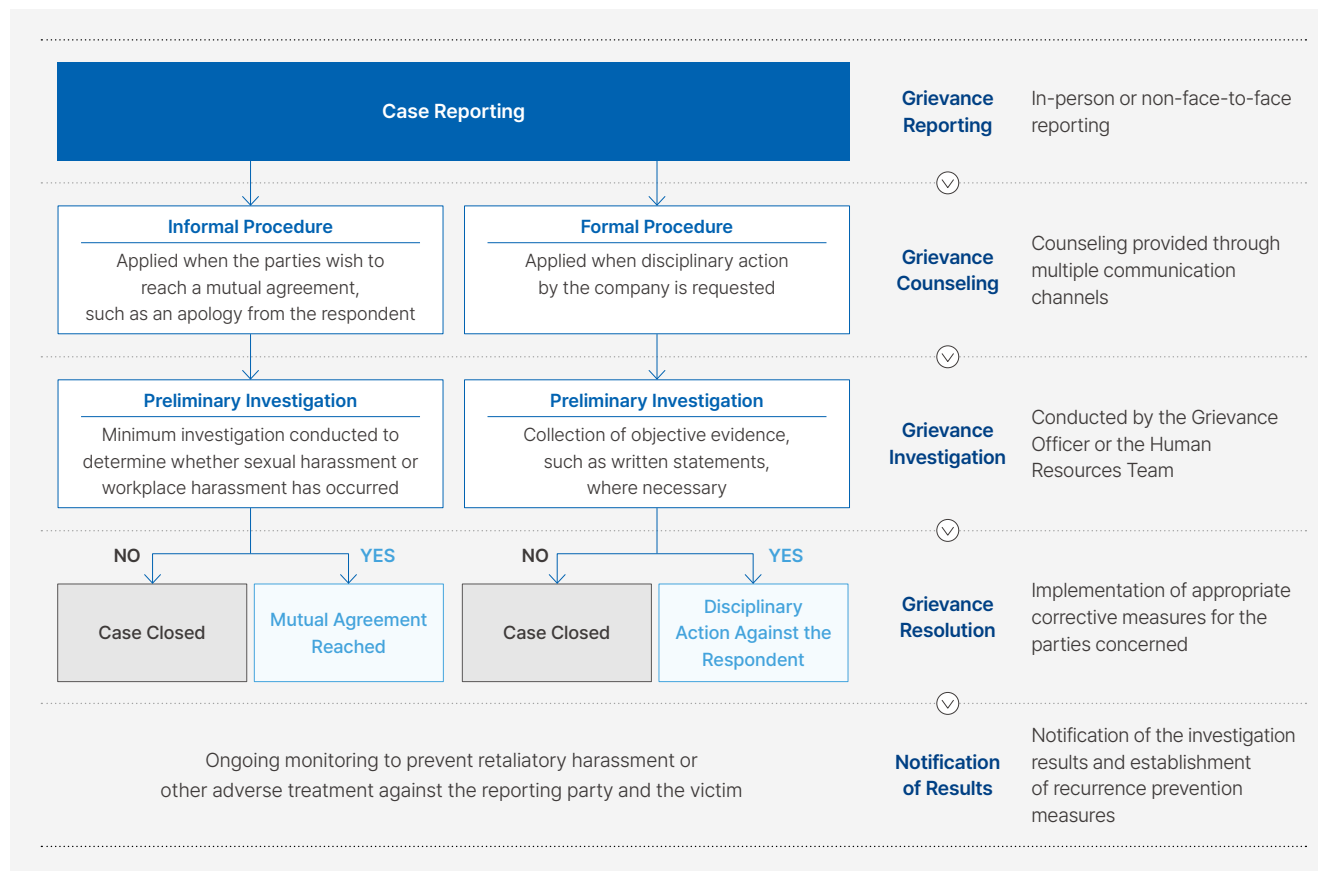
Human Rights Risk Management

Operation of the Grievance Handling Process

Huons Group operates grievance channels through which human rights violations can be reported and addressed. Employees and other stakeholders may report various types of human rights concerns, including discrimination and workplace harassment, and all reported cases are handled in accordance with established procedures.

Huons Group's Grievance Handling Process

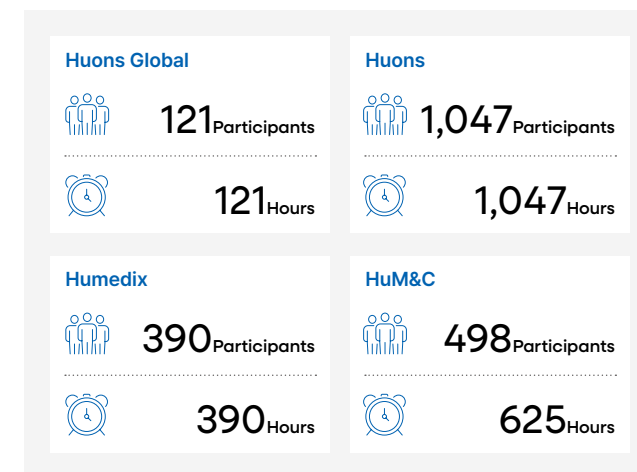
[Grievance Channel](#)



Human Rights Training

Huons Group provides a range of human rights training programs to enhance employees' understanding of and awareness of human rights management. Through these programs, we promote the importance of respecting human rights and share standards for preventing human rights violations, enabling employees to recognize and apply the principles of human rights management in their daily work. In particular, we conduct training and awareness-raising activities on key topics including disability awareness, the prevention of sexual harassment, and the prevention of workplace harassment. Through these initiatives, we seek to proactively prevent potential human rights risks in the workplace and foster an organizational culture based on mutual respect. In addition, we continue to strengthen our human rights management framework by delivering case-based training and awareness campaigns designed to embed human rights principles throughout the organization.

Huons Group's Human Rights Training¹⁾ Status (2025)



1) Includes training on the prevention of sexual harassment, workplace harassment, and disability awareness
 2) The number of participants includes duplicate attendance

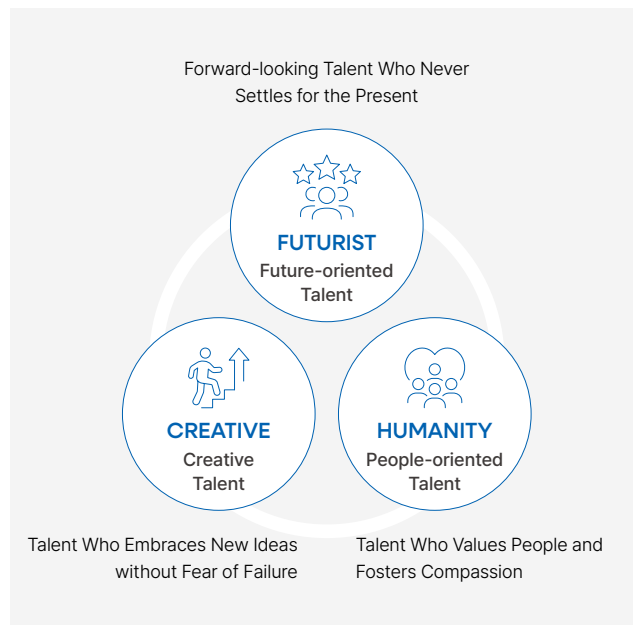
Talent Management

Talent Acquisition and Development

Talent Management Direction

Huons Group recognizes that attracting and systematically developing professionals is a core driver of its long-term competitiveness and places talent management at the center of its growth strategy. We are committed to fostering a workplace where employees can fully realize their capabilities and potential while promoting a culture in which both individuals and the organization grow together through a fair and transparent human resources management system. Through continuous learning and development opportunities, we cultivate professionals equipped with the expertise and innovative capabilities, while strengthening our organizational competitiveness to respond proactively in a rapidly evolving global healthcare industry.

Huons Group's Talent Philosophy



Talent Acquisition

Huons Group attracts talented professionals through recruitment practices that consider both job competencies and organizational fit. We operate both regular and rolling recruitment programs to identify candidates who meet evolving business needs and workforce requirements. To ensure fairness and transparency throughout the recruitment process, standardized recruitment procedures are applied. Through these efforts, we continue to build a strong talent pipeline that supports sustainable growth and enhances organizational competitiveness.

Huons Group's Talent Acquisition Process

1	Application Screening	- Online application is submitted through the recruitment website - Review the job openings and qualification requirements for each position
2	Personality Assessment	- Online personality assessment - Comprehensively assess candidates' growth potential based on trust, performance, and value competencies
3	Practical Interview	Evaluate candidates' job-related capabilities, passion, strategic thinking, and practical competencies required to perform the role
4	Executive Interview	Evaluate the passion, competencies, and values of successful first-round interview candidates
5	Pre-employment Medical Examination	Assess candidates' health status for job-related requirements to ensure they are fit to perform their duties upon employment
6	Onboarding	Candidates are onboarded upon confirmation that the medical examination indicates they are fit to perform their job responsibilities

Global Talent Recruitment

Huons Group is strengthening its efforts to attract global talent by participating in international job fairs, recruitment information sessions, and government-sponsored employment policy briefings for foreign professionals. Building on these recruitment initiatives, we continue to expand our global talent pool and recruit highly qualified professionals by establishing collaborative partnerships with relevant organizations and institutions.



2025 Global Talent Fair

- Participated in a recruitment fair for international talent (QC positions) and provided on-site recruitment consultations
- Collected 85 resumes and connected qualified candidates to recruitment opportunities for QC positions

International Recruitment Information Session at the Seoul Global Center

- Conducted a recruitment information session and networking event for international students
- Received 229 internship applications and established collaboration channels with relevant institutions



Overseas Talent Attraction Program and Visa Information Sessions for High-skilled Talent

- Reviewed talent attraction programs and visa policies
- Strengthened institutional understanding and established a foundation for attracting global talent

Talent Management

Talent Acquisition and Development

Talent Development Framework

Huons Group has established a structured learning and development framework tailored to employees' job functions and career stages to strengthen their professional expertise and job performance capabilities. Through a wide range of training programs, including new employee orientation, leadership development, and job-specific training, we support the continuous development and enhancement of employees' competencies.

Huons Group's Talent Development Framework

	Associate	Assistant Manager	Manager	Deputy Senior Manager	Senior Manager	Executive Management	
Orientation	New Hire Orientation	Orientation Program for New and Experienced Hires					
		Mentoring & Structured On-the-Job Training (S-OJT)					
Leadership		Employees Promoted to Assistant Manager	Employees Promoted to Manager	Employees Promoted to Deputy Senior Manager	Employees Promoted to Senior Manager	Newly Appointed Executives	
			Newly Appointed Team Leaders				MBA
			Department Head / Team Leader Leadership				Executive Workshop
			Special Leadership Program for Department Heads and Team Leaders (External Training Program)				
All Jobs	AI Programs	AI Fundamentals				Hunet C.E.O	
		AI Digital Microlearning				Executive Workshop	
	Externally Delivered Job-specific Training						
Organizational Culture	Mandatory Compliance Training (Sexual Harassment Prevention, Information Security, Disability Awareness, and Occupational Safety and Health)						
	Learning Management System (LMS) and Internal Broadcasting						
Job-specific Training	Sales	New Product, Refresher, and Sales Skills Training					
	Manufacturing	GMP Training				* Not applicable to HuM&C.	
	R&D	Refresher Training on Government-funded Research Projects					

New Employee Orientation Program

Huons Group operates a structured onboarding program to facilitate the successful integration of new employees into the organization and fosters a strong sense of belonging. The program enhances employees' understanding of our value chain and the key functions of other departments, while strengthening cross-functional collaboration and organizational adaptability.

New employees hired through regular recruitment or internship programs participate in a five- to seven-week orientation program¹⁾ covering our vision and core values, business competencies, clinical and disease knowledge, product training, sales skills, and performance evaluations. Through this program, participants systematically develop the fundamental competencies and practical knowledge required as members of the organization. Experienced hires and employees recruited through rolling recruitment participate in a three-day classroom-based orientation program focused on enhancing their understanding of the pharmaceutical industry, our affiliates, and the organizational culture.

In addition, Huons Global and Huons assign a mentor to all new and experienced hires during the early stages of employment and operate a mentoring program for approximately two months. After completing mentor training, mentors provide support through various activities, including personality assessments and feedback, emotional support, and on-the-job training (OJT). They also regularly share the onboarding progress of new employees with organizational leaders to facilitate a smooth transition into the organization.

1) At Humedix, the orientation program is conducted over two days, while HuM&C provides a one-day orientation program on the employee's first day of employment

Talent Management

Talent Acquisition and Development

Leadership Training

Huons Group has clearly defined the ten core leadership competencies and operates a structured leadership training framework tailored to each management level. For department heads and team leaders, we strengthen leadership and management capabilities through programs such as the New Team Leader Leadership Program and mentoring initiatives, enabling leaders to effectively lead teams and organizations. In addition, we promote personalized leadership development by combining 360-degree feedback with long-term leadership development programs tailored to individual strengths and development needs. Executive development programs, including the Newly Appointed Executive Leadership Program and the Executive MBA Program, are designed to strengthen not only management capabilities but also leadership.

Huons Group's Leadership Training Completion Status (2025) (Unit: Persons)

Program	Huons Global	Huons	Humedix	HuM&C
New Team Leader Orientation (First half)	5	13	10	1
New Team Leader Orientation (Second half)	1	12	2	2
Training Program for the Promoted	9	100	46	1
Total	15	125	58	4

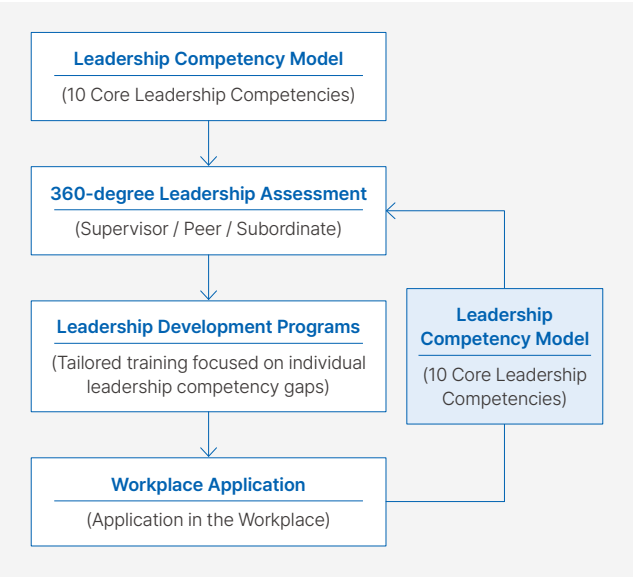
Job-specific Training

Based on company-wide learning and development strategy, Huons Group defines the core competencies required for each job and delivers tailored training programs for a practice-oriented talent development. Huons Global and Huons provide field-based training and on-demand online learning for sales employees to enhance understanding of products and the market, while strengthening skills such as practical sales and customer engagement through a structured On-the-Job Training (OJT). For manufacturing and quality functions, we provide mandatory training based on Good Manufacturing Practice (GMP), complemented by orientation for new employees, periodic refresher training, and external professional training. Through these initiatives, we continuously strengthen employees' capabilities to comply with quality standards and ensure the safe manufacture of high-quality products.

Evaluation of Training Effectiveness

Huons Global and Huons systematically manage the leadership capabilities of employees in leadership positions through an integrated framework that combines 360-degree feedback, tailored development programs, and follow-up assessments based on our proprietary ten core leadership competency model. A 360-degree leadership assessment is conducted annually to evaluate leadership competency levels, and competencies identified as requiring further development are incorporated into the core modules of that year's leadership development programs, thereby strengthening the leadership capabilities needed across the organization. In addition, reaction evaluations are conducted for all of our training programs to assess participants' satisfaction and learning experience. For selected job-specific training programs, we also evaluate training outcomes to monitor and enhance training effectiveness.

Leadership Training Effectiveness Evaluation Framework



Huons Group's Ten Core Leadership Competencies

Customer Orientation

Leaders communicate closely with customers and pursue high standards of performance and execution to maximize customer satisfaction.

Professional Expertise

Leaders develop the expertise required to deliver best-in-class products and services to customers and share their knowledge and expertise across the organization.

Leading Change

Leaders understand the company's vision and strategic direction and lead organizational change by responding proactively to industry trends.

Challenge Mindset

Leaders encourage employees to embrace new challenges without fear of failure.

Strategic Thinking

Leaders quickly identify issues and develop the most effective and practical solutions.

Execution Excellence

Leaders prioritize tasks effectively and remain committed to delivering results despite challenges or changing circumstances.

Motivating Others

Leaders inspire employees by communicating a clear vision, encouraging voluntary commitment, and enabling them to realize their full potential.

Building Teamwork

Leaders respect diverse perspectives and foster a culture of mutual trust, collaboration, creating top-tier teamwork.

Collaboration

Leaders understand organizational interdependence and actively promote communication and collaboration across teams with a spirit of cooperation and mutual respect.

Negotiation Skills

Leaders identify optimal solutions and build consensus to achieve shared objectives in both internal and external partnerships.

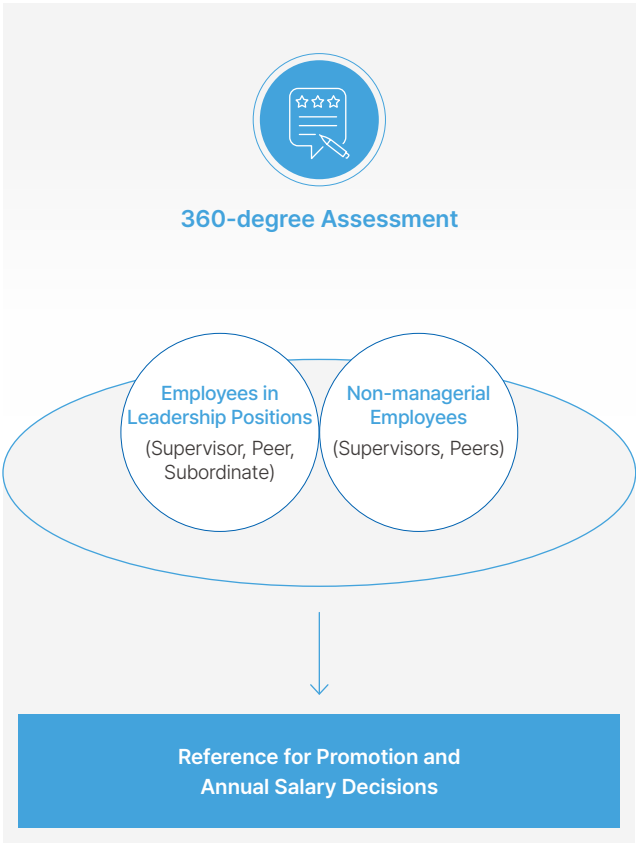
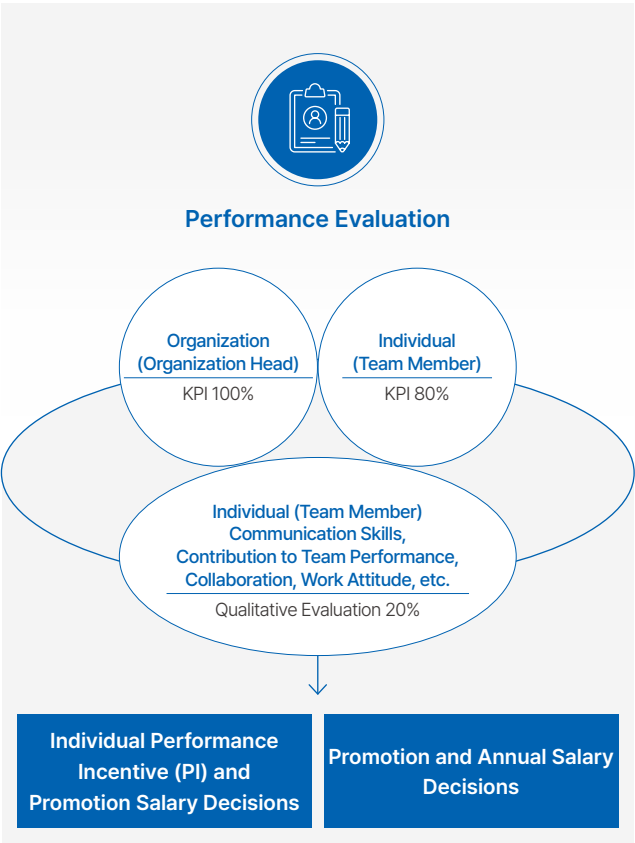
Talent Management

Talent Acquisition and Development

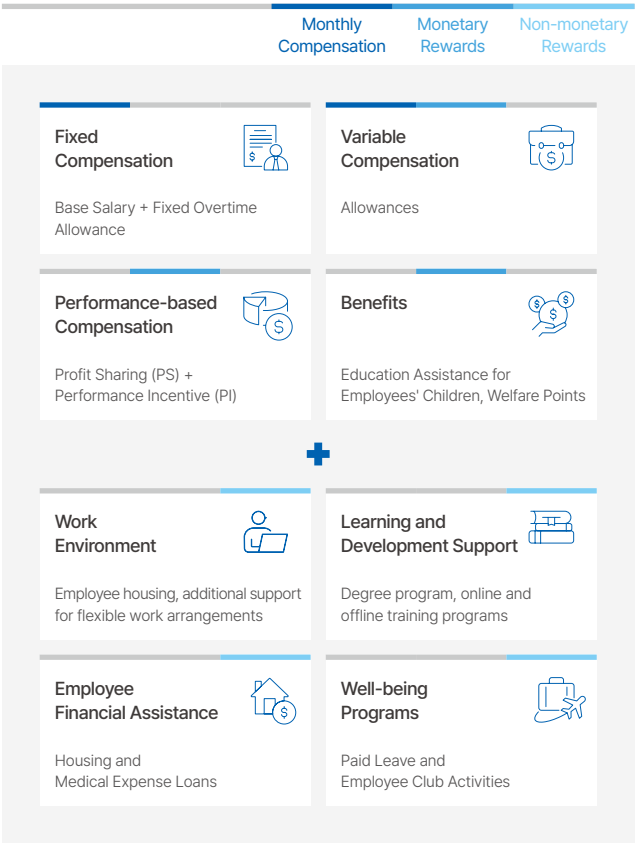
Performance Management Framework

Huons Group operates a performance evaluation and compensation system that comprehensively considers both employee performance and competencies. Performance evaluations are conducted based on the achievement of individual and organizational goals, as well as overall job performance, and the results are reflected in compensation and talent management decisions. Through this framework, we promote fair and objective performance evaluations while maintaining a compensation structure that appropriately recognizes employees' roles, responsibilities, and contributions.

Huons Group's Performance Management Framework



Huons Group's Compensation Framework



Talent Management

Work-Life Balance

Employee Benefits

Huons Group operates a range of programs that promote work-life balance, enabling employees to perform at their best in a stable and supportive work environment. Through flexible work arrangements and a comprehensive benefits program, we enhance workplace well-being while supporting employees in maintaining a healthy balance between their professional and personal lives with our vacation and welfare systems.

Key Employee Benefits Programs at Huons Group

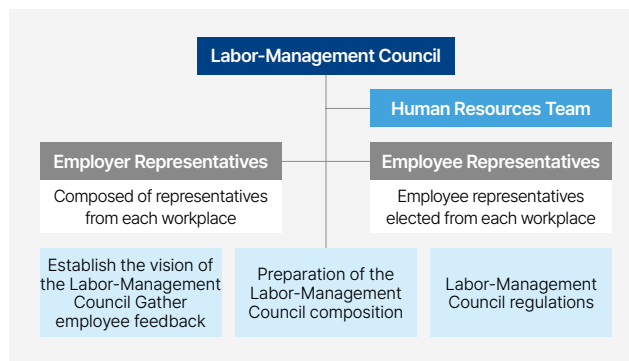
Employee Support 	- Interest-free employee loans (KRW 30–60 million) - Education assistance for employees' children (monthly allowance from childbirth onward)¹⁾ - College Scholastic Ability Test (CSAT) gift packages for employees' children in their final year of high school - Financial support for employees pursuing academic degrees (Bachelor's, Master's, and Doctoral degrees)¹⁾ - Employee online shopping mall - Annual health checkups for employees and one eligible family member - Congratulatory payments for childbirth - Corporate vacation facilities
Family Events and Recognition 	- Support for employees' and family members' weddings and milestone birthday celebrations (70th and 80th birthdays) - Support for childbirth (employee and spouse) and family bereavement - Congratulatory and condolence payments, floral wreaths, and special leave for family events - Welfare points issued quarterly
Work Environment 	- Shuttle bus service to the new headquarters - Lunch and dinner support for employees working overtime - Employee amenities at the new headquarters (canteen, lounge areas, and complimentary beverages) - Company dormitories and monthly housing rental support - Long-service awards, including paid leave and monetary awards - Group accident insurance - Company-wide annual leave program (summer vacation and year-end holidays)

1) Not applicable to HuM&C

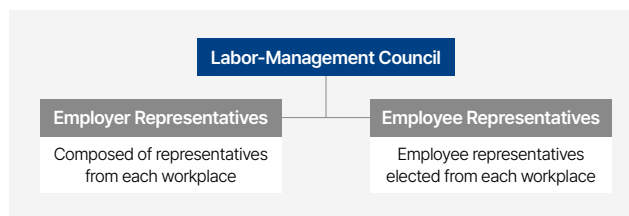
Labor Relations

Huons Group operates a labor relations management framework that complies with applicable labor laws and regulations while fostering stable and constructive labor-management relations. Through the Labor-Management Council, employer and employee representatives communicate regularly to discuss matters related to working conditions and organizational operations, contributing to the development of a labor-management culture built on mutual trust. Resolutions adopted by the Labor-Management Council apply to all employees (100%). In addition, we operate formal grievance handling procedures to receive and address employee concerns and feedback, enabling workplace issues to be reviewed and resolved through continuous improvement.

Huons Global and Huons' Labor-Management Council



Humedix and HuM&C's Labor-Management Council



Labor-Management Council Activities at Huons and Humedix

Company	Quarter (Meeting Date)	Key Reports / Agenda Items
Huons	1Q (2025.03.19)	- Expansion of competency development programs for associate and assistant manager level employees - Advance notification of production item changes and improvements to Groupware and CloudWorks system errors
	2Q (2025.06.20)	- Enhancement of internal systems, including the introduction of a Help Desk bulletin board - Implementation of a simplified business trip result reporting process
	3Q (2025.09.10)	- Introduction of SFE transaction ledger and statement transmission functions in plan - Communication of revisions to the website link restriction policy
	4Q (2025.11.21)	- Review of HR initiatives and expansion of regional symposiums - Improvements to enhance user convenience in implementing security policies
Humedix	1Q (2025.03.20)	- Review of increasing domestic business trip accommodation allowances - Review of additional corporate vacation facilities
	2Q (2025.06.20)	- Review of changes to the electronic meal voucher provider and affiliated merchants - Review of establishing a system for downloading overseas academic papers
	3Q (2025.09.19)	- Review of adjustments to flexible working hours and expansion of blood donation campaigns - Review of work equipment support and market allowance payments
	4Q (2025.12.16)	- Review of quarterly controls over welfare expenses and taxi use for overseas business trips - Discussion on increasing meal allowances and expanding designated health checkup providers

Work Environment and Organizational Culture

Huons Group is committed to creating a work environment that enables employees to focus on their work in a comfortable and supportive workplace. In particular, our new headquarters in Pangyo, which houses several affiliated companies, features ergonomic office spaces, a variety of employee lounge areas, private phone booths, and indoor plant zones designed to improve air quality. We are also enhancing employee satisfaction by operating flexible work arrangements, including a selective working hours system that allows employees to adjust their working hours according to individual needs and a discretionary working hours system that recognizes employees' autonomy in managing their work. In addition, to foster a Great Work Place, Huons Group conducts an anonymous employee survey every year. Improvement opportunities identified through the survey are communicated to each department for implementation, while progress is shared quarterly through our intranet to continuously strengthen the organizational culture.

Occupational Health and Safety

Occupational Health and Safety Management System

Occupational Health and Safety Governance

Huons Group recognizes the health and safety of its employees as a core management priority and operates an occupational health and safety governance structure to ensure the effective implementation of its occupational health and safety policy. Based on clearly defined roles and responsibilities, each affiliate and workplace conducts workplace inspections, manages occupational hazards, and ensures compliance with applicable laws and regulations. Through close collaboration across the organization, we systematically manage occupational health and safety matters, continuously strengthening occupational health and safety management while proactively preventing health and safety risks, including serious industrial accidents.

Huons Global / Huons

Huons Global and Huons recognize the health and safety of employees as a core management priority and systematically manage occupational health and safety risks that may arise throughout their business operations. Occupational health and safety policies and management standards are reviewed and deliberated by the Occupational Health and Safety Committee, which includes senior management, to ensure the effective implementation of key occupational health and safety initiatives, including the prevention of serious industrial accidents, across the organization. The operation of the occupational health and safety management system and compliance with applicable laws and regulations are overseen by dedicated health and safety organizations, while designated managers at each workplace are responsible for overall occupational health and safety management. Occupational health and safety performance are monitored and workplace hazards for each business site are managed, based on which improvement initiatives are identified and implemented to continuously strengthen occupational health and safety management across all operations.

Huons Global and Huons' Occupational Health and Safety Governance



Humedix / HuM&C

Humedix operates its occupational health and safety management system under the oversight of the Occupational Health and Safety Committee, while HuM&C manages its occupational health and safety activities under the leadership of the Chief Safety Officer (CSO). Both companies are committed to preventing occupational health and safety risks that may arise throughout their business operations and strengthening the protection of employees. Each company establishes occupational health and safety policies and management directions while ensuring that site-specific management standards and preventive activities are effectively integrated into workplace operations. Day-to-day occupational health and safety activities are carried out by dedicated health and safety organizations. At each workplace, safety managers, health managers, occupational health and safety officers, and supervisors are responsible for implementing industrial safety and employee health protection activities. In addition, the companies continuously conduct workplace inspections, hazard identification and risk management, and accident prevention activities, while regularly reviewing occupational health and safety performance and compliance with applicable legal requirements to effectively manage workplace-level occupational health and safety risks.

Humedix' Occupational Health and Safety Governance



HuM&C Occupational Health and Safety Governance



Occupational Health and Safety Policy

Huons Group recognizes the protection of employees' health and safety as its highest priority and has established an Occupational Health and Safety Policy to provide a safe and healthy working environment across all workplaces. This policy applies to employees of all affiliates, as well as business partners and other relevant stakeholders. By complying with applicable laws and regulations and systematically managing occupational health and safety risks that may arise throughout its business operations, we strive to prevent industrial accidents and maintain a safe and healthy workplace.

Huons Global / Huons

[Huons Global](#) [Huons](#)

Huons places safety as its highest priority and declares the following Occupational Health and Safety Policy to create a 'healthy and safe workplace'.

1. Foster a strong safety culture
2. Prioritize occupational health and safety
3. Achieve and maintain accident-free workplaces
4. Promote communication, accountability, and responsibility

Humedix

[Humedix](#)

Recognizing that a safe and healthy workplace is our highest priority, we hereby establish the following Occupational Health and Safety Policy to build a sustainable occupational health and safety management system.

1. Foster a safety-first culture
2. Encourage active participation in risk assessments
3. Strengthen the Occupational Health and Safety Management System
4. Promote accident prevention activities and emergency response training

HuM&C

[HuM&C](#)

Recognizing occupational health and safety as the highest core value and the foundation of its corporate social responsibility and sustainable management, the company is committed to protecting lives and ensuring workplace safety through continuous preventive activities.

1. Achieve zero industrial accidents
2. Advance the occupational health and safety management system
3. Strengthen communication with stakeholders
4. Ensure effective maintenance and compliance with applicable laws and regulations
5. Achieve zero occupational diseases

Occupational Health and Safety

Occupational Health and Safety Management Activities

Occupational Health and Safety Management System

Huons Group recognizes the health and safety of its employees as its highest priority and manages occupational health and safety risks across its business operations with a strong focus on prevention. We strengthen pre-work inspections and site-based management activities to ensure that workplace hazards are identified and eliminated in advance while minimizing the likelihood of occupational accidents through regular inspections and timely corrective actions. In addition, we promote employees' safety awareness through education and training programs as well as communication-based consultative bodies, fostering the integration of occupational health and safety management into day-to-day operations. Based on a continuous management system, we regularly monitor occupational health and safety performance at each workplace and systematically manage various aspects of workplace safety, including facility operations, working conditions, and hazardous materials management. Through these occupational health and safety initiatives, we continue to maintain and strengthen occupational health and safety performance across its workplaces while creating a safe and healthy working environment.

Occupational Health and Safety Activities and Employee Health Management

Unsafe Behavior Assessment

Huons Group operates a system of regular inspections and continuous monitoring led by occupational health and safety personnel at each workplace to proactively prevent unsafe behaviors, one of the leading causes of industrial accidents. Through these activities, we systematically identify and manage potential hazards that may arise during work operations.

As a result of strengthened workplace inspections and preventive activities through March 2026, a total of 158 cases of unsafe behavior were identified. We subsequently implemented continuous inspections, safety training, and corrective measures for identified violations. As a result, the number of repeated unsafe behaviors declined to 25 cases occurring two or more times, two cases occurring three or more times, and one case occurring four or more times. These results demonstrate the effectiveness of our workplace-centered preventive activities.

In addition, we apply consistent occupational health and safety management standards across all workplaces to establish a balanced safety management system without bias toward any specific site while continuously enhancing our overall safety culture. Going forward, we will continue to advance our unsafe behavior management system and strengthen our preventive safety culture by expanding education and employee participation in occupational health and safety initiatives.

Establishing a Preventive Occupational Health and Safety Management System

Huons Group operates a preventive occupational health and safety management system to proactively manage occupational health and safety risks across all workplaces. Prior to work activities, Toolbox Meetings (TBM) are conducted, while workplace conditions and routine operations are inspected to identify, share, and discuss potential hazards that may arise on site. Based on these activities, we continuously identify and manage potential risks, strengthening the safety of overall workplace operations, including manufacturing equipment, work processes, and the use of research equipment. In particular, regular safety inspections are conducted across manufacturing sites and research facilities to identify areas for improvement and implement corrective actions.

In addition, we minimize gaps in workplace safety management by operating a continuous safety management system led by supervisors and occupational health and safety managers. Workplace hazards and abnormal conditions are monitored on an ongoing basis, while site-level emergency response capabilities are continuously strengthened to ensure prompt and effective responses in the event of an emergency.

Protecting Employee Health and Embedding a Safety Culture

Huons Group operates health management activities and employee participation programs to protect employee health and foster a strong safety culture. We continuously monitor employees' health through regular health management activities, including special health examinations, and provide personal protective equipment (PPE), such as earplugs, safety glasses, and protective gloves, to protect employees from workplace hazards.

To strengthen employees' safety awareness and emergency response capabilities, we provide regular occupational health and safety training, specialized safety training, and emergency response drills. Specialized occupational health and safety training is provided to employees engaged in hazardous work, while training for supervisors reinforces site-level safety management responsibilities. In addition, fire drills and cardiopulmonary resuscitation (CPR) training are conducted to enhance emergency preparedness. In particular, a total of 10 emergency response drills were conducted at the Pangyo Office, Jecheon sites, and the Dongam Research Institute to ensure prompt and effective responses in emergency situations. We also promote voluntary employee participation and strengthen our safety-first culture by operating a variety of engagement programs, including smoking cessation and blood donation campaigns, as well as safety culture contests.

Occupational Health and Safety

Occupational Health and Safety Management Activities

Occupational Health and Safety Activities and Employee Health Management

Huons Global / Huons

Strengthening Safety Management in Manufacturing and Research Environments

Huons Global and Huons systematically manage chemicals and workplace environments to minimize occupational health and safety risks associated with manufacturing processes and research activities. In 2024, the companies established an inventory of approximately 3,400 chemical substances and enhanced compliance with regulatory requirements by updating processes related to special health examinations, workplace environment monitoring, and regulatory permits. In 2025, they further strengthened their chemical management system by implementing a second-phase enhancement project, including the establishment of a real-time monitoring system that provides continuous access to chemical information, thereby improving information accessibility and management efficiency. These efforts help manage occupational health and safety risks associated with the transportation, handling, and storage of chemicals while strengthening worker protection.

In addition, the companies enhanced the physical safety of facilities and workplaces by upgrading 93 safety devices designed to prevent caught-in/between accidents and 6 prevention systems for fall hazards. To further strengthen site-based safety management systems through open communication, Huons Global and Huons also operate anonymous open chat channels where employees can freely report occupational health and safety concerns and workplace hazards.

Preventive Safety Management

Huons Global and Huons implement preventive safety management practices designed to identify and eliminate workplace hazards before work begins. Tool Box Meetings (TBM) have been established as a routine practice at Jecheon Plants 1 and 2 and the Dongam Research Institute, where employees regularly identify, share, and discuss workplace hazards prior to commencing work. In 2025, TBM activities were conducted for 32 work teams at the Jecheon Plants and 12 teams at the Dongam Research Institute, further strengthening hazard awareness across manufacturing and research operations. Through these preventive initiatives, the companies are proactively reducing the risk of occupational accidents during daily operations.

Humedix

Strengthening Occupational Health and Safety Management through Employee Participation

Humedix promotes employee participation-based occupational health and safety management activities to enhance occupational health and safety performance across its workplaces. Regular occupational health and safety training is provided to all employees, with a total of 1,303 employees completing the training in 2025. The company achieved a 100% training completion rate and an average training effectiveness score of 93, establishing a strong foundation for applying occupational health and safety knowledge in day-to-day operations.

Humedix also operates an Industrial Safety and Health Committee and a Laboratory Safety Management Committee to facilitate discussions between management and employees on key occupational health and safety issues and management priorities. A total of 8 committee meetings were held across manufacturing sites and research facilities. In addition, we continue to strengthen our participation-based safety management system through employee feedback channels and a safety suggestion reward program.

Operating an Integrated Safety Management System for Suppliers

Humedix operates an occupational health and safety consultative body to establish an integrated safety management system that includes its suppliers. Through a total of 24 consultative meetings, we shared key occupational health and safety issues and discussed improvement measures with our suppliers. In addition, 8 joint safety inspections were conducted with our suppliers to identify workplace hazards and develop corrective actions for continuous safety improvement.

HuM&C

Assessment-based Occupational Health and Safety Risk Management and Regulatory Compliance

HuM&C conducts annual risk and hazard assessments to systematically manage occupational health and safety risks that may arise from its manufacturing processes and business operations. The assessments quantitatively evaluate risk levels based on the likelihood and potential impact of identified hazards, enabling us to identify and manage potential risks by each process and task. Corrective measures are established and implemented for high-risk items, while the effectiveness of these measures and the overall level of risk management are continuously monitored. Based on the assessment results, site-specific improvement initiatives are identified and implemented, and residual risks are continuously managed to further strengthen occupational health and safety performance across all workplaces.

In addition, HuM&C conducts annual compliance assessments covering major occupational health and safety regulations, including the Occupational Safety and Health Act, the Serious Accidents Punishment Act, the Electrical Safety Management Act, and the Fire Services Act. Improvement items identified through these assessments are designated for ongoing management, and our occupational health and safety management procedures are aligned with applicable legal requirements to ensure regulatory compliance throughout our operations.

Promoting Employee Health through Workplace Environment Improvements

In addition to its core occupational health and safety management activities, HuM&C promotes site-based initiatives focused on tangible improvements in the workplace environment to support employee health and well-being. At our Nonsan Plant, we have established a Smart Health Lounge equipped with basic health monitoring services, including blood pressure measurement, enabling employees to conveniently monitor their health status. HuM&C has also enhanced employee break areas to improve rest conditions, support greater concentration at work, and to help reduce workplace fatigue.

Sustainable Partnership

Supply Chain Sustainability Management System

Supply Chain Sustainability Management

Huons Group systematically manages environmental, human rights, and occupational health and safety risks that may arise throughout its transactions with suppliers to establish a sustainable supply chain founded on transparent and fair business practices. Going beyond conventional business relationships, we recognize suppliers as strategic partners and is committed to building a responsible supply chain that supports mutual growth. To this end, it has established standards and management practices covering the entire supplier lifecycle—from supplier selection and evaluation to ongoing management and follow-up—while regularly monitoring supply chain performance and key risk factors. In addition, we maintain regular communication channels to understand suppliers' concerns and implement improvement initiatives to promote fairness throughout the procurement process, thereby strengthening collaboration from a shared growth perspective. We also support suppliers' capability development by providing training and sharing information on quality, environmental management, and occupational health and safety, while exploring and implementing various collaborative initiatives to help improve suppliers' business operations when necessary.

Huons Group's Supply Chain Management Governance



Supplier Code of Conduct

Huons Group has established a Supplier Code of Conduct based on the core principles of respect for human rights, occupational health and safety, environmental protection, and ethical business conduct to promote responsible supply chain management, and applies these principles throughout its supply chain. When entering into supply agreements with key suppliers, we require suppliers to acknowledge and comply with the Code of Conduct through formal agreement. In addition, we continue to build a responsible supply chain through ongoing communication and collaboration with our suppliers.

Huons Group's Supplier Code of Conduct

1. Human Rights and Labor

- 1) Compliance with Working Hours: Comply with the maximum working hours prescribed by the applicable laws and regulations of the country of operation, except in emergency situations.
- 2) Wages and Benefits: Comply with all applicable wage-related laws and regulations, including those governing minimum wages, overtime pay, and statutory benefits.
- 3) Prohibition of Child Labor: Prohibit the employment of children. A child refers to any person under the age of 15 or below the minimum legal working age defined by local laws and regulations, in accordance with the provisions of the International Labour Organization (ILO) Convention No. 138.
- 4) Non-discrimination: Prohibit discrimination in all employment practices, including recruitment, compensation, promotion, rewards, and access to training opportunities, based on race, color, age, gender, sexual orientation, gender identity, ethnic origin, disability, pregnancy, religion, political opinion, marital status, or any other protected characteristic.
- 5) Promotion of Workplace Diversity: Foster an equitable workplace where all employees are treated fairly and provided with equal opportunities to realize their full potential.
- 6) Prohibition of Forced Labor: Prohibit all forms of forced, bonded, compulsory, or exploitative labor, including slavery, as well as any form of corporal punishment, inhumane treatment, or degrading conduct that undermines human dignity.
- 7) Freedom of Association and Collective Bargaining: Respect and uphold employees' rights to freedom of association and collective bargaining.

2. Occupational Health and Safety

- 1) Occupational Health and Safety Management System: Establish and maintain an occupational health and safety management system, including process design, engineering and administrative controls, equipment safety inspections, operational procedures, and safety training, to prevent workers from being exposed to workplace hazards such as electric shock, fire, falls, caught-in/between incidents, and collisions.

- 2) Prevention of Occupational Accidents and Diseases: Maintain systems to prevent occupational accidents and work-related illnesses and to prevent their recurrence.
- 3) Occupational Health and Safety Incident Reporting: Report all incidents related to employee health and safety, regardless of whether they result in fatalities or serious injuries.

3. Environmental Protection

- 1) Prevention of Environmental Pollution: Strive to minimize and eliminate all types of waste at the source through process improvements, material substitution, recycling, and reuse, in compliance with applicable local laws and regulations.
- 2) Energy Conservation, Greenhouse Gas Reduction, and the Use of Environmentally Friendly Products: Improve energy efficiency to reduce energy consumption and greenhouse gas emissions while promoting the use and production of environmentally friendly products.
- 3) Management of Hazardous Substances and Waste: Identify the characteristics of hazardous substances and waste, ensure their treatment and disposal in accordance with applicable laws and regulations, and strive to minimize waste generation.

4. Business Ethics

- 1) Transparent Management and Prohibition of Improper Benefits: Maintain the highest standards of integrity in all business relationships by strictly prohibiting all forms of corruption, including bribery and the improper acquisition of benefits. Comply with all applicable anti-corruption laws and regulations, and ensure the anonymity and protection of whistleblowers to safeguard confidentiality.
- 2) Protection of Intellectual Property Rights: Do not disclose or use any technology, commercial materials, information, or intellectual property acquired through business relationships with Huons Group for transactions with third parties without the group's prior consent.
- 3) Information Security: Comply with all applicable laws and regulations to protect the personal information of employees, business partners, and customers.

Sustainable Partnership

Supply Chain Sustainability Management System

Supply Chain ESG Management Policy

Huons is committed to building a transparent value chain by implementing ESG management throughout its supply chain to create sustainable value and fulfill its corporate social responsibilities.

Huons' Supply Chain ESG Management Policy

Huons is committed to creating sustainable long-term value while fulfilling relevant corporate social responsibilities.

The company implements robust ESG management throughout its supply chain and is committed to building a transparent value chain encompassing all stakeholders that contribute to its business operations. To this end, Huons complies with the following principles and fulfills its responsibilities for systematic management and transparent reporting.

[Environment]

Monitor greenhouse gas emissions associated with climate change across business operations and establish and implement greenhouse gas reduction measures.

Monitor energy consumption and make every effort to maximize the use of renewable energy wherever practicable.

Minimize activities that adversely affect biodiversity and the environment and comply with all applicable domestic and international environmental laws and regulations.

[Social]

Prohibit all forms of labor and human rights violations and any practices that undermine human dignity throughout the supply chain.

Implement proactive supply chain ESG management to build a sustainable value chain.

Promote sustainable procurement by conducting ESG risk assessments for all procurement activities.

Ensure employee safety by complying with applicable domestic and international occupational health and safety laws and regulations and rigorously manage workplace hazards through continuous risk identification.

[Governance]

Promote ethical business conduct and foster a culture of integrity by preventing illegal practices throughout the supply chain, including fraudulent transactions, bribery, and the pursuit of improper benefits.

Disclose information security practices in accordance with applicable information security legislation and promote awareness of information security throughout the supply chain to ensure responsible information management.

Green Procurement Policy

Huons Group implements a Green Procurement Policy to minimize its environmental impact. We give priority to purchasing products that reduce energy and resource consumption and minimize pollutant emissions, while promoting sustainable resource management through the use of FSC-certified materials. In addition, we strive to reduce the environmental impacts of our products throughout their life cycle by reducing paper consumption, increasing the use of environmentally friendly materials, and improving resource efficiency.

Huons Group's Green Procurement Standards

Huons Group applies green procurement principles that take environmental impacts into consideration throughout the procurement of products and materials. Among products serving the same purpose, we give priority to reviewing and purchasing products certified with recognized eco-labels that reduce energy and resource consumption while minimizing pollutant emissions, thereby expanding the use of environmentally friendly products. Through these efforts, we seek to reduce environmental impacts across the entire product life cycle.

In addition, we give priority to procuring FSC (Forest Stewardship Council)-certified materials for packaging materials and printed products, thereby promoting the sustainable use of forest resources and strengthening environmental responsibility throughout our supply chain. Furthermore, we minimize paper consumption by digitalizing paper-based documentation and increase the use of recycled paper through the adoption of environmentally friendly paper. We also continue to expand green procurement and enhance product competitiveness by continuously evaluating and adopting environmentally preferable materials.



Korea Eco-Label



Forest Stewardship Council Certification

HuM&C's Procurement Policy

HuM&C conducts responsible procurement activities in compliance with applicable laws and regulations to ensure fair and transparent procurement practices. We secure the quality and safety of raw materials while minimizing environmental impacts throughout the production and transportation processes and manage potential human rights risks within its supply chain. In addition, HuM&C requires its suppliers to understand and comply with its procurement policy and compliance standards, thereby establishing and operating a responsible procurement system across the entire supply chain.

HuM&C collaborates with suppliers and vendors to conduct procurement activities and fulfill contractual obligations in a fair and reasonable manner in compliance with applicable laws and regulations, thereby ensuring fair and transparent procurement practices and maintaining the trust of customers and stakeholders.

1. Regulatory Compliance and Procurement Ethics
2. Procurement Principles
3. Implementation of Corporate Social Responsibility (CSR) in Procurement Activities
 - 3-1) Ensure that the procurement of raw materials complies with all applicable laws, regulations, and relevant standards relating to product quality and safety, the group's quality assurance policy, and other applicable requirements.
 - 3-2) Manage directly procured raw materials to minimize carbon emissions and waste generation throughout production and transportation processes, and verify that they are not associated with human rights violations, including child labor and forced labor.
4. Expectations for Suppliers and Contractors
 - 4-1) Request suppliers and vendors to understand and comply with HuM&C's Procurement Policy and cooperate as responsible business partners.
 - 4-2) Clearly communicate HuM&C's expectations regarding regulatory compliance, human rights, labor and occupational health and safety, environmental management, and product quality and safety, and request suppliers and contractors to work with HuM&C in implementing appropriate corporate social responsibility (CSR) practices.

Sustainable Partnership

Supplier Selection and Evaluation

Supplier Selection

Huons Group selects suppliers based on fair and transparent criteria to build a sustainable value chain. In the supplier selection process, we comprehensively evaluate not only business capabilities, such as product quality, delivery performance, and price competitiveness, but also ESG factors, including ethical business conduct, respect for human rights, occupational health and safety, and environmental management. Through this approach, we proactively manage supply chain risks and promote a stable supply chain built on long-term partnerships with its suppliers.

Supplier Selection Criteria and Management

Pre-registration Assessment

- Proactively manage supply chain risks by assessing quality capabilities, business stability, and ESG risk factors prior to the registration of new suppliers.
- Determine supplier registration based on the assessment results and request additional information where necessary.

Regular and Ad hoc Evaluations (Quantitative and Qualitative)

- Conduct regular and ad hoc evaluations of suppliers based on quality management, delivery performance, business performance, and ESG factors, including environmental management, occupational health and safety, and business ethics.
- Share evaluation results with suppliers to raise awareness of areas requiring improvement.

Follow-up Management (Quantitative and Qualitative)

- Provide improvement recommendations based on evaluation results, implement follow-up management procedures such as post reviews, and support suppliers in strengthening their capabilities.
- Implement corrective actions when significant risks are identified.

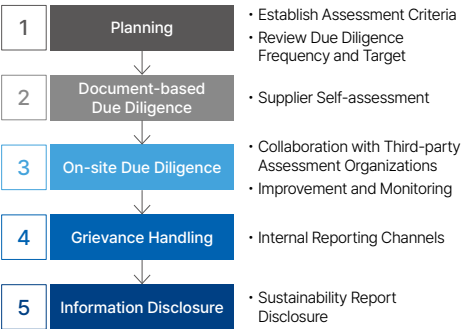
Supplier Evaluation

Huons Group conducts regular supplier evaluations to assess suppliers' sustainability performance and drive continuous improvement. The evaluation framework comprehensively assesses not only core supply capabilities, such as quality, pricing, delivery performance, transaction volume, and management capabilities, but also ESG-related factors, including business ethics. Based on the overall evaluation results, suppliers are classified into different performance grades, with corresponding incentives and corrective measures applied according to their ratings. High-performing suppliers are recognized through awards of appreciation and given priority opportunities to participate in new product sourcing. Suppliers requiring improvement are subject to measures such as restrictions on participation in new product sourcing, consideration of dual sourcing strategies, and improvement consulting to strengthen their management capabilities. Through this evaluation and management framework, we continuously enhance suppliers' operational capabilities and ESG performance while strengthening the competitiveness and sustainability of our overall supply chain.

Huons Global / Huons

Huons Global and Huons conduct regular supply chain ESG due diligence to identify and improve ESG risks across their supply chains. ESG due diligence is conducted annually for direct suppliers and, where necessary, is extended to indirect suppliers based on their potential impacts. The due diligence process is carried out in stages through both document-based due diligence and on-site due diligence using standardized checklists. Suppliers identified through document-based due diligence as having relatively weak ESG management practices are prioritized for, or concurrently subject to, on-site due diligence, which is conducted in collaboration with external experts. Based on the due diligence results, suppliers are classified into four performance categories: 'Excellent', 'Good', 'Fair', and 'Needs Improvement'. Suppliers rated Excellent or Good are subject to continuous monitoring to maintain their ESG performance, while those rated Fair or Needs Improvement are encouraged to develop and implement corrective action plans. Through this due diligence framework, Huons Global and Huons systematically identify ESG risks within their supply chains and link assessment results to improvement initiatives, thereby strengthening the sustainability of the overall supply chain.

Supplier ESG Due Diligence Process



Improvement and Monitoring Based on ESG Assessment Results

Huons Global and Huons implement improvement initiatives to address ESG risks identified through supply chain ESG due diligence and internal assessment criteria. For actual or potential ESG risks identified during the due diligence process, suppliers are required to develop corrective action plans, and the implementation of these plans is continuously monitored. Where ESG risks persist despite these improvement efforts, the companies reassess their business relationships with the relevant suppliers.

HuM&C

HuM&C conducts anti-corruption and compliance due diligence for key suppliers with significant transaction volumes or long-term business relationships to prevent corruption and compliance risks across its supply chain. The due diligence process combines the collection of compliance pledges with questionnaire-based assessments. It reviews key risk areas, including contract execution, potential conflicts of interest, improper requests, and the provision or receipt of gifts and benefits, as well as environmental and occupational health and safety risks, thereby promoting sustainability throughout the supply chain. In 2025, HuM&C conducted a two-week due diligence program covering 16 key suppliers and obtained compliance pledges from all participating suppliers. Based on the due diligence results, we strengthened communication of our internal policies and enhanced compliance expectations for suppliers by implementing appropriate corrective measures where improvements were identified. Through these initiatives, HuM&C prevents corruption and unethical conduct within its supply chain and promotes a responsible supply chain management system founded on compliance and ethical business practices.

Social Contribution

Social Contribution Framework

Mid-to-Long-Term Social Contribution Target

Huons seeks to expand employee-driven volunteer activities and strategic social contribution initiatives in fulfillment of its social responsibilities. Furthermore, we are proactively managing the potential negative impacts on local communities identified through the double materiality assessment, and are aiming to create sustainable social value by amplifying positive influence that promotes shared growth with local communities.

Quantitative Target¹⁾

Category	Expansion of Employee Volunteer Hours	Expansion of Social Contribution Investment
2026 (Short-term)	5% increase from baseline	2% increase from baseline
2030 (Mid-term)	10% increase from baseline	5% increase from baseline
2035 (Long-term)	15% increase from baseline	10% increase from baseline
Implementation and Achievement Plan	- Expand employee volunteer programs - Diversify modes of participation in social contribution activities	- Increase strategic social contribution investment for collaborative growth with the community - Develop and implement business-linked social contribution projects

1) Baseline is set against single-year performance recorded in 2025

Qualitative Target¹⁾

Category	Impact Management and Value Creation for Sustainable Partnership with the Community
2026 (Short-term)	- Governance establishment - Partnership expansion - Community social contribution
2030 (Mid-term)	- Advancement of cooperation model - Establishment of social contribution implementation and employee participation guidelines
2035 (Long-term)	- Dissemination of social value - Establishment of social contribution model and expansion of social value
Implementation and Achievement Plan	- Expand social contribution partnerships - Establish a social contribution model leveraging core corporate competencies - Build and advance a social contribution performance management system

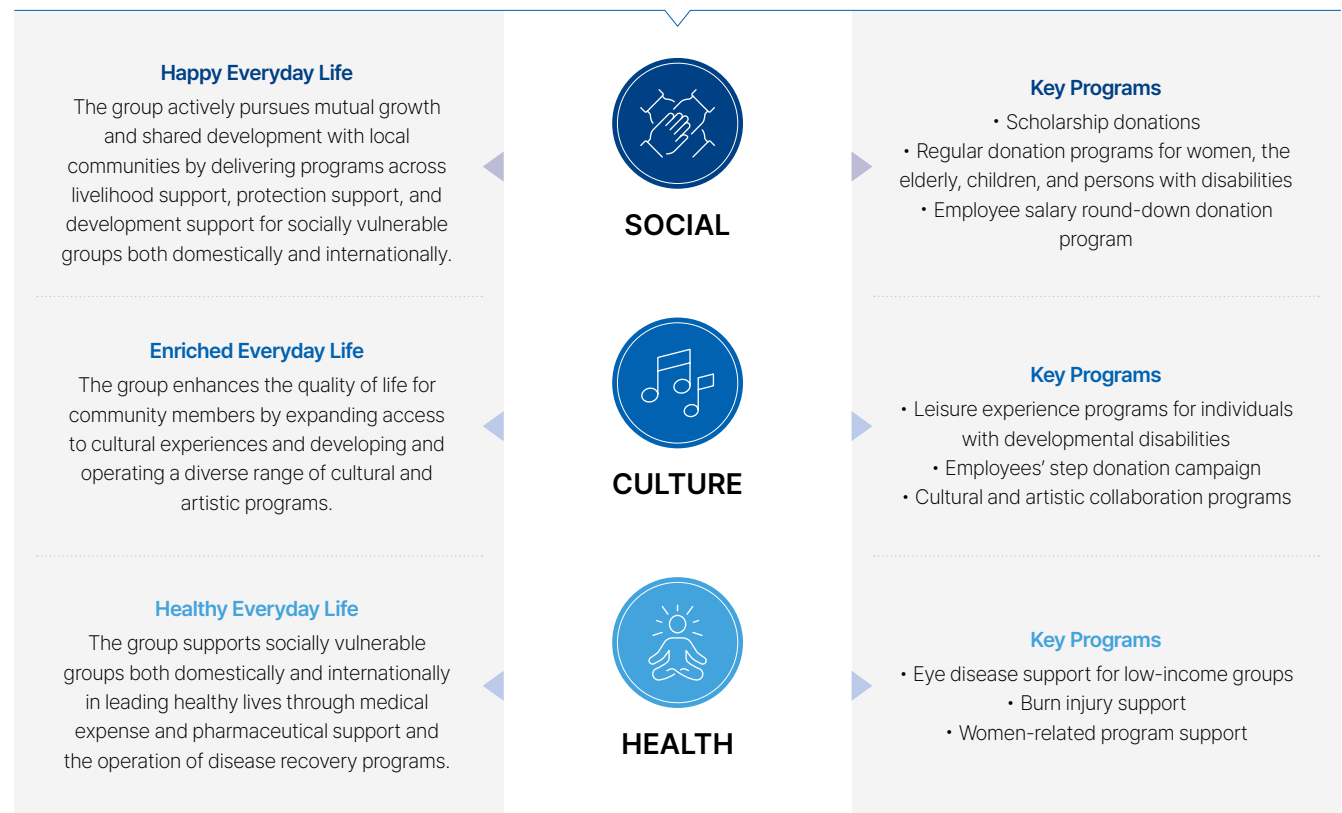
1) Baseline is set against single-year performance recorded in 2025

Social Contribution Activities

Social Contribution Business Areas

Grounded in its social contribution philosophy and core values, Huons Group strives to become a ‘Guardian of Everyday Life’ — enabling everyone to live happily, prosperously, and healthily across the social, cultural, and health domains. We support stable daily lives for socially vulnerable groups through livelihood and scholarship assistance, expand access to cultural experiences through support for cultural and artistic programs, and provide medical expense and pharmaceutical support to ensure that everyone can enjoy a healthy life.

Social Contribution Business Areas



Social Contribution

Social Contribution Activities

Social Contribution Activities

Grounded in its corporate value of 'human-centered healthy lives', Huons Group pursues social contribution activities aimed at collaborative growth with local communities. Each affiliate conducts social contribution activities suited to the characteristics of its business sites and the conditions of the surrounding communities, with a focus on supporting vulnerable employment groups, promoting community engagement, and carrying out community-based sharing activities. Through these efforts, we strive to create sustainable value by growing together with the members of the communities we serve.

Pharmaceutical Donations to Address Medical Blind Spots Worldwide

Huons Group donated pharmaceuticals valued at a total of KRW 300 million to address medically underserved areas in regions with limited healthcare accessibility overseas. The donated pharmaceuticals were delivered to medically vulnerable areas through missionaries dispatched to mission fields in 154 countries via the '2025 World Full Gospel Mission Conference', co-hosted with Yoido Full Gospel Church, contributing to improved health conditions in medically underserved communities.

Participation in the 45th Disability Awareness Day Dahanu Grand Festival

To mark the 45th Disability Awareness Day, Huons hosted a special event — the 'Dahanu Grand Festival Turtle Marathon' — at Chungam School in Jecheon, Chungbuk Province. The event was attended by approximately 550 participants, including members of Dahanu Social Welfare Foundation — which operates an in-house café at Huons' Jecheon Plant 1 to support the economic independence of persons with disabilities — as well as students with special educational needs from Jecheon and volunteers. Huons actively supported the event by sponsoring pharmaceuticals to help all participants complete the course.

Outing with Individuals with Developmental Disabilities from Yegawon

Humedix organized a volunteer outing with individuals with developmental disabilities from Yegawon to support their social participation, given the limited leisure opportunities available to them. Employees were paired with participants on a one-on-one basis, joining them in a variety of activities including visits to a zoo and botanical garden. Humedix also provided a donation of KRW 2.5 million to ensure the smooth running of the event. Building on this activity, Humedix will continue to extend its support for socially vulnerable groups and sustain its employee-driven social contribution initiatives.

Geumtocheon Plogging and EM Mud Ball¹⁾ Throwing Activity

Humedix has been carrying out 'Geumtocheon Plogging and EM Mud Ball Throwing' activities to protect the local environment and preserve the river ecosystem. As part of the Clean River Social Contribution Project promoted by Gyeonggi Province, participating employees collected litter along the riverbanks through plogging and threw EM Mud Balls to contribute to water quality improvement and river environment restoration. Humedix plans to continue this initiative on an ongoing basis rather than as a one-off event, and will sustain responsible action toward river ecosystem protection and environmental conservation through continued engagement with local communities.

1) Eco-friendly balls made by mixing fermented Effective Microorganism (EM) solution with yellow clay, shaping the mixture into balls, and allowing them to ferment



Quality Management

Quality Management Framework

Quality Management Organization

Huons Group operates systematic quality control activities through its quality management organization to ensure the quality and safety of its pharmaceuticals and healthcare products. The quality management organization operates a management framework to ensure that quality control is applied consistently across the entire product lifecycle — from development and production through to distribution — in accordance with relevant regulations and quality standards, while proactively preventing quality risks. Stage-by-stage quality control activities are conducted in line with key standards and procedures, including incoming inspection, in-process inspection, and release inspection, with continuous improvement pursued through corrective and preventive actions (CAPA) for non-conformances under the PDCA framework.

Supplier quality management and response to customer demands are carried out in parallel to manage quality levels at both supply chain and customer touchpoints, while quality data analysis and process improvement activities ensure stable product quality. We will continue to maintain and strengthen quality standards through ongoing inspections and improvements so that quality control is applied across all aspects of business operations.

Huons Group's Quality Management Organization

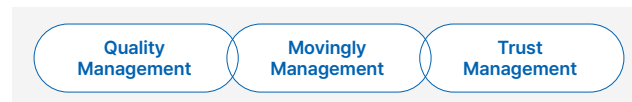


Quality Management Policy

Huons Group recognizes quality as its foremost value across all pharmaceutical and health functional food businesses, and has established and operates a group-wide quality management framework. We share our quality management policy with all employees and apply consistent quality standards across the entire process — from research and development through to production and distribution — based on relevant regulations and standard procedures. Through this approach, we are committed to continuously providing safe and reliable products.

Huons Global / Huons

As members of a Total Healthcare Group committed to sustainable growth alongside customers and to providing medical solutions for health for humanity, all employees of Huons actively uphold the following quality policy.



HuM&C

As a company aspiring to become a total healthcare ancillary materials specialist, HuM&C is committed to building a quality framework capable of achieving customer satisfaction and pursuing data-driven quality management innovation. We also strive to secure global quality competitiveness and to grow together with our stakeholders on the foundation of reliable, best-in-class quality products.

1. Achieving Customer Satisfaction
2. Securing Global Quality Competitiveness
3. Data-driven Quality Management
4. Ensuring Quality Reliability
5. Mutual Cooperation and Shared Growth

Quality Control Framework

Huons Group conducts stage-by-stage quality control across the entire production process, from raw material receipt through to manufacturing, packaging, and shipment. Raw materials are subject to advance evaluation and incoming inspection, while in-process checks and quality testing are conducted during manufacturing and packaging to verify conformity with established standards. When quality issues arise, root cause analysis and corrective actions are carried out promptly, with follow-up management and monitoring implemented to prevent recurrence, thereby systematically managing quality risks and maintaining stable product supply. Role- and level-specific quality training is also provided to raise quality awareness among all employees. Understanding of quality standards and relevant regulations is reinforced through new hire orientation, regular training, and external specialist training, while the effectiveness of the quality management framework is continuously verified and improved through regular internal inspections and quality audits.

Key Quality Management Activities

Huons Global / Huons

Huons Global and Huons conduct quality control activities with due consideration for the characteristics of the Group as well as each business area. Quality control standards are applied during product development and production across each business division, with support provided to ensure that management is carried out in accordance with relevant regulations and internal standards. In addition, standards and direction are shared across affiliates to enable effective quality control operations, continuously maintaining and reinforcing group-wide quality management standards.

Quality Management

Quality Management Activities

Key Quality Management Activities

Humedix

Humedix conducts quality control activities throughout the product development and production stages to ensure product safety and functionality. Internal quality control procedures are operated to ensure that quality standards are applied consistently across research and development and production processes, with product suitability managed through quality inspections tailored to process management as well as product characteristics. In particular, quality risks that may arise in an environment where manufacturing processes and research activities are closely integrated are proactively identified and managed, with pre-inspections and management activities carried out to prevent quality issues from occurring.

Strengthening Quality Capabilities through GMP Training

Humedix operates a systematic quality training program centered on mandatory GMP training for employees in production and quality functions. Through GMP orientation for new hires and regular GMP training sessions, we enhance employees' understanding of relevant regulations and quality standards, while supplementing this with external specialist training to continuously strengthen quality management and regulatory response capabilities.

HuM&C

HuM&C recognizes product quality and safety as core competencies and operates a systematic quality management system based on ISO 9001. Quality policies and objectives are established within the quality management organizational structure, with a management framework built to comply with relevant regulations and international quality standards. Quality standards and procedures are standardized across the entire production process — from raw and subsidiary material management through to production, inspection, and shipment — and potential quality issues are proactively managed through manufacturing process and work environment inspections centered on the quality assurance function. Regular internal audits and external certification audits are also conducted to continuously verify the suitability and operational effectiveness of the quality management system. In addition, quality standards are shared with suppliers and regular evaluations are conducted to strengthen quality management capabilities across the supply chain, ensuring sustained product stability and consistent quality.

PDCA-based Quality Improvement Activities

HuM&C's quality management activities are grounded in the Plan-Do-Check-Act (PDCA) framework, under which annual quality objectives are established and implemented, outcomes are evaluated, and corrective and preventive actions (CAPA) are taken to address identified issues. In 2025, a total of 17 corrective and preventive actions were carried out, with completion and effectiveness verification conducted for all actions. As a result, process yield improved by approximately 6 percentage points compared to the prior year, simultaneously achieving higher quality standards and cost reduction.

Digital-based Quality Management Enhancement

HuM&C's Nonsan Plant has introduced an automated inspection system, transitioning from a manual inspection approach to a data-driven quality management framework to improve inspection accuracy and reproducibility while minimizing defect outflow within the production process. By accumulating inspection data to manage quality history and improving the transparency of quality information and the speed of customer response, the system contributes not only to quality improvement but also to reducing the workload of operators and enhancing the working environment. HuM&C plans to extend the automated inspection system to all production lines going forward, further advancing its integrated management of quality, environment, and safety.

Supplier Quality Management and Evaluation

HuM&C conducts regular evaluations and on-site inspections to manage the quality levels of its suppliers. Production, quality, and purchasing departments participate jointly in the evaluation process to ensure objectivity and fairness, with supplier ratings assigned based on evaluation results. A structured system is in place whereby corrective actions are required and re-evaluations are conducted based on ratings. In particular, supplier on-site inspections and feedback have been reinforced in response to growing product portfolio diversification and an increase in outsourced processes.

Quality Management

Customer Communication

Customer Communication Framework

Huons Group operates a continuous customer communication framework across both online and offline channels to strengthen customer trust. A variety of communication channels have been established to ensure that customer feedback and requests are reflected throughout our business activities, and Voice of Customer (VOC) data collected through these channels is systematically managed. Feedback and inquiries received are reviewed and addressed through cross-functional collaboration, and where necessary, are linked to product quality improvements, service enhancements, and operational process improvements. For key issues identified through the customer communication process, outcomes are shared transparently to reinforce open communication and build lasting relationships of mutual trust with customers.

Key Customer Communication Activities

Huons

 Online Inquiry Channel

Huons operates a dedicated customer consultation channel to receive and respond to inquiries and complaints related to pharmaceuticals and medical devices, and leverages its website and online inquiry channels to improve customer accessibility. Feedback received is shared with relevant departments, and customers are kept informed of processing status and outcomes, enabling transparent and prompt communication.

Humedix

 Online Inquiry Channel

Humedix operates online inquiry channels, consumer consultation channels, and social media-based communication channels to gather diverse customer feedback on product quality and overall service. Through these channels, we swiftly identify customer needs and utilize the insights gathered as foundational input for product improvement and service advancement.

HuM&C

 Online Inquiry Channel

HuM&C manages quality requirements through continuous communication with its customers. Customer needs are identified through on-site customer meetings, regular satisfaction surveys, and customer audit responses, and the insights gained are incorporated into product improvement and quality management activities. The 2025 customer satisfaction survey recorded an average score of 84.8 points, and we maintain customer trust by continuously addressing improvement requirements across key areas including quality, delivery, and price competitiveness.

Customer Service Quality Management Framework

Huons Group regards customer satisfaction as a core value and operates a management framework designed to continuously improve the quality of customer service. Customer service quality management is designed not merely as a response to complaints, but as a mechanism that drives product quality improvement and enhances the overall efficiency of service operations. Customer inquiries and complaints are managed systematically by the relevant departments, and areas for improvement identified during service delivery are addressed through product improvements, process enhancements, and operational standard revisions.

Key Customer Service Quality Management Activities

Huons

Huons shares VOC collected at customer touchpoints with relevant departments through its CRM system, complaint reports, and adverse event reports, and identifies areas for improvement through collaboration across Quality Control (QC), Pharmacovigilance (PV), and Sales and Marketing departments. Through this process, customer feedback is managed to ensure that it is meaningfully reflected in product quality improvements, usage guideline revisions, and service procedure enhancements.

Humedix

Humedix manages customer service quality through an internal collaboration framework designed to deliver a consistent service experience from the customer's perspective. Customer satisfaction surveys are conducted on a regular basis, and the results — combined with customer complaint data — are comprehensively analyzed to inform service quality improvement activities. In addition, training programs focused on customer engagement and service capability are provided to employees, supporting the delivery of service that is tailored to each customer's situation and needs.

HuM&C

HuM&C responds promptly to customer complaints and non-conformances in accordance with its established management procedures, and links root cause analysis to improvement activities aimed at preventing recurrence. Customer complaint data is accumulated and analyzed to identify major defect categories, with improvement priorities set through Pareto analysis. Complaints received are processed and closed in a timely manner in accordance with established procedures, simultaneously improving quality stability and customer satisfaction.

Environmental - Social - Governance

SUSTAINABILITY TOPIC

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Board of Directors

Board Composition and Role

Board Composition

As of March 31, 2026, the Boards of Directors of Huons Group's major affiliates are structured to reflect the management characteristics of each company. In accordance with each company's Articles of Incorporation, the Chief Executive Officer (CEO) also serves as Chair of the Board to strengthen the Board's effectiveness in deliberating and executing matters based on an understanding of our long-term growth strategy and key management issues. Through responsible leadership, each company seeks to ensure the efficient operation of the Board and effective decision-making. All Directors of Huons Group are nominated by the Board of Directors and appointed upon approval at the General Meeting of Shareholders. When convening a General Meeting of Shareholders for the election of Directors, we transparently disclose key information required under Article 542-4 of the Korean Commercial Act, including each candidate's name, professional background, and nominating party. Pursuant to Article 398 (Transactions Between Directors and the company) of the Korean Commercial Act, the Board of Directors reviews and approves all related-party transactions involving Directors, regardless of their type or size. As required by the Korean Commercial Act, material information regarding the proposed transaction is disclosed to the Board in advance, and approval requires the affirmative vote of at least two-thirds of the Directors. Directors with a conflict of interest are excluded from exercising their voting rights on the relevant agenda.

Board Composition of Huons Group (As of March 31, 2026)

Affiliation	Name	Category	Gender	Responsibilities	Areas of Expertise	Professional Experience	Reappointment Status (Date of Appointment)	Term Expiration Date
Huons Global	Song Soo-young	Inside Director	Male	CEO, Chair of the ESG Committee	Management	Deloitte Consulting Japan, Samsung Electronics, SAP Japan, B.S. in Industrial Engineering at Hanyang University	Reappointed(2025.03.31)	2028.03.28
	Yoon Sung-tae	Inside Director	Male	CEO, Chairman, Head of Group Operations	Management	Chairman of Huons Group, B.S. in Industrial Engineering at Hanyang University, M.S. in Project Management at Hanyang University, IBM Korea	Reappointed(2024.03.28)	2027.03.28
	Yoon In-sang	Inside Director	Male	Division Head of Future Strategy	Management	B.S. in Chemistry, Emory University, Group Head of Huons Global Strategy Planning Division, Division Head of Huons Management	Reappointed(2026. 03. 31)	2029.03.31
	Lee Kyu-yeon	Outside Director	Male	Chair of Audit Committee, Member of the ESG Committee	Finance / Accounting	Advisor of Lee&Ko, KOSDAQ Market Division / KOSPI Market Division at Korea Exchange, Graduate School of Business at Yonsei University	Reappointed(2025. 03. 31)	2028.03.28
	Kim, Bok Chul	Outside Director	Male	Member of the Audit Committee	Technology / Management	Adjunct Professor at Yonsei University, Advisory Member of Presidential Advisory Council on Science and Technology	2026.03.31	2029.03.31
	Han Seung-beom	Outside Director	Male	Member of the Audit Committee and ESG Committee	Medical / Pharmaceutical	President of Korea University Anam Hospital, Chairman Board of Directors, KOA	2025.03.28	2028.03.28
Huons	Song Soo-young	Inside Director	Male	CEO, Chair of the ESG Committee	Management	Deloitte Consulting Japan, Samsung Electronics, SAP Japan, B.S. in Industrial Engineering at Hanyang University	Reappointed(2025.03.26)	2028.03.26
	Park Kyung-mi	Inside Director	Female	Head of R&D	Management / Quality	Vice President of Genome & Company, Senior Director of Development Division at ChongKunDang, Division Hea of Development at CHA Biotech, Director of Clinical Development at Hanmi Pharmaceutical	2025.03.26	2028.03.26
	Kim Nam-mi	Inside Director	Male	Head of Quality Assurance and Manufacturing	Production / Quality	Division Head of Production Division at Humedix, Department Head of Product at Huons	2026.03.31	2029.03.31
	Yoon Sung-tae	Non-executive Director	Male	Chairman, Head of Group Operations	Management	Chairman of Huons Group, B.S. in Industrial Engineering at Hanyang University, M.S. in Project Management at Hanyang University, IBM Korea	Reappointed(2025.03.26)	2028.03.26
	Yoon In-sang	Inside Director	Male	Division Head of Management	Management	B.S. in Chemistry, Emory University, Group Head of Huons Global Strategy Planning Division, Division Head of Huons Management	2025.03.26	2028.03.26
	Park Yong-gon	Outside Director	Male	Member of the Audit Committee	Production / Quality	President of Korea Food Research Institute, Principal Researcher, Korea Food Research Institute	Reappointed(2025.03.26)	2028.03.26
Humedix	Lee Moon-sung	Outside Director	Male	Member of the Audit Committee, ESG Committee	Legal	Attorney at Yoon & Yang LLC, Legal Advisor at Korea Land & Housing Corporation, Auditor at Korea Volleyball Federation, Legal Advisor at Yongin City	2025.03.26	2028.03.26
	Caroline Lee	Outside Director	Female	Member of the Audit Committee	Accounting	Assistant Professor of Accounting at Hanyang University College of Business, Assistant Professor of Accounting at ESSEC Business School (France)	2026.03.31	2029.03.31
	Kang Min-jong	Inside Director	Male	CEO, Chair of ESG Committee	Management	CEO of J World, Department Head of Domestic and Global Marketing at HUGEL Inc., Department of Food and Resource Economics at Korea University	2025.03.26	2028.03.25
	Cho Dong-hyun	Inside Director	Male	Division Head of Quality, Chair of ESG Committee	Quality	Division Head of R&D at KUHNIL PHARM, Department Head of Development at JW Pharmaceutical, DAEWOONG, M.S in Pharmacy at Kyungsung University	2026.03.31	2029.03.30
	Yoon Yeon-sang	Inside Director	Male	Division Head of Strategy Planning	Management	Art Director (Amazon), Marketing Manager (Huons USA), Northwestern University (Marketing Communication)	2025.03.26	2028.03.25
	Yoon Sung-tae	Non-executive Director	Male	CEO, Chairman, Head of Group Operations	Management	Chairman of Huons Group, B.S. in Industrial Engineering at Hanyang University, M.S. in Project Management at Hanyang University, IBM Korea	Reappointed(2024.03.28)	2027.03.27
HuM&C	Park Sung-ho	Outside Director	Male	Chair of Audit Committee	Finance / Accounting	CEO SV Investment, Samil PwC, Yuanta Securities, Department of Business Administrations at Sogang University	2025.03.26	2028.03.25
	Lee Ki-jeong	Outside Director	Male	Member of the Audit Committee, ESG Committee	Management	Ph.D. in Linguistics at University of Minnesota, 16th President at Hanyang University, Department of English Language and Literature at Hanyang University	Reappointed(2026.03.31)	2029.03.30
	Kim Hak-kyun	Outside Director	Male	Member of the Audit Committee	Legal	Attorney at Bae, Kim& Lee LLC, Chair of KOSDAQ Market Committee at Korea Exchange, Standing Commissioner at Financial Services Commission, College of Law at Seoul National University	2024.03.28	2027.03.27
	Lee Choung-mo	Inside Director	Male	CEO	Management	CEO of Huons Foodline, CEO of Food Assemble, B.S. in Inorganic Materials Engineering at Hanyang University	2025.08.13	2028.03.26
	Yoon Sung-tae	Non-executive Director	Male	CEO, Chairman, Head of Group Operations	Management	Chairman of Huons Group, B.S. in Industrial Engineering at Hanyang University, M.S. in Project Management at Hanyang University, IBM Korea	2025.03.31	2028.03.26
	Yoon In-sang	Non-executive Director	Male	Group Strategy Planning	Management	B.S. in Chemistry, Emory University, Group Head of Huons Global Strategy Planning Division, Division Head of Huons Management	2026.03.31	2029.03.31
	Joung Jae-Hwan	Inside Director	Male	Head of Glass Production Department	Production / Quality	Group Head of Hubena, B.S. in Computer Science at Chungwoon University	2025.03.26	2028.03.26
	Noh Hong-In	Outside Director	Male	-	Medical / Pharmaceutical	Vice Chairman at Korean Hospital Association, Health Insurance Review and Assessment Service, Ministry of Health and Welfare	2025.03.26	2028.03.26
	Kim Woo-Sung	Outside Director	Male	-	Management	Vice President of ITCEN Global, CEO of ITCEN Core, Deloitte Consulting , IBM	2025.03.26	2028.03.26

Board of Directors

Board Composition and Role

Board Independence and Diversity

Outside Directors are appointed from individuals who have no material interests or relationships with us, and their qualifications are rigorously reviewed in accordance with Articles 382 and 542-8 of the Korean Commercial Act. In addition, we apply fair and objective selection criteria throughout the Director nomination process without discrimination based on gender, race, ethnicity, nationality, or place of origin.

Board Expertise

Huons Group appoints Directors with extensive knowledge of each affiliate's business and industry to support prudent and responsible decision-making. The Board of Directors comprises members with diverse expertise across management, finance and accounting, and legal affairs. Leveraging their professional knowledge and experience, the Board makes key decisions on corporate management and provides oversight of our overall management activities.

Board Skills and Expertise Matrix (As of March 31, 2026)

Director Name	Affiliation				Expertise							
	Huons Global	Huons	Humedix	HuM&C	Management	Management / Economics	Technology / Management	Finance / Accounting	Management / Quality	Production / Quality	Legal	Medical / Pharmaceutical
Yoon Sung-tae	○	○	○	○	●							
Song Soo-young	○	○			●							
Kang Min-jong			○		●							
Lee Choung-mo				○	●							
Park Kyung-mi		○							●			
Kim Nam-mi		○								●		
Cho Dong-hyun			○									
Yoon In-sang	○	○		○	●							
Yoon Yeon-sang			○		●							
Joung Jae-Hwan				○						●		
Lee Kyu-yeon	○							●				
Kim, Bok Chul	○						●					
Han Seung-beom	○											●
Park Yong-gon		○								●		
Lee Moon-sung		○									●	
Caroline Lee		○				●		●				
Park Sung-ho			○					●				
Lee Ki-jeong			○		●							
Kim Hak-kyun			○								●	
Noh Hong-In				○								●
Kim Woo-Sung				○	●							

Board Evaluation and Compensation

Board Evaluation and Compensation

Huons Group manages the compensation of Directors and Auditors in a transparent and reasonable manner within the compensation limits approved by the General Meeting of Shareholders. The compensation framework is designed in accordance with the Director Compensation Policy and takes into comprehensive consideration factors such as duties and position, years of service, leadership, professional expertise, and contribution to the company. Through this approach, the framework promotes responsible decision-making while supporting our sustainable growth. Each affiliate of Huons Group complies with applicable laws and regulations and internal standards to ensure the appropriateness and transparency of Director compensation. Compensation levels are determined based on a comprehensive assessment of each Director's roles and responsibilities, as well as our management performance. Since 2025, Huons Global and Huons have conducted annual evaluations of the Board of Directors and Outside Directors. The evaluations are carried out through self-assessment questionnaires using a five-point rating scale completed by Outside Directors. The completed questionnaires are consolidated to calculate an overall evaluation score, and the evaluation results are subsequently reported to the Board of Directors.

Director and Auditor Compensation (As of end of 2025, Unit: KRW 100 million)

Category	Number of Persons	Total Compensation	Average Compensation per Person
Huons Global	6	12.8	2.1
Huons	8 ¹⁾	18.0	1.8
Humedix	7	9.8	1.4
HuM&C	7	6.3	0.9

1) Based on the number of Directors and Auditors as of year-end. Total compensation includes compensation paid to Directors who retired during 2025

Audit Committee	Park Sung-ho(Chair), Lee Ki-jeong, Kim Hak-kyun	8 meetings held
ESG Committee	Kang Min-jong(Chair), Lee Ki-jeong, Cho Dong-hyun	2 meetings held

Board of Directors

Board Operations

Board Education

Huons Group provides educational programs to enhance the expertise of the Board of Directors and support our sustainable growth. Through training on Board operations, applicable regulations, and the audit of the Internal Control over Financial Reporting (ICFR) system, we strengthen the capabilities of Outside Directors and members of the Audit Committee (or the Standing Auditor, where applicable). These initiatives contribute to further enhancing the expertise of Board members. In addition, the Board regularly shares professional knowledge and expertise among its members through both scheduled and ad hoc meetings. This enables the Board to effectively address its key challenges and continuously improve governance and management practices where needed.

Operation of the Audit System

Huons Global, Huons, and Humedix conduct audit activities in accordance with the Audit Committee Regulations, which define the composition, operation, authority, and responsibilities of the Audit Committee in compliance with applicable laws and regulations and the Articles of Incorporation. The Audit Committee consists entirely of Outside Directors nominated by the Board of Directors and appointed by resolution of the General Meeting of Shareholders. The Committee reviews and approves the internal audit plan in advance. The members of the Audit Committee have no relationship with our controlling shareholder or major shareholders that could impair their independence in carrying out Audit Committee activities and satisfy all applicable legal requirements, including having an Outside Director serve as the Committee Chair. In addition, in accordance with the Internal Control over Financial Reporting (ICFR) Regulations and related guidelines, we provide relevant training at least once a year to enhance the expertise of Audit Committee members.

CEO Succession Process

Each affiliate of Huons Group has established a CEO succession plan to minimize management disruption arising from changes in leadership and ensure business continuity. The CEO succession process is managed systematically based on predefined procedures and criteria and incorporates a mid- to long-term succession plan designed to address changes in the business environment and potential leadership transitions. Succession plans are developed in alignment with each affiliate's mid- to long-term business strategy and vision, and are periodically reviewed and updated to reflect changes in the business environment and organizational needs. In the candidate selection process, we comprehensively evaluate management expertise, industry knowledge, leadership, and integrity while considering both internal and external candidates. Internal candidates develop their leadership capabilities through structured development programs, including job rotation, participation in key strategic projects, and executive coaching. In line with the Group's strategic direction, external talent is also considered as part of the succession planning process. The Board of Directors of each affiliate oversees the establishment and implementation of the CEO succession plan. Following the Board's review and approval, the final candidate is nominated as an Inside Director candidate and is subsequently appointed as Chief Executive Officer through the General Meeting of Shareholders and the Board approval process.

Board of Directors and Audit Committee Training

Category	Training Date	Training Provider	Training Topic	Participants
Huons Global	2025.05.09	Internal Control over Financial Reporting Office	Duties and responsibilities of audit committee members under the Korean Commercial Act and the External Audit Act	Lee Kyu-yeon, Bae Jong-hyuk, Han Seung-beom
	2025.07.01	KPMG ACI	Enhanced fund controls and the new Internal Control over Financial Reporting System	Lee Kyu-yeon
Huons	2025.05.02	Internal Control over Financial Reporting Office	Duties and responsibilities of audit committee members under the Korean Commercial Act and the External Audit Act	Lim Deok-ho, Park Yong-gon, Lee Moon-sung
	2025.07.01	KPMG ACI	Enhanced fund controls and the new Internal Control over Financial Reporting System etc.	Park Yong-gon
	2025.08.19	KPMG Academy	AI governance and the role of the Audit Committee, etc.	Lim Deok-ho
	2025.09.18	PWC Governance Center	Changes and trends in corporate governance systems, etc.	Park Yong-gon
	2025.01.09	Audit Committee Forum	Audit Committee Forum and seminar on research project results	Ko, Joong-sik
Humedix	2025.05.07	Internal Control over Financial Reporting Office	Duties and responsibilities of the Audit Committee	Park Sung-ho, Lee Ki-jeong, Kim Hak-kyun
	2025.05.23	KPMG ACI	12th Advanced Auditor Program (AAP)	Park Sung-ho

Protection of Shareholder Rights

Shareholder Rights Protection Policies and Activities

Convening the General Meeting of Shareholders

Huons Group convenes both Annual and Extraordinary General Meetings of Shareholders by providing notice at least two weeks in advance in accordance with applicable laws and regulations, including the Korean Commercial Act, and the Articles of Incorporation. To enable shareholders to make informed decisions, we provide advance notice of key information relating to the General Meeting of Shareholders, including the meeting schedule, venue, and agenda, through various communication channels. In addition, we seek to enhance shareholder accessibility and convenience by, where practicable, avoiding dates designated as peak General Meeting of Shareholders dates when scheduling meetings. Through these efforts, Huons Group strives to create an environment that facilitates shareholder participation and supports the effective exercise of shareholder rights.

Shareholder Engagement Activities

Huons Group operates a variety of communication channels to foster sustainable growth based on trust with its shareholders. Huons Global and its major affiliates transparently disclose their management status and key business achievements through regular disclosures, including the Annual General Meeting of Shareholders, Annual Reports, and quarterly and semi-annual reports. In addition, material management matters are disclosed promptly and accurately through the Electronic Disclosure System.

We also enhance investors' understanding of its business strategy and financial performance through investor relations (IR) activities, including investor presentations and one-on-one meetings, while actively listening to the views of shareholders and investors and seeking to reflect their feedback in our management activities. Furthermore, each affiliate provides continuous access to financial information, disclosure materials, and General Meeting of Shareholders-related documents through the Investor Relations section of its corporate website, thereby enhancing shareholders' access to information and convenience.

Exercise of Shareholder Voting Rights

Huons Group ensures that shareholder voting rights are exercised in a fair and transparent manner in accordance with the Korean Commercial Act and other applicable laws and regulations, as well as the Articles of Incorporation. Resolutions at the General Meeting of Shareholders are adopted in accordance with applicable legal requirements, with due process in place to ensure that the rights of all shareholders are fairly represented. To further enhance shareholder participation and facilitate the exercise of voting rights, Huons Global, Huons, Humedix, and HuM&C have adopted an electronic voting system. Through this system, we seek to improve shareholder accessibility, encourage broader participation in corporate decision-making, and strengthen the protection of shareholder rights.

Shareholder Return Policy

Huons Group pays dividends by resolution of the Board of Directors and the General Meeting of Shareholders in accordance with the Articles of Incorporation. Dividends are determined within the scope of distributable profits, taking into comprehensive consideration to our continued growth, investment plans, and business environment. We operate a reasonable dividend policy designed to enhance shareholder value. The final dividend amount is determined prior to the dividend record date, and Huons Global, Huons, and Humedix disclose their dividend policies as part of their efforts to protect shareholder rights.

Shareholder Voting and Proxy Voting Systems (As of the end of 2025)

Category	Cumulative Voting	Written Voting	Electronic Voting
Huons Global	Excluded	Not Adopted	Adopted
Huons	Excluded	Not Adopted	Adopted
Humedix	Excluded	Not Adopted	Adopted
HuM&C	Excluded	Not Adopted	Adopted

Voting Rights Status (As of the end of 2025, Unit: Shares)

Huons Global Number of Shares Issued 12,659,812	Number of Voting Shares 12,203,013 Number of Non-Voting Shares (Treasury Shares) 456,799
Huons Number of Shares Issued 11,979,665	Number of Voting Shares 11,651,761 Number of Non-Voting Shares (Treasury Shares) 327,904
Humedix Number of Shares Issued 11,229,930	Number of Voting Shares 11,098,441 Number of Non-Voting Shares (Treasury Shares) 131,489
HuM&C Number of Shares Issued 9,809,026	Number of Voting Shares 9,807,945 Number of Non-Voting Shares (Treasury Shares) 1,081

Ethics Management

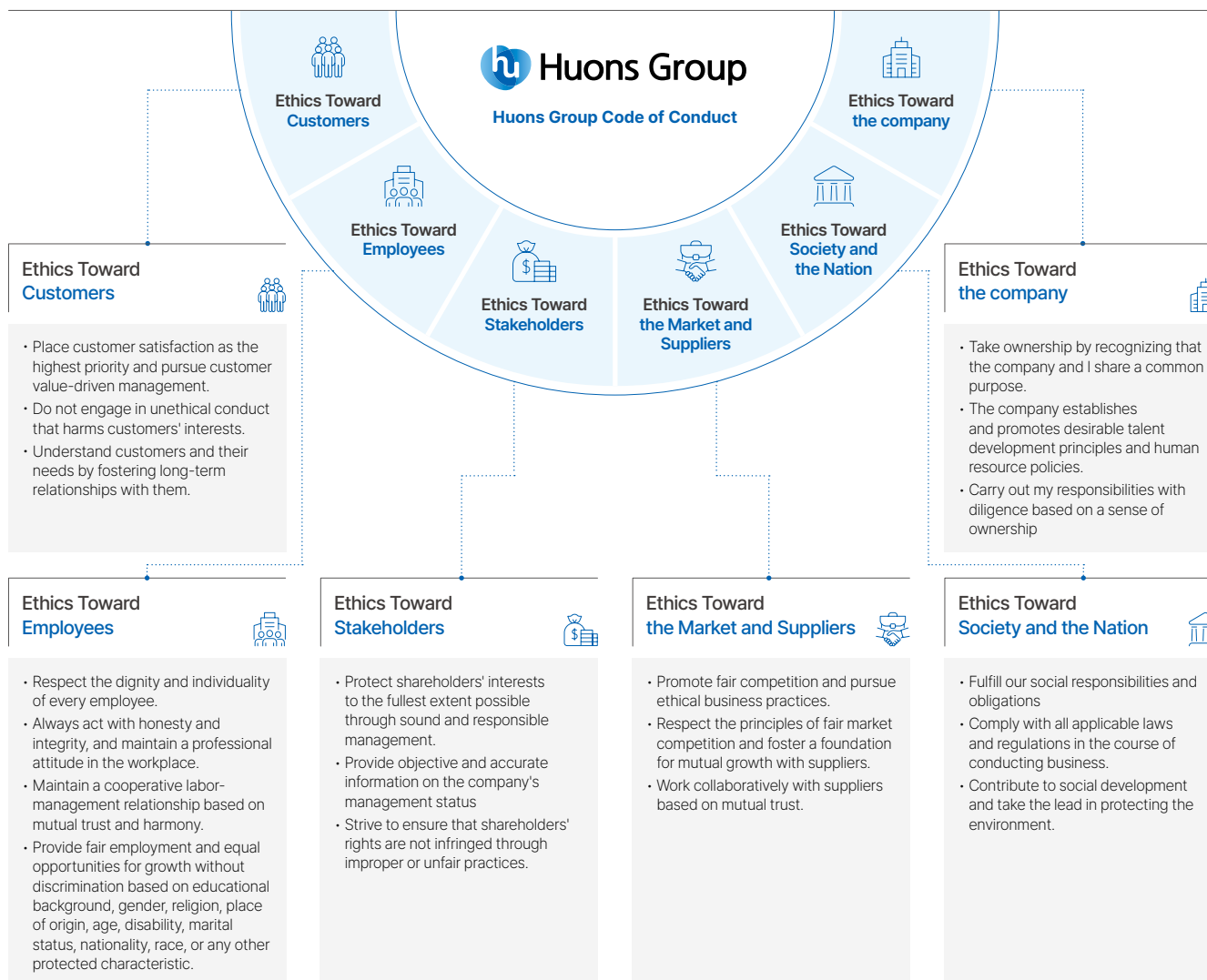
Ethics Management Framework

Ethics Management Principles and Direction

Huons Group regards transparent and fair ethics management as a core management principle to achieve sustainable growth and strengthen stakeholder trust. In particular, we recognize the establishment of ethics management and the Compliance Program (CP) for fair trade as essential to enhancing corporate competitiveness and continues to foster a company-wide culture of compliance. We have also established and operate systematic standards of conduct and a decision-making framework to ensure that all employees clearly understand the principles of ethics management and consistently apply them in their daily decision-making and business activities. Through these efforts, Huons Group conducts its business based on legal compliance and ethical responsibility while fulfilling its core business functions, meeting its social responsibilities and creating sustainable value. In addition, we have established four core principles of conduct for ethics management and strive to ensure compliance with these principles. Through its Code of Ethics, we clearly define the ethical standards and principles of conduct expected of all employees and embed a strong culture of ethics throughout the organization.

Huons Group's Principles of Conduct for Ethics Management

- 1 Do not secure customers through improper benefits rather than through fair competition based on product quality and pricing
- 2 Do not discuss or exchange transaction terms, including prices, with competitors
- 3 When performing your duties, refer to the Compliance Manual, the Compliance Program (CP) Operating Regulations, and the Fair Competition Code to ensure that no unfair trade practices are committed
- 4 If you believe that a business activity may constitute a violation of applicable laws or regulations, consult the Compliance Office in advance before proceeding



Ethics Management

Fair Competition and Compliance Management

Compliance Framework

Huons Group operates a preventive compliance framework based on its Compliance Program (CP) to strengthen fair competition and compliance management. Huons Global, Huons, and Humedix have established a compliance management framework reporting directly to the Chief Executive Officer (CEO) to systematically oversee compliance with applicable laws, regulations, and internal policies. Through regular monitoring and training, we seek to minimize compliance risks. The compliance organization operates outside, and any identified violations are promptly reported and addressed in accordance with established procedures. In addition, disciplinary measures are applied in proportion to the severity of each violation to ensure the effectiveness of the Group's compliance management system. To strengthen compliance awareness across the Group, Huons Group provides a variety of training programs for employees, including onboarding training for new hires, company-wide compliance training, and competency development programs for internal auditors. We also deliver tailored training for employees in functions with elevated compliance risks, including unfair trade and unfair competition. Marketing and sales personnel receive semiannual compliance training covering regulatory developments and practical case studies, while procurement personnel receive training on the Subcontracting Act and sales-related functions receive training on the Fair Agency Transactions Act, ensuring that compliance training is aligned with the characteristics and risks of each function. In addition, Huons Group reinforces internal communication by operating a compliance bulletin board, publishing regular newsletters, and maintaining an ethics management website to share compliance-related updates and promote a strong culture of compliance throughout the organization.

Reporting Compliance Violations

To enhance business transparency and embed ethics and compliance throughout the organization, Huons Group accepts reports of unethical or illegal conduct, potential compliance risks, improper requests, requests involving unfair trade practices, bribery, and other misconduct. We strictly protect the identity of whistleblowers and the confidentiality of all reports and ensure that whistleblowers are not subject to any form of disadvantage or retaliation. Compliance violations can be reported through various channels, including the Ethics Management website, email, and telephone.

Compliance Risk Management

[Anti-Bribery and Compliance Policy](#)

Huons Group has established and implements its Anti-Bribery and Compliance Policy to effectively manage anti-bribery and compliance risks while continuously strengthening its internal control framework. We develop and execute compliance plans that include risk identification and assessment and report the results to the Board of Directors. Identified risks are mitigated through tailored response measures based on their risk ratings, supported by systematic compliance activities. As a result of these efforts, Huons and HuM&C have obtained integrated certification for ISO 37301 (Compliance Management Systems) and ISO 37001 (Anti-Bribery Management Systems), internationally recognized standards for compliance and anti-bribery management systems. Building on these certifications, we continue to further enhance our compliance framework across the organization.

Management of Unfair Trade and Unfair Competition Risks and Implementation of Mitigation Measures

Key Issue	Applicable Laws and Regulations	Key Stakeholders	Preventive and Mitigation Measures
Improper Customer Inducement (e.g., Rebates)	Fair Trade Act	Sales and Marketing Employees, Healthcare Professionals (Medical Institutions)	• Operation of a dedicated company-wide compliance organization; training on the Fair Trade Act, Pharmaceutical Affairs Act, and Medical Devices Act for employees in the sales, marketing, and administrative functions (249 participants in the first half and 224 participants in the second half of the year); operation of an expense report system; compliance review of CP approval documents; CP monitoring; collection of compliance pledges; department-level risk identification and periodic risk assessments; CP awareness activities; and communication of the CEO's commitment to compliance.
Improper Restrictions on Wholesale Prices, Restrictions on Trading Partners, and Refusal to Deal	Fair Trade Act	Wholesale Employees, Wholesalers	• Provide role-specific advanced training on applicable laws and regulations for relevant departments, and conduct department-level risk identification and periodic risk assessments.
Predatory Pricing (Dumping) and Bid Rigging	Fair Trade Act	Competitors, Customers (e.g., Hospitals and Clinics)	• Operation of a dedicated company-wide compliance organization; development of risk-based response measures; monitoring and management of CP activities; establishment of an ongoing risk monitoring system through named and anonymous reporting channels; and investigation and resolution of reports.
Unfair Labeling and Advertising Related to Sales Promotion and Marketing	Act on Fair Labeling and Advertising	Marketing Employees, Consumers	• Review by relevant departments and the Compliance Office; CP monitoring; establishment of an ongoing risk monitoring system through named and anonymous reporting channels; and investigation and resolution of reports.
Unfair Practices in Subcontracting Transactions with Suppliers	Fair Transactions in Subcontracting Act	Suppliers (Procurement)	• Communication of the CEO's commitment to compliance; training on amendments to the Fair Transactions in Subcontracting Act for the Procurement Department (3 participants); and operation of a voluntary dispute mediation organization.
Unfair Practices in Transactions with Wholesale Agencies	Fair Agency Transactions Act	Sales Management Department, Agencies	• Training on the Fair Agency Transactions Act and related violation cases for the Sales Management Group and Credit Management Team (4 participants).
Compliance Risks Associated with High-Risk Business Partners	Fair Trade Act	Suppliers	• Conducted CP training and due diligence for 80 suppliers identified as having a high risk of potential legal violations.

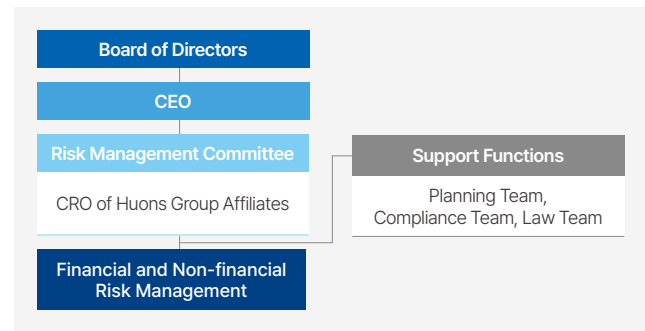
Risk Management

Risk Management Framework

Risk Management Organization

Huons Group centrally manages enterprise-wide risks through the Board of Directors and the Risk Management Committee under the Chief Executive Officer (CEO), with the participation of each affiliate's Chief Risk Officer (CRO). We systematically identify, assess, and respond to both financial risks, including accounting fraud, liquidity, and taxation, and non-financial risks, including climate and environmental issues, occupational safety, human rights, supply chain, external environment, reputation, quality, information security and IT, customers, regulatory compliance, and intellectual property. Supported by dedicated functions such as planning, compliance, and legal affairs, Huons Group has established an effective enterprise-wide risk management framework.

Huons Group's Risk Management Structure



Risk Management by Category

Credit Risk

Credit risk refers to the risk of financial loss arising from a counterparty's failure to fulfill its contractual obligations. Credit risk primarily arises from sales activities and may also result from debt securities, derivatives, and financial guarantees. Credit risk associated with banks and financial institutions is limited, as Huons Group conducts transactions only with institutions that maintain strong credit ratings. To manage credit risk, Huons Group conducts business with counterparties that meet predefined creditworthiness criteria and operates policies and procedures designed to enhance the credit quality of its financial assets. Before entering into contracts with new counterparties, we assess their creditworthiness based on publicly available financial information and data provided by credit rating agencies. Based on the assessment results, we establish credit limits and, where appropriate, obtain collateral or payment guarantees. In addition, we periodically reassesses the creditworthiness of our counterparties to review credit limits and adjust collateral requirements. For financial assets with delayed collections, the status of overdue receivables and collection measures are reviewed on a quarterly basis, and appropriate actions are taken according to the underlying causes of the delays.

Management of Emerging Risks

Huons Group systematically identifies emerging risks across key areas, including general management, manufacturing and production, compliance, and finance, and proactively manages these risks through risk management systems tailored to each area and internationally recognized management system certifications. In particular, we minimize potential risks across a broad range of areas—including human rights, information security, quality, regulatory compliance, and finance—by operating dedicated organizations and strengthening its internal control framework.

Huons Group's Response Measures by Emerging Risks

Category	Emerging Risks	Response Measures
General Management 	- Human Rights: Human rights violations, including workplace harassment and discrimination - Information Security & IT: Information asset leakage, cyberattacks, etc. - Reputation: Dissemination of false information, disclosure errors, etc.	- Establishment of a human rights impact assessment framework - Implementation of ISO 27001 (Information Security Management System) and ISO 27701 (Privacy Information Management System) - Strengthened information security training
Manufacturing and Production 	- Quality: Detection of impurities, quality incidents, etc. - Supply Chain: Disruptions in the supply of raw and packaging materials - Safety: Serious industrial accidents at workplaces - Climate and Environment: Exceedance of regulatory limits for air emissions and wastewater discharges	- Enhancement of the quality management system - Establishment of a supply chain management framework - Acquisition of AEO (Authorized Economic Operator) certification - Implementation of ISO 45001 (Occupational Health and Safety Management System) and ISO 14001 (Environmental Management System)
Compliance 	- Legal and Regulatory: Violations of laws and regulations, unfavorable contractual terms, etc. - Intellectual Property: Trademark and patent infringement, etc. - Fair Trade: Unfair trade practices, bribery and corruption, etc.	- Operation of dedicated legal, intellectual property, and compliance organizations - Implementation of ISO 37001 (Anti-Bribery Management System) and ISO 37301 (Compliance Management System) - Operation of the Fair Trade Compliance Program (CP) - Employee training and collection of compliance pledges
Finance 	- Accounting: Accounting errors, fraudulent financial reporting, etc. - Liquidity: Fluctuations in oil prices, exchange rates, interest rates, and cash liquidity, etc. - Tax: Improper related-party transactions, etc.	- Operation of dedicated internal accounting control and tax organizations - Operation of the Internal Accounting Control System and external audits - Ongoing monitoring of financial liabilities and cash flows - Regular disclosure of transfer prices and monitoring of related-party transaction trends

Liquidity Risk

Liquidity risk refers to the risk that we may encounter difficulties in meeting our obligations associated with financial liabilities. The objective of liquidity risk management is to maintain sufficient liquidity to enable meeting financial obligations as they fall without causing damage to its reputation, even under adverse financial conditions. To manage liquidity risk, Huons Group establishes both short-term and mid- to long-term funding plans and continuously analyzes and reviews budgeted and actual cash outflows to align the maturity profiles of financial liabilities and financial assets. To prudently manage liquidity risk, we maintain adequate cash and marketable securities, secure sufficient financing capacity through committed credit facilities, and maintain the ability to settle market positions as required.

Risk Management

Risk Management by Category

Market Risk

Market risk refers to the risk that the fair value or future cash flows of financial instruments may fluctuate due to changes in market prices, including foreign exchange rates, interest rates, and equity prices. The objective of market risk management is to optimize returns while managing and controlling risk exposures within acceptable limits. Huons Group is exposed to foreign exchange risk arising primarily from foreign currency-denominated sales and purchases. Accordingly, management regularly measures and monitors the risks associated with fluctuations in exchange rates. We are also exposed to interest rate risk related to our borrowings and periodically assess the potential impact of changes in market interest rates on the fair value and future cash flows of our financial instruments. Through these activities, we maintain an appropriate balance between fixed-rate and floating-rate borrowings.

Tax Risk

Huons Group recognizes that complying with applicable tax laws and faithfully fulfilling its tax filing and payment obligations contribute to maximizing customer interests and shareholder value while supporting public finances. Accordingly, we make every effort to prevent tax-related risks across all business activities and tax-related transactions. For significant business decisions—including transactions involving goods and services, acquisitions of shares, cross-border transactions, new business initiatives, and changes to transaction structures—we conduct thorough tax reviews in collaboration with internal departments and external experts. To mitigate potential tax risks, the results of these reviews are incorporated into the final decision-making process. To ensure full compliance with applicable tax laws and regulations, Huons Group faithfully fulfills its tax filing and payment obligations in accordance with its tax principles and within the prescribed deadlines. In addition, we maintain fair market prices for transactions with related parties through rigorous internal reviews in accordance with applicable domestic regulations. We also provide requested information to tax authorities in a transparent and timely manner and apply the arm's length principle to transfer pricing in cross-border transactions to mitigate international tax risks.

Accounts Receivable Risk

Huons Group manages accounts receivable risk to ensure stable cash flow through the timely collection of receivables. Effective management of accounts receivable minimizes the potential for financial losses, maintains the soundness of the Group's assets, and supports its sustainable growth. Accounts receivable are managed through business functions, a dedicated accounts receivable management department, and the Risk Management Team. The dedicated accounts receivable management department and the Risk Management Team operate independently from the sales organization. Prioritizing the Group's financial stability, the dedicated accounts receivable management department provides an objective decision-making framework that balances sales activities with risk management without favoring any particular function. Also, we conduct annual credit assessments of our customers to proactively identify signs of potential credit deterioration. For receivables with higher risk exposure, we operate a preventive risk management system that includes enhanced monitoring and the securing of additional collateral where appropriate. The Risk Management Team also conducts periodic audits of customers considered to have a high likelihood of default to minimize risks before non-performing receivables arise. In the event that non-performing receivables occur, we minimize financial losses through the enforcement of collateral rights, legal actions, and phased response procedures.

Internal Accounting Control

Huons Group operates its Internal Accounting Control System (IACS) at an audit-level standard to ensure the reliability of financial information and establish a transparent management framework. Beyond preventing accounting errors, the Internal Accounting Control System serves as a core governance mechanism for systematically managing risks across the organization and providing stakeholders with reliable management information.

To enhance the objectivity and independence of internal controls, we operate a dedicated Internal Accounting Control Department. The department maintains a direct reporting line to the Audit Committee and monitors the enterprise-wide control environment. Internal control activities are systematically performed in accordance with standardized risk management manuals, while risk identification processes and control activities are regularly reviewed and updated.

The dedicated Internal Accounting Control organization continuously monitors the effectiveness of the Internal Accounting Control System, while the Audit Committee conducts outside evaluations. These activities are subject to rigorous verification by the external auditor. In addition, the operational status of the Internal Accounting Control System is reported to the Audit Committee, and in accordance with the Regulations on External Audits and Accounting, the results are reported to the Board of Directors and publicly disclosed on an annual basis.

Information Security and Personal Data Protection

Governance

Policies and Guidelines

Huons Group has established an information security policy to manage information security risks and build stakeholder trust, and makes this policy publicly available. The policy statement sets out the fundamental direction for safeguarding critical information assets — including protection against external hacking and internal data leaks — establishing countermeasures that thoroughly account for potential legal, social, and ethical consequences. This policy is shared and adhered to across all Huons Group affiliates.

Management System

Huons Group regards the protection of customer personal data and our trade secrets as its foremost priority. By designating a Chief Information Security Officer (CISO) and a Chief Privacy Officer (CPO), we systematically protect information assets across the entire organization. We also provide management and support to ensure that all affiliates maintain a consistent standard of information security. Through regular inspections and audits, we verify policy compliance, identify areas for improvement, and continuously strengthen our security framework.

Huons Group Information Security Policy Statement



CEO Statement

As information and communications technology advances and becomes more sophisticated, Huons Group hereby establishes and declares this Information Security Policy. This policy aims to thoroughly consider and formulate appropriate countermeasures against the loss of critical information assets due to internal and external hacking and data leaks, as well as any subsequent legal, social, and ethical repercussions.

Article 1. All executives and employees of Huons Group shall comply with internal regulations to protect information assets from unauthorized access and leakage, and shall not engage in any activities that violate these regulations.

Article 2. All executives and employees of Huons Group shall prioritize the confidentiality, integrity, and availability of information assets and bear the responsibility of management and oversight.

Article 3. Huons Group maintains a dedicated organization to manage information security and ensure policy compliance. The Group shall establish internal policies, guidelines, and procedures, and ensure that all executives and employees adhere to them.

Article 4. Huons Group reserves the authority to regularly conduct training, security inspections, and audits for executives and employees to properly prevent and detect security incidents.

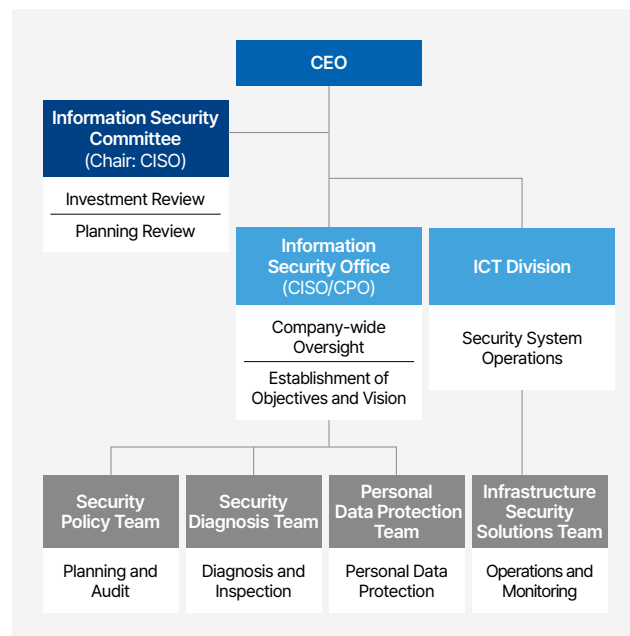
Article 5. The Information Security Policy of Huons Group serves as the highest-level document concerning information security. It carries mandatory compliance requirements rather than mere recommendations.

Article 6. All executives and employees of Huons Group, including senior management, shall recognize the importance of information security, maintain continuous interest, and do their utmost to understand and comply with the declared policy.

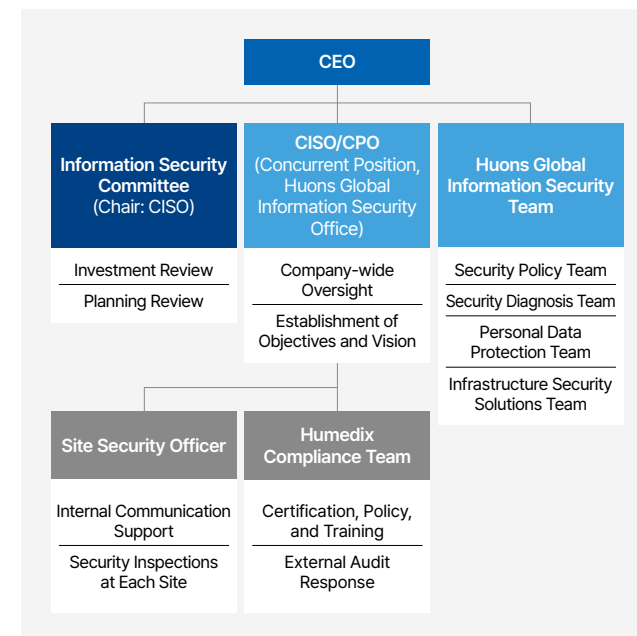
Song Soo-Young (CEO, Huons Global)

Huons Group's Information Security Organization

Huons Global / Huons



Humedix



Information Security and Personal Data Protection

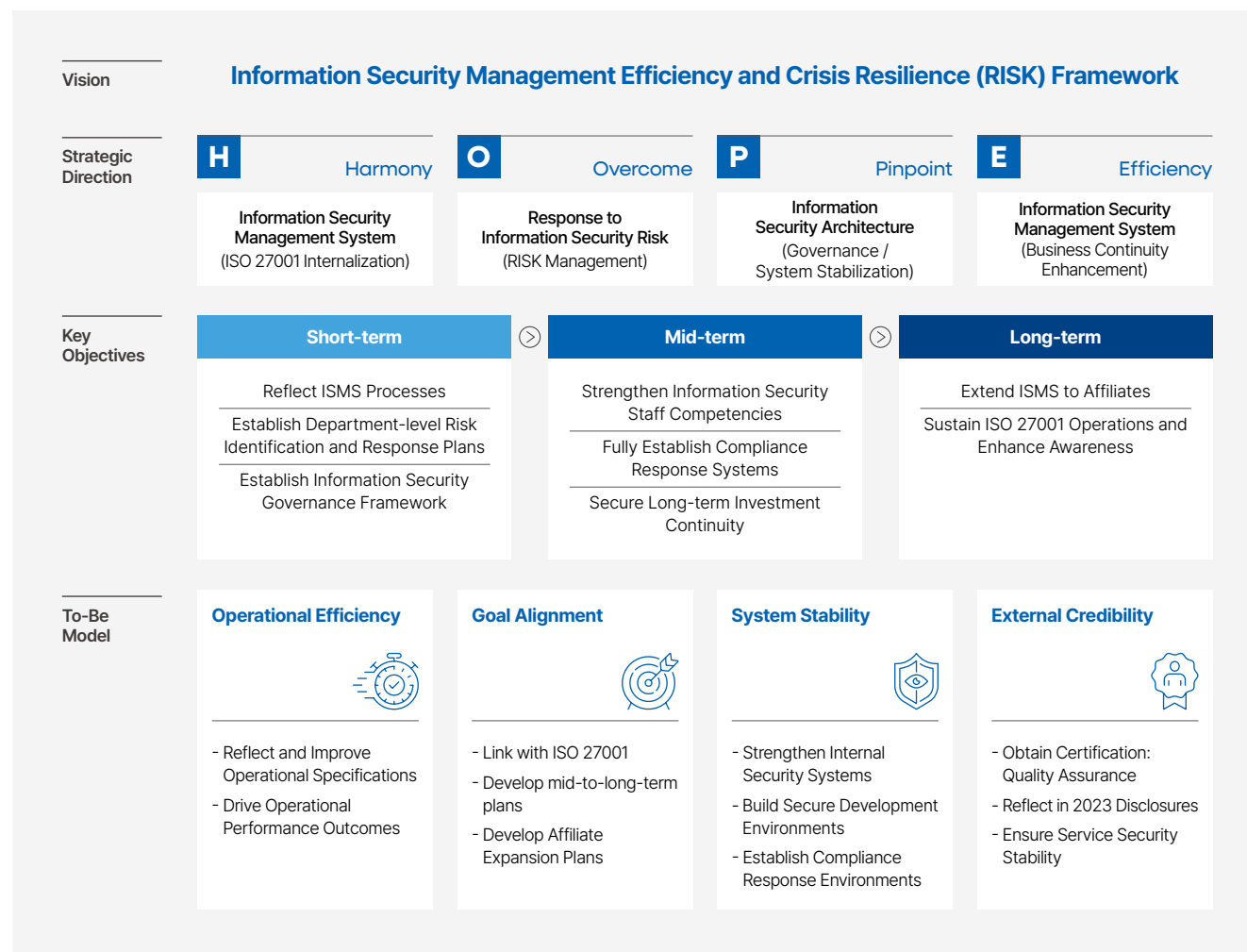
Governance

Huons Group's Mid-to-Long-Term Information Security

Roadmap

Huons Group has established a phased mid-to-long-term roadmap — spanning short-, mid-, and long-term horizons — to systematically advance its information security capabilities, and is implementing it in a staged manner. In the short term, we are building the foundations of our information security governance by establishing processes based on an Information Security Management System (ISMS) and developing department-level risk identification and response plans. Over the mid-to-long term, we aim to strengthen the expertise and functional competencies of our information security staff, enhance vulnerability management and compliance response frameworks to raise the overall standard of company-wide information security management, and extend our Information Security Management System to all Group affiliates to embed Group-wide security awareness and execution capabilities. Through these efforts, Huons Group plans to embed information security not merely as a regulatory compliance matter, but as a core management discipline integrated across all business operations — reinforcing it as the foundation for stable business continuity and sustained stakeholder trust.

Huons Group's Mid-to-Long-Term Information Security Roadmap



Information Security and Personal Data Protection

Information Security and Personal Data Protection Activities

Investment and Workforce Management

Huons Group maintains ongoing investment in information security to strengthen its overall security capabilities. A defined share of total IT expenditure is allocated to information security each year, supporting continuous enhancement of security infrastructure and management systems. In 2025, Huons' information security investment totaled approximately KRW 280 million, equivalent to 8.0% of total IT investment. Dedicated information security staff form the core of the Group's security operations, supported by external specialists to reinforce management expertise and incident response capacity. This structure underpins the effectiveness of the Group's security activities and enables flexible response to an evolving cyber threat environment. In 2025, Huons designated 3.1 full-time information security staff, representing approximately 20.3% of total IT staff.

Huons Group has further designated a Chief Information Security Officer (CISO) and a Chief Privacy Officer (CPO) to define clear accountability for information security and personal data protection, with management-level oversight mechanisms established accordingly.

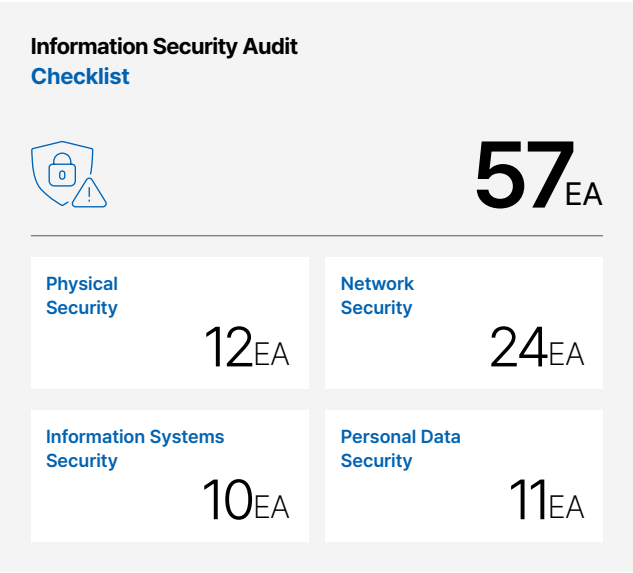
Huons' Investment and Workforce Management Status

Category	Item	Status
Investment	Total IT investment	KRW 3,486,825,066
	Information security investment	KRW 277,858,506
	Information security as % of total IT budget	8.26%
Personnel	Total IT staff	15.3 persons
	Dedicated information security staff	3.1 persons
	Information security staff as % of total IT staff	20.26%

Risk Assessment

To verify the effectiveness of information security activities across its affiliates, Huons Group has established and operates information security audit guidelines. These guidelines specify all elements required for assessing compliance with security management practices — including the annual internal audit plan and structure, auditor roles and responsibilities, audit objectives and scope, subject entities and timelines, checklists, results reporting, and follow-up actions. Annual information security audits are conducted on this basis across the Group.

Huons Group's Information Security Audit Checklist



Security Awareness Enhancement

Huons Group operates an integrated security awareness framework comprising education, training, and communication to build employees' information security competencies. Each affiliate conducts regular simulation drills for incident response and recovery, covering all employees. Training scenarios reflect real operational environments, ensuring practical and sustained improvement in response capabilities. Employee feedback is collected through an internal suggestion system and incorporated into information security policies and activities. Security issues and incidents are shared promptly via the groupware platform, maintaining a coordinated company-wide response posture. Prevention guidelines addressing personal security threats — including voice phishing and pharming — are made available on an ongoing basis to reinforce sound security practices in employees' day-to-day work.

Huons Group's Information Security Training

Type	Program	Frequency	Target
As-needed	(Personal) Data protection training — IT partners	Ongoing	IT partners
	Security orientation for new hires	Ongoing	New hires
	(Personal) Data protection training — executives	Ongoing	New executives
Regular	National core technology handler training	Semi-annual	National Core technology handlers
	Information security training	Semi-annual	All employees
	Personal data handler training	Semi-annual	Personal data handlers
	Information security officer — professional ethics	Annual	Information security officers
	Information security officer — job-specific training	Annual	Information security officers
	Personal data protection training	Annual	All employees

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Environmental

Energy Consumption

Category		Unit	2023	2024	2025
Huons Global					
Direct Energy Consumption	Gaseous fuels	LNG	TJ	-	-
		LPG	TJ	0.07	0
	Liquid fuels	Diesel	TJ	1.09	0.17
		Gasoline	TJ	0.17	0.61
	Total		TJ	1.33	0.78
Indirect Energy Consumption	Electricity		TJ	5.55	6.01
	Steam / Heat		TJ	2.66	2.76
	Total		TJ	8.21	8.77
Total Energy Consumption			TJ	9.54	9.55
Huons					
Direct Energy Consumption	Gaseous fuels	LNG	TJ	30.29	71.22 ¹⁾
		LPG	TJ	2.08	2.64
	Liquid fuels	Diesel	TJ	0.99	0.34
		Gasoline	TJ	1.69	1.83
	Total		TJ	35.05	76.03
Indirect Energy Consumption	Electricity		TJ	149.22	228.83 ¹⁾
	Steam / Heat		TJ	1.59	10.64 ²⁾
	Total		TJ	150.81	230.48
Total Energy Consumption			TJ	185.86	306.51

1) Energy consumption increased due to the commencement of operations at Jecheon Plant 2 in December 2023
2) Energy consumption increased following the opening of the Dongam Research Institute in November 2024

Category		Unit	2023	2024	2025
Humedix					
Direct Energy Consumption	Gaseous fuels	LNG	TJ	31.18	41.87
		LPG	TJ	-	-
	Liquid fuels	Diesel	TJ	0.03	0.03
		Gasoline	TJ	1.19	1.27
	Total		TJ	32.40	43.17
Indirect Energy Consumption	Electricity		TJ	130.22	136.06
	Steam / Heat		TJ	0.73	0.76
	Total		TJ	130.95	136.82
Total Energy Consumption			TJ	163.35	179.99
HuM&C ²⁾					
Direct Energy Consumption	Gaseous fuels	LNG	TJ	1.78	2.09
		LPG	TJ	27.59	26.68
	Liquid fuels	Diesel	TJ	0.39	0.34
		Gasoline	TJ	0.30	0.29
	Total		TJ	30.06	29.40
Indirect Energy Consumption	Electricity		TJ	42.30	41.04
	Steam / Heat		TJ	0	0
	Total		TJ	42.30	41.04
Total Energy Consumption			TJ	72.36	70.44

1) Energy consumption increased following the opening of the Dongam Research Institute in November 2024
2) Includes data from HuM&C Vina

Environmental

Greenhouse Gas Emissions

Category	Unit	2023	2024	2025
Huons Global				
Scope 1	tCO ₂ eq	88.5	83.0	54.0
Scope 2	tCO ₂ eq	359.0	384.4	384.9
Total GHG emissions	tCO ₂ eq	447.5	467.4	438.9
GHG emissions intensity	tCO ₂ eq/KRW 100 million	0.06	0.06	0.05
Huons ¹⁾				
Scope 1	tCO ₂ eq	1,842.2	3,914.3	4,045.8
Scope 2	tCO ₂ eq	7,196.6	11,008.6	13,243.2
Total GHG emissions	tCO ₂ eq	9,038.8	14,922.9	17,289.1
GHG emissions intensity	tCO ₂ eq/KRW 100 million	1.64	2.53	2.78
Humedix				
Scope 1	tCO ₂ eq	1,692.7	2,209.3	2,293.8
Scope 2	tCO ₂ eq	6,257.7	6,538.0	7,005.0
Total GHG emissions	tCO ₂ eq	7,950.4	8,747.3	9,298.8
GHG emissions intensity	tCO ₂ eq/KRW 100 million	5.22	5.40	5.47
HuM&C ²⁾				
Scope 1	tCO ₂ eq	1,731.4	1,690.8	1,666.3
Scope 2	tCO ₂ eq	2,012.4	1,952.5	2,663.8
Total GHG emissions	tCO ₂ eq	3,743.8	3,643.3	4,330.1
GHG emissions intensity	tCO ₂ eq/KRW 100 million	7.74	7.72	8.28

1) Greenhouse gas emissions increased due to changes in the reporting boundary following the commencement of operations at Jecheon Plant 2 in December 2023 and the opening of the Dongam Research Institute in November 2024

2) Includes data from HuM&C Vina

Water Usage

	Category	Unit	2023	2024	2025
Huons Global					
Headquarters	Water withdrawal (Municipal water)	ton	2,208	3,102	3,845
	Water consumption	ton	2,208	3,102	3,845
	Wastewater discharge	ton	-	-	-
Huons					
Headquarters	Water withdrawal (Municipal water)	ton	1,317	1,851	2,294
	Water consumption	ton	1,317	1,851	2,294
	Wastewater discharge	ton	-	-	-
Jecheon Plant	Water withdrawal (Municipal water)	ton	148,618	156,713	158,926
	Water consumption	ton	148,618	156,713	158,926
	Wastewater discharge	ton	96,667	92,270	96,449
Jecheon Plant 2 ¹⁾	Water withdrawal (Municipal water)	ton	-	42,240	62,294
	Water consumption	ton	-	42,240	62,294
	Wastewater discharge	ton	-	21,670	37,465
Dongam Research Institute ²⁾	Water withdrawal (Municipal water)	ton	-	488	16,300
	Water consumption	ton	-	488	16,300
	Wastewater discharge	ton	-	60	2,050

1) The commencement of operations at Jecheon Plant 2 in December 2023

2) The opening of the Dongam Research Institute in November 2024

Environmental

Water Usage

Category		Unit	2023	2024	2025
Humedix					
Headquarters	Water withdrawal (Municipal water)	ton	609	856	1,060
	Water consumption	ton	609	856	1,060
	Wastewater discharge	ton	-	-	-
Jecheon Plant	Water withdrawal (Municipal water)	ton	103,710	133,232	145,897
	Water consumption	ton	103,710	133,232	145,897
	Wastewater discharge	ton	88,893	115,796	130,205
Dongam Research Institute ¹⁾	Water withdrawal (Municipal water)	ton	-	-	2,284
	Water consumption	ton	-	-	2,284
	Wastewater discharge	ton	-	-	287
HuM&C					
Headquarters	Water withdrawal (Municipal water)	ton	4,969	5,130	3,917
	Water consumption	ton	4,969	5,130	3,917
	Wastewater discharge	ton	4,660	4,621	3,474
Pangyo Office	Water withdrawal (Municipal water)	ton	132	185	230
	Water consumption	ton	132	185	230
	Wastewater discharge	ton	-	-	-
Nonsan Plant	Water withdrawal (Municipal water)	ton	12,670	10,283	7,977
	Water consumption	ton	12,670	10,283	7,977
	Wastewater discharge	ton	-	-	-

1) The Dongam Research Institute commenced operations in November 2024

Water Pollutant Discharges¹⁾

Category		Unit	2023	2024	2025
Huons ²⁾					
BOD		ton	12.84	5.40	0.36
TOC		ton	7.60	4.72	0.68
SS		ton	4.12	1.29	0.56
Humedix					
BOD		ton	0.15	0.06	0.12
TOC		ton	0.23	0.15	0.13
SS		ton	0.36	0.03	0.08
HuM&C					
BOD		ton	0	0	0.01
TOC		ton	0.11	0.07	0.08
SS		ton	0.04	0.01	0.01

1) Excludes the holding company

2) Reporting boundary changed following the commencement of operations at Jecheon Plant 2 in December 2023 and the opening of the Dongam Research Institute in November 2024

Environmental

Water Reuse Rate

Category		Unit	2023	2024	2025
Huons Global					
Headquarters	Water consumption	ton	2,208.10	3,102.48	3,844.81
	Reclaimed water use	ton	1,472.46	1,749.36	1,718.11
	Water reuse rate	%	67	56	45
Huons					
Headquarters	Water consumption	ton	1,317.33	1,850.91	2,293.77
	Reclaimed water use	ton	878.45	1,043.65	1,025.01
	Water reuse rate	%	67	56	45
Humedix					
Headquarters	Water consumption	ton	608.97	855.63	1,060.36
	Reclaimed water use	ton	406.09	482.45	473.84
	Water reuse rate	%	67	56	45
HuM&C					
Pangyo Office	Water consumption	ton	131.83	185.22	229.54
	Reclaimed water use	ton	87.91	104.44	102.57
	Water reuse rate	%	67	56	45

Raw and Packaging Materials Consumption¹⁾

Category		Unit	2023	2024	2025
Huons ²⁾					
Raw Materials	Procurement amount	KRW million	43,627	46,839	58,434
	Total procurement volume	ton	386	484	529
	Procurement amount	KRW million	37,633	34,761	37,220
Packaging Materials	LDPE procurement amount	ton	1,379	1,363	1,366
	Plastic bottle procurement volume	ton	77.8	110.1	154.2
	Other packaging materials procurement volume	Unit	1,379,968	1,259,145	1,341,582
Merchandise / Outsourced Products	Merchandise procurement amount	KRW million	59,902	77,745	94,284
	Total merchandise procurement volume	Unit	3,564	4,081	4,442
	Total procurement amount	KRW million	141,162	159,345	189,937
Humedix					
Raw Materials	Procurement amount	KRW million	12,043	8,615	11,090
	Total consumption	GR ³⁾	41,855,531	61,881,629	42,624,152
		LT ⁴⁾	418,405	524,621	542,709
Packaging Materials	Procurement amount	KRW million	22,429	20,436	18,188
	Total consumption	Unit ⁵⁾	239,415,385	202,857,577	219,473,559
		g ⁶⁾	360,925,710	242,404,167	218,173,462
Merchandise / Outsourced Products	Procurement amount	KRW million	23,901	21,889	18,759
	Total consumption	Roll ⁷⁾	1,323	1,526	849
		Unit ⁸⁾	1,705,511	1,225,887	794,660

- 1) Excludes the holding company
- 2) The reporting boundary changed following the commencement of operations at Jecheon Plant 2 in December 2023 and the opening of the Dongam Research Institute in November 2024.
- 3) Representative items: Sodium Bicarbonate, Sodium Hyaluronate, and others.
- 4) Representative item: 95% Ethanol.
- 5) Representative items: Pre-filled Syringe Plungers, Syringe Rubber Stoppers, and others.
- 6) Representative item: LDPE.
- 7) Representative items: Sealing Film, PVC, and others.
- 8) Representative items: Liztox, Re2O, and others.

Environmental

Raw and Packaging Materials Consumption¹⁾

	Category	Unit	2023	2024	2025
HuM&C					
Raw Materials	Procurement amount	KRW million	10,515	12,946	14,356
	Total consumption	ton	2,268	2,242	2,378
Packaging Materials	Procurement amount	KRW million	3,599	3,349	3,227
	Total consumption	Unit	3,767,790	4,359,555	3,530,351
Merchandise / Outsourced Products	Procurement amount	KRW million	14,699	11,466	14,678
	Total consumption	Unit	128,917,544	128,082,780	161,439,133

Waste Generation

	Category	Unit	2023	2024	2025
Huons Global					
General Waste	Landfill	ton	-	-	-
	Incineration	ton	-	-	-
	Recycling ¹⁾	ton	80.96	58.44	56.05
	Total	ton	80.96	58.44	56.05
Designated Waste	Landfill	ton	-	-	-
	Incineration	ton	-	-	-
	Recycling	ton	-	-	-
	Total	ton	-	-	-
Total Waste Generation		ton	80.96	58.44	56.05
Huons ²⁾					
General Waste	Landfill	ton	-	-	-
	Incineration	ton	174.24	257.64	275.18
	Recycling	ton	197.42	444.39	416.84
	Total	ton	371.66	702.03	692.02
Designated Waste	Landfill	ton	-	-	-
	Incineration	ton	18.30	33.84	112.49
	Recycling	ton	-	-	-
	Total	ton	18.30	33.84	112.49
Total Waste Generation		ton	389.97	735.87	771.07

1) All waste was recycled through licensed recycling service providers.

2) The reporting boundary changed following the commencement of operations at Jecheon Plant 2 in December 2023 and the opening of the Dongam Research Institute in November 2024.

Environmental

Waste Generation

Category		Unit	2023	2024	2025
Humedix					
General Waste	Landfill	ton	-	-	-
	Incineration	ton	96.29	72.22	95.73
	Recycling	ton	141.34	149.21	133.73
	Total	ton	237.63	221.43	229.46
Designated Waste	Landfill	ton	1.85	1.68	1.46
	Incineration	ton	10.57	12.48	12.04
	Recycling	ton	304.75	369.03	392.96
	Total	ton	317.17	383.19	406.46
Total Waste Generation		ton	554.80	604.62	635.92
HuM&C					
General Waste	Landfill	ton	184.32	181.34	26.80 ¹⁾
	Incineration	ton	-	-	-
	Recycling	ton	69.65	78.02	255.75 ¹⁾
	Total	ton	253.97	259.36	282.55
Designated Waste	Landfill	ton	-	-	-
	Incineration	ton	-	-	-
	Recycling	ton	-	-	-
	Total	ton	-	-	-
Total Waste Generation		ton	253.97	259.36	282.55

1) Waste generation decreased due to the diversion of landfill waste (waste glass) to recycling at the Nonsan Plant

Air Pollutant Emissions¹⁾

Category		Unit	2023	2024	2025
Huons²⁾					
Dust		ton	0.07	0.09	0.14
SOx		ton	0.01	0.02	0.28
NOx		ton	0.78	2.61	1.28
Humedix					
Dust		ton	0.22	0.27	0.24
SOx		ton	0.02	0.10	0.01
NOx		ton	1.68	2.24	1.94
HuM&C					
Dust		ton	0.06	0.03	0.02
SOx		ton	0	0	0
NOx		ton	0	0	0

1) Excludes the holding company

2) The reporting boundary changed following the commencement of operations at Jecheon Plant 2 in December 2023 and the opening of the Dongam Research Institute in November 2024

2) The reporting boundary changed following the commencement of operations at Jecheon Plant 2 in December 2023 and the opening of the Dongam Research Institute in November 2024

Social

Employee Status (Diversity)

Category		Unit	2023	2024	2025
Huons Global					
Total Number of Employees ¹⁾		Persons	128	121	121
Gender	Male	Persons	88	73	70
	Female	Persons	40	48	51
Number of Employees under 30 years old	Total	Persons	30	25	21
	Male	Persons	15	11	7
	Female	Persons	15	14	14
Number of Employees between 30~50 years old	Total	Persons	89	86	87
	Male	Persons	65	53	51
	Female	Persons	24	33	36
Number of Employees over 50 years old	Total	Persons	9	10	13
	Male	Persons	8	9	12
	Female	Persons	1	1	1
Number of Employees with Disabilities	Total	Persons	2	2	2
	Male	Persons	2	1	1
	Female	Persons	0	1	1
Ratio of Employees with Disabilities		%	1.56	1.65	1.65

1) All employees excluding registered director

Category		Unit	2023	2024	2025
Huons					
Total Number of Employees ¹⁾		Persons	969	1,037	1,087
Gender	Male	Persons	604	634	661
	Female	Persons	365	403	426
Number of Employees under 30 years old	Total	Persons	238	236	221
	Male	Persons	124	117	117
	Female	Persons	114	119	104
Number of Employees between 30~50 years old	Total	Persons	661	720	773
	Male	Persons	453	485	509
	Female	Persons	208	235	264
Number of Employees over 50 years old	Total	Persons	70	81	93
	Male	Persons	27	32	35
	Female	Persons	43	49	58
Number of Employees with Disabilities	Total	Persons	14	15	15
	Male	Persons	11	11	11
	Female	Persons	3	4	4
Ratio of Employees with Disabilities		%	1.44	1.45	1.38

1) All employees excluding registered director

Social

Employee Status (Diversity)

Category		Unit	2023	2024	2025
Humedix					
Total Number of Employees ¹⁾		Persons	334	371	377
Gender	Male	Persons	218	238	229
	Female	Persons	116	133	148
Number of Employees under 30 years old	Total	Persons	109	109	90
	Male	Persons	70	66	46
	Female	Persons	39	43	44
Number of Employees between 30~50 years old	Total	Persons	211	247	266
	Male	Persons	146	169	176
	Female	Persons	65	78	90
Number of Employees over 50 years old	Total	Persons	14	15	21
	Male	Persons	2	3	7
	Female	Persons	12	12	14
Number of Employees with Disabilities	Total	Persons	4	4	5
	Male	Persons	1	1	1
	Female	Persons	3	3	4
Ratio of Employees with Disabilities		%	1.20	1.08	1.33

1) All employees excluding registered director

Category		Unit	2023	2024	2025
HuM&C					
Total Number of Employees ¹⁾		Persons	178	205	163
Gender	Male	Persons	76	89	74
	Female	Persons	102	116	89
Number of Employees under 30 years old	Total	Persons	27	34	23
	Male	Persons	16	18	11
	Female	Persons	11	16	12
Number of Employees between 30~50 years old	Total	Persons	98	122	103
	Male	Persons	49	61	53
	Female	Persons	49	61	50
Number of Employees over 50 years old	Total	Persons	53	49	37
	Male	Persons	11	10	10
	Female	Persons	42	39	27
Number of Employees with Disabilities	Total	Persons	2	4	3
	Male	Persons	0	1	1
	Female	Persons	2	3	2
Ratio of Employees with Disabilities		%	1.12	1.95	1.84

1) All employees excluding registered director

Social

Employee Status (Employment Type)

Category		Unit	2023	2024	2025
Huons Global					
Total Number of Employees ¹⁾		Persons	128	121	121
Permanent Employees	Total	Persons	126	118	117
	Male	Persons	86	72	69
	Female	Persons	40	46	48
Temporary Employees	Total	Persons	2	3	4
	Male	Persons	2	1	1
	Female	Persons	0	2	3
Huons					
Total Number of Employees ¹⁾		Persons	969	1,037	1,087
Permanent Employees	Total	Persons	925	1,003	1,048
	Male	Persons	580	623	648
	Female	Persons	345	380	400
Temporary Employees	Total	Persons	44	34	39
	Male	Persons	24	11	13
	Female	Persons	20	23	26
Humedix					
Total Number of Employees ¹⁾		Persons	334	371	377
Permanent Employees	Total	Persons	330	365	372
	Male	Persons	218	237	229
	Female	Persons	112	128	143
Temporary Employees	Total	Persons	4	6	5
	Male	Persons	0	1	0
	Female	Persons	4	5	5

Category		Unit	2023	2024	2025
HuM&C ¹⁾					
Total Number of Employees ²⁾		Persons	178	205	163
Permanent Employees	Total	Persons	169	187	145
	Male	Persons	72	81	67
	Female	Persons	97	106	78
Temporary Employees	Total	Persons	9	18	18
	Male	Persons	4	8	7
	Female	Persons	5	10	11

1) Data of 2024 may differ from those reported in the Business Report due to differences in the reporting boundary
2) All employees excluding registered director

Social

Employee Status (Job Level)

Category		Unit	2023	2024	2025
Huons Global					
Total Number of Employees ¹⁾		Persons	128	121	121
Associate	Total	Persons	32	30	25
	Male	Persons	21	16	11
	Female	Persons	11	14	14
Assistant Manager	Total	Persons	26	26	28
	Male	Persons	14	10	9
	Female	Persons	12	16	19
Manager	Total	Persons	30	27	28
	Male	Persons	19	17	18
	Female	Persons	11	10	10
Deputy Senior Manager	Total	Persons	9	12	13
	Male	Persons	8	11	11
	Female	Persons	1	1	2
Senior Manager	Total	Persons	15	13	11
	Male	Persons	12	9	9
	Female	Persons	3	4	2
Executives and Above ²⁾	Total	Persons	16	13	16
	Male	Persons	14	10	12
	Female	Persons	2	3	4
Team Leader ³⁾	Total	Persons	44	38	39
	Male	Persons	37	31	32
	Female	Persons	7	7	7

- 1) All employees excluding registered director
2) Non-registered director and employees at or above the director-equivalent level
3) Employee who serves as a team leader

Category		Unit	2023	2024	2025
Huons					
Total Number of Employees ¹⁾		Persons	969	1,037	1,087
Associate	Total	Persons	406	429	473
	Male	Persons	199	203	237
	Female	Persons	207	226	236
Assistant Manager	Total	Persons	207	214	211
	Male	Persons	138	144	140
	Female	Persons	69	70	71
Manager	Total	Persons	179	195	199
	Male	Persons	121	124	121
	Female	Persons	58	71	78
Deputy Senior Manager	Total	Persons	88	94	96
	Male	Persons	68	74	74
	Female	Persons	20	20	22
Senior Manager	Total	Persons	47	54	55
	Male	Persons	42	48	47
	Female	Persons	5	6	8
Executives and Above ²⁾	Total	Persons	42	51	53
	Male	Persons	36	41	42
	Female	Persons	6	10	11
Team Leader ³⁾	Total	Persons	191	214	204
	Male	Persons	157	175	143
	Female	Persons	34	39	61

- 1) All employees excluding registered director
2) Non-registered director and employees at or above the director-equivalent level
3) Employee who serves as a team leader

Social

Employee Status (Job Level)

Category		Unit	2023	2024	2025
Humedix					
Total Number of Employees ¹⁾		Persons	334	371	377
Associate	Total	Persons	150	168	147
	Male	Persons	81	86	65
	Female	Persons	69	82	82
Assistant Manager	Total	Persons	77	76	94
	Male	Persons	52	53	64
	Female	Persons	25	23	30
Manager	Total	Persons	52	62	71
	Male	Persons	40	43	48
	Female	Persons	12	19	23
Deputy Senior Manager	Total	Persons	30	35	34
	Male	Persons	25	31	25
	Female	Persons	5	4	9
Senior Manager	Total	Persons	13	17	19
	Male	Persons	11	15	18
	Female	Persons	2	2	1
Executives and Above ²⁾	Total	Persons	12	13	12
	Male	Persons	9	10	9
	Female	Persons	3	3	3
Team Leader ³⁾	Total	Persons	69	79	82
	Male	Persons	58	67	69
	Female	Persons	11	12	13

1) All employees excluding registered director
2) Non-registered director and employees at or above the director-equivalent level
3) Employee who serves as a team leader

Category		Unit	2023	2024	2025
HuM&C					
Total Number of Employees ¹⁾		Persons	178	205	163
Associate	Total	Persons	110	132	88
	Male	Persons	29	37	21
	Female	Persons	81	95	67
Junior Assistant	Total	Persons	7	8	15
	Male	Persons	4	6	10
	Female	Persons	3	2	5
Assistant Manager	Total	Persons	18	21	16
	Male	Persons	9	11	9
	Female	Persons	9	10	7
Manager	Total	Persons	19	16	14
	Male	Persons	14	11	9
	Female	Persons	5	5	5
Deputy Senior Manager	Total	Persons	11	14	15
	Male	Persons	9	12	13
	Female	Persons	2	2	2
Senior Manager	Total	Persons	11	9	9
	Male	Persons	9	8	7
	Female	Persons	2	1	2
Executives and Above ²⁾	Total	Persons	2	5	6
	Male	Persons	2	4	5
	Female	Persons	0	1	1
Team Leader ³⁾	Total	Persons	25	30	30
	Male	Persons	20	25	25
	Female	Persons	5	5	5

1) All employees excluding registered director
2) Non-registered director and employees at or above the director-equivalent level
3) Employee who serves as a team leader

Social

Non-Employee Worker Status¹⁾

Category	Unit	2023	2024	2025
Huons Global				
Total Number of Workers	Persons	0	0	0
Huons				
Total Number of Workers	Persons	44	46	46
Humedix				
Total Number of Workers	Persons	8	9	10
HuM&C				
Total Number of Workers ²⁾	Persons	14	27	14

1) Includes security, cleaning, logistics, and cafeteria personnel

2) Data may differ from those reported in the Business Report due to differences in the reporting boundary

Recruitment and Turnover

Category	Unit	2023	2024	2025
Huons Global				
New Hires	Persons	32	26	24
Number of Retirement	Persons	19	24	26
Number of Voluntary Turnover	Persons	12	22	20
Ratio of Voluntary Turnover	%	9.38	18.18	16.53
Huons				
New Hires	Persons	250	169	199
Number of Retirement	Persons	206	148	177
Number of Voluntary Turnover	Persons	187	134	164
Ratio of Voluntary Turnover	%	19.30	12.92	15.09
Humedix				
New Hires	Persons	106	105	105
Number of Retirement	Persons	62	68	78
Number of Voluntary Turnover	Persons	59	64	71
Ratio of Voluntary Turnover	%	17.40	16.98	18.44
HuM&C				
New Hires	Persons	38	78	12
Number of Retirement	Persons	38	51	53
Number of Voluntary Turnover	Persons	30	34	24
Ratio of Voluntary Turnover	%	16.85	16.59	14.72

Social

R&D Personnel¹⁾

Category		Unit	2023	2024	2025
Huons					
Total Personnel	Total	Persons	113	131	129
	Master's and Doctoral Degree Holders	Persons	79	92	88
	Bachelor's Degree or Below	Persons	34	39	41
Humedix					
Total Personnel	Total	Persons	36	41	44
	Master's and Doctoral Degree Holders	Persons	28	36	36
	Bachelor's Degree or Below	Persons	8	5	8
HuM&C					
Total Personnel	Total	Persons	4	3	3
	Master's and Doctoral Degree Holders	Persons	1	1	1
	Bachelor's Degree or Below	Persons	3	2	2

1) Excludes the holding company

Employee Training

Category		Unit	2023	2024	2025
Huons Global					
Total Training Expenditure		KRW	185,703,121	130,967,287	54,257,422
Total Training Expenditure per Employee ¹⁾		KRW	1,450,806	1,082,374	448,408
Total Number of Participants ²⁾		Persons	1,676	1,207	1,170
Total Training Hours		Hours	3,992	3,823	3,562
Training Hours per Employee ³⁾		Hours	31.2	31.6	29.4
Huons					
Total Training Expenditure		KRW	155,289,018	109,492,538	136,050,541
Total Training Expenditure per Employee ¹⁾		KRW	160,257	105,586	125,161
Total Number of Participants ²⁾		Persons	13,625	10,489	11,492
Total Training Hours		Hours	37,807	33,094	35,300
Training Hours per Employee ³⁾		Hours	39.0	17.1	32.5
Humedix					
Total Training Expenditure		KRW	105,733,147	52,682,487	70,255,072
Total Training Expenditure per Employee ¹⁾		KRW	311,897	139,741	182,481
Total Number of Participants ²⁾		Persons	1,929	2,789	3,202
Total Training Hours		Hours	7,866	10,689	11,642
Training Hours per Employee ³⁾		Hours	23.2	28.4	30.2
HuM&C					
Total Training Expenditure		KRW	14,267,664	9,244,746	20,696,900
Total Training Expenditure per Employee ¹⁾		KRW	80,155	45,096	126,975
Total Number of Participants ²⁾		Persons	1,910	2,116	1,817
Total Training Hours		Hours	4,599	4,406	3,437
Training Hours per Employee ³⁾		Hours	25.8	21.5	21.1

1) Total training expenditure / total number of employees

2) Includes duplicate participants

3) Total training hours / total number of employees

Social

Training Programs

Category		Unit	2023	2024	2025
Huons Global ¹⁾					
Ethics Training	Training Hours	Hours	122	121	119
	Number of participants	Persons	122	121	119
Compliance Training	Training Hours	Hours	124	123	110
	Number of participants	Persons	124	123	110
Information Security Training	Training Hours	Hours	93	85	130
	Number of participants	Persons	316	290	300
Human Rights Training	Training Hours	Hours	174	121	121
	Number of participants	Persons	148	121	121
Occupational Safety Training	Training Hours	Hours	2,892	2,992	2,766
	Number of participants	Persons	475	259	357
Environmental Management Training	Training Hours	Hours	138	61	44
	Number of participants	Persons	118	121	22
Fair Trade / Fair Competition Training	Training Hours	Hours	449	320	272
	Number of participants	Persons	373	172	141

1) Includes duplicate participants

Category		Unit	2023	2024	2025
Huons ¹⁾					
Ethics Training	Training Hours	Hours	917	1,008	1,047
	Number of participants	Persons	917	1,008	1,047
Compliance Training	Training Hours	Hours	1,700	937	1,005
	Number of participants	Persons	1,700	937	1,005
Information Security Training	Training Hours	Hours	630	594	799
	Number of participants	Persons	1,756	2,088	2,127
Human Rights Training	Training Hours	Hours	1,677	1,008	1,047
	Number of participants	Persons	1,297	1,008	1,047
Occupational Safety Training	Training Hours	Hours	30,125	27,664	29,484
	Number of participants	Persons	4,831	3,513	4,655
Environmental Management Training	Training Hours	Hours	1,054	297	54
	Number of participants	Persons	901	532	27
Fair Trade / Fair Competition Training	Training Hours	Hours	1,704	1,586	1,864
	Number of participants	Persons	2,223	1,403	1,584

1) Includes duplicate participants

Social

Training Programs

Category		Unit	2023	2024	2025
Humedix ¹⁾					
Ethics Training	Training Hours	Hours	313	355	390
	Number of participants	Persons	313	355	390
Compliance Training	Training Hours	Hours	0	678	1,277
	Number of participants	Persons	0	339	365
Information Security Training	Training Hours	Hours	0	447	288
	Number of participants	Persons	0	727	781
Human Rights Training	Training Hours	Hours	313	355	390
	Number of participants	Persons	313	355	390
Occupational Safety Training	Training Hours	Hours	7,240	8,804	8,749
	Number of participants	Persons	1,303	963	911
Environmental Management Training	Training Hours	Hours	-	-	-
	Number of participants	Persons	-	-	-
Fair Trade / Fair Competition Training	Training Hours	Hours	0	50	548
	Number of participants	Persons	0	50	365

1) Includes duplicate participants

Category		Unit	2023	2024	2025
HuM&C ¹⁾					
Ethics Training	Training Hours	Hours	178	205	163
	Number of participants	Persons	178	205	163
Compliance Training	Training Hours	Hours	1,225	860	803
	Number of participants	Persons	406	485	486
Information Security Training	Training Hours	Hours	69	65	144
	Number of participants	Persons	69	65	72
Human Rights Training	Training Hours	Hours	992	727	625
	Number of participants	Persons	565	630	498
Occupational Safety Training	Training Hours	Hours	1,960	2,478	1,606
	Number of participants	Persons	551	709	587
Environmental Management Training	Training Hours	Hours	175	71	96
	Number of participants	Persons	141	22	11
Fair Trade / Fair Competition Training	Training Hours	Hours	-	-	-
	Number of participants	Persons	-	-	-

1) Includes duplicate participants

Social

Occupational Injuries

Category	Unit	2023	2024	2025
Huons Global				
Number of Injured Employees	Persons	0	0	1
Workers Covered by Industrial Accident Compensation Insurance ¹⁾	Persons	125	120	120
Occupational Injury Rate	%	0	0	0.83
Number of Occupational Injuries	Cases	0	0	1
Total Hours Worked	Hours	231,688	251,444	244,768
Frequency Rate	Cases / million hours worked	0	0	4.09
Lost Time Injuries (LTI)	Cases	0	0	1
Lost Time Injury Frequency Rate (LTIFR)	LTI / million hours worked	0	0	4.09
Huons				
Number of Injured Employees	Persons	2	4	5
Workers Covered by Industrial Accident Compensation Insurance ¹⁾	Persons	969	1,035	1,085
Occupational Injury Rate	%	0.21	0.39	0.46
Number of Occupational Injuries	Cases	2	4	5
Total Hours Worked	Hours	1,779,780	2,015,608	2,541,504
Frequency Rate	Cases / million hours worked	1.12	1.99	1.97
Lost Time Injuries (LTI)	Cases	2	4	5
Lost Time Injury Frequency Rate (LTIFR)	LTI / million hours worked	1.12	1.99	1.97

Category	Unit	2023	2024	2025
Humedix				
Number of Injured Employees	Persons	1	0	0
Workers Covered by Industrial Accident Compensation Insurance ¹⁾	Persons	334	371	377
Occupational Injury Rate	%	0.30	0	0
Number of Occupational Injuries	Cases	1	0	0
Total Hours Worked	Hours	614,822	680,237	709,512
Frequency Rate	Cases / million hours worked	1.63	0	0
Lost Time Injuries (LTI)	Cases	1	0	0
Lost Time Injury Frequency Rate (LTIFR)	LTI / million hours worked	1.63	0	0
HuM&C				
Number of Injured Employees	Persons	1	0	0
Workers Covered by Industrial Accident Compensation Insurance ¹⁾	Persons	178	205	163
Occupational Injury Rate	%	0.56	0	0
Number of Occupational Injuries	Cases	1	0	0
Total Hours Worked	Hours	353,937	351,073	319,486
Frequency Rate	Cases / million hours worked	2.83	0	0
Lost Time Injuries (LTI)	Cases	1	0	0
Lost Time Injury Frequency Rate (LTIFR)	LTI / million hours worked	2.83	0	0

1) The headcount accounts for individuals exempt from Industrial Accident Compensation Insurance coverage, concurrent employees, trainees, and others. It may differ from the total employees disclosed in "Employee Status" section of Fact Book.

Social

Grievance Handling Performance¹⁾

Category	Unit	2023	2024	2025
Huons Global				
Number of Grievances Received	Cases	5	1	5
Number of Grievances Resolved	Cases	5	1	5
Resolution Ratio	%	100	100	100
Huons				
Number of Grievances Received	Cases	10	14	8
Number of Grievances Resolved	Cases	10	14	8
Resolution Ratio	%	100	100	100
Humedix				
Number of Grievances Received	Cases	1	1	2
Number of Grievances Resolved	Cases	1	1	2
Resolution Ratio	%	100	100	100
HuM&C				
Number of Grievances Received	Cases	0	0	0
Number of Grievances Resolved	Cases	0	0	0
Resolution Ratio	%	0	0	0

1) Human rights-related grievances received

Maternity and Parental Leave

Category		Unit	2023	2024	2025
Huons Global					
Number of Employees Taking Maternity Leave ¹⁾	Total	Persons	2	8	5
	Male	Persons	2	3	4
	Female	Persons	0	5	1
Number of Employees Eligible to Return from Maternity Leave	Total	Persons	2	7	6
	Male	Persons	2	3	4
	Female	Persons	0	4	2
Number of Employees Returning from Maternity Leave	Total	Persons	2	7	6
	Male	Persons	2	3	4
	Female	Persons	0	4	2
Maternity Leave Return Ratio	Total	%	100	100	100
	Male	%	100	100	100
	Female	%	100	100	100
Number of Employees Eligible for Parental Leave	Total	Persons	3	9	5
	Male	Persons	2	4	4
	Female	Persons	1	5	1
Number of Employees Taking Parental Leave	Total	Persons	2	6	9
	Male	Persons	2	2	3
	Female	Persons	0	4	6
Number of Employees Expected to Return from Parental Leave	Total	Persons	2	4	6
	Male	Persons	2	1	2
	Female	Persons	0	3	4
Number of Employees Returning from Parental Leave	Total	Persons	2	4	4
	Male	Persons	2	0	1
	Female	Persons	0	3	2

1) Calculated based on the year in which maternity leave commenced

Social

Maternity and Parental Leave

	Category	Unit	2023	2024	2025
Parental Leave Return Ratio	Total	%	100	0	50
	Male	%	0	100	50
	Female	%	0	0	0
Number of Employees Retained for At least 12 months after Returning from Parental Leave	Total	Persons	0	0	0
	Male	Persons	0	0	0
	Female	Persons	0	0	0

	Category	Unit	2023	2024	2025
Huons					
Number of Employees Taking Maternity Leave ¹⁾	Total	Persons	33	39	54
	Male	Persons	25	27	35
	Female	Persons	8	12	17
Number of Employees Eligible to Return from Maternity Leave	Total	Persons	32	37	52
	Male	Persons	25	27	35
	Female	Persons	7	10	17
Number of Employees Returning from Maternity Leave	Total	Persons	32	37	52
	Male	Persons	25	27	35
	Female	Persons	7	10	17
Maternity Leave Return Ratio	Total	%	100	100	100
	Male	%	100	100	100
	Female	%	100	100	100
Number of Employees Eligible for Parental Leave	Total	Persons	33	39	52
	Male	Persons	25	27	35
	Female	Persons	8	12	17
Number of Employees Taking Parental Leave	Total	Persons	17	27	41
	Male	Persons	4	7	13
	Female	Persons	13	20	28
Number of Employees Expected to Return from Parental Leave	Total	Persons	15	27	41
	Male	Persons	3	7	13
	Female	Persons	12	20	28
Number of Employees Returning from Parental Leave	Total	Persons	13	26	24
	Male	Persons	3	6	8
	Female	Persons	10	19	11

1) Calculated based on the year in which maternity leave commenced

Social

Maternity and Parental Leave

	Category	Unit	2023	2024	2025
Parental Leave Return Ratio	Total	%	86.67	96.30	58.54
	Male	%	100	85.71	61.54
	Female	%	83.33	95.00	39.29
Number of Employees Retained for At least 12 months after Returning from Parental Leave	Total	Persons	10	25	19
	Male	Persons	2	6	8
	Female	Persons	8	19	11

	Category	Unit	2023	2024	2025
Humedix					
Number of Employees Taking Maternity Leave ¹⁾	Total	Persons	9	18	16
	Male	Persons	6	9	9
	Female	Persons	3	9	7
Number of Employees Eligible to Return from Maternity Leave	Total	Persons	8	15	16
	Male	Persons	6	9	9
	Female	Persons	2	6	7
Number of Employees Returning from Maternity Leave	Total	Persons	8	15	16
	Male	Persons	6	9	9
	Female	Persons	2	6	7
Maternity Leave Return Ratio	Total	%	100	100	100
	Male	%	100	100	100
	Female	%	100	100	100
Number of Employees Eligible for Parental Leave	Total	Persons	59	73	59
	Male	Persons	56	62	50
	Female	Persons	3	11	9
Number of Employees Taking Parental Leave	Total	Persons	2	8	12
	Male	Persons	0	0	0
	Female	Persons	2	8	12
Number of Employees Expected to Return from Parental Leave	Total	Persons	0	4	8
	Male	Persons	0	0	0
	Female	Persons	0	4	8
Number of Employees Returning from Parental Leave	Total	Persons	0	4	8
	Male	Persons	0	0	0
	Female	Persons	0	4	8

1) Calculated based on the year in which maternity leave commenced

Social

Maternity and Parental Leave

Category	Unit	2023	2024	2025
Parental Leave Return Ratio	Total	%	0	100
	Male	%	0	0
	Female	%	0	100
Number of Employees Retained for At least 12 months after Returning from Parental Leave	Total	Persons	2	0
	Male	Persons	0	0
	Female	Persons	2	0

Category	Unit	2023	2024	2025
HuM&C				
Number of Employees Taking Maternity Leave ¹⁾	Total	Persons	3	3
	Male	Persons	2	3
	Female	Persons	1	0
Number of Employees Eligible to Return from Maternity Leave	Total	Persons	3	3
	Male	Persons	2	3
	Female	Persons	1	0
Number of Employees Returning from Maternity Leave	Total	Persons	2	3
	Male	Persons	2	3
	Female	Persons	0	0
Maternity Leave Return Ratio	Total	%	66.67	100
	Male	%	100	100
	Female ²⁾	%	0	0
Number of Employees Eligible for Parental Leave	Total	Persons	15	13
	Male	Persons	11	9
	Female	Persons	4	4
Number of Employees Taking Parental Leave	Total	Persons	2	2
	Male	Persons	0	1
	Female	Persons	2	1
Number of Employees Expected to Return from Parental Leave	Total	Persons	2	1
	Male	Persons	0	0
	Female	Persons	2	1
Number of Employees Returning from Parental Leave	Total	Persons	2	1
	Male	Persons	0	0
	Female	Persons	2	1

1) Calculated based on the year in which maternity leave commenced

2) As female employees who took maternity leave subsequently took parental leave, there were employees eligible to return during the reporting year but no actual returnees. As a result, the return ratio was calculated as 0%

Social

Maternity and Parental Leave

Category		Unit	2023	2024	2025
Parental Leave Return Ratio	Total	%	100	100	100
	Male	%	0	0	100
	Female	%	100	100	0
Number of Employees Retained for At least 12 months after Returning from Parental Leave	Total	Persons	0	2	0
	Male	Persons	0	0	0
	Female	Persons	0	2	0

Social Contribution Activities

Category		Unit	2023	2024	2025
Huons Global					
Social Contribution Investment		KRW million	96.3	110.7	322.0
Number of Employee Volunteers		Persons	35	52	30
Ratio of Employee Volunteer Participation		%	27.3	43.0	25.6
Employee Volunteer		Hours	70	164	60
Huons					
Social Contribution Investment		KRW million	609.7	1,851.6	398.9
Number of Employee Volunteers		Persons	35	32	13
Ratio of Employee Volunteer Participation		%	3.6	3.1	1.2
Employee Volunteer		Hours	70	82	34
Humedix					
Social Contribution Investment		KRW million	21.6	12.9	127.9 ¹⁾
Number of Employee Volunteers		Persons	0	0	20
Ratio of Employee Volunteer Participation		%	0	0	5.2
Employee Volunteer		Hours	0	0	120
HuM&C					
Social Contribution Investment		KRW million	3.6	3.6	33.6 ¹⁾
Number of Employee Volunteers		Persons	0	19	31
Ratio of Employee Volunteer Participation		%	0	9.3	19.0
Employee Volunteer		Hours	0	9.5	15.5

1) Social contribution investment increased in 2025 due to a group-wide donation in response to the wildfires in the Yeongnam region

Social

Information Security Investment¹⁾

Category	Unit	2023	2024	2025
Huons				
IT Investment	KRW million	3,455	3,533	3,487
Information Security Investment	KRW million	139	207	278
Information Security Investment Ratio to Total IT Budget	%	4.02	5.86	8.26
IT Personnel	Persons	8.6	11.9	15.3
Dedicated Information Security Personnel	Persons	0.9	2	3.1
Information Security Personnel Ratio Total IT Personnel	%	10.47	16.81	20.26
Humedix				
IT Investment	KRW million	0	0	0
Information Security Investment	KRW million	0	22	9
Information Security Investment Ratio to Total IT Budget	%	0	0	0
IT Personnel	Persons	0	0	0
Dedicated Information Security Personnel	Persons	0	1	1
Information Security Personnel Ratio Total IT Personnel	%	0	0	0

1) Excludes Huons Global and HuM&C

Supplier Overview¹⁾

Category	Unit	2023	2024	2025
Huons				
Total Suppliers	Companies	977	1,112	1,141
Total Procurement Amount from Suppliers	KRW million	141,162	159,345	189,937
Key Suppliers ²⁾	Companies	120	120	120
Procurement Amount from Key Suppliers	KRW million	89,438	102,965	125,944
Humedix				
Total Suppliers	Companies	99	91	91
Total Procurement Amount from Suppliers	KRW million	58,373	50,941	48,037
Key Suppliers ²⁾	Companies	10	10	10
Procurement Amount from Key Suppliers	KRW million	44,705	34,864	32,362
HuM&C				
Total Suppliers	Companies	73	105	107
Total Procurement Amount from Suppliers	KRW million	12,194	15,777	16,934
Key Suppliers ²⁾	Companies	6	6	6
Procurement Amount from Key Suppliers	KRW million	9,141	9,901	9,944

1) Excludes the holding company

2) Key suppliers are defined as suppliers that account for the top 5% of annual procurement spending

Social

Performance Evaluation

Category	Unit	2023	2024	2025
Huons Global				
Number of Employees Eligible for Performance Evaluation	Persons	128	121	121
Number of Employees Who Received Performance Evaluation	Persons	109	110	112
Performance Evaluation Ratio	%	85.2	90.9	92.6
Huons				
Number of Employees Eligible for Performance Evaluation	Persons	969	1,037	1,087
Number of Employees Who Received Performance Evaluation	Persons	777	948	955
Performance Evaluation Ratio	%	80.2	91.4	87.9
Humedix				
Number of Employees Eligible for Performance Evaluation	Persons	334	371	377
Number of Employees Who Received Performance Evaluation	Persons	289	321	327
Performance Evaluation Ratio	%	86.5	85.1	86.7
HuM&C				
Number of Employees Eligible for Performance Evaluation	Persons	178	205	163
Number of Employees Who Received Performance Evaluation	Persons	150	166	141
Performance Evaluation Ratio	%	84.3	81.0	86.5

R&D Investment¹⁾

Category	Unit	2023	2024	2025
Huons				
R&D Investment	KRW million	32,883	34,872	41,805
R&D Investment / Revenue Ratio	%	5.96	5.91	6.73
Humedix				
R&D Investment	KRW million	10,086	9,207	9,437
R&D Investment / Revenue Ratio	%	8.19	6.05	5.83
HuM&C				
R&D Investment	KRW million	136	328	97
R&D Investment / Revenue Ratio	%	0.28	0.69	0.18

1) Excludes the holding company

Governance

Board Composition

Category	Unit	2023	2024	2025
Huons Global				
Total	Persons	6	6	6
Inside Directors	Persons	3	3	3
Outside Directors	Persons	3	3	3
Male	Persons	6	6	6
Female	Persons	0	0	0
Huons				
Total	Persons	7	7	8
Inside Directors	Persons	4	4	5
Outside Directors	Persons	3	3	3
Male	Persons	7	7	7
Female	Persons	0	0	1
Humedix				
Total	Persons	6	7	7
Inside Directors	Persons	4	4	4
Outside Directors	Persons	2	3	3
Male	Persons	6	7	7
Female	Persons	0	0	0
HuM&C				
Total	Persons	5	5	6
Inside Directors	Persons	3	3	4
Outside Directors	Persons	2	2	2
Male	Persons	4	4	5
Female	Persons	1	1	1

Board Operations

Category		Unit	2023	2024	2025
Huons Global					
Number of Board Meetings		Cases	9	14	10
Number of Agenda Items		Cases	31	34	43
Review and Approval		Cases	22	25	33
Reporting		Cases	9	9	10
Board Attendance Ratio		%	96.3	97.6	100
Board Training	Number of Training Sessions	Cases	0	1	0
	Training Completion Rate	%	0	50	0
Training for the Audit Committee and Auditor	Number of Training Sessions	Cases	2	2	2
	Training Completion Rate	%	67	67	67
Huons					
Number of Board Meetings		Cases	8	12	8
Number of Agenda Items		Cases	30	41	43
Review and Approval		Cases	19	29	34
Reporting		Cases	11	12	9
Board Attendance Ratio		%	89.3	98.8	98.2
Board Training	Number of Training Sessions	Cases	0	2	0
	Training Completion Rate	%	0	29	0
Training for the Audit Committee and Auditor	Number of Training Sessions	Cases	3	2	4
	Training Completion Rate	%	67	67	50

Governance

Board Operations

Category		Unit	2023	2024	2025
Humedix					
Number of Board Meetings		Cases	9	7	7
Number of Agenda Items		Cases	28	20	32
Review and Approval		Cases	22	13	25
Reporting		Cases	6	7	7
Board Attendance Ratio		%	98.4	98.0	83.7
Board Training	Number of Training Sessions	Cases	5	5	3
	Training Completion Rate	%	100	100	100
Training for the Audit Committee and Auditor	Number of Training Sessions	Cases	5	5	3
	Training Completion Rate	%	100	100	100
HuM&C					
Number of Board Meetings		Cases	9	6	9
Number of Agenda Items		Cases	15	15	16
Review and Approval		Cases	12	11	16
Reporting		Cases	3	4	0
Board Attendance Ratio		%	93.3	86.7	96.3
Board Training	Number of Training Sessions	Cases	0	0	0
	Training Completion Rate	%	0	0	0
Training for the Audit Committee and Auditor	Number of Training Sessions	Cases	0	0	0
	Training Completion Rate	%	0	0	0

Board Remuneration

Category		Unit	2023	2024	2025
Huons Global					
Total		KRW million	1,205	1,111	1,281
Inside Directors		KRW million	1,099	990	1,150
Outside Directors ¹⁾		KRW million	-	-	-
Audit Committee Members or Auditor General ²⁾		KRW million	105	121	131
Compensation of CEO (or Equivalent) ³⁾		KRW million	226	217	848 ⁴⁾
Median Annual Total Compensation of All Employees Excluding CEO (or Equivalent)		KRW million	60	55	54
Ratio of CEO (or Equivalent) Compensation to Median Annual Total Compensation of All Employees Excluding CEO (or Equivalent)		%	26.55	25.35	6.37
Huons					
Total		KRW million	1,450	1,491	1,804
Inside Directors		KRW million	1,342	1,371	1,674
Outside Directors ¹⁾		KRW million	-	-	-
Audit Committee Members or Auditor General ²⁾		KRW million	108	120	130
Compensation of CEO (or Equivalent) ³⁾		KRW million	521	510	215
Median Annual Total Compensation of All Employees Excluding CEO (or Equivalent)		KRW million	58	57	55
Ratio of CEO (or Equivalent) Compensation to Median Annual Total Compensation of All Employees Excluding CEO (or Equivalent)		%	11.13	11.18	25.58

1) Excluding Audit Committee Members
2) Audit Committee Members are Outside Directors
3) Chief Executive Officer (CEO)
4) Increase from the prior year due to the joint CEO tenure of Yoon Sung-tae and Song Soo-young

Governance

Board Remuneration

Category	Unit	2023	2024	2025
Humedix				
Total	KRW million	947	969	975
Inside Directors	KRW million	859	864	869
Outside Directors ¹⁾	KRW million	-	-	-
Audit Committee Members or Auditor General ²⁾	KRW million	88	105	107
Compensation of CEO (or Equivalent) ³⁾	KRW million	259	249	237
Median Annual Total Compensation of All Employees Excluding CEO (or Equivalent)	KRW million	46	46	51
Ratio of CEO (or Equivalent) Compensation to Median Annual Total Compensation of All Employees Excluding CEO (or Equivalent)	%	17.76	18.47	21.52
HuM&C				
Total	KRW million	572	670	630
Inside Directors	KRW million	476	568	515
Outside Directors ¹⁾	KRW million	39	40	53
Audit Committee Members or Auditor General ⁴⁾	KRW million	58	62	62
Compensation of CEO (or Equivalent) ³⁾	KRW million	182	187	179
Median Annual Total Compensation of All Employees Excluding CEO (or Equivalent)	KRW million	37	33	42
Ratio of CEO (or Equivalent) Compensation to Median Annual Total Compensation of All Employees Excluding CEO (or Equivalent)	%	20.33	17.65	23.46

1) Excluding Audit Committee Members
2) Audit Committee Members are Outside Directors
3) Chief Executive Officer (CEO)
4) Increase from the prior year due to the joint CEO tenure of Yoon Sung-tae and Song Soo-young

Legal and Regulatory Violations

Category		Unit	2023	2024	2025
Huons Global					
Environmental Law Violations	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0
Bribery or Corruption	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0
Violations Related to Product and Service Information and Labeling	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0
Violations Related to Marketing Communications	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0
Violations Related to the Health and Safety Impacts of Product and Services	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0
Huons					
Environmental Law Violations	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0
Bribery or Corruption	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0
Violations Related to Product and Service Information and Labeling	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0
Violations Related to Marketing Communications	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0
Violations Related to the Health and Safety Impacts of Product and Services	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0

Governance

Legal and Regulatory Violations

Category		Unit	2023	2024	2025
Humedix					
Environmental Law Violations	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0
Bribery or Corruption	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0
Violations Related to Product and Service Information and Labeling	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0
Violations Related to Marketing Communications	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0
Violations Related to the Health and Safety Impacts of Product and Services	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0
HuM&C					
Environmental Law Violations	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0
Bribery or Corruption	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0
Violations Related to Product and Service Information and Labeling	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0
Violations Related to Marketing Communications	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0
Violations Related to the Health and Safety Impacts of Product and Services	Fines	KRW million	0	0	0
	Number of Violations	Cases	0	0	0

Financial

Key Consolidated Financial Performance¹⁾

Category	Unit	2023	2024	2025
Huons Global				
Revenue	KRW million	758,380	813,461	847,453
Operating Profit	KRW million	113,950	96,991	90,552
Net Profit	KRW million	92,628	67,127	81,818
Huons				
Revenue	KRW million	552,007	590,231	620,768
Operating Profit	KRW million	56,002	39,695	45,600
Net Profit	KRW million	50,385	29,073	42,244
Humedix				
Revenue	KRW million	152,274	161,873	170,053
Operating Profit	KRW million	37,310	43,141	42,329
Net Profit	KRW million	24,821	39,259	51,786
HuM&C				
Revenue	KRW million	48,425	47,229	52,307
Operating Profit	KRW million	4,842	4,947	2,483
Net Profit	KRW million	10,308	3,401	1,571

1) Consolidated Basis

Financial Value Generated and Distributed¹⁾

Category	Unit	2023	2024	2025
Huons Global				
Total	KRW million	33,128	23,684	26,880
Employees (Salaries and Benefits)	KRW million	11,891	11,288	11,230
Shareholders and Investors (Dividends)	KRW million	15,796	10,605	14,626
Government (Corporate Tax and Other Taxes and Dues)	KRW million	5,345	1,681	702
Local Communities (Social Contribution Expenditure)	KRW million	96	111	322
Huons				
Total	KRW million	232,149	257,137	288,144
Employees (Salaries and Benefits)	KRW million	73,186	78,613	79,932
Shareholders and Investors (Dividends)	KRW million	3,549	7,451	10,720
Government (Corporate Tax and Other Taxes and Dues)	KRW million	13,642	9,876	7,156
Suppliers (Raw and Subsidiary Material Procurement Costs, etc.)	KRW million	141,162	159,345	189,937
Local Communities (Social Contribution Expenditure)	KRW million	610	1,852	399
Humedix				
Total	KRW million	84,825	91,528	93,967
Employees (Salaries and Benefits)	KRW million	21,270	22,640	24,834
Shareholders and Investors (Dividends)	KRW million	5,363	6,498	9,640
Government (Corporate Tax and Other Taxes and Dues)	KRW million	6,599	9,213	10,519
Suppliers (Raw and Subsidiary Material Procurement Costs, etc.)	KRW million	51,572	53,164	48,846
Local Communities (Social Contribution Expenditure)	KRW million	21	13	128
HuM&C				
Total	KRW million	18,371	24,608	25,155
Employees (Salaries and Benefits)	KRW million	10,142	10,736	11,217
Shareholders and Investors (Dividends)	KRW million	0	0	0
Government (Corporate Tax and Other Taxes and Dues)	KRW million	(2,494)	1,122	608
Suppliers (Raw and Subsidiary Material Procurement Costs, etc.)	KRW million	10,720	12,746	13,296
Local Communities (Social Contribution Expenditure)	KRW million	4	5	34

1) Consolidated Basis

APPENDIX

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GRI Index

Compliance with GRI Standards

Statement of use	Huons Group reports on its sustainability management in accordance with the GRI Standards 2021, covering the period from January 1, 2025 to December 31, 2025 (with some data covering the first half of 2026).
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Currently Not Applicable — As of the publication date (June 2026), the sector standard applicable to Huons Group (Pharmaceuticals) has not yet been published.

Universal Standards

Topic	Disclosure No.	Disclosure	Page
GRI 2	2-1	Organizational details	6-9
	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	Reissued since 2022
	2-5	External assurance	107
	2-6	Activities, value chain and other business relationships	10-13
	2-7	Employees	81-85
	2-8	Workers who are not employees	86
	2-9	Governance structure and composition	15, 61, 98
	2-10	Nomination and selection of the highest governance body	61-62
	2-11	Chair of the highest governance body	61
	2-12	Role of the highest governance body in overseeing the management of impacts	15, 63
	2-13	Delegation of responsibility for managing impacts	15, 63
	2-14	Role of the highest governance body in sustainability reporting	15, 63
	2-15	Conflicts of interest	61
	2-16	Communication of critical concerns	63
	2-17	Collective knowledge of the highest governance body	64

Topic	Disclosure No.	Disclosure	Page
GRI 2	2-18	Evaluation of the performance of the highest governance body	62
	2-19	Remuneration policies	62
	2-20	Process to determine remuneration	62
	2-21	Annual total compensation ratio	97
	2-22	Statement on sustainable development strategy	5
	2-23	Policy commitments	22, 38, 46, 50-51, 57, 66, 70
	2-24	Embedding policy commitments	23-35, 39-40, 47-49, 52-53, 57-59, 67, 71-72
	2-25	Processes to remediate negative impacts	40, 45
	2-26	Mechanisms for seeking advice and raising concerns	40, 45, 53, 59
	2-27	Compliance with laws and regulations	100-101
	2-28	Membership associations	106
	2-29	Approach to stakeholder engagement	19
	2-30	Collective bargaining agreements	45

GRI Index

Topic Standards

Topic	Disclosure No.	Disclosure	Page
GRI 3	3-1	Process to determine material topics	16
	3-2	List of material topics	17
Strengthening Occupational Health and Safety and Preventing Major Accidents	3-3	Management of material topics	18, 46-49
	403-1	Occupational health and safety management system	46
	403-5	Worker training on occupational health and safety	88-89
	403-9	Work-related injuries	90
	403-10	Work-related ill health	90
Strengthening Sustainable Supply Chain Management and Responsible Sourcing	3-3	Management of material topics	18, 50-53
	Non-GRI	Procurement amount from key suppliers	96
Strengthening Information Security and Personal Information Protection	3-3	Management of material topics	18, 70-72
	Non-GRI	IT and information security investment	72
Climate Action and Reducing Energy Consumption	3-3	Management of material topics	18, 28-29
	305-1	Direct (Scope 1) GHG emissions	75
	305-2	Energy indirect (Scope 2) GHG emissions	75
	305-4	GHG emissions intensity	23, 24
	302-1	Energy consumption within the organization	74
	302-3	Energy intensity	23, 24
	302-4	Reduction of energy consumption	29
Advancing Human Rights Management and Fostering Diversity	3-3	Management of material topics	18, 37-40
	405-1	Diversity of governance bodies and employees	81-82, 98
Reducing Environmental Pollution and Waste Management	3-3	Management of material topics	18, 30-34
	306-2	Management of significant waste-related impacts	30-31
	306-3	Waste generated	78-79
	306-4	Waste diverted from disposal	78-79
	306-5	Waste directed to disposal	78-79
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	79

Memberships

Memberships by Affiliate

Huons Global	
Fair Trade Practice Research Group	Pharmaceutical General Affairs Association
Bar Association	Jewoo Association
Seongnam Chamber of Commerce and Industry	KOSDAQ Listed Companies Association
Seongnam Chamber of Commerce and Industry Business Development Council	Korea International Trade Association
Seongnam Tax Office Outstanding Taxpayer Association	Korea Pharmaceutical and Bio-Pharma Manufacturers Association
Smart Medical Device Shared Growth Forum	KPBMA Compliance Management Expert Committee
Yakgi Association	KPBMA Public Relations Expert Committee
Inwoo Association	Federation of Middle Market Enterprises of Korea
Proud SME Entrepreneurs Association	Korea Investor Relations Service
Pharmaceutical & Bio Sustainability Council	Compliance Program Working Committee

Huons	
Gwangju Pharmaceutical Association	Pharmaceutical & Bio Safety and Health Federation
Seongnam-city Pharmaceutical Association	KOSDAQ Listed Companies Association
Yaksonng Alumni Association	Korea International Trade Association
Korea World Class Enterprise Association	Korea Industrial Technology Association
Jegwan Association	Korea Pharmaceutical Traders Association
Pharmaceutical Managers Association	Korea Pharmaceutical and Bio-Pharma Manufacturers Association
Korea Drug Research Association	Korea Disaster Safety Association

Humedix	
Fair Trade Practice Research Group	Chungbuk Pharmacists Association
Global Leading Companies Association	Chungbuk Environmental Engineers Association
Geomok Association	Chungju Regional Process Safety Council
KOSDAQ Listed Companies Association	Korea Biologics Association
Korea Mechanical Construction Association	Korea Industrial Technology Association
Korea Industrial Safety Management Association — Chungbuk North Chapter	Korea Fire Safety Institute
Dongbu Pharmaceutical Professionals Association	Korea Importers Association
Bio Valley Tenant Companies Council	Korea Medical Devices Industry Association
Seongnam Chamber of Commerce and Industry	Korea Pharmaceutical Traders Association
Pharmaceutical Development Professionals Association	Korea Electric Engineers Association
Pharmaceutical & Bio Safety and Health Federation	Korea Pharmaceutical and Bio-Pharma Manufacturers Association
Jein Association	Compliance Program Working Committee
Jecheon Fire Station Fire Safety Development Committee	Pharmaceutical Managers Society

HuM&C	
Incheon Chamber of Commerce and Industry	Korea International Trade Association
KOSDAQ Listed Companies Association	Korea Fire Safety Institute

ESG Certifications

Memberships by Affiliate

Category	Huons Global	Huons	Humedix	HuM&C
Environmental		ISO 14001	ISO 14001	ISO 14001
Occupational Health & Safety		ISO 45001	ISO 45001	ISO 45001
Information Security	ISO 27001	ISO 27001 ISO 27701	ISO 27001 ISO 27701	
Compliance & Anti-Bribery Management System	ISO 37301	ISO 37001 ISO 37301 CP Rating: AA	ISO 37301	ISO 37001 ISO 37301
Quality				ISO 9001
Work-Life Balance	Family-Friendly Certification	Family-Friendly Certification	Family-Friendly Certification	Family-Friendly Certification

Independent Assurance Statement

To: The Stakeholders of HUONS GROUP

Overview

The British Standards Institution (hereinafter referred to as the "Assurer") was requested to verify the 2026 Huons Group Sustainability Report (hereinafter referred to as the "Report"). The Assurer is independent to Huons Group and has no major operational financial interest other than the assurance of the Report. This assurance opinion statement is intended to provide information related to the assurance of the Huons Group's report relating to the environment, social and governance (ESG) to the relevant stakeholders and may not be used for any other purpose. This assurance opinion statement is prepared based on the information presented by the Huons Group. The verification does not extend beyond such information and is solely based on it. In performing such verification, the Assurer has assumed that all such information is complete and accurate.

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

The Assurer is responsible for providing Huons Group's management team with an independent assurance opinion containing professional opinions derived by applying the assurance methodology to the scope specified, and to provide the information to all stakeholders of Huons Group. The Assurer will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person or party by whom the independent assurance opinion statement may be read.

Scope

The scope of engagement agreed upon with Huons Group includes the following:

- Report contents during the period from January 1st to December 31st 2025 included in the Report, some data of 2026 are included.
- Major assertion included in the Report, such as sustainability management policies and strategies, goals, projects, and performance, and the Report contents related to material issues determined as a result of materiality assessment.
- Appropriateness and consistency of processes and systems for data collection, analysis and review.
- Confirmation of the Report's compliance with the AA1000 AccountAbility Four Principles and, where applicable, the reliability of the sustainability performance information contained within the Report, based on the type of sustainability assurance performed in accordance with AA1000 AS v3.

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

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

Assurance Level and Type

The assurance level and type are as follows;

- Moderate level based on AA1000 AS and Type 1 (confirmation to the four principles as described in the AA1000 Accountability Principle 2018)

Description and sources of Disclosures Covered

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

[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]

302-1,3&4, 305-1,2&4,7, 306-2~5&7, 403-1,5,9&10, 405-1

[Specific Performance Indicators (Non-GRI)]

Purchases from major partners, Investment in information technology and information security

Methodology

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

- Validation of the materiality assessment and internal analytical process for determining assurance priorities, and a top-level review of issues that may be raised by external stakeholders in the context of sustainability.
- Discussion with managers and representatives on stakeholder engagement.
- Review of the supporting evidence related to the material issues through interviews with senior managers in the responsible departments.
- Verification of the sustainability strategy implementation process and supporting systems, including the generation, collection, and reporting of data across performance areas, as well as confirmation of the evidence supporting claims presented in the report
- Assessment of Huons Group's reporting and management processes against the four principles of Inclusivity, Materiality, Responsiveness, and Impact as defined in the AA1000 Accountability Principles Standard (2018)
- On-site visit to Huons Group's headquarters to confirm the effectiveness of data collection processes, internal control procedures, and management practices

Independent Assurance Statement

Limitations and Approach used to Mitigate Limitations

The Assurer performed limited verification for a limited period based on the data provided by Huons Group. It implies that the Assurer is therefore subject to limitations relating to inherent risks that may exist without the identification of material errors. The Assurer does not provide assurance on possible future impacts that cannot be predicted or verified during the verification process and any additional aspects related thereto.

Competency and Independence

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

Opinion Statement

The assurance was conducted by a team of sustainability report assurers in accordance with the AA1000 Assurance Standard v3. The Assurer planned and performed the verification and collected sufficient evidence to explain Huons Group's approach to the AA1000 Assurance Standard and to provide confidence in its self-declaration of compliance with the GRI Standards.

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

Conclusions

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

• Inclusivity: Stakeholder Engagement and Opinion

Huons Group has identified employees, business partners, shareholders/investors/rating agencies, customers, government institutions, and local communities/NGOs as its key stakeholders. The company operates diverse communication channels for each stakeholder group and, through stakeholder engagement processes, collects expectations and various opinions from these core groups. The major issues derived from this process are incorporated into sustainability-related decision-making.

• Materiality: Identification and reporting of material sustainability topics

Huons Group has conducted a Double Materiality Assessment to identify sustainability management issues and to derive key topics that reflect both stakeholder concerns and significant impacts on business activities. The assessment was carried out across Huons Global, Huons, Humedix, and HuM&C. Based on the previous year's sustainability issue pool, the company performed media analysis, industry benchmarking, and an evaluation of global disclosure standards (GRI, SASB) to establish Huons Group's sustainability issue pool. Using this pool, the company identified the impacts, risks, and opportunities of each issue, and through quantitative analysis and evaluation, conducted a Double Materiality Assessment covering both environmental and social impacts (Impact Materiality) and financial impacts (Financial Materiality). As a result, six core material issues were selected, and the outcomes have been disclosed in the report.

• Responsiveness: Responding to material sustainability topics and related impacts

Huons Group discloses, through the section "Details and Response Status of Material Issues," an analysis of the major potential impacts and risks related to both environmental and social impacts (Impact Materiality) and financial impacts (Financial Materiality) of the core material issues identified through the Double Materiality Assessment. The company also reports on the response status for each key impact in its sustainability report.

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

Huons Group has established a process to identify and assess the impacts of core material issues on the organization and its stakeholders. The analysis of impacts, risks, and opportunities related to these core material issues is utilized in decision-making for developing response strategies for each issue. This process is disclosed through the report.

GHG Assurance Statement

The Korea Management Registrar Inc. (hereinafter “KMR”) has conducted the verification on the greenhouse gas(hereinafter “GHG”) emission(Scope 1,2) in 2025 of Huons Global CO.,LTD., Huons CO., LTD., Humedix CO., LTD., and HuM&C CO., LTD.

PURPOSE & SCOPE

The purpose of this verification is to present an independent verification opinion on the greenhouse gas emissions inventory and the scope of the verification is as follows.

- Verification of places of business and emissions facilities under the control of Huons Global CO.,LTD., Huons CO., LTD., Humedix CO., LTD., and HuM&C CO., LTD.

STANDARDS

- ISO 14064-3:2019
- ISO 14064-1:2018
- IPCC Guidelines for National Greenhouse Gas Inventories(2006)
- Guidelines on Emission Reporting and Certification under the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment, 2025-64)

PROCEDURE

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

INDEPENDENT

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

LIMITATION

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

OPINION

- The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results.
- According to KMR's approach, nothing was found that would lead to a finding that Huons Global CO.,LTD., Huons CO., LTD., Humedix CO., LTD., and HuM&C CO., LTD. failed to disclose data and information that was accurate and reliable in all material respects.
- Criticality: meets the criterion, which is less than 5%

GHG Emissions & Energy Consumption(2025)

	Legal Entity	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Total(tCO ₂ eq)
GHG Emissions	Huons Global Co., Ltd.	54.044	384.904	439
	Huons Co., Ltd.	4,045.849	13,243.233	17,289
	Humedix Co., Ltd.	2,293.810	7,005.000	9,299
	HuM&C Co., Ltd.	1,666.269	2,663.751	4,330
	Legal Entity	Total (TJ)		
Energy Consumption	Huons Global Co., Ltd.	9		
	Huons Co., Ltd.	359		
	Humedix Co., Ltd.	192		
	HuM&C Co., Ltd.	80		

* The total may differ slightly from the sum of emissions by category due to rounding.

RESULTS

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities. As a result, we express “unmodified” opinion.

June, 10, 2026

KMR CEO 황은주

