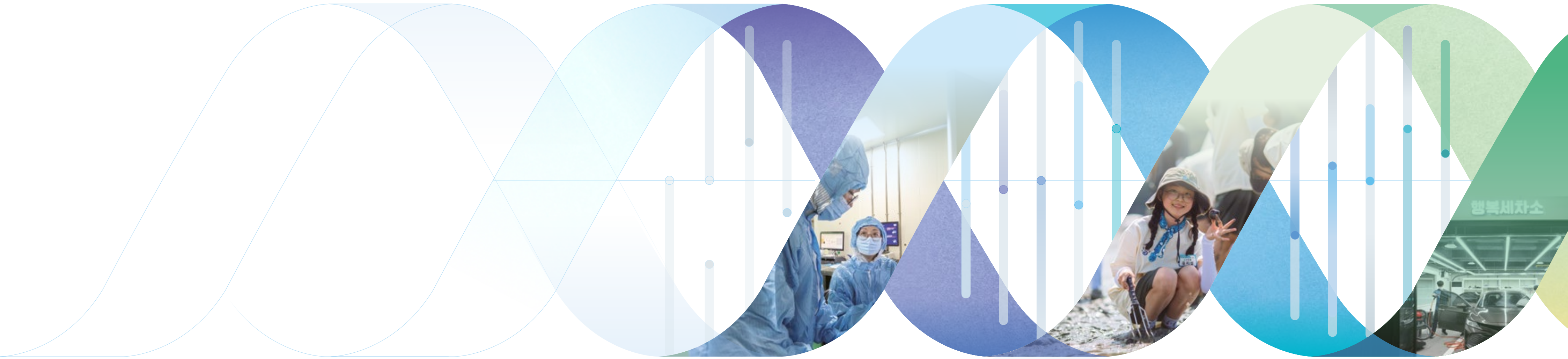

ON 溫

2025 DONG-A ST
SUSTAINABILITY REPORT Vol.2

DONG-A ST

ABOUT THIS REPORT

Report Overview

Dong-A ST Co., Ltd. publishes an annual sustainability report to transparently disclose its sustainability management information, including environmental, social, and governance (ESG) aspects, and to enhance communication with stakeholders. This report systematically presents the Company's sustainability strategy, implementation progress, and key achievements for 2025.

Reporting Principles

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021. It also reflects the standards of the Sustainability Accounting Standards Board (SASB), the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and the Ten Principles of the UN Global Compact (UNGC). Financial information has been prepared in accordance with Korean International Financial Reporting Standards (K-IFRS), while non-financial information is based on fiscal year 2025.

Reporting Period

The reporting period covers from January 1 to December 31, 2025. To enable year-on-year comparison of key indicators, three years of data from 2023 to 2025 have been included. In addition, selected key issues from the first half of 2026 that may affect stakeholders' decision-making have been partially reflected as of the report's publication date.

Reporting Scope

The reporting scope includes Dong-A ST headquarters and its domestic manufacturing sites, research centers, and business operations. This report primarily covers sustainability performance data of the headquarters, with certain information from subsidiaries partially included. Any differences in scope are disclosed separately in footnotes where applicable.

Report Verification

To ensure the objectivity and reliability of the report, independent third-party assurance was conducted by an external assurance provider. The assurance statement is provided on pages 133–136.

Additional Information

To enhance accessibility and usability for stakeholders, this report has been published as an interactive PDF. It is designed to enable easy navigation between major sections and pages. Users can conveniently access desired information through features such as bookmarks, table of contents, and page navigation buttons.

Issued by	Dong-A ST Co., Ltd.
Date issued	May 31, 2026
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INTERACTIVE GUIDE

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CEO MESSAGE

Dear Valued Stakeholders,

I would like to extend my sincere appreciation to all our stakeholders for your continued trust and support as Dong-A ST advances toward a sustainable future.

In 2024, Dong-A ST published its first sustainability report 'ON (溫),' reflecting its commitment to responsibility grounded in warmth, integrity, and accountability, and began a more meaningful communication with our stakeholders. Moving forward, we will carry forward the spirit of 'ON (溫)'—'inclusiveness,' 'completeness,' and 'warmth'—while advancing our unwavering commitment to continuous innovation.

Over the past year, Dong-A ST has concentrated company-wide capabilities to achieve qualitative growth in ESG management. The Company has obtained an integrated A grade from the Korea Institute of Corporate Governance and Sustainability (KCGS) for five consecutive years, further reinforcing its position as a leading company. In particular, Dong-A ST made substantial strides in aligning its social responsibility practices with global standards in 2025. We were awarded the Gold Medal by EcoVadis, a globally recognized provider of business sustainable ratings, and joined the UN Global Compact (UNGC) in August 2025, publicly reaffirming our commitment to its ten principles covering human rights, labor, the environment, and anti-corruption. These achievements go beyond numerical outcomes and demonstrate that Dong-A ST has established itself as a trusted and sustainable global enterprise.

In addition, the opening of 'Happy Car Wash,' a workplace that directly employs persons with disabilities, in October 2025 represents a meaningful initiative reflecting Dong-A ST's commitment to fostering a society built on mutual growth and coexistence. Furthermore, receiving the Minister of Health and Welfare Award for Innovative Pharmaceutical Companies in November of the same year demonstrates the tangible outcomes of our continued efforts to advance innovation and create social value. These achievements were made possible through the continued trust of our stakeholders and the dedication of all employees.

In 2026, Dong-A ST aims to establish an even stronger foundation for sustainable growth by balancing business expansion with operational excellence. The Company will strategically optimize and rebalance our R&D pipeline to focus on innovative drug development. At the same time, Dong-A ST will continue to build core growth drivers by fostering innovation in new drugs and biosimilars, thereby strengthening the foundation for sustainable R&D performance and value creation. In addition, we will expand beyond disease treatment by advancing our Digital Healthcare (DH) business, transforming Dong-A ST into a total healthcare solutions provider dedicated to enhancing patients' quality of life. Furthermore, in accordance with the principles grounded in manufacturing excellence and uncompromising product quality, Dong-A ST will continue to advance sustainable growth by strengthening its production processes and Quality Management System (QMS) in line with global standards, ensuring consistent product quality regardless of operational environment. We also believe that how we achieve results is just as important as the results themselves. Through our post-mortem review process, we will identify root causes, encourage open dialogue, and foster a dynamic organizational culture that embraces continuous learning and improvement.

Looking ahead, Dong-A ST will continue its journey toward becoming a global healthcare leader while remaining committed to its founding spirit, the 'Gamasot Spirit,' and reaffirming its mission to respect life and contribute to human health and well-being. We kindly ask for your continued support and encouragement.

We extend our sincere appreciation.

Jae-Hun Jung
Chief Executive Officer (CEO), Dong-A ST

ESG Committee Chair Message

Dear Valued Stakeholders,
My name is Kim Bum-Joon, ESG Committee Chair of Dong-A ST.

In the pharmaceutical industry, ESG is both a core element of financial risk management and a fundamental foundation for corporate trust. Issues such as product quality and safety, as well as ethics and compliance, can have a significant impact on corporate value and reputation in a relatively short period of time.

To this end, Dong-A ST has advanced its global-standard, risk-based Quality Management System (QMS) and ensuring that ethical standards are embedded throughout the entire organization—from clinical development to sales and marketing. Furthermore, by comprehensively managing ESG risks throughout the supply chain, Dong-A ST is strengthening its competitiveness, recognizing that ESG is not merely a cost factor but a key driver of trust among investors and global partners.

The Board of Directors of Dong-A ST recognizes ESG not simply as a disclosure requirement but as a core governance element directly linked to management strategy, risk management, investment, and growth. With diverse expertise, the Board actively discusses and preemptively reviews key issues to ensure ESG is effectively embedded into corporate strategy. In addition, the Board-level ESG Committee meets at least quarterly to oversee the full process from implementation to inspection and improvement. In particular, the Company has strengthened its proactive management framework for key ESG risks in the pharmaceutical industry, including product quality, safety, ethical management, and supply chain risks, while reinforcing execution capabilities through close coordination with dedicated functions and thoroughly overseeing the entire process from planning to execution, monitoring, and improvement.

In 2025, Dong-A ST announced its sustainability management strategy framework, '溫(ON).' This strategy reflects the Company's firm commitment to embedding ESG into the core of management, beyond merely responding to external requirements, by pursuing continuous innovation and research and development. Rather than focusing solely on short-term financial performance, Dong-A ST places 'health and life' at the center of its core philosophy and makes it a top priority. This principle serves as the foundation of our ESG strategy. Based on this approach, the Company is enhancing the linkage between ESG performance and financial outcomes, developing ESG into a long-term growth narrative, and incorporating ESG performance into the CEO and executives' key performance indicators (KPIs), evaluation, and compensation.

In line with the spirit of innovation in new drug development, Dong-A ST is also steadily advancing ESG initiatives with consistency and discipline, recognizing that meaningful outcomes can only be achieved through continuous effort. The Company is committed to fulfilling its responsibilities for the future by implementing ESG in a way that ensures mutual growth with patients, business partners, employees, local communities, and environment while maintaining responsible and safe operations. Through these efforts, Dong-A ST aims to further develop ESG as a key strategic pillar supporting its long-term journey toward its centennial.

Dong-A ST fully recognizes that the continued interest and valuable feedback of our stakeholders are among the most important drivers of ESG advancement. We kindly ask for your continuing trust and partnership as we move forward together.

We extend our sincere appreciation.

Kim Bum-Joon
ESG Committee Chair, Dong-A ST

김범준

COMPANY OVERVIEW

1

Corporate Overview

Introduction to Dong-A ST

> Dong-A ST develops ethical drugs (ETC) and medical devices based on its advanced research infrastructure and accumulated technological expertise. The Company aims to strengthen its position as a globally competitive pharmaceutical company beyond the domestic market. Building on this foundation, Dong-A ST is reinforcing its platform for sustainable growth by prioritizing innovative drug development and patient-centered value creation.

Securing Sustainable Growth Drivers

Dong-A ST continues to enhance the competitiveness of its Growth Business Division and Digital Healthcare Business Division to secure sustainable growth drivers. In 2025, Dong-A ST established the Growth Business Division to further strengthen the growth potential of its ethical drug business. This strategic initiative aims to systematically expand the growth hormone therapy market, centered on key products such as Growtropin (growth hormone therapy) and Diphereline (a treatment for precocious puberty and prostate cancer). Based on this strategy, Dong-A ST achieved stable growth in the domestic ETC market, driven by core products such as Growtropin and Motilitone (a treatment for functional dyspepsia), while also expanding sales of products including Jaqbo (a treatment for gastroesophageal reflux disease) and Tanamin (a peripheral circulation enhancer). As a result, consolidated revenue reached KRW 808.8 billion, representing a 15.9% increase year-over-year and the highest annual performance in the Company's history.

By business segment, Dong-A ST recorded KRW 527.8 billion in the ETC segment (up 19.0% year-over-year) and KRW 170.4 billion in the overseas segment (up 12.6% year-over-year), contributing to overall business growth. In addition, the Company has identified digital healthcare as a next-generation growth driver and is expanding its business foundation through strategic partnerships with leading manufacturers. Centered on key products such as HiCardi, Dr. Noon, and CareSens Air, Dong-A ST continues to broaden its business portfolio and advances its transformation into a comprehensive digital healthcare solutions provider.

Market Outlook and Future Strategy

Dong-A ST continues to expand revenue in its domestic ETC business by focusing on its core therapeutic product portfolio. In particular, Growtropin generated revenue of KRW 131.5 billion in 2025, representing a 10.6% increase year-over-year, while new products such as Tanamin and Jaqbo have established a solid market presence.

In the overseas business segment, Dong-A ST is expanding ethical drug sales through the launch of Imuldosa (DMB-3115), a biosimilar of Stelara, in key markets, including the United States and Europe.

Company Information

Legal Name	Dong-A ST Co., Ltd.
Chief Executive Officer	Jae-Hun Jung
Business Area	Manufacturing and Sale of Pharmaceuticals
Head Office	64 Cheonho-daero, Dongdaemun-gu, Seoul, Korea
Key Products	Growtropin, Motilitone, Suganon, Gaster, Jublia, etc.
Number of Shares Outstanding	1,171,436,797
Annual Revenue[1] (KRW billion)	8,088
Number of Employees[2]	1,690

1) On a consolidated basis 2) As of December 31, 2025

Corporate Overview

Key Business Model

Growth Business Division

- Dong-A ST established the Growth Business Division in January 2026 as a specialized organization integrating marketing, field sales, and the Customer Happiness Center.
- Through the establishment of this dedicated division, the Company aims to enhance the capabilities of Medical Representatives (MRs)[1] and establish the foundation for the introduction of new biopharmaceutical products.
- The Division has secured a stable market position in the pediatric growth hormone and precocious puberty treatment markets through key products such as Growtropin and Diphereline, and has expanded its business in the urologic oncology field through Diphereline's indication for prostate cancer, thereby establishing itself as a core pillar of the Company's ethical drug (ETC) portfolio.

1) MR: Medical Representative, a pharmaceutical information provider

Key Products

- Growtropin: A growth hormone therapy indicated for pediatric patients with growth hormone deficiency
  - Introduced an enhanced reusable injection pen in January 2026
- Diphereline: A gonadotropin-releasing hormone (GnRH) agonist indicated for the treatment of precocious puberty and the management of prostate cancer progression
  - Entered into a co-promotion agreement with Ipsen Korea in July 2025
  - Conducted disease awareness campaigns on precocious puberty and initiatives to address pain-related issues
  - Enhanced product credibility based on clinical evidence in the prostate cancer treatment area

Growtropin

Diphereline

2025 Revenue from Key Products in the Growth Business Division

Growtropin ······ KRW 131.5 billion	Diphereline ······ KRW 38.3 billion[1]

1) Based on total 2025 revenue. Revenue reached KRW 20 billion following the co-promotion agreement in July.

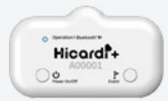
Digital Healthcare Business

- Dong-A ST continues to expand its digital healthcare portfolio through key products, including HiCardi, Dr. Noon, and CareSens Air.
- The Company aims to establish an independent digital healthcare platform by integrating various digital healthcare solutions with its proprietary AI technologies. By expanding beyond hospital-based treatment services into wellness and home-care areas, Dong-A ST seeks to evolve into an integrated healthcare solutions provider that supports patient health across the entire healthcare journey.

Key Products

- HiCardi: An ECG-based patient monitoring solution
  - Introduced Smart Ward[1] and a usage-based revenue-sharing (RS) model in 2025, and established a scalable deployment framework in collaboration with People and Technology (PnT)[2]
  - Adopted by a total of 352 medical institutions, including 26 tertiary hospitals, with deployment across 2,583 hospital beds
  - Leveraging ANVISA certification in Brazil and successful market entry in 2025, the Company is expanding its presence in the global digital healthcare market, including Latin America

  1) Smart Ward: A digital hospital solution that continuously monitors patient vital signs and improves healthcare professionals' operational efficiency
  2) People and Technology (PnT): A digital solutions company that enables efficient transmission and management of patient data through technologies such as electronic badges
- Dr. Noon: An AI-based medical solution utilizing retinal image analysis technology
  - Expanded into major healthcare institutions nationwide, including internal medicine clinics and health screening centers, through contracts with 43 new customers
- CareSens Air CGM: A professional-use continuous glucose monitoring (CGM) solution equipped with a blind mode function
  - Enables more precise diabetes management through continuous monitoring of blood glucose levels
  - Achieved sales of approximately 500 units and secured 47 new customers within the first month of launch



HiCardi

Dr. Noon

CareSens Air CGM

2025 Revenue from Key Products of Digital Healthcare Products ······ KRW 3.3 billion

Corporate Overview

Key Business Model

Domestic Business

- To expand the introduction of biopharmaceutical products and strengthen commercial expertise, Dong-A ST established a dedicated Growth Business Division and renamed the ETC Business Division as the Sales Division to enable more integrated business management.
- Created synergies among the ethical drugs (ETC), Growth Business Division, and Digital Healthcare businesses within the newly integrated Sales Division.

Sales Division
- Sales Strategy Business Division
- Marketing Business Division
- Digital Healthcare Business Division
- General Hospital Division
- Hospital Business Division
- Growth Business Division

Ethical Drugs

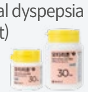
- Provides essential medical treatments in key therapeutic areas such as gastroenterology, endocrinology, and circulatory diseases.
- Strengthens its competitiveness through co-promotion partnerships for ethical drugs across therapeutic areas including Jaqbo (gastrointestinal), Tanamin (CNS), and Elidel (dermatology).

Key Products

Gastroenterology

Key Products
- Stillen, Stillen 2X (gastritis treatment)

- Motilitone (functional dyspepsia treatment)



- Jaqbo (gastroesophageal reflux disease treatment)

Endocrinology

Key Products
- Suganon, Sugamet, Sugartree, Dapapro, Dapapro Met XR, Empappro (antidiabetic drugs)

Central Nervous System

Key Products
- Tanamin (cerebral and peripheral circulation improver)

Oncology

Key Products
- Durastin, Leucostim

Dermatology

Key Products
- Jublia (onychomycosis treatment)

- Elidel

Global Business

- In line with the expansion of our global strategy, the R&D Business Development Division and the Overseas Business Division have been integrated into the 'Global Business Division.'
- Integrating global business and business development functions to aggressively pursue global market expansion.
- DMB-3115 (Stelara® biosimilar) 'Imuldosa' was launched in Europe in January 2025, followed by its launch in the U.S. in August 2025; we are currently preparing for launches in MENA (Middle East/North Africa) and Canada, with Brazil approval expected.

CEO
- Global Business Division
  - Global Business Strategy
  - Global Sales
  - Global Business Development (Global BD)
  - Bio PM

- Exported pharmaceutical products and beverages to approximately 40 countries across the United States, Europe, and Latin America, with total exports from the Global Business Division increasing by 12.6% year-over-year in 2025.
- Our flagship beverage, Bacchus, is sold in numerous countries including Cambodia and Mongolia, and it recorded KRW 81.7 billion in sales in 2025.
- Supplied anti-tuberculosis drugs to the World Health Organization (WHO) based on WHO Prequalification (WHO PQ) certification.
- Our new drug, Evogliptin, was launched in Latin America, Russia/CIS, and Asia, recording KRW 10.8 billion in sales in 2025.
- DA-3880, a biosimilar of Nesp® (Darbepoetin alfa), was registered and launched in Japan following PMDA approval, recording KRW 26.7 billion in sales in 2025.

Key Products

Anti-tuberculosis Drugs

Key Products
- Closerin, Lamprene

Biosimilars

Key Products
- Imuldosa, Darbepoetin-α

New Drugs

Key Products
- Stillen, Motilitone
- Suganon/Sugamet, Zydena

First-generation Biologics

Key Products
- Growtropin, Leucostim, Eporon, Gonadopin

Beverages

Key Products
- Bacchus, Olatte

Corporate Overview

Corporate History

1932 - 1999

1932 · Founded in Jongno-gu, Seoul as a pharmaceutical and medical materials wholesale business

1949 · Changed the company name to Dong-A Pharmaceutical Co., Ltd.

1960 · Began production of the broad-spectrum antiobiotic kanamycin

1970 · Listed on the stock exchange

1977 · Established the Research Institute

1979 · Developed talampicillin, a semi-synthetic penicillin

1980 · Established Korea's first GMP plant in Anyang

1983 · Completed the Banwol plant for enzymes and pharmaceutical raw materials

1985 · Designated as the first KGMP-certified company in the industry

1988 · Completed industry's first KGLP-certified Research Institute in Sanggal-dong

2000-2019

2002 · Achieved KRW 500 billion in sales, becoming the first pharmaceutical company in Korea to achieve this milestone
· Launched Stillen, our first proprietary drug and a natural-product treatment for gastritis

2005 · Launched Zydena, our second proprietary drug for the treatment of erectile dysfunction

2007 · Entered into a licensing agreement with U.S.-based Trius Therapeutics, granting worldwide development and commercialization rights (excluding Korea) for Tedizolid, an antibiotic targeting multidrug-resistant bacteria

2011 · Launched Motilitone, our third proprietary drug and a natural-product gastroprokinetic agent
· Entered into a biosimilar co-development agreement with Meiji Seika Pharma of Japan
· Achieved KRW 900 billion in sales, becoming the first pharmaceutical company in Korea to achieve this milestone

2014 · Obtained U.S. FDA approval for Sivextro, an antibiotic targeting multidrug-resistant bacteria

2015 · Recognized as an outstanding biotechnology company in biopharmaceuticals
· Received the Grand Prize in Innovative Drug Development at the Medical Korea Awards
· Received an AA rating in the Korea Fair Trade Commission's Compliance Program (CP) evaluation

2016 · Was designated as a 2016 Innovative Pharmaceutical Company
· Was recognized as an Excellent Company for labor-management cooperation management
· Received the Grand Prize at the Korea New Drug Development Awards for Suganon, a treatment for diabetes

2017 · Obtained Consumer-Centered Management (CCM) certification

2018 · Obtained ISO 37001, the Anti-Bribery Management System certification for the first time

2020-2025

2020 · Was designated as a 2020 Family-Friendly Certified Company

2021 · Entered into a global licensing-out agreement with Intas Pharmaceuticals for DMB-3115, a Stelara® biosimilar, covering all markets except Korea, Japan, and certain Asian countries

2022 · Secured USD 32.3 million in investment for NeuroBo Pharmaceuticals and incorporated the company as a subsidiary

2023 · Obtained Consumer-Centered Management (CCM) certification for the fourth consecutive year
· Received U.S. FDA approval to initiate a Phase 2 clinical trial of DA-1241, NeuroBo's treatment candidate for NASH
· Published research on Suganon's preventive effects against diabetic cardiomyopathy in an international scientific journal

2024 · Received the Grand Prize at the 32nd Good Company Awards presented by the Citizens' Coalition for Economic Justice
· Obtained marketing authorization for DMB-3115 (Imuldosa) from both the U.S. FDA and the European Medicines Agency (EMA)
· Received the Prime Minister's Award from the Ministry of Trade, Industry, and Energy at the 31st Corporate Innovation Awards
· Acquired AbTis, a company specializing in antibody-drug conjugate (ADC) technologies
· Achieved KRW 100.0 billion in annual sales of Growtropin, our growth hormone treatment
· Obtained ISO 37001, the Anti-Bribery Management System certification for the third time
· Received an A rating in the Korea Fair Trade Commission's Compliance Program (CP) evaluation

2025 · Published its first Sustainability Report, 'On (溫, ON)'
· Joined the UN Global Compact (UNGC)
· Received the Minister of Health and Welfare Award for 'Innovative Pharmaceutical Company'
· Obtained Consumer-Centered Management (CCM) certification for the fifth consecutive year

Key Sustainability Achievements (2025–2026)

External and Internal ESG Evaluations

Korea Institute of Corporate Governance and Sustainability (KCGS)

Achieved overall ESG rating of A in 2025

(maintained for five consecutive years)

EcoVadis

Obtained Gold rating in the 2025 ESG assessment

Sustinvest

Achieved AA rating in the ESG performance evaluation for the second half of 2025

Korea Fair Trade Commission's Compliance Program (CP)

Achieved Grade A Rating

Awards and Recognition

Received the Minister of Health and Welfare Award for

Innovative Pharmaceutical Company

(November 2025, Ministry of Health and Welfare)

Participation in Global Initiatives

Joined the UN Global Compact (UNGC[1]) in August 2025

1) UN Global Compact (UNGC): The world's largest voluntary corporate sustainability initiative that encourages companies to internalize the Ten principles in the areas of human rights, labor, environment, and anti-corruption into their corporate values and management strategies, and provides practical guidelines to enhance sustainability and corporate citizenship

R&D and Key Business Performance

- **Entered into a co-promotion agreement** with Ipsen Korea for "Diphereline," a treatment for precocious puberty and prostate cancer
- **Launched "Imuldosa,"** a Stelara biosimilar, in the United States
- **Obtained marketing approval for "Xcopri,"** a treatment for epilepsy
- **Launched "Dutana,"** a treatment for benign prostatic hyperplasia
- **Entered into an exclusive distribution and sales agreement with Menarini Korea for "Elidel Cream,"** a treatment for atopic dermatitis
- **Selected as a joint research institute** for the K-AI drug development project (preclinical–clinical model development)
- AbTis submitted an **IND application for Phase 1 clinical trials of the ADC candidate "DA-3501"**

Key Business Sites

Dong-A ST

Division	Address
Headquarters	64 Cheonho daero, Dongdaemun gu, Seoul
Cheonan Campus	200-23 Baekseokgongdan 1-ro, Seobuk-gu, Cheonan-si, Chungcheongnam-do
Songdo Campus	45 Jisikgiban-ro, Yeonsu-gu, Incheon
Daegu Campus	493 Nongong-ro, Nongong-eup, Dalseong-gun, Daegu

구분	소재지
Yongin Research Center	21 Geumhwa-ro 105beon-gil, Giheung-gu, Yongin-si, Gyeonggi-do
Songdo Research Center	45 Jisikgiban-ro, Yeonsu-gu, Incheon
Branch Offices (17)	17 regions nationwide

No.	Region	Address
1	Seoul Branch 1	4F, 21 Cheonggyecheon-ro 5-gil, Dongdaemun-gu, Seoul
2	Seoul Branch 2	
3	Seoul Branch 3	264-11 Seoksu-dong, Manan-gu, Anyang-si, Gyeonggi-do
4	Seoul Branch 4	
5	Gyeonggi Branch 1	
6	Gyeonggi Branch 2	
7	Gyeonggi Branch 3	25-38 Gyeongui-ro, Ilsandong-gu, Goyang-si, Gyeonggi-do
8	Incheon Branch	12 Seonsuchongongwon-ro 17beon-gil, Namdong-gu, Incheon
9	Busan Branch	16 Geojecheon-ro 270beon-gil, Yeonje-gu, Busan
10	Daegu Branch	34 Dongbu-ro 22-gil, Dong-gu, Daegu

No.	Region	Address
11	Daejeon Branch	18 Eodeongmaeul-ro, Jung-gu, Daejeon
12	Chungcheong Branch	#402, 42-6 Huimang-ro 46beon-gil, Baebang-eup, Asan-si, Chungcheongnam-do
13	Gwangju Branch	24-8 Haseo-ro 322beon-gil, Buk-gu, Gwangju
14	Jeonju Branch	44 Yusang-ro, Deokjin-gu, Jeonju-si, Jeonbuk-do
15	Gangwon Branch	42-1 Haenggari 1-gil, Wonju-si, Gangwon-do
16	Yeongnam Branch 1	187 Jungnigongdan-ro, Naeseo-eup, Masanhoewon-gu, Changwon-si, Gyeongsangnam-do
17	Yeongnam Branch 2	3F, 1 Gulhwa 4-gil, Nam-gu, Ulsan

Subsidiary Overview

Division	Address
DONG-A CHAMMED	Headquarters: 17 Gosan-ro 148beon-gil, Gunpo-si, Gyeonggi-do
	Paju Campus: 38 Jangneung ro, Tanhyeon myeon, Paju si, Gyeonggi do (Office Building) 474 Geomsan-ro, Tanhyeon-myeon, Paju-si, Gyeonggi-do (Plant 1) 25-7 Geomsan-ro 361beon-gil, Tanhyeon-myeon, Paju-si, Gyeonggi-do (Plant 2)
AbTis	21 Geumhwa-ro 105beon-gil, Giheung-gu, Yongin-si, Gyeonggi-do (Yongin Research Center, Bio Building)
ECOWIN	18, Techno jungang-daero 2-gil, Yuga-eup, Dalseong-gun, Daegu

Subsidiary Overview

DONG-A CHAMMED

DONG-A CHAMMED is a medical healthcare company that contributes to the advancement of medical technology and the improvement of healthcare services for human health and well-being.

The Company continues to expand its business portfolio and market presence through its expertise in ENT medical devices, in vitro diagnostics, and infection control solutions.

Key Business Areas and Major Products

EMD[1] Medical Devices

- CHAMMED-brand ENT[2] treatment units and CLARIVION-brand 4K imaging systems
- ENT diagnostic equipment
- Medical imaging systems


HAI[3] Infection Control

- Infection control solutions for healthcare environments
- Automated endoscope washer-disinfectors

IVD[4] In Vitro Diagnostics

- Solutions covering the entire diagnostic workflow, from specimen collection and analysis to automation
- Specimen collection
- Diagnostic reagents and supplies


1) Electro-Medical Devices 2) Ear, Nose, and Throat 3) Healthcare-associated Infection 4) In Vitro Diagnostics

2025 Key Performance

- Achieved revenue of KRW 66.77 billion in 2025, representing a 7% increase year-over-year, and invested KRW 1.88 billion in R&D, equivalent to approximately 3% of revenue
- Ranked 3rd globally with a 4.97% market share in the ENT treatment unit segment
- Entered into an equity investment and exclusive distribution agreement with the diagnostic company HUPIT
- Participated in KIMES 2025 (Korea International Medical & Hospital Equipment Show)
- Obtained approval from the National Institute of Chemical Safety for the disinfectant wipes, ED Wipes HP

Subsidiary Overview

AbTis

AbTis is a company that is pioneering a new paradigm in antibody-drug conjugate (ADC) therapeutics through its innovative AbClick® platform and accelerating the development of novel therapies through strategic partnerships with global pharmaceutical companies.

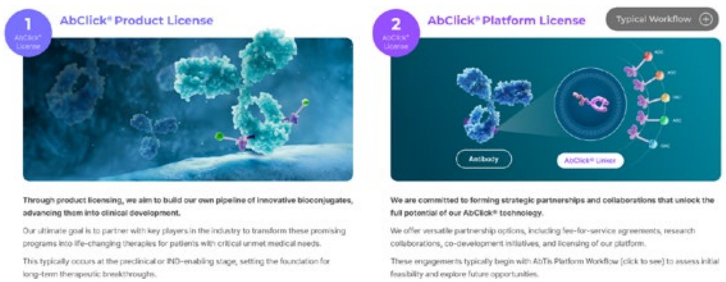
In particular, AbTis actively pursues an open innovation strategy to develop next-generation therapeutic options for diseases with high unmet medical needs.

Key Business Areas and Major Products

- Antibody-Drug Conjugates (ADC) linker-platform business and development of ADC therapeutics

AbClick® Platform

Follows a robust two-step process



Technology Platform

- AbClick®

2025 Key Performance

- Received MFDS approval of an IND[1] application for Phase 1 clinical trials of ADC candidate DA-3501 (AT-211) targeting gastric and pancreatic cancer in October 2025
- Co-development with Idience: Dual-payload ADC based on Venadaparib
- Co-development with Lotte Biologics

1) Investigational New Drug Application for Approval of Clinical Trial Plan

Subsidiary Overview

ECOWIN

ECOWIN is a green biotechnology company that has grown alongside the eco-friendly biopesticide market.

The Company contributes to agricultural productivity, safe food supply, and environmental protection through highest quality products and technological innovation.

Key Business Areas and Major Products

- Development and production of green biotechnology products (eco-friendly biopesticides and fertilizers)
  - ① Biological pest control agents using indigenous natural enemies, microorganisms, and plant extracts
  - ② Eco-friendly sanitary pest control agents using beneficial microbial substances
  - ③ Functional formulations and agro-biological technologies using insects and insect-derived microorganisms

Plant Extracts
- ECO-MPI
- Super Chung, and 11 types

Microorganisms
- ChamChungkyun
- EcoNema and five others

Natural Enemies
- Ecowin-S

Other (Fertilizers, etc)
- Super Green
- Eco-Green and 7 others

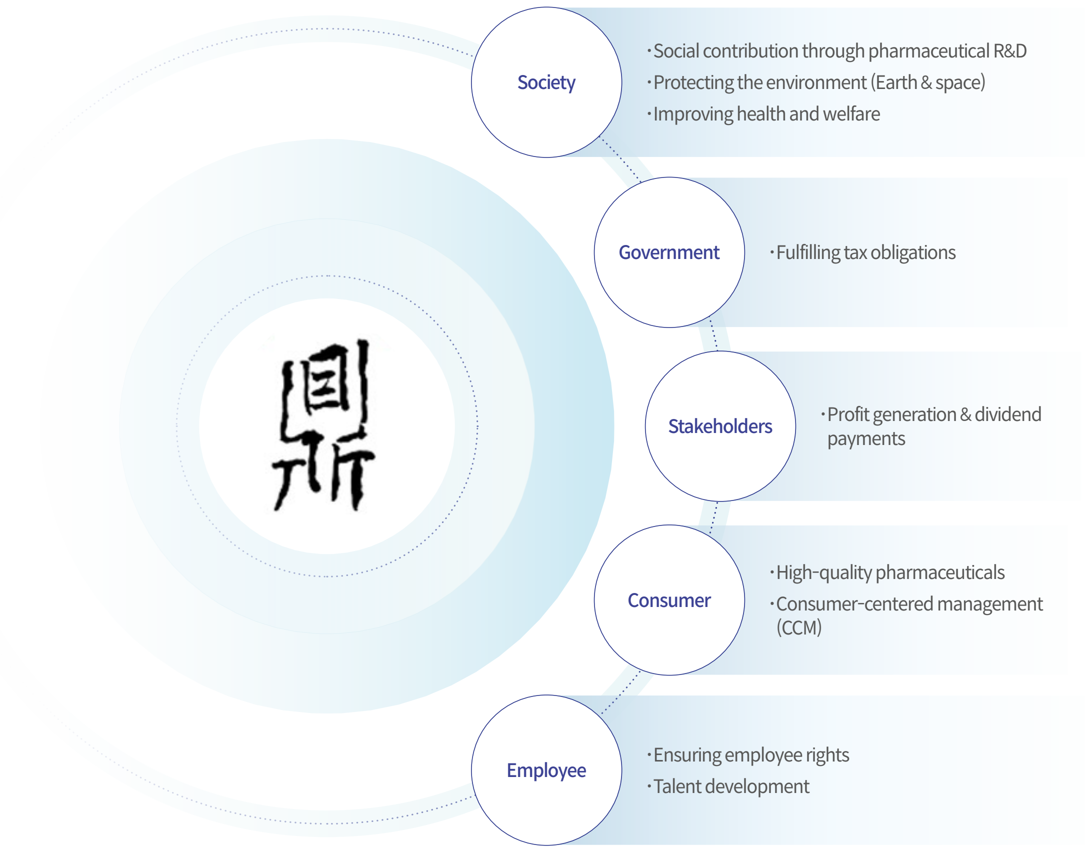
2025 Key Performance

- Achieved revenue of KRW 7.52 billion in 2025 and invested KRW 0.18 billion in R&D, representing 2.4% of revenue
- Extended registration of ECO-Nematode C as an Innovative Product (Ministry of Trade, Industry and Energy)
- Renewed Intellectual Property Management Certification (Korean Intellectual Property Office)
- Registered organic agricultural materials
  - New: Ecowin Eco3, Super King, SuperNema
  - Renewal: ECO-MultiMite, ECO-Larva C, Super Chung, Super Chong, Supernematan, ChamBit, Eco-Seaweed, Eco-Amine
- Certified the efficacy of organic agricultural materials, including Ecowin-S, ECO-MPI, etc.
- Developed and launched new products: Super King, SuperNema, Super Green, ECO3
- Selected for government support programs (SME Innovation Voucher Program, 2025 Global Market Expansion Capability Enhancement Program)

Dong-A Socio Group Overview

Business Philosophy

Dong-A ST, as a member of the Dong-A Socio Group, upholds the Group's founding management philosophy of 'Jeong-Do Management (鼎道經營).' Unlike the Chinese character for Jeong (正), which is commonly associated with righteousness and integrity, Dong-A Socio Group uniquely interprets 'Jeong' using the character '鼎,' which refers to the traditional Korean cast-iron cauldron known as a gamasot. In Korean culture, the gamasot symbolizes warmth, nourishment, and the spirit of communal care. This reinterpretation reflects the Group's belief in sharing warmth—both literally and figuratively—with society. Through this philosophy, Jeong-Do Management emphasizes sincerity, compassion, and accountability, and serves as a guiding principle for the Group's ethical and sustainable growth.



Vision

Guided by Dong-A Socio Group's vision of 'becoming a global healthcare player through differentiated competitiveness across all business areas,' Dong-A ST continues to advance its business operations. Guided by the core values of Pursuit of Innovation, Driving Change, Mutual Trust, and Growing Together, our employees work together to achieve the Company's sustainable growth.

Mission

Endless Pursuit of Human Health and Happiness

Vision

Becoming a global healthcare player through differentiated competitiveness across all business areas

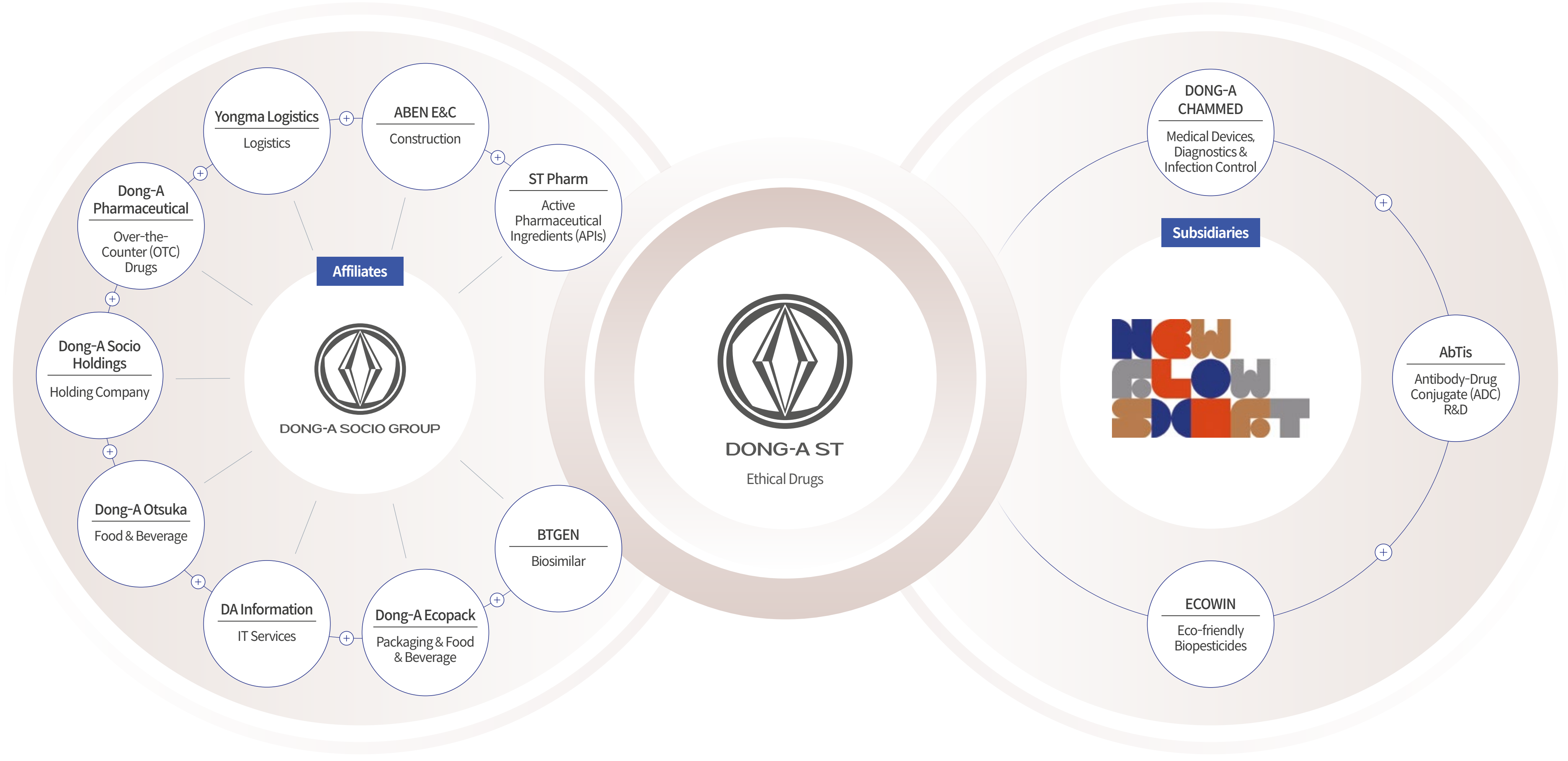
Core Value

Pursuit of Innovation	Driving Change	Mutual Trust	Growing Together
Drive innovation through new perspectives	Embrace change and respond proactively to emerging trends	Create synergy through mutual trust	Grow together with employees, customers, and society
Innovation as a Way of Life A New Perspective Spirit of Challenge Sincerity and Perseverance	Agile Response Commitment to Change Open-mindedness Leading by Example	Creating Synergy Win-Win Partnerships Proactive Communication Consistent Actions	Social Responsibility Sharing and Volunteering Self-Development Accountability

Dong-A Socio Group Overview

Key Affiliates and Subsidiaries

Dong-A ST's key affiliates and subsidiaries collaborate across the entire pharmaceutical value chain—from manufacturing and R&D to logistics and biotechnology. Together, they contribute to the shared mission of enhancing human health. Each entity plays a vital role in supporting our sustainable growth through shared capabilities and expertise. Through this integrated approach, the Group continues to strengthen global healthcare accessibility and quality competitiveness.



SUSTAINABILITY STRATEGY

2

Sustainability Management System

Strategy

Sustainability Strategy Framework

Concept

溫 (ON)

Vision

Turning ON(溫) a Warm and Sustainable Future for All

ON(溫) FOR A SUSTAINABLE FUTURE

Concept Description

溫 (ON) is a Korean native word symbolizing 'all' or '100,' and in Chinese characters, it conveys the meaning of offering warmth and care. In English, 'ON' refers to a powered state, representing continuous innovation, ongoing R&D, and relentless growth—embodying our unwavering commitment to new drug development. As Dong-A ST approaches its 100th anniversary in 2032, 'ON' reflects its philosophy of responsible management and its vision to grow into a global pharmaceutical and biotech company while helping realize a sustainable future.

1	2	3	4
ON as Inclusion A Healthy and Happy Future for All	**ON as Warmth (溫)** Responsible Management for People and the Environment	**ON as Continuity** Continuous Innovation and Growth	**ON as 100** A Sustainability Symbol Commemorating the 100th Anniversary of Dong-A Socio Group

Dong-A ST will continue to uphold the value of '溫(ON)' through its core principles of Jeong-Do Management, innovative drug R&D, quality management, and a positive organizational culture.

	On Innovation	On Caring	On Green Future	On Responsibility
Focus Areas	Driving innovation to deliver high-quality products and trusted services	Prioritizing employee well-being and happiness	Advancing sustainability through climate action and environmental stewardship	Collaborating with business partners and local communities to build a sustainable ecosystem and promote shared growth
Detailed Areas	Organizational Governance	Labor Practices	Climate Change Response	Responsible Supply Chain Management
	Innovative Drug R&D	Human Rights Management	Environmental Management	Ethics and Compliance Management
	Consumer-Centered Management (CCM)	Health and Safety Management	Biodiversity Conservation	Community Engagement and Development

Compliance with the 10 Principles of the UNGC[1]

Category	Principles	Reference
Human Rights	1. Support and respect the protection of internationally proclaimed human rights.	p.76-78
	2. Make sure that the business is not complicit in human rights abuses.	
Labour	3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.	
	4. Eliminate all forms of forced and compulsory Labour.	
	5. Effectively abolish child Labour.	
	6. Eliminate discrimination in respect of employment and occupation.	p.43, 76-78
Environment	7. Support a precautionary approach to environmental challenges.	p.47-55, 58-69
	8. Undertake initiatives to promote greater environmental responsibility.	
	9. Encourage the development and diffusion of environmentally friendly technologies.	
Anti-Corruption	10. Work against corruption in all its forms, including extortion and bribery.	p.97-101

1) United Nations Global Compact: The world's largest voluntary corporate sustainability initiative that encourages companies to internalize the ten principles in the areas of human rights, Labour, environment, and anti-corruption into their corporate values and management strategies, and provides practical guidelines to enhance sustainability and corporate citizenship

Support for the 17 Goals of the UN SDGs[2]

2) United Nations Sustainable Development Goals: A set of 17 global goals adopted by the international community to be achieved by 2030, aimed at advancing sustainable development across five areas—People, Planet, Prosperity, Peace, and Partnership

Sustainability Management System

Strategy

Progress on Sustainability Strategy Initiatives

● Indicators Aligned with the UN Global Compact Principles on Human Rights, Labor, Environment, and Anti-Corruption

Focus Area	Sub-Category		Description	Key Implementation in 2025	Planned Actions	UN SDGs
On Innovation	Organizational Governance		Ensure accountable governance through board- and committee-led decision-making	· A total of 10 Board of Directors meetings were convened · Convened five ESG Committee meetings and appointed an Independent Director as Chair	· Conduct training programs to further enhance the expertise and capabilities of the Board of Directors	16
	Innovative Drug R&D		Advance technological leadership through innovative drug development and global R&D	· Invested more than 14% of sales in R&D · Established a foundation for R&D value creation through portfolio rebalancing and pipeline optimization in 2025	· Continue the development of key innovative drugs · Strengthen the biosimilar pipeline as a future growth driver	3, 8
	Consumer-Centered Management (CCM)		Enhance product quality and information transparency, incorporate consumer feedback, and drive innovation to build trust	· Achieved CCM certification for the fifth consecutive time · Strengthened quality and safety management through operation of the Quality Management Committee · Published a quarterly GMP newsletter and promoted quality culture initiatives	· Continue VOC management and derive actionable customer insights · Hold quarterly zero-claim meetings · Prevent potential risks through supplier on-site assessments	3
On Caring	Labor Practices	●	Foster a fair and inclusive workplace by respecting diversity, upholding labor standards, and protecting employee rights	· Strengthened employee communication channels to protect workers' rights - Collected anonymous employee feedback through open communication channels · Enhanced communication through CEO Town Hall meetings	· Reduce information asymmetry through the production and distribution of internal informational card news content	4, 5, 8, 10
	Human Rights Management	●	Foster a human rights-centered culture by establishing systems to prevent and address human rights risks across business operations	· Opened the 'Happy Car Wash' through the direct employment of persons with disabilities (October) · Developed and distributed a preventive handbook based on workplace harassment cases · Conducted an organizational culture assessment and a human rights impact assessment	· Improve identified risks based on the results of the organizational culture and human rights assessments · Maintain certification as a family-friendly company	5, 8, 10, 16
	Health and Safety Management		Reduce health and safety risks through a proactive, organization-wide management system for employees and business partners.	· Improved the Occupational Health and Safety Management System - Revised policies and strengthened the operation of the Occupational Health and Safety Committee · Enhanced the effectiveness of risk assessments through employee participation · Conducted activities to raise awareness related to occupational health and safety - Conducted EV fire response training, special campus safety education, and health promotion programs	· Standardize work permit procedures and forms · Strengthen on-site inspection systems led by safety and health managers and supervisors · Further enhance occupational health and safety awareness	8
On Green Future	Climate Change Response	●	Implement carbon neutrality strategies by reducing greenhouse gas (GHG) emissions and improving energy efficiency	· Conducted climate scenario analysis based on TCFD recommendations · Improved facility infrastructure and adopted eco-friendly energy solutions · Expanded renewable energy use - Expanded solar power generation (Cheonan Campus) and installed new facilities (Songdo Campus)	· Advance climate-related financial strategies in alignment with KSSB standards	3, 9, 13
	Environmental Management	●	Minimize environmental impacts through the management of waste, water resources, and pollutants generated at business sites	· Expanded the number of sites measuring waste generation and treatment methods · Completed environmental information disclosure for five sites through the system (Headquarters, Cheonan Campus, Daegu Campus, Songdo Campus, Yongin Research Center)	· Advance environmental data management through the environmental information disclosure system · Enhance climate-related targets and performance indicators	3, 6, 7, 12
	Biodiversity Conservation		Protect ecosystems through impact mitigation and the conservation of key species and habitats	· Conducted biodiversity conservation activities at three production sites and disclosed participation in the Business and Biodiversity Platform (BNBP) initiative · Held the 20th Green Camp · Identified and disclosed nature-related risks and opportunities based on TNFD recommendations	· Expand biodiversity conservation activities across business sites and encourage employee participation through awareness campaigns · Held the 21st Green Camp	6, 14, 15
On Responsibility	Responsible Supply Chain Management		Establish a sustainable value chain by identifying and monitoring ESG risks throughout the supply chain	· Held the 3rd Dong-A ST Supply Chain Partnership Forum with 10 key raw material suppliers and conducted training for the Purchasing Team (November) · Conducted self-assessments for 43 major suppliers and on-site audits of 3 suppliers, including third-party verification for one supplier	· Strengthen ESG procurement KPIs and performance management system · Strengthen supplier partnerships and establish supplier evaluation criteria - Hold the 4th Partnership Forum and implement supplier evaluation criteria · Incorporate ESG performance clauses into supply agreements	8, 12
	Ethics and Compliance Management	●	Ensure legal compliance and ethical conduct through effective internal controls and clear standards of conduct	· Strengthened compliance with CP and ABMS (ISO 37001) - Conducted regular CP training for the Sales Division and improved ABMS processes - Conducted mandatory ethics and compliance training for all employees · Established an Enterprise Risk Management (ERM) system - Completed phased implementation and reporting	· Expand employee participation in ethics and compliance training - Strengthen regular CP training and ABMS internal auditor training · Advance Enterprise Risk Management (ERM) - Identify key risks and conduct C-level (executive) interviews	5, 8, 16
	Community Engagement and Development		Promote regional development through open innovation and community-driven social contribution programs	· Conducted growth hormone donation programs and cancer treatment support programs · Conducted on-site tour programs for high school and university students · Held a 6.5 km walking event in partnership with the Diabetes Research Foundation as part of the Dong-A Socio Group · Expanded global community CSR initiatives - Provided HiCardi solutions and pharmaceuticals to Ethiopia and Cambodia	· Maintain existing domestic and global CSR programs and measure social value creation · Promote new region-specific social contribution initiatives · Establish mid- to long-term CSR implementation strategies	3, 4, 11

Sustainability Management System

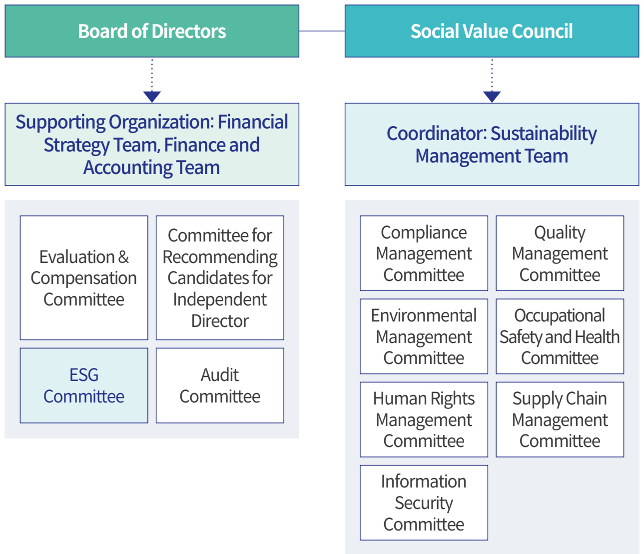
Governance

Roles and Responsibilities of Board of Directors and Management

- Established a dual sustainability governance structure centered on the ESG Committee under the Board of Directors and the Social Value Council.
- The Board of Directors oversees key ESG risks by reviewing and approving agenda items related to safety, occupational health, and environmental management on an annual basis.
- The ESG Committee was established in July 2024 and convenes at least once per quarter. It consists of two Executive Directors and three Independent Directors, with an Independent Director serving as Chair to ensure expertise and independence.
- The ESG Committee is responsible for making decisions on ESG strategies, directions, goals, and policies, and performs oversight of internal transactions involving affiliated companies and related parties.
- The Social Value Council operates seven subcommittees by functional area and oversees ESG implementation, while regularly reporting to the CEO on the status of sustainability reporting activities and mid- to long-term plans.

Sustainability Management Execution Organization

- Operates a dedicated Sustainability Management Team responsible for overall sustainability management activities, including ESG.
- The Sustainability Management Team establishes sustainability management strategies and goals, manages the performance of implementation initiatives, publishes sustainability reports, and responds to domestic and global ESG assessments.
- The Financial Strategy Team supports the General Shareholders' Meeting, Board of Directors, and ESG Committee operations, and performs activities related to internal control over financial reporting while maintaining close collaboration with the Sustainability Management Team.



Key Agendas Reviewed by the Board of Directors and ESG Committee

Category	Meeting Date	Agenda
Board of Directors	Feb. 2025	· Report on the Results of the CEO's Review of the 2024 ISO 37001 Anti-Bribery Management System · CEO's Report on the Operating Effectiveness of Internal Control over Financial Reporting
	Mar. 2025	· Report on the operation of Board subcommittees in 2024 · Audit Committee's Report on the Evaluation of the Operating Effectiveness of Internal Control over Financial Reporting
	Apr. 2025	· Report on occupational safety and health management for 2024 and 2025
	Dec. 2025	· Revision of occupational safety and health policies
ESG Committee	Feb. 2025	· Report on the results of the 2024 materiality assessment
	Mar. 2025	· Approval of the 2025 ESG management plan · Report on 2024 ESG management performance · Interim report on the 2024 Sustainability Report
	Jul. 2025	· Report on ESG management performance for the first half of 2025 · Report on ESG management plans for the second half of 2025
	Dec. 2025	· Review and approval of material topics and issuance plans for the 2025 Sustainability Report
Social Value Council	Jun. 2025	· Report on the issuance of the 2024 Sustainability Report · Report on Social Value Council operation revisions and committee-level first-half results and second-half plans
	Dec. 2025	· Annual performance report of the 2025 Social Value Council · Report on the issuance plan for the 2025 Sustainability Report and ESG assessment results

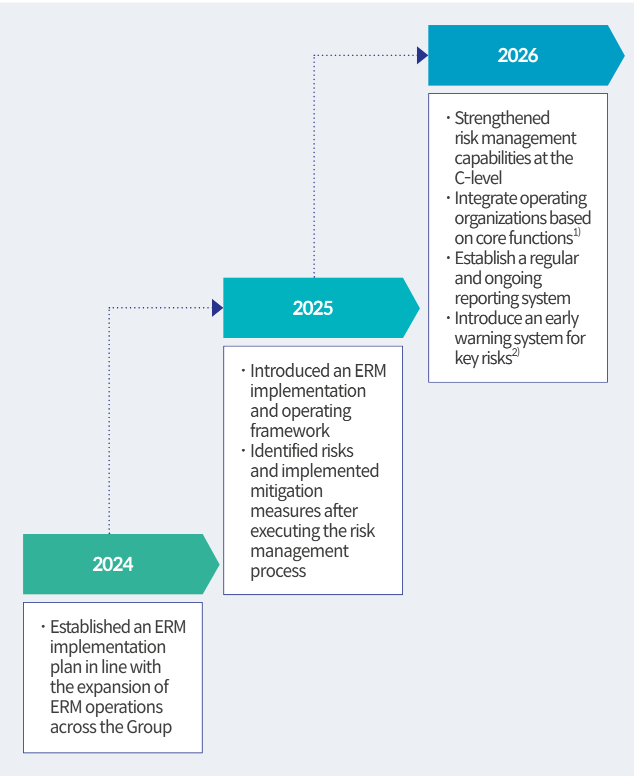
Sustainability Management System

Risk Management

Enterprise Risk Management (ERM) Framework

ERM Establishment Plan and Implementation

- To enhance organization-wide risk response capabilities and establish a proactive framework for managing critical risks, the Company has established and operates an Enterprise Risk Management (ERM) system.
- An integrated risk management framework plan was established in 2024, phased implementation activities were carried out in 2025, and the Company plans to further advance its enterprise-wide risk management system in 2026.



1) Integrated 79 existing teams and 21 groups into 14 groups based on functions and organizational structure
2) Identified key risks based on threshold values of quantitative indicators

ERM Governance

- Risks with high likelihood and impact are periodically identified and monitored by the responsible departments within each division, and response actions are implemented promptly when necessary.
- Key risk issues are reported to the Board of Directors, the Company's highest decision-making body, on a regular or ad hoc basis, and response measures are established through the Board's review and approval.

Integrated Risk Management Organization

Roles and Responsibilities for Risk Identification and Management

Category	Overall	Group	Team
Key Roles	· Establish the Company's ERM strategy · Lead enterprise-wide risk management activities	· Operate risk management processes within the group · Manage risk management activities across teams	· Identify risks within the team · Assess risks and establish response measures

Roles Across Integrated Risk Management Functions

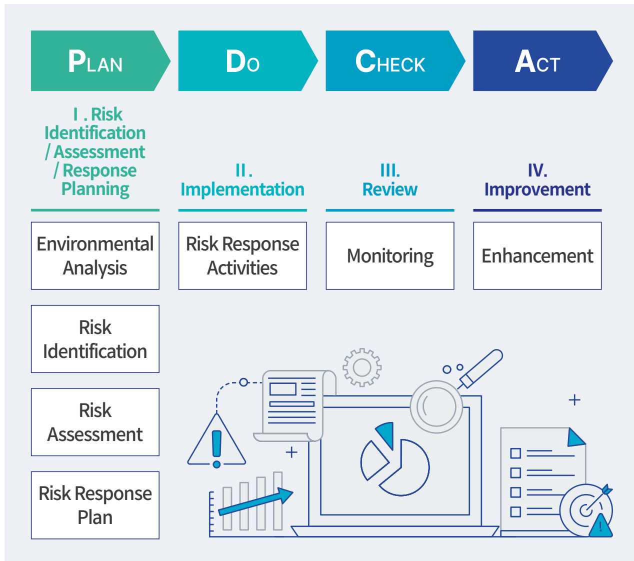
Category	1st Line	2nd Line	3rd Line
Key Roles	· Perform operational risk management activities on an ongoing basis	· Establish risk control standards at the executive level, Oversee risk management and compliance activities on an annual basis	· Conduct internal audits that provide independent assurance regarding the effectiveness of risk management and compliance processes on an annual basis

Risk Management Training

Category	Target	Frequency	Topics	Organizer
Board of Directors	Audit Committee	· A total of 11 training sessions were conducted in 2025	· Improvement of corporate governance and directors' responsibilities · Considerations for the Board of Directors and Audit Committee in preparation for sustainability disclosures, etc.	· Audit Committee Forum of the Korea Listed Companies Association · Samjong KPMG

Risk Management Process

- To enhance the integrated risk management framework, the Company systematically identifies and assesses enterprise-wide risks on an annual basis.
- During the risk identification stage, assessment criteria are periodically updated to reflect changes in risk status, and qualified internal auditors participate in reviewing organization-wide risks and identifying areas for improvement.
- Identified risks are classified as High, Medium, and Low based on their likelihood and impact, and response priorities are determined according to their significance.
- Each division establishes control measures and monitoring plans based on assessment results and reports them to the Board of Directors and the Chief Executive Officer at least annually.
- Risk assessment results are reflected in the enhancement and review of the integrated risk management framework and are used to strengthen the Company's overall risk response capabilities.



Sustainability Management System

Implementation of Risk Management Plan

- In 2025, in accordance with Dong-A ST's ERM framework, environment analysis, risk identification, risk assessment, and risk response planning activities were conducted across 79 teams and 21 groups.

❶ Environmental Analysis

- Purpose: To analyze external and internal environments in order to identify the scope and characteristics of risks the Company may face.
  - External Environment: External factors such as economic conditions, regulations, and the competitive environment
  - Internal Environment: Internal factors such as organizational structure, management strategy, and internal processes

❷ Risk Identification

- Purpose: To identify all potential risks the Company may face and ensure that no material risks are overlooked.
- Identification of Potential Risks by Type: Strategy / Operations / Compliance / Financial / Environmental

Total Categories Reflected in Risk Identification

Strategic Risk	Strategic Direction	Business Plans	Investment	Reputation	
Operational Risk	Supply Chain	Processes	Human Resources	Asset Management	Information Security/ Audit
Compliance Risk	Quality/ Regulations	Compliance	Legal Management	Disclosure/ Reporting	
Financial Risk	Profitability	Market	Liquidity	Taxation	
Environ-mental Risk	Business Environment	Competitors/ Customers	Natural Disasters/ Accidents		

❸ Risk Assessment

- Purpose: To determine priorities for risk management (integrating materiality assessment and the ERM process).

Risk Assessment Criteria

Likelihood (Frequency of Occurrence + Effectiveness of Control Activities) ⊗ **Impact Severity** (Scope of Risk + Severity of Risk Impact) ⊜ **Risk Rating** (High/Medium/Low)

❹ Risk Response Planning

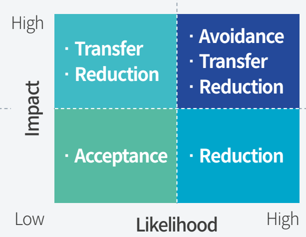
- Purpose: To establish effective response measures for assessed risks
- Development of detailed and actionable response plans
- Identification of implementation timelines and responsible personnel
  1) Determine risk treatment strategies based on risk rating (Avoidance / Reduction / Transfer / Acceptance)
  2) Establish response plans based on selected risk treatment strategies

Risk Treatment Direction for Risk Response Planning

High: 7–10 points Low: 2–6 points

Low Likelihood, High Impact Risk
- High impact, low likelihood
- Establish response measures focused on 'response' and contingency management

High Likelihood, High Impact Risk
- High impact, high likelihood
- Establish response measures focused on 'prevention' and 'response'



Low Likelihood, Low Impact Risk
- Low impact, low likelihood

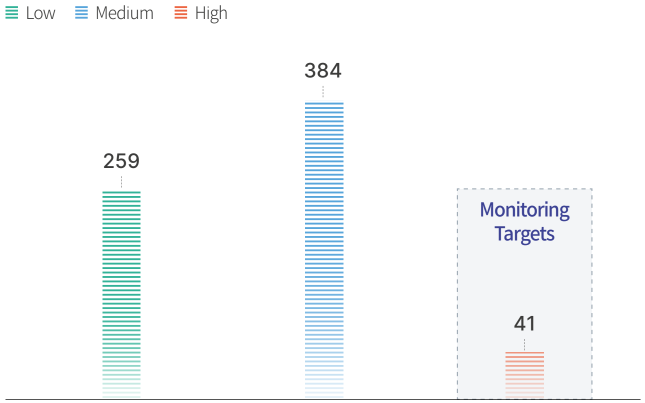
High Likelihood, Low Impact Risk
- Low impact, high likelihood
- Establish response measures focused on 'prevention'

※ Each organization determines risk treatment strategies based on the guidelines

Implementation of Risk Response Activities

- As a result of risk aggregation in 2025, 574 risks were initially identified.
- Through interviews with relevant departments, an additional 110 risks were identified, bringing the total to 684 risks.
- The finalized list of 684 identified risks was transferred to the Audit Team for use in periodic audits, and the risk assessment process identified 41 high-priority risks.

Identified Risks in 2025



Sustainability Management System

Risk Management Monitoring

- Among the identified high-priority risks, monitoring targets were selected based on their potential financial impact on production and inventory management, as well as their operational impact on relevant departments.
- In 2025, two risks were selected for monitoring: delays in facility stabilization and utilization rate normalization, and risks related to maintaining appropriate inventory levels.

Risk Improvement and Mitigation Measures

- At the enterprise level, risks inherent in overall business activities are identified, and roles and responsibilities (R&R) for risk management are clearly defined at the group and team levels to support both preventive activities and corrective actions.
- The business impact of each risk item is analyzed, and management policies and action plans were established to ensure compliance with applicable laws, regulations, and internal policies.
- Key risks and response plans were regularly reported to the Audit Committee and incorporated into enterprise-wide risk control and decision-making processes.
- For the two risks selected for monitoring in 2025, mitigation measures were established and implemented, and risk improvement activities were carried out accordingly.

2026 ERM Enhancement Plan

- Integration of ERM Operating Organization Based on Core Functions

Integrated 21 Groups
Integrated 79 Teams
→ Integrated 14 Groups

- Enhancement of Risk Assessment Methods and Criteria

- Establish enterprise-wide integrated risk management through the provision of standardized environmental analysis criteria.
- Enhance documentation by including the rationale for risk identification, current management status, and key response considerations.
- Improve the objectivity of risk assessments by providing illustrative examples of assessment criteria.
- Strengthen the assessment methodology by supplementing existing evaluation approaches[1)] to address the limitations of quantitative analysis and improve the ability to assess complex risk scenarios.

1) Reflect both quantitative evaluation (severity, likelihood, and detectability) and qualitative evaluation (risk prioritization)

Risk Mitigation Measures in 2025

1. Risk of Delays in Facility Stabilization and Utilization Rate Normalization

Risk Type	Likelihood	Impact Severity	Score	Rating	Risk Treatment	Residual Risk Impact	Mitigation Measures
Operational Risk	8	8	16	High	Reduction	Risk of product stockouts	· Monitor the execution rate of process plans based on monthly production indicators · Review production plans and shipment systems through regular supply coordination meetings · Share progress updates with relevant departments through internal IT systems

2. Risk of Maintaining Appropriate Inventory Levels

Risk Type	Likelihood	Impact Severity	Score	Rating	Risk Treatment	Residual Risk Impact	Mitigation Measures
Operational Risk	7	9	16	High	Reduction	Potential financial losses resulting from excess inventory	· Standardize monthly sales forecasting by product based on probability of occurrence → reflect forecasts in production planning · Adjust minimum order quantities (MOQ) for high-risk slow-moving products → optimize production volume accordingly

Incorporation of ESG Risks in New Business Reviews and Investments

- Establish a responsible investment decision-making framework that incorporates ESG factors and defines sustainable investment principles to create long-term value alongside financial performance.
- Key investment proposals are evaluated using Dong-A ST's negative screening criteria and ESG checklist. Proposals that do not satisfy the criteria are either deferred or returned for further review during the preliminary evaluation stage.
- In 2025, ESG-based preliminary assessments were conducted for four investment proposals, including equity investments and acquisitions, strategic partnerships, business infrastructure expansion, and capital investments.

Negative Screening Checklist

No.	Investment Exclusion Criteria
1	Industries with the potential to cause significant social harm
2	Businesses associated with human rights violations or infringement of fundamental rights
3	Industries with a high risk of excessive carbon emissions or environmental damage
4	Businesses that conflict with the principles of ethical management and responsible corporate governance

MATERIALITY ASSESSMENT

3

Double Materiality Assessment

Double Materiality Assessment Process

- A double materiality assessment is conducted in accordance with the Global Reporting Initiative (GRI) Standards 2021 and the EU's European Sustainability Reporting Standards (ESRS).
- Material topics requiring prioritized management are identified through a comprehensive assessment of the Company's impact on society and the environment (inside-out perspective) and the financial impact of environmental and social factors on the Company (outside-in perspective).
- The appropriateness of material topics and any changes in prioritization are reviewed through stakeholder surveys based on the previous year's double materiality assessment.
- Identified material ESG topics, along with the associated risks and opportunities, management approaches, and Sustainability Report publication plan, are reported to the ESG Committee under the Board of Directors.

Step 1

2024 Issue Pool Development and Materiality Analysis

Identification of Key Issues Aligned with Global ESG Standards

- Identification of Dong-A ST-specific issues based on domestic and international ESG disclosure regulations, standards, and guidelines (GRI Standards 2021, SASB, ESRS, ISSB, K-ESG, UN SDGs, etc.), as well as ESG rating frameworks (KCGS, MSCI, S&P CSA, etc.).

Internal and External Environment Analysis

Internal Environment
- Existing material ESG topics of Dong-A ST
- Seven priority areas identified in the Dong-A Socio Group Sustainability Report
- Dong-A ST's management objectives
- Agenda items reviewed by the ESG Committee

External Environment
- Media coverage and press releases
- Material topics identified by competitors and peer companies (5 domestic pharmaceutical and biotechnology companies and 3 global peer companies)
- Relevant laws and regulations (Pharmaceutical Affairs Act, Labor Standards Act, Fair Trade Act, etc.)

Materiality Analysis Criteria

- Materiality analysis is conducted by considering the combined effect of impact severity and likelihood for social and environmental impacts, as well as financial impacts.

Social and Environmental Impact (Impact Materiality)		Financial Impact (Financial Materiality)	
Positive Impact (1–5)	Negative Impact (1–5)	Opportunity (1–5)	Risk (1–5)
Severity: Scale, Scope	Severity: Scale, Scope	Severity: Scale	Severity: Scale
Likelihood	Likelihood	Likelihood	Likelihood
	Irremediability		

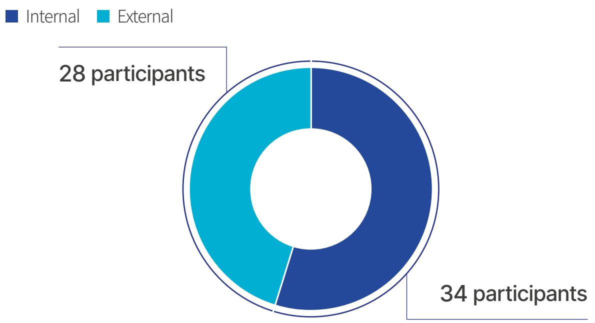
Step 2

Material Topic Prioritization Review

Stakeholder Survey

- In the first half of 2025, six material topics were identified through a double materiality assessment based on 2024 data. In the second half of the year, additional internal and external stakeholder surveys were conducted to review the appropriateness of topic prioritization, assess any changes, and update the results accordingly.
  - Survey Period: November 27, 2025 – December 8, 2025
  - Internal Stakeholders: Employees from departments related to material topics (including Independent Directors)
  - External Stakeholders: Customers, Industry peers, Business Partners, Investors, etc.
  - Survey Topics: Awareness and completeness of each material topic, priority rankings, and feedback on the overall report

Number of Survey Participants (Total: 62 participants)



Step 3

Identification of Material Topics in 2025

Identification and Review of Material Topics

- Based on stakeholder survey results, changes were observed in the rankings of Corporate Ethics and Compliance and Supplier ESG Management.

Rank: New	Rank: Previous	Rank Change	Material Topic
1	1	Maintained	Pharmaceutical Quality and Safety Management
2	2	Maintained	R&D Investment Expansion and New Drug Development
3	3	Maintained	Talent Acquisition and Management
4	5	▲1	Corporate Ethics and Compliance
5	6	▲1	Fostering a Positive Organizational Culture
6	4	▼2	Supplier ESG Management

Final Selection and Reporting of Material Topics

- Updates to material topics were reflected in the 'Sustainability Report publication plan,' which was finalized following approval by the ESG Committee under the Board of Directors.
- Financial risks, opportunities, and management approaches related to material topics were reported to and reviewed by the Board of Directors.

Double Materiality Assessment

Previous Assessment Results of the Double Materiality Assessment

- In the first half of 2025, a double materiality assessment was conducted based on 2024 data, resulting in the identification of six material topics: 'Pharmaceutical Quality and Safety Management'; 'R&D Investment Expansion and New Drug Development'; 'Talent Acquisition and Management'; 'Corporate Ethics and Compliance'; 'Supplier ESG Management'; and 'Fostering a Positive Organizational Culture'

New Assessment Material Topic Prioritization Review

- Based on the six material topics identified through the double materiality assessment, additional stakeholder surveys were conducted in the second half of the year to review topic prioritization and gather stakeholder feedback.
- Among the previously identified material topics, the rankings of 'Corporate Ethics and Compliance' and 'Fostering a Positive Organizational Culture' increased, reflecting strengthened efforts beyond compliance with healthcare-related regulations, the incorporation of risk management considerations, and growing stakeholder expectations regarding organizational culture.

Six Material Topics of Dong-A ST in 2025

2025 Rank	2024 Rank	Change from Previous Year	Material Topic	Related Stakeholders	Reference
1	1	Maintained	Pharmaceutical Quality and Safety Management	· Customers · Shareholders & Investors	p.35-40
2	2	Maintained	R&D Investment Expansion and New Drug Development	· Customers · Shareholders & Investors · Government & Local Authorities	p.31-34
3	3	Maintained	Talent Acquisition and Management	· Employees	p.41-46
4	5	▲1	Corporate Ethics and Compliance	· Shareholders & Investors · Government & Local Authorities	p.97-101
5	6	▲1	Fostering a Positive Organizational Culture	· Employees	p.41-46
6	4	▼2	Supplier ESG Management	· Suppliers · Government & Local Authorities	p.79-81

Double Materiality Assessment

Impact Analysis of Six Material Topics

Rank	Material Topic	Impact of Material Topic on Corporate Finance Performance (Outside-In)					
		Type of Impact	Business Relevance	Scope of Impact	Response Strategy	Relevant Target(s)	Alignment with Executive KPIs
1	Pharmaceutical Quality and Safety Management	· Type of Impact: Risk · Financial Impact: → Legal costs and loss of brand trust resulting from quality issues or product recalls → Potential revenue losses arising from price reductions or supply disruptions	→ Drug quality and safety, which are core competitive strengths of pharmaceutical companies, are directly linked to regulatory approvals, pricing, and consumer trust → Quality-related risks may lead to product recalls or sales suspensions, resulting not only in financial losses but also in long-term reputational damage	Cost, Risk, Operations	· Continuous training capability-building initiatives to establish a quality management system aligned with global standards	· Enhancing manufacturing quality competitiveness · Strengthening integrated SCM processes · Evaluating the effectiveness of the GMP School	· Deviation management · Achievement rate of productivity improvement targets · On-time delivery rate
2	R&D Investment Expansion and New Drug Development	· Type of Impact: Opportunity · Financial Impact: → Expansion of market share and creation of new revenue streams through the new drug pipeline → Enhanced long-term revenue stability and improved potential for global market expansion through patent acquisition	→ The pharmaceutical industry relies on technological capabilities and a robust new drug pipeline for growth, making sustained R&D investment essential in responding to intensifying global competition and shortening product life cycles	Revenue, Cost Operations	· Strengthening the pipeline through sustained R&D investment · Expanding external research partnerships to improve R&D productivity	· Creating value through external partnerships · Strengthening pipeline and platform development · Developing differentiated products and implementing lifecycle management (LCM)	· Progress by research project · Establishment and expansion of research capabilities for new modalities
3	Talent Acquisition and Management	· Type of Impact: Opportunity · Financial Impact: → Improved productivity and labor-cost efficiency through enhanced organizational competitiveness	→ The pharmaceutical industry demands a high level of expertise and ethics, and securing and retaining key talent is directly linked to strengthening R&D capabilities and organizational competitiveness → In a rapidly changing industry environment, employee turnover and recruitment challenges can reduce productivity and increase workforce development costs.	Cost, Operations	· Enhancing R&D capabilities and organizational competitiveness through the recruitment of top researchers and high-potential talent across functions	· Improving leadership capabilities · Establishing long-term talent acquisition strategies	· Implementation of evaluation indicators for new managers · Follow-up management of performance review processes · Expansion of differentiated performance-based compensation
4	Corporate Ethics and Compliance	· Type of Impact: Risk · Financial Impact: → Increased regulatory compliance costs, including fines, penalties, and litigation arising from bribery or fair trade violations	→ Unfair trade practices and violations of anti-corruption laws can lead not only to fines and legal sanctions but also to the loss of business opportunities such as government bids and regulatory approvals → As regulations governing pharmaceutical distribution and marketing continue to strengthen, ethics and compliance have become increasingly significant key risk factors	Cost, Risk Operations	· Conducting compliance training for all employees · Regular monitoring of unfair trade practices · Strengthening CP awareness initiatives for sales departments	· Zero violations of compliance-related regulations · Maintaining ISO 37001 certification	· Regulatory compliance (violation status)
5	Fostering a Positive Organizational Culture	· Type of Impact: Opportunity · Financial Impact: → Reduced turnover and lower recruitment and retention costs through improved employee satisfaction and engagement	→ A flexible, trust-based organizational culture fosters innovation and collaboration, contributing to improved corporate image and long-term human capital competitiveness	Cost, Operations	· Identifying potential human rights risks arising from business activities · Conducting human rights impact assessments · Implementing preventive measures through workplace human rights surveys	· Conducting regular organizational culture assessments and implementing improvement initiatives	· Satisfaction rate with organizational culture assessments
6	Supplier ESG Management	· Type of Impact: Risk · Financial Impact: → amage to brand reputation and reduced supply chain stability resulting from human rights or environmental issues within the supply chain → Direct and indirect costs arising from increased legal liabilities or supply disruptions	→ Suppliers' ESG risks may create legal and reputational impacts for Dong-A ST and could result in exclusion from global pharmaceutical supply chains and markets → There is a growing need to systematically manage supplier ESG risks to ensure the stability, quality, and ethical integrity of raw and packaging material supply	Cost, Risk Operations	· Expanding the scope of Tier-1 supplier risk assessments · Increasing the number of suppliers conducting self-assessments · Expanding supplier participation in Code of Conduct compliance agreements · Improving supplier ESG training programs	· Hosting supplier forums and engagement meetings · Expanding supplier self-assessment coverage by tier	· Operation and enhancement of the supplier ESG management · Supplier self-assessment participation rate by tier

Double Materiality Assessment

Impact Analysis of Six Material Topics

Rank	Material Topic	Impact of Material Topic on Society and the Environment (Inside-Out)			
		Value Chain	External Stakeholders	Impact on External Stakeholders	Performance Indicator(s)
1	Pharmaceutical Quality and Safety Management	· Direct operations · Products and services · Supply chain	· Customers · Suppliers	· Positive → Contributes to improved treatment outcomes and consumer safety through enhanced pharmaceutical quality → Strengthens supplier quality management through higher quality standards across the supply chain	· Number of product recalls · Number of product quality complaints and adverse event reports · Number of GMP audits/inspections and compliance rates
2	R&D Investment Expansion and New Drug Development	· Direct operations · Products and services	· Customers · Society	· Positive → Improves patient survival and quality of life by providing treatment options for rare and serious diseases → Contributes to public health and societal well-being through the development of innovative medicines	· Annual R&D investment and R&D investment-to-revenue ratio · Number of pipeline assets and development status by phase
3	Talent Acquisition and Management	· Direct operations	· Society	· Positive → Contributes to local job creation and supports youth employment by expanding the recruitment of high-potential talent and local hires	· Total number of employees and new hires · Total training cost/hours and per capita training cost/hours · Percentage of local hires
4	Corporate Ethics and Compliance	· Direct operations · Supply chain	· Society · Suppliers	· Positive → Prevents corruption and legal violations, fulfills corporate social responsibility, and promotes a culture of ethical and transparent business practices	· Compliance training completion rate · Number of corruption ethics and violation reports and resolution rate · Number of compliance-related internal audits and violations identified
5	Fostering a Positive Organizational Culture	· Direct operations	· Society	· Positive → Improves employee quality of life and contributes to broader improvements in workplace culture through increased work flexibility, psychological support, and expanded employee welfare programs	· Employee satisfaction survey results · Employee turnover rate and average years of service · Flexible work arrangement utilization rate
6	Supplier ESG Management	· Supply chain	· Society · Environment · Suppliers	· Positive → Contributes to building a sustainable supply chain through the systematic management of supplier ESG risks related to labor practices and environmental performance · Negative → Insufficient ESG capabilities among suppliers may increase supply chain risks and adverse impacts on local communities	· Number of supplier ESG risk assessments and remediation rate · Number of supply chain forums and supplier participation rate

SPECIAL SECTION

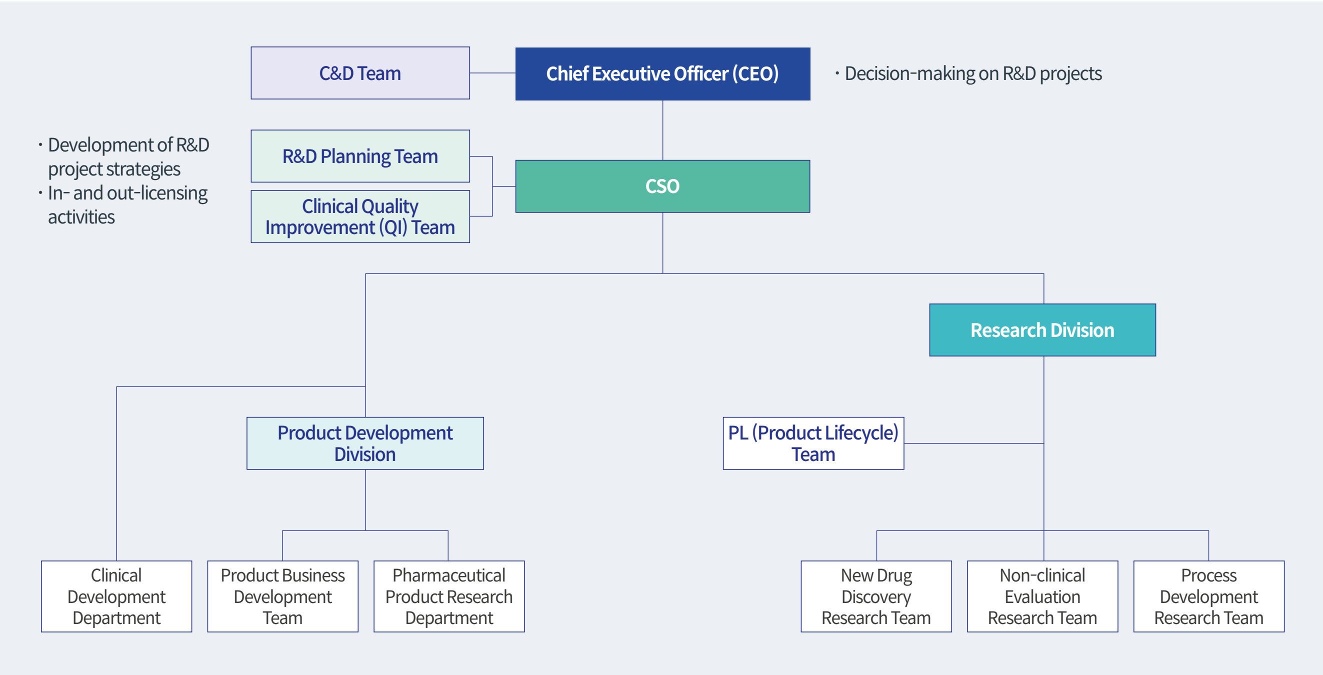
4

New Drug R&D

Governance

New Drug R&D Management System

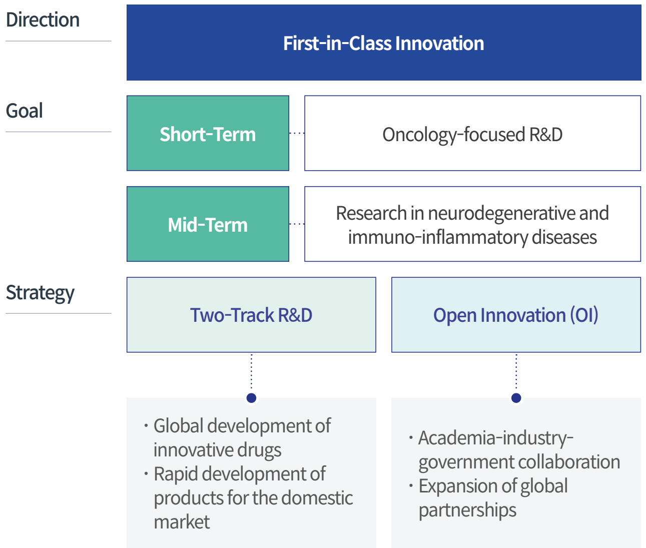
- Strengthened innovative capabilities and R&D efficiency through the restructuring of an integrated R&D management system encompassing research, clinical development, and business development functions.
- Introduced a Chief Scientific Officer (CSO) system that oversees the entire new drug R&D process under the CEO's leadership. Through the operation of the R&D Planning Team, Clinical Quality Improvement (QI) Team, and Research Division, the Company systematically manages the entire pipeline from candidate discovery through clinical development.
- Reorganized specialized operating units, including three units within the Research Division and two units under the Product Development Division, to support pipeline management.



Strategy

Strategic New Drug R&D Strategy

- Established an R&D strategy to respond to changes in the external pharmaceutical industry environment and strengthen global competitiveness through the development of innovative drugs.
- Pursues a dual-track R&D strategy combining global and domestic development projects alongside open innovation strategy to expand domestic market share and create value in the global markets.
- Reorganized the R&D structure to focus resources on high-potential pipeline assets, thereby strengthening the competitiveness of key products and supporting the sustainable growth of in-licensed products.



New Drug R&D

Innovative New Drug R&D Pipeline[1)]

Therapeutic Area	Code	Modality	Partner	Partnership Region	Discovery	Preclinical	Phase 1	Phase 2	Phase 3	Commercialization
Oncology	DA-4505	Small Molecule		Global				P1 (Korea)		
	DA-3101	Small Molecule	KANAPH	Global						
	DA-4531	Small Molecule		Global						
	DA-4701 (IN-207039)*	Targeted Protein Degradation (TPD)	inno.N	Global						
Inflammatory & Neuro-degenerative Diseases	DA-7503	Small Molecule	KIST 한국과학기술연구원	Global				P1 (Korea)		
	DA-7505	Small Molecule		Global						
	OA-AAV	AAV		Global						
	Inflammation project	Molecular Glue Degrader	Cyrus	Global						
Endocrine & Others	DA-1241	Small Molecule	MetaVia	Global					P2a (U.S.) Completed	
	DA-1726	Peptide-based Therapy	MetaVia	Global				P1 (U.S.)		
	DA-7801	Small Molecule		Global						

1) Status as of Q1 2026

* Conducted in collaboration with inno.N

Biosimilar R&D Pipeline[2)]

Therapeutic Area	Code	Modality	Partner	Partnership Region	Discovery	Preclinical	Phase 1	Phase 2	Phase 3	Commercialization
Inflammation	DMB-3115	Ustekinumab Biosimilar	meiji, INTAS	China*						Marketed (U.S., EU)
	Next BS	Undisclosed		Global						
Endocrine & Others	DA-3880	Nesp® Biosimilar		Japan, Brazil, Mexico, Turkey, the Middle East (MENA), etc.						Marketed (Japan), Marketing Authorization Filed (Turkey, UAE)
		Aranesp® Biosimilar	SKK, POLIFARMA, Julphar	Global				P1 (EU) Completed		

2) Status as of Q1 2026

New Drug R&D

Highlights of Dong-A ST Partnerships

2007

Sivextro®
Global licensing-out (L/O) to Trius (subsequently acquired by MSD)
FDA approval in 2014

2008

G-CSF
Licensing-out (L/O) to GTS Japan

2012 - 2015

Suganon®
Licensing-out (L/O) to Alkem, Geropharm, and Eurofarma for India, Russia, Latin America, respectively

2014

Darbepoetin alfa biosimilar
Licensing-out (L/O) to SKK Japan

2016

Immuno-oncology
Global licensing-out (L/O) to AbbVie

2017

Immuno-oncology
Co-R&D agreement with AstraZeneca

2018

DA-9801, DA-9803
Global licensing-out (L/O) to MetaVia (previously NeuroBo)

2021

Ustekinumab biosimilar
Global licensing-out (L/O) to Intas

2022

DA-1241, DA-1726
Global licensing-out (L/O) to MetaVia

NESP biosimilar
Licensing-out (L/O) to Polifarma

2023

AT-211
Acquisition of AbTis, an antibody-drug conjugate (ADC) company

2025

DA-1229
Global licensing-out (L/O) to Berko Pharma

New Drug R&D

Special Case - AI-Driven R&D

- AI-driven R&D has been positioned as a core pillar of the Company's new drug development strategy, strengthening data-driven decision-making and enhancing research governance aligned with global standards.
- The Company has established a research framework based on an AI-driven research ecosystem, data governance, and industry–academia–research collaboration platforms to accelerate new drug development and strengthen research capabilities while pursuing responsible innovation for safe and effective medicines.

CASE 1 Selected as a Joint Research Institution for the 'K-AI Drug Development Preclinical and Clinical Model Development Project'

- Selected in November 2025 as a joint research institution for the 'K-AI Drug Development Preclinical and Clinical Model Development Project' led by the Ministry of Health and Welfare and participated in the development of AI-based clinical trial design and data integration platforms.
- Developed AI-based efficacy and toxicity prediction models and clinical optimization technologies using disease data from oncology, diabetes, and other therapeutic areas.
- Played a key role in new drug development, including candidate optimization and preparation for Investigational New Drug (IND) applications.

CASE 2 Announcement of AI-based Drug Candidate Discovery Results by MetaVia

- MetaVia, a subsidiary of Dong-A ST, announced in February 2026 the drug profile analysis results of Vanoglipel (DA-1241), a MASH treatment candidate, using Syntekabio's AI platform, 'DeepMatcher.'
- Identified predictive targets indicating potential therapeutic applications beyond MASH, including inflammatory, cardiovascular, metabolic, and oncology indications.
- Refined candidate development strategies based on AI-driven modeling insights.

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CASE 3 MOU with Seoul National University School of Transdisciplinary Innovations for AI-based Drug Development

- Signed an MOU in October 2025 to conduct collaborative research on AI-based drug development with SNU School of Transdisciplinary Innovations.
- Fosters next-generation AI drug discovery talent through master's and doctoral internship programs.
- Aims to enhance development speed and precision while strengthening global competitiveness through the advancement of AI-based drug development platforms in the mid- to long-term.

CASE 4 MOU with Gradient BioConvergence for AI- and Organoid-based Joint Research

- Signed a joint research agreement in August 2025 with Gradient BioConvergence, an organoid-based biotechnology platform company, for early-stage drug discovery utilizing AI-based genomic analysis.
- Collaboratively pursued novel target discovery through big data analysis, drug response analysis across various cancer types, precision medicine-based screening, and identification of candidate compounds for difficult-to-treat diseases.
- Aims to improve precision and efficiency during the early stages of drug discovery.

Metrics and Targets

Key Achievements of the R&D Pipeline

- As of Q1 2026, the Company maintained 21 pipeline projects, including innovative drugs, biosimilars, and incrementally modified drugs, and continued therapeutic area research through strategic partnerships.

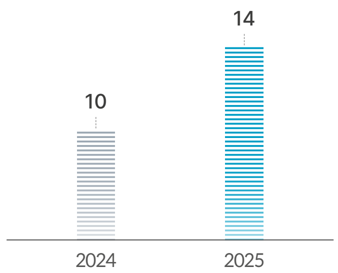
Category	Oncology	Inflammatory & Neuro-degeneration	Endocrine & Others	Total
Clinical Development[1]	1	1	9	11
Discovery–Preclinical	3	4	3	10

1) Includes New Drug Application (NDA) submission

Key Targets for the R&D Pipeline

- To strengthen its R&D pipeline, the Company established a target of maintaining R&D investment at more than 10% of revenue (separate basis) in 2025 and exceeded the target by achieving 14%.
- The Company aims to expand domestic market share and create global value through a dual-track R&D strategy combining global and domestic development projects with an open innovation strategy.
- Key performance indicators include the number of new product launches, pipeline value enhancement, and licensing-in and licensing-out performance.

R&D Expenses as a Share of Revenue
(Unit: %)



Pharmaceutical Quality and Safety

Governance

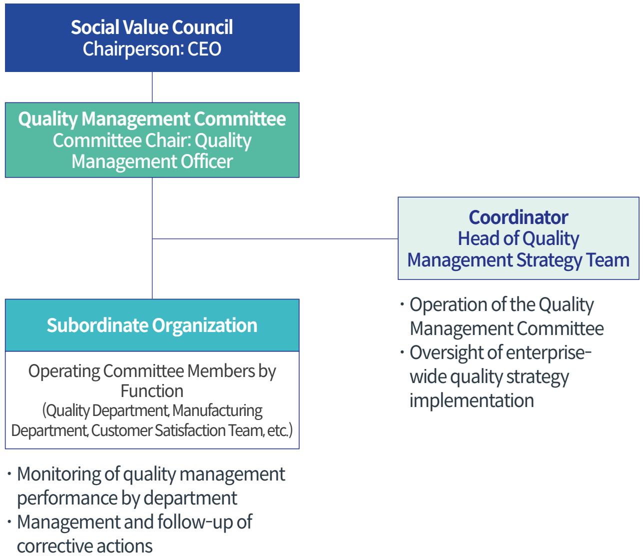
Quality Management System

- To ensure pharmaceutical quality effectively, the Company has established a quality management system that operates throughout all stages, including design, implementation, monitoring, and maintenance.
- Enterprise-wide quality risks are proactively managed through the Quality Management Committee, while customer trust and product competitiveness are enhanced through continuous quality innovation and the advancement of a globally aligned quality management system.
- A Quality Management Office operates under the Quality Management Committee and oversees quality policies and implementation systems for pharmaceutical manufacturing in compliance with GMP[1] standards.
- Quality Assurance Team and Quality Control Team at each campus (Cheonan, Daegu, and Songdo) are responsible for QMS[2] operation and the quality management of products and raw materials across their respective campuses.
- Through quarterly JSMR[3] meetings attended by senior management, quality indicators and key issues are reviewed, and the adequacy and effectiveness of the pharmaceutical quality system are regularly evaluated to support continuous improvement.

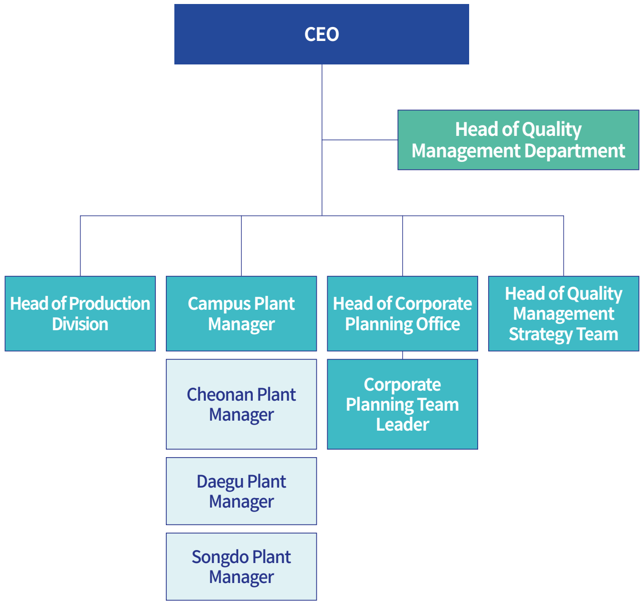
Quality and Safety Management System

- Through the M4[1] Council, which operates directly under the CEO, cross-functional collaboration among management, marketing, manufacturing, quality, and R&D is strengthened, enabling the sharing of major quality issues and discussion of improvement actions.
- Customer-centric policies are established, and customer needs are reflected in management strategies through the systematization of Voice of Customer (VOC).

Quality Management Organization Structure



JSMR Council



M4 Council

1) GMP: Good Manufacturing Practice, standards for manufacturing and quality control of finished pharmaceutical products
2) QMS: Quality Management System
3) JSMR: Joint Site Management Review, a company-wide review process for quality management

1) M4: Make (R&D), Management, Manufacture, Marketing

Pharmaceutical Quality and Safety

Strategy

Quality Management System Advancement Strategy

- Advance the quality management system based on cGMP[1]) standards by establishing a company-wide DI[2]) governance framework, reorganizing the QMS[3]), operating SMRs[4]), improving shop-floor operations, securing supply chain reliability, and strengthening deviation recurrence prevention measures.
- Strengthen sustainable quality competitiveness by developing GMP professionals and fostering a quality-centric culture through QCI activities.

Goal	Establish a cGMP-compliant foundation	Continuously strengthen quality competitiveness	
Key Initiatives	Establish a DI governance system	Improve shop-floor operations	Establish a QMS framework
	Secure supply chain reliability	Strengthen quality through deviation recurrence prevention	Develop a GMP competency framework
	Foster professional auditors	Foster a quality culture (QCI activities)	Operate SMRs

1) cGMP: Current Good Manufacturing Practice, the current standards governing pharmaceutical manufacturing and quality control
2) DI: Data Integrity
3) QMS: Quality Management System
4) SMR: Site Management Review

Quality Management Policy

- Established a quality management policy to build a manufacturing and supply system that complies with domestic and international regulations and global quality standards.
- This policy explicitly requires compliance with GMP[1]) and applicable regulatory guidelines in each country and applies across the entire pharmaceutical value chain, including research and development, manufacturing, quality control, distribution, and regulatory compliance.

↘ Quality Management Policy

Composition of the Quality Management Policy

1	2	3	4	5	6
Quality management	Regulatory compliance and global quality standards	Quality control and product testing	Quality risk management and mitigation	Employee training activities	Supply chain management and partnerships

1) GMP: Good Manufacturing Practice, standards for manufacturing and quality control of finished pharmaceutical products

Risk Management

Product Quality Management

Quality Management System (QMS)

- The Company has established a company-wide Quality Management System (QMS) to ensure the safety and efficacy of pharmaceuticals while enhancing global quality competitiveness.
- The QMS is systematically operated across the product lifecycle—from research and development through manufacturing and post-market use—in accordance with international quality standards such as GLP[1]), GCP[2]), GMP[3]), and GSP[4]).

Quality Management System

GLP				GCP				GMP	GSP
Research and Development Stage				Clinical and Regulatory Approval Stage				Manufacturing Stage	Post-Market Use Stage
Basic Research	Pharmacological Screening of Candidates	Non-clinical Studies	Formulation Development	Phase 1 Clinical Trial	Phase 2 Clinical Trial	Phase 3 Clinical Trial	Marketing Authorization	Production	Distribution and Use

1) GLP (Good Laboratory Practice): Standards that ensure the reliability and accuracy of non-clinical studies
2) GCP (Good Clinical Practice): Standards that ensure the ethical conduct and scientific validity of clinical trials
3) GMP (Good Manufacturing Practice): Standards that ensure product quality and safety throughout pharmaceutical manufacturing processes
4) GSP (Good Storage Practice): Standards that maintain product quality during storage and distribution

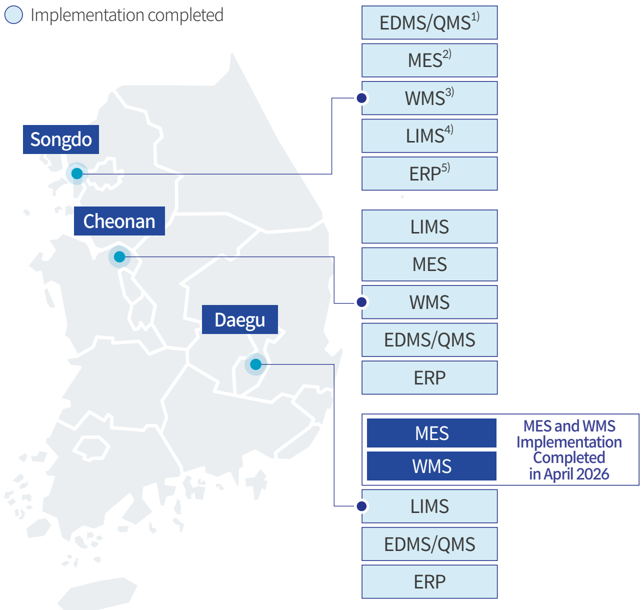
Pharmaceutical Quality and Safety

Pharmaceutical Quality Assurance System

- Each campus regularly monitors and evaluates the effectiveness of its quality systems to ensure compliance with quality policies and applicable regulations.
- GMP IT systems have been implemented at domestic production sites to ensure data integrity and support systematic quality assurance management.
- Site-level quality monitoring is conducted to maintain product quality and safety, while GMP certifications are obtained from the MFDS[1] and regulatory authorities in major export markets.

1) MFDS: Ministry of Food and Drug Safety

GMP IT System Status



1) EDMS/QMS: Electronic Document Management System / Electronic Quality Management System
2) MES: Manufacturing Execution System
3) WMS: Warehouse Management System
4) LIMS: Laboratory Information Management System
5) ERP: Enterprise Resource Planning

Status of GMP Certification for Domestic Sites

Category		Ministry of Food and Drug Safety (MFDS) Approval Status
Cheonan Campus	Finished Pharmaceutical Products	GMP Compliance Certification
Daegu Campus	Finished Pharmaceutical Products	
	Active Pharmaceutical Ingredients	
Songdo Campus	Finished Pharmaceutical Products	

Status of Overseas GMP Certifications

Category	Manufactured Products	Country and Authority
Cheonan Campus	Lampremine Soft Capsule 100 mg (Clofazimine)	WHO, China
	Closerin Capsule 250 mg (Cycloserine)	
	Stillen Tab.	Ukraine, Kazakhstan
	Motilitone Tablet	Mexico, Ukraine
	Zydena Tablet 200 mg (Udenafil)	Malaysia, Jordan, Uzbekistan, Colombia
Daegu Campus	Eporon Injection Prefilled Syringe (Recombinant Human Erythropoietin)	Turkey
	Leucostim Injection Prefilled Syringe (Filgrastim (Recombinant)	
	Gonadopin NF Injection Prefilled Syringe (Recombinant Human Follicle Stimulating Hormone)	Nigeria
	Growtropin-II Injection (Recombinant Human Growth Hormone)	Brazil

Quality Risk Mitigation and Control System Operation

- SOPs[1] are maintained for emergency response, on-site management, corrective actions, product recalls, and customer notifications to enable rapid and effective responses to significant quality incidents.
- Quality Agreements are executed with Contract Manufacturing Organizations (CMOs), and compliance with quality management requirements is verified through periodic audits.
- Quality and safety monitoring systems have been established to identify and respond to incidents, with company-wide procedures covering root cause investigations, reporting, corrective actions, and preventive actions.
- JSMR[2] meetings are conducted quarterly with participation from C-level executives, and improvement initiatives are implemented through reviews of KQIs[3] as well as potential and emerging risks.

1) SOP: Standard Operating Procedure
2) JSMR: Joint Site Management Review
3) KQI: Key Quality Indicator

Pharmaceutical Quality and Safety

Quality Testing Management

- Operates a systematic quality testing framework to ensure the quality of pharmaceutical products.
- Quality testing for active pharmaceutical ingredients (APIs) and finished pharmaceutical products is conducted either internally or through CMOs[1], and testing results generated by CMOs are reviewed, monitored, and approved by the Quality Assurance (QA) team on a product-specific basis.
- Comprehensive quality testing is conducted throughout the entire manufacturing process, including raw material testing, in-process testing, finished product testing, and stability testing.
- All product batches are tested in accordance with approved analytical methods and specifications, and only batches that receive final quality approval are released.
- The quality testing capabilities of CMOs are evaluated through regular on-site audits, and the adequacy of testing standards and operational systems is verified.
- Potential quality and safety risks are proactively identified, and additional quality and stability testing is conducted when necessary to mitigate quality and safety risks.
- In the event of a quality or safety issue, an immediate response system is activated in accordance with pre-established inspection and monitoring procedures to ensure a prompt response.

1) CMO: Contract Manufacturing Organization

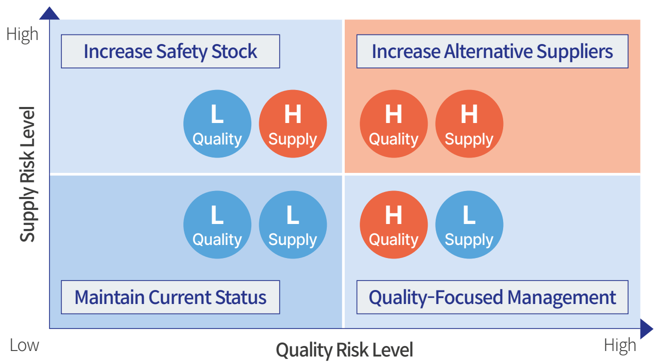
Self-Inspection System Operation

- Self-inspections are conducted to independently evaluate compliance with GMP requirements and the effectiveness of internal quality systems, ensuring consistent manufacture of products that meet quality standards.
- Regular Self-Inspections: Systematic assessments of compliance with manufacturing and quality standards are conducted in accordance with an approved annual audit plan, promoting continuous improvement across all processes.
- Special Self-Inspections: Ad hoc inspections are conducted to investigate root causes and establish corrective and preventive actions in response to significant deviations, quality issues, or customer complaints received through VOC channels.
- Follow-up Management: CAPA[1] plans are established for findings identified during self-inspections, and implementation progress is monitored through a formal follow-up process.

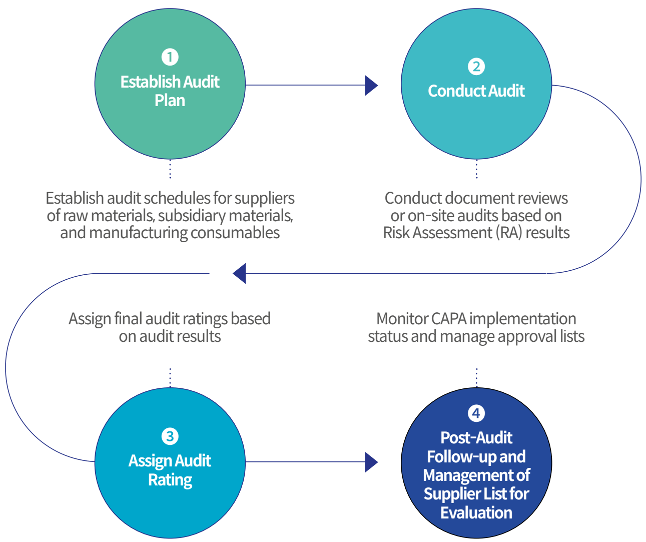
1) CAPA: Corrective and Preventive Actions

Supply Chain Risk Map Development Plan

- Plans to develop a visualized supplier risk map based on a risk assessment model that incorporates both business impact and GMP compliance levels for raw material suppliers.
- Potential supply chain risks—including supply disruptions, geopolitical risks, and quality issues—are proactively identified and assessed.
- Supply stability is strengthened through differentiated supplier management strategies based on risk assessment results.



Supplier Quality Management Process



2025 Supplier Audit Performance

Category	Raw Materials	Subsidiary Materials	Others	Import Suppliers	Small-Volume Suppliers and Service Providers[1]	Total
Target	22	15	13	4	-	54
No. of Audits (Cases)	24	23	13	4	8	72
Target Achievement (%)	109	153	100	100	-	133

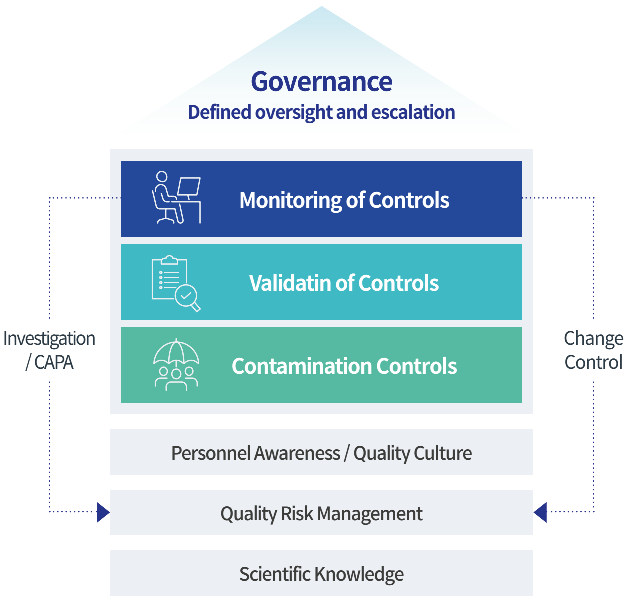
1) Small-volume suppliers and service providers are excluded from scope of future audit targets

Pharmaceutical Quality and Safety

Establishment and Operation of a CCS[1] for Sterile Products

- Established an integrated Contamination Control Strategy (CCS) to prevent contamination—including microorganisms, endotoxins, and particulate matter—throughout the manufacturing process in response to strengthened regulatory requirements under the revised EU Annex 1 for sterile products.
- Evaluates contamination risks associated with changes such as the introduction of new products, raw materials, equipment, facility modifications, and new control methods.
- Continuously manages and improves the CCS throughout the product lifecycle.
- The CCS is integrated within the Pharmaceutical Quality System (PQS) and linked to quality processes such as deviation management, Corrective and Preventive Actions (CAPA), and change control, enabling continuous improvement based on identified risks and improvement opportunities.

1) CCS (Contamination Control Strategy): An integrated contamination prevention and control framework designed to minimize contamination risks during the manufacturing of sterile pharmaceutical products



Product Safety Management

Product Safety Enhancement Activities

- To prevent product counterfeiting, serialization and barcode systems are applied to prescription drugs, and traceability is ensured throughout the pharmaceutical supply chain.

Serial Number and Barcode System for Prescription Drugs

Category	Details	
System Standards	MOHW[1] & MFDS Notifications	Standards for barcode and RFID tag labeling on pharmaceutical products
	HIRA[2]	[Barcode Labeling Manual for Pharmaceuticals – Serial Number Requirements for Prescription Drug Barcodes]

1) Ministry of Health and Welfare
2) Health Insurance Review & Assessment Service

Safety Management of Impurities in Synthetic APIs

Category	Details	
MFDS Assessment	Requested products	Determined to have less than a 10% likelihood of contamination with impurities such as NDMA[1]
Impurity Re-assessment (NDMA[1], Azido[2])	Products with changes	· Change of API manufacturer · Changes classified as major revisions under 'pharmaceutical equivalence testing standards' · Change in primary packaging material · Addition or modification of high-temperature manufacturing processes
Periodic Internal Management	Products with impurity levels exceeding 10% but not exceeding 30% of the provisional control limit	

1) NDMA (N-Nitrosodimethylamine): Classified as Group 2A (possibly carcinogenic to humans) by the International Agency for Research on Cancer (IARC), under the WHO
2) Azido: A type of azide compound with genotoxic and mutagenic potential, considered potentially carcinogenic

Pharmaceutical Stability Program

- Evaluates the physical, chemical, and biological stability of pharmaceutical products over time to establish appropriate storage conditions and shelf life.
- Conducts long-term stability studies to verify the quality and stability of pharmaceutical products over time, and accelerated stability studies to evaluate the effects of accelerated storage conditions on product stability.
- Conducts stress testing, where necessary, to identify degradation pathways and degradation products under varying conditions such as temperature, humidity, and light exposure.

Pharmacovigilance System

- A dedicated Pharmacovigilance (PV) team manages drug safety information to ensure compliance with evolving global pharmacovigilance requirements.
- Drug safety is managed throughout the entire product lifecycle, from preclinical and clinical development through post-marketing surveillance and risk management activities.
- Adverse event information is collected, analyzed, and evaluated from various sources—including spontaneous reports, scientific literature, and clinical studies—and pharmacovigilance awareness is enhanced through annual company-wide training programs.

❶ Safety Information Collection	Consumer reports, healthcare professionals, scientific literature, clinical studies, etc.
❷ Adverse Event Assessment	Reporting to the MFDS and licensing partners
❸ Signal Detection	Establishment of Risk Management Plans (RMPs)
❹ Compliance Monitoring	Submission of Periodic Safety Update Reports (PSURs)
❺ Prevention	Company-wide PV (Pharmacovigilance) training for all employees

Pharmaceutical Quality and Safety

Metrics and Targets

Clinical Trial Accountability Enhancement

Strengthening Compliance and Oversight of Clinical Trial Standards

- Strictly complies with domestic and international clinical trial standards and has established phase-specific management, participant information disclosure, and follow-up procedures to protect the safety, rights, and well-being of clinical trial participants.
- All domestic and international clinical trials are conducted in accordance with the Good Clinical Practice (GCP) of the International Council for Harmonisation (ICH) and the Declaration of Helsinki.
- The Quality Improvement (QI) team conducts inspections to verify compliance with domestic and international ethical regulations, internal Standard Operating Procedures (SOPs), and clinical trial protocols. A total of 9 inspections were completed in 2025.
- All clinical trials are initiated only after obtaining approvals from applicable regulatory authorities, including the Ministry of Food and Drug Safety (MFDS), Institutional Review Boards (IRBs), and Ethics Committees (ECs).

Protection of Clinical Trial Participants

- Prior to initiating clinical trials, product safety is verified through preclinical toxicity studies, followed by phased clinical development (Phase 1–3) to help ensure participant safety.
- To protect the safety and rights of all clinical trial participants, comprehensive information regarding the clinical trial is provided, voluntary informed consent is obtained, and personally identifiable information is protected in accordance with applicable laws, regulations, and privacy requirements.
- To address potential harm resulting from participation in clinical trials, compensation policies have been established, relevant information is provided before enrollment, and clinical trial liability insurance is maintained.

Key Achievements in Product Quality and Safety in 2025

Category	Recall Rate[1] (%)	Number of Quality Claims[2]	Number of Regulatory Inspections	Number of Internal Audits
Cheonan Campus	N/A	35	1	5
Songdo Campus	N/A	4	1	3
Daegu Campus	N/A	130	2	3

1) Percentage of marketed products subject to recall actions
2) Number of customer complaints received through VOC channels and confirmed to be attributable to the Company

2026 Pharmaceutical Quality Management Plan

Category	2026
Product Complaint Management	1. Conduct quarterly complaint review meetings to achieve zero product complaints - Focused management of product complaints related to the Injection iPen 2. Continuously monitor CAPA effectiveness to achieve zero product complaints - Product damage issues related to Growtropin; review of CAPA effectiveness
Risk Prevention	1. Conduct on-site assessments in accordance with supplier audit and self-inspection plans to proactively mitigate risks 2. JSMR[1]: Conduct quarterly, with SMR meetings held in advance 3. Enhance and expand management of Key Quality Indicators (KQIs)
Quality Culture Activities	1. Establish 2026 Q.C.I activity plan - Develop and implement 2026 plan based on a review of 2025 activities 2. Establish an auditor training program - Build the process in the first half of 2026 and train 7-15 auditors in the second half 3. Enhance and operate GMP School 4. Conduct regular DI training 5. Publish GMP Magazine 6. Enhance employee awareness through self-inspection training programs

1) Joint Site Management Review

Product Quality and Safety-Related Objectives

1) Managed in alignment with KPI performance evaluation

Talent & Well-Being

Governance

Human Resource Management System

- The Happiness Management Office under the CEO oversees all aspects of human resource management—including talent acquisition, development, and organizational culture improvement—while the HR Team and Training Team under the Office are responsible for operational execution to ensure systematic and structured management.
- Based on an integrated human resource management system, the Company recruits top talent across a wide range of job functions through fair and transparent hiring practices and promotes continuous employee growth through capacity-building programs, leadership training, and career development support programs.

Social Value Council
Chairperson: CEO

- Final approval of HR strategies and policies
- Monitoring and providing feedback on talent management performance

Human Rights Management Committee
Committee Chair: Head of Happiness Management Office

- Company-wide HR strategy planning and oversight
- Design and operation of HR policies and systems
- Integrated management of talent acquisition, development, performance evaluation, and compensation
- HR risk management, including monitoring compliance with labor laws and regulations

HR Team	Training Team
· Talent acquisition · Performance management system development · Workforce reallocation and PIP[1] management · Leadership assessment and development · Administration and enhancement of employee benefits programs · Execution of collective bargaining agreements and operation of labor-management councils	· Planning and delivery of training and development programs · Evaluation and improvement of training effectiveness · Organizational culture assessment and improvement

1) PIP: Performance Improvement Program

Strategy

2025 HR Vision and Strategy

Mission	Endless Challenges for the Health and Happiness of Humanity
Vision	Building a Happy Workplace Through Trustworthy and Meaningful Work

Strategy

Talent Acquisition and Development

- Promotes the 'D-STYLE' talent philosophy, reflecting the Group's core values of innovation, driving change, mutual trust, and shared growth.

Ideal Talent Profile

Talent Profile: Talent who anticipate change, deliver optimal solutions, and create shared value by growing with diverse stakeholders

Core Values	Pursuing Innovation	Driving Change	Mutual Trust	Growing Together
	Start with small innovations through new perspectives	Anticipate trends and embrace proactive change	Create synergy through trust	Grow together with employees, customers, and society
Guiding Principles	① Living a life of innovation	⑤ Agile response	⑨ Creating synergy	⑬ Social responsibility
	② New perspectives	⑥ Commitment to continuous change	⑩ Win-win mindset	⑭ Sharing and volunteering
	③ Challenging spirit	⑦ Open-mindedness	⑪ Active communication	⑮ Continuous self-development
	④ Sincerity and perseverance	⑧ Leading by example	⑫ Consistent behavior	⑯ Accountability

Talent & Well-Being

Talent Acquisition Strategy

- Conducts year-round recruitment of both entry-level and experienced professionals to secure qualified talent across various functions, including R&D, sales, and manufacturing.
- The recruitment process consists of six stages and is carried out in compliance with the Act on Fairness in Recruitment Procedures. Candidates are evaluated based on diverse job-related competencies without regard to gender, age, or other personal characteristics.
- A continuous talent pool registration system is operated to attract outstanding talent and diversify talent sourcing channels.

Talent Recruitment Process

1. Application Submission
2. Resume Screening
3. Online Assessment
4. Hiring Manager Interview
5. Executive Interview
6. Final Offer

Local Talent Development and Recruitment

- Since 2023, the Company has operated pharmaceutical and bio-industry site visit programs to promote shared growth with local communities and enhance workforce diversity.
- Local candidates receive priority consideration from the resume screening stage for campus-based and sales positions.
- In 2025, a total of 27 local candidates were hired across Sales and Marketing and Production and Quality functions.

Category	Gyeongbuk/ Daegu	Cheonan/ Asan	Gwangju	Busan	Gangwon	Total
Production and Quality	11	7	0	0	0	18
Sales and Marketing	0	1	3	3	2	9
Total Local Talent Hires in 2025 (unit: persons)						27

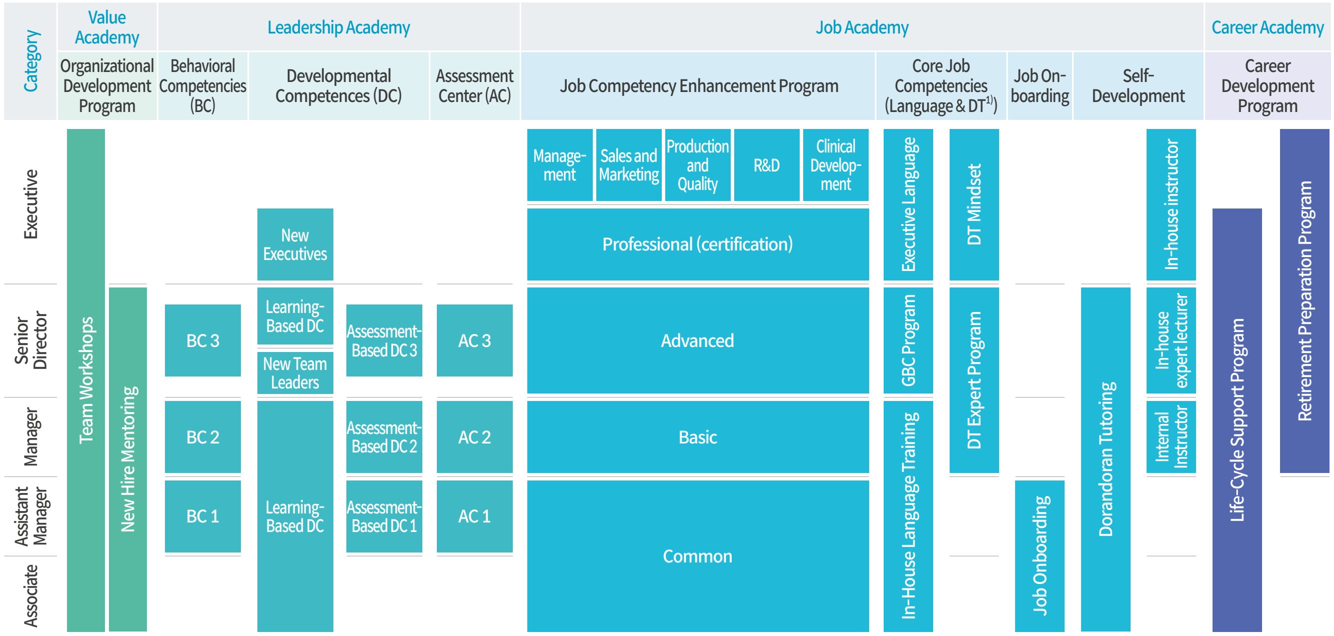
Talent Development Program

- The Company introduced an Individual Development Plan (IDP) system based on career pathways and role-based competency frameworks to support employees' self-directed growth.
- A dedicated IDP platform has been established to ensure systematic implementation of the program.
- The Company provides competency-aligned learning content by integrating internally developed training programs with online content from the Learning Management System (LMS), 'SU-SEOK Universität[1]'.
- All employees, including contract employees, receive automatic learning recommendations through the IDP system and are supported in selecting and completing training programs aligned with their competencies.

1) SU-SEOK Universität: Dong-A Socio Group's online talent development institute

IDP for individual competency development

Status of Talent Development Programs



1) DT: Digital Transformation

Talent & Well-Being

Advancement of the Training System

- Pursuing the advancement of the training system through one-on-one meetings, strengthened practical and AI education in the R&D Division, and enhanced GMP School programs in the Manufacturing and Quality Management Divisions.
- Enhancing guidelines and fostering a coaching-based culture to embed one-on-one meetings as an integral part of the organizational culture.
- Aiming to operate a more advanced training system focused on strengthening job relevance, expanding AI and digital education, and promoting the use of internal instructors.

Category	Details
One-on-One Meetings	· Leadership Training: Provided the training to approximately 170 team leaders in the first quarter of 2025 through the 'Team Leader Program' and 'newly Appointed Team Leader Program,' covering the purpose and practical implementation of one-on-one meetings · Produced and distributed company-wide online training videos to improve employees' understanding of the purpose and participation in one-on-one meetings · Conducted additional in-person training to encourage one-on-one meetings not only between 'team leaders and team members,' but also between 'department heads and team leaders' · The Company recommends conducting one-on-one meetings at least once per quarter.
Annual Training Programs for the R&D Division	· Established and completed the first data-driven annual training plan · Identified 11 training programs reflecting the key needs of the R&D Division based on site surveys and R&D competency modeling data · Achieved an average satisfaction score of 4.4 out of 5.0 · Conducted a problem-solving, work-integrated project training program in collaboration with a subsidiary (AbTis) for over six months
Advancement of GMP School in the Manufacturing and Quality Management Divisions	· Conducted a new job competency modeling exercise covering five functional areas: Manufacturing, Quality Control (QC), Quality Assurance (QA), Validation (VAL), and Equipment · Defined 10 QC competencies, 11 QA competencies, 8 VAL competencies, 7 equipment competencies, and 10 manufacturing competencies · Developed structured training curricula by classifying required competency levels into three tiers

Training Effectiveness Indicators

Category	Details
Sales Division	· Linked MR[1)] training outcomes to employee performance evaluation by measuring the 'Very Useful Call' indicator following product training session → Identified training effectiveness through increases in the 'Very Useful Call' ratio, which rose by 4.7% for Jaqbo and 27.4% for Tanamin after training
Manufacturing Division	· Conducted a survey on the application of GMP training three months after completion · Achieved an average on-the-job application score of 4.1, confirming training effectiveness
Leadership Training	· Increased the proportion of one-on-one meetings compared to team meetings following leadership training : One-on-one meeting implementation rate among trained team leaders: 80% (136 individuals)

1) MR: Medical Representative, pharmaceutical sales representative

Key Program Details

Category	Program Details
Education Partner Programs	· Supporting competency development and learning opportunities for all employees · Providing online and in-person training opportunities through SU-SEOK Universität, including external training institutions such as Hunet · Promoting initiatives to create a learning-friendly workplace
Manager Training Programs	· Operating track-based leadership development programs for newly appointed team leaders and executives · Providing practical leadership skill training, micro-learning programs, and team-based workshops · Delivering a six-month coaching program for newly appointed executives based on multi-dimensional and behavioral assessments
Retirement Preparation Programs	· Supporting life planning based on five domains (financial planning, family, leisure, health, and retirement) · Operating lifecycle-based experiential programs and training tailored to different life stages · Providing online retirement planning courses through SU-SEOK Universität

Respecting and Promoting Workforce Diversity

- Prohibits all forms of discrimination based on gender, educational background, age, race, religion, ethnicity, nationality, family status, place of origin, social status, political beliefs, disability, or gender identity.
- Promotes the employment of diverse groups, including persons with disabilities, women, and veterans, to foster a diverse, equitable, and inclusive workplace.
- Provides preferential consideration during recruitment for socially disadvantaged groups and eligible veterans · Provides interview guidelines for interviewers to ensure fair and objective evaluations and mitigate unconscious bias.

Category	Unit	Performance	Target
		2025	2026
Number of Employees with Disabilities	Persons	25	36
Number of Veteran Employees	Persons	39	56

Talent & Well-Being

Performance Evaluation and Compensation

- An annual performance evaluation is conducted for all employees, along with mid-year reviews, supported by a performance management system that encourages and trains managers to provide continuous feedback.
- Performance and competency goals are set based on the specific job characteristics of each department, and performance is evaluated according to the level of achievement.
- One-on-one meetings with managers are conducted to support employees in establishing career development plans and achieving performance goals.
- A performance-based compensation system is in place, under which salaries and incentive payments are differentiated based on performance evaluation results.
- Outstanding performers are recognized through various non-monetary programs, including the annual 'Challenge and Success Cases' program, which rewards successful practices.
- For managers at the team leader level and above, leadership competencies and characteristics are assessed through multi-rater leadership assessments and the Leadership Matrix.

2025 Annual Performance Evaluation Participation

Category	Total Number of Employees (persons)	Number of Participants (persons)	Participation Rate (%)
Female	523	440	84.1%
Male	1,162	1,074	92.4%
Total	1,685[1]	1,525	90.5%

1) Regular performance evaluations are conducted for employees on indefinite-term employment contracts, out of a total workforce of 1,690 employees

Performance Evaluation Framework

Goal Setting

Goal setting based on organizational objectives
- Alignment with higher-level business objectives
- An evaluation framework designed to strengthen focus on organizational performance

Ongoing Coaching

Ongoing management to drive performance achievement
- Regular coaching and development by evaluators based on progress toward goals
- Discussion of achievement strategies and required support

Performance Evaluation

Promoting fairness, consistency, and objectivity
- Evaluation processes designed to ensure fairness and objectivity that are acceptable to employees
- Strengthened validation and minimized ranking errors through departmental calibration sessions and Performance Evaluation Committee reviews

Feedback

Feedback for performance improvement
- Mandatory feedback and reporting of outcomes
- Focus on improving performance and strengthening capabilities, rather than simply communicating evaluation results

Performance Evaluation and Compensation System

Category	Details	Note
Base Salary	Annual total of monthly base salary, which is subject to differentiated increase rate based on performance	Basis for cumulative salary increases
Performance-Based Compensation	Variable compensation linked to corporate, departmental, and individual performance	-
Allowances	Position, certification, and job-specific allowances	Applicable to managers and certified professionals
Recognition Awards	Awards granted for individual and team achievements, as well as successful challenge cases	Covers all areas including sales and non-sales functions

Labor Relations

Collective Bargaining Agreement

- A labor union is established to foster a healthy organizational culture based on trust and cooperation, and employees' right to union membership is guaranteed in accordance with labor laws and regulations.
- As of 2025, a one-company-one-union system is in place with annual wage agreements concluded.
- A single bargaining channel is used for collective bargaining to facilitate efficient negotiations and consensus-building.
- In 2025, a wage agreement was signed, resulting in system improvements, wage increases, and the introduction of new allowances.

Operation of the Labor-Management Council

- The Labor-Management Council is convened quarterly in accordance with the Act on the Promotion of Worker Participation and Cooperation to enhance employee welfare and productivity.
- Council agreements apply to all employees, and labor representatives participate as appointed by the labor union.
- The current council includes five labor representatives, and quarterly meetings are held to discuss working conditions, employee welfare, productivity, employee engagement, and measures to promote organizational vitality.

Major Achievements of the Labor-Management Council in 2025

Category	Details
Expansion of Comprehensive Health Check-up Coverage	Expanded eligibility for comprehensive health check-ups from employees aged 45 and older to all employees, strengthening employee health and well-being
Company-Wide Designated Holiday	Designated a company-wide collective holiday for 2026 to balance productivity enhancement and employee welfare

Talent & Well-Being

Risk Management

Fostering a Positive Workplace Culture

Employee Welfare Programs

- An employee benefits program is operated based on five core life domains to enhance quality of life and increase organizational commitment.

Employee Welfare Programs Across Five Core Life Domains

1) Phoenix Camp: A summer program inviting employees' children to participate in a variety of activities designed to promote character development and enhance learning capabilities

Status of Employee Welfare Programs

Category		Details
Retirement	Self-Development Support	· In-house language training and online learning support · Internal and external training support
Family	Condo/Resort Benefits	· Access to 44 resorts (e.g., Hanwha, Kensington, Daemyung, Resom)
	Congratulatory & Condolence Support	· Congratulatory & condolence support provided through the employee mutual aid association · Support for gifts and monetary assistance for family events
	Family-Friendly Programs	· 'Phoenix Camp' for employees' children (summer program) · Family invitation events
Financial Well-Being	Child Tuition Support	· University tuition assistance for employees' children, covering full tuition for up to eight semesters with no limit on the number of eligible children · Up to 12 semesters for pharmacy and medical school students
	Employee Welfare Mall	· Welfare points (KRW 500,000/year) · Access to EZWell online welfare platform · In-house cafeteria operation
	In-house Loan Program	· Housing and living stabilization loans · Annual interest rate of 2% with a borrowing limit of KRW 20 million (KRW 30 million for living assistance loans) · Installment repayment of principal and interest for up to 36 months
	Family Support	· Marriage and childbirth support benefit of KRW 5 million per eligible employee
Leisure	In-house Club Support	· Support for various In-house clubs
	Leave Policy	· Minimum 22 days of paid annual leave · Long-service sabbatical leave program · Flexible summer vacation programs by division
Health	Work-Life Balance Programs	· Casual dress policy · Family day (monthly early leave day) · Flexible work arrangements, PC-Off system, remote work, and hub offices · Reduced working hours during childcare periods and paid health leave
	Medical Expenses and Group Insurance	· Annual inpatient medical expense support of up to KRW 1 million · Serious illness insurance coverage for employees and spouses
	Health Check-ups	· Comprehensive health check-up support (KRW 300,000 per employee) · Office employees: every 2 years / Non-office workers: annually (age 45 and older), every 2 years (under age 45)
	Healthy Workplace Initiatives	· Operation of an on-site fitness center (Wings) and group exercise (GX) programs for employees
	Maternity Protection	· Provides paid maternity leave for the first 60 days following childbirth in accordance with applicable regulations · Operates lactation facilities at the Yongin Research Center
	Parental Leave	Provides parental leave for all eligible employees for up to one year and six months per child

Building a Communication Culture Through Employee Participation

- In 2025, a total of 21 town hall meetings across all business sites, led by the CEO, to strengthen communication with employees.
- These meetings served as a platform for two-way communication, where the company's management policies and key business issues were shared, and employee feedback was actively collected.
- Management also conducted site visits and accompanied business trips to customer locations to strengthen field-oriented management.

Town Hall Meetings Conducted in 2025

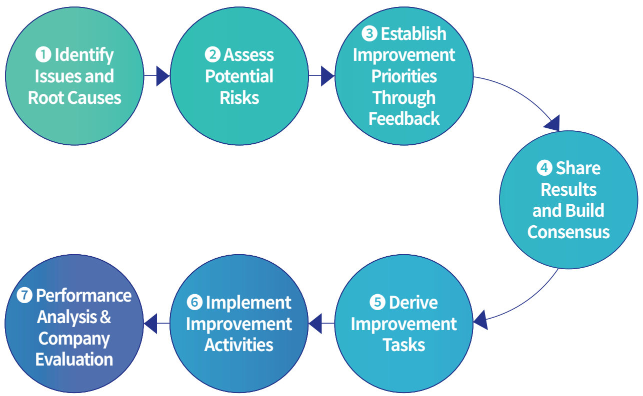
Category	2025	
Number of Meetings Held	17	4
Target	17 regions nationwide	Research and manufacturing organizations

Talent & Well-Being

Organizational Culture Assessment

- An annual organizational culture assessment is conducted to foster an inclusive workplace where employees feel happy and diverse values are respected, with improvement initiatives planed and implemented on the assessment results.
- The assessment framework is centered on 'employee and organizational happiness,' and a satisfaction survey is conducted across 7 domains, 29 factors, and 78 items.

Organizational Culture Assessment Framework



Overview of the 2025 Organizational Culture Assessment

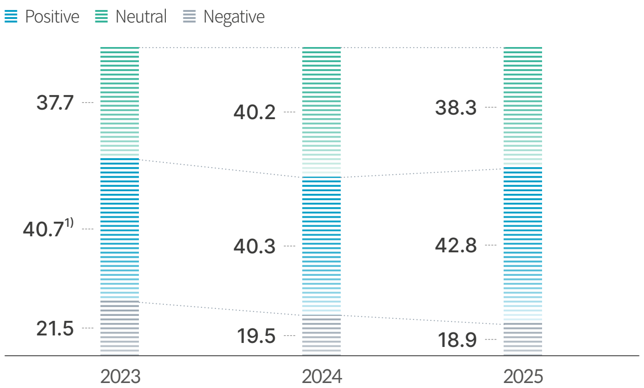
Category	Details
Participation	1,254 responses out of 1,639 invited employees[1] (participation rate: 76.5%)
Assessment Period	October 20–29, 2025 (10 days)
Survey Items	Employee and organizational well-being, strategy, organizational structure, work and people management, leadership, etc.
Method	· Company-wide online surveys conducted via email and mobile platforms · One-on-one in-depth interviews with the CEO and executive management · Two Focus Group Interviews (FGIs) conducted by employee level (team leaders, manager level and above; senior level and below)

1) Calculated based on the employee population during the assessment period and may therefore differ from the year-end employee headcount

Organizational Culture Assessment Results

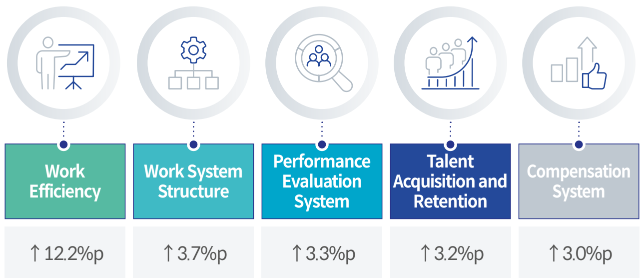
- According to the 2025 organizational culture assessment, the proportion of negative responses decreased across all items compared to the previous year, while neutral responses remained at a similar level.
- Among a total of 29 diagnostic factors, satisfaction scores improved in 16 categories and declined in 13 categories.
- Areas with declining satisfaction—such as work efficiency, team leader leadership, and information accessibility—were identified as priority improvement areas, and detailed action plans were developed and implemented.

Organizational Culture Assessment Results



1) Certain numerical values were adjusted due to labeling errors in the previous report data for 2023

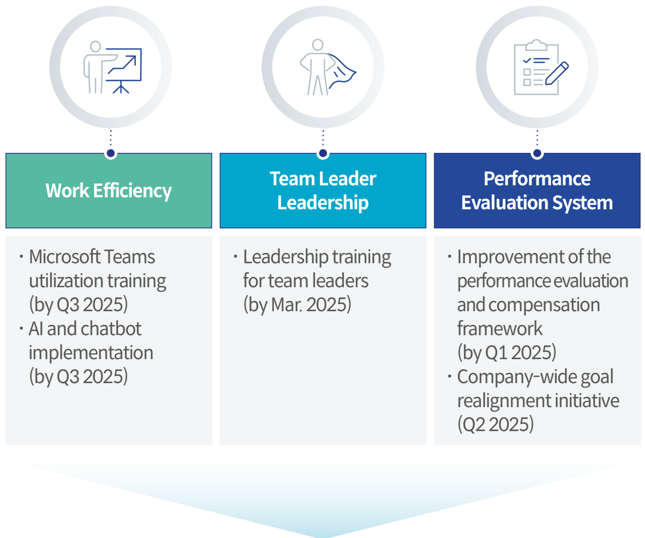
Top Employee Satisfaction Indicators Compared to Previous Year



Key Initiatives and Outcomes

- Improvement initiatives for 2025 were developed and implemented based on the results of the 2024 employee satisfaction survey.
- Progress was monitored throughout the year, and new priorities were identified based on the results of the 2025 satisfaction survey.

Improvement Initiatives Based on 2024-2025 Employee Satisfaction Survey Results



Category	Details
Leadership Training for Team Leaders	· Conducted leadership training for team leaders (Mar. 2025)
Improvement in Work Efficiency	· Conducted AI-enabled productivity workshops to enhance operational efficiency (across three divisions first)
Improvement in Information Accessibility	· Developed and distributed internal newsletters to improve transparency and access to key company information

Climate Change Response

Governance

Climate Change Response Framework

Board Oversight of Climate Change Response

- The Board of Directors and the ESG Committee, the Company's highest governing bodies for sustainability matters, review and approve key climate change response strategies and implementation plans.
- The Board reviews the impacts of climate change on overall business operations and incorporates them into key decision-making processes, including business strategies, operational plans, and risk management.
- The ESG Committee receives reports on strategies, action plans, and detailed targets for climate change response and regularly monitors their implementation progress.
- The authority delegated by the Board of Directors to the ESG Committee, as well as the responsibilities and roles, are stipulated in the ESG Committee Charter.

ESG Committee Charter –Roles and Responsibilities related to climate change

Category	Details
Article 3 (Roles and Authority of the Committee)	① The Committee shall establish policies and strategies related to Environmental, Social, and Governance (ESG) matters and deliberate and resolve on matters delegated by the Board of Directors
Article 10 (Matters for Deliberation)	1. Establishment of ESG-related strategies, policies, goals, and implementation plans 2. ESG materiality assessment 3. Review and approval of ESG-related external disclosures and sustainability reports 4. Review and management of ESG-related risks 5. Prior approval of directors' use of corporate business opportunities, etc.

Key ESG Committee Agenda Items

Session No.	Date	Agenda Item	Details
1	Feb. 6, 2025	Approval of 2024 Materiality Assessment Results Report	Review and approval of materiality assessment results
2	Mar. 6, 2025	Approval of 2025 ESG Management Plan	Review of 2024 environmental performance and approval of 2025 implementation plan
4	Jul. 23, 2025	Approval of 2024 Sustainability Report Publication	Review of key matters and detailed report contents on 2024 Dong-A ST Sustainability Report
		2025 ESG Performance Report (First Half)	First Half greenhouse gas emissions and detailed activities and performance for energy reduction
		2025 ESG Action Plan (Second Half)	Second Half greenhouse gas emissions and detailed plans for energy reduction
5	Dec. 10, 2025	Approval of Sustainability Report Publication Plan	Approval of the sustainability reporting plan for climate change response system and performance disclosure

Expansion of Participation in the Environmental Information Disclosure System

- Since 2024, the Company has voluntarily participated in the Environmental Information Disclosure System operated by the Korea Environmental Industry & Technology Institute (KEITI) under the Ministry of Environment, to proactively disclose climate-related information, including greenhouse gas (GHG) emissions and energy consumption.

Environmental Information Disclosure Participation Status

2024	2025
· Initial participation by the Cheonan Campus (one business site)	· Participation in the Environmental Information Disclosure System support project operated by KEITI[1] · Expansion to 5 business sites (Headquarters, Cheonan Campus, Daegu Campus, Songdo Campus, Yongin Research Center)

1) KEITI: Korea Environmental Industry & Technology Institute

Management Roles and Responsibilities for Climate Change Response

- The Chief Executive Officer (CEO), as a member of the Board of Directors and Chairperson of the Social Value Council, makes final decisions on major sustainability issues, including climate change.
- The Chief Financial Officer (CFO) holds overall responsibility and authority for the financial aspects of climate response, including investment execution and capital allocation.
- The Environmental Management Committee is composed of executives and staff with expertise in climate change and conducts reviews of related key issues at least once a year.
- The Environmental Management Committee regularly reports climate change response performance to the CEO through the Social Value Council and establishes implementation plans for review and approval by the ESG Committee.
- The Sustainability Management Team and the Technical Team of the Manufacturing Division serve as the primary operational departments responsible for implementing climate-related initiatives, collaborating with relevant departments, monitoring and reporting monthly progress, responding to external stakeholder inquiries.

Activities of the Environmental Management Committee under the Social Value Council

Date	Details
Jun. 30, 2025	· Review of first-half climate management performance and improvement actions · Report on renewable energy generation and GHG emission reduction · Report on equipment replacement for GHG emission reduction
Dec. 15, 2025	· Review of second-half climate management performance and improvement actions · Discussion of new solar power installation and renewable energy generation status · Report on environmental management activities for GHG emission reduction

Climate Change Response

Climate Scenario Selection and Analysis

Physical Risk Scenario Analysis

- Climate scenarios based on the Shared Socioeconomic Pathways(SSP[2]) from the Intergovernmental Panel on Climate Change(IPCC[1]) Sixth Assessment Report have been adopted to assess the financial impacts of potential physical hazards caused by climate change and to evaluate the resilience of response strategies.
- Low-carbon (SSP1-2.6), intermediate-carbon (SSP2-4.5), and high-carbon (SSP5-8.5) scenarios were applied, and the Climate Analytics Platform(CAP[3]), a scenario-based tool for asset-level physical risk analysis, was used to quantitatively evaluate climate risk levels.

Physical Risk Assessment Process

Step 01 Selection of Priority Assets Based on Risk Analysis

- Analyzed 35 domestic business sites, including the Headquarters, campuses, research centers, and branch offices
- Identified 9 climate-related hazards (e.g., storm surge, heavy rainfall, strong winds) across five peril categories: heatwaves, flooding, temperature, extreme weather, heavy precipitation

Step 02 Scenario Selection and Analysis

- Collected both general asset information (e.g., name, location, type) and asset-specific information (e.g., facility structure, annual revenue)
- Selected three SSP climate scenarios applicable to Dong-A ST
- Conducted scenario-based analysis using predefined assumptions and variables

Step 03 Financial Impact Assessment

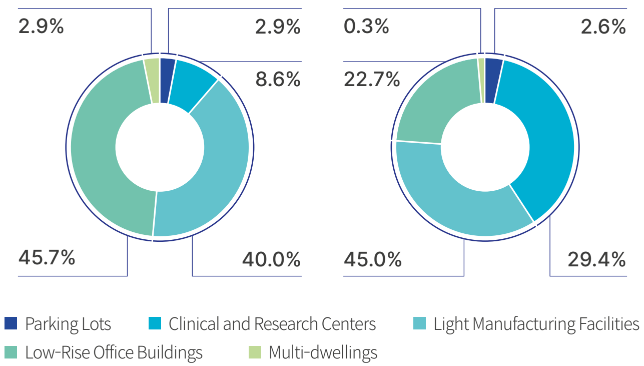
- Estimated direct and indirect financial losses and assessed overall financial impacts
- Prioritized climate hazards with the highest projected impacts by scenario and year

Step 04 Development of Response Strategies

- Developed and disclosed response strategies for identified physical risks

1) IPCC: Intergovernmental Panel on Climate Change
2) SSP: Shared Socioeconomic Pathways
3) CAP: Climate Analytics Platform

Selection of Priority Targets Based on Risk Analysis



Climate Peril and Expected Damage

Peril	Sub-Peril	Expected Damage: Direct Damage	Expected Damage: Indirect Damage
Heatwaves	Heat Stress	· Annual productivity loss caused by increased heat stress	-
	Cooling Requirement	· Annual energy cost increase due to higher cooling demand	-
Flooding	Fluvial Flood	· Annual rise in asset restoration costs from infrastructure damage	· Annual revenue losses due to business disruption · Annual increase in health and safety costs caused by human impact · Revenue losses and additional costs resulting from power outages and utility interruptions
	Pluvial Flood		
	Tidal Flood		
Temperature	Max Temperature		
Extreme Weather	Tropical Cyclone		
	Wind Gust		
Extreme Precipitation	Heavy Rainfall		

Scenario Selection and Analysis

Risk Type	Applied Scenario	Key Assumptions
Physical Risks	SSP1-2.6 (below 2°C)	· Sustainable development supported by strong climate policies
	SSP2-4.5 (2~3°C)	· Current policies with limited emissions reductions
	SSP5-8.5 (above 4°C)	· Fossil fuel-driven growth with no climate policy

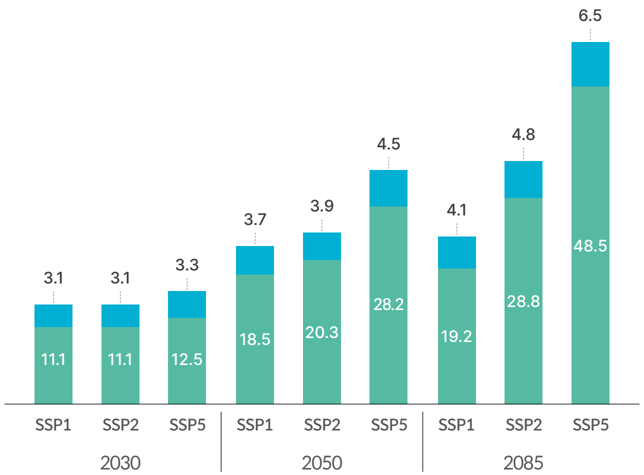
- Under the physical risk scenarios, the Headquarter, Cheonan Campus, and Songdo Campus were classified as high-risk locations.
- The analysis confirmed that, among the Company's 35 business sites, a relatively large number are exposed to climate-related physical risks, particularly extreme weather events, heavy precipitation, and heatwaves.

Climate Change Response

Physical Financial Impact Analysis

Scenario-Based Expected Financial Losses[1)]

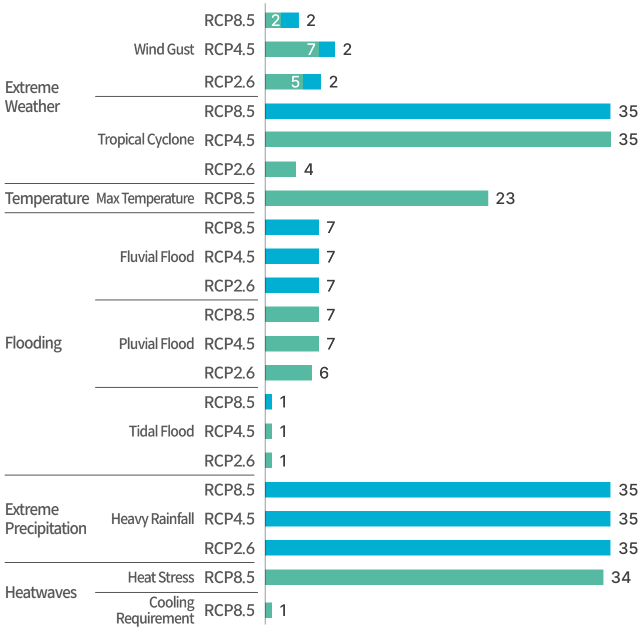
(Unit: KRW billion, based on year-end 2025 exchange rate)



- Under the SSP1 scenario (below 2°C), estimated financial losses are projected to reach approximately KRW 14.2 billion in 2030 and KRW 23.3 billion in 2085, reflecting the lowest loss and a relatively moderate increase over time.
- Under the SSP2 scenario (2–3°C), estimated financial losses increase significantly after 2050, reaching approximately KRW 33.6 billion by 2085, representing an increase of approximately 44% compared with SSP1.
- Under the SSP5 scenario (above 4°C), estimated financial losses increase from approximately KRW 15.8 billion in 2030 to KRW 54.9 billion in 2085, resulting in additional asset value losses of approximately 11% in 2030, 47% in 2050, and 136% in 2085 compared with SSP1.
- While differences among SSP scenarios are relatively limited in the near term, projected losses increase exponentially over time under the high-emissions scenario (SSP5), significantly amplifying the Company's long-term climate-related financial risks.

Number of High-Risk Business Sites by Scenario (Based on Peril Exposure)[2)]

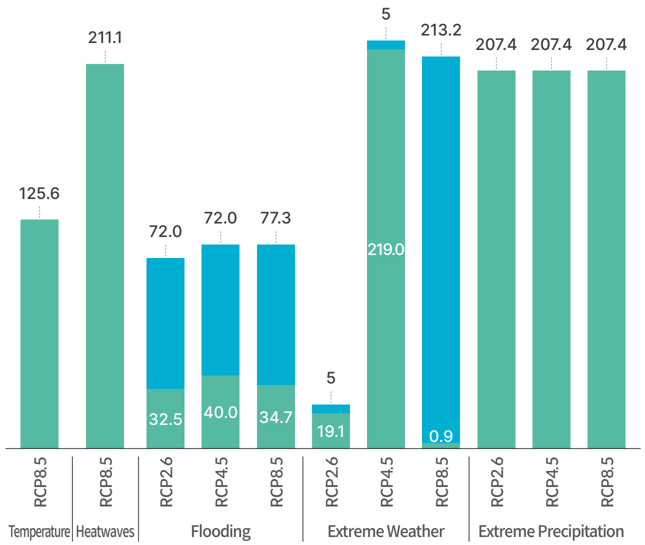
(Unit: Sites)



- Based on the assessment of five climate hazard scenarios, business sites classified as having 'High' or 'Very High' exposure levels were identified.
- Heavy rainfall and storms pose a high level of risk to most business sites, while extreme heat is expected to affect a significant number of sites. 23 locations were identified as having high exposure to heat-related risks.
- Approximately 7 business sites were identified as having high exposure to urban flooding and storm surge risks. Exposure to river flooding was limited to approximately one business site, although localized risks were identified in certain areas.

Exposure of High-Risk Assets by Scenario[3)]

(Unit: KRW billion, based on year-end 2025 exchange rate)



- Based on the assessment of five climate hazard scenarios, the value of assets classified as having 'High or 'Very High' exposure levels was evaluated.
- Asset exposure associated with extreme weather, heatwaves, and heavy precipitation ware identified at high levels, indicating the potential for material financial impacts across the Company's operations.
- Differences in risk characteristics were identified by hazard type. Heatwaves and temperature-related hazards primarily contribute to increasing operating costs, while extreme precipitation and storms represent acute physical damage risks. Flood risks were identified as localized risks concentrated in specific assets.

1) Estimated financial losses resulting from climate-related hazards affecting Dong-A ST assets under each climate scenario, including both direct and indirect impacts
2) Number of Dong-A ST business sites classified as having 'Very High' or 'High' levels of exposure to major climate hazards (e.g., flooding, heatwaves) under each scenario
3) Total value of Dong-A ST assets potentially exposed to high-risk climate-related hazards under each scenario, calculated based on the asset value located within high-exposure areas

Climate Change Response

Category		Occurrence of Factor: Timing	Occurrence of Factor: Likelihood	Financial Impact of the Risk Factor: Transmission Pathway	Financial Impact of the Risk Factor: Materiality Level	Dong-A ST's Response Direction
Physical Risk	Heatwave	Short / Mid / Long Term	High	· Labor productivity is expected to decline due to extreme heat, along with increased occupational health and safety risks, leading to both direct and indirect operational cost increases from potential business and production disruptions · Minimum financial impact: KRW 6.95 billion / Maximum financial impact: KRW 41.78 billion[1]	High	· Expand automated equipment across business sites · Establish integrated systems and policies for energy and temperature Management
	Extreme Precipitation	Short / Mid / Long Term	High	· Supply chain disruptions and delays in raw material procurement caused by heavy rainfall, as well as production disruptions due to damage to facilities near business sites or logistics hubs, leading to increased direct and indirect recovery, replacement, and other operating costs	High	· Strengthen supply chain resilience by maintaining safety stock of critical raw materials and securing alternative suppliers
	Temperature	Short / Mid / Long Term	High	· Increased operating costs (electricity costs) associated with heating, cooling, and storage requirements resulting from rising temperatures · Additional costs related to employee health risks (increased exposure to infectious diseases and heat-related illnesses), including the recent pandemic outbreak · Minimum financial impact: KRW 0.15 billion / Maximum financial impact: KRW 1.5 billion[2]	Medium-High	· Install low-power, energy-efficient heating and cooling systems · Expand renewable energy sourcing, including solar power generation and facility investments · Conduct regular employee training on disease prevention and response · Implement flexible working arrangements, staggered summer work schedules, and remote work programs
	Extreme Weather	Mid / Long Term	Medium-Low	· An increase in the frequency of tropical cyclones and wind gusts due to rising temperatures may lead to direct and indirect damage to production and research facilities, causing delays in manufacturing and R&D operations · Delays in customer delivery and disruptions in R&D schedules may damage corporate value	Medium	· Conduct safety inspections and emergency response drills based on natural disaster scenarios
	Flood	Mid / Long Term	Medium	· The Songdo Campus and R&D center, located near the coast, are at risk of storm surge and flooding due to rising sea levels, which may require additional investment in preventive infrastructure · Minimum financial impact: KRW 0.73 billion / Maximum financial impact: KRW 1.45 billion[3]	Medium-Low	· Reflect flood and drainage risks in facility repair and expansion plans, considering site-specific features (e.g., drainage pumps, trenches)
Transition Risk	Policy	Long Term	Medium	· Under the Emissions Trading Scheme (ETS) in Korea—where the company's major facilities are located—rising carbon credit prices may increase operational cost burdens · As of the first half of 2025, the financial impact of Korea's ETS is not deemed significant given the concentration of revenue in domestic operations; however, the need for proactive response will grow as the company expands its global portfolio and operations · Minimum financial impact: KRW 3 billion/ Maximum financial impact: KRW 3.6 billion[4]	Medium	· Incorporate GHG regulation monitoring results into decision-making for business portfolio expansion and overseas entry
	Technology	Short / Mid / Long Term	Medium-High	· Failure to adopt eco-friendly technologies and transition equipment—including smart factories—may result in higher production costs, which could weaken the company's market position · KRW 600 million/ Maximum financial impact: KRW 2 billion[5]	High	· Introduce eco-friendly technologies and transition production processes based on detailed analysis of aging and high-emission equipment
	Market	Mid / Long Term	Medium	· Increasing expectations from domestic and international stakeholders regarding eco-friendly raw materials and packaging may reduce the competitiveness of Dong-A ST's product portfolio, potentially leading to market exclusion and sales decline	Medium-High	· Monitor the environmental sustainability of raw and auxiliary materials through supply chain and partner due diligence
	Legal	Mid / Long Term	Low	· Stricter environmental due diligence regulations in key markets such as Europe may hinder partnership building and contract execution if environmental performance is not effectively managed · Regulatory actions may result in an increase in litigation by jurisdiction, and reputational damage may incur additional costs for recovery efforts	Medium-Low	· Clearly define key environmental management indicators · Ensure continuous, transparent, and reliable environmental disclosures
	Reputation	Mid / Long Term	Medium	· Being perceived as a company with insufficient climate action may result in reduced customer preference for the company's product portfolio and corresponding revenue decline · Although Dong-A ST's overall resource consumption is relatively lower than other manufacturing industries, rising public expectations for climate action may lead to disqualification from customers' sustainable sourcing policies and diminished brand perception among consumers	Medium	· Strengthen eco-friendly market positioning and minimize greenwashing through transparent communication

1) Based on safety incident response costs and electricity consumption in the Production Division, including increased cooling energy costs due to high temperatures.
2) Based on the average number of quarantine days for employees in the Production Division and the wage level of a Grade 6 associate.
3) Based on the annual operating costs of wastewater treatment facilities (including chemical treatment and maintenance) and RO/EDI system management costs.
4) Based on the estimated cost of replacing chillers due to the phase-out of HFC-based refrigerants at Cheonan and Songdo campuses by 2030.
5) Based on the installation costs of solar power systems and the replacement of outdated compressors at the Daegu and Songdo campuses.

Climate Change Response

Category		Occurrence of Factor		Financial Impact of the Opportunity Factor		Dong-A ST's Response Direction
		Timing	Likelihood	Transmission Pathway	Materiality Level	
Opportunity	Resource Efficiency	Mid / Long Term	High	· Transitioning fossil fuel-based corporate vehicles at business sites to eco-friendly alternatives may reduce fossil fuel consumption · Minimum financial impact: KRW 2.18 billion / Maximum financial impact: KRW 3.7 billion[1)	Medium-Low	· Expand adoption of electric vehicles (EVs) and EV charging infrastructure at the Headquarters and Cheonan Campus
		Mid / Long Term	Medium-Low	· Replacing outdated facilities and implementing digital systems to improve energy efficiency in production operations is expected to drive down energy use · Minimum financial impact: KRW 11.5 billion / Maximum financial impact: KRW 19.5 billion[2)]	Medium-High	· Replace outdated facilities with high-efficiency energy systems · Install electricity usage monitoring and management systems
	Energy Source	Mid / Long Term	High	· In response to rising demand for renewable energy and growing expectations for energy independence, the adoption of in-house generation systems such as solar power may reduce energy costs · Minimum financial impact: KRW 1.16 billion / Maximum financial impact: KRW 3.05 billion[3)]	Medium	· Complete solar panel installation at the Cheonan and Songdo Campuses · Review additional solar power installations at available spaces within Daegu production sites
	Products and Services	Long Term	Medium-High	· According to WHO and other international organizations, demand for preventive and therapeutic pharmaceuticals is expected to increase due to greater exposure to climate-related diseases and weakened immunity	High	· Supply anti-tuberculosis treatments as a WHO essential medicine provider · Develop new drugs such as biosimilars and obesity treatments
	Markets	Mid / Long Term	Medium	· Climate action performance is increasingly monitored by pharmaceutical and biotech clients, and more customers are considering climate response capabilities when selecting suppliers—creating potential business opportunities	Medium-High	· Disclose climate-related information transparently through the sustainability report

1) Based on projected cost savings from converting between 66 and 120 vehicles to electric vehicles by 2050.
2) Based on material cost savings resulting from reduced electricity consumption through the adoption of high-efficiency equipment and the installation of streamlined packaging systems.
3) Based on electricity cost savings from existing solar power generation and projected electricity cost savings from the future installation of additional solar power generation facilities.

Climate Change Response

Strategy

Climate Change Response Strategy

- In line with the national target of reducing greenhouse gas emissions by 53-61% from 2018 levels by 2035, a climate change response strategy and mid- to long-term roadmap have been established based on the government's Framework Act on Carbon Neutrality.
- Through the ESG Committee under the Board of Directors and the Environmental Management Committee under the Social Value Council, the Company annually establishes annual greenhouse gas reduction targets to support its carbon neutrality objectives and systematically monitors performance using a range of environmental indicators.

Climate Change Response Strategy

Step 01 Impact Assessment

- Conduct a comprehensive and multifaceted assessment of the impacts of business activities—including energy consumption, water use, and greenhouse gas emissions—on climate change and identify key climate-related risks and opportunities
- Consider the indirect effects of climate change on human health and local communities to establish a comprehensive climate response framework

Step 02 Target Setting

- Based on assessment results, establish medium- and long-term targets for reducing greenhouse gas emissions and air pollutants, improving energy and resource efficiency, and mitigating climate-related impacts on human health and local communities

Step 03 Planning and Implementation

- Develop and systematically implement climate action plans, including renewable energy adoption, investment in energy-efficiency equipment, and transition to environmentally sustainable processes

Step 04 Monitoring and Continuous Improvement

- Regularly monitor implementation progress and evaluate performance to ensure the effectiveness of climate response initiatives
- Periodically review and update the climate strategy to respond to rapidly evolving climate-related risks, opportunities, and regulatory developments

Mid- to Long-Term Roadmap for Climate Change Response

Establish Carbon Neutrality Strategy, Governance Structure, and Accountability Framework	2035 NDC: Target to Reduce Greenhouse Gas Emissions by 53–61%	Achieve Net-Zero Emissions by 2050 for Scope 1 and Scope 2
2022~2025	2026~2035	2036~2050
Development of a climate response system	Active transition to renewable energy	Establishment of a sustainable green growth framework
· Strengthen accountability through Board-level oversight and governance structures · Establish climate change response strategies based on the TCFD framework · Develop and operate a consolidated greenhouse gas inventory · Establish plans for renewable energy adoption and environmentally sustainable technologies · Develop and implement a green procurement policy	· Establish greenhouse gas reduction targets aligned with the Science Based Targets initiative (SBTi) · Expand renewable energy use · Increase investment in environmentally sustainable technologies and facilities · Prepare for product life-cycle assessments (LCAs)	· Achieve 100% renewable electricity through solar power generation and power purchase agreements (PPA) · Fully deploy and stabilize environmentally sustainable technologies · Establish IoT- and smart factory-based systems across all production campuses

Climate Change Response

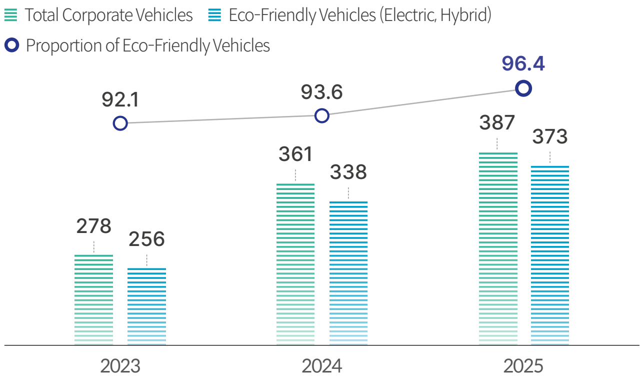
Strategy

Climate Change Response Initiatives

Operation of Eco-Friendly Vehicles and Charging Infrastructure

- To reduce carbon emissions across business operations, the Company is transitioning to low-carbon transportation by gradually increasing the adoption of environmentally friendly vehicles and expanding related infrastructure.
- The total number of corporate vehicles and the proportion of eco-friendly vehicles are quantitatively managed, and annual data are analyzed to identify opportunities for improvement.
- Electric vehicle charging stations have been installed and are currently in operation at the Headquarters parking tower and Cheonan Campus:
  - Cheonan Campus: one 50 kW fast charger and two 7 kW standard chargers
  - Headquarters: four 50 kW fast chargers and six 7 kW standard chargers

Status of Eco-Friendly Vehicle Operations



Category	Unit	2023	2024	2025
Electric Vehicle (EV)	unit	20	32	28
Hybrid Vehicle (HV)	unit	236	306	345
LPG Vehicle	unit	0	0	0
Gasoline Vehicle	unit	14	13	7
Diesel Vehicle	unit	8	10	7
Total Number of Corporate Vehicles	unit	278	361	387
Number of Eco-Friendly Vehicles	unit	256	338	373
Proportion of Eco-Friendly Vehicles	%	92.1	93.6	96.4

Enhancing the Environmental Sustainability of Packaging Materials

- Since February 2023, the Company has participated in a pilot project led by the Ministry of Food and Drug Safety to provide electronic pharmaceutical information (e-labels) for nine products.
- By replacing printed package inserts of more than 90 pages with e-labels accessed through QR codes, the Company reduces paper consumption and contributes to greenhouse gas (GHG) emissions reductions.
- At the Cheonan and Songdo Campuses, carton boxes have been eliminated from the secondary packaging of solid oral dosage products, reducing unnecessary materials and reducing greenhouse gas emissions during distribution.

Carbon Emissions Reduction Effect through Environmentally Sustainable Packaging

Category	Target Site	Details	Expected Impact in 2025
Introduction of e-Labels	Cheonan Campus	· Replaced printed package inserts with QR code-based e-labels - Eliminated printed documents exceeding 90 pages	A4 paper reduction: 525,300 sheets GHG reduction: 2.77 tCO_2-eq[1]/year
Simplification of Bottle Packaging	Cheonan Campus, Songdo Campus	· Eliminated carton box packaging for bottled solid dosage products · Elimination of carton boxes	Carton boxes reduced: 5,182,800 units GHG reduction: 27.28 tCO_2-eq/year
Introduction of Recyclable Packaging Covers	Subsidiary : DONG-A CHAMMED	· Introduced returnable and reusable packaging covers for medical examination tables, replacing single-use air cushion packaging and reducing packaging waste across logistics and delivery operations	* The recyclable cover was introduced in 2025, and quantitative measurement of greenhouse gas reduction impacts is scheduled to begin in 2026

1) Applicable emissions factor: 5.27 gCO_2-eq per sheet (based on the Korea Environmental Industry & Technology Institute carbon footprint standard for A4 paper)


e-Label Applied Products


Simplified Bottle Packaging


Recyclable Covers for Medical Examination Tables

Climate Change Response

Expansion of Renewable Energy Infrastructure

- As part of its efforts to increase renewable energy use, a solar power system with annual generation capacity of approximately 200 kW has been in operation at the Cheonan Campus since 2022.
- In 2025, with support from local government renewable energy programs, the Company plans to install an additional 140 kW solar power facility at the Cheonan Campus and introduce a 100 kW solar power system at the Songdo Campus.

2025 Renewable Energy Utilization Performance[1)]

Target Site	Category	Unit	Performance
Cheonan Campus	Electricity Reduction	kWh/year	272,828
	GHG Reduction	tCO_2-eq/year	125.3
Songdo Campus	Electricity Reduction	kWh/year	21,228
	GHG Reduction	tCO_2-eq/year	9.75

1) Targets for solar power generation facilities installed in the second half of 2025 will be established

Enhancement of Scope 3 Emissions Calculation System

- To enhance the accuracy and reliability of Scope 3 greenhouse gas emissions accounting, Dong-A ST completed limited assurance by an independent external assurance provider for seven upstream Scope 3 categories in 2025.

Category		Note
Category 1	Purchased Goods and Services	Top five key raw materials at Cheonan Campus and Daegu Campus
Category 2	Capital Goods (Facilities and Office Equipment)	-
Category 3	Fuel- and Energy-Related Activities (Not included in Scope 1 or Scope 2)	-
Category 4	Upstream Transportation and Distribution	Bacchus can drink (major export product)
Category 5	Waste Generated in Operations	-
Category 6	Business Travel	-
Category 7	Employee Commuting	-

Risk Management

Climate Risk Management Process

- To systematically manage the potential impacts of climate change on business operations, the Company has established an enterprise-wide climate risk management process encompassing risk identification, assessment, monitoring, and response.

Identification of Risks and Opportunities (01)
- The Environmental Management Committee and the Sustainability Management Team report climate-related business and operational risks to the Board of Directors
- During the evaluation of new business investments, cross-functional collaboration is strengthened to incorporate climate-related risks, and relevant matters are reported to senior management and the Board of Directors

Assessment of Risks and Opportunities (02)
- The Environmental Management Committee and the Sustainability Management Team assess investment risks by incorporating climate-related risk factors
- Assessment scopes are tailored according to industry, operational, and transaction characteristics, and both quantitative and qualitative metrics are applied

Risk Monitoring (03)
- The Environmental Management Committee regularly monitors climate risk exposure and implementation progress and reports findings internally
- The implementation of risk management policies is reviewed, and relevant data are collected and analyzed to strengthen the climate risk management framework

Response and Management of Risks and Opportunities (04)
- New business and investment decisions that reflect climate-related risks are reviewed and approved by the CEO
- Risk response measures are developed through collaboration among business leaders, the CFO and Finance Department, and external experts
- Improvement targets and mitigation actions based on key performance indicators are established to reduce exposure to major climate-related risks

Energy Management System (ISO 50001) Certification

- Based on the ISO 50001 Energy Management System certification at the Cheonan, Daegu, and Songdo production campuses, Dong-A ST systematically manages energy consumption and efficiency while continuously improving energy performance to strengthen greenhouse gas reduction efforts and climate change response capabilities.

ISO 50001 Certification Status

Category	Initial Certification	Validity Period	Certification Body
Cheonan Campus	Sep. 5, 2022	Sep. 5, 2025 – Sep. 4, 2028	Korea Testing & Research Institute
Daegu Campus	Dec. 5, 2022	Nov. 25, 2025 – Dec. 4, 2028	
Songdo Campus	Oct. 10, 2023	Oct. 10, 2023 – Oct. 9, 2026	

ISO 50001 Certification (Cheonan Campus)

ISO 50001 Certification (Daegu Campus)

ISO 50001 Certification (Songdo Campus)

Climate Change Response

Metrics and Targets

- GHG and energy-related metrics are selected and managed to measure the effectiveness of climate actions
- Annual trends in GHG emissions and energy consumption are analyzed, and performance is assessed against established targets to monitor progress toward climate-related goals.

Climate Change Response Targets and Performance

Category	Unit	2025[1]			2026
		Target	Performance	Achievement Rate (%)	Target
GHG Emissions Reduction	tCO_2-eq	356.5	395.9	111.1	451.2
Energy Consumption Reduction[2]	kWh (TJ)	439,342 (1.6)	496,688 (1.8)	113.1	860,461 (3.1)

GHG Emissions[3]

Category		Unit	2023	2024	2025
Scope 1 & 2	Scope 1 Emissions	tCO_2-eq	8,473	8,301	9,088
	Scope 2 Emissions	tCO_2-eq	19,967	20,169	22,392
	Total Emissions	tCO_2-eq	28,440	28,470	31,480
	GHG Emissions Intensity	tCO_2-eq/KRW 100 million	4.7	4.4	4.2
Scope 3 Emissions[4]		tCO_2-eq	789	9,081	9,116

1) Differences from previously disclosed data reflect revisions to targets resulting from changes in business activity levels. Going forward, the Company plans to establish both intensity-based emissions targets and absolute emissions reduction targets to account for fluctuations in activity levels.
2) Discrepancies from previously disclosed data are attributable to revisions resulting from unit conversions.
3) Prepared on a standalone basis for Dong-A ST. Subsidiaries, including DONG-A CHAMMED and ECOWIN, are disclosed separately in the Appendix.
4) Total emissions increased from 2024 as a result of the expansion of Scope 3 categories and the broadening of emissions measurement boundaries.

Energy Consumption

Category		Unit	2023	2024	2025
Non-Renewable Energy	LNG	TJ	114	114	130
	Electricity	TJ	410	420	468
	Steam	TJ	33	35	34
	Gasoline & Diesel	TJ	40	37	37
	Other	TJ	0	0	0
Renewable Energy	Solar Energy	TJ	1	1	1
Total Energy Consumption		TJ	600	608	669
Energy Intensity		TJ/KRW 100 million	0.10	0.09	0.09

SUSTAINABILITY PERFORMANCE

5

ENVIRONMENTAL

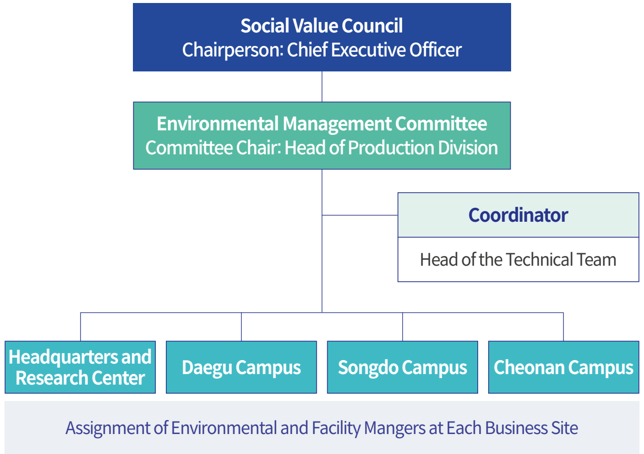
Campaign Activity by Participants of the 20th Green Camp

Environmental Management

Environmental Management Governance Structure

- The Facility Management Team at each business site, as the unit dedicated to environmental management, along with designated personnel, executes environmental management activities and reports the results to the Secretariat (Head of the Technical Team).
- The Environmental Management Committee, the organization responsible for driving environmental management, responds to environmental issues such as greenhouse gases and waste, and reports environmental management performance and future plans to the Board of Directors on an annual basis.
- The CEO oversees environmental management initiatives and performance improvement and reviews and approves environmental-related investments exceeding KRW 100 million.
- The Board of Directors reviews the implementation status and performance of environmental management plans at least once annually and makes final decisions on related matters.

Environmental Management Organizational Structure



Environmental Management Vision and Strategic Objectives

- An environmental vision and objectives have been established to manage environmental impacts throughout the pharmaceutical production lifecycle and respond to evolving global environmental regulations.
- Environmental initiatives are implemented systematically based on mid- to long-term targets to enhance company-wide environmental performance.

Environmental Management Vision and Goals

Vision	A Leading Eco-Friendly Pharmaceutical Company in Sustainability		
Goals	Establishment of a Low-Carbon Management System	Reduction of Energy Consumption	Establishment of a Resource Circulation System
Action Plans	· Implementation of environmentally friendly policies · Establishment of internal processes aligned with the Framework Act on Low Carbon, Green Growth	· Improvement of energy efficiency · Use of renewable energy	· Setting targets and action plans for water and waste recycling

Environmental Management Policy

- An Environmental Management Policy has been established to define the overarching environmental management framework and management principles for each key area in order to address environmental risks.
- This policy applies to all business operations, including Dong-A ST and its affiliates, and covers business activities with all stakeholders, including suppliers.

↘ Environmental Management Policy

Short- and Mid- to Long-Term Environmental Management Targets

Category	Short-Term		Mid- to Long-Term
	2025 Target	2025 Performance	2026–2030 Target
Chemical Emissions	· Achieving over 1,500 hours of annual training on chemical substances (MSDS) · Implementing reagent management systems and data management by division	· Achieved 208.5 hours[1] of training on chemical substance (MSDS), representing 14% of the target · Introduced and expanded the reagent management program across the entire R&D division (Lab Manager PRO)	· Manage chemical substances through ERP systems and implement MSDS training for all employees · Establish mid- to long-term management and reduction targets for chemical substances in the Production and R&D Divisions · Complete implementation of a systematic data management system (dedicated application) to strengthen chemical substance management in the R&D Division
Water Pollutant Emissions	· Continuously monitoring all water pollutant parameters · Maintaining discharge levels below 10% of legally permitted limits	· Conducted continuous analysis of all water pollutant parameters · Maintained discharge levels below 10% of legally permitted limits	· Continuously monitor all water pollutant parameters and strengthen internal standards beyond legal requirements · Minimize water pollutant discharges through daily water quality inspections, twice-a-week monitoring of final treatment facilities, and semi-annual self-monitoring of designated pollutants
Air Pollutant Emissions	· Continuously analyzing all air pollutant parameters · Maintaining emissions below 10% of legally permitted limits · Installing an IoT-based management system at the Cheonan Campus by the first half of 2025	· Conducted continuous analysis of all air pollutant parameters · Maintained emissions below 10% of legally permitted limits · Completed installation and operation of the IoT-based management system at the Cheonan Campus	· Establish and operate internal standards stricter than legal emission limits · Reduce pollutants at business sites and monitor hazardous air pollutants twice a week to minimize air pollutant emissions · Operate a real-time air pollutant monitoring and management system through IoT-based air pollution control facilities at the Cheonan and Songdo Campuses
Green Procurement Policy	· Expanding procurement of FSC-certified packaging tape	· Achieved procurement of KRW 15.77 million worth of FSC-certified packaging tape	· Set mid- to long-term targets to expand the application of the Green Procurement Policy - Establish a consultative body between the Environmental Management Committee and procurement-related departments
Environmental Training	· Achieving over 1,800 hours in annual environmental training for all employees · Achieving over 280 hours in annual environmental training for employees with environmental responsibilities	· Completed 801 hours of environmental training for all employees (44% of target achieved[2]) · Completed 212 hours of training for employees with environmental responsibilities (75.7% of target achieved)	· Conduct regular environmental training programs for all employees (over 1,800 hours annually) · Enhance professional training for employees with environmental responsibilities (over 300 hours annually) · Conduct internal employee environmental engagement campaigns, including biodiversity conservation and environmental clean-up activities

1) Due to changes in internal regulations related to chemical substances, training was conducted only for new employees, resulting in a decrease in total training hours.
2) Although environmental training continued to be provided for all employees, the duration of each training module was reduced. As a result, total training hours decreased and achievement rates based on training hours declined despite maintaining the same participation rate.

Environmental Management

Environmental Management System (ISO 14001)

ISO 14001 Certification

- A structured evaluation and improvement process has been established to proactively identify, prevent, and manage environmental risks through ISO 14001 certification.
- Annual internal and external audits are conducted to regularly verify the suitability and effectiveness of the environmental risk management system.
- In 2025, internal audits and surveillance audits were conducted at sites in Cheonan, Songdo, and Daegu Campuses to maintain ISO 14001 certification.

ISO 14001 Certification Status

Category	Initial Certification	Validity Period	Certification Body
Cheonan Campus	Oct. 26, 2018	Oct. 26, 2024–Oct. 25, 2027	Korea Foundation for Quality
Daegu Campus	Jun. 9, 2021	Jun. 9, 2024–Jun. 8, 2027	
Songdo Campus	Oct. 4, 2023	Oct. 4, 2023–Oct. 3, 2026	

ISO 14001 Certification (Cheonan Campus)

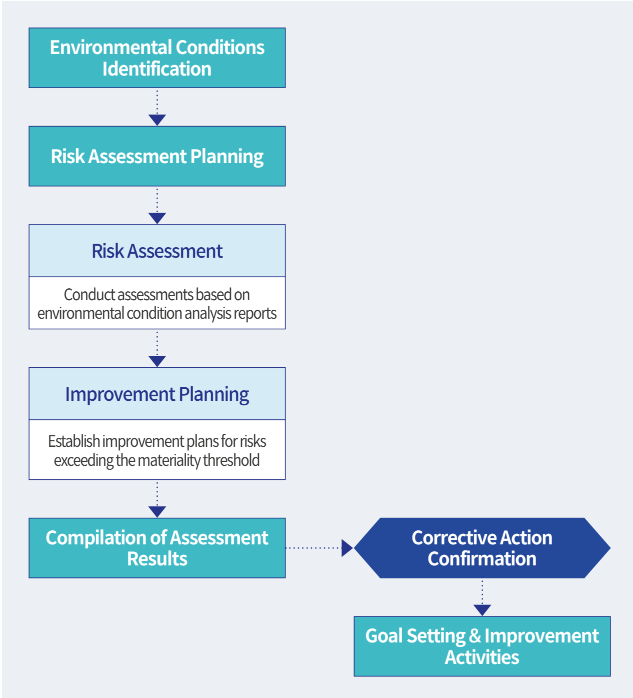
ISO 14001 Certification (Daegu Campus)

ISO 14001 Certification (Songdo Campus)

Environmental Risk Management Process

- An environmental risk management process has been established to identify environmental risks that may affect the environmental management system and to develop mitigation measures that proactively prevent or reduce adverse impacts.
- Risks and opportunities identified through internal and external issues, stakeholder requirements, and compliance obligations are assessed based on three criteria: likelihood, severity, and risk level.
- Improvement plans are developed based on assessment results, and implementation is monitored to evaluate the effectiveness of the environmental risk management process.

Environmental Risk Management Process

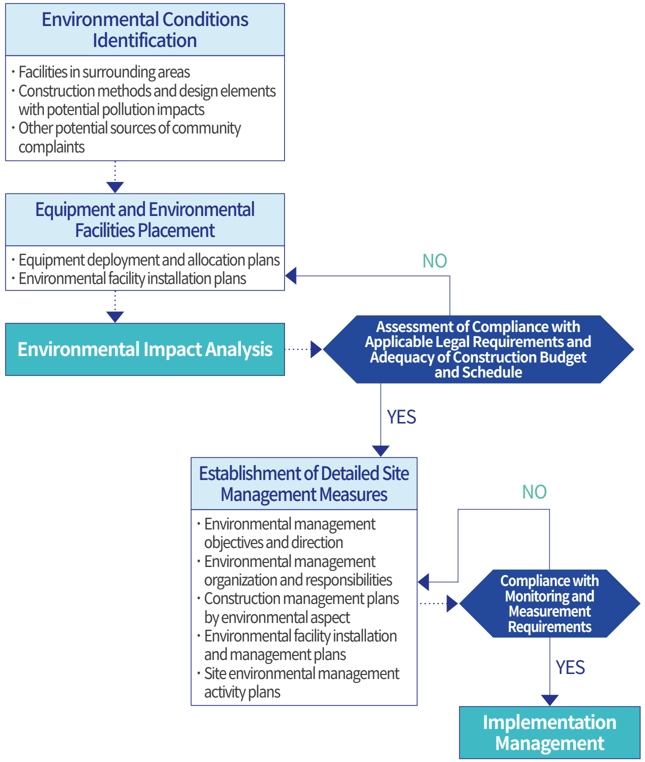


Environmental Impact Assessment

Environmental Management Planning

- Environmental management plans are established to manage and mitigate potential environmental impacts—such as air emissions, noise, and waste generation—across all business sites.
- Site-specific conditions are considered when placing equipment and environmental facilities, and potential environmental impacts, such as noise, are assessed.
- Based on assessment results, detailed on-site control measures are developed to enhance effectiveness, with responsible personnel documenting implementation incorporating it in construction evaluations.

Environmental Management Planning Process



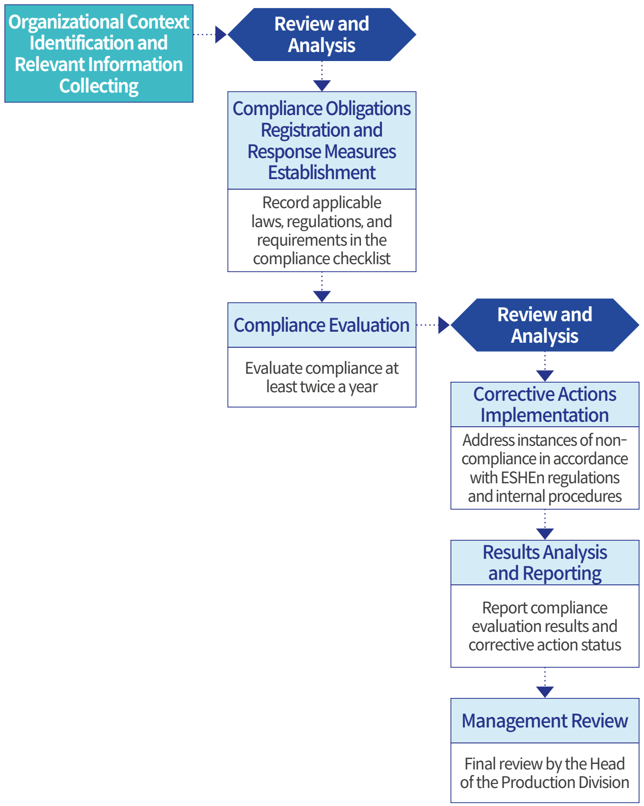
Environmental Management

Environmental Compliance Management

Monitoring and Implementation of Environmental Regulations

- A systematic compliance management system has been established to ensure compliance with environmental laws and regulations and to minimize legal risks associated with pollutant emissions.
- Based on this framework, environmental laws and regulations are regularly monitored and reviewed to support sustainable business operations.
- In 2025, compliance with 11 environmental regulatory provisions was assessed, and full compliance was achieved for all applicable requirements.
- If any environmental compliance violations are identified during inspections, root causes are promptly analyzed and corrective actions are implemented without delay.
- Under the leadership of the Environmental Management Committee, environmental regulations are monitored annually, and any amendments to relevant laws and regulations are reviewed in a timely manner and reflected in internal systems and operational processes.

Environmental Regulation Monitoring Process



Environmental Regulatory Compliance Strategy

Law/Clause		Inspection Items	Response Strategy
Article 12 of the Act on the Promotion of Saving and Recycling of Resources	Provision on imposing and collecting waste disposal fees to suppress waste generation and prevent resource waste	· Submit previous year's shipment and import data for products, materials, and containers	· Expand application of e-labels (replacing paper Manuals) · Simplify bottle packaging (eliminating paper boxes)
Articles 9–11 of the Chemicals Substances Control Act (CCA)	Provision on chemical identification, statistical survey, information system operation, and release reporting for chemical substances	· Prepare and submit chemical statistics and emission reports	· Not subject to mandatory environmental information disclosure, but voluntarily operate chemical management system
Article 24 of the Chemicals Substances Control Act (CCA)	Provision on the placement, installation, and related standards for chemical handling facilities	· Conduct regular inspections and submit results to the Ministry of Environment	· Expand regular inspections for MC (methylene chloride) handling sites
Article 31 of the Clean Air Conservation Act	Provision on submission of emission data and inspection for regulating air pollutant emissions from workplaces	· Appoint environmental engineers and complete mandatory training	· Install IoT-based systems in air pollution prevention facilities
Article 39 of the Clean Air Conservation Act	Provision on qualification criteria and appointment period for environmental engineers designated by business operators	· Measure pollutants and prepare monitoring reports	
Articles 40 and 77 of the Clean Air Conservation Act	Provision on notification and restriction of low-sulfur fuel use to regulate air pollutants affecting living environments	· Maintain operational records for emission facilities and air pollution prevention facilities	· Maintain qualified environmental engineers appointment (Facility Management Team) · Ensure completion of mandatory periodic training
Article 28 of the Water Environment Conservation Act	Provision on regular investigation, measurement, and analysis for the conservation of aquatic environments in lakes and reservoirs	· Examine any discharge of wastewater exceeding regulatory limits	· Establish and operate internal discharge standards that are stricter than regulatory requirements
Article 18 of the Wastes Control Act	Provision on treatment standards for business site waste	· Submission of required documentation and approval of waste treatment plans by relevant authorities	· Manage waste by category and treatment method to ensure proper disposal

Environmental Management

Environmental Management Practices

Green Procurement

Green Procurement Policy

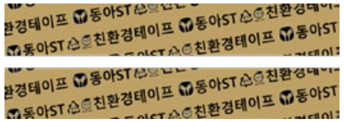
- Dong-A ST's ESG Supply Chain Policy outlines the responsible sourcing of raw and subsidiary materials, as well as procurement practices.
- A procurement Management Policy has been established, in line with environmental management principles and in compliance with environmental regulations, to prioritize environmentally friendly products in the procurement of materials used in production as well as indirect materials, including office supplies.

↘ Supply Chain ESG Policy

Purpose	To reduce Dong-A ST's potential energy costs by prioritizing energy-efficient services and systems with low energy consumption during procurement activities
Scope	Procurement activities and organizations involved in the purchase of high-efficiency energy products and equipment
Examples of Products and Equipment	· High-efficiency energy-certified products (41 types) · Energy-efficiency-rated products (19 types) · Energy-saving labeled products (22 types) · Equipment eligible for financial and tax incentives (energy-saving facilities), etc.

Procurement of FSC[1]-Certified Packaging Tape

- The Production Division prioritizes the procurement and use of FSC-certified packaging tape, which indicates that the materials are sourced from responsibly managed forests.
- As of 2025, FSC-certified tape has been introduced and is in used at three business sites, including the Cheonan Campus.



FSC-Certified Packaging Tape Purchase Performance

Category	Unit	2023	2024	2025
Cheonan Campus	KRW	14,137,000	20,000,000	9,489,000
Daegu Campus		2,130,000	3,000,000	3,448,500
Songdo Campus		-	1,000,000	2,837,200
Total		16,267,000	24,000,000	15,774,700

Use of FSC-Certified Paper Boxes

- The subsidiary DONG-A CHAMMED has been purchasing and using FSC-certified paper boxes since 2023.

FSC-Certified Paper Box Purchase Performance

Category	Unit	2023	2024	2025
DONG-A CHAMMED	KRW	2,045,862	2,310,000	1,155,000

1) FSC: Forest Stewardship Council

Installation of Solar Power Generation Facilities

- As part of its environmental management initiatives, Dong-A ST installed solar power generation facilities at the Songdo and Cheonan Campuses in 2025, contributing to reduce electricity consumption and greenhouse gas emissions.

Status of Solar Power Generation Facility Installation

Category	2023	2024	2025	Notes
Songdo Campus	0	0	100	Installed a 100 kW solar power generation facility in September 2025
Cheonan Campus	200	200	340	Installed an additional 140 kW solar power generation facility in November 2025

Songdo Campus Solar Power Generation Facilities

Cheonan Campus Solar Power Generation Facilities

Environmental Management

Environmental Management Practices

Environmental Investment

Green Investment

· To foster a sustainable workplace environment, investments are made in various areas including the adoption of renewable energy, reduction of carbon emissions, improvement of air pollutant management, and maintenance and expansion of ISO certifications.

Detailed Investment Plan for 2025

Category	Operational Task		Details	Completed by	Notes
Introduction of Renewable Energy	Solar Power Generation Facility Installation	Installation of solar panels on underutilized areas, such as factory rooftops, to reduce electricity consumption and greenhouse gas emissions	Cheonan Campus	Sep. 2025	Participation in government-supported projects
			Songdo Campus	Nov. 2025	
Reduction of Carbon Emissions	Facility Enhancement	Installation of environmentally friendly refrigerants and high-efficiency utility inverters to reduce energy consumption and greenhouse has emissions	Daegu Campus (Replacement of additional installation of environmentally friendly refrigerants for CDUs[1])	Jan. 2025 Apr. 2025	Refrigerant replacement from R-22 to R-404
Improvement of Air Pollutant Management	IoT-based System Implementation	Establishment of IoT-based facility management and disaster prevention systems to improve real-time monitoring capabilities	Cheonan Campus	Feb. 2025	Mandatory implementation of IoT-based systems
Maintenance of ISO Certifications	Environmental and Energy Management System Certification	Establishment of an organization-wide environmental management system	Cheonan, Daegu, Songdo Campuses (post-certification audit for the Environment & Energy Management System)	Nov. 2025	Certification renewal in the second half of 2026
	Energy Management System (ISO 50001) Certification	Establishment of a systematic environmental management framework to enhance energy efficiency and reduce greenhouse gas emissions	Cheonan, Daegu, Songdo Campuses (post-certification audit for the Environment & Energy Management System)	Nov. 2025	

1) CDU: Condensing Unit

Environmental Investment Performance

· In 2025, approximately KRW 310 million was invested in green initiatives

· In 2026, approximately KRW 460 million is planned for green investments, representing an increase of around 211.8% compared to 2025.

Environmental Investment Performance in 2025 and Plan for 2026

Category	Reason	Unit	2025 Plan	2025 Performance	2026 Plan	Increase from Previous Year
Direct Investment	Solar power installation, air handling units replacement, etc.	KRW million	419	286	947	661
Indirect Investment	ISO 14001 and ISO 50001 certifications		37	28	29	1
Total			456	313	976	662

Internalizing Environmental Management

Environmental Management Training

· Company-wide environmental training was conducted in 2025 to enhance employees' awareness of the environmental impacts of business activities and encourage participation in climate change response efforts.

· Customized training programs covering the latest environmental issues and trends are provided to all employees, while annual statutory training for environmental personnel is conducted systematically in accordance with the Chemicals Control Act (CCA).

Status of Employee Environmental Training

Category	2023	2024	2025
Training Hours (Hours)	1,738	1,475	801[1]
Number of Participants	-	-	1,603
Training Topics	· Beyond Recycling to Upcycling · The Emergence of Global Warming and Environmental Issues · Join the Effort to Save the Earth	· A New Mindset for the Era of Climate Change · Discovering Environmentally Responsible Companies in the Era of Eco-life · An Inevitable Journey Toward Sustainable Management	· 'Hip' Sustainability · Solve the Dilemma of Plastics · Sustainability Is No Longer an Option, but Essential

Status of Training for Environmental Personnel

Category	2023	2024	2025
Training Hours (Hours)	274	474	212[1]
Number of Participants	31	28	16
Training Topics	· ISO 14001 Internal Auditor Training · General Water Quality Environmental Engineer Training · Greenhouse Gas Inventory Verification Training · Chemical Handler Training · Waste Generator Training, etc.	· ISO 14001 Internal Auditor Training · General Water Quality Environmental Engineer Training · Chemical Handler Training · Waste Generator Training · General Air Environmental Engineer Training, etc.	· General Air Environmental Engineer Training · General Water Quality Environmental Engineer Training · Chemical Handler Training · Advanced Water Quality Environmental Engineer Training - Professional Training for Water Quality and Environmental Engineers Training: General Affairs Office, Facility Management Team (1 participant, 28 hours)

1) Compared with the previous year, total training hours decreased; accordingly, environmental training targets and performance indicators will be revised in the future

Environmental Management

Environmental Impact Reduction Activities

Water Resources

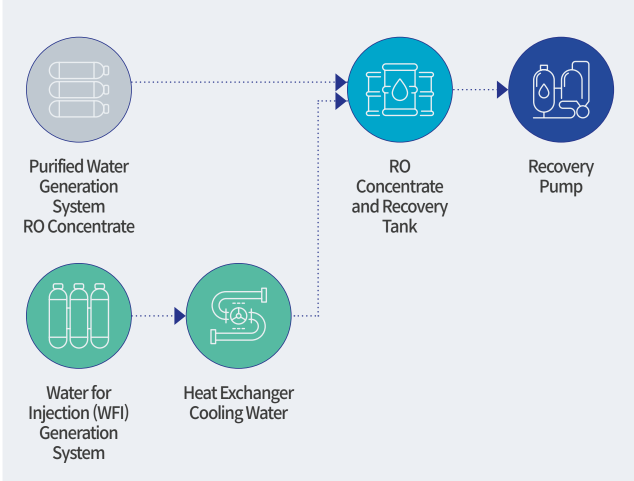
Water Risk Monitoring

- To assess site-level water risks and ensure water supply stability, the Aqueduct tool developed by the World Resources Institute (WRI) is used to regularly evaluate water stress levels at each business site.
- According to the analysis, all business sites are classified as being in Medium-High water stress regions (20–40%) under the BAU[1] scenario for both 2025 and 2030, indicating the need for continuous water risk monitoring and response.

Water Use and Recycling

- Company-wide water consumption is monitored, and water-saving measures are implemented to mitigate water supply risks through the efficient use of water resources.
- Through cooling water recovery projects at each business site, RO concentrate[1] and water from water-for-injection (WFI) production facilities are recovered and reused to reduce municipal water consumption.
- Water consumption data is managed and analyzed to identify the causes of increases and decreases and incorporated into team projects; in 2025, water-saving toilets were installed.
- At the Songdo Campus, a steam condensate tank was introduced to prevent wastewater discharge caused by malfunctioning condensate traps, resulting in a reduction of approximately 1,066 tons of wastewater generation per month.
- At the Daegu Campus, 15,909 tons of water—including condensate from purified water (PW) production systems and cooling water from WFI production facilities in the water treatment room(no. 2)—were recovered and reused as municipal water.

RO/EDI Concentrate[1] Reuse System



1) EDI Concentrate: A stream containing concentrated ions generated during the electro-deionization process

Water Stress Analysis (Using WRI Aqueduct Tool)

Business Site	Water Stress	
	2025[2]	2030 (BAU Baseline)
Headquarters	Medium-High	Medium-High
Yongin Research Center	Medium-High	Medium-High
Songdo Research Center	Medium-High	Medium-High
Songdo Campus	Medium-High	Medium-High
Daegu Campus	Medium-High	Medium-High
Cheonan Campus	Medium-High	Medium-High

1) BAU: Business As Usual – Projection of resource use and risks assuming no additional interventions and continuation of current trends
2) As of the first half of 2025

Water Consumption Reduction Targets and Performance

Category	2023			2024			2025[3]		
	Target (ton)	Perfor-mance (ton)	Achieve-ment Rate (%)	Target (ton)	Perfor-mance (ton)	Achieve-ment Rate (%)	Target (ton)	Perfor-mance (ton)	Achieve-ment Rate (%)
Reduction in Water Consumption	17,400	14,700	84.5	8,950[2]	12,372	138.0	16,841	15,909	94.5

1) RO (Reverse Osmosis) concentrate: Wastewater generated from the reverse osmosis system
2) Reduction in targets compared with the previous year due to the system being non-operational following design issues in the recycled water recovery system at the Cheonan Campus in 2024
3) Excluded from 2025 targets and performance due to facility maintenance and recommissioning at the Cheonan Campus in 2025 (however, included in quantitative environmental indicator disclosures)

Environmental Management

Environmental Impact Reduction Activities

Pollutants

Air Pollutants

- In accordance with the total emissions management system under the Special Act on the Improvement of Air Quality in Air Control Zones, each campus establishes air pollutant emission targets and systematically manages performance.
- Stricter Internal emission standards than regulatory requirements have been applied to proactively reduce pollutant emissions.
- Each campus conducts self-monitoring of emissions through designated personnel, and where exceedances or improvement needs are identified, corrective measures are developed and implemented.
- IoT-based monitoring systems have been installed at the Cheonan and Songdo Campuses to manage compliance with emission limits and ensure the proper operation of air pollution control facilities.

Water Pollutants

- Each site applies water quality standards that exceed regulatory requirements to strictly control the discharge of water pollutants in accordance with wastewater treatment protocols.
- Wastewater undergoes primary biological treatment before being discharged to final treatment facilities and is managed based on site-specific water quality monitoring and control standards.

Chemicals

Chemical Management

- Chemical handling procedures have been established and are operated in compliance with applicable domestic regulations, including the Chemicals Control Act and the Hazardous Materials Safety Control Act.
- All stages of chemical substances management—from purchase requests to receipt and issuance—are managed through an ERP system, with regular inspections of storage and usage facilities to prevent leaks and other safety incidents.
- Regular training on Material Safety Data Sheet (MSDS[1)]) is provided to all employees, and MSDS documentation is maintained at worksites to ensure continuous access to information on the properties and hazards of chemical substances.

Status of Air Pollutant Management Activities

Category	Management Activity	Frequency/ Timing	Note
Cheonan Campus	Daily inspection of air pollution prevention facilities	Daily	-
	Self-monitoring of specific hazardous air pollutants	Twice a month	Outsourced to professional institution
	Self-monitoring of particulate matter	Once a year	Outsourced to professional institution
	Replacement of air pollution control consumables (activated carbon, filters)	-	Replacement cycle varies by facility
Daegu Campus	Boiler air pollutant monitoring	Twice a year	-
	Replacement of refrigerants in freezers with environmentally friendly refrigerants (3 units)	In 2025	Application of energy-efficient equipment
Songdo Campus	Air emission facility monitoring	Once every six months	-
	Replacement of air pollution control consumables (activated carbon, filters)	-	Replacement cycle varies by facility
	Preparation of operation records for emission and prevention facilities	Daily	-

Status of Water Pollutant Management Activities

Category	Management Activity	Frequency/ Timing	Note
Cheonan Campus	Effluent quality measurement at final treatment plant	Twice a week	-
	Self-monitoring of designated waterborne hazardous substances	Twice a year	Outsourced to specialized agency
	Investment in wastewater treatment facilities to reduce effluent concentration	-	-
Yongin Research Center	Primary chemical and physical treatment of on-site wastewater	-	Final discharge to the wastewater treatment plant, with effluent managed within permissible limits
	Operation of a Dissolved Air Flotation (DAF) system for primary wastewater treatment	-	Daily maximum treatment capacity (current): 50 m^3 Daily maximum treatment capacity (after upgrade): 250 m^3
	Water sampling and self-monitoring	Once every 2 months	Outsourced to specialized agency
Daegu Campus	Wastewater sampling and analysis	Monthly	Outsourced to specialized agency
Songdo Campus	Self-monitoring of wastewater discharge facilities	Once every 6 months	Outsourced to specialized agency
	Operation of wastewater discharge facilities and maintenance of operational logs	Daily	-
Songdo Research Center	Wastewater sampling and analysis	9 times per year	Outsourced to specialized agency

Status of Chemical Management Activities

Category	Management Activity
Cheonan Campus	· Appointment of a chemical substance manager and dedicated management · Completion of off-site impact assessments and regular inspections for handling facilities · Preparation of hazardous chemical management log · Placement and inspection of protective equipment
Daegu Campus	· Appointment of a chemical substance manager and dedicated management · Preparation of hazardous chemical management log · Placement and inspection of protective equipment · Annual reporting of chemical emissions
Yongin Research Center	· Registration of changes to handled chemical substances · Segregated storage of chemicals after registration (e.g., toxic chemical storage facilities, outdoor storage facilities) · Preparation of hazardous chemical management log · Monitoring of chemical emissions via the electronic system (Lab-Manager)
Songdo Research Center	· Preparation of hazardous chemical management log · Placement and inspection of protective equipment · Monitoring of chemical emissions via the electronic system (Lab-Manager) · Monthly inspections of hazardous materials facilities and maintenance of hazardous materials handling logs

1) MSDS: Material Safety Data Sheet

Environmental Management

Environmental Impact Reduction Activities

Chemical Management Process

❶ Pre-evaluation
- Review of chemical classifications
- Record management of hazardous chemicals

❷ Chemical Information Management
- Management and placement of MSDS via D-Cloud (updated once every two years)
- Inventory control and tracking of reagent inbound/outbound transactions through an ERP system

❸ Reporting Management
- Reporting of chemical emissions performance
- Participation in chemical statistics surveys

Waste

Waste Management and Recycling

· The 'Allbaro waste management system' is utilized to systematically monitor waste generation and disposal volumes at each site, aiming to reduce environmental impact and promote a circular economy.

· In compliance with applicable waste-related regulations, designated personnel complete mandatory training and conduct regular checks on applicable laws and risk factors to ensure proper waste handling.

· Authorized contractors are selected and managed based on waste type, and recyclable waste is sorted and controlled to improve recycling rates.

General Waste Generation

Business Site	Category		Unit	2024[1]	2025
Dong-A ST	General Waste Generation		ton	724.3	734.6
	Recycling	Wastewater Sludge[2]		136.2	42.6
		Waste Synthetic Resin		175.5	244.7
		Spent Activated Carbon		19.9	37.4
		Scrap Metal		13.9	15.6
		Cans		19.5	22.4
		Aluminum		1.8	1.6
		Plastic		5.7	20.6
		Waste Vinyl[3]		57.9	-
		Waste Paper		164.4	174.8
		Glass Bottles		4.7	2.7
		Expanded Polystyrene (EPS)		0.2	-
		Waste Wood		0.4	6.5
		Food Waste[4]		Not collected	44.0
		Total Recyclable Waste		600.1	612.8

1) Expansion of scope and coverage in 2024 to include headquarters and four production sites under the Production Division
2) In 2025, waste was processed either through recycling or incineration due to variations in handling methods by site
3) In 2025, the amount was included in the total volume of waste synthetic resin generated
4) Data collection and management have been implemented since 2025

Waste Generation Reduction and Recycling Performance

Category	2024				2025			
	Target (ton/%)	Perfor-mance (ton/%)	Achievement Rate (%)		Target (ton/%)	Perfor-mance (ton/%)	Achievement Rate (%)	
Total Waste Generation[1]	800	895.8	112.0	Not achieved	869	872.4	100.4	Not achieved
Waste Recycling Rate[2]	80	82.8	103.5	Achieved	85	70.2	82.6	Not achieved

1) Total waste generation includes general, designated, and medical waste
2) Waste recycling rate is calculated based on recyclable general waste

Mid- to Long-Term Waste Recycling Rate Targets

Category	Unit	2025	2026~2030
Waste Generation	ton	· Reduce waste generation by 3% to the previous year	· Reduce waste generation by 3% to the previous year
Waste Recycling Rate	%	· Achieve a recycling rate of 85%	· Achieve a recycling rate of 85% · Manage waste by type and treatment method · Conduct campaigns to reduce single-use items and promote paperless practices

Biodiversity

Biodiversity Management System

- A biodiversity management system has been established to systematically identify and manage business impacts on biodiversity and ensure the sustainable use of ecosystems.
- The Board of Directors and the ESG Committee conduct prior review and final decision-making on biodiversity-related policies, mid- to long-term targets, nature-related risk assessments, and implementation strategies.
- The Sustainability Management Team develops mid- to long-term biodiversity goals, implementation roadmaps, and the biodiversity policy, coordinates related activities, and monitors performance in collaboration with operational departments at each business site and subsidiary.
- Operational departments at each business site and subsidiary identify and manage local ecosystem and biodiversity risks, plan and implement conservation activities, and share results with the Sustainability Management Team on a regular basis.

Biodiversity Management Structure

Biodiversity Policy

- A Biodiversity Policy has been established to minimize negative impacts across business operations and to conserve biodiversity degraded by human activity and promote sustainable use of resources.

↘ Biodiversity Policy

Biodiversity Conservation Principles	· Prevent, minimize, and mitigate biodiversity-related risks across business operations · Strive to achieve 'No Net Loss' of biodiversity · Establish mid- to long-term strategies to achieve a 'Net Positive Impact'
Deforestation Prevention Principles	· Minimize and mitigate deforestation across all business activities · Implement actions to reduce deforestation-related risks · Strive to achieve 'Net Deforestation Zero'

Biodiversity Vision and Strategic Objectives

- A biodiversity vision and mid- to long-term targets have been established to enhance ecosystem resilience and support the sustainability of natural capital.
- A phased implementation strategy has been set, including biodiversity awareness, tangible contributions to ecosystem restoration, and integration of biodiversity into management systems, with annual reviews of performance against targets.

Mission	Creating a Future Where Humanity and Nature Coexist in Harmony, as a Pharmaceutical Company Dedicated to Protecting Life		
Vision	Becoming a Leading Company in Biodiversity by Restoring and Enhancing Ecosystems in Surrounding Communities		
Strategic Directions and Key Initiatives	Raising Biodiversity Awareness	Contributing to Tangible Ecosystem Restoration	Internalizing Biodiversity Management Across Operations
	· Establish 'Green Camp' as a regular program	· Develop site-specific collaborative biodiversity initiatives · Expand ecological cleanup and tree planting projects	· Develop biodiversity action plans and monitoring systems · Establish a Board reporting framework
Targets and Achievements	2024	2025	2026-2030
	Targets	Targets	Targets
	· Expand the Green Camp (increasing the number of participants) · Conduct biodiversity conservation activities near business sites at least once annually	· Host the Green Camp · Conduct biodiversity conservation activities near business sites at least once annually	· Host the Green Camp · Establish mid- to long-term biodiversity conservation plans across major business sites and subsidiaries, with implementation outcomes reviewed at least once annually · Report biodiversity performance to the ESG Committee on annual basis
	Achievements	Achievements	
	· Held the 19th Green Camp – Byeonsan Peninsula National Park area – Increased the number of participants to 80 · Conducted annual biodiversity conservation activities in local communities – 3 production sites, 1 R&D site	· Conducted the 20th Green Camp – Byeonsan Peninsula National Park area – Recruited 80 participants – Produced and released a 20th anniversary documentary · Conducted annual biodiversity conservation activities in local communities – 3 production sites	

Biodiversity

SPECIAL CASE Identification of Biodiversity-Related Risks and Opportunities

- Biodiversity-related risks and opportunities were identified using the LEAP Approach[1] recommended by the TNFD[2]
- A total of eight ecologically sensitive areas were identified across the Company's operational assets, with four key risks and four opportunities derived. Based on these findings, relevant indicators and action plans were developed with reference to the AR3T Framework[3] proposed by SBTN[4].

LEAP Approach		
	① Locate	· Identified areas of interaction with biodiversity across directly operated assets such as headquarters, campuses, and branches · Prioritized regions for assessment based on the TNFD LEAP approach, and identified ecologically sensitive areas using tools such as WWF[5]'s Water Risk Filter (WRF), Biodiversity Risk Filter (BRF), ENCORE[6], and IBAT[7]
	② Evaluate	· Classified Dong-A ST's directly operated assets by industry sector based on the ISIC classification: Manufacturing, Head Office, Wholesale, and Scientific R&D · Assessed dependencies and impacts on natural capital using the ENCORE tool based on Dong-A ST's industry sectors
	③ Assess	· Developed an initial pool of nature-related risks and opportunities based on TNFD guidance and sector-specific recommendations · Derived a final issue pool and priority ranking through integrated consideration of dependency and impact assessments results, external tools, business model cases, media reports, and relevant environmental regulations
	④ Prepare	· Reviewed Dong-A ST's current response and management targets related to nature-related risks and opportunities · Defined future disclosure directions and identified areas for improvement in the management system to support strategy development

1) LEAP Approach: A four-phase process- Locate areas of nature interaction, Evaluate dependencies and impacts, Assess risks and opportunities, and Prepare response strategies and disclosures
2) TNFD: Taskforce on Nature-related Financial Disclosures - A global initiative for nature-related financial disclosures
3) AR3T Framework (Avoid–Reduce–Restore/Regenerate–Transform): A comprehensive approach designed to help organizations integrate biodiversity into business strategy
4) SBTN: Science Based Target Network - A framework for setting science-based targets for nature
5) WWF: World Wide Fund for Nature
6) ENCORE: Exploring Natural Capital Opportunities, Risks, and Exposure - A tool developed by the Natural Capital Finance Alliance (NCFA) to assess business dependencies and impacts on natural capital
7) IBAT: Integrated Biodiversity Assessment Tool - A global biodiversity assessment tool co-developed by IUCN and others, used to identify ecologically sensitive areas based on protected area and species distribution data

Locate: Scoping and Identification of Ecologically Sensitive Areas

- In the Locate phase, tools such as ENCORE and IBAT were used to identify ecologically sensitive areas and prioritize sites for assessing nature-related dependencies, impacts, risks, and opportunities.

Identification Target	A total of 17 domestic Dong-A ST assets (including headquarters, campuses, research centers, and branch offices)

Identification Method: Assessment Tools	C1. Areas of High Biodiversity Importance	C2. Areas of High Ecosystem Integrity	C3. Areas with Rapid Decline in Ecosystem Integrity	C4. Areas with High Physical Water Risks	C5. Key Areas for Ecosystem Service Provision
Water Risk Filter	Freshwater endemism and freshwater biodiversity richness	-	Ecosystem services (e.g., watershed ecosystem services)	Water scarcity, flooding, surface water quality	-
Biodiversity Risk Filter	Protected areas, key biodiversity areas, and range rarity categories	Ecosystem services	Ecosystem condition, invasive species, pollution, and other biodiversity pressures	Water conditions	Resource scarcity (e.g., food, water, air)
IBAT, ENCORE	Protected areas, key biodiversity areas, and the IUCN Red List[1]	-	-	-	Natural capital depletion

· In accordance with TNFD guidance, site meeting at least one of the five assessment categories (C1–C5) are identified as sensitive areas (evaluated on a 1–5 scale)
· In line with the WWF methodology, a threshold score of 3.4 is applied to each category, and sites exceeding this threshold are classified as high-risk areas

Identification Results: Asset Name	C1	C2	C3	C4	C5	
Ilsan Branch	3.56	2.88	1.77	2.75	3.16	Sites located in high-risk areas
Anyang Branch	3.75	2.00	2.11	2.75	3.26	
Headquarters	3.91	2.00	2.11	2.25	3.26	
Gwangju Branch	4.00	2.12	2.14	2.25	2.94	
Yongin Research Center	3.10	2.38	2.04	2.25	3.16	Sites requiring management based on asset scale
Songdo Campus	3.25	2.25	1.82	1.75	3.31	
Cheonan Campus	2.28	2.38	2.04	2.25	3.06	
Daegu Campus	2.03	2.25	2.04	2.00	3.03	

· According to the WWF methodology, a total of four sites, including the headquarters, and the Ilsan, Anyang, and Gwangju branches, were identified as ecologically sensitive areas
· In addition, four other sites-the Yongin R&D Center and the Songdo, Cheonan, and Daegu campuses-were designated as ecologically sensitive due to their large asset scale and status as key facilities directly managed by Dong-A ST, based on discussions with the Sustainability Management Team

1) IUCN Red List: A global inventory maintained by the International Union for Conservation of Nature (IUCN) that assesses species extinction risk and serves as an internationally recognized benchmark for prioritizing biodiversity conservation

Biodiversity

SPECIAL CASE Identification of Biodiversity-Related Risks and Opportunities

Evaluate: Assessment of Dependencies and Impacts

- In the Evaluate phase, Dong-A ST conducted a comprehensive analysis of industry-specific dependencies and impacts on natural capital based on the characteristics of its business activities.

Definitions of Dependency and Impact

- **Dependency**
  - The extent to which a company relies on biotic and abiotic services provided by ecosystems and natural resources for its business activities.

Dependency → Impact

- **Impact**
  - Changes resulting from a company's activities that affect nature's ability to provide benefits to society and the economy

Assessment Methodology and Results

Dependencies (VH / H / M / L / VL)

	Ecosystem Services	Manufacturing	Wholesale	Headquarter Operations	R&D
Regulating and Maintenance Services	Storm Mitigations	M	M	L	L
	Global Climate Regulation	VL	VL	VL	L
	Flood Mitigation	M	M	VL	VL
	Water Flow Regulation	H	M	VL	L
	Soil and Sediment Retention	M	M	VL	VL
	Local Climate Regulation	L	L	L	L
	Noise Attenuation	-	-	M	VL
	Mediation of Sensory Impacts (excluding noise)	-	-	VL	VL
	Dilution by Atmosphere and Ecosystems	L	-	-	VL
	Rainfall Pattern Regulation	-	VL	-	-
	Air Filtration	VL	VL	-	VL
	Biological Pest Control	-	VL	-	VL
	Water Purification	VH	-	-	M
	Solid Waste Remediation	L	-	-	L
	Pollination (Plants)	-	-	-	L
Cultural Services	Education, Scientific and Research	VH	-	-	VH
Provisioning Services	Genetic Resources	H	-	-	M
	Water Supply	H	L	VL	L
	Biomass Provision	-	-	-	L

Impact (VH / H / M / L / VL)

Impact Drivers	Manufacturing	Wholesale	Headquarter Operations	R&D
Disturbances (e.g., noise, light)	M	VL	VL	L
GHG Emissions	M	M	VL	L
Emissions of Toxic Pollutants to Water and Soil	M	VL	VL	L
Extraction of Other Biotic Resources (e.g., fish, timber)	-	-	-	VL
Generation and Disposal of Solid Waste	M	VL	VL	M
Area of Land Use	L	L	M	L
Non-GHG Air Pollutant Emissions	M	M	VL	L
Introduction of Invasive Species	-	-	-	L
Water Consumption	M	M	L	M

- Dong-A ST classified its directly operated assets into Manufacturing, Wholesale, Headquarter Operations, and Research & Development (R&D), and assessed dependencies and impacts on natural capital for each sector using the ENCORE tool
- Ecosystem services and impact drivers rated as 'High' or above were considered to indicate significant levels of dependencies or impacts
- The assessment revealed high dependency not only on water-related services—such as water flow regulation, water purification, and water supply—but also on ecosystem services related to genetic resources and education, science, and research, which were identified as priority considerations for future biodiversity risk management

Assess: Risk and Opportunity Assessment

- In the Assess phase, the issue pool derived in alignment with TNFD guidance and pharmaceutical industry recommendations was reviewed through multidimensional external analyses and internal interviews. Key risks and opportunities associated with Dong-A ST's ecologically sensitive areas were identified and prioritized.

Assessment Method

Initial Issue Pool of 41[1] Risk and Opportunity Factors Identified

Incorporation of Various Evaluation and Analysis Results:
- Dependency and Impact Assessment Results
- Regulatory Analysis[2]
- Benchmarking Analysis[3]
- Media Analysis[4]
- Review of TNFD Recommendations
- Analysis Using External Tools

Final Selection of 8 key Risk and Opportunity Issues

- Interviews were conducted with internal employees responsible for activities related to ecologically sensitive areas. Based on the insights derived from these practical perspectives, the prioritization of risk and opportunity factors within the final issue pool was determined.

Assessment Results

	Rank	Category		Issue Name	Key Impact Examples	Time of Impact	Final Score	Materiality
Risk	1	Transition	Policy Risk	Increase in Compliance Costs	Deterioration of the cost structure due to additional facility investments and increased operating expenses driven by stricter environmental regulations	Mid-term		●
	2	Physical	Chronic Risk	Decline in Groundwater Levels	Heightened operational risks due to increased water procurement costs and disruptions in production processes	Long-term		●
	3	Transition	Technology Risk	Growing Demand for Low-carbon Production Technologies	Increased capital expenditures for facility upgrades and R&D investments to adopt eco-friendly technologies	Mid-term		◑
	4	Transition	Market Risk	Rise in Bio-Based Material Prices and Intensification of Supply Competition	Increased production costs and reduced profitability due to higher raw material procurement costs	Mid-term		◑
Opportunity	1	Business Performance	Resource Efficiency	Cost Reduction through Water Consumption Reduction	Reduced operating costs and an improved cost structure through efficient water resource management	Mid-term		●
	2	Business Performance	Products and Services	Revenue Growth through Innovation in New Materials and Products	New revenue generation driven by the expansion of bio-based and sustainable product markets	Mid-term		●
	3	Business Performance	Resource Efficiency	Improvement in Resource Efficiency	Cost reductions and productivity improvements through optimized energy and raw material use	Long-term		◑
	4	Business Performance	Reputational Capital	Strengthened Environmentally Responsible Corporate Image	Increased customer trust and revenue growth driven by a strong sustainability brand reputation	Mid-term		◑

1) Based on TNFD guidance and sector-specific guidance for the pharmaceutical industry
2) Referenced applicable Korean environmental regulations, including the Natural Environment Conservation Act, Framework Act on Environmental Policy, and Water Environment Conservation Act
3) Benchmarked against four leading global pharmaceutical companies
4) Reviewed news articles published between January 1 and December 31, 2025

Biodiversity

SPECIAL CASE Identification of Biodiversity-Related Risks and Opportunities

Prepare: Target Setting and Disclosure

- In the Prepare phase, the eight key risks and opportunities identified in earlier stages were reviewed, and concrete management measures were formulated.
- Issue-specific activities were reviewed through document analysis by the Sustainability Management Team and interviews with relevant departments. Based on SBTN's AR3T framework, improvement initiatives were derived, and future directions were established.

Status Review

- Reviewed management activities for the eight identified risk and opportunity factors
  - Management activity review: Document-based review in collaboration with the Sustainability Management Team
- Assessed mitigation measures and improvement areas based on SBTN's AR3T framework and evaluated future directions
  - Review of future enhancement plans: Interviews conducted with relevant departments related to the risk and opportunity factors

Management Measures

Ranking	Category			Issue	Key Management Activities
1	Risk	Transition	Policy Risk	Increase in Compliance Costs	· Establishment of an environmental regulatory monitoring systems · Inspection of potential environmental risks in manufacturing processes
2	Risk	Physical	Chronic Risk	Decline in Groundwater Levels	· Operation of groundwater use monitoring systems by site · Campaigns for reducing manufacturing water use
3	Risk	Transition	Technology Risk	Growing Demand for Low-carbon Production Technologies	· Procurement of eco-friendly raw materials and ingredients · R&D for low-carbon and eco-friendly manufacturing processes
4	Risk	Transition	Market Risk	Rise in Bio-Based Material Prices and Intensification of Supply Competition	· Development of raw material supply diversification Strategies · Execution of long-term supply contracts to enhance supply stability
1	Opportunity	Business Performance	Resource Efficiency	Cost Reduction through Water Consumption Reduction	· Implementation of water recycling and reuse initiatives · Review the adoption of water quality prediction technologies
2	Opportunity	Business Performance	Products and Services	Revenue Growth through Innovation in New Materials and Products	· Use of eco-friendly packaging materials (e.g., tapes) · High-efficiency, energy-saving pharmaceutical packaging (e.g., simplified bottle packaging)
3	Opportunity	Business Performance	Resource Efficiency	Improvement in Resource Efficiency	· Introduction of IoT-based systems and smart factory technologies · Installation of measurement systems to improve process energy efficiency
4	Opportunity	Business Performance	Reputational Capital	Strengthened Environmentally Responsible Corporate Image	· Biodiversity conservation activities near key business sites · Operation of the 'Green Camp' environmental education program · Expansion of ESG communications with stakeholders · Application of eco-friendly product labels and certification marks

Biodiversity Conservation Activities

Green Camp

- From 2004 to 2025, a total of 20 Green Camp sessions have been conducted, promoting biodiversity awareness among youth and employees.
- The program has delivered education on species diversity and ecosystem conservation activities at key biodiversity sites, such as mountains, oceans, and rivers, with continued participation from middle school students nationwide and Dong-A ST employees.
- With its 20th session held in 2025, the program has become one of Korea's representative environmental education initiatives.

Community-Based Biodiversity Conservation Activities

- Identified environmental challenges within local communities and implemented biodiversity conservation initiatives in connection with social value.
- Practical activities such as environmental cleanups, removal of invasive species, and ecological education programs were carried out in local communities where major business sites are located, including Cheonan, Daegu, and Songdo.
- Through participation in the Business and Biodiversity Platform (BNBP) initiative, activity outcomes are publicly disclosed externally to enhance transparency, and annual monitoring is conducted based on both quantitative and qualitative performance indicators.

Business Site	Daegu Campus	Songdo Campus	Cheonan Campus
Date of Implementation	June 4	June 11	June 11
Number of Participants	22	18	27
Activity Location	Dalseong Wetland, Daegu	Namsongdo Wetland, Incheon	Seongseong Lake Park
Activity Duration (hours)	2	2	2
Regional Characteristics	Habitat of the Class II endangered species, the boreal digging frog	Habitat of the Clas I endangered species, the black-faced spoonbill	Habitat of the Class II endangered species, the Chinese pond turtle
Key Activities	Habitat conservation activities for boreal digging frogs	Habitat cleanup activities for black-faced spoonbills	Habitat protection activities for Chinese pond turtles

SOCIAL

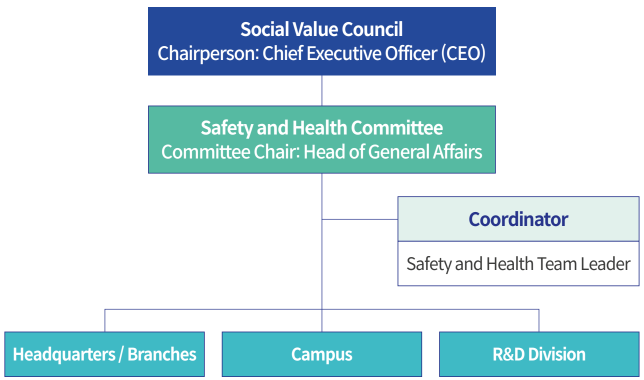
Global CSR in Cambodia (HiCardi Medical Staff Training)

Safety and Health Management

Safety and Health Management System

- A safety and health management system is operated under the leadership of the CEO.
- The Major Accident Response Organization centrally oversees company-wide safety and health management and serves as the central oversight body by comprehensively reviewing reports on regulatory compliance and inspection results submitted by safety and health management officers at each business site.
- Safety and Health Management Officers supervise and direct safety and health managers at each site, who in turn carry out overall safety and health responsibilities, including implementation of safety measures and maintenance of employee health.
- In accordance with the Industrial Safety and Health Act, an annual safety and health management plan is established and reported to the Board of Directors—the Company's highest decision-making body—on an annual basis, and the Board oversees and monitors its implementation.

Health and Safety Management Organizational Structure



Appointment of Safety and Health Management Officers at each business site

2025 BOD Reporting Agenda

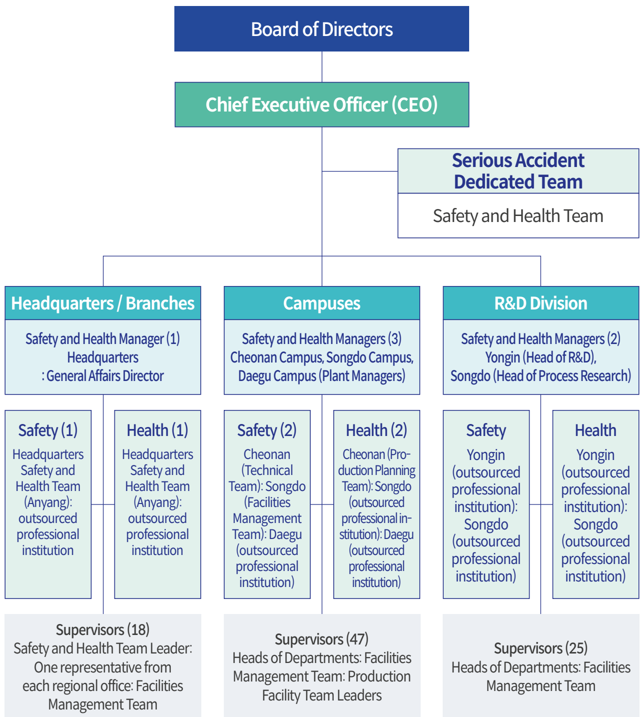
Date	Agenda	Resolution	Attendance Rate (%)
April 22, 2025	Report on Safety and Health Management for 2024–2025	Reported	100
December 10, 2025	Approval of Amendments to the Dong-A ST Safety and Health Management Policy	Approved	100

Safety and Health Management Policy

- A company-wide Safety and Health Policy has been established and publicly declared to foster a safety-first culture and provide a systematic framework for safety and health management.
- The policy applies not only to the Company's business operations and affiliates but also to suppliers throughout the value chain. It explicitly identifies stakeholders vulnerable to safety and health risks and adopts a proactive, preventive management approach.
- The policy consists of general principles for compliance with occupational safety and health regulations and detailed principles for governing safety and health responsibilities by stakeholder group.

↘ Safety and Health Management Policy
↘ Safety and Health Management Policy Statement

Occupational Safety and Health Committee Structure



Safety and Health Vision and Strategic Objectives

- A vision of 'Creating a Safe Workplace for Health and Happiness' has been established, along with specific strategic objectives, to implement occupational safety and health management activities aimed at achieving zero workplace accidents and injuries across all business sites.

Vision	Creating a Safe Workplace for Health and Happiness
Target	Achieving sustainable zero serious accidents
Core Values	Regulatory Compliance, Immediate Action, Field-Oriented Management, Communication and Participation

2025	2026~2027	2028~
· Expansion of Safety Culture - Conduct safety and health awareness campaigns - Provide training on supervisory safety and health responsibilities · Advancement of Contractor Safety and Health Management - Establish standard operating procedures (SOPs) for work processes - Develop evaluation criteria for qualified contractors · Enhancement of Training and Employee Engagement - Collect employee feedback through QR code-based systems	· Implementation of Data-Driven Training - Collect incident cases from business sites and affiliates - Utilize data dashboards to support safety training · Enhancement of Employee Participation - Expand employee participation programs · Establishment of an Effective Emergency Response System-Develop task-specific emergency response procedures - Conduct regular emergency drills	· Strengthening Safety Organization Competencies · Establishment of a Participatory Safety Culture · Digitalization of Safety and Health Data

Safety and Health Management

Occupational Safety and Health Management System (ISO 45001)

- An occupational safety and health management system based on the international standard ISO 45001 has been established and is operated to proactively identify and systematically manage potential safety and health risks across business sites.
- In accordance with the PDCA (Plan-Do-Check-Act) cycle, the effectiveness of occupational safety and health activities is enhanced through implementation planning, hazard identification, risk mitigation, and performance evaluation.
- To maintain ISO 45001 certification, internal audits and surveillance audits are conducted annually, and system performance is reviewed regularly throughout the organization.
- In 2025, key risks identified through the occupational safety and health management system were reported to the CEO based on their assessed level of materiality.

ISO 45001 Certification Status

Category	Initial Certification	Validity Period	Certification Body
Cheonan Campus	October 26, 2018	October 26, 2024 – October 25, 2027	Korea Quality Foundation
Daegu Campus	June 9, 2021	June 9, 2024 – June 8, 2027	
Songdo Campus	October 5, 2023	October 5, 2023 – October 4, 2026	

ISO 45001 Certificate (Cheonan Campus)

ISO 45001 Certificate (Daegu Campus)

ISO 45001 Certificate (Songdo Campus)

Safety and Health Legal Compliance Monitoring

- To assess compliance with applicable laws and regulations, the Safety and Health Team conducts monitoring activities focused on major regulatory requirements.
- In accordance with the Occupational Safety and Health Act and the Serious Accidents Punishment Act, compliance evaluations are conducted using standardized compliance checklists and corrective actions are implemented whenever deficiencies or nonconformities are identified.
- Newly enacted or revised safety and health regulations are posted on the Company's intranet by the Safety and Health Team and shared across the organization to raise awareness and support ongoing compliance.

Key Safety and Health Legal Compliance Items

Occupational Safety and Health Act	Mechanical Equipment Act	Chemical Substances Control Act
Act on the Safety Control of Hazardous Substances	Acts on Fire Services, Electric Safety, and High-Pressure Gas Safety Control	Serious Accidents Punishment Act

Safety and Health Compliance Audits

Occupational Safety and Health Committee

- The Occupational Safety and Health Committee is operated to prevent workplace accidents by jointly reviewing and coordinating key occupational safety and health matters between labor and management.
- The committee consists of an equal number of labor and management representatives and convenes quarterly to deliberate and resolve occupational safety and health matters.
- The implementation status of resolutions adopted during the previous quarter is reviewed at subsequent committee meeting, and corrective actions are taken when necessary.
- In 2025, key agenda items discussed included emergency response drills for serious accidents, contract safety capability assessments, musculoskeletal disorder prevention plans, safety measures for confined space operations, specialized safety and health training for junior employees, and safety and health management plans for the 'Happy Car Wash' initiative.

Inspection of Compliance with Safety and Health Obligations

- Compliance inspections are conducted at least semiannually across all business sites to verify with the implementation of safety and health obligations stipulated under the Enforcement Decree of the Serious Accidents Punishment Act.
- Inspections focus on seven key areas, including improvement and mitigation of hazardous factors and implementation of measures to mitigate the risk of serious workplace accidents. Improvement plans and follow-up actions are established based on inspection results.
- In 2025, inspection results were reported to the CEO twice to strengthen accountability at the highest management level.

2025 Compliance Inspection Results

Areas Requiring Improvement	Improvement Activities and Plans
Identification and Improvement of Hazards and Risks	· Semiannual inspections on serious accident risk factors by safety and health team at all business sites · Regular risk assessments at all business sites
Performance Evaluation of Safety and Health Managers and Others	· Semiannual inspections on serious accident risk factors at all business sites · Operation of Safety Committees at research institutes
Gathering of Employee Opinions	· Employee suggestion programs, Occupational Safety and Health Committee meetings, and subcontractor councils at all business sites · Operation of Safety Committees at research institutes
Serious Accident Risk Response Measures	· Biweekly safety council meetings at research institutes
Compliance with Safety and Health Laws	· Regular site inspections at all business sites · Semiannual inspections on serious accident risk factors at all business sites
Safety and Health Evaluation of Subcontractors	· Periodic contractor evaluations at all business sites · Annual self-assessments at research institutes
Conduct Safety and Health Training	· Regular, onboarding, special-topic, and MSDS training at all business sites · New employee training and semiannual safety training

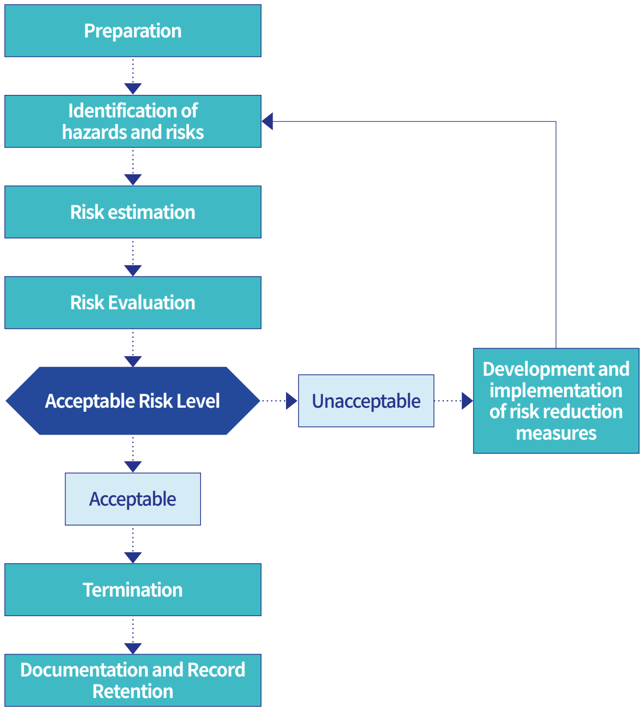
Safety and Health Management

Safety and Health Inspections

Safety and Health Risk Assessment

- Regular risk assessments are conducted annually across all business sites, including headquarters and regional offices, to systematically identify and eliminate hazardous conditions and risk factors.
- In 2025, a total of 356 hazardous conditions and risk factors were identified through assessments conducted at headquarters and regional offices. Excluding 265 cases classified as acceptable risk levels, corrective actions were completed for 85 cases (with 6 cases scheduled for maintenance or currently under review).
- Separate risk assessments are conducted at campuses and research centers, and improvement measures are established and implemented in phases for identified hazardous and risk factors.

Risk Assessment Process



Safety and Health Risk Mitigation Measures

- Identified risks are documented in risk assessment records and managed based on location, risk scenarios and outcomes, hazard factors, incident type, current status, control measures, and risk level.
- To evaluate the effectiveness of corrective actions, changes in risk levels before and after implementation are analyzed, and overall progress is managed through corrective action plans.
- Risk mitigation measures are implemented for hazards including electric shock, fire, collision, and confined-space hazards.

Examples of Risk Assessment Mitigation Measures in 2025

Before Improvement	After Improvement
	
Risk Level: 8	Risk Level: 4
· Risk of electric shock during inspection of equipment inside electrical panels	· Installation of electrical hazard warning signage and reinforcement of safety awareness
	
Risk Level: 9	Risk Level: 3
· Risk of injury due to pallets stacked in employee access routes	· Reorganization and proper storage of pallets stacked above 2 meters in height

Emergency Response System

- An emergency response system has been established and is operated to ensure rapid response and minimize damage in the event of industrial accidents or serious incidents, as well as to prevent recurrence of similar incidents.
- Five types of high-risk workplace incidents have been identified, and response procedures and action guidelines have been developed and distributed for each type.
- Following any incident, root cause analyses and review of response processes are conducted, and continuous improvement activities are implemented to strengthen the emergency response system.

Emergency Response Process

Step 01 Incident Recognition and Initial Response
- Immediately suspend work and restrict access upon identification of an incident or risk factor
- Administer first aid and promptly report the situation to the supervisor

Step 02 Emergency Measures and Site Stabilization
- Implement emergency measures to preserve the site and prevent secondary accidents
- Share the situation and coordinate response with health & safety officers

Step 03 Accident Cause Investigation and Activation of Reporting System
- Investigate the cause of the accident and communicate the incident details following internal reporting procedures

Step 04 Post-accident Measures and Recurrence Prevention Planning
- Develop recurrence prevention measures tailored to the type of incident, and provide education and share related information

Safety and Health Management

Occupational Safety & Health Management

Enhancement of Safety and Health Competence

Safety and Health Training

· Systematic safety and health training programs are implemented to foster a company-wide safety and health culture and enhance employees' safety awareness.

· In addition to legally mandated training, various customized training programs are provided, including job-specific safety training and fire safety training. External professional instructors are engaged as needed to enhance training quality.

2025 Safety and Health Training Performance

Category	Training Title	Training Method	Total Participants (Persons)	Total Training Hours (Hours)
Mandatory Training	Training for office and sales workers	Online/Offline	888	7,530
	Training for field Workers		1,197	22,044
	New employee onboarding training, etc.		89	720
Safety and Health Personnel Training	· Safety and Health Management Supervisors · Safety Managers · Health Managers	Online/Offline	6	92
Specialized Training	VR Safety Training	Voluntary Participation (Offline VR)	36	6
	Training for Employees with Less Than 5 Years of Service	Offline (OJT)	120	120
	Electric Vehicle Fire Prevention Training	Voluntary Participation, Offline (Lecture and Practice Training)	38	76

Fire Safety Training

· Annual fire safety training and emergency response drills are conducted to strengthen response capabilities in emergencies such as fires and explosions, with improvement plans established and implemented based on identified findings.

· In 2025, electric vehicle fire response training was conducted at headquarters.

Dissemination of Best Practices via the Safety and Health Bulletin Board

· The internal safety and health bulletin board is used to share best practices and communicate domestic and international safety issues, workplace incidents, and occupational illnesses, along with response measures and recommended actions to enhance safety awareness.

Operation of QR Code Reporting Channel

· QR codes are displayed throughout business sites and promoted through banners on the D-Portal to enhance safety and health communication. Incentive programs are conducted to encourage reporting and gather broader employee feedback.

· A total of 13 reports were received, with 11 cases requiring action having been addressed.

Safety and Health Management

Safety and Health Management for Suppliers

Safety and Health Capability Assessment for Suppliers

- In response to the expanded application of the Serious Accidents Punishment Act, safety and health capability assessments are conducted semiannually to strengthen supplier safety and health management.
- Assessments are conducted across 12 criteria based on the Ministry of Employment and Labor's Safety and Health Management Manual for Contracted Work.
- Based on the first-half assessment results, follow-up actions are recommended, and implementation is reassessed during second-half evaluations. In cases of insufficient improvement, the results are considered during contract renewal.
- When contractors are newly engaged or replaced, additional safety and health capability assessments are conducted and reflected in the contractor selection process.

Supplier Safety and Health Capability Assessment Criteria

Category	Assessment Criteria
Safety and Health Management System	Safety and health policy, workplace accident prevention plan, organizational roles and responsibilities, etc.
Implementation Effectiveness	Risk assessments, safety inspections and corrective actions, safety and health training, safety work permit
Operational Management	Signaling and communication systems, hazardous materials and facility safety, emergency response plan
Accident Occurrence Level	Industrial accident occurrence status over the past 3 years

Operation of Health & Safety Consultative Body for Suppliers

- As part of industrial accident prevention efforts, a Safety and Health Council is convened monthly under the leadership of the Safety and Health Management Officer, with participation from the holding company, affiliates, and suppliers.
- Through the council, industrial accident risk factors at contractor-operated worksites are assessed and mitigation and corrective measures are discussed.

Joint Safety Inspections and Corrective Actions

- Joint safety inspections and improvement activities are conducted quarterly, with identified hazardous conditions and risk factors addressed through corrective actions

Employee Health Promotion

Work Environment Improvement

- Workplace environment monitoring is conducted to prevent occupational health risks and improve working conditions, and personal protective equipment (PPE) management procedures are systematically implemented.
- In 2025, workplace environment monitoring was conducted twice annually on a regular basis. Noise exposure levels were measured in locations such as the headquarters cafeteria to verify compliance with occupational exposure standards, and newly established facilities, such as the car wash facility, were also evaluated.
- Separate PPE management procedures are established for each manufacturing site and research facility by the headquarters to ensure the appropriate selection, provision, use, and maintenance of protective equipment.

Employee Disease Prevention Initiatives

- The Company supports annual employee health examinations and operates a monitoring system to ensure appropriate follow-up management for employees requiring additional medical attention.
- To promote employee health and preventive care, eligibility for comprehensive health examinations was expanded from employees aged 45 and older to all employees.
- To prevent musculoskeletal disorders, ergonomic risk factors and related symptoms are regularly assessed through ergonomic task evaluations and employee symptom surveys. Individual health consultations and follow-up management are provided for employees reporting symptoms or identified as requiring additional support.
- To commemorate Health Day, a handwashing campaign promoting infectious disease prevention and personal hygiene awareness is conducted.

Human Rights Management

Human Rights Management Governance

- The CEO, as the highest decision-making authority, reviews and approves key matters related to human rights management.
- The Human Rights Management Committee under the Social Value Council is responsible for approving and overseeing the implementation of human rights policies, supervising corrective actions, and conducting human rights risk assessments and follow-up activities.
- Relevant departments collaborate with the Human Rights Management Committee to establish preventive, mitigating, and remedial measures for human rights risks, and to implement initiatives that foster a human rights-centered corporate culture.

Human Rights Management Organizational Structure

Social Value Council (Chairperson: CEO)
- Reviews strategies, objectives, and performance related to human rights management
- Reviews and approves major human rights management initiatives

Human Rights Management Committee (Committee Chair : Head of Happiness Management)
- Oversees human rights management activities and organizational culture improvement initiatives

HR Team
- Establishes and updates human rights policies
- Develops human rights management plans
- Conducts human rights risk assessments
- Operates grievance channels
- Conducts internal training and reporting and manages external communication

Training Team
- Identifies internal human rights issues
- Identifies organizational culture issues
- Plans and implements improvement initiatives
- Develops and delivers employee human rights training
- Promotes human rights awareness

Human Rights Management Policy

- A Human Rights Policy has been established to prevent potential human rights violations that may arise throughout the Company's operations.
- The policy aligns with internationally recognized human rights and labor standards, including the Universal Declaration of Human Rights, the Guiding Principles on Business and Human Rights, the Constitution of the International Labour Organization (ILO), and applicable domestic labor laws.
- The policy applies to all stakeholders directly or indirectly affected by the Company's business activities, including employees, investors, and local communities.

↘ Human Rights Management Policy

Dong-A ST's 12 Fundamental Principles of Human Rights Management

12 Fundamental Principles	
① Respect for Human Rights	⑦ Freedom of Association and Collective Bargaining
② Prohibition of Discrimination	⑧ Prohibition of Forced Labor and Child Labor
③ Compliance with Working Hours	⑨ Assurance of industrial safety
④ Fair Compensation	⑩ Human Rights Management in the Supply Chain
⑤ Safe and Healthy Working Environment	⑪ Protection of Customer Human Rights
⑥ Respectful Treatment	⑫ Protection of Community Human Rights

Human Rights Management Framework and Implementation Targets

- Dong-A ST respects and supports international human rights and labor standards and has established a human rights management framework to protect the rights of employees and other stakeholders throughout its operations.
- The framework consists of six core principles and is integrated into the Company's management system to ensure that all employees understand and uphold the principles of human rights management.

Human Rights Management Framework

Policy	Human Rights Due Diligence	Remedy for Victims
Governance	Transparent Disclosure	Stakeholder Engagement

Human Rights Management Roadmap

Category	Systemization (2025-2026)	Advancement (2027-2028)	Maturity (2029-)
Strategic Objectives	Establish a Human Rights Management Framework	Expand a Human Rights-Oriented Organizational	Become a Leader in Human Rights Management
Key Initiatives	· Conduct human rights impact assessments · Conduct human rights audits and implement corrective actions · Obtain Human Rights Excellence Certification	· Expand human rights impact assessment activities · Expand training for stakeholders · Obtain Human Rights Management Certification	· Advance globally leading human rights policies · Expand corporate social responsibility initiatives

Internalization of Human Rights Management

Human Rights Management Training

- To internalize a culture of respect for human rights across the organization, human rights training is provided to all employees at least once a year.
- In 2025, employee training was conducted through mandatory corporate culture programs in addition to legally required training; including sexual harassment prevention, disability awareness, and workplace harassment prevention.

2025 Human Rights Management Training Performance

Category	Participants (persons)	Training Hours (hours)	Completion Rate (%)
Dong-A ST Corporate Culture Mandatory Training (Climate Crisis and Human Rights)	1,593	796.5	90.5%
Sexual Harassment Prevention	1,700	1,700	100%
Disability Awareness	1,700	1,700	100%
Workplace Harassment Prevention	1,700	1,700	100%

Human Rights Management

Inclusive Workplace Initiative for Persons with Disabilities – ‘Happy Car Wash’

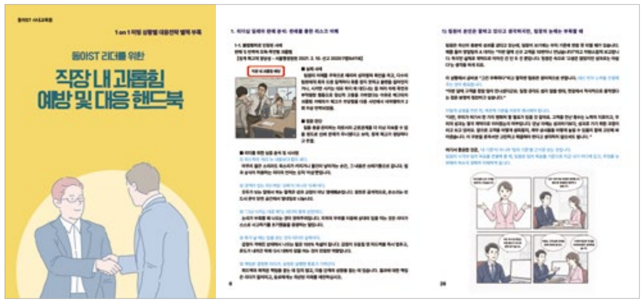
- In June 2025, Dong-A Socio Group signed an agreement with the Korea Employment Agency for Persons with Disabilities to promote employment opportunities for persons with disabilities.
- In October 2025, Dong-A ST established the ‘Happy Car Wash’ facility at its headquarters and directly employed eight persons with disabilities. The initiative provides an inclusive work environment that enables employees with disabilities to demonstrate their capabilities and work independently.

Survey on Workplace Harassment and Discrimination

- Regular surveys are conducted to assess awareness levels regarding workplace harassment and discrimination to protect employee rights and foster a healthy and inclusive organizational culture.
- Based on survey results, identified improvement areas are analyzed, and follow-up actions are implemented, including policy revisions, training programs, and enhancements to internal systems and processes.

Distribution of the Workplace Harassment Prevention and Response Handbook

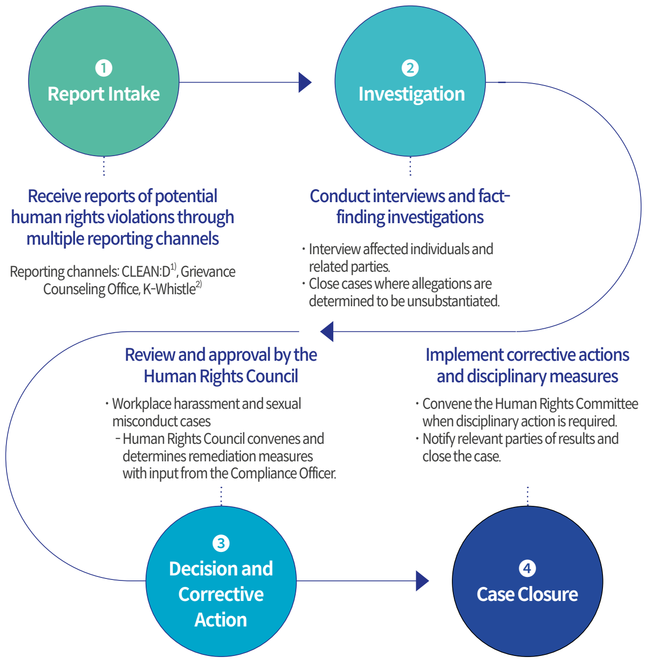
- To prevent workplace discrimination and harassment, a handbook has been developed and distributed to employees to enhance awareness and improve the effectiveness of training programs.



Human Rights Grievance Mechanism

- The Company operates grievance channels and an external whistleblowing system accessible to all stakeholders to receive reports and grievances related to potential human rights violations and provide appropriate remediation.
- Alleged human rights violations are reported to the Human Rights Council, and all cases are addressed fairly and promptly under a zero-tolerance policy.
- All reports are handled in accordance with whistleblower confidentiality and anonymity protection policies, and both reporters and affected individuals are protected from retaliation and secondary harm.
- As part of remediation measures, the Company provides support such as psychological counseling, workplace separation, remote work arrangements, and disciplinary action against perpetrators to ensure implementation of corrective actions.

Human Rights Violation Remedy Procedure



1) CLEAN:D: Dong-A Socio Group's internal cyber audit office reporting channel
2) K-Whistle: An anonymous whistleblowing system operated by an external agency, Korea Business Ethics Institute (KBEI), through which Dong-A Socio Group employees and external stakeholders can safely report corruption and unethical behavior

Human Rights Management

Human Rights Impact Assessment

- Human rights impact assessments are conducted annually across all business sites to identify actual and potential human rights impacts and risks.
- Education and interviews are conducted for assessment participants to enhance the reliability of assessment results.
- Key activities and assessment results are reported to management and disclosed to stakeholders through the annual Group Human Rights Management Report.

Human Rights Impact Assessment Framework

Category	Details	
Subjects	· Human rights policies, guidelines, procedures, and systems	
Scope	· Stakeholder groups	Employees, business partners, children and women, local community members (including indigenous peoples and migrant workers), and third-party contracted workers
Criteria	· Dong-A ST's internal assessment criteria developed based on domestic and international guidelines – Including the National Human Rights Commission of Korea's Business and Human Rights Checklist	

Human Rights Impact Assessment Process

❶ External Landscape Review
- Review domestic and international standards and guidelines
- Analyze legal and regulatory developments related to human rights

❷ Checklist Development
- Develop a self-assessment checklist

❸ Human Rights Impact Assessment
- Conduct self-assessments by relevant departments
- Document scoring rationale and detailed evaluation results

❹ Analysis and Risk Identification
- Analyze assessment results
- Identify actual and potential human rights risks

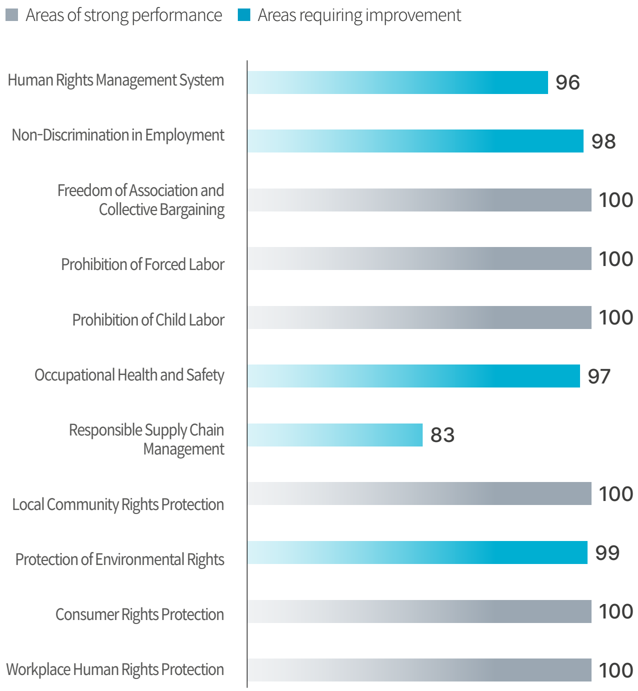
❺ Action Plan Development and Monitoring
- Develop corrective action plans for identified gaps
- Monitor implementation progress

❻ Reporting of Results
- Summarize findings and prepare assessment reports

Initiatives for Human Rights Risks Improvement

- In 2025, human rights impact assessments were conducted across 11 areas, and risk assessments were performed for issues requiring risk identification and corrective action, taking into account both the likelihood of occurrence and the severity of potential impacts.
- Risks requiring improvement were identified in five areas, including the right to a healthy environment, responsible supply chain management, and occupational safety and health. Response measures were established for each identified issue, and improvement activities continue to be implemented.
- Key improvement initiatives included capacity-building training for grievance counselors and the collection of Supplier Code of Conduct acknowledgments. These efforts helped proactively prevent human rights risks associated with business activities and contributed to the effective protection of human rights.
- The score for the Protection of Human Rights in the Workplace category improved from 97 points in the 2024 assessment to 100 points in 2025, demonstrating the effectiveness of the improvement measures implemented.

2025 Human Rights Impact Assessment Results



Risk Mitigation Activities

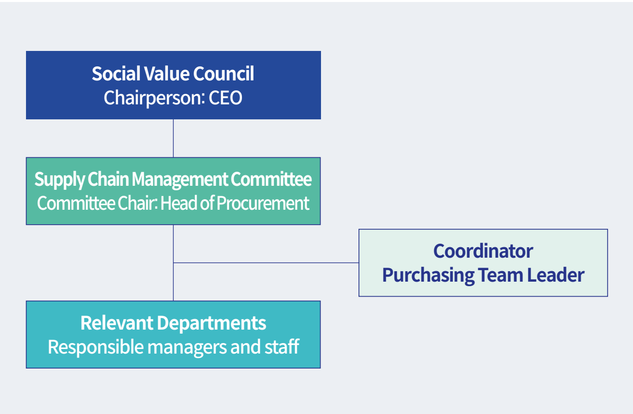
Area	Key Indicators	Improvement Activities
Human Rights Management System	Human Rights Policy declaration	· Group human rights remedy guidelines · Capacity-building training for grievance counsellors
	Regular implementation of human rights impact assessments	
	Institutionalization of human rights management	
	Human rights management performance	
	Establishment of grievance mechanisms	
Non-Discrimination in Employment	Non-discrimination in employment	-
Occupational Health and Safety	Protection of pregnant employees and employees with disabilities	· Review and revision of employment regulations related to human rights issues
Responsible Supply Chain Management	Prevention of human rights violations by suppliers	· Collection of signed Supplier Human Rights Codes of Conduct from Tier 1 suppliers
	Prevention of human rights violations by security personnel	· Inclusion of human rights clauses in contracts with security service providers
Workplace Human Rights	Protection of employees with disabilities	· Established the 'Happy Car Wash' Facility to create employment opportunities for persons with disabilities

Supply Chain Management

Supply Chain Management Governance

- A Supply Chain Management Committee is operated to ensure reliability through monitoring supplier performance and overseeing ESG management programs.
- The committee is held semiannually and addresses supply chain issues, monitors product storage conditions, and proactively manages risks related to product supply and delivery.
- The CEO holds ultimate responsibility for oversight of supply chain sustainability initiatives and performance and reviews and approves supply chain management plans, targets, performance results, and key issues.

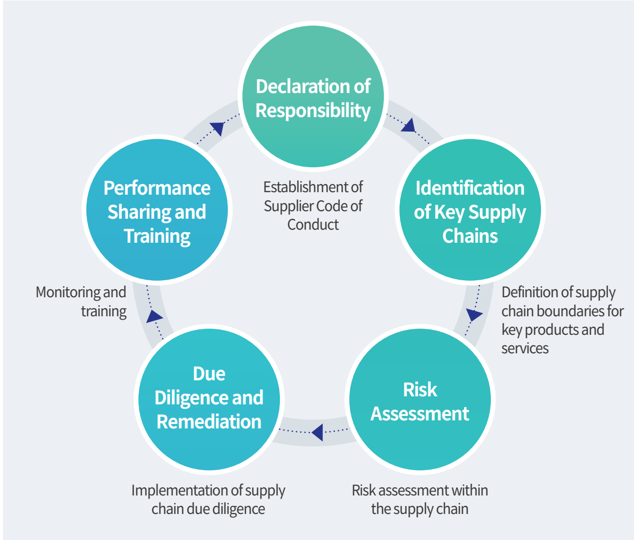
Supply Chain Management Committee



Supply Chain Management System

- A strategic supply chain management system has been established to respond to changes in the global supply chain environment and promote sustainable partnerships with suppliers.
- Key suppliers are identified and prioritized, and support programs are provided through collaborative initiatives that promote responsible business practices in environmental management, ethics, human rights, and occupational safety and health.

Strategy and Operational Framework



Supply Chain Management Policy

Supply Chain ESG Policy and Guidelines

- Supply chain ESG policies and guidelines are established to systematically manage ESG risks across the supply chain.
- These policies and guidelines clearly define compliance principles for key ESG issues within the supply chain, including anti-corruption, human rights and labor, and environmental factors, and promote responsible and transparent supply chain management aligned with international standards through the Supplier Code of Conduct.
- They apply to the entire procurement and sourcing system of Dong-A ST and its affiliates, as well as to all stakeholders, including Tier 1 and Tier 2 suppliers.
- Based on the results of supply chain ESG evaluations conducted under these policies, incentives may be provided to outstanding suppliers, while suppliers with insufficient implementation of risk mitigation measures may be subject to bidding restrictions or termination of business relationships.

↘ Supply Chain ESG Policy and Guidelines

Supply Chain ESG Policy Structure

Chapters	Articles
Chapter 1. Supply Chain Sustainability Framework	Article 1. Decision-making framework
	Article 2. Policy scope and stakeholder communication
	Article 3. Documentation and performance management
Chapter 2. Implementation of Supply Chain Sustainability	Article 4. Engagement of new suppliers
	Article 5. Support for supplier sustainability initiatives
	Article 6. Responsible procurement of raw and packaging materials
	Article 7. Communication of supplier ESG data and information
Chapter 3. Supply Chain Risk Identification and Response	Article 8. Grievance mechanism
	Article 9. Supply chain ESG assessments

Establishment of ESG Guidelines for the Supply Chain

Chapters	Articles
Chapter 1. Implementation Framework	Article 1. Disclosure of Supplier ESG Guidelines and governance structure
Chapter 2. Anti-Corruption	Article 2. Bribery and kickbacks
	Article 3. Gifts, meals, entertainment, and other benefits
	Article 4. Fair competition and anti-collusion
	Article 5. Conflicts of interest
	Article 6. Transparency
	Article 7. Protection of information and assets
	Article 8. Reporting of violations, whistleblower protection, and non-retaliation
Chapter 3. Human Rights	Article 9. Non-discrimination
	…
Chapter 4. Environment	Article 15. Environmental permits and approvals
	…
Chapter 5. Management System	Article 18. Management commitment to compliance and continuous improvement
	…

Supply Chain Management

Supply Chain ESG Assessment

Supplier Identification and Classification

- When selecting new suppliers, the Company conducts comprehensive and fair evaluations considering financial factors and sustainability risks. Suppliers are required to acknowledge Dong-A ST's ESG policies and Supplier ESG Guidelines, and sign a compliance agreement upon contract execution.
- 53 suppliers signed the ESG Guidelines Compliance Agreement, covering environmental, labor, human rights, and ethics requirements (75.7% of the Company's 70 primary suppliers).
- Suppliers are systematically classified and managed based on internally established supply chain management criteria.
- A differentiated ESG management and monitoring approach is applied according to supplier criticality and risk level.

Supplier Identification and Classification Criteria

Category	Details
Tier 1 (Primary Key Suppliers)	Suppliers in the top 90% of procurement spend by category (finished products, raw materials, and packaging materials) among primary suppliers
Tier 2 (Primary Suppliers)	1) Suppliers supporting production of internally manufactured products 2) Suppliers with continuous business relationships for 3 consecutive years
Tier 3 (Secondary Suppliers)	Suppliers other than Tier 1 suppliers with annual transaction values exceeding KRW 100 million for three consecutive years

Selection of Suppliers for Assessment

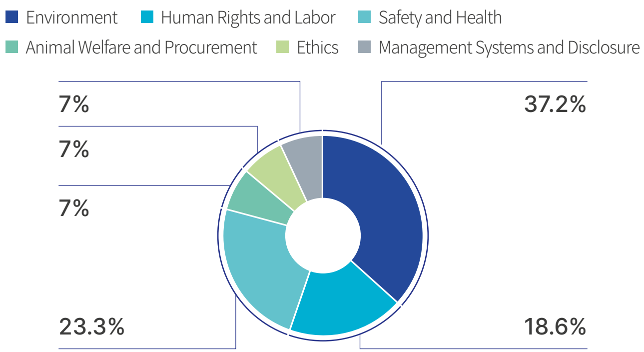
- Among 2,015 suppliers registered in the Company's internal procurement system (S-TEPS), 50 suppliers responsible for R&D, quality control, and raw material procurement were selected for self-assessment based on transaction frequency and volume.

Supplier Self-Assessment

- Supplier self-assessments were conducted using advanced questionnaires covering occupational safety and health, animal welfare and sourcing practices, management system and disclosure, and overall ESG implementation.

Category	Details
Scope	50 suppliers (43 responses received, 86% response rate)
Method	Distribution and collection of self-assessment questionnaires
Assessment Period	September 29 – October 31, 2025

2025 Question Distribution (%)



Self-Assessment Questionnaire Structure			Score
Total Questions: 43	Environmental (16 questions)	Environment: 16	80
	Social (21 questions)	Human Rights and Labor: 8	100
		Safety and Health: 10	
		Animal Welfare and Procurement: 3	
	Governance (6 questions)	Ethics: 3	20
		Management Systems and Disclosure: 3	
Total			200

Supplier Self-Assessment Results

- Nine key suppliers that achieved scores of 120 points or higher out of 200 were identified as outstanding suppliers.
- Suppliers scoring 60 points or below were identified as having the most deficiencies in greenhouse gas emissions verification, and improvement support plans will be established.

Assessment Results and Key Findings

≥ 120 Points	60–119 Points	≤ 60 Points
9 suppliers	16 suppliers	18 suppliers

Category		Details
Strengths	Compliance with Environmental Regulations	· Compliance with environmental regulations (95.3%)
	Prevention of Workplace Harassment	· Implementation of workplace harassment prevention and monitoring measures (84.2%)
	Biological Agents	· No use of biological agents or appropriate management of associated risks (95.8%)
	Prevention of Unethical Conduct	· No violations involving corruption or unethical conduct during the reporting year (100%)
Areas for Improvement	Emergency Response System	· Operation of emergency response systems (52.1%)
	Human Rights Policy	· Establishment of human rights policies and grievance mechanisms (45.6%)
Areas of Deficiency	GHG Measurement and Management	· Insufficient measurement and management of greenhouse gas emissions (14.4%)
	GHG Verification	· No third-party verification of greenhouse gas emissions (0%)

Selection and Execution of On-Site Inspections

- Based on the self-assessment results, three suppliers were selected in consultation with the Procurement Strategy Team. Two suppliers were subject to internal on-site audits, while one supplier underwent a joint on-site audit with a third-party certification body (DNV).
- Audit method: Two suppliers were audited by the Sustainability Management Team, while one supplier was audited jointly by the Sustainability Management Team and external auditors.
- Audit criteria: Customized audits were conducted using supplier-specific checklists developed in advance.

Supply Chain Management

Supplier Co-Prosperity Program

Dong-A ST Supplier Co-Prosperity Forum

- The forum introduces Dong-A ST's supply chain management strategy and policies, recent ESG regulatory developments, environmental disclosure systems, and best practices from participating companies, and corporate response strategies related to supply chain due diligence.
- In November 2025, employees from 10 key suppliers participated in training on ESG policy trends and response strategies and engaged in knowledge-sharing discussion.

Post-Forum Survey Results

Satisfaction with Forum Content	Satisfaction with Work Support	Willingness to Participate in the Forum Again
100%	86%	100%

Procurement Staff Training

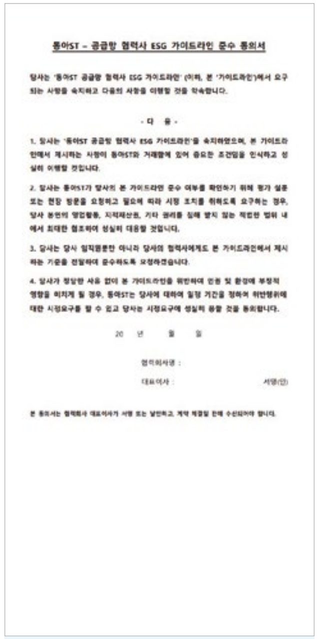
- Training is provided to purchasing team responsible for supply chain management through both online and in-person programs to strengthen ESG integration and supply chain risk management capabilities.
- In-person training covers topics such as the role of the purchasing team in supply chain management, the development of action plans, alignment between supply chain management direction and procurement strategy, ESG management, supply chain due diligence practices, and anti-corruption measures.
- An online supply chain management training course operated by the Group's SU-SEOK Universität institute is completed on an individual basis.

Metrics and Targets

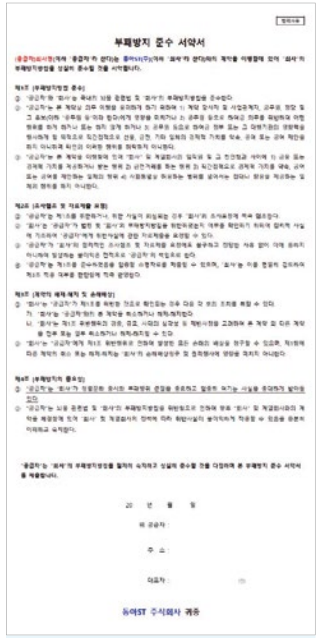
Mid- to Long-Term Supply Chain Management Targets

- Mid- to long-term targets are established with the objective of expanding partnerships compliant with ESG guidelines

Category	Short-Term (2025–2026)	Mid-Term (2027–2028)	Long-Term (2029–)
Internalization of ESG Procurement Capabilities	· Integrate ESG-related training into procurement functions · Establish ESG operational framework through regular meetings with suppliers	· Introduce ESG procurement KPIs and performance management systems · Strengthen ESG-linked collaboration between procurement and other departments	· Develop company-wide ESG procurement guidelines · Develop ESG procurement operation manuals
Supply Chain Management System (ESG)	· Strengthen strategic partnerships with suppliers · Reinforce ESG management systems among key suppliers	· Establish supplier evaluation criteria incorporating ESG performance · Develop sustainable procurement strategies	· Develop ESG performance-based supplier innovation models · Expand application of ESG standards to all suppliers
Digital Procurement Innovation	· Enhance supplier evaluation systems through procurement system upgrades - Review integration of credit ratings into procurement systems - Review establishment of supply chain-related	· Incorporate ESG criteria into supplier onboarding and evaluation processes · Develop an ESG-integrated procurement platform (e.g., purchase order issuance linked to supplier ESG ratings)	· Expand adoption of AI-based sustainable raw material sourcing · Strengthen the global supply chain network



Agreement on Compliance with ESG Guidelines for Suppliers



Anti-Corruption Compliance Pledge for Suppliers

Supply Chain Management Indicators

Category	Unit	2023	2024	2025
Supplier Credit Evaluations	Companies	131	134	133
ESG Guideline Compliance Agreement Signed	Companies	-	24	53
Supplier Self-Assessments Conducted	Companies	-	24	43
Participation in Co-Prosperity Forum	Companies	25	25	10
Anti-Corruption Compliance Agreements Signed	Companies	-	-	208[1]

1) Total number of suppliers that signed anti-corruption compliance agreements at the Group level

Community Engagement

Community Engagement Governance

- The Chief Executive Officer (CEO), as the highest decision-making authority, reviews and approves key matters related to community engagement.
- The Sustainability Management Team, which is responsible for community engagement activities, plans and implements social contribution programs in collaboration with business sites and affiliates and conducts regular reviews of community engagement strategies and performance.

CEO	· Reviews and approves key community engagement matters
Sustainability Management Team	· Supports implementation and monitoring of social contribution activities across business sites and affiliates · Reviews community engagement strategies, objectives, and performance

Community Engagement Policy

- A Community Engagement Policy has been established to fulfill the Company's social responsibilities and obligations and contribute positively to local communities while respecting the rights and interests of community stakeholders.
- The Company discloses and manages information related to its community engagement governance framework, performance management system, and stakeholder communication.

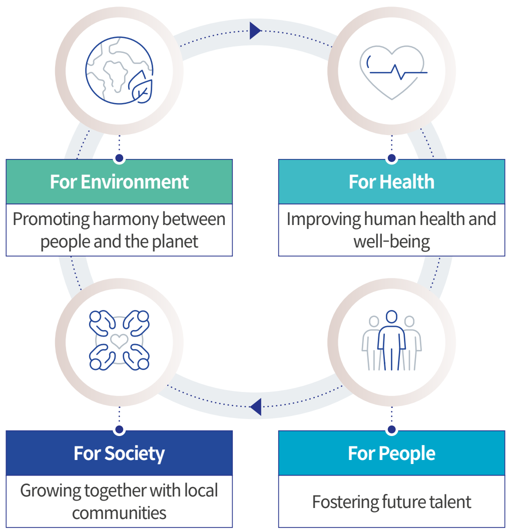
↘ Community Engagement Policy

Social Contribution Framework and Strategic Objectives

- A social contribution framework has been established based on the corporate philosophy of 'Growing Together' to fulfill the Company's social responsibilities.
- Corporate social responsibilities (CSR) initiatives are promoted across key areas—Health, People, Environment, and Community—to create social value and contribute to sustainable business growth.

Community Engagement Vision and Strategic Framework

Mission	Create Social Value and Build a Sustainable Business Environment Through CSR Initiatives
Vision	A Health Care Group Dedicated to Human Health and Happiness
CSR Initiative	Dong-A Responsibility – Fulfilling our role in society



Category	2025	2026	2027	2028~2030
Social Contribution Target Amount	KRW 1,600 million	KRW 1,700 million	KRW 1,800 million	KRW 2,000 million or more
Employee Participation in Social Contribution Activities	700 persons	750 persons	800 persons	850 persons or more

Community Contribution Activities

For Environment

Green Camp

- A youth-targeted environmental program operated annually by Dong-A ST since 2004, providing experiential learning opportunities that foster environmental stewardship and respect for life.
- In July 2025, the 20th session of the program was held at Byeonsan Peninsula National Park in Jeonbuk-do, with participation from 80 middle school students from across Korea.
- To commemorate the program's 20th anniversary, a documentary titled There Is No Second Earth was produced and broadcast to raise awareness of environmental protection and climate action in everyday life.

↘ EBS Documentary Video ↘ Episode 20 Behind-the-Scenes Video

Region	Gyeongbuk (Sangju)	Chungnam	Online (Virtual)	Gangwon	Jeonbuk
Activity Year	2010~2013, 2017~2018	2008~2009, 2014~2016	2020~2022	2023	2024~2025
Cumulative Participants	450	380	225	75	175
Key Activities	· Biodiversity education and experiential learning programs · Nakdonggang River cleanup activities	· Tidal-flat ecosystem exploration and marine cleanup activities · Habitat monitoring (storks, etc.)	· Biodiversity education programs and environmental practice activities	· Habitat creation for endangered species in Seoraksan Mountain · Removal of invasive plant species	· Tidal-flat experiential programs in Byeonsan Peninsula National Park · Removal of hazardous marine species
Social Contribution Spending[1)]	KRW 170 million	KRW 90 million	KRW 38 million	KRW 10 million	KRW 14 million

1) Includes expenditures related to biodiversity-focused organizations, educational programs, experiential activities, activity expenses, and support for environmental organizations

Community Engagement

Community Contribution Activities

For Health | For Society | For People

Medical Expense and Pharmaceutical Assistance Programs

- Provides financial assistance for medical expenses and pharmaceutical products to cancer patients and ALS (amyotrophic lateral sclerosis) patients, helping improve access to treatment, slow disease progression, and enhance quality of life.
- In 2025, Dong-A ST provided KRW 200 million in medical expense assistance to 4,795 cancer patients and donated Eporon injections valued KRW 27 million to 180 ALS patients.

'Steps of Hope' 6.5 km Walking Campaign

- As part of Dong-A Socio Group's social contribution initiatives, the Company has participated since 2021 in an employee-led donation campaign in collaboration with the Korea Diabetes Association.
- In 2025, donations totaling KRW 150 million were contributed to support underprivileged diabetes patients, based on employee step counts accumulated during the spring (May) and fall (September) campaigns.

Growth Hormone Donation Program

- Since 2013, the Company has annually donated Growtropin growth hormone therapy to support children with growth disorders, helping them grow with hope and confidence.
- In 2025, growth hormone therapy valued at KRW 600 million was donated to 157 children with short stature (cumulative total: over 1,264 children and KRW 7 billion since 2013).
- Donations are administered through the Hanmaum Social Welfare Foundation and provided to eligible children for one year, selected through recommendations from pediatric endocrinologists and application screening conducted by general hospitals nationwide.
- The program contributes to improved growth outcomes, enhanced psychological well-being, and reduced healthcare costs.

Methodology and Basis for Social Impact Measurement[1]	
Input	Annual average prescription cost of growth hormone × Number of beneficiary children
Output	Economic value generated through growth hormone donations
Outcome	Improved growth outcomes and psychological well-being
Impact	Reduced healthcare costs for children with short stature
References	1. Journal of Korean Society of Pediatric Endocrinology: Vol. 5, No. 1 - Psychosocial adaptation of children with growth hormone deficiency (2000) 2. Hospital Newsletter Press Release (Sep. 20, 2023) - Growth hormone prescription status by 5-year age group among patients aged 19 and under (2020–Jun. 2023)

1) Calculated using a monetary valuation approach based on estimated reductions in medical costs, with the SROI methodology used for reference purposes only.

Category	2021	2022	2023	2024	2025	5-Year Total
Beneficiaries	150	148	149	151	157	707

2025 Social Value Measurement of Growth Hormone Support		Remarks
Beneficiary Children	157	Unit: Persons
Annual Average Growth Hormone Prescription Cost (Based on 2022)	4,288,537	Unit: KRW
Growth Hormone Support Amount	609,930,000	
Estimated Social Cost Reduction from Prevention of Short Stature	673,300,309	

Songdo Campus Tour Program

- The Company operates a Songdo Campus Tour Program for university students interested in careers in quality assurance (QA) and quality control (QC).
- A total of 125 university students participated across four sessions led by the Songdo Campus Plant Manager and employees.
- An on-site tour of the Songdo Campus and Bio Research Laboratory was provided for Sangju High School students (November).
- A total of 46 participants (44 students and 2 teachers) attended, guided by the Songdo Campus Plant Manager, the Head of the Bio Research Laboratory, and team leaders from relevant departments.

Category	No. of Sessions	Participants	Remarks
High School Students	1 Session	44 persons	Science-focused class (Grade 11 students)
University Students	4 Sessions	125 persons	Students interested in QA/QC careers Session 1: Jan. 2025 Session 2: Jan. 2025 Session 3: Jul. 2025 Session 4: Oct. 2025

Community Engagement

Global CSR Activities

HiCardi and Medical Support Activities in Ethiopia and Cambodia

- Following Ethiopia in 2024, the Company signed agreements with healthcare institutions in Cambodia in 2025 to support the deployment of the HiCardi remote patient monitoring platform.
- The Company provides support for real-time remote patient monitoring platforms, including HiCardi Plus and Live Studio, over a five-year period, along with annual on-site training for healthcare professionals to facilitate effective utilization of remote monitoring systems.
- The HiCardi remote monitoring system is being introduced in countries with limited healthcare infrastructure and medical resources to improve clinical environments, enhance access to care, and support early disease detection.

Key Global CSR Activities in Ethiopia

- In March 2024, the Company donated HiCardi solutions valued at KRW 100 million to MCM Hospital in Ethiopia and signed a five-year partnership agreement.
- In April 2025, the Company visited the Enpa Primary Clinic under Myungsung Christian Medical Center (MCM) and donated additional specialty pharmaceuticals valued at KRW 30 million.
- In April 2026, the Company donated Dr. Noon healthcare products valued at KRW 100 million, strengthened digital healthcare platforms through a three-year agreement, and expanded specialty pharmaceutical support (KRW 50 million).

Global CSR Activities in Cambodia

- In June 2025, the Company donated HiCardi solutions valued at KRW 100 million to Hebron Medical Center in Cambodia and signed a five-year partnership agreement.
- Since 2018, the Company has contributed to improving the local healthcare environment through donations of specialty pharmaceuticals, with the latest agreement reinforcing its commitment to ongoing support.


Pharmaceutical Donation Ceremony in Ethiopia


HiCardi Donation Ceremony in Cambodia

Access to Medicines

- To help reduce public healthcare disparities in underserved countries, the Company supplies treatments for tuberculosis and non-communicable diseases (NCDs) to priority countries. From 2021 to 2025, pharmaceutical products valued at approximately KRW 109.6 billion were supplied.
- WHO-prequalified anti-tuberculosis medicines are supplied to the organization, with Closerin (2012) and Lampremine (2021) having obtained WHO Prequalification (PQ) certification.
- In response to evolving tuberculosis (TB) treatment guidelines, the Company is developing next-generation anti-tuberculosis medicines, including Bedaquiline and Pretomanid, while expanding its pipeline to strengthen mid- to long-term access-to-medicine initiatives.

Pharmaceutical Supply Status

Category	Unit	2021	2022	2023	2024	2025	5-Year Cumulative	Key Target Countries
Anti-Tuberculosis Medicines	KRW 100 mil.	203	108	153	145	95	704	Russia, China, Namibia, Kazakhstan, India, etc.
Diabetes Treatments	KRW 100 mil.	39	52	99	95	107	392	Russia, Brazil, Thailand, Argentina, etc.

Priority Diseases

Priority Diseases	
Based on the Access to Medicine Index (ATMI)	
Category	Diseases
Infectious Diseases	Tuberculosis, malaria, etc.
Neglected Tropical Diseases (NTDs)	Dengue fever, Chagas disease, etc.

Priority Countries

Priority Countries	
Based on World Bank Income Classifications and WHO Global Health Indicators	
Region	Countries
Africa	Namibia, Ethiopia, etc.
Asia	India, Cambodia, etc.

Detailed Indicators for Accessibility to Anti-Tuberculosis Medicines

Indicator	Unit	Performance
Anti-Tuberculosis Medicine Production Capacity	Capsules	84,000,000
Number of Countries Supplied with Priority Products	Countries	49
Number of Patients Reached[1]	Persons	38,642
Product Supply Volume	Capsules	28,000,000
Number of WHO-Listed Products	Products	2
Number of Anti-Tuberculosis Medicines Under Development	Products	2

1) Number of Patients Reached (Estimated): Annual sales volume / annual dosage requirement (based on 1 tablet, BID, for 52 weeks)

Supply of Anti-Tuberculosis Medicines

Closerin (Cycloserine for Anti-Tuber culosis)	2012
Lampremine (Clofazimine for Anti-Tuberculosis)	2021
Bedaquiline (Next-Generation Anti-Tuberculosis)	2027 (Planned)
Pretomanid (Next-Generation Anti-Tuberculosis)	2029 (Planned)

Supply of Diabetes Treatments

SUGANON (Evogliptin)	Evodin®, Launched in Russia by GEROPHARM
	Valera®, Launched in India by ALKEM
	Suganon® Launched in Brazil by EUROFARMA
	Suganon® Launched in Thailand by COSMA MEDICAL
SUGAMET (Evogliptin +Metformin)	Valera M®, Launched in India by ALKEM

Consumer-Centered Management (CCM)

CCM Governance Structure

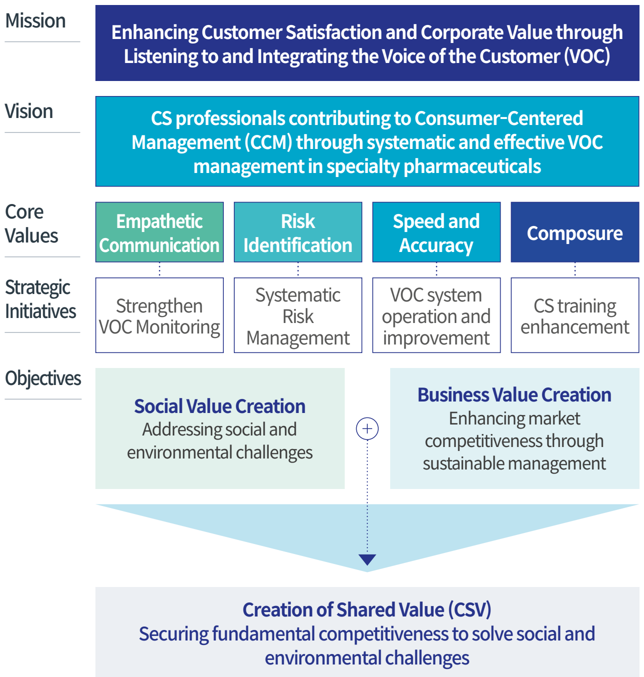
- A company-wide CCM[1] Committee is operated.
- To clarify accountability and authority for CCM implementation, the Head of Sustainability Management has been appointed as the Chief Customer Officer (CCO).
- The Customer Satisfaction Team, under the leadership of the CCO, oversees company-wide CCM implementation in compliance with applicable laws and regulations.
- A collaborative system is maintained with relevant departments, including the RA Team and Sustainability Management Team, to identify customer-driven initiatives, review issues, and implement improvements measures.
- VOC analysis results and CAPA[2] progress are reported regularly on a monthly and quarterly basis.

Consumer-Centered Management (CCM) Organizational Structure

1) CCM: Consumer-Centered Management
2) CAPA: Corrective and Preventive Action

Vision and Strategic Objectives for Consumer-Centered Management

- CCM strategies are established and implemented based on the promotion of a consumer-centric management culture and the development of consumer-friendly systems.



CCM Policy

- The CCM Manual provides guidance for designing and implementing consumer-centered practices, aligning company-wide management principles with consumer interests and serving as a behavioral guideline applicable across all departments.
- Based on the manual, CCM strategies, systems, operational processes, and performance management approaches are established and implemented.
- In accordance with applicable laws and regulations, including the Pharmaceutical Affairs Act and the Fair Trade Act, SOPs[1] and internal regulations are established, revised, and updated for each functional area and made accessible to employees to support ongoing compliance.

SOP for Compensation Processing of Complaint Products

Operating Manual for the Adverse Event Review Committee

Manual for Handling VOC Related to Clinical Trial Investigational Products

Customer Personal Information Management Standards

1) SOP: Standard Operating Procedure

Consumer-Centered Management (CCM)

Consumer Feedback Process

- All consumer feedback (VOC[1]) is recorded and managed by the Customer Satisfaction Team through the complaint management system, which is integrated with core systems such as accounting, sales, and production.
- Received feedback is categorized by type and priority level and then shared with relevant departments for root cause analysis, corrective action planning, and, if necessary, reporting to external authorities.
- The Customer Satisfaction Team continuously monitors the timeliness and effectiveness of issue resolution, identifies improvement opportunities based on analysis results, ensures follow-up actions by relevant departments, and shares outcomes across the Company to enhance overall customer satisfaction.

1) VOC: Voice of Customer

VOC Collection Channels

- Main Phone
- Website
- Mail
- E-mail
- MR[1]
- Growtropin Customer Happiness Center

1) MR: Medical Representative

External Channels for Receiving Complaints

- Korea Institute of Drug Safety and Risk Management
- 1372 Consumer Counseling Center (Korea Consumer Agency)
- Korean Pharmaceutical Association – Adverse Drug Reaction Reporting Center

VOC Management Process

- All VOC received and corresponding actions are recorded and managed through the complaint management system.
- VOCs are classified according to type and priority level, shared with relevant departments, and monitored throughout root cause analysis, corrective action development, and improvement management.

VOC Handling Process and Departmental Roles & Responsibilities

VOC Receipt / Entry	Classification (Type / Severity)	Sharing with Relevant Departments	Root Cause Analysis & Corrective Action Planning	Customer Feedback	Improvement Management
Customer Satisfaction Team	Customer Satisfaction Team	Customer Satisfaction Team	Quality Management Department	Customer Satisfaction Team	Quality Management Department

Improvement Cases Reflecting VOC

Category	Customer Feedback	Action Taken
Verrumal (Wart Remover)	Request for product content modification	Enhanced the container by introducing a child-resistant cap
Beszyme (Digestive Medicine)	Change in silica gel packaging color	Improved packaging by replacing the silica gel packaging material
Growtropin (Growth Hormone)	Cartridge damage	Enhanced the container by adding a protective protrusion to the blister packaging

CCM Internalization Training

- Training is provided to all employees to ensure that CCM activities are communicated across the Company and effectively embedded into daily operations. Training topics include CCM awareness, prevention of customer complaints, and post-management case studies.

Target	Training Topic	Method	Frequency	Participants	Training Hours (per person)
All Employees	Guest Lecture (Trend Korea)	Online / In-person	Annually	All employees	1.5 hours
Sales/Marketing Team	Handling Customer Complaints and CCM Training	In-person	Annually	All MR staff	20 minutes
Customer Satisfaction Team	Consumer-Centered Management	In-person	As needed	3 participants	9 hours
New Employees	Handling Customer Complaints and CCM Training	Online	As needed	Varies	1 hour
Customer Happiness Center (Call Center)	Growth Hormone Product Training (FAQ)	In-depth Training	As needed	3 participants	30 minutes
PV e-learning	Response to Adverse Drug Reactions	Online	Annually	3,128 participants	1 hour

Guest Lecture for Employees

Consumer-Centered Management (CCM)

Marketing Management

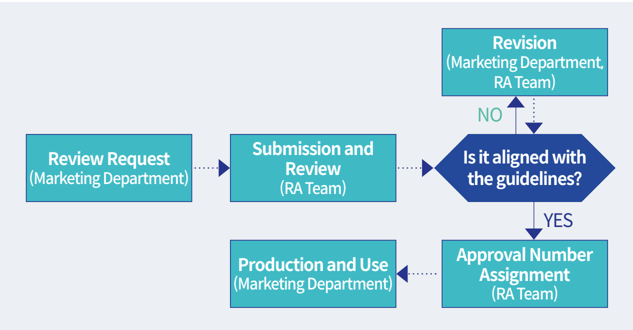
Responsible Marketing Framework

- To prevent false or misleading advertising and the misuse of pharmaceutical products, and to foster an ethical marketing culture, the Company operates an Anti-Bribery Management System (ISO 37001) and a Compliance Program (CP).
- Product information is disclosed transparently and responsibly in compliance with applicable laws and industry codes. Promotional materials for prescription drugs are distributed exclusively to healthcare professionals.
- All marketing materials are reviewed and approved by the Regulatory Affairs (RA) Team before production, with content development and review functions strictly separated in accordance with internal guidelines.
- To ensure the legality and transparency of marketing activities, expenditure reports are prepared and managed through the Compliance Management System with integrated approval workflows.
- The Compliance Committee holds regular meetings to review marketing-related issues and implement improvement measures.

Compliance Management System

CP Training	CP Management System
On-Site Audits	Whistleblowing System

Responsible Marketing Review Process



Responsible Marketing Policy

- Establishes and complies with a Company-wide responsible marketing policy to create patient-centered value and promote fair market practices.
- Operates internal pre-review procedures for all marketing and promotional activities, prohibiting the use of any unapproved materials or claims.
- Does not provide monetary or inappropriate benefits to healthcare professionals or related stakeholders and permits support only for legitimate academic and educational purposes within reasonable limits.
- Maintains internal guidelines that define roles and responsibilities of content development and review departments, applicable regulations, compliance requirements for content development, and review and approval procedures to ensure that evidence-based medical and pharmaceutical information is communicated objectively and impartially.
- Prepares labeling and documentation for drug containers, packaging, and inserts in compliance with applicable laws and regulations to provide patients with accurate and essential product information.

↘ Responsible Marketing Policy

Prohibition of Off-Label Marketing

- To provide accurate pharmaceutical information and protect consumers from misleading claims and misuse, off-label marketing is strictly prohibited.
- Promotion of pharmaceutical products for indications not approved by regulatory authorities is prohibited, and the use of pharmaceutical products for unapproved purposes is not permitted.
- Under the comprehensive review process conducted by the RA Team, all promotional materials undergo full content review, and an approval code must be assigned before any materials may be used.

Ethical Marketing

- Advertising and promotional activities targeting healthcare professionals and other stakeholders are conducted in accordance with ethical standards to ensure accurate communication of information related to health, safety, adverse reactions, and potential risks.
- Promotional materials used in marketing and sales activities are reviewed by the RA team and developed based on approved indications and scientific evidence.
- The RA Team and CP Management Team regularly monitor marketing activities to identify and prevent any unlawful practices, including false or exaggerated advertising.

Metrics and Targets

Consumer-Centered Management Indicators

VOC Monitoring Indicators

Performance Indicator	Definition / Formula	2025		Note
		Target	Actual	
Call Response Rate	Number of completed responses relative to connected calls	99%	100%	
Processing Rate Within 24 Hours	Percentage of VOC cases processed within 24 hours of receipt	99%	75.3%	Includes exchange and compensation cases
VOC Processing Period	Percentage of VOC cases resolved within 20 days from receipt	99%	85.9%	

Consumer-Centered Management Performance Indicators

Performance Indicator	Definition / Formula	2025		Note
		Target	Actual	
VOC Insight Identification	Number of achievements against the annual target (8 or more cases)	100%	113%	9 cases identified
VOC System Improvement	Achievement rate against the annual target (1 or more cases)	100%	100%	Includes cases of exchange and compensation
VOC Response Improvement	(Initial response + full response + resolution) / total number of cases × 100	99%	100%	

Information Security and Personal Data Protection

Information Security and Personal Data Protection Governance Structure

· An Information Security Committee has been established to manage and oversee the Company's information assets and information systems.

· The Chief Information Security Officer (CISO) is designated as the executive responsible for enterprise-wide information security and leads the development and implementation of related strategies and initiatives.

· Subcommittees under the Information Security Committee oversee personnel security, physical security, technical security, and operational security, including HR, IT infrastructure management, and internal audit activities.

Information Security and Personal Data Protection Organizational Structure

Social Value Council
Chairperson: CEO

· Approves the information security management framework and revisions to related policies
· Reports major information security incidents to the Board of Directors

Information Security Committee
Committee Chair: CISO

· Reviews and directs key matters related to information security, including management, system, physical security, HR security
· Oversees the operation of the information security and personal data protection framework (held semiannually)

Coordinator
DAI Dong-A ST DT Team Leader

· Manages departmental operating procedures and manuals
· Conducts information asset risk assessments

Committee Member	Committee Member	Committee Member	Committee Member
HR Security Manager (Head of HR Team)	Physical Security Manager (Team leader at each business site) · Headquarters (Safety and Health Team Leader) · Branch Offices (Operations Support Team Leader) · Research Center (Research Operation Team Leader) · Campuses (Production Planning Team Leader)	Technical Security Manager (Head of DAI Infra Team)	Information Security Officer (Audit Team)
· Manages the collection of security pledge collections from new hires and provides information security training · Manages the collection of non-disclosure agreements from departing employees · Oversees disciplinary procedures for security violations (Human Resources Committee if necessary)	· Establishes controlled areas and access management procedures · Implements security measures for controlled areas · Approves workspace access and authorizes entry to restricted areas	· Oversees management of IT systems and infrastructure, including servers and network equipment · Establishes and implements cybersecurity response measures in the event of IT disasters	· Establishes audit plans · Monitors and reports audit results · Establishes plans for cybersecurity incident prevention and protection measures

Information Security and Personal Data Protection Vision and Strategic Objectives

Vision and Objectives for Information and Personal Data Protection

Key Initiative	Strengthening corporate credibility and competitiveness through data protection		
Objectives	Prevention of Information Leakage	Blocking of External Cyberattacks	Improvement of Corporate Credibility
Detailed Strategy	Maintaining data confidentiality	Minimizing hacking threats	Strengthening protection of R&D and global business
	· Document encryption · Enhancing employee security awareness	· Firewall policy implementation · Malware blocking systems	· Protection of key R&D results · Safeguarding global business information

Information Security Policy

· An Information Security Policy has been established to define operational standards for protecting information assets and ensuring compliance with legal requirements under the Act on Promotion of Information and Communications Network Utilization and Information Protection and the Personal Information Protection Act.

· The policy applies to all Dong-A ST employees and external stakeholders who access Company information through contractual or legal relationships.

· The Chief Information Security Officer (CISO) oversees implementation and has developed nine detailed guidelines to support the policy.

↘ Information Security Policy

Nine Sub-Guidelines

Guideline Category	Implementation Items
Security Audit	· Establishment and implementation of a structured framework for the continuous improvement of the information security management system
Information Asset Security Management	· Standards for managing information assets, user accounts, access rights, and electronic documents for systematic protection
HR Security	· Guidelines covering compliance obligations and accountability for internal and external stakeholders, including security management, training, and disciplinary measures
Physical Security	· Physical protection of facilities through the designation of secure areas and implementation of access control procedures
User Security	· Security requirements for routine business activities, including PC, internet, and email use
Personal Data Protection	· Personal data processing standards, organizational structure, and protection of data subject rights
Incident Response	· Incident response framework and procedures designed to minimize the impact of information security incidents
Information Systems Security	· Standards for ensuring system stability and security, including system identification and operational controls
Information Protection Organizational Management	· Guidelines governing the structure and operation of the information protection organization

Privacy Policy

· A Privacy Policy has been established and publicly disclosed on the Company website to prevent the misuse of personal data and ensure compliance with applicable laws and regulations.

· The policy specifies the purposes of personal data collection, retention periods, and the principle of prohibiting the disclosure of personal data to third parties. It also prohibits the use of personal data for secondary purposes without appropriate authorization.

· The policy governs all procedures related to the collection, use, disclosure, outsourcing, and disposal of personal information.

· The Company monitors whether third-party service providers process personal data securely and conducts both internal and external audits.

↘ Privacy Policy

Information Security and Personal Data Protection

Information Security Activities

· Information security activities are conducted in accordance with the Company's Information Security Policy to protect critical business information and personal data.

· Security audits and vulnerability assessments are conducted regularly to enhance the effectiveness of the information security system and prevent data breaches.

Establishment of Information Security Implementation Plan	· Information security measures and activities · Information security schedule and operational planning · Annual information security budget · Risk management and assessment methodologies
Information Security Operations and Internal Audits	· Documenting and managing the operational status of information security management system activities · Conducting security audits · Identifying vulnerabilities and implementing appropriate security controls

Security Audit

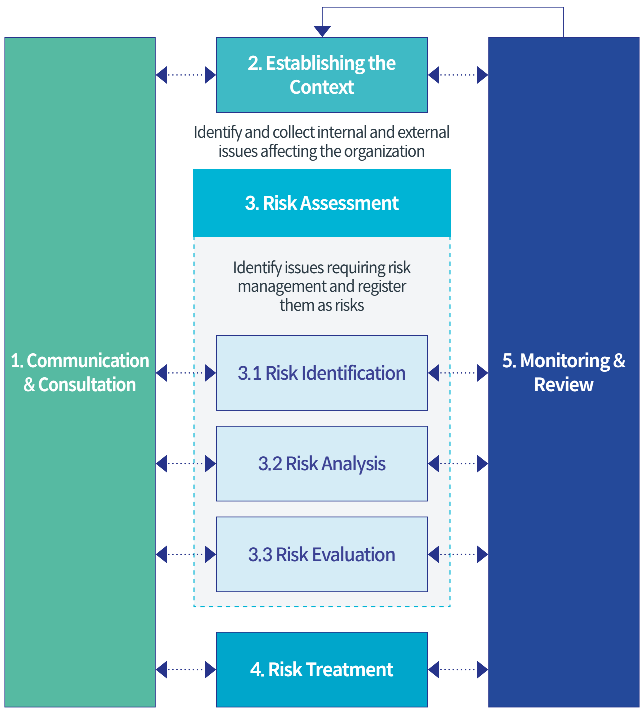
Category	Implementation Items	Frequency
Security Audit and Personal Data Protection	Verification of compliance with end-user security and personal data protection policies	Quarterly
	Review of personal data collection practices	Annually
	Review of personal data disposal practices	Annually
Information Asset Protection	Review of D-Cloud data transfer records	Quarterly
	Verification of D-Cloud transfer approval authority	Quarterly
	Conducting phishing email response drills (in collaboration with HD)	Annually

Information Security Risk Management and Assessment

· The Company has established risk management procedures based on the international risk management standard (ISO 31000) and conducts analyses of potential internal and external risk factors to proactively identify and mitigate not only cybersecurity risks but also governance, reputational, compliance, and financial risks.

· The scope of risk management includes internal and external organizations that handle critical Company information, as well as physical and environmental assets and information processing systems.

Risk Management Process



Risk Identification and Effectiveness Evaluation

Identified Risk	Mitigation Measures	Risk Level (Before)	Risk Level (After)
Need to strengthen protection of personal information in D-Cloud documents	· Delete unnecessary personal information and documents in D-Cloud. - Apply encryption to files containing	High	Low
Insufficient security controls for end-user PCs	· Promote security measures through internal communications and screen-lock functions. · Complete password protection for users without login passwords. · Conduct inspections and mandatory training for users without antivirus software installed or updated. · Prohibit the use of external storage devices and transfer necessary files to D-Cloud.	High	Low
Retention of unnecessary folders from previous departments	· Identify and delete unnecessary folders from previous departments after assessment.	High	Low

Information Security Investment

· Continuous investments are made in both information technology and information security to ensure the operation of a secure and reliable information security.

Information Security Investment Status

Category	Unit	2023	2024	2025
IT Investment (A)	KRW 1 million	12,030	13,024	14,782
Information Security Investment (B)	KRW 1 million	1,194	953	1,068
Major Investment Areas	System maintenance, security service outsourcing, etc.			
Information Security Investment Ratio (B/A)	%	9.9	7.3	7.2

Information Security and Personal Data Protection

Internalization of Information Security

Information Security Training

· Dong-A ST provides annual information security and personal data protection training to all employees to strengthen organizational awareness of information security.

Information Security Training Completion Status

	Course Title	Year	Target	No. of Participants	Completion Rate (%)
First Half	Leadership Responsibilities in Information Security	2023	Department Heads	170	100
Second Half	Personal PC and Account Management	2023	All Employees	1,522	94.5
Personal Information Protection Act		2024	All Employees	1,491	91.6
Dong-A ST Corporate Culture Mandatory Training (Personal Information Protection)[1]		2025	All Employees	1,591	94.4
Mandatory Legal Training on Personal Information Protection		2025	All Employees	1,700	100

1) Dong-A ST-specific training programs conducted separately from mandatory statutory training

Emergency Response Drills

· Cyber incident response drills, including simulated phishing attacks, are conducted to strengthen emergency preparedness and raise awareness of email-based threats.

· A malicious email reporting process has been implemented through the groupware system (D Portal), and reported emails are analyzed to establish and apply appropriate filtering measures.

· The Company plans to conduct recurrence prevention training and awareness improvement activities in 2025 for employees affected by email security incidents.

Simulation Test Results

Category	Unit	2023	2024	2025
Phishing Email Simulation Training	Times	1	1	1

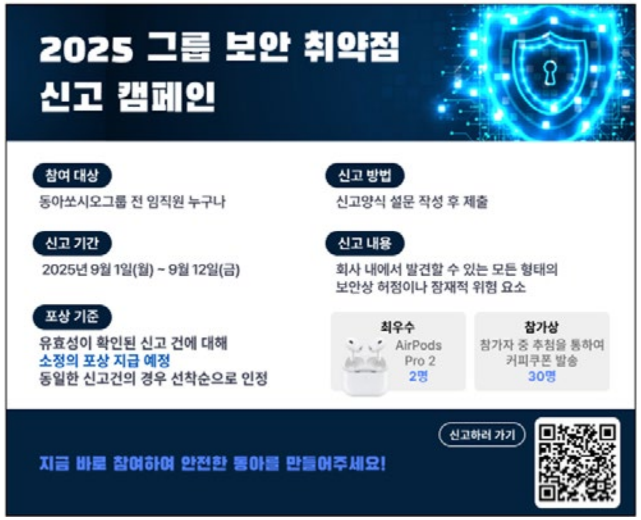
Security Vulnerability Reporting Campaign

· The Company operates a security vulnerability reporting campaign to strengthen overall information security capabilities across the Group and enhance employee security awareness.

· Employees may report vulnerabilities across a wide range of areas, including website and business system weaknesses, insufficient access controls, security risks in information-sharing processes, and physical security issues such as facility access control and document management.

· A reward program is operated for outstanding reporters to encourage active employee participation.

· Improvement measures are implemented for all reported cases following review by the information security department.



Screen Saver Security Protocols

· Screen saver settings are used as part of the information security management system to improve security awareness and practices.

· Security reminders—including personal data protection guidelines and phishing prevention tips—are displayed to reinforce employee vigilance.



Information Security Metrics and Targets

Mid- to Long-Term Information Security Objectives

Category	Short-Term (2025)	Mid-Term (2026–2029)	Long-Term (2030)
Information Security Culture	· Establish and operate an information security training program - Achieve a regular training completion rate of at least 90%	· Expand the security participation culture and increase employee engagement - Operate at least one employee security participation program annually - Maintain a phishing email click rate below 10%	· Establish a self-sustaining security culture - Achieve a security incident reporting rate of at least 80% - Conduct an annual award program for outstanding security departments
Security for New Technologies and Services	-	· Establish security policies for new technologies (e.g., AI) - Conduct at least one security assessment of new technologies - Publish at least one security guideline	· Establish and operate a continuous security enhancement framework - Implement at least one AI-based automated security policies - Operate a real-time detection system for policy violations
Information Security Management System	-	· Obtain and maintain ISO 27001 certification - Achieve at least 90% compliance with ISO 27001 requirements within the certification scope - Maintain three or fewer internal audit nonconformities	· Advance the ISO-based information security management system - Conduct at least one annual risk management report - Achieve 100% 'Appropriate' rating in certification audits - Expand the certification scope

Pricing System Response and Healthcare Accessibility Management

Participation in the Drug Pricing and Reimbursement System

Drug Pricing Management Principles and Direction

- Drug pricing is managed with consideration for both patient access to medicines and the sustainability of healthcare financing.
- Drug pricing decisions are addressed by comprehensively considering government reimbursement policies, clinical value of the product, reimbursement frameworks, and cost-related factors.

Response to the Pricing System Through Korea Innovative Pharmaceutical Company[1] Certification

- Dong-A ST obtained certification as an Innovative Pharmaceutical Company on December 28, 2024, in recognition of its R&D capabilities in new drug development. In addition, the Company received the Minister of Health and Welfare Award on November 27, 2025, for the successful global launch of its biosimilar Imuldosa (DMB-3115) in the U.S. and Europe.
- Under the revised drug pricing system (effective March 28, 2026), drug prices are evaluated differently based on Innovative Pharmaceutical Company status. To maintain certification, the Company complies with requirements related to ongoing R&D investment and fair trade practices.

Institutional Benefits of Innovative Pharmaceutical Company Certification

- Preferential price when listing products on the National Health Insurance reimbursement list
- Preferential eligibility for government-funded R&D projects
- Tax incentives, exemptions from various charges, and benefits related to research facility development

1) A government certification program that evaluates and certifies domestic pharmaceutical companies with innovative R&D capabilities in areas such as new drug development and platform technology advancement.

Stable Supply of Essential Medicines

- The Company supplies essential medicines required for patient treatment to help address public health needs and ensure patient access, despite relatively low profitability.
- Supplies 15 national essential medicines designated by the Ministry of Food and Drug Safety.
- Supplies one product designated for prevention of market withdrawal.

Major National Essential Medicines Portfolio

No.	Active Ingredient	Indication
41	Nicardipine Injection	Emergency hypertension associated with stroke
123	Meropenem Injection	Pneumonia, infectious diseases, multidrug-resistant tuberculosis
206	Cefixime	Treatment of infections
221	Cisplatin Injection	Testicular cancer, bladder cancer, prostate cancer, etc.
222	Cycloserine Capsules	Tuberculosis
235	Amoxicillin/Clavulanate	Acute bronchitis, pneumonia, multidrug-resistant tuberculosis
305	Imiquimod Cream	Condyloma
450	Filgrastim Injection	Neutropenia associated with radiation therapy

GOVERNANCE

CEO Message on Compliance Management at Yongin Research Center's Employee Lounge

Corporate Governance

Corporate Governance Charter and Regulations

- The Company established a Corporate Governance Charter to promote a responsible management framework led by the Board of Directors, supporting sustainable business operations and enhancing shareholder value and stakeholder trust.
- The Charter outlines key matters related to the rights of shareholders, the roles and responsibilities of the Board of Directors, audit bodies, stakeholder engagement, and disclosure practices.
- In addition to the Articles of Incorporation and Board of Directors regulations, the Company established separate operational guidelines for each BOD subcommittee to ensure efficient operations, and transparently disclosed the details on the company website.
- The Company revised or established committee operational guidelines through Board resolutions when new committees were formed or when changes occurred in the internal management environment.
- In March 2026, the Articles of Incorporation were amended to increase the number of separately elected Audit Committee members from one to two.
- In accordance with Article 368(2) of the Commercial Act, the Articles of Incorporation were amended to enhance shareholders' participation rights by expanding the methods of proving proxy authority prior to the General Meeting of Shareholders to include electronic documentation in addition to written submissions.

↘ Corporate Governance Charter

Composition of the Board of Directors

- The Board of Directors (BOD) is the highest decision-making body responsible for matters stipulated by laws and the Articles of Incorporation, matters delegated by the General Meeting of Shareholders, and the Company's management policies and major business activities.
- As of April 27, 2026, the Board consisted of seven directors, including three Executive Directors and four Independent Directors, with Independent Director Byung-won Jang scheduled to be appointed as Chair of the Board.
- The Board holds four regular meetings annually, with extraordinary general meetings convened as needed for urgent matters. As of December 2025, the Board held 10 meetings, reviewed 33 agenda items, and achieved a 98% attendance rate.
- Directors are notified of the meeting date, venue, and agenda at least seven days in advance, and through close collaboration with the secretariat organization, the Board ensures rational and transparent decision-making.

BOD Composition[1)]

Category	Name	Gender	Role	Major Experience	Nominators	Tenure (Term)
Executive Directors	Jae-Hun Jung	Male	· President & CEO (Overall Management) · Member, Committee for Recommending Candidates for Independent Director	· Master's degree in Clinical Pharmacy, Sungkyunkwan University · Former CEO & President, Dong-A Socio Holdings · Current CEO & President, Dong-A ST	BOD	Aug. 2024 – Aug. 2027 (3 years)
	Sang-Woon Kim	Male	· Member, ESG Committee	· Former Head of Management Support Office, DONG-A CHAMMED · Current Head of Management Planning, Dong-A ST	BOD	Mar. 2026 – Mar. 2029 (3 years)
	Jin-Soon Im	Male	· Member, ESG Committee	· Former Plant Manager, Cheonan Campus, Dong-A ST · Current Head of Production Division, Dong-A ST	BOD	Mar. 2026 – Mar. 2029 (3 years)
Independent Directors	Bum-Joon Kim	Male	· Chair, Audit Committee · Chair, ESG Committee · Member, Compensation Committee	· Certified Public Accountant · Ph.D. in Business Administration, Seoul National University · Former Vice Chair, Korean Accounting Association · Current Professor, Department of Accounting, The Catholic University of Korea	Committee for Recommending Candidates for Independent Director	Mar. 2025 – Mar. 2028 (3 years, reappointed)
	Byung-Won Jang (to be appointed as Chairman)	Male	· Member, Audit Committee · Member, Committee for Recommending Candidates for Independent Director · Member, ESG Committee · Chair, Evaluation & Compensation Committee (to be appointed)	· Ph.D. in Social Welfare, Japan College of Social Work · Former Director of Planning and Coordination, Korea Food and Drug Administration · Former Vice Chair, Korea Pharmaceutical and Bio-Pharma Manufacturers Association · Current Advisor, YOON&YANG LLC.	Committee for Recommending Candidates for Independent Director	Mar. 2026 – Mar. 2029 (3 years, reappointed)
	Dong-Chul Kim	Male	· Member, Audit Committee	· Completed Ph.D. coursework in Law, Seoul National University · Member, Legislative Support Committee, National Assembly · Managing Attorney, Hyun Law Firm	Committee for Recommending Candidates for Independent Director	Mar. 2024 – Mar. 2027 (3 years)
	Dong-Yun Shin	Male	· Member, Evaluation & Compensation Committee · Chair, Committee for Recommending Candidates for Independent Director (to be appointed) · Member, ESG Committee	· Ph.D. in Pharmacy, Seoul National University · Current Dean, College of Pharmacy, Gachon University	Committee for Recommending Candidates for Independent Director	Mar. 2026 – Mar. 2029 (3 years)

1) As of April 27, 2026

Corporate Governance

Board Independence

- To effectively perform independent oversight of management, the Board of Directors appoints Independent Directors at a ratio exceeding the requirements set forth in Article 542-8(1) of the Commercial Act, with Independent Directors accounting for 66.67% of the Board.
- To ensure independent and fair governance, Independent Director Byung-won Jang was elected as Chair of the Board, thereby separating the roles of Board Chair and CEO.
- To strengthen governance, all Board committee chairs are Independent Directors, and each committee is composed of a majority of Independent Directors.

Board Expertise and Diversity

- The Board of Directors is composed of experts across the pharmaceutical industry, law, management, economics, finance, accounting, and taxation.
- The Committee for Recommending Candidates for Independent Director reviews candidates without restrictions based on gender, age, race, nationality, or cultural background, while comprehensively considering professional expertise and qualifications.
- The Board utilizes a Board Skills Matrix (BSM) to enhance expertise and secure competencies across key areas.
- Regular training on the emerging legal developments and key governance issues related to board operations and corporate governance is conducted to enhance the expertise of Independent Directors.

Director Appointment

- To ensure the Board's expertise, accountability, and diversity, the Company maintains a candidate pool of unregistered executives for Executive Director positions and selects the most suitable candidates based on factors such as professional expertise, vision, and leadership.
- The Committee for Recommending Candidates for Independent Director fairly evaluates whether independent director candidates serve the interests of the Company and its shareholders and satisfy the qualification requirements stipulated under applicable laws and regulations. The Committee then recommends candidates whose qualifications and expertise best align with the Company's needs.
- When the agenda for the election of directors is included in the General Meeting of Shareholders, the Company provides detailed information on each director candidate in advance by attaching supporting materials to its disclosure filings through the Financial Supervisory Service's electronic disclosure system within the applicable statutory deadlines.
- To systematically assess the qualifications and expertise of prospective Independent Director candidates, the Committee for Recommending Candidates for Independent Director has established a candidate identification process that actively utilizes a Board Skills Matrix.
- To ensure that the Board can operate independently from management and controlling shareholders, Independent Directors constitute a majority of the Board. The term of each director is three years.

Board Skills Matrix (BSM)[1)]

Qualifications and Expertise	Executive Directors		Independent Directors			
	Jae-Hun Jung	Dae-Woo Lee	Byung-Won Jang	Bum-Joon Kim	Hak-Jun Kim	Dong-Chul Kim
Leadership and Management	●		●		●	●
Pharmaceutical and Bio	●	●	●			
Finance, Accounting, and Banking		●		●		
Legal, Investment, and Risk Management					●	●
ESG	●			●		

1) As of February 23, 2026, the Company maintains and annually reviews a pool of Independent Director candidates through the Committee for Recommending Candidates for Independent Director. On February 23, 2026, the Committee reviewed the composition of the Board and the status of the BSM.

Corporate Governance

Board Committees

- The Company operates four Board committees to enhance the Board's expertise and decision-making efficiency.
- A majority of committee members are Independent Directors, with the Evaluation & Compensation Committee and Audit Committee composed entirely of Independent Directors to ensure objectivity and independence.
- Key decisions made by each committee are reported to the Board and reflected in its final deliberations.

Roles and Responsibilities of Board Committees

Board Committees	Roles and Responsibilities
Audit Committee	· Reviews and investigates the operations and assets of the Company and its subsidiaries · Prepares and submits audit reports, and approves of quarterly and semi-annual financial statements · Evaluates the effectiveness of the Internal Control over Financial Reporting (ICFR) system and the internal monitoring mechanism operations · Conducts approval of the appointment and dismissal of the external auditor, and evaluates auditor's performance
Committee for Recommending Candidates for Independent Director	· Reviews candidates for Independent Director positions · Recommends Independent Director candidates at the annual general meeting of shareholders
Evaluation & Compensation Committee	· Establishes performance evaluation and compensation criteria · Evaluates the performance of the Company and the CEO · Reviews and oversees matters related to the compensation framework
ESG Committee	· Determines ESG-related strategies, directions, objectives, and policies · Manages and oversees internal transactions involving affiliates, the largest shareholder, and related parties

Committee Composition Status[1)]

Name	Audit Committee	Committee for Recommending Candidates for Independent Director	Evaluation & Compensation Committee	ESG Committee
Jae-Hun Jung, Executive Director		●		
Sang-Woon Kim, Executive Director				●
Jin-Soon Im, Executive Director				●
Byung-Won Jang, Independent Director (to be appointed as BOD Chairman)	●	●	● (To be appointed as Chair)	●
Bum-Joon Kim, Independent Director	● (Chair)		●	● (Chair)
Dong-Chul Kim, Independent Director[2)]	●			
Dong-Yun Shin, Independent Director		● (To be appointed as Chair)	●	●

1) As of April 27, 2026
2) Independent Director Dong-chul Kim (member of the Audit Committee) resigned on April 2, 2026 due to personal reasons. However, pursuant to applicable legal provisions governing retired directors, the individual retains rights and obligations of an Audit Committee member until a successor is appointed and is therefore included in the committee composition.

Board Evaluation and Compensation System

- An annual evaluation of the Board's composition and activities is conducted at the beginning of each year through an anonymous self-assessment questionnaire.
- The evaluation results are reported to the Board at the beginning of each year as reference material for improving Board activities.
- The evaluation covers areas including Board roles and responsibilities, Board efficiency, and the adequacy of Board committees. The Board received an overall activity score of 4.81 out of 5.
- Final remuneration for Internal Directors and executives is determined by incorporating performance evaluation results into compensation decisions.

2025 Performance-Based Compensation Evaluation Criteria

Evaluation Indicators		Evaluation Standards
Financial Performance	Revenue	Revenue growth rate
	Operating Profit	Operating profit growth rate
		Operating profit achievement rate
Non-Financial Performance	ESG	CSR performance indicators
		ESG evaluation grade
	Organizational Culture	Organizational culture improvement activities
Evaluation Grade		Six-grade rating scale (S–D)

Evaluation of Independent Directors

- An annual evaluation of individual Independent Directors is conducted in accordance with Article 21 of the Board Regulations.
- The evaluation includes both quantitative and qualitative assessments across four areas: expertise, diligence, independence, and performance.
- To ensure fairness, the evaluation criteria are based on Board evaluation guidelines published by the Korea ESG Standards Institute, and the evaluation plan is reviewed and approved by the Board.
- Evaluation results for Independent Directors are disclosed in the annual report or the Corporate Governance Report.
- Evaluation results are reported annually to the Committee for Recommending Candidates for Independent Director and are reflected in decisions regarding the reappointment of Independent Directors.

Shareholders

Protection of Shareholder Rights

Communication with Shareholders and Investors

- The Company actively engages with stakeholders, including shareholders, through Non-Deal Roadshows (NDRs), investor relations (IR) meetings, and participation in various industry conferences to communicate its vision, strategy, business performance, and key products and services.
- Financial information is regularly disclosed through the Company website and the Financial Supervisory Service's electronic disclosure system (DART), and information on share performance and dividends is made available on the Company website.
- Non-financial information—including environmental, social, and governance (ESG) information—is transparently disclosed through the company website, the Environmental Information Disclosure System, and the Sustainability Report.

General Shareholders' Meeting

- The General Shareholders' Meeting consists of an annual general meeting and extraordinary general meetings convened as necessary. In 2025, one annual general meeting was held.
- To ensure that all shareholders can exercise their voting rights effectively, proxy voting is actively encouraged, and an electronic voting system has been in operation since 2018 to improve convenience and accessibility.
- The general shareholders' meeting is held on a date that does not overlap with the concentrated meeting period in order to facilitate shareholder participation and secure a quorum.

Category		Unit	2023	2024	2025
IR Presentations[1]		Institutions	154	233	235
Disclosures	Voluntary[2]	Cases	17	22	14
	Amended[3]	Cases	1	0	0
Notice Period for General Shareholders' Meeting (Venue, Agenda, etc.)		Days Prior to Meeting	14	30	28
Disclosure of Audit Report Prior to General Shareholders' Meeting		Y/N	Y	Y	Y

1) IR meeting figures represent the number of institutions that participated in meetings
2) Includes all voluntary disclosures, including investor information disclosures
3) Disclosures amended due to errors

Shareholder Return and Dividends

- At the annual general meeting held on March 31, 2025, the dividend record date was set as March 14, 2025. The Company disclosed the stock dividend on February 19, 2025, and the cash dividend on February 27, 2025, thereby providing shareholders with dividend predictability for the first time.
- As part of its shareholder-centered management, the Company approved tax-free dividends totaling KRW 30 billion at the annual general meeting in March 2026. The dividend consists of KRW 700 in cash per common share and a stock dividend of 0.05 shares per common share.

Shareholder Status

Major Shareholder Composition

Category	Relationship with Dong-A ST	No. of Shares Held[1]	Shareholding Ratio (%)
Dong-A Socio Holdings and 16 Affiliated Parties	Executives of affiliated companies and the issuing company	2,539,272	27.15
Glaxo Group Limited	Shareholder holding 5% or more of outstanding shares (currently no affiliated relationship)	736,456	7.87
National Pension Service[2]	Shareholder holding 5% or more of outstanding shares (public institution)	525,387	5.62

1) Based on the total number of shares outstanding as of December 31, 2025
2) Golden shares have not been adopted for public institutional shareholders

Ethics and Compliance Management

Principles and Objectives

- Six principles and objectives of ethics and compliance management have been established to promote ethical awareness among stakeholders, foster a culture of integrity and fairness, and build a foundation for sustainable management.

CEO Message
- Demonstrating and communicating the Company's commitment to compliance both internally and externally.
  - Issuing quarterly CP messages and awareness materials (e.g., posters)
  - Providing regular CP reports and management directives

Training Programs for Employees and Executives
- Providing customized compliance training tailored to employees' and executives' job responsibilities.
  - Collecting compliance pledges from all employees and executives
  - Encouraging participation in internal and external compliance training programs

Codes of Conduct and Compliance Regulations
- Developing CP strategy documents to guide compliance practices
  - Establishing CP operating regulations and guidelines
  - Operating a digital manual for Fair Trade Compliance

Internal Inspections and Monitoring
- Analyzing the effectiveness of CP operations.
  - Operating the Dong-A Compliance Program Committee (DCPC)

Operation of Reward and Disciplinary Standards
- Rewarding employees for outstanding adherence to the Compliance Program (CP)
  - Taking disciplinary actions against CP violators

Establishment of Communication and Reporting Systems
- Operating an ongoing pre-consultation system for CP-related tasks
  - Operating the Dong-A ST CP website
  - Managing the business partner website

Company-Wide Targets for Fair Trade Compliance

Details	
1. Number of violations of the Pharmaceutical Affairs Act and fair competition regulations related to pharmaceutical rebates	0 cases
2. Number of unfair trade violations, including bid-rigging and collusion	0 cases
3. Preparation and management of expenditure reports related to economic benefits provided to healthcare professionals and others	

Ethical Management Policy

- Dong-A ST established the Code of Conduct to conduct business in accordance with ethical management principles and contribute to public health through the promotion of a fair and transparent pharmaceutical distribution system.
- This policy establishes specific standards of ethical behavior that all employees must follow, including the prohibition of improper solicitation, receipt of gifts or valuables, and unfair trade practices.
- The enactment and revision of the Dong-A ST Code of Conduct are subject to review by the Dong-A Compliance Program Committee (DCPC) for final approval.

↘ Dong-A ST's Code of Conduct

Anti-Corruption Policy

- An Anti-Corruption Policy has been established and disclosed on the company website to define internal standards for preventing and responding to corruption risks.
- Based on six key principles, including compliance with anti-corruption laws, whistleblower protection, and zero tolerance for corruption, the Company strengthens its anti-corruption management framework.


동아ST 부패방지 방침


준법경영 실천을 위한 CEO 메시지

Ethics and Compliance Management Framework

- The Company has established an ethics and compliance management framework to enhance internal control and minimize the risk of unfair or unlawful conduct.
- A dual Compliance Officer system has been introduced as the first in the industry, and operates its compliance program through the dedicated CP Management Team and the Dong-A Compliance Program Committee (DCPC).
- The Audit Team and Legal Affairs Team operate independently, overseeing internal audits, legal advisory, and compliance management functions, respectively.

Compliance Implementation Organization

CEO (Compliance Officer)
- Reviews and makes decisions on compliance matters

Head of Sustainable Management (Compliance Officer)
- Responsible for the operation and oversight of the compliance program

Dong-A Compliance Program Committee (DCPC)
- Establishes and revises guidelines to prevent violations of the of fair trade laws
- Discusses and addresses fair trade compliance issues across business functions

CP Management Team
- Oversees CP monitoring tasks
- Operates the Dong-A Compliance Program Committee (DCPC)
- Compliance Program (CP) Rating Assessment

Ethics and Compliance Management

Operation of the DCPC[1)]

· The DCPC is a consultative body that establishes, operates, and oversees a business pre-review and consultation process across business divisions. It convenes on a bimonthly basis (six times annually) to establish and manage internal CP standards and procedures, thereby preventing violations of fair trade laws and regulations.

1) DCPC: Dong-A Compliance Program Committee



Photos of the DCPC Meeting

Composition of Dong-A Compliance Program Committee

Dong-A Compliance Program Committee (DCPC)

Committee Chair
Head of Sustainability Management

Secretariat (Coordinator)
Head of CP Management Team

Legal Affairs
· Conducting legal review and approval
- Fair Trade Act
- Pharmaceutical Affairs Act, Medical Service Act, etc.

Audit
· Sharing regular audit results
· Operating an internal whistleblowing system

Compliance (CP)
· Conducting compliance training
· Managing CP regulations
· Establishing and improving the CP system
· Operating the DCPC

Human Resources (HR)
· Implementing follow-up actions for CP monitoring
- Preventing personnel-related misconduct and workplace misconduct

Sales
· Conducting activities related to the Fair Competition Code
· Performing and pre- and post-monitoring of:
- Product briefings
- Provision of samples and other promotional materials

Marketing
· Conducting activities related to the Fair Competition Code
· Performing and pre- and post-monitoring of:
- Exhibitions and advertisements
- International academic conferences
- Support for academic conference participation
- Donations and others

DCPC and Consultation Process

❶ Submission	Submission of DCPC Agenda Items	· Formally submitting key agenda items for review and deliberation
❷ Reporting	Reporting of DCPC Agenda Items	· Sharing submitted agenda items with Compliance Officers in advance for review
❸ Notification	Notification of DCPC Meeting	· Providing committee members with advance notice of the meeting schedule and agenda
❹ Meeting	Conducting the DCPC Meeting	· Conducting official discussions and deliberations on the agenda items
❺ Reporting	Reporting Meeting Outcomes	· Documenting meeting outcomes and reporting them to the Compliance Officers
❻ Circulation	Circulating and Approval of Resolutions	· Sharing approved resolutions with relevant departments and obtaining necessary approvals
❼ Notification	Notification of Approved Matters to Employees	· Communicating final DCPC-approved matters company-wide

2025 Dong-A Compliance Program Committee (DCPC) Activities

Meetings	Date	Key Agendas
2025 – 1st DCPC Meeting	February 28, 2025	1. Revision of sanction criteria by type of CP violations 2. Regular report on CP monitoring results
2025 – 2nd DCPC Meeting	April 23, 2025	1. Overview of CP policies and applicable regulations 2. Introduction to the expenditure report system
2025 – 3rd DCPC Meeting	June 25, 2025	1. Sharing CP due diligence requirements for co-promotion agreements 2. Revision of detailed DCPC operating guidelines
2025 – 4th DCPC Meeting	August 7, 2025	1. Revision of the RA process for newly introduced products 2. Regular report on CP monitoring results
2025 – 5th DCPC Meeting	August 20, 2025	1. Report on issues identified during the submission of the 2024 expenditure report and sharing improvement plans 2. Revision of HCP transportation expense standards for product presentations involving multiple healthcare institutions
2025 – 6th DCPC Meeting	October 23, 2025	1. Amendment to the Dong-A ST Compliance Program (CP) operating regulations 2. Regular report on CP monitoring results
2025 – 7th DCPC Meeting	December 16, 2025	1. Amendment to the Dong-A ST and Medical Device Codes of Conduct 2. Amendment to the medical device SOP (RA process for introduced products) 3. Review of pharmaceutical patient support program activities

Ethical Management Activities

Operation of the Anti-Bribery Audit Committee (DAAC)[2)]

· To establish a globally recognized anti-corruption management system and prevent bribery-related risks, the Company obtained its first ISO 37001 certification in 2018 and successfully renewed its certification in 2025.

· The DAAC conducts internal audits and evaluates the effectiveness of the anti-corruption management system through designated internal auditors, while the Board of Directors reviews system performance annually.

· The Sustainability Management Team shares the Anti-Corruption Policy Guide through the groupware ISO 37001 portal, raising employee awareness of ethical business practices.


Photo of the DAAC Meeting

DAAC Meeting History

Meetings	Date	Key Agendas
2025 – 24th DAAC	February 26, 2025	1. CEO directives for 2025 2. Revision of ABMS-related regulations 3. Internal auditor guidelines (communication of objectives, business partners due diligence, etc.)
2025 – 25th DAAC	May 28, 2025	1. ISO 37001 surveillance audit results 2. Risk identification (common risks, number of identified risk cases, etc.) 3. Changes to corruption risk assessment criteria 4. Corruption risk control program 5. Updates to business partner due diligence 6. Anti-Bribery Management System BSC evaluation
2025 – 26th DAAC	September 24, 2025	1. 2025 internal audit guidance 2. Internal audit procedure updates 3. 2025 monitoring guidance 4. Monitoring procedure updates

2) DAAC: Dong-A ST Anti-Bribery Audit Committee

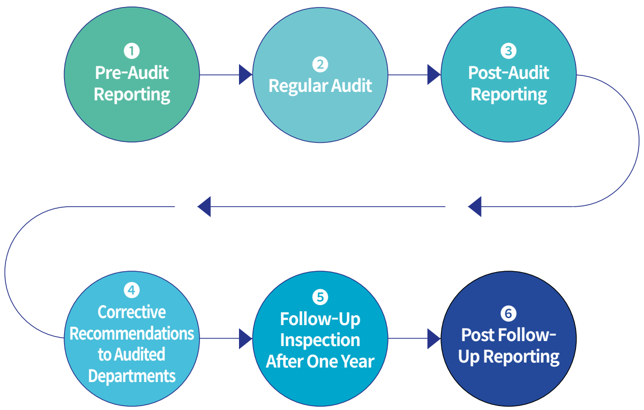
Ethics and Compliance Management

Internal Audits and Preventive Measures

- To mitigate fair trade compliance risks, the Audit Team conducts regular, ad hoc, and special audits.
- Audits are conducted retrospectively across all departments and focus on non-compliance of the Monopoly Regulation and Fair Trade Act, the Pharmaceutical Affairs Act, and internal regulations.
- Follow-up audits are conducted to verify whether corrective actions have been appropriately implemented for non-compliance identified during regular and ad hoc audits.

Category	Details
Regular Audit	Audit conducted on a regular basis to identify and review issues within departments subject to audit
Ad-Hoc Audit	Audit conducted as needed for specific areas requiring review
Special Audit	Audit conducted for matters determined to require special review by the CEO or the Audit

Internal Audit Process



Whistleblower Channels and Protection

- Multiple whistleblower channels—including CLEAN:D, the grievance counseling office, and K-Whistle—are available for reporting ethical non-compliance such as bribery and improper solicitation.
- Ethical management activities are monitored through whistleblower channels and audit activities, while matters related to non-compliance of the Pharmaceutical Affairs Act are managed by the CP Management Team.
- The identity of whistleblowers and the content of reports are strictly protected in accordance with applicable policies and internal guidelines, with full adherence to confidentiality requirements.
- Confirmed non-compliance are subject to strict disciplinary measures under a zero-tolerance policy, taking into account the severity of each case.
- Information regarding whistleblower channels is posted throughout the workplace to promote employee awareness.

Whistleblowing System

Category	CLEAN:D	Grievance Counseling Office	K-Whistle[1]
Access Channel	Dong-A ST website / Company's intranet	Company's intranet / Mobile D-Portal	Company's intranet / Mobile D-Portal / K-Whistle website
Reporting Method	One-on-one reporting (24/7)	Open bulletin board post (24/7)	One-on-one reporting (24/7)
Reportable Issues	1) Unfair trade practices 2) Unethical Conduct and Illicit Proposals Related to Duties 3) Bribery 4) Abuse of authority 5) Embezzlement or misuse of company assets 6) Assault, workplace harassment, sexual harassment, etc. 7) Recruitment and HR-related misconduct 8) Information leakage	1) Workplace harassment 2) Sexual misconduct-related grievances	1) Corruption and fraud 2) Power abuse and workplace harassment 3) Sexual harassment and sexual violence 4) HR-related grievances and unfair personnel practices 5) Other unethical conduct
Anonymity	Anonymous or identified reporting available	Identified reporting only	Anonymous reporting only
Confidentiality	Confidential	Confidential	Confidential
Eligible Reporters	Internal and external employees	Internal employees only	Internal and external employees
Report Recipient		CEO / Compliance Officer	

1) The Group operates a shared whistleblowing channel, K-Whistle, administered by an independent third party.

Investigation of Reports (Ethics and Anti-Corruption)

Category		Unit	2025
No. of Reports Received		Cases	12
No. of Cases Handled	Total	Cases	3
	Corruption or Bribery	Cases	3
	Workplace Discrimination or Harassment	Cases	0
	Customer Privacy Data	Cases	0
	Conflicts of Interest	Cases	0
	Money Laundering or Insider Trading	Cases	0
	Other	Cases	0
Resolution Rate		%	100[1]
Confirmed Incidents Resulting in Employee Dismissal or Disciplinary Measures		Cases	3
Total Monetary Losses from Corruption- Or Bribery-Related Legal Cases		KRW	0

1) Out of 12 reported cases, 9 were found to be in compliance, while misconduct was confirmed in 3 cases

Ethics and Compliance Management

Compliance Activities

Fair Trade Compliance Program (CP)

- Dong-A ST introduced and has operated a Fair Trade Compliance Program (CP) since 2007 to promote fair and transparent business transactions and maintained an 'A' rating in the 2024 evaluation (valid for two years).
- As the first pharmaceutical company in Korea to establish 'Compliance Day,' the company hosts an annual CP Declaration Ceremony, during which the CEO reaffirms the Company's commitment to compliance and employees voluntarily pledge to uphold compliance standards.
- The CP Management Team provides semiannual reports to the CEO on CP performance and industry trends. The CEO reviews these reports and provides guidance on future compliance activities.

2025 CP Reporting Performance

Category	Frequency	Report Details
CP Operational Status and Plan	Once per year	Review of annual CP activities and operational plans
Monthly CP Operations Report	Once per month	CP activities for the reporting month and plans for the following month
Weekly CP Activity Report	Once per week	Weekly CP activities and plans for the following week
Compliance Management Committee Report	Twice per year	Compliance management plans and performance
ABMS Management Review	Once per year	Review of anti-bribery management system performance
CP Management Team Performance Evaluation Report	Once per year	Review of annual CP Management Team performance

2025 CP Enhancement Activities

Category	Key Activities
1. Establishment and Implementation of CP Policies and Procedures	· Fair Trade Compliance Program Operating Regulations · Dong-A ST Corporate Code of Conduct and Code of Ethics · Detailed DCPC Operating Standards · Dong-A ST Code of Conduct and Dong-A ST Medical Device Code of Conduct · CP Violation Disciplinary Regulations and Violation-Specific Sanction Criteria · ABMS Operating Standards
2. Commitment and Support from Top Management	· Dong-A ST website: Disclosure of management philosophy on ethical management, anti-bribery policy, and CEO messages on compliance management practices · Company's intranet: Annual CEO compliance messages posted on the CP bulletin board · Corporate events: CP Declaration Ceremony and recitation of compliance pledge · Other: Media coverage of compliance declaration ceremonies, posting of CEO compliance messages across all business sites, inclusion of CEO message in compliance handbook · Inclusion of CP participation in company-wide performance evaluations, directing quantitative assessment of CP compliance
3. Appointment of Compliance Officers Responsible for CP Operations	· Appointment of the Compliance Officers by the Board of Directors, the highest decision-making body (Dec. 11, 2024) · Designation of the CEO and Head of Sustainability Management as responsible for CP operations and management · Monthly reporting of CP activities and plans for the following month to the CEO by the Head of Sustainability Management · Assignment of responsibilities and authority to the Compliance Officer and assurance of independence through CP operating regulations
4. Development and Distribution of the CP Handbook	· Reflection of operational guidelines for the disclosure status survey of pharmaceutical expenditure reports (Jan 2025) · Inclusion of Fair Trade Act self-checklist (Jan. 2025) · Inclusion of recent cases, Q&A, Do & Don't guidelines, and self-checklists related to fair trade regulations (Nov. 2025) · Inclusion of sanctions related to pharmaceutical fair competition code violations (Dec. 2025) · Development and distribution of CP guideline FAQs reflecting revised fair competition codes (Dec. 2025) · Communication of CP regulations and industry trends through Company groupware CP bulletin board, email, and Cpaper
5. Ongoing and Systematic CP Training	· Establishment and implementation of CP training plans based on regulations applicable to non-completers and violators · Inclusion of fair trade laws, violation cases, and prevention measures in the pharmaceutical industry in training content · Enhanced understanding through CP awareness surveys, CP tests, and Q&A sessions · Provision of CP training for executives and top management in accordance with CP regulations · Enhanced CP risk management capabilities through regulatory compliance training on pharmaceutical and medical device promotion and marketing activities for the CEO and all sales and marketing employees
6. Establishment of Internal Monitoring System	· Regular audits: Conducted three times for applicable departments covering Fair Trade Act, Pharmaceutical Affairs Act, and key industry regulations · Follow- up audits: Conducted three times to review corrective actions from previous audits · ABMS internal audit: once · ACL (corporate card anomaly monitoring): 12 times · CP Management System: ongoing · Partner company CP audits: twice · Expenditure report monitoring: once · IIT monitoring: once · Marketing promotional material review: once
7. Disciplinary Measures for Violations of Fair Trade Regulations	· Operation of CP violation disciplinary regulations and sanction criteria by violation type · Recurrence prevention activities: internal communications, CP monitoring, written pledges, and sharing of violation cases
8. Effectiveness Evaluation and Improvement Actions	· Establishment and implementation of CP effectiveness evaluation and audit procedures in accordance with internal regulations (1) Fair Trade CP Operating Regulations: Monitoring compliance and evaluation of effectiveness (2) Internal Audit Regulations: Reporting audit results to the Audit Committee twice per year (3) DAAC Operating Guidelines: Monitoring the effective implementation of the ABMS (4) ABMS Operating Guidelines: Reviewing the effectiveness of the ABMS

Ethics and Compliance Management

Internalizing a Culture of Ethics and Compliance

Compliance Risk Assessment

- Annual compliance risk assessments are conducted across all departments to proactively prevent violations of fair trade and other applicable laws and regulations.
- Risks are identified based on applicable laws and regulations applicable to each department's responsibilities, and the likelihood and potential impact of each risk are assessed to determine high-risk departments.
- Departments assessed as having 'medium-medium' or higher risk levels are provided with targeted training and subject to pre- and post-monitoring activities to mitigate compliance risks.

Internalizing an Ethical Culture

- To enhance employees' ethical awareness and decision-making capabilities, company-wide online training is conducted annually, with additional training programs provided for the CEO and executives.
- Ethics training is mandatory under our ethics management policy, and training completion records are centrally managed by the Sustainability Management Office.
- Employees submit an annual Compliance Pledge and participate in ethics awareness surveys, with 244 employees participating in the most recent survey.

Compliance Training

- Annual CP training plans are established in accordance with the CP Operating Guidelines and are incorporated into departmental KPIs and annual objectives.
- Regular compliance training is provided for all employees, including onboarding for new hires and targeted special training sessions.
- Post-training evaluations, including satisfaction and awareness surveys, are used to assess effectiveness and improve future training programs.

Compliance Risk Assessment Process

Step 01 Risk Identification
- Identifying applicable laws, regulations and compliance obligations to define compliance risks (including risk identification, type classification, and monitoring of relevant departments)

Step 02 Risk Assessment
- Assessing the likelihood and potential impact of identified compliance risks

Step 03 Risk Mitigation
- Developing risk mitigation plans to control risks (including designation of risk owners, response planning, and design of control activities)

Step 04 Effectiveness Review and Follow-Up Procedures
- Improving control measures and implementing follow-up actions in vulnerable areas (including revision or addition of risk items, guideline updates, and training and follow-up procedures)

Ethics Training Performance[1)]

Category	Unit	2023	2024	2025
Ethics Training Completion Rate	%	95.5	99.9	94.6
Average Ethics Training Hours per Employee	Hours	2.4	1.5	2.0
Ethics Training Provided to Suppliers	Yes/No	Yes	Yes	Yes

1) Revised due to errors in the 2023 and 2024 completion rates

2025 Compliance Training Performance

Category	Target	Number of Meetings Held	Notes
Regular Training	All employees	1	Mandatory annual training
Executive Training	Department Heads and above	1	
Sales and Marketing	ETC and Marketing	37	Mandatory semi-annual training
Sales and Marketing	New and experienced employees	4	
Sales and Marketing	Promotional staff	2	Pharmaceuticals and medical devices
Sales and Marketing	Digital healthcare department	2	
Special Training	Non-completers	1	
Special Training	Regulation violators	1	
Relevant Departments	SCM, Sales Policy Office	2	
Affiliate, Partner, and Supplier Training	Business partners	2	
Total		53	

Tax and Accounting

Tax Management Framework

- The Finance and Accounting Team serves as the dedicated tax function and strengthens tax framework through regular training for responsible personnel and consultation with external experts to ensure fulfillment of tax obligations.
- Significant tax risks and major issues are reviewed by the Business Planning and Management Office, with final decisions made by the CEO.

CEO
- Final decision-making authority for significant tax risks and exceptional tax matters

Corporate Planning and Management Office
- Review of tax risks and significant tax matters
- Monitoring compliance with tax obligations based on the tax policy

Finance and Accounting Team
- Management of tax-related issues and executing tax risk controls

Tax Policy

- A Tax Policy has been established to formalize the approach to fulfilling tax obligations, cooperating with tax authorities, managing tax risks, complying with international tax standards, contribution to local communities through responsible tax practices, and fulfilling tax-related social responsibilities.

↘ Tax Policy

Country-by-Country Tax Information

Category		Unit	2025
Republic of Korea	Revenue	KRW million	745,141
	Number of Employees	Persons	1,690
	Profit (Loss) Before Tax	KRW million	-20,348
	Income Tax Accrued (Current Year)	KRW million	0
	Income Tax Expense	KRW million	-2,617
United States	Revenue	KRW million	1,957
	Number of Employees	Persons	1
	Profit (Loss) Before Tax	KRW million	57
	Income Tax Accrued (Current Year)	KRW million	0
	Income Tax Expense	KRW million	0
India	Revenue	KRW million	379
	Number of Employees	Persons	1
	Profit (Loss) Before Tax	KRW million	85
	Income Tax Accrued (Current Year)	KRW million	0
	Income Tax Expense	KRW million	38

Tax Risk Management

- Tax laws and regulatory changes, both domestic and international, are regularly monitored to identify and prevent potential tax risks across business operations.
- For major business decisions, tax-related risks are reviewed in advance through consultation with relevant departments and external experts, and the findings are incorporated into the decision-making process.
- To strengthen trust with stakeholders, tax-related disclosures are made transparently in the business report in accordance with applicable disclosure reporting standards.

Tax Risk Management Activities

Category	Details
Tax Filing Documentation	· Systematically documenting and maintaining supporting materials required for tax filings
Response to Tax Law Revisions	· Reviewing tax law amendments in advance and ensuring timely filing and payment of related taxes
Compliance with CP	· Monitoring compliance with fair trade laws and proactively identifying and managing potential tax issues

Internal Accounting Control System

- An internal accounting control system was established in 2020 to enhance operational transparency and accounting integrity.
- To ensure independence and expertise, a dedicated organization is responsible for designing and operating the system and coordinating responses to external audits.
- The Head of Corporate Planning and Management Office regularly reports on the operation of the system to the Audit Committee, which in turn evaluates and reports its findings annually to the Board of Directors.
- Independent audits are conducted at least once annually by external auditors to verify the reliability of financial reporting and the effectiveness of the internal accounting control system.

ESG FACTBOOK

6

ESG Data Pack Dong-A ST

1. Economic and Governance Performance

1-1. Financial Performance

Category	Unit	Year		
		2023	2024	2025
Assets	KRW	1,222,916,105,953	1,334,662,797,953	1,386,294,387,603
Liabilities	KRW	559,569,446,406	640,425,922,727	709,198,587,037
Equity	KRW	663,346,659,547	694,236,875,226	677,095,800,566
Revenue	KRW	605,220,778,248	640,730,265,329	745,140,777,481
Operating profit	KRW	32,710,544,612	32,457,631,004	27,527,629,002
Operating profit margin	%	5.4	5.1	3.7

1-2. Economic Value Generated & Distributed

Engagement in Specific Industries and Related Revenue Amount

Category		Unit	Year		
			2023	2024	2025
Shareholders & Investors	Dividend[1]	KRW	6,744,011,900	7,186,827,300	8,725,303,900
	Interest payment[2]	KRW	12,359,664,920	20,404,882,881	20,201,982,868
	Total (% against total revenue)	KRW	19,103,676,820 (3%)	27,591,710,181 (4%)	28,927,286,768 (4%)
Employees	Wage[3]	KRW	118,358,334,433	140,964,817,818	143,957,867,219
	Welfare and benefits[4]	KRW	15,571,609,346	22,719,314,586	24,294,135,461
	Total (% against total revenue)	KRW	133,929,943,779 (22%)	163,684,132,404 (26%)	168,252,002,680 (23%)
Suppliers	Raw material costs[5]	KRW	77,808,204,394	104,054,774,025	97,964,272,810
	Outsourcing costs[6]	KRW	18,297,572,827	21,840,953,105	22,937,996,290
	Total (% against total revenue)	KRW	96,105,777,221 (16%)	125,895,727,130 (20%)	120,902,269,100 (16%)
Government & Local Communities	Corporate tax[7]	KRW	4,092,657,221	5,990,312,451	-2,617,123,384
	CSR expenses[8]	KRW	2,390,176,340	2,662,621,043	3,549,455,710
	Total (% against total revenue)	KRW	6,482,833,561 (1%)	8,652,933,494 (1%)	932,332,326 (0.1%)
Total economic values distributed (% against total revenue)		KRW	255,622,231,381 (42%)	325,824,503,209 (51%)	319,013,890,874 (43%)

1) (Number of shares excluding treasury shares × dividend per share (KRW 700)) + stock dividends
2) Interest expenses under finance costs in the statement of profit or loss 3) Total of salaries and retirement benefits
4) Total of welfare expenses classified under SG&A, including welfare expenses recorded in manufacturing costs
5) Total raw material expenditures included in cost of sales
6) Total of service fees classified under SG&A, including outsourcing costs recorded in manufacturing costs
7) Net corporate income tax payments excluding other taxes
8) Total of donations and direct usage expenses (value of donated goods) under other expenses in the statement of profit or loss

1-3. Dividend

Category	Unit	Year		
		2023	2024	2025
Total cash dividends paid[1]	KRW million	5,901	6,288	6,429
Cash dividend per share	KRW	700	700	700
(Consolidated) dividend payout ratio[2]	%	53.1	-	-

1) 2023 and 2024 data have been revised due to errors in the previous year's report
2) Cash dividend payout ratio not available from 2024 onward due to a net loss for year

1-4. R&D Expenses

Category	Unit	Year		
		2023	2024	2025
No. of R&D employees[1]	Persons	242	240	244
R&D expenses[2]	KRW million	109,081	98,546	104,738
R&D expenses as a percentage of sales	%	15.5	15.3	14.0
No. of pharmaceutical products in portfolio[3]	Cases	49	38	25
No. of pharmaceutical products under development (clinical Phases 1–3)[4]	Cases	18	14	12
Government subsidies[5]	KRW million	5,247	1,235	2,340

1) Number of R&D personnel with master's and doctoral degrees 2) R&D expenses recognized under business report standards
3) Compiled based on IR materials 4) Compiled based on IR materials, including new drug application (NDA) submissions
5) Government subsidies granted under development agreements with the ministry of knowledge economy, etc.

1-5. Corporate Tax

Category	Unit	Year		
		2023	2024	2025
Profit before corporate income tax	KRW	21,392,005,236	21,126,640,721	-20,347,893,608
Nominal tax amount	KRW	8,974,147,701	4,259,543,624	3,433,618,022
Nominal tax rate	%	21.9	20.8	18.9
Effective tax amount	KRW	4,196,361,200	1,680,686,617	624,481,434
Effective tax rate	%	10.3	8.2	3.4
Corporate income tax under accrual basis[1]	KRW	4,092,657,221	5,990,312,451	-2,617,123,384
Corporate income tax under cash basis[2]	KRW	-6,120,348,544	-6,349,294,742	-484,260,999

1) Based on P&L statement
2) Corporate tax payments based on Dong-A ST's cash flow statement; figures may differ from previously reported data due to differences in reporting methodology

ESG Data Pack Dong-A ST

1-6. BOD Composition*

Category		Unit	Year 2023	Year 2024	Year 2025
Total no. of directors		Persons	7	7	6
Executive director	No. of executive directors	Persons	2	3	2
	Ratio of executive directors	%	29	43	33
Independent director	No. of independent directors	Persons	4	4	4
	Ratio of independent directors	%	57	57	67
Other non-executive directors	No. of other non-executive directors	Persons	1	0	0

* As of year-end

1-7. BOD Activities*

Category		Unit	Year 2023	Year 2024	Year 2025
BOD Average Taure[1]		Year(s)	N/A	N/A	3.2
BOD meeting		Time(s)	16	13	10
BOD agenda	Resolution item	Cases	29	32	18
	Reporting item	Cases	11	15	15
BOD attendance	Average attendance rate	%	93.0	94.5	98
	Attendance rate of executive directors	%	93.8	87.2	93
	Attendance rate of independent directors	%	95.3	100	100
BOD performance evaluation	Annual evaluation frequency	Time(s)	1	1	1

* As of year-end　　1) Data disclosed starting in 2025

1-8. Policy Influence & Lobbying*

Category	Unit	Year 2023	Year 2024	Year 2025
Total	KRW	0	0	0
Lobbying, interest representation, or similar organizations	KRW	0	0	0
Local or national political campaigns/candidates	KRW	0	0	0
Trade associations and tax-exempt organizations (e.g., Think Tanks)	KRW	0	0	0
Other (e.g., expenditures related to ballot measures or referendums)	KRW	0	0	0

* The company does not provide any support or contributions to specific political parties or politicians in accordance with the Political Funds Act, and does not impose any political views on its employees

1-9. Jeong-do Management Pledge

Category		Unit	Year 2023	Year 2024	Year 2025
Jeong-do management pledge	No. of employees signed	Persons	1,623	1,601	1,526
	Ratio of employees signed	%	96.3	94.5	90.3

1-10. Anti-Bribery Management System (ABMS) Certification

Category	Unit	Year 2023	Year 2024	Year 2025
Number of business sites covered by ABMS certification	EA	6	6	6

1-11. Ethics Training Performance

Category		Unit	Year 2023	Year 2024	Year 2025
Ethics training performance	Number of employees who completed ethics training	Persons	1,545	1,610	1,599
	Ethics training completion rate[1]	%	95.5	99.9	94.6
	Average ethics training hours per employee	Hours	2.4	1.5	2.0
	Ethics training provided to suppliers	Yes/No	Yes	Yes	Yes

1) 2023 and 2024 data have been revised due to errors in the previous report

1-12. Corruption Risk Assessment at Business Sites

Category		Unit	Year 2023	Year 2024	Year 2025
Business sites with completed corruption risk assessment	Total no. of sites assessed[1]	EA	6	6	6
	Ratio of sites assessed[2]	%	100	100	100

1) Business sites subject to ISO 37001 risk assessment: Headquarters, 2 Research Centers (Yongin, Songdo), 3 Campuses
2) ISO 37001 has been in operation since 2018, with risk management applied across all areas

ESG Data Pack Dong-A ST

1-13. Investigation of Reports (Ethics and Anti-Corruption)

Category		Unit	Year 2023	Year 2024	Year 2025
No. of reports received[1]		Cases	0	1	12
No. of cases handled	Total	Cases	0	1	3
	Corruption or bribery	Cases	N/A	N/A	3
	Workplace discrimination or harassment	Cases	N/A	N/A	0
	Customer privacy data	Cases	N/A	N/A	0
	Conflicts of interest	Cases	N/A	N/A	0
	Money laundering or insider trading	Cases	N/A	N/A	0
	Other	Cases	N/A	N/A	0
Resolution rate		%	0	100	100
Confirmed incidents resulting in employee dismissal or disciplinary measures		Cases	N/A	N/A	3
Confirmed incidents of termination or non-renewal of business relationships due to corruption		Cases	N/A	N/A	0
Total monetary losses from corruption- or bribery-related legal cases		KRW	N/A	N/A	0

1) Received through the whistleblowing system

1-14. Compliance (Legal and Regulatory Violations)

Category		Unit	Year 2023	Year 2024	Year 2025
Monetary sanctions due to legal violations	Cases with fines	Cases	0	0	0
	Cases with non-monetary sanctions	Cases	0	0	0
	Total amount of fines	KRW	0	0	0

1-15. Audit Committee

Category		Unit	Year 2023	Year 2024	Year 2025
Number of members	Total members	Persons	3	3	3
	Financial experts	Persons	1	1	1
	Ratio of independent directors	%	100	100	100
Number of meetings held	Total number of meetings held	Cases	7	8	9

1-16. Committee for Recommending Candidates for Independent Director

Category		Unit	Year 2023	Year 2024	Year 2025
Number of members	Total members	Persons	3	3	3
	Ratio of independent directors	%	66.7	66.7	66.7
Number of meetings held	Total number of meetings held	Cases	1	1	1

1-17. Evaluation & Compensation Committee

Category		Unit	Year 2023	Year 2024	Year 2025
Number of members	Total members	Persons	3	3	3
	Ratio of independent directors	%	100	100	100
Number of meetings held	Total number of meetings held	Cases	1	1	2

1-18. ESG Committee[1]

Category		Unit	Year 2023	Year 2024	Year 2025
Number of members	Total members	Persons	-	5	5
	Ratio of independent directors	%	-	80.0	80.0
Number of meetings held	Total number of meetings held	Cases	-	2	5

1) Newly established in July 2024

1-19. CEO Compensation

Category		Unit	Year 2023	Year 2024	Year 2025
CEO and employee compensation	Total annual CEO compensation	KRW million	357	273[1]	819
	Average employee compensation	KRW million	76	84	76
	Median employee compensation	KRW million	72	74	74
CEO-to-employee compensation ratio	Ratio to average	Times	4.7	3.3	10.8
	Ratio to median	Times	5.0	3.7	11.1
Highest-paid individual to-employee compensation ratio	Ratio to median	Times	11.5	12.4	11.1[2]

1) Based on the total annual compensation of CEO Jae-Hun Jung, calculated using six months of compensation following appointment in July 2024
2) The CEO was the highest-paid executive in 2025 based on annual compensation, excluding severance and other special compensation.

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1-20. Treasury Stock Ratio

Category		Unit	Year 2023	Year 2024	Year 2025
Other share ownership distribution	Treasury shares	%	2	2	2
	Foreign investors	%	21	21	20

1-21. General Shareholders' Meeting

Category		Unit	Year 2023	Year 2024	Year 2025
IR presentation[1]		Institutions	154	233	235
Disclosures	Voluntary[2]	Cases	17	22	14
	Amended[3]	Cases	1	0	0
Notice period for general shareholders' meeting (venue, agenda, etc.)		Days Before	14	30	28
Disclosure of audit report prior to general shareholder' meeting		Yes/No	Yes	Yes	Yes
Disclosure of audit report prior to the notice of convocation of general shareholders' meeting		Yes/No	No	No	No

1) IR meeting figures represent the number of institutions that participated in meetings
2) Includes all voluntary disclosures, including investor information disclosures
3) Disclosures amended due to errors

2. Environmental Performance

2-1. GHG (Scope 1, 2) Emissions

Category		Unit	Year 2023	Year 2024	Year 2025
GHG (Scope 1, 2) emissions	Total	tCO_2-eq	28,440	28,470	31,480
	Scope 1 emissions	tCO_2-eq	8,473	8,301	9,088
	Scope 2 emissions	tCO_2-eq	19,967	20,169	22,392
GHG emissions per unit intensity		tCO_2-eq/ KRW 100 million	4.7	4.4	4.2

2-2. GHG (Scope 3) Emissions

Category		Unit	Year 2023	Year 2024	Year 2025
Scope 3 emissions	Total[1]	tCO_2-eq	782	9,081	9,116
	Purchased goods and services[2]	tCO_2-eq	37	1,559	1,126
	Capital goods[3]	tCO_2-eq	10	18	57
	Fuel- and energy-related activities	tCO_2-eq	0	3,737	4,257
	Upstream transportation and distribution[4]	tCO_2-eq	0	2,199	2,211
	Waste generated in operations	tCO_2-eq	0	751	613
	Business travel[5]	tCO_2-eq	150	142	175
	Employee commuting	tCO_2-eq	584	676	678

1) Due to the expansion of Scope 3 categories and measurement boundaries, total emissions increased since 2024
2) Cheonan and Daegu Campuses calculated the top five major raw materials, while other sites measured only water use
3) IT equipment (e.g., laptops, desktops, monitors) was included in the calculation
4) For the headquarters, only Bacchus cans—key export products—were included in the calculation
5) Personal vehicle usage was measured collectively at the headquarters level

2-3. GHG (Scope 1, 2, 3) Emissions

Category		Unit	Year 2023	Year 2024	Year 2025
Scope 1, 2, 3 emissions	Total GHG emissions	tCO_2-eq	29,222	37,551	40,596
	GHG emissions per unit intensity	tCO_2-eq/ KRW 100 million	4.8	5.9	5.4

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2-4. Energy Usage

Category		Unit	Year 2023	Year 2024	Year 2025
Total energy consumed[1]		TJ	600	608	669
General energy	Total	TJ	597	607	668
	LNG	TJ	114	114	130
	Electricity	TJ	410	420	468
	Steam	TJ	33	35	34
	Gasoline and diesel	TJ	40	37	37
	Others	TJ	0	0	0
Renewable energy	Solar power	TJ	1	1	1
Percentage of renewable energy use		%	0.2	0.2	0.2
Energy use per unit intensity		TJ/KRW 100 million	0.10	0.09	0.09

1) Aggregated renewable energy consumption

2-5. Water Withdrawal and Consumption

Category		Unit	Year 2023	Year 2024	Year 2025
Water withdrawn	Total	ton	195,157	198,415	230,023
	Water supply	ton	179,515	182,125	214,092
	Groundwater	ton	15,642	16,290	15,931
	Others	ton	0	0	0
Water consumed		ton	211,471	210,787	260,013
Water use per unit intensity		ton/KRW 100 million	34.9	32.9	34.9
Water recycling and reuse	Water recycled and reused	ton	16,314	12,372	29,990
	Water recycling and reuse rate	%	7.7	5.9	11.5
Reduction in water consumption[1]		ton	14,700	12,372	15,909

1) Reduced municipal water consumption by recovering water from RO concentrate and Water for Injection (WFI) production systems through cooling water recovery projects at each facility

2-5-1. Headquarters Water Withdrawal and Consumption

Category		Unit	Year 2023	Year 2024	Year 2025
Water consumed	Total	ton	12,873.7	12,945.9	10,869.8
	Water supply	ton	12,873.7	12,945.9	10,869.8
	Groundwater	ton	0	0	0
	Other	ton	0	0	0
Water consumed		ton	12,873.7	12,945.9	10,869.8
Water use per unit intensity		ton/KRW 100 million	2.1	2.0	1.5
Water recycling and reuse	Water recycled and reused	ton	0	0	0
	Water recycling and reuse rate	%	0.0	0.0	0.0

2-5-2. Cheonan Campus Water Withdrawal and Consumption

Category		Unit	Year 2023	Year 2024	Year 2025
Water consumed	Total	ton	61,188	65,327	62,866
	Water supply	ton	45,546	49,037	46,935
	Groundwater	ton	15,642	16,290	15,931
	Others	ton	0	0	0
Water consumed		ton	63,046	65,327	76,947
Water use per unit intensity		ton/KRW 100 million	10.4	10.2	10.3
Water recycling and reuse	Water recycled and reused	ton	1,858	0[1]	14,081
	Water recycling and reuse rate	%	2.9	0.0	18.3

1) Water reuse decreased due to improvement of Cheonan water treatment facility

2-5-3. Daegu Campus Water Withdrawal and Consumption

Category		Unit	Year 2023	Year 2024	Year 2025
Water consumed	Total	ton	34,830	41,906	62,154
	Water supply	ton	34,830	41,906	62,154
	Groundwater	ton	0	0	0
	Others	ton	0	0	0
Water consumed		ton	49,286	54,278	78,063
Water use per unit intensity		ton/KRW 100 million	8.1	8.5	10.5
Water recycling and reuse	Water recycled and reused	ton	14,456	12,372	15,909
	Water recycling and reuse rate	%	29.3	22.8	20.4

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2-5-4. Songdo Campus Water Withdrawal and Consumption

Category		Unit	Year 2023	Year 2024	Year 2025
Water consumed	Total	ton	44,963	45,070	57,425
	Water supply	ton	44,963	45,070	57,425
	Groundwater	ton	0	0	0
	Others	ton	0	0	0
Water consumed		ton	44,963	45,070	57,425
Water use per unit intensity		ton/KRW 100 million	7.4	7.0	7.7
Water recycling and reuse	Water recycled and reused	ton	0	0	0
	Water recycling and reuse rate	%	0.0	0.0	0.0

2-5-5. Yongin Research Center Water Withdrawal and Consumption

Category		Unit	Year 2023	Year 2024	Year 2025
Water consumed	Total	ton	35,241	26,993	29,758
	Water supply	ton	35,241	26,993	29,758
	Groundwater	ton	0	0	0
	Others	ton	0	0	0
Water consumed		ton	35,241	26,993	29,758
Water use per unit intensity		ton/KRW 100 million	5.8	4.2	4.0
Water recycling and reuse	Water recycled and reused	ton	0	0	0
	Water recycling and reuse rate	%	0.0	0.0	0.0

2-5-6. Songdo Research Center Water Withdrawal and Consumption

Category		Unit	Year 2023	Year 2024	Year 2025
Water consumed	Total	ton	2,497	2,609	2,895
	Water supply	ton	2,497	2,609	2,895
	Groundwater	ton	0	0	0
	Others	ton	0	0	0
Water consumed		ton	2,497	2,609	2,895
Water use per unit intensity		ton/KRW 100 million	0.4	0.4	0.4
Water recycling and reuse	Water recycled and reused	ton	0	0	0
	Water recycling and reuse rate	%	0.0	0.0	0.0

2-5-7. Branch Offices Water Withdrawal and Consumption[1)]

Category		Unit	Year 2023	Year 2024	Year 2025
Water consumed	Total	ton	N/A	3,564	4,055
	Water supply	ton	N/A	3,564	4,055
	Groundwater	ton	N/A	0	0
	Others	ton	N/A	0	0
Water consumed		ton	N/A	3,564	4,055
Water use per unit intensity		ton/KRW 100 million	N/A	0.6	0.5
Water recycling and reuse	Water recycled and reused	ton	N/A	0	0
	Water recycling and reuse rate	%	N/A	0.0	0.0

1) Data disclosed starting in 2024

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2-6. Effluent[1]

Category	Unit	Year 2023	Year 2024	Year 2025
Effluent discharged	ton	130,913	165,905	176,343
Effluent discharged per unit intensity	ton/KRW 100 million	21.6	25.9	23.7

1) Total volume of wastewater discharged outside the organizational boundary (including wastewater transferred for off-site treatment)

2-7. Air Pollutants Emissions

Category		Unit	Year 2023	Year 2024	Year 2025
Air pollutants discharged	NOx	ton	9.7	4.2	4.9
	SOx	ton	0.1	0.1	2.3
	PM	ton	0.2	0.9	1.6

2-8. Water Pollutants Emissions

Category		Unit	Year 2023	Year 2024	Year 2025
Water pollutants discharged	TOC[1]	ton	1.9	2.1	4.8
	BOD	ton	1.6	2.2	7.7
	SS	ton	2.3	3.1	4.3
	T-N	ton	1.6	3.3	4.9
	T-P	ton	1.4	0.3	0.4

1) TOC has been measured since 2022 following the change in the statutory monitoring indicator from COD to TOC under the Enforcement Rule of the Sewerage Act

2-9. Chemical Emissions

Category	Unit	Year 2023	Year 2024	Year 2025
Chemicals discharged	ton	5.6	0.9	1.0
Chemicals discharged per unit intensity	ton/KRW 100 million	0.0	0.0	0.0

2-10. Waste Management

Category			Unit	Year 2023	Year 2024	Year 2025
Total waste	Amount generated		ton	810.1[1]	895.8	872.4
	Total weight of waste diverted from disposal	Total	ton	568.0	600.1	612.8
		Recycled	ton	568.0	600.1	612.8
	Recycling rate		%	70.1	67.0	70.2
	Waste treated	Total	ton	242.1[1]	295.7	259.6
		Incineration	ton	242.1[1]	295.7	259.6
		Landfilling	ton	0.0	0.0	0.0
		Others	ton	0.0	0.0	0.0
General waste	Amount generated		ton	767.2	724.3	734.6
	Amount recycled		ton	551.5	600.1	570.2
	Recycling rate		%	71.9	82.8	77.6
	Waste treated	Total	ton	215.7[1]	124.2	164.4
		Incineration	ton	215.7[1]	124.2	164.4
		Landfilling	ton	0.0	0.0	0.0
		Others	ton	0.0	0.0	0.0
Hazardous Waste[2]	Amount generated		ton	42.9	171.5	137.8
	Amount recycled		ton	16.5	0.0	0.0
	Recycling rate		%	38.5	0.0	0.0
	Waste treated	Total	ton	26.4	171.5	137.8
		Incineration	ton	26.4	171.5	137.8
		Landfilling	ton	0.0	0.0	0.0
		Others	ton	0.0	0.0	0.0

1) Revised figure due to decimal point errors in the 2023 data from the previous report
2) Medical waste included in hazardous waste

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2-11. Raw and Subsidiary Materials Use

Category		Unit	Year 2023	Year 2024	Year 2025
Raw and subsidiary materials used[1]	Total	ton	1,429	1,316	2,154[3]
	Raw materials used	ton	442	496	502
	Subsidiary materials used	ton	987	820	1,652
	Raw and subsidiary materials use per unit intensity[2]	ton/KRW 100 million	0.2	0.2	0.3
Key raw and subsidiary materials		Acetic anhydride, sodium acetate anhydrous, ethanol, sorbitol, aluminum foil, shrink film, etc.			

1) Based on three production sites (Cheonan, Daegu, Songdo)
2) Revised figures due to data reporting errors in 2023 and 2024
3) Increase in total usage due to the expansion of scope from the top 10 products in 2024 to all products in 2025 and increased production at the Songdo Campus

2-12. Environmental Management System Assessment and Certifications

Category	Unit	Year 2023	Year 2024	Year 2025
Number of sites certified to ISO 14001 (Environmental Management System)	Units	4[1]	4	3[2]
Percentage of sites certified to ISO 14001 (Environmental Management System)	%	66.7	66.7	50.0
Number of sites certified to ISO 50001 (Energy Management System)	Units	3	3	3
Percentage of sites certified to ISO 50001 (Energy Management System)	%	50.0	50.0	50.0

1) In 2023, certification additionally obtained for headquarters in addition to the three production campuses
2) The headquarters certification expired, and recertification was obtained through renewal audits for three production division campuses

2-13. Environmental Regulation Violations

Category	Unit	Year 2023	Year 2024	Year 2025
Environmental regulation violations[1]	ton	2[2]	0	1[3]
Fines imposed due to violations of environmental regulations	KRW	1,280,000	0	600,000

1) Preventive training and internal guideline implementation completed at each site following the fines
2) In March 2023, a fine of KRW 480,000 was imposed due to incorrect waste tracking entry in the Allbaro system
In July 2023, a fine of KRW 800,000 was imposed due to falsified operation logs at the wastewater treatment facility
3) In July 2025, a first warning and a fine of KRW 600,000 were imposed due to the detection of a newly regulated water pollutant

2-14. Status of Eco-Friendly Vehicle Operations

Category		Unit	Year 2023	Year 2024	Year 2025
Total corporate vehicles	Total	units	278	361	387
Electric, hybrid vehicles	Total	units	256	338	373
	Electric vehicle (EV)	units	20	32	28
	Hybrid vehicle (HV)	units	236	306	345
LPG, Gasoline, Diesel vehicles	LPG vehicle	units	0	0	0
	Gasoline vehicle	units	14	13	7
	Diesel vehicle	units	8	10	7
Proportion of electric, hybrid vehicles		%	92.1	93.6	96.4

2-15. FSC-Certified Product Purchase Performance

Category		Unit	Year 2023	Year 2024	Year 2025
FSC-certified product procurement performance	Cheonan Campus	KRW	14,137,000	20,000,000	9,489,000
	Daegu Campus	KRW	2,130,000	3,000,000	3,448,500
	Songdo Campus	KRW	0	1,000,000	2,837,200
Purchase of FSC-certified products[1]	Total spend on FSC-certified products	KRW	N/A	N/A	15,774,700
	Total procurement spend	KRW	N/A	N/A	97,964,272,810
	Percentage of procurement spend on FSC-certified products	%	N/A	N/A	0.02

1) New management indicator introduced in 2025

2-16. Employee Environmental Training

Category		Unit	Year 2023	Year 2024	Year 2025
Status of total employee environmental training	Training Hours	Hours	1,738	1,476	801
	No. of participants	Persons	N/A	N/A	1,603
	Environmental training completion rate	%	N/A	N/A	94.9
Status of training for environmental personnel	Training hours	Hours	274.6	474.3	212
	No. of participants	Persons	31	28	16

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3. Social Performance

3-1. Workforce Overview

Category			Unit	2023	2024	2025
Total no. of employees			Persons	1,680	1,695	1,690
By gender	Male		Persons	1,155	1,162	1,167
	Female		Persons	525	533	523
By age	Under 30	Total	Persons	350	311	256
		Male[1]	Persons	N/A	150	136
		Female[1]	Persons	N/A	161	120
	30–49	Total	Persons	1,160	1,193	1,224
		Male[1]	Persons	N/A	839	841
		Female[1]	Persons	N/A	354	383
	50 and older	Total	Persons	170	191	210
		Male[1]	Persons	N/A	173	190
		Female[1]	Persons	N/A	18	20
By employment type	Full time employees	Total	Persons	1,668	1,685	1,675
		Male	Persons	1,153	1,160	1,160
		Female	Persons	515	525	515
	Temporary employees[2]	Total	Persons	12	10	15
		Male	Persons	2	2	7
		Female	Persons	10	8	8

1) Data disclosed starting in 2024
2) Employees with fixed-term contracts (including interns, excluding executives)

3-2. Workforce Diversity

Category			Unit	2023	2024	2025
Diversity by nationality	Korea	Percentage of total workforce	%	N/A	N/A	99.5
		Percentage of management positions	%	N/A	N/A	99.2
	China	Percentage of total workforce	%	N/A	N/A	0.1
		Percentage of management positions	%	N/A	N/A	0.2
	India	Percentage of total workforce	%	N/A	N/A	0.1
		Percentage of management positions	%	N/A	N/A	0.1
	United States	Percentage of total workforce	%	N/A	N/A	0.1
		Percentage of management positions	%	N/A	N/A	0.0
	Other	Percentage of total workforce	%	N/A	N/A	0.3
		Percentage of management positions	%	N/A	N/A	0.5

3-2. Workforce Diversity

Category			Unit	2023	2024	2025
Gender diversity	Total	Female ratio	%	31.3	31.4	30.9
	Board of Directors	Female ratio	%	0.0	0.0	0.0
	All management positions[1]	Total	Persons	244	234	965
		Male	Persons	226	214	791
		Female	Persons	18	20	174
		Female ratio	%	7.4	8.5	18.0
	Executives[2]	Total	Persons	27	18	17
		Male	Persons	25	16	14
		Female	Persons	2	2	3
		Female ratio	%	7.4	11.1	17.6
	Middle management[3]	Total	Persons	217	216	207
		Male	Persons	201	198	190
		Female	Persons	16	18	17
		Female ratio	%	7.4	8.3	8.2
	Junior management[4]	Total	Persons	N/A	N/A	741
		Male	Persons	N/A	N/A	587
		Female	Persons	N/A	N/A	154
		Female ratio	%	N/A	N/A	20.8
	Management positions in revenue-generating functions[5]	Total	Persons	129	125	126
		Male	Persons	128	124	121
		Female	Persons	1	1	5
		Female ratio	%	0.8	0.8	4.0
	STEM-related positions[6]	Total	Persons	N/A	844	845
		Male	Persons	N/A	420	426
		Female	Persons	N/A	424	419
		Female ratio	%	N/A	50.2	49.6
Other forms of diversity	Employees with disabilities	Total	Persons	22	23	25
		Ratio	%	1.3	1.4	1.5
	Foreign national employees	Total	Persons	9	9	9
		Ratio	%	0.5	0.5	0.5
	National veterans	Total	Persons	37	41	39
		Ratio	%	2.2	2.4	2.3

1) Increase in all management positions including lower-level management from 2025
2) Assistant vice president level and above
3) Management employees at or above first-line manager (team leader) level, excluding executives
4) Employees in entry-level management roles, defined as staff at or above senior associate level without team leader responsibilities; data disclosed starting in 2025
5) Based on managers of ETC business division and overseas business division
6) STEM: Abbreviation for Science, Technology, Engineering, and Mathematics; data disclosed starting in 2024

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3-3. Recruitment

Category			Unit	2023	2024	2025
				Year		
Total no. of employees newly hired			Persons	158	101	105
By gender	Male		Persons	73	68	80
	Female		Persons	85	33	25
By age	Under 30	Total	Persons	115	62	48
		Male[1]	Persons	N/A	37	38
		Female[1]	Persons	N/A	25	10
	30–49	Total	Persons	42	36	56
		Male[1]	Persons	N/A	28	41
		Female[1]	Persons	N/A	8	15
	50 and older	Total	Persons	1	3	1
		Male[1]	Persons	N/A	3	1
		Female[1]	Persons	N/A	0	0
Local talent recruitment			Persons	25	26	27

1) Data disclosed starting in 2024

3-4. Turnover

Category			Unit	2023	2024	2025
				Year		
Voluntary turnover	Total		Persons	83	72	78
	By gender	Male	Persons	46	39	44
		Female	Persons	37	33	34
	By age	Under 30	Persons	35	29	32
		30–49	Persons	40	42	45
		50 and older	Persons	8	1	1
	By job level and job category[1]	Executives/senior managers	Persons	N/A	N/A	1
		Mid-level managers	Persons	N/A	N/A	3
		All others	Persons	N/A	N/A	74
Rate of voluntary turnover	Total		%	4.9	4.2	4.6
	By job level and job category[1]	Executives/senior managers	%	N/A	N/A	5.9
		Mid-level managers	%	N/A	N/A	1.4
		All others	%	N/A	N/A	5.0
Involuntary turnover	Total		Persons	67	49	48
	By gender	Male	Persons	55	40	42
		Female	Persons	12	9	6
	By age	Under 30	Persons	1	2	3
		30–49	Persons	26	12	19
		50 and older	Persons	40	35	26
	By job level and job category[1]	Executives/senior managers	Persons	N/A	N/A	4
		Mid-level managers	Persons	N/A	N/A	2
		All others	Persons	N/A	N/A	42
Rate of involuntary turnover	Total		%	4.0	2.9	2.8
	By job level and job category[1]	Executives/senior managers	%	N/A	N/A	23.5
		Mid-level managers	%	N/A	N/A	1.0
		All others	%	N/A	N/A	2.9

1) Data disclosed starting in 2025

3-5. Employee Tenure

Category		Unit	2023	2024	2025
			Year		
Years of service	Average years of service	Years	11.9	12.2	12.4
	Years of service (male)	Years	N/A	13.3	13.2
	Years of service (female)	Years	N/A	9.9	10.5
Employee satisfaction survey	Employee satisfaction rate	%	37.7	40.2	38.3

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3-6. Labor-Management Relations

Category	Unit	Year 2023	Year 2024	Year 2025
Labor union membership rate[1]	%	49.7	42.3	41.2
Total number of labor management council members[2]	Persons	10	10	10
Number of labor-management council meetings held	Times	4	4	4
Coverage rate of collective bargaining agreements	%	12.7	12.7	13.6

1) Eligible employees: Production workers at or below senior level, based on year-end status
2) 5 employer representatives, 5 employee representatives

3-7. Training and Development

Category			Unit	Year 2023	Year 2024	Year 2025
Training hours	Total training hours[1]		Hours	46,344	68,724	105,741
	Average training hours per employee		Hours	27.5	40.5	63
	By gender	Male	Hours	N/A	N/A	70,926
		Female	Hours	N/A	N/A	30,714
	By age	Under 30	Hours	N/A	N/A	16,859
		30–49	Hours	N/A	N/A	72,961
		50 and older	Hours	N/A	N/A	11,821
Human Capital Return on Investment (HC ROI)			%	2.00	1.18	1.15
Training expenses	Total training expenses		KRW million	1,126	1,084	1,398
	Average training expenses per employee		KRW	667,961	734,253	826,834
Training details[2]	Occupational health and safety training		Hours	33,003	33,880	30,588
	Sexual harassment prevention training		Hours	1,640	1,705	1,700
	Disability awareness training		Hours	1,640	1,709	1,700
	Workplace bullying prevention training		Hours	1,640	1,705	1,700
	Information security training		Hours	1,884	2,086	2,495.5
	Ethics and compliance training		Hours	3,960	2,473	3,198

1) Based on Université education program (online format)
2) Includes both legally required training and Dong-A ST's internal training programs

3-8. Performance Evaluation

Category		Unit	Year 2023	Year 2024	Year 2025
Performance Evaluation	Number of employees evaluated	Persons	1,505	1,526	1,525
	Rate of employees evaluated	%	89.3	90.0	90.2

3-9. Equal Pay (Excluding Executives)

Category		Unit	Year 2023	Year 2024	Year 2025
Average pre-tax annual salary per male employee		KRW million	84.7	86.3	86.2
Average pre-tax annual salary per female employee		KRW million	58.0	62.3	63.5
Female-to-male pay ratio	Mean gender pay gap	%	68.5	72.2	73.7
	Median gender pay gap	%	N/A	N/A	69.1[1]
	Mean bonus gap	%	N/A	N/A	74.6
	Median bonus gap	%	N/A	N/A	72.0

1) Data disclosed starting in 2025

3-10. Parental Leave

Category		Unit	Year 2023	Year 2024	Year 2025
Number of employees eligible for parental leave	Total	Persons	419	397	403
	Male	Persons	301	280	279
	Female	Persons	118	117	124
Number of employees who took parental leave	Total	Persons	53	36	42
	Male	Persons	14	10	11
	Female	Persons	39	26	31
Number of employees who returned to work after parental leave	Total	Persons	29	26	38
	Male	Persons	10	7	10
	Female	Persons	19	19	28
Return-to-work rate after parental leave[1]	Average	%	N/A	86.7	92.7
	Male	%	-	87.5	100.0
	Female	%	-	86.4	90.3
Number of employees who remained employed for over 12 months after returning	Total	Persons	26	25	26
	Male	Persons	6	8	6
	Female	Persons	20	17	20
Retention rate after returning from parental leave[1]	Average	%	N/A	86.2	92.9
	Male	%	-	80.0	85.7
	Female	%	-	89.5	95.2

1) Data disclosed starting in 2024

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3-11. Health Screening

Category	Unit	Year 2023	2024	2025
Employees eligible for regular health checkups	Persons	916	955	1,435
Employees who received regular health checkups	Persons	916	955	1,435
Regular health checkup implementation rate	%	100	100	100

3-12. Occupational Health and Safety

Category			Unit	Year 2023	2024	2025
Occupational health and safety of employees	Employee injuries	Work-related injuries	Cases	0	2[1]	1
		Lost-time work-related injuries	Cases	N/A	9[2]	1
		Recordable work-related injuries	Cases	9	23[1]	17
		Fatalities due to work-related injuries[3]	Cases	N/A	N/A	0
		Total hours worked	Hours	2,956,800	2,983,200	2,930,400
		Lost workdays	Days	94	217	56
	Employee injury rates	Rate of work-related injuries	%	0.5	1.4	1.1
		Frequency rate	%	0.0	0.7	0.3
		Severity rate	%	3.2	7.3	0.02
		Lost-time injury frequency rate (LTIFR)	%	0.0	0.7	0.3
Occupational health and safety of contractors[3]	Contractor injuries	Work-related injuries	Cases	N/A	N/A	1
		Recordable work-related injuries	Cases	N/A	N/A	3
		Fatalities	Cases	N/A	N/A	0
		Total hours worked	Hours	N/A	N/A	367,840
		Lost workdays	Days	N/A	N/A	28
	Contractor injury rates	Rate of work-related injuries	%	N/A	N/A	1.4
		Frequency rate	%	N/A	N/A	5.4
		Severity rate	%	N/A	N/A	0.01
		Lost Time Injury Frequency Rate (LTIFR)	%	N/A	N/A	2.7
Occupational diseases of employees[3]		Occupational diseases	Cases	N/A	N/A	0
		Fatalities due to occupational diseases	Cases	N/A	N/A	0
Violations related to occupational health and safety impacts		Total	Cases	0	0	0
		Fines or penalties	Cases	0	0	0
		Warnings	Cases	0	0	0
		Non-compliance with voluntary standards	Cases	0	0	0

1) Of the 2 cases in 2024, 1 was a commuting accident (excluded under the official criteria but included under internal standards
2) Among a total of 23 accidents in 2024, 9 were classified as lost time injuries
3) Data disclosed starting in 2024

3-13. Occupational Health and Safety Management System

Category		Unit	Year 2023	2024	2025
Occupational health and safety management system	Number of business sites certified to ISO 45001[1]	Units	N/A	3	3
	Percentage of business sites certified to ISO 45001	%	N/A	50.0	50.0

1) 3 production sites

3-14. Human Rights

Category		Unit	Year 2023	2024	2025
Human rights grievance handling	Number of human rights grievances received	Cases	1	4	3
	Number of human rights grievances resolved	Cases	1	4	3
	Number of human rights committee meetings held[1]	Persons	0	1	1
Human rights impact assessment	Percentage of business sites that conducted human rights impact assessment	%	N/A	N/A	100

1) Number of individuals disciplined for causing human rights-related grievances

3-15. Violations of Human Rights and Labor-Related Regulations

Category	Unit	Year 2023	2024	2025
Number of violations of human rights and labor laws[1]	Cases	0	0	0

1) Number of criminal or administrative sanctions (≥ KRW 1 million) related to human rights/labor law violations

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3-16. Supply Chain Overview

Category		Unit	Year 2023	Year 2024	Year 2025
Total suppliers	Total number of suppliers[1]	EA	2,369	2,443	2,015
	Number of Tier-2 suppliers	EA	N/A	25	70
	Number of Tier-1 suppliers	EA	N/A	24	50
	Share of procurement spend from significant suppliers in Tier-1	%	N/A	N/A	16
	Number of significant suppliers in non-Tier-1	EA	N/A	0	0
	Total number of Tier-1 suppliers	EA	N/A	24	50

1) Based on S-TEPS vendor registration system

3-17. ESG Management of the Supply Chain

Category			Unit	Year 2023	Year 2024	Year 2025
Number of suppliers participating in capacity building programs[1]			EA	-	20	10
Compliance with supplier code of conduct	Number of signed declarations of compliance with the supplier code of conduct[1]		Cases	-	24	53
	Declaration signing rate for supplier code of conduct[1]		%	-	96.0	85.5
Supplier engagement forum	Number of annual forums held		Times	1	1	1
	Forum satisfaction survey	Willingness to Participate in the Forum Again[1]	%	-	92.0	100

1) Data disclosed starting in 2024

3-18. Community Engagement and Development

Category		Unit	Year 2023	Year 2024	Year 2025
Social contribution activities	Number of employees participating in social contribution activities	Persons	592[1]	88[1]	2,102[2]
	Participation rate in social contribution activities	%	35.0	5.2	124.4
	Hours contributed to social contribution activities	Hours	1,731	894	30,984
	Number of beneficiaries of social contribution activities	Persons	617	38,549	51,854
	Amount of social contribution	KRW	2,844,733,576	2,662,621,043	3,251,600,373
	Social contribution investment rate[3]	%	8.7	8.2	11.8

1) Number of participants counted based on those who participated at least once; cumulative participation not considered
2) Includes duplicate participation by the same business site, department, and employees
3) (Social contribution amount / operating profit (consolidated basis)) * 100

3-19. Drug Safety

Category		Unit	Year 2023	Year 2024	Year 2025
Number of recalls	Total	Cases	0	0	0
	Class I recall	Cases	0	0	0
	Class II recall	Cases	0	0	0
	Class III recall	Cases	0	0	0
Total number of products subject to recall		Cases	0	0	0
Total economic value of recalled products		KRW	0	0	0
Number of regulatory inspections		Cases	6	6	4
Non-compliance with regulations concerning health and safety impacts of products and services	Total monetary value of fines or penalties resulting from legal proceedings	KRW million	0	0	0
	Incidents of non-compliance with regulations resulting in a fine or penalty	Cases	0	0	0
	Incidents of non-compliance with regulations resulting in a warning	Cases	0	0	0
	Incidents of non-compliance with voluntary codes	Cases	0	0	0
	Total number of incidents of non-compliance	Cases	0	0	0

3-20. Incidents of Non-Compliance with Regulations Concerning Marketing and Labeling

Category		Unit	Year 2023	Year 2024	Year 2025
Incidents of non-compliance concerning product and service information and labeling	Total monetary value of fines or penalties resulting from legal proceedings	KRW million	0	0	0
	Incidents of non-compliance with regulations resulting in a fine or penalty	Cases	0	0	0
	Incidents of non-compliance with regulations resulting in a warning	Cases	0	0	0
	Incidents of non-compliance with voluntary codes	Cases	0	0	0
	Total number of incidents of non-compliance	Cases	0	0	0
Incidents of non-compliance concerning marketing communications	Total monetary value of fines or penalties resulting from legal proceedings	KRW million	0	0	0
	Incidents of non-compliance with regulations resulting in a fine or penalty	Cases	0	0	0
	Incidents of non-compliance with regulations resulting in a warning	Cases	0	0	0
	Incidents of non-compliance with voluntary codes	Cases	0	0	0
	Total number of incidents of non-compliance	Cases	0	0	0

3-21. Privacy Protection

Category		Unit	Year 2023	Year 2024	Year 2025
Customer privacy breaches	Total	Cases	0	0	0
	Complaints received from outside parties	Cases	N/A	0	0
	Complaints from regulatory bodies	Cases	N/A	0	0
Total number of identified leaks, thefts, or losses of customer data		Cases	N/A	0	0

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1. Economic and Governance Performance

1-1. Financial Performance

Category	Unit	Year		
		2023	2024	2025
Assets	KRW	62,078,023,884	60,852,832,742	63,221,512,021
Liabilities	KRW	18,048,620,344	23,239,509,299	28,301,448,365
Equity	KRW	44,029,403,540	37,613,323,443	34,920,063,656
Revenue	KRW	62,385,862,869	62,507,967,528	66,771,004,188
Operating profit	KRW	250,532,411	-3,962,898,768	-3,381,674,102
Operating profit margin	%	0.4	-6.3	-5.1

1-2. Economic Value Generated & Distributed

Engagement in Specific Industries and Related Revenue Amount

Category		Unit	Year		
			2023	2024	2025
Shareholders & Investors	Dividend[1]	KRW	0	0	0
	Interest payment[2]	KRW	353,461,202	487,419,121	538,608,255
	Total (% against total revenue)	KRW	353,461,202 (1%)	487,419,121 (1%)	538,608,255 (1%)
Employees	Wage[3]	KRW	7,630,013,483	9,488,885,666	10,635,045,449
	Welfare and benefits[4]	KRW	925,004,545	1,267,673,834	1,394,964,185
	Total (% against total revenue)	KRW	8,555,018,028 (14%)	10,756,559,500 (17%)	12,030,009,634 (18%)
Suppliers	Raw material costs[5]	KRW	4,779,603,629	4,066,313,970	4,425,833,391
	Outsourcing costs[6]	KRW	151,916,925	178,625,185	307,535,090
	Total (% against total revenue)	KRW	4,931,520,554 (8%)	4,244,939,155 (7%)	4,733,368,481 (7%)
Government & Local Communities	Corporate tax[7]	KRW	-136,646,324	-1,025,087,155	-1,269,896,215
	CSR expenses[8]	KRW	1,421,643	4,786,417	0
	Total (% against total revenue)	KRW	-135,224,681 (-0.2%)	-1,020,300,738 (-1.6%)	-1,269,896,215 (-1.9%)
Total economic values distributed (% against total revenue)		KRW	13,704,775,103 (22%)	14,468,617,038 (23%)	16,032,090,155 (24%)

1) (Number of shares excluding treasury shares ×dividend per share (KRW 700)) + stock dividends
2) Interest expenses under finance costs in the statement of profit or loss
3) Total of salaries and retirement benefits
4) Total of welfare expenses classified under SG&A, including welfare expenses recorded in manufacturing costs
5) Total raw material expenditures included in cost of sales
6) Total of service fees classified under SG&A, including outsourcing costs recorded in manufacturing costs
7) Net corporate income tax payments excluding other taxes
8) Total of donations and direct usage expenses (value of donated goods) under other expenses in the statement of profit or loss

1-3. R&D Expenses

Category	Unit	Year		
		2023	2024	2025
R&D expenses	KRW million	1,498,676,078	1,890,520,245	1,878,797,951
R&D expenses as a percentage of sales	%	2.4	3.0	2.8

1-4. Policy Influence & Lobbying*

Category	Unit	Year		
		2023	2024	2025
Total	KRW	0	0	2,550,000
Lobbying, interest representation, or similar organizations	KRW	0	0	0
Local or national political campaigns/candidates	KRW	0	0	0
Trade associations and tax-exempt organizations (e.g., Think Tanks)	KRW	0	0	2,550,000
Other (e.g., expenditures related to ballot measures or referendums)	KRW	0	0	0

* The company does not provide any support or contributions to specific political parties or politicians in accordance with the Political Funds Act, and does not impose any political views on its employees

1-5. Jeong-do Management Pledge

Category		Unit	Year		
			2023	2024	2025
Jeong-do management pledge	No. of employees signed	Persons	N/A	N/A	147
	Ratio of employees signed	%	N/A	N/A	96.7

1-6. Ethics Training Performance

Category		Unit	Year		
			2023	2024	2025
Ethics training performance	Total number of management personnel who completed ethics (anti-corruption) training	Persons	N/A	N/A	2
	Completion Rate of management personnel who completed ethics (anti-corruption) training	%	N/A	N/A	100
	Number of employees who completed ethics training	Persons	N/A	N/A	142
	Ethics training completion rate	%	N/A	N/A	96.6
	Average ethics training hours per employee	Hours	N/A	N/A	0.2
	Ethics training provided to suppliers	Yes/No	N/A	N/A	아니오

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1-7. Corruption Risk Assessment at Business Sites

Category		Unit	Year 2023	Year 2024	Year 2025
Business sites with completed corruption risk assessment	Total no. of sites assessed	EA	N/A	N/A	0
	Ratio of sites assessed	%	N/A	N/A	0.0

1-8. Investigation of Reports (Ethics and Anti-Corruption)

Category		Unit	Year 2023	Year 2024	Year 2025
No. of reports received		Cases	N/A	N/A	2
No. of cases handled	Total	Cases	0	0	2
	Corruption or bribery	Cases	N/A	N/A	1
	Workplace discrimination or harassment	Cases	N/A	N/A	1
	Customer privacy data	Cases	N/A	N/A	0
	Conflicts of interest	Cases	N/A	N/A	0
	Money laundering or insider trading	Cases	N/A	N/A	0
	Other	Cases	N/A	N/A	0
Resolution rate		%	N/A	N/A	100
Confirmed incidents resulting in employee dismissal or disciplinary measures		Cases	N/A	N/A	2
Confirmed incidents of termination or non-renewal of business relationships due to corruption		Cases	N/A	N/A	0
Total monetary losses from corruption- or bribery-related legal cases		KRW	N/A	N/A	0

2. Environmental Performance

2-1. GHG (Scope 1, 2) Emissions

Category		Unit	Year 2023	Year 2024	Year 2025
GHG (Scope 1, 2) emissions	Total	tCO_2-eq	297	628	300
	Scope 1 emissions	tCO_2-eq	88	84	35
	Scope 2 emissions	tCO_2-eq	45	285	265
GHG emissions per unit intensity		tCO_2-eq/KRW 100 million	0.2	0.6	0.6

2-2. GHG (Scope 3) Emissions

Category		Unit	Year 2023	Year 2024	Year 2025
Scope 3 emissions	Total[1]	tCO_2-eq	164.8	259.8	389.2
	Purchased goods and services[2]	tCO_2-eq	N/A	N/A	0.4
	Capital goods[3]	tCO_2-eq	0.6	0.6	0.6
	Fuel- and energy-related activities[4]	tCO_2-eq	0.0	0.3	41.9
	Upstream transportation and distribution[4]	tCO_2-eq	N/A	N/A	N/A
	Waste generated in operations	tCO_2-eq	N/A	N/A	36.9
	Business travel[5]	tCO_2-eq	85.1	83.2	33.1
	Employee commuting	tCO_2-eq	79.1	175.7	276.4

1) Due to the expansion of Scope 3 categories and measurement boundaries, total emissions increased since 2024
2) Measured only water use
3) Included laptops and desktops in the calculation
4) Expanded calculations from 2025
5) Limited to domestic business travel

2-3. GHG (Scope 1, 2, 3) Emissions

Category		Unit	Year 2023	Year 2024	Year 2025
Scope 1, 2, 3 emissions	Total GHG emissions	tCO_2-eq	461.8	888.2	689.1
	GHG emissions per unit intensity	tCO_2-eq/KRW 100 million	0.8	1.4	1.0

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2-4. Energy Usage

Category		Unit	Year		
			2023	2024	2025
Total energy consumed		TJ	N/A	N/A	6.0
General energy	Total	TJ	N/A	N/A	6.0
	LNG	TJ	N/A	N/A	0
	Electricity	TJ	N/A	N/A	5.5
	Steam	TJ	N/A	N/A	0
	Gasoline and diesel	TJ	N/A	N/A	0.5
	Others	TJ	N/A	N/A	0
Renewable energy	Solar power	TJ	N/A	N/A	0
Percentage of renewable energy use		%	N/A	N/A	0.0
Energy use per unit intensity		TJ/KRW 100 million	N/A	N/A	0.009

2-5. Water Withdrawal and Consumption

Category		Unit	Year		
			2023	2024	2025
Water withdrawn	Total	ton	587	567	1,478
	Water supply	ton	587	567	1,478
	Groundwater	ton	0	0	0
	Others	ton	0	0	0
Water consumed		ton	587	567	1,478
Water use per unit intensity		ton/KRW 100 million	9.4	9.1	22.1
Water recycling and reuse	Water recycled and reused	ton	0	0	0
	Water recycling and reuse rate	%	0.0	0.0	0.0

2-6. Chemical Emissions

Category	Unit	Year		
		2023	2024	2025
Chemicals discharged	ton	N/A	N/A	0
Chemicals discharged per unit intensity	ton/KRW 100 million	N/A	N/A	0

2-7. Status of Eco-Friendly Vehicle Operation

Category		Unit	Year		
			2023	2024	2025
Total corporate vehicles	Total	units	31	38	35
Electric, hybrid vehicles	Total	units	18	23	26
	Electric vehicle (EV)	units	0	0	0
	Hybrid vehicle (HV)	units	18	23	26
LPG, Gasoline, Diesel vehicles	LPG vehicle	units	0	0	0
	Gasoline vehicle	units	9	10	4
	Diesel vehicle	units	4	5	5
Proportion of electric, hybrid vehicles		%	58.1	60.5	74.3

2-8. FSC-Certified Product Purchase Performance

Category		Unit	Year		
			2023	2024	2025
Purchase of FSC-certified products	Total spend on FSC-certified products	KRW	2,045,862	2,310,000	1,155,000
	Total procurement spend	KRW	34,922,865	62,248,400	57,414,636
	Percentage of procurement spend on FSC-certified products	%	5.9	3.7	2.0

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3. Social Performance

3-1. Workforce Overview

Category			Unit	Year 2023	Year 2024	Year 2025
Total no. of employees			Persons	144	155	152
By gender	Male		Persons	111	113	115
	Female		Persons	33	42	37
By age	Under 30	Total	Persons	25	22	18
		Male	Persons	N/A	N/A	12
		Female	Persons	N/A	N/A	6
	30–49	Total	Persons	91	103	108
		Male	Persons	N/A	N/A	80
		Female	Persons	N/A	N/A	28
	50 and older	Total	Persons	28	30	26
		Male	Persons	N/A	N/A	23
		Female	Persons	N/A	N/A	3
By employment type	Full time employees	Total	Persons	137	141	145
		Male	Persons	105	104	111
		Female	Persons	32	37	34
	Temporary employees	Total	Persons	10	10	7
		Male	Persons	5	7	4
		Female	Persons	5	3	3

3-2. Workforce Diversity

Category			Unit	Year 2023	Year 2024	Year 2025
Gender diversity	Total	Female ratio	%	22.9	27.1	24.3
	Board of Directors	Total	Persons	4	4	4
		Male	Persons	4	4	4
		Female	Persons	0	0	0
		Female ratio	%	0	0	0.0
	All management positions	Total	Persons	76	85	90
		Male	Persons	68	71	72
		Female	Persons	8	14	18
		Female ratio	%	10.5	16.5	20.0
	Executives	Total	Persons	5	2	2
		Male	Persons	5	2	2
		Female	Persons	0	0	0
		Female ratio	%	0.0	0.0	0.0
	Middle management	Total	Persons	21	23	22
		Male	Persons	18	21	20
		Female	Persons	3	2	2
		Female ratio	%	14.3	8.7	9.1
	Junior management	Total	Persons	50	60	66
		Male	Persons	45	48	50
		Female	Persons	5	12	16
		Female ratio	%	10.0	20.0	24.2
	Management positions in revenue-generating functions	Total	Persons	41	44	41
		Male	Persons	36	37	37
		Female	Persons	5	7	4
		Female ratio	%	12.2	15.9	9.8
	STEM[1]-related positions	Total	Persons	N/A	N/A	18
		Male	Persons	N/A	N/A	18
		Female	Persons	N/A	N/A	0
		Female ratio	%	N/A	N/A	0
Other forms of diversity	Employees with disabilities	Total	Persons	2	2	2
		Ratio	%	1.4	1.3	1.3
	National veterans	Total	Persons	2	2	2
		Ratio	%	1.4	1.3	1.3

1) STEM: Abbreviation for Science, Technology, Engineering, and Mathematics

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3-3. Recruitment

Category			Unit	2023	2024	2025
Total no. of employees newly hired			Persons	36	38	37
By gender	Male		Persons	25	21	29
	Female		Persons	11	17	8
By age	Under 30	Total	Persons	9	6	11
		Male	Persons	N/A	N/A	8
		Female	Persons	N/A	N/A	3
	30–49	Total	Persons	25	29	17
		Male	Persons	N/A	N/A	12
		Female	Persons	N/A	N/A	5
	50 and older	Total	Persons	2	3	1
		Male	Persons	N/A	N/A	1
		Female	Persons	N/A	N/A	0
Percentage of internal hires			%	N/A	N/A	17.8
Average cost per hire (per person)			KRW	N/A	N/A	533,281

3-4. Turnover

Category			Unit	2023	2024	2025
Voluntary turnover	Total		Persons	N/A	N/A	26
	By gender	Male	Persons	N/A	N/A	17
		Female	Persons	N/A	N/A	9
	By age	Under 30	Persons	N/A	N/A	7
		30–49	Persons	N/A	N/A	18
		50 and older	Persons	N/A	N/A	1
	By job level and job category	Executives/senior managers	Persons	N/A	N/A	0
		Mid-level managers	Persons	N/A	N/A	0
		All others	Persons	N/A	N/A	26
Rate of voluntary turnover	Total		%	N/A	N/A	17.1
	By job level and job category	Executives/senior managers	%	N/A	N/A	0.0
		Mid-level managers	%	N/A	N/A	0.0
		All others	%	N/A	N/A	19.7
Involuntary turnover	Total		Persons	N/A	N/A	12
	By gender	Male	Persons	N/A	N/A	11
		Female	Persons	N/A	N/A	1
	By age	Under 30	Persons	N/A	N/A	0
		30–49	Persons	N/A	N/A	1
		50 and older	Persons	N/A	N/A	11
	By job level and job category	Executives/senior managers	Persons	N/A	N/A	0
		Mid-level managers,	Persons	N/A	N/A	0
		All others	Persons	N/A	N/A	12
Rate of involuntary turnover	Total		%	N/A	N/A	7.9
	By job level and job category	Executives/senior managers	%	N/A	N/A	0.0
		Mid-level managers	%	N/A	N/A	0.0
		All others	%	N/A	N/A	9.1

3-5. Employee Tenure

Category		Unit	2023	2024	2025
Years of service	Average years of service	Years	4.9	2.2	5.1
	Years of service (male)	Years	N/A	N/A	5.8
	Years of service (female)	Years	N/A	N/A	2.9
Employee satisfaction survey	Employee satisfaction rate	%	N/A	N/A	45.6

ESG Data Pack DONG-A CHAMMED

3-6. Labor-Management Relations

Category	Unit	2023	2024	2025
Total number of labor management council members	Persons	N/A	N/A	10
Number of labor-management council meetings held	Times	N/A	N/A	4
Coverage rate of collective bargaining agreements[1]	%	N/A	N/A	0.0

1) In the absence of a labor union, no collective agreement is established; internal policies are improved through the labor-management council

3-7. Training and Development

Category			Unit	2023	2024	2025
Training hours	Total training hours		Hours	264	1,618	7,733
	Average training hours per employee		Hours	1.8	10.4	50.9
	By gender	Male	Hours	N/A	N/A	5,884
		Female	Hours	N/A	N/A	1,849
	By age	Under 30	Hours	N/A	N/A	906
		30–49	Hours	N/A	N/A	5,338
		50 and older	Hours	N/A	N/A	1,489
Training expenses	Total training expenses		KRW million	10,255,840	15,706,255	74,038,796
	Average training expenses per employee		KRW	71,221	101,331	487,097
Training details	Occupational health and safety training		Hours	N/A	N/A	770
	Sexual harassment prevention training		Hours	N/A	N/A	177
	Disability awareness training		Hours	N/A	N/A	177
	Workplace bullying prevention training		Hours	N/A	N/A	177
	Information security training		Hours	N/A	N/A	177
	Ethics and compliance training		Hours	N/A	N/A	24

3-8. Performance Evaluation

Category		Unit	2023	2024	2025
Performance Evaluation	Number of employees evaluated	Persons	120	138	141
	Rate of employees evaluated	%	83.3	89.0	92.8

3-9. Equal Pay (Excluding Executives)

Category		Unit	2023	2024	2025
Average pre-tax annual salary per male employee		KRW million	55.1	59.1	56.2
Average pre-tax annual salary per female employee		KRW million	40.2	39.5	46.8
Female-to-male pay ratio	Gender pay gap	%	73.0	66.9	83.3

3-10. Parental Leave

Category		Unit	2023	2024	2025
Number of employees eligible for parental leave	Total	Persons	12	31	32
	Male	Persons	10	25	25
	Female	Persons	2	6	7
Number of employees who took parental leave	Total	Persons	0	2	4
	Male	Persons	0	0	0
	Female	Persons	0	2	4
Number of employees who returned to work after parental leave	Total	Persons	0	0	2
	Male	Persons	0	0	0
	Female	Persons	0	0	2
Return-to-work rate after parental leave	Total	%	0	0	75
	Male	%	0	0	0
	Female	%	0	0	75
Number of employees who remained employed for over 12 months after returning	Total	Persons	1	0	0
	Male	Persons	1	0	0
	Female	Persons	0	0	0
Retention rate after returning from parental leave	Total	%	0	0	0
	Male	%	0	0	0
	Female	%	0	0	0

ESG Data Pack DONG-A CHAMMED

3-11. Occupational Health and Safety

Category			Unit	Year		
				2023	2024	2025
Occupational health and safety of employees	Employee injuries	Work-related injuries	Cases	0	0	1
Violations related to occupational health and safety impacts		Total	Cases	0	0	0

3-12. Human Rights

Category		Unit	Year		
			2023	2024	2025
Human rights grievance handling	Number of human rights grievances received	Cases	1	1	2
	Number of human rights grievances resolved	Cases	1	1	2
	Number of human rights committee meetings held	Persons	0	1	0
Human rights impact assessment	Percentage of business sites that conducted human rights impact assessment	%	N/A	N/A	100

3-13. Violations of Human Rights and Labor-Related Regulations

Category	Unit	Year		
		2023	2024	2025
Number of violations of human rights and labor laws	Cases	0	0	0

3-14. Privacy Protection

Category		Unit	Year		
			2023	2024	2025
Customer privacy breaches	Total	Cases	0	0	0
	Complaints received from outside parties	Cases	0	0	0
	Complaints from regulatory bodies	Cases	0	0	0
Total number of identified leaks, thefts, or losses of customer data		Cases	0	0	0

ESG Data Pack AbTis, ECOWIN (2025)

1. Economic and Governance Performance

1-1. Financial Performance

Category	Unit	2025	
		AbTis	ECOWIN
Revenue	KRW	319,822,302	7,519,719,811
Operating profit	KRW	-12,980,810,370	2,667,610,888

1-2. R&D Expenses

Category	Unit	2025	
		AbTis	ECOWIN
R&D expenses	KRW million	2,200	181.2
R&D expenses as a percentage of sales	%	687.9	2.41

2. Environmental Performance

2-1. GHG (Scope 1, 2) Emissions

Category		Unit	2025	
			AbTis	ECOWIN
GHG (Scope 1, 2) emissions	Total	tCO_2-eq	186.4	173.4
	Scope 1 emissions	tCO_2-eq	0.0	14.8
	Scope 2 emissions	tCO_2-eq	186.4	158.6
GHG emissions per unit intensity		tCO_2-eq/ KRW 100 million	582.9	23.1

ESG Data Pack AbTis, ECOWIN (2025)

2-2. Energy Usage

Category		Unit	2025	
			AbTis	ECOWIN
Total energy consumed		TJ	3.9	3.5
General energy	Total	TJ	3.9	3.5
	LNG	TJ	0	0.2
	Electricity	TJ	3.9	3.2
	Steam	TJ	0	0
	Gasoline and diesel	TJ	0	0
	Others	TJ	0	0
Renewable energy	Solar power	TJ	0	0
Percentage of renewable energy use		%	0.0	0.0
Energy use per unit intensity		TJ/KRW 100 million	12.2	0.5

2-3. Status of Eco-Friendly Vehicle Operation

Category		Unit	2025	
			AbTis	ECOWIN
Total corporate vehicles	Total	units	N/A	3
Electric, hybrid vehicles	Total	units	N/A	1
	Electric vehicle (EV)	units	N/A	1
	Hybrid vehicle (HV)	units	N/A	0
LPG, Gasoline, Diesel vehicles	LPG vehicle	units	N/A	0
	Gasoline vehicle	units	N/A	1
	Diesel vehicle	units	N/A	1
Proportion of electric, hybrid vehicles		%	N/A	33.3

3. Social Performance

3-1. Workforce Overview

Category			Unit	2025	
				AbTis	ECOWIN
Total no. of employees			Persons	30	7
By gender	Male		Persons	18	7
	Female		Persons	12	0
By age	Under 30	Total	Persons	7	0
		Male	Persons	5	0
		Female	Persons	2	0
	30–49	Total	Persons	21	6
		Male	Persons	11	6
		Female	Persons	10	0
	50 and older	Total	Persons	2	1
		Male	Persons	2	1
		Female	Persons	0	0
By employment type	Full time employees	Total	Persons	29	7
		Male	Persons	18	7
		Female	Persons	11	0
	Temporary employees	Total	Persons	1	0
		Male	Persons	0	0
		Female	Persons	1	0

ESG Data Pack AbTis, ECOWIN (2025)

3-2. Workforce Diversity

Category			Unit	2025	
				AbTis	ECOWIN
Gender diversity	Total	Female ratio	%	40.0	0.0
	All management positions	Total	Persons	18	7
		Male	Persons	10	7
		Female	Persons	8	0
		Female ratio	%	44.4	0.0
	Executives	Total	Persons	6	1
		Male	Persons	5	1
		Female	Persons	1	0
		Female ratio	%	16.7	0.0
	Middle management	Total	Persons	2	4
		Male	Persons	2	4
		Female	Persons	0	0
		Female ratio	%	0.0	0.0
	Junior management	Total	Persons	10	2
		Male	Persons	3	2
		Female	Persons	7	0
		Female ratio	%	70.0	0.0
Other forms of diversity	Employees with disabilities	Total	Persons	N/A	N/A
		Ratio	%	N/A	N/A
	National veterans	Total	Persons	N/A	N/A
		Ratio	%	N/A	N/A

3-3. Recruitment

Category			Unit	2025	
				AbTis	ECOWIN
Total no. of employees newly hired			Persons	9	4
By gender	Male		Persons	4	4
	Female		Persons	5	0
By age	Under 30	Total	Persons	3	0
		Male	Persons	2	0
		Female	Persons	1	0
	30–49	Total	Persons	6	3
		Male	Persons	2	3
		Female	Persons	4	0
	50 and older	Total	Persons	0	1
		Male	Persons	0	1
		Female	Persons	0	0
Local talent recruitment			Persons	4	4

ESG Data Pack AbTis, ECOWIN (2025)

3-4. Turnover

Category			Unit	2025	
				AbTis	ECOWIN
Voluntary turnover	Total		Persons	2	5
	By gender	Male	Persons	2	5
		Female	Persons	0	0
	By age	Under 30	Persons	0	0
		30–49	Persons	2	4
		50 and older	Persons	0	1
	By job level and job category	Executives/senior managers	Persons	0	0
		Mid-level managers	Persons	2	0
		All others	Persons	0	5
	Rate of voluntary turnover		%	6.7	71.4
Involuntary turnover	Total		Persons	0	0
	By gender	Male	Persons	0	0
		Female	Persons	0	0
	By age	Under 30	Persons	0	0
		30–49	Persons	0	0
		50 and older	Persons	0	0
	By job level and job category	Executives/senior managers	Persons	0	0
		Mid-level managers,	Persons	0	0
		All others	Persons	0	0
	Rate of involuntary turnover		%	0.0	0.0

3-5. Employee Tenure

Category		Unit	2025	
			AbTis	ECOWIN
Years of service	Average years of service	Years	4	11
	Years of service (male)	Years	4	11
	Years of service (female)	Years	3	N/A

3-6. Labor-Management Relations

Category	Unit	2025	
		AbTis	ECOWIN
Labor union membership rate	%	N/A	0
Total number of labor management council members	Persons	N/A	0
Number of labor-management council meetings held	Times	N/A	0
Coverage rate of collective bargaining agreements	%	N/A	0

3-7. Training and Development

Category			Unit	2025	
				AbTis	ECOWIN
Training hours	Total training hours		Hours	N/A	93
	Average training hours per employee		Hours	N/A	13
	By gender	Male	Hours	N/A	93
		Female	Hours	N/A	0
	By age	Under 30	Hours	N/A	0
		30–49	Hours	N/A	93
		50 and older	Hours	N/A	0
Training expenses	Total training expenses		KRW million	N/A	0.2
	Average training expenses per employee		KRW	N/A	30,000
Training details	Occupational health and safety training		Hours	N/A	72
	Sexual harassment prevention training		Hours	N/A	7
	Disability awareness training		Hours	N/A	7
	Workplace bullying prevention training		Hours	N/A	0
	Information security training		Hours	N/A	7
	Ethics and compliance training		Hours	N/A	0

ESG Data Pack AbTis, ECOWIN (2025)

3-8. Performance Evaluation

Category		Unit	2025	
			AbTis	ECOWIN
Performance Evaluation	Number of employees evaluated	Persons	N/A	6
	Rate of employees evaluated	%	N/A	100

3-9. Equal Pay (Excluding Executives)

Category	Unit	2025	
		AbTis	ECOWIN
Average pre-tax annual salary per male employee	KRW million	N/A	58
Average pre-tax annual salary per female employee	KRW million	N/A	N/A

3-10. Parental Leave

Category		Unit	2025	
			AbTis	ECOWIN
Number of employees eligible for parental leave	Total	Persons	N/A	1
	Male	Persons	N/A	1
	Female	Persons	N/A	N/A
Number of employees who took parental leave	Total	Persons	1	0
	Male	Persons	0	0
	Female	Persons	1	N/A
Number of employees who returned to work after parental leave	Total	Persons	0	N/A
	Male	Persons	0	N/A
	Female	Persons	0	N/A
Return-to-work rate after parental leave	Total	%	0	N/A
	Male	%	0	N/A
	Female	%	0	N/A
Number of employees who remained employed for over 12 months after returning	Total	Persons	0	N/A
	Male	Persons	0	N/A
	Female	Persons	0	N/A
Retention rate after returning from parental leave	Total	%	0	N/A
	Male	%	0	N/A
	Female	%	0	N/A

3-11. Health Screening

Category	Unit	2025	
		AbTis	ECOWIN
Employees eligible for regular health checkups	Persons	N/A	7
Employees who received regular health checkups	Persons	N/A	7
Regular health checkup implementation rate	%	N/A	7

3-12. Occupational Health and Safety

Category			Unit	2025	
				AbTis	ECOWIN
Occupational health and safety of employees	Employee injuries	Work-related injuries	Cases	N/A	1
		Lost-time work-related injuries	Cases	N/A	1
		Recordable work-related injuries	Cases	N/A	0
		Fatalities due to work-related injuries	Cases	N/A	0
Occupational diseases of employees		Occupational diseases	Cases	N/A	0
		Fatalities due to occupational diseases	Cases	N/A	0

APPENDIX

7

GRI Content Index

Statement of Use	Dong-A ST reported its economic, environmental, and social performance from January 2025 to December 2025 in accordance with the Global Reporting Initiative (GRI) Standards, a global standard for sustainability reporting. Certain key achievements include activities through the first half of 2026.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not Applicable (As of the first half of 2026)

GRI Standard 2021	Disclosure		Page	Note
General Disclosures				
GRI 2: General Disclosures 2021	2-1	Organizational details	p.7-9, 12-15	
	2-2	Entities included in the organization's sustainability reporting	p.2, 17	
	2-3	Reporting period, frequency and contact point	p.2	
	2-4	Restatements of information	-	Restatements of information in the ESG Data Pack are noted in the 'Note' column of the respective items; for all other details, please refer to the business report
	2-5	External assurance	p.133-136	
	2-6	Activities, value chain and other business relationships	p.7-9, 12-15, 17, 116	
	2-7	Employees	p.112	
	2-8	Workers who are not employees	p.112	
	2-9	Governance structure and composition	p.93-94	
	2-10	Nomination and selection of the highest governance body	p.94	
	2-11	Chair of the highest governance body	p.93	
	2-12	Role of the highest governance body in overseeing the management of impacts	p.21, 26, 95	
	2-13	Delegation of responsibility for managing impacts	p.21	
	2-14	Role of the highest governance body in sustainability reporting	p.21, 26	
	2-15	Conflicts of interest	p.94	
	2-16	Communication of critical concerns	p.21, 93, 95	
	2-17	Collective knowledge of the highest governance body	p.94	
	2-18	Evaluation of the performance of the highest governance body	p.95	
	2-19	Remuneration policies	p.96	
	2-20	Process to determine remuneration	p.95, Corporate Governance Report	Director remuneration is determined based on performance in accordance with the criteria set by the Evaluation and Compensation Committee. The remuneration policy is finalized following approval by the Committee, the Board of Directors, and the General Meeting of Shareholders

GRI Standard 2021	Disclosure		Page	Note
General Disclosures				
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	p.106	
	2-22	Statement on sustainable development strategy	p.4-5	
	2-23	Policy commitments	Dong-A ST Policies, website	↘ Dong-A ST Policies Link ↘ Dong-A ST Website Link
	2-24	Embedding policy commitments	p.37, 58, 61, 66, 71, 75, 79, 87, 88, 97, 102	
	2-25	Processes to remediate negative impacts	p.77, 86, 99	
	2-26	Mechanisms for seeking advice and raising concerns	p.77, 86, 99	
	2-27	Compliance with laws and regulations	p.106, 111, 115-116	
	2-28	Membership associations	p.132	
	2-29	Approach to stakeholder engagement	p.132	
	2-30	Collective bargaining agreements	p.114	
Material Topics				
GRI 3 : Material Topics 2021	3-1	Process to determine material topics	p.26	
	3-2	List of material topics	p.26-29	
Material Issue 1: Pharmaceutical Quality and Safety				
GRI 3 : Material Topics 2021	3-3	Management of material topics	p.28-29	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	p.38-40	The proportion of product categories assessed for health and safety impacts is not disclosed in accordance with our internal policy
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	p.131	
Material Issue 2: R&D Investment and New Drug Development				
GRI 3 : Material Topics 2021	3-3	Management of material topics	p.28-29	
Non-GRI			-	

GRI Content Index

GRI Standard 2021		Disclosure	Page	Note
Material Topics				
Material Issue 3, 5: Talent Acquisition and Management, Positive Organizational Culture				
GRI 3 : Material Topics 2021	3-3	Management of material topics	p.28-29	
GRI 401 : Employment 2016	401-1	New employee hires and employee turnover	p.113	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	p.46	
	401-3	Parental leave	p.114	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	p.114	
	404-2	Programs for upgrading employee skills and transition assistance programs	p.43-44	
	404-3	Percentage of employees receiving regular performance and career development reviews	p.114	
Material Issue 4: Corporate Ethics and Compliance Adherence				
GRI 3 : Material Topics 2021	3-3	Management of material topics	p.28-29	
GRI 205 : Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	p.101	
	205-2	Communication and training about anti-corruption policies and procedures	p.97-101	
	205-3	Confirmed incidents of corruption and actions taken	p.99, 106	
GRI 206 : Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p.106	
Material Issue 6: Corporate Supplier ESG Management				
GRI 3 : Material Topics 2021	3-3	Management of material topics	p.28-29	
GRI 205 : Anti-corruption 2016	308-1	New suppliers that were screened using environmental criteria	p.80	
	308-2	Negative environmental impacts in the supply chain and actions taken	p.80-81	
GRI 206 : Anti-competitive Behavior 2016	414-1	New suppliers that were screened using social criteria	p.80	
	414-2	Negative social impacts in the supply chain and actions taken	p.80-81	

GRI Standard 2021		Disclosure	Page	Note
Non-Material Topics				
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	p.104	
	201-2	Financial implications and other risks and opportunities due to climate change	p.49-51	
GRI 303 : Water and Effluents	303-1	Interactions with water as a shared resource	p.63	
	303-2	Management of water discharge-related impacts	p.64	
	303-3	Water withdrawal	p.108-109	
	303-4	Water discharge	p.110	
	303-5	Water consumption	p.108-109	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	p.65	
	306-2	Management of significant waste-related impacts	p.65	
	306-3	Waste generated	p.65, 110	
	306-4	Waste diverted from disposal	p.110	
	306-5	Waste directed to disposal	p.110	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	p. 71-72, 115	
	403-2	Hazard identification, risk assessment, and incident investigation	p.73	
	403-3	Occupational health services	p.74-75	
	403-4	Worker participation, consultation, and communication on occupational health and safety	p.74	
	403-5	Worker training on occupational health and safety	p.74	
	403-6	Promotion of worker health	p.75	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p.71-75	
	403-8	Workers covered by an occupational health and safety management system	p.115	
	403-9	Work-related injuries	p.115	
	403-10	Work-related ill health	p.115	

SASB Index

Biotechnology & Pharmaceuticals Industry Standard

Topic	Code	Metric	Report Location / Response
Safety of Clinical Trial Participants	HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	· Stated on p. 40 of the report under 'Strengthening Compliance and Management Oversight of Clinical Trial Standards'
	HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation (2) regulatory or administrative actions taken against the entity	· No voluntary corrective actions, regulatory actions, or administrative actions occurred during the reporting period of the past three years (2023–2025)
	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	· No related procedures or financial loss
Access to Medicines	HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	· Content included on p. 84 of the report under 'Access to Medicines'
	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Program (PQP)	· Two anti-tuberculosis products listed under WHO Prequalification of Medicines Program (PQP): Cycloserine (Nov. 12, 2012), Clofazimine (Jan. 26, 2021)
Affordability & Pricing	HC-BP-240b.2	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	· Not reported (Not applicable)
	HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	· Not reported (Not applicable)
Drug Safety	HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases	· Not reported (Not applicable)
	HC-BP-250a.2	Number of fatalities associated with products	· Adverse events and fatalities related to products are reported to and managed by the Ministry of Food and Drug Safety (No fatal cases reported from 2023 to 2025)
	HC-BP-250a.3	Number of recalls issued, total units recalled	· No recall cases were conducted from 2023 to 2025
	HC-BP-250a.4	Total amount of product accepted for take-back, reuse, or disposal	· Number of cases involving collection, recycling, or disposal approvals in 2025: 0 cases
	HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	· No GMP-related regulatory actions occurred during the reporting period

Topic	Code	Metric	Report Location / Response
Counterfeit Drugs	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	· All products supplied to the market are assigned RFID serial numbers (serialization) at the shipping stage to ensure traceability and prevent counterfeiting across the supply chain. Inbound and outbound activities are strictly monitored.
	HC-BP-260a.2	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	· An electronic management system has been implemented to enable consumers and business partners to access and verify information related to counterfeit products and other relevant matters, when necessary
	HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	· 0 cases
Ethical Marketing	HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	· No monetary losses resulting from legal proceedings related to false or misleading marketing claims
	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	· Content included on p. 87 of the report under "Prohibition of Off-Label Marketing"
Employee Recruitment, Development & Retention	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	· Aiming for global-level new drug development, the company focuses on recruiting research talent and retaining top domestic researchers · Fair incentive policies based on research performance are implemented, and high-quality educational opportunities are provided to researchers · Mentoring programs among researchers are conducted to support new researchers' adaptation and to strengthen collaboration and knowledge sharing within teams
	HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	· Relevant social performance can be found in '3-4. Turnover' section of the ESG FACTBOOK
Supply Chain Management	HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	· Plans to implement measures to strengthen supply chain and raw material integrity management through EcoVadis assessments
Business Ethics	HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	· No related procedures or financial loss
	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	· Content included on p. 87 of the report under 'Ethical Marketing'
Activity Metrics	HC-BP-000.A	Number of patients treated	· 38,642 persons in 2025
	HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	· Relevant economic performance can be found in '1-4. Research & Development (R&D)' section of the ESG FACTBOOK

Stakeholder Engagement and Communication

Stakeholder Engagement and Communication

Stakeholder	Customers	Employees	Shareholders & Investors	Suppliers	Local Communities	Government & Local Authorities
Communication Channels	Customer Satisfaction Team website	Internal bulletin board, CLEAN:D, With Dong-A, Labor-Management Council, Grievance Counseling Office	Board of Directors, General Meeting of Shareholders, Electronic Disclosure System (DART), Business Report, Group Integrated Report, Dong-A ST Sustainability Report	Supplier Co-Prosperity Forum, Partner website, K-Whistle, and CLEAN:D	Social contribution activities, Biodiversity and volunteer programs	Government briefings and meetings, Environmental Information Disclosure System, Allbaro System
Key Issues	Customer satisfaction, quality management, sales and marketing activities	Improving working conditions, enhancing employee welfare, sharing ethical management principles, preventing human rights violations	Minimizing management risks, enhancing shareholder and investor value	Shared growth through anti-corruption and transparent management	Community contribution, biodiversity conservation	Compliance with laws and regulations, response to relevant policies and regulations

Stakeholder Engagement and Communication

Award	Awarding Organization	Date Awarded
Innovative Pharmaceutical Company	Ministry of Health and Welfare	Nov. 28, 2025

Key Memberships and Partnerships

Korea Pharmaceutical and Bio-Pharma Manufacturers Association (KPBMA)	Korea Biotechnology Industry Organization (KoreaBIO)	Federation of Korean Industries (FKI)	Korea Listed Companies Association (KLCA)
Korean Pharmaceutical Association (KPA)	Korea Pharmaceutical Traders Association (KPTA)	Dongdaemun District Office	Dongdaemun District Pharmaceutical Association
Hanmaeum Welfare Foundation	Korea Medical Assistance Foundation	Dongdaemun Social Welfare Foundation	Dongdaemun Senior Welfare Center

Greenhouse Gas Emissions Verification Statement

KMR-VCV-26-076

DONG-A ST

The Korea Management Registrar Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas(here in after "GHG") emission(Scope 1,2,3) in 2025 of DONG-A ST

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 DONG-A ST

STANDARDS

- ISO 14064-3:2019
- ISO 14064-1:2018
- WRI/WBCSD GHG Protocol(2013)
- 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 DONG-A ST failed to disclose data and information that was accurate and reliable in all material respects.
- Criticality: meets the criterion, which is less than 5%

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KMR-VCV-26-076

GHG Emissions & Energy Consumption

	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Other indirect missions (Scope 3)	Total (tCO_2 eq)
2025	9,103.072	22,736.924	9,115.859	40,956
	Fuel (TJ)	Electricity (TJ)	Steam (TJ)	Total (TJ)
2025	167.298	474.879	33.578	676

※ Note: Total amount and sum of emissions by item may differ by rounding

Scope 3 Emissions

Category	Scope 3	Head Office	Cheonan Campus	Songdo Campus	Daegu Campus	Yongin R&D Center	Songdo R&D Center	Sales Offices	Total (tCO_2 eq)
CAT 1	Purchased goods and service	2.576	858.846	13.610	242.229	7.053	0.686	0.961	1,125.961
CAT 2	Capital goods	7.863	1.156	0.432	1.136	45.262	0.156	0.759	56.764
CAT 3	Fuel and energy-related activities (not included in scope 1 or scope 2)	145.921	1,184.344	1,048.417	845.337	772.589	131.410	128.573	4,256.591
CAT 4	Upstream transportation and distribution	2,210.675	-	-	-	-	-	-	2,210.675
CAT 5	Waste generated in operations	66.107	171.741	68.669	98.482	172.777	35.044	-	612.820
CAT 6	Business travel	175.035	-	-	-	-	-	-	175.035
CAT 7	Employee commuting	162.123	147.924	80.390	146.922	82.614	50.890	7.150	678.013
	Total	2,770.300	2,364.011	1,211.518	1,334.106	1,080.295	218.186	137.443	9,115.859

※ Note
- CAT 1: For Cheonan Campus and Daegu Campus, the top five major raw materials are included in the calculation; other facilities are limited to water use only
- CAT 2: Limited to IT equipment (laptops, desktops, monitors, etc.)
- CAT 4: Limited to the can box, which is a major export product, at the headquarters
- CAT 5: For Cheonan Campus, emissions are calculated on an aggregated basis including affiliated companies
- CAT 6: Emissions are aggregated and calculated by the headquarters for all facilities
- EcoWin (subsidiary) and Aptis (subsidiary) are excluded from Scope 3 calculations

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.

※ The entity shall be responsible for preparing the verification materials in accordance with relevant laws and standards, and KMR's responsibility shall be limited to the parties to the verification contract under the terms and conditions agreed upon, and shall not be responsible for any other decisions, such as investments based on this verification opinion.

※ The company shall comply with the use of accreditation and logo marks under the agreement agreed with KMR.

May, 8, 2026

ISO 14064-1

National Institute of Environmental Research

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KMR-VCV-26-076

GHG emissions and Energy Consumption by business sites

NO.	Sites	GHG emissions (tCO_2 eq.)				Energy consumption (TJ)			
		Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Other indirect emissions (Scope 3)	Total	Fuel	Electricity	Steam	Total
1	Head Office	369.941	600.317	2,770.300	3,741	6.635	12.544	-	19
2	Cheonan Campus	122.118	7,543.093	2,364.011	10,029	2.376	158.554	31.491	192
3	Songdo Campus	2,819.732	4,959.413	1,211.518	8,991	55.619	103.634	-	159
4	Daegu Campus	1,797.136	4,311.374	1,334.106	7,443	35.411	90.092	-	126
5	Yongin R&D Center	1,616.850	3,953.145	1,080.295	6,650	31.891	82.606	-	114
6	Songdo R&D Center	-	614.942	218.186	833	-	11.918	2.087	14
7	Sales Offices	2,362.490	409.631	137.443	2,910	35.146	8.388	-	44
8	EcoWin (subsidiary)	14.805	158.586	-	173	0.220	3.247	-	3
9	Aptis (subsidiary)	-	186.423	-	186	-	3.896	-	4
	Total	9,103.072	22,736.924	9,115.859	40,956	167.298	474.879	33.578	676

※ Note: Total amount and sum of emissions by item may differ by rounding

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Greenhouse Gas Emissions Verification Statement

KMR-VCV-26-082

DONG-A CHAMMED.

The Korea Management Registrar Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas(here in after "GHG") emission(Scope 1,2,3) in 2025 of DONG-A CHAMMED.

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 DONG-A CHAMMED.

STANDARDS

- ISO 14064-3:2019
- ISO 14064-1:2018
- WRI/WBCSD GHG Protocol(2013)
- 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 DONG-A CHAMMED. failed to disclose data and information that was accurate and reliable in all material respects.
- Criticality: meets the criterion, which is less than 5%

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KMR-VCV-26-082

GHG Emissions & Energy Consumption

	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Other indirect emissions (Scope 3)	Total (tCO_2 eq)
2025	34.684	265.274	389.190	689
	Fuel (TJ)	Electricity (TJ)	Steam (TJ)	Total (TJ)
2025	0.507	5.543	-	6

※ Note: Emissions are rounded to three decimal places, while the total emissions are presented as whole numbers

Scope 3 Emissions

Category	Scope 3	Gunpo office	Paju office	Total (tCO_2 eq)
CAT 1	Purchased goods and service	0.025	0.325	0.350
CAT 2	Capital goods	0.598	0.017	0.615
CAT 3	Fuel and energy-related activities (not included in scope 1 or scope 2)	13.899	27.972	41.871
CAT 4	Upstream transportation and distribution	-	-	-
CAT 5	Waste generated in operations	19.687	17.194	36.881
CAT 6	Business travel	32.985	0.097	33.082
CAT 7	Employee commuting	222.556	53.836	276.392
CAT 8	Upstream leased assets	-	-	-
CAT 9	Downstream transportation and distribution	-	-	-
CAT 10	Processing of sold products	-	-	-
CAT 11	Use of sold products	-	-	-
CAT 12	End-of-life treatment of sold products	-	-	-
CAT 13	Downstream leased assets	-	-	-
CAT 14	Franchises	-	-	-
CAT 15	Investments	-	-	-
Total		289.749	99.441	389.190

※ Note : 1. CAT 1 is calculated based on water use only
2. CAT 2 is calculated for laptops and desktops
3. CAT 3 and 5 have been newly included from 2025 onward
4. CAT 6 is calculated based on domestic business travel only

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.

※ The entity shall be responsible for preparing the verification materials in accordance with relevant laws and standards, and KMR's responsibility shall be limited to the parties to the verification contract under the terms and conditions agreed upon, and shall not be responsible for any other decisions, such as investments based on this verification opinion.
※ The company shall comply with the use of accreditation and logo marks under the agreement agreed with KMR.

Apr, 22, 2026

ISO 14064-1 National Institute of Environmental Research

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KMR-VCV-26-082

GHG emissions and Energy Consumption by business sites

NO.	Sites	GHG emissions (tCO_2 eq.)				Energy consumption (TJ)			
		Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Other indirect emissions (Scope 3)	Total	Fuel	Electricity	Steam	Total
1	Gunpo office	23.812	85.920	289.749	399.481	0.350	1.795	-	2.145
2	Paju office	10.872	179.354	99.441	289.667	0.157	3.748	-	3.905
	Total	34.684	265.274	389.190	689	0.507	5.543	-	6

※ Note : Emissions are rounded to three decimal places, while the total emissions are presented as whole numbers

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Independent Assurance Statement

To readers of 2025 DONG-A ST Sustainability Report

Introduction

Korea Management Registrar (KMR) was engaged to conduct an independent assurance of 2025 DONG-A ST Sustainability Report for the year ending December 31, 2025. The preparation, information and internal control of the report are the sole responsibility of DONG-A ST's the management. KMR's responsibility is to comply with the agreed engagement and express an opinion to DONG-A ST's management.

Subject Matter

The reporting boundaries included the performance and activities of sustainability-related organizations as described in DONG-A ST's report:

- 2025 DONG-A ST Sustainability Report

Reference Standard

- GRI Standards 2021 : 2023 (GRI)

Assurance criteria

KMR applied the quality management system in accordance with ISO 17029 and KMR EDV 01, and carried out the verification in accordance with the assurance criteria of AA1000AS v3 and KMR's proprietary SRV1000. Under AA1000AS v3, we assessed the adherence to the four principles presented in AA1000AP:2018—Inclusivity, Materiality, Responsiveness, and Impact—and evaluated the reliability and quality of the data and information using. Under SRV1000, we conducted a multidimensional review aimed at zero data errors, applying expert judgment to determine the materiality criteria.

- ISO 17029: 2019, ISO 14065 : 2020, AA1000AS v3: 2020 (AccountAbility), AA1000AP: 2018 (AccountAbility), SRV1000: 2022 (KMR), KMR EDV 01: 2024 (KMR)
- Levels of assurance/materiality: AA1000AS v3 – Type 2/moderate

Scope of assurance

The information subject to verification in the sustainability report is as follows.

- GRI Standards 2021 reporting principles
- Universal Standards
- Topic Specific Standards
- GRI 205: Anti-Corruption
- GRI 308: Supplier Environmental Assessment
- GRI 401: Employment
- GRI 404: Training and Education
- GRI 414: Supplier Social Assessment
- GRI 416: Customer Health and Safety

As for the reporting boundary, the engagement excludes the data and information of DONG-A ST's partners, suppliers and any third parties.

KMR's Approach

Our Assurance Team undertook the following activities for the agreed scope of assurance using the standard outlined above:

- Conducting inquiries to understand the data management and control environment, processes, and information systems (the effectiveness of controls was not tested);
- Evaluating the appropriateness and consistency of the methodology for estimation (note that the underlying data was not tested and KMR has not made any estimates);
- Visiting the headquarters, determining visit sites based on the site's contribution to sustainability and the possibility of unexpected changes since the previous period and sampling data, and carrying out due diligence on a limited number of source records at the sites visited;
- Interviewing people in charge of preparing the report;
- Considering whether the presentation and disclosures of sustainability information are accurate and clearly defined;
- Identifying errors through comparison and check against underlying information, recalculation, analyses, and backtracking; and
- Evaluating the reliability and balance of information based on independent external sources, public databases, and press releases.

Limitations and Recommendations

The absence of generally accepted reporting frameworks or well-established practices on which to draw to evaluate and measure non-financial information allows for different measures and measuring techniques, which can affect comparability between entities. Therefore, our assurance team relied on professional judgment. In a limited assurance engagement, the scope of the risk assessment procedures and the subsequent procedures performed in response to the assessed risks are limited than in a reasonable assurance engagement. Our assurance team conducted our work to a limited extent through inquiries, analysis, and limited sampling based on the assumption that the data and information provided by DONG-A ST are complete and sufficient. To overcome these limitations, we confirmed the quality and reliability of the information by referring to independent external sources and public databases, such as DART and the National GHGs Management System (NGMS).

Independent Assurance Statement

Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with DONG-A ST on the revision of the Report. We reviewed the Report's final version in order to make sure that our recommendations for improvement and revision have been reflected. We found that the report was prepared in accordance with the criteria presented by DONG-A ST, and nothing comes to our attention to suggest that the evidence obtained regarding its content is insufficient to provide a basis for our opinion. Our opinion on the principles is as follows:

Inclusivity

DONG-A ST has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

Materiality

DONG-A ST has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

Responsiveness

DONG-A ST prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them. We did not find anything to suggest that data and information disclosed in the Report do not give a fair representation of DONG-A ST's actions.

Impact

DONG-A ST identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible.

Reliability of Specific Sustainability Performance Information

In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of sustainability performance data, including environmental performance, total number of employees, persons with disabilities, persons of national merit, new hires, turnover, and years of continuous service. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

KMR's Competence, Independence, and Quality Control

Korea Management Registrar (KMR) is a verification body for the Republic of Korea Emissions Trading Scheme (K-ETS), accredited to ISO/IEC 17029:2019 (Conformity Assessment - General principles and requirements for validation and verification bodies), ISO 14067, the additional accreditation criteria ISO 14065, and ISO/IEC 17021:2015 (Requirements for bodies providing audit and certification of management systems). Additionally, KMR maintains a comprehensive quality control system that includes documented policies and procedures of the KMR EDV 01:2024 (ESG Disclosure Assurance System) based on ISO/IEC 17029 requirements and compliant with IAASB ISQM1:2022 (International Standard on Quality Management 1 by the International Auditing and Assurance Standards Board). Furthermore, KMR adheres to the ethical requirements of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior in accordance with the IESBA Code:2023 (International Code of Ethics for Professional Accountants). Our assurance team consists of sustainability experts. Other than providing an independent assurance, KMR has no other contract with DONG-A ST and did not provide any services to DONG-A ST that could compromise the independence of our work.

Limitations of Use

This assurance statement is made solely for the management of DONG-A ST for the purpose of enhancing an understanding of the organization's sustainability performance and activities. We assume no liability or responsibility for its use by third parties other than the management of DONG-A ST. As this assurance statement may be subject to revision after the assurance date below, we recommend verifying whether this is the latest version.

May 21, 2026

CEO E. J Hwang

Korea Management Registrar | SRV1000 Sustainability Committee Assurance | AA1000 Licensed Report 000-129/V3-0JW10

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우리는 社會正義에 따라
企業의 社會的責任을 다하고
global市場에서 認定받는
優秀한 製品을 開發하여
人類의 健康과 福祉向上에 이바지한다.

東亞쏘시오그룹 會長 姜信浩

DONG-A ST