DONGWON INDUSTRIES SUSTAINABILITY REPORT 2025

The Responsible Answer for Sustainable Value



Dongwon Industries

ABOUT THIS REPORT



Cover Story

This sustainability report is based on the concept of "The Responsible Answer for Sustainable Value" and visually conveys a sense of clean nature by depicting the environment and Dongwon Industries' business elements in clear watercolor illustrations reminiscent of the sea. It visually embodies Dongwon Industries' sustainability management values, which extend to protecting both human health and the environment.

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Report Overview and Reporting Cycle

- Annual reporting since the initial reporting in 2021
- Previous reporting: Jun. 2025
- Current reporting: Jun. 2026
- Reporting Cycle: Once a year

Reporting Principle

Financial data
- K-IFRS (Korean International Financial Reporting Standards)

Non-financial data
- GRI Standards 2021 (in accordance with)
- Industry-specific Reporting Standards of the SASB (Sustainability Accounting Standards Board)
- Reflecting the recommendations of the TCFD (Task Force on Climate-related Financial Disclosures)
- Reflecting the Ten Principles of the UNGC (United Nations Global Compact)

Reporting Scope

- Financial and business performance: All business sites of Dongwon Industries and major subsidiaries based on consolidated financial statements
- Non-financial performance: Major business sites of Dongwon Industries in Korea*

*Seoul HQ, Busan branch, Busan plant, Gamcheon cold center, Icheon cold center, and Seongnam cold center. Certain topics cover activities of major subsidiaries based on consolidated financial statement

Reporting Period

Qualitative Performance
- Jan. 1~ Dec. 31, 2025 (Some qualitative performance data from 1H (2026) are included)

Quantitative Performance
- Data from 2023, 2024, and 2025 are included
- Year-end data is reported

Report Assurance

Financial data
- Independent audit performed by Samil PwC

Non-financial data
- Performed assurance to secure objectivity and reliability by Shinhan Accounting Corporation
- In accordance with ISAE 3000 (Revised), with detailed assurance statement included in the appendix

Reference

- This report is available both in Korean and English and can be found on Dongwon Industries' official website
- Refer to the documents below for certain information listed in this report

Dongwon Group	Website	
Dongwon Industries	Website	Annual Report (2025, ENG)
Dongwon F&B	Website	Annual Report (2025, ENG)
Dongwon Systems	Website	Annual Report (2025, ENG)
Dongwon LOEX	Website	

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Interactive Report User Guide

The 2025 Dongwon Industries' sustainability report has been created as an Interactive PDF to enhance the readers' convenience. This includes functions such as navigating to relevant pages in the report.

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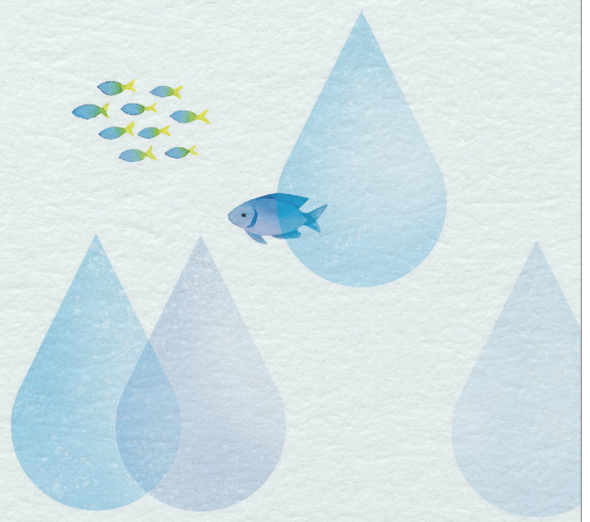


CEO Message

Dear stakeholders,
The year 2025 has been a time in which we have continued to leap forward to repay your unwavering trust in Dongwon Industries and to respond to the greater social needs of this rapidly changing era.



Se Hoon Kim
CEO, Holding Division of Dongwon Industries

Sang Jin Park
CEO, Business Division of Dongwon Industries

In Sung Chang
CEO, Technology Division of Dongwon Industries

Despite the challenging external business environment, including high exchange rates and rising raw material prices, Dongwon has done its utmost to drive sustainable growth based on a solid business portfolio spanning fisheries, food, materials, and logistics.

In particular, Dongwon Industries has not been content with mere growth in scale, but has embarked on a new journey of "AI-driven management" to respond to the needs of future generations. Through the "Dongwon AI Inno-Piade," we have strengthened employees' AI capabilities and rapidly embedded advanced technologies such as Dongwon GPT and AI drones into our on-site operations. Recognized for these innovation efforts, we became the first recipient of the "AI Innovation" award at the 2025 Korea Management Awards, firmly establishing ourselves as a leader in AI utilization in Korean industry.

Today, corporate management is moving beyond the bounds of traditional forecasting. Global ESG regulations have become more stringent, and digital transformation is accelerating at an unprecedented pace. Based on our three-pillar responsible management structure encompassing the Holding, Business, and Technology Divisions, Dongwon Industries will continue to lead a sustainable future with clear strategies and bold execution.

First, we will respond to the need for "sustainable and responsible governance" underpinned by digital innovation.
The Holding Division systematically oversees the company's mid- to long-term sustainability strategy, while further strengthening its role in maximizing synergies among affiliates and identifying future growth engines. To proactively respond to the rapidly changing environment, we are solidifying the foundation for sustainable growth by advancing our business portfolio and exploring strategic partnerships. In addition, we aim to continuously enhance corporate value through work innovation and swift decision-making enabled by AI.

Second, we will respond to the need for "sustainable seafood distribution" that puts quality and safety first.
The Business Division manages every step of the process from distant-water fishing to processing, distribution, and logistics with the core value of "bringing the safest and healthiest products to our customers' tables." Even amid global supply chain risks, we have reinforced our quality management and robust safety and health systems, while continuing activities that promote mutual growth with local communities and partners. Going forward, we will build the most reliable and healthiest seafood distribution system for our customers and society.

Third, we will respond to the need for "innovative eco-friendly management" through technology development.
The Technology Division has secured unrivaled technological capabilities, including AI-based smart distant-water fisheries and smart cold-chain air-conditioning systems, Korea's first fully automated smart port, smart factory automation, and smart sensor technologies. Furthermore, we are actively operating eco-friendly solar and wind power generation systems to minimize carbon emissions and energy consumption. Through these technological advances, we will proactively respond to social needs, drive the sustainable growth of the group and the industry, and serve as a powerful engine for building an eco-friendly industrial ecosystem.

Dongwon has always walked this path together with our stakeholders. Going forward, we will continue to create greater social value with our innovation DNA that does not fear change and vigorously move toward a sustainable future.

We kindly ask for your continued interest and support. Thank you.

The Responsible Answer

필요에 답하다!

1. Brand Vision

The Responsible Answer

Since starting out with a single vessel in 1969, Dongwon Industries has continued to grow for more than half a century. While we have built trust on a foundation of integrity and "creditworthiness," our new slogan declared in 2025 now focuses on the "values demanded by the times." Guided by the belief that "when needs change, answers must also change," Dongwon Industries seeks to evolve into an agile company that constantly transforms beyond the fixed boundaries of its industry.

2. Management Philosophy

The Responsible Answer

Proactive Solution Provider
We do not regard social needs as temporary phenomena, but as challenges that Dongwon must address. We strive to present answers that turn the world's question marks (?) into innovative exclamation marks (!).

Borderless Business Expansion
We are expanding our business scope from "catching fisheries" to "farming fisheries," and from "comprehensive food" to "secondary battery materials" and "unmanned smart ports," growing into a company that responds to diverse needs in everyday life.

Embedding Future Technologies
By embedding "AI DNA" across all our businesses, we are building safer and more efficient operating systems and pursuing technology-driven management that eliminates inefficiencies across industries through artificial intelligence.

3. Our Core Values

Challenge · Creation · Together

Challenge
Even in the face of skeptical questions such as "Is that really necessary?" , we never stop trying new things and prove through action what is possible.

Creation
We challenge what is familiar by extending existing packaging technologies into advanced materials industries and pursue innovation that creates new value.

Together
We aim for coexistence with global partners, customers, and the global environment, and work together with our stakeholders to build a sustainable future.

4. Our Commitment

Dongwon is wherever the world needs us.

From our customers' tables to global logistics and advanced materials industries, we respond with the highest quality and trust wherever we are needed. This is the vision of Dongwon Industries as a global lifestyle innovation company that fulfills its social responsibility.

About Dongwon Group

Overview

Management Philosophy

A company needed by society, which creates new values



For Society

Bringing positive changes to society

We believe our foundation always lies within society and contributing to society is the most crucial task for any company. We see this as the key method to achieve healthy development for both the company and society.

For People

Respecting people

The essence of a company is people. Once people grow through a company's work, they become valuable assets of Dongwon. This progression can further develop both the company and society.

For Future

Marching towards the new future

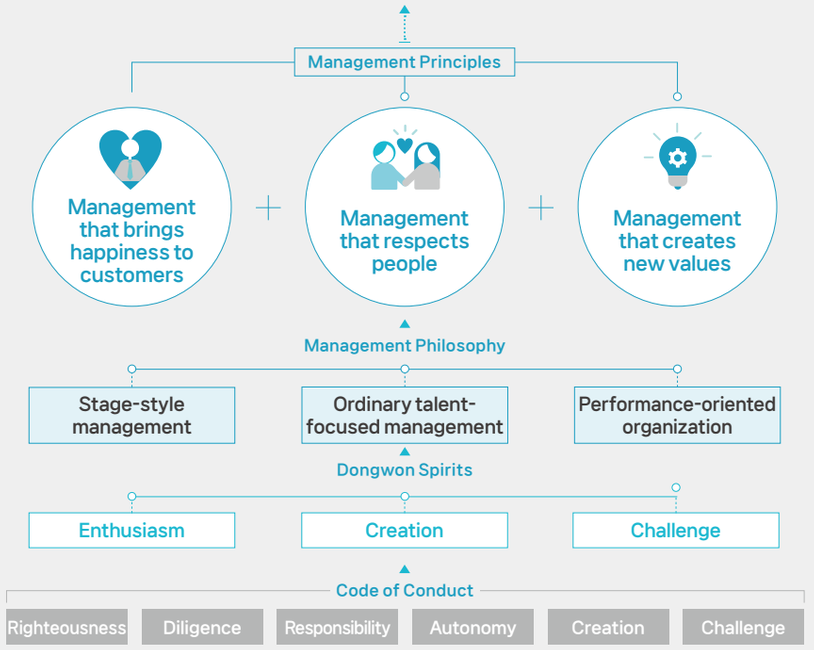
Having fearlessly embraced challenges and achieved growth through what was new, Dongwon is not resting on its past but instead preparing for new challenges ahead.

Value Framework

Living up to social justice through earnest business activities

VISION

A company needed by society, which creates new values



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About Dongwon Group

Overview

Business Areas

Dongwon Group operates a diversified business portfolio based on five major business divisions in addition to its holding division: Food Processing & Distribution, Marine Fisheries, Logistics, Packaging Materials, and Others. Among these, the Food Processing & Distribution division is the core business area that accounts for the largest share of sales on a consolidated basis and serves as a stable source of profit and a foundation for the Group's growth. The Marine Fisheries division functions as a key pillar in securing global fishery resources and supplying raw materials for food products, while the Logistics division enhances the Group-wide supply chain competitiveness through domestic and overseas distribution networks and cold chain infrastructure. The Packaging Materials division also creates business synergies across the Group by providing a wide range of packaging solutions used in the food and broader industrial sectors. Based on this diversified business portfolio, Dongwon Group secures competitiveness in each industry and pursues long-term corporate value enhancement through sustainability strategies tailored to the characteristics of each business division.

Value Framework

Dongwon

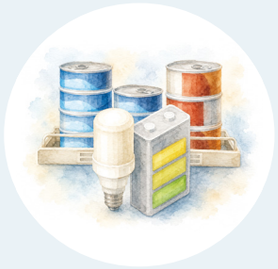
Food Processing & Distribution
Food business for a healthy eating culture (general food, health food, dairy products, etc.)
KRW 6,458 billion (67.67%)
Dongwon F&B, Dongwon Home Food, StarKist



Logistics
Cargo transportation, stevedoring, storage, third-party logistics (3PL), etc.
KRW 1,188 billion (12.40%)
Dongwon LOEX, BIDC[1], Dongwon Global Terminal Busan



Packaging Materials
Packaging materials, eco-friendly materials, electronic components, secondary battery materials, etc.
KRW 1,106 billion (11.54%)
Dongwon Systems, TTP[2], Talofa Systems



Marine Fisheries
Leading the global market with world-class distant-water fishery capabilities
KRW 340 billion (3.54%)
Dongwon Industries, CAPSEN, TUDO Fisheries



Others
Construction and development
KRW 464 billion (4.84%)
Dongwon Construction Industries, Dongwon Technology Investment



1) Busan International Distribution Company, a logistics subsidiary of Dongwon Group that aims to become a "global leading logistics company" and provides logistics services as a logistics hub in Northeast Asia.
2) Tan Tien Packing Joint Stock Company, a Vietnam-based subsidiary of Dongwon Group specializing in the production of flexible packaging materials

About Dongwon Group



Overview

Major Group Companies

Dongwon Industries Co., Ltd.	
The company loved by customers and valued by society	
Established	1969
Sales (separate)	KRW 1,106,250 million
Address	68, Mabang-ro, Seocho-gu, Seoul
Website	www.dwml.co.kr

Dongwon F&B Co., Ltd.	
The First & Best culinary business contributing to customer's health	
Established	2000
Sales (separate)	KRW 2,179,222 million
Address	68, Mabang-ro, Seocho-gu, Seoul
Website	www.dongwonfnb.com

Dongwon Systems Corporation	
Second to none Total Packaging Solutions	
Established	1980
Sales (separate)	KRW 1,265,531 million
Address	100, Asanvalley-dong-ro, Dunpo-myeon, Asan-si, Chungcheongnam-do
Website	www.dongwonsystems.com

Dongwon Home Food Co., Ltd.	
General Food Service Provider opening a new chapter in the history of food culture	
Established	1993 (Joined Dongwon Group in 2001)
Sales (separate)	KRW 2,643,330 million
Address	68, Mabang-ro, Seocho-gu, Seoul
Website	www.dwhf.co.kr

StarKist Co.	
Discover Easy Recipes for Any Occasion	
Established	1917 (Joined Dongwon Group in 2008)
Sales (separate)	KRW 1,146,510 million
Address	1875 Explorer Street, 10th Floor Reston, Virginia 20190
Website	www.starkist.com

Dongwon Farms Co., Ltd.	
The livestock company prioritizing customers	
Established	1982 (included in the Dongwon Group in 2007)
Sales (separate)	KRW 247,449 million
Address	1281, Dongan-ro, Gayagok-myeon, Nonsan-si, Chungcheongnam-do
Website	www.dongwonfarms.com

Dongwon Construction Industries Co., Ltd.	
The comprehensive construction company trusted by customers	
Established	2013
Sales (separate)	KRW 533,511 million
Address	7, Simin-daero 327 beon-gil, Dongan-gu, Anyang-si, Gyeonggi-do
Website	www.dwce.co.kr

Dongwon LOEX Co., Ltd.	
The comprehensive global logistics company that creates new value	
Established	1977 (included in the Dongwon Group in 2011)
Sales (separate)	KRW 1,114,406 million
Address	68, Mabang-ro, Seocho-gu, Seoul
Website	www.dongwonloex.com

About Dongwon Group

Overview

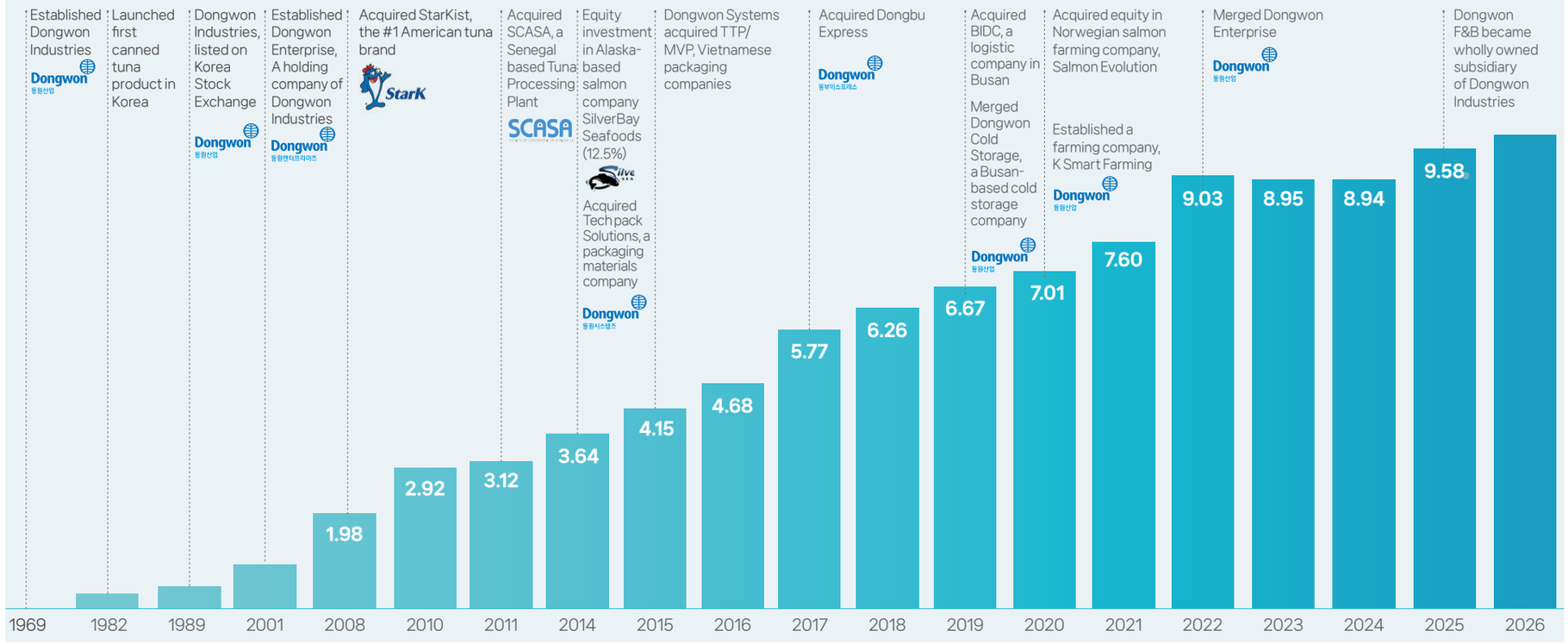
Milestones

1969
Since its establishment in 1969, Dongwon Industries has grown into a leading deep-sea company.

1980
In the 1980s, Dongwon Industries expanded to become a comprehensive food company, including tuna processing, and ventured into financial and service industries

2000s
Dongwon Industries strengthened its expertise and accountability by separating its fishery and food manufacturing businesses.

We expanded our business areas to fishery, food manufacturing, comprehensive packaging materials, and logistics to grow into a global company.



※ Revenues based on consolidated financial statements in annual report (Unit: KRW trillion)

About Dongwon Industries

Dongwon Industries

Overview

Company Overview

Entity name	Dongwon Industries Co., Ltd.	Headquarters	68, Mabang-ro, Seocho-gu, Seoul
Established	Apr. 16th, 1969	Areas of business	deep-sea fishing, seafood processing and sales, logistics
CEO	Holding Division: Se Hoon Kim Business Division: Sang Jin Park Technology Division: In Sung Chang	Website	www.dwml.co.kr
Number of Employees	712 (2025)	Affiliates	42(2025) (1 holding company, 18 subsidiaries, 21 sub-subsidiaries, 2 third-tier subsidiaries)
Number of Employees	AA- Corporate bonds A1 Commercial Paper	NICE Rating	AA- Corporate bonds A1 Commercial Paper

Financial Highlights

(As of the end of 2025, consolidated basis)

Total Assets	KRW 7.78 trillion
Sales	KRW 9.58 trillion
Operating Profit	KRW 516.1 billion
Net Income	KRW 387.1 billion

Management Philosophy

Stage-style management

Management and employees can deliver outstanding performances as directors and players on the stage and receive positive responses from the audience.

Ordinary talent-focused management

A group of ordinary individuals who work together and create synergy is more valuable than a group of uncooperative geniuses.

Performance-oriented organization

Only organizations and individuals who increase their density and speed to achieve results in fierce competition can survive.

Dongwon Spirit

Enthusiasm	Members immerse themselves in their assigned roles and dedicate themselves to achieving results with determination. It means not compromising with mediocrity, slacking, or half-hearted efforts, but rather contributing to achieving goals through meticulous planning and sincere effort.
Creation	With a spirit of "pursuing change and innovation to create new value" we break free from complacency and boldly embrace new challenges. By doing so, we aim to generate tangible and intangible growth engines for the company and create a better future.
Challenge	With a positive attitude and indomitable courage, we embody the spirit of "pioneering uncharted territory" by never giving up on new ideas and continuously forging new paths.

About Dongwon Industries

Dongwon Industries

Code of Conduct

"Strictly keeping the principles, focusing on details, and boldly doing something new" Our code of conduct is the attitude that members of Dongwon should embody in their routines to realize Dongwon's management philosophy.



Strictly keeping the principles

Righteousness	Diligence

"Strictly keeping the principles" refers to a commitment to righteousness and diligence.

The spirit of rigor entails consistently adhering to fundamentals, choosing righteous methods, and maintaining an honest approach to fair competition. Practicing righteousness means performing tasks thoroughly and diligently with conviction and courage. These norms are fundamental behavioral values crucial to Dongwon's competitiveness.



Focusing on details

Responsibility	Autonomy

"Focusing on details" encompasses responsibility and autonomy.

The sense of responsibility that Dongwon employees should possess involves a clear awareness of their roles and a commitment to fulfilling them with a sense of ownership until the end. This commitment to responsibility stems from autonomy, valuing the worksite, and taking initiative in tasks independently. Adopting a habit of taking responsibility for even the smallest details at the site, believing that every problem and solution lies there, is an essential mindset that every Dongwon employee should embrace.



Boldly doing something new

Creation	Challenge

"Boldly doing something new" signifies creation and taking a challenge

Dongwon employees must continuously strive for self-improvement with a proactive attitude of voluntary exploration to create new value through relentless pursuit of change. Moreover, this means a proactive spirit of overcoming adversity and not settling for the status quo. Dongwon employees should demonstrate an active approach to challenges as agents of change.

About Dongwon Industries

Main Business Areas

Core Competencies



Marine Fisheries

- Operating the world's largest tuna purse seine fleet
- Producing high-value-added products
- First to obtain MSC[1] fishery certification in Korea
- Fleet Modernization and adoption of Fish school Detection Drones



Trade

- Super Seafood Provider
- Entering Japanese, European, American markets through quality competitiveness and MSC premium
- Global sourcing capabilities based on global hub network



Cold Storage

- Operating automated logistics hubs and possession of warehouses with various temperature settings
- 50 years of expertise and skilled professionals
- Located in the hinterland of Gamcheon Port and Busan New Port to create synergy with port logistics

1) Marine Stewardship Council, Certification for sustainable fishing practices

About Dongwon Industries

Main Business Areas_Marine Fisheries Business



Sales by Division

Sales of the Marine Fisheries Business in 2025

- Key products/goods and services
  - Fish
- Export (37%): Thailand, Vietnam, etc.
- Domestic (63%): raw ingredients for canned tuna, etc.

KRW 245.8[1] billion

1) Dongwon Industries, on a separate statement of profit or loss basis

Key Performances in 2025

1. Expanded trading and carrier business
2. Enhanced competitiveness of the fleet and enter new fishing grounds
3. Expanded sustainability certifications and comply with environmental regulations
4. Strengthened organizational job capabilities

Operational Structure

Dongwon Industries Marine Fisheries | CAPSEN | TUDO Fisheries | KKTFC

Deep-sea fisheries such as tuna and krill

(As of the end of 2025, Unit: Vessels)

Purse seiner	19
Long liner	8
Trawler	1
Pole and liner	1
Reefer carriers	5
Support Vessel	1

- Major fishing grounds: Pacific Ocean, Indian Ocean, Atlantic Ocean, Southern Ocean, and more
- Key target species: tuna for canned goods (purse seiner, pole and liner), tuna for sashimi (long liner), Krill and horse mackerel (trawler)

K Smart Farming

Land-based salmon farming

- Expected production: 20,000 tons/year
- Goal: Domestic production of Atlantic salmon
- Target market: Asian markets including Japan and China

About Dongwon Industries

Main Business Areas_Trade Business



Sales by Division

Sales of the Trade Business in 2025

- Key products/goods and services
  - Tuna for sashimi
  - Canned tuna
  - Salmon and other seafood
- Export (29%): Thailand, Vietnam, etc.
- Domestic (71%): sashimi

KRW 516.1[1] billion

1) Dongwon Industries, on a separate statement of profit or loss

Key Performances in 2025

1. Developed new domestic markets for imported longline whole tuna
2. Achieved sales growth by expanding the domestic market for frozen salmon
3. Newly entered warehouse-type retailers (Costco) with tuna and seafood products

Operational Structure

Dongwon Industries Trade Business — StarKist(US) — SCASA(Senegal)

Engaged in global comprehensive food trade to promote a healthy meal culture

Manufacturing	Canned tuna and fish processing
Domestic trade	Tuna sashimi, salmon, and other fish species
Overseas trade	Canned tuna and seafood

Tuna	Salmon	Other species
Species handled: Bluefin tuna, Bigeye tuna, Yellowfin tuna, Skipjack tuna	Species handled: Atlantic salmon	Mackerel
Origin: deep sea, Mediterranean	Origin: Norway, Chile	Pacific saury
Key Products: fillet, loin, block, steak	Key Products: cubes, slice, smoked	squid
Standardized Products: Bluefin tuna belly, loin	Standardized Products: Norway extra fresh salmon, smoked salmon	shrimp

About Dongwon Industries

Main Business Areas_Cold Storage Business



Sales by Division

Sales of the Cold Storage Business in 2025

Key products/goods and services : Surimi, pollock, tuna and other products – 100% domestic sales[1)]
- Fish (34%) - Ultra-low temperature tuna(20%)
- livestock products(17%) - Processed food(16%)
- Agriculture products(13%)

1) Ratio based on storage revenues out of total revenues

KRW 18.9[2)] billion

2) Dongwon Industries, on a separate statement of profit or loss

Key performance in 2025 (Storage volume per business site [3)])

(Unit: ton (PLT))

Business Site		Storage Volume
Dongwon Industries	Seongnam	4,840
	Icheon	32,802
	Gamcheon	43,537
Subsidiaries	Dongwon LOEX Cold Storage I	51,416
	Dongwon LOEX Cold Storage II	76,572
Total		209,167

3) As of the end of 2025

Operational Structure



- Dongwon Industries Cold Storage
  - Dongwon LOEX Cold Storage I
  - Dongwon LOEX Cold Storage II
  - Dongwon LOEX
  - Dongwon Global Terminal Busan (DGT)

- **West container port within the Busan New Port**
- **Fully-automated terminal**
- **Smart stevedore service**
  - Electric Y/T, unmanned transportation equipment for containers, unmanned and automated STS[4)]& ARMGC[5)]

- **Korea's largest low temperature storage**
  - Optimizing customer logistics processes through accumulated expertise
  - Equipped with the best facilities and skilled personnel at the highest domestic standards

4) Ship to ship: A method of supplying fuel at sea from one vessel to another, with the advantage of being less constrained by location.
5) Automated Rail Mount Gantry Crane: Automated cargo-handling equipment used to move containers in container terminal yards or load them onto trucks.

About Dongwon Industries

Main Business Areas

Global Network

Dongwon looks at the world map upside down.
Viewing the world map upside down, the Korean peninsula soars to the Pacific Ocean on top of the Eurasian continent.

Plants

4
(Busan, A. Samoa, Ecuador, Senegal)

Cold Storage

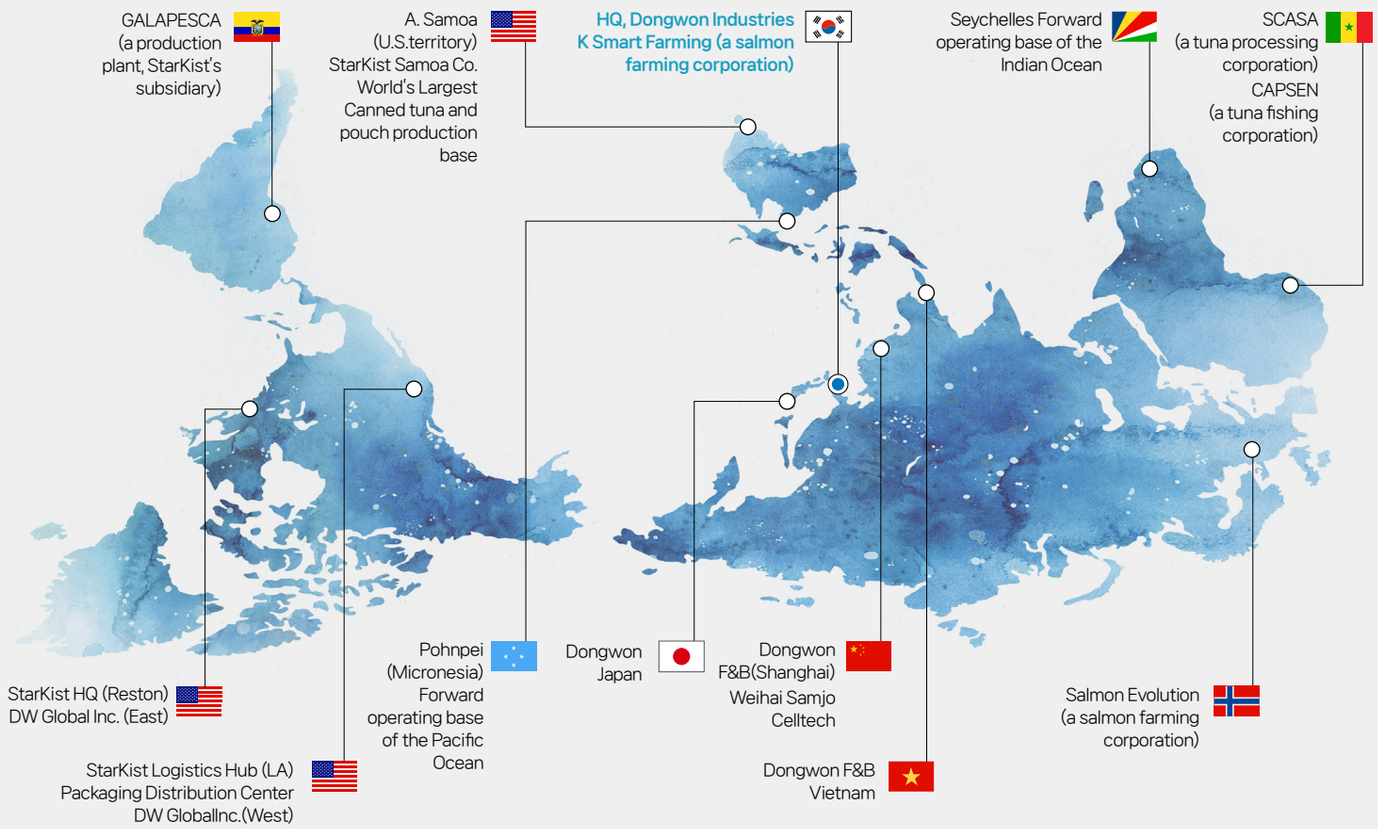
4
(Busan Port, Busan New Port, Icheon, Seongnam)

Port base

6
(Busan, Incheon, Ulsan, Dangjin, Donghae, Gwangyang)

Logistics Centers

57
(54 Dongwon LOEX centers, 3 BIDC)



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ESG STRATEGY

Dongwon Industries is carrying out a variety of activities to protect the marine environment, addressing social issues such as social diversity and ethics, and striving for sustainable development through transparent management practices.

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INTRODUCTION

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ESG Management

ESG Management system

Based on Dongwon Group's founding philosophy, the 'Realization Of Social Justice' Dongwon Industries has been leading the Group's sustainability management and upholding the value of a company essential to society. As the standards of social justice continue to expand, the Company listens closely to the diverse needs of stakeholders and actively reflects them across its business activities, thereby taking the lead in creating a better society and a sustainable future.

ESG Strategy

Dongwon Group has established an ESG strategy framework linked to the Group's value system and is implementing strategies that reflect both ESG risk response and business value enhancement (value-up) perspectives. The ESG Management Committee adjusted the detailed tasks to reflect Dongwon Group's management direction and finalized and implemented them through a board resolution. In particular, the Group has set greenhouse gases as a key agenda in the environmental area, safety and ethics in the social area, and corporate governance in the governance area, thereby systematically strengthening its ESG management.

Dongwon Group's Key ESG Management Areas

Companies under the Dongwon Group ESG Management Committee select and manage their ESG focus areas.

	Dongwon Industries	Dongwon Systems	Dongwon LOEX
Environmental	Improving environmental capacity	Improving environmental capacity	Improving environmental capacity
	Environmental performance management	Environmental performance management	Environmental performance management
Social	Employees	Employees	Local community
	Supplier Competitor	Supplier Competitor	Employees
Social	Board of directors	Ethical management	Ethical management
	Information disclosures		Information disclosures

Dongwon Group's ESG Strategy Framework

Foundation Philosophy	A Company that realizes social justice through honest corporate activities			
Vision	A company needed by society, that creates new values			
ESG Slogan	ESG Better Future Responsibility for a Better Future 'Dongwon'			
Main Agenda	E Climate change Response, Carbon emission reduction		S Talent Management	G Ethical Management Fairness and Equity
Five Strategic Tasks	Eco-friendly and low carbon business	GHG and carbon emission reduction	Occupational health and safety	Social contribution and diversity	Corporate transparency
Detailed Management Indicator	Reducing emission	Waste and wastewater reduction	Zero serious accidents	Labor, human rights and diversity	Business ethics/ Compliance
	Building an eco-friendly portfolio	RE100	LEVEL UP industrial accident prevention capabilities	Employees' contribution to the local community	Board transparency
	Strengthening Eco-friendly R&D	Plastic reduction	Employee safety and health	Shared growth index management	Audit bodies and internal control
	ESG supply chain engagement	Zero violation of environmental laws	IT system and personal information protection	ESG bond/ Fund management	Shareholder rights & Information disclosure
Related SDGs	7, 12, 13, 14		3, 8, 10		16, 17

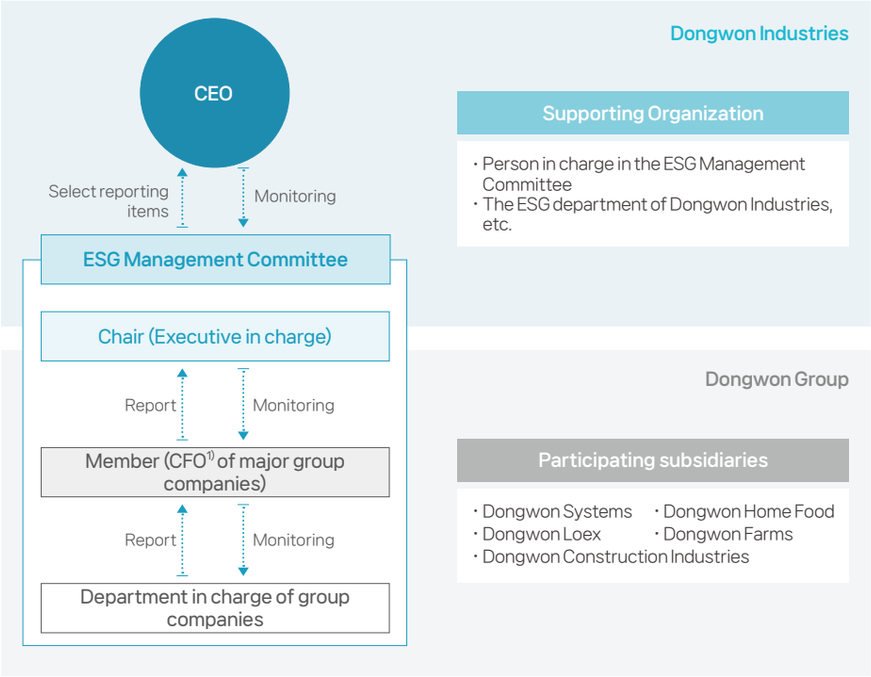
ESG Management

ESG Management System

ESG Management Committee and decision making process

Dongwon Industries has been operating the group-wide ESG Management Committee since Dec. 2022. As an independent organization in the group, the committee does not fall under the "holding division" or "business division," and monitors the progress of sustainability management tasks carried out at the management level of the group.

ESG Governance of Dongwon Group

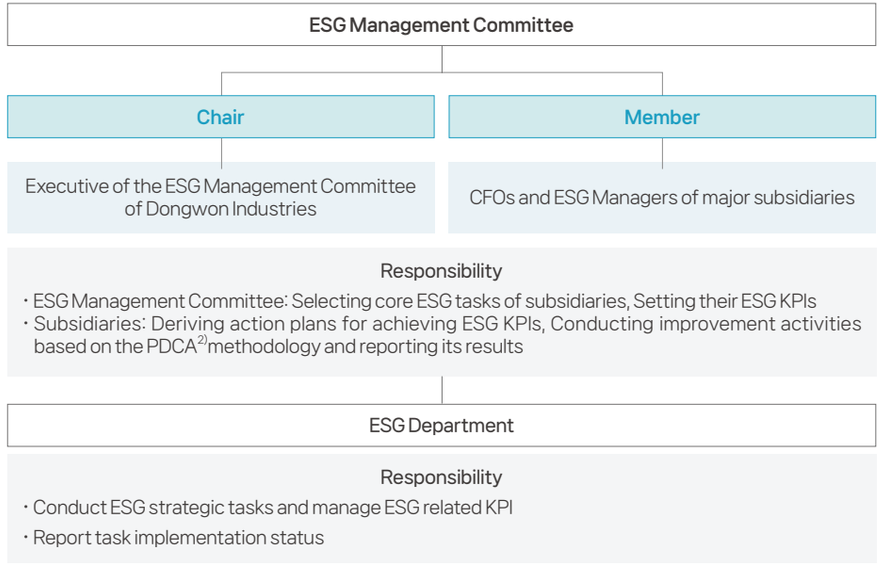


1) Chief Finance Officer

ESG Management Committee's Key Agenda Items

Date	Agenda
2025. 04. 04	Report on 2025 ESG Improvement
2025. 08. 08	Report on 2025 ESG Materiality and Action Plans
2025. 11. 13	ESG Improvement Implementation Plan

Organization



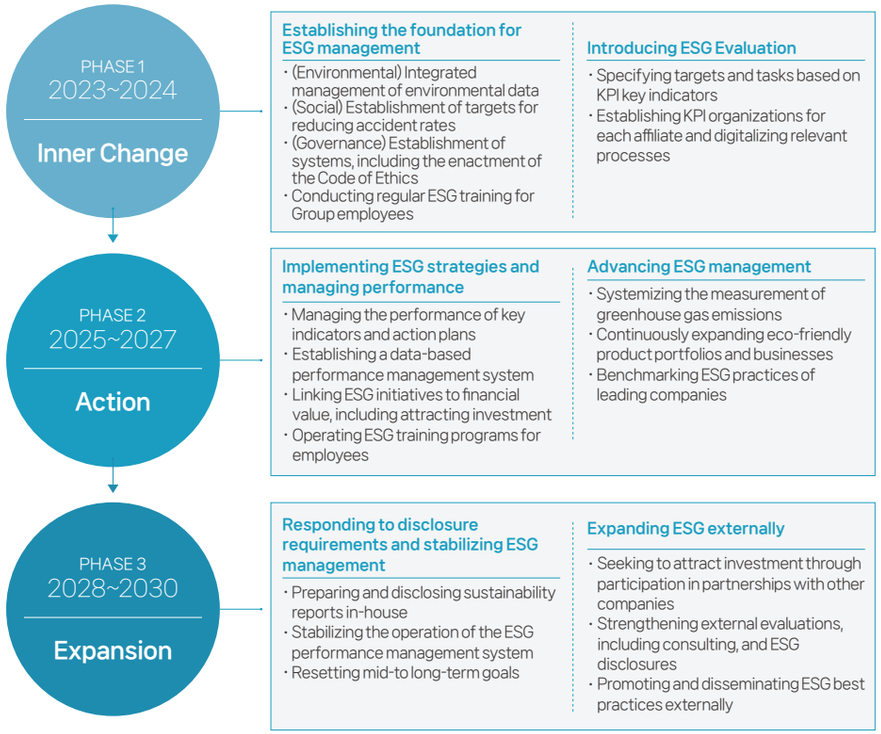
2) Activities to identify and implement improvement tasks by continuously performing the Plan-Do-Check-Act process.

ESG Management

ESG Management Status

ESG Management Roadmap

Inner Change, Action, and Expansion—with 2030 as its target year, and is implementing it in a systematic manner. Through PHASE 1, the Company completed the establishment of the foundation for ESG management, and as of the end of 2025, it is fully entering PHASE 2, the execution stage. In line with this roadmap, the Company has enhanced its data, policy, and KPI systems across the environmental, social, and governance areas, while embedding ESG education for employees into its organization. Going forward, Dongwon Industries plans to further strengthen the execution of its ESG strategy through performance management based on key indicators, as well as the expansion of greenhouse gas management and eco-friendly businesses.



Progress on ESG Strategic Tasks

Core Agenda	Management indicator	Detailed action plan	Objective in 2025	Performance in 2025
Climate change response Carbon emission reduction ENVIRONMENTAL	Environmental management capacity enhancement	Number of legal/ regulatory violations	0	0
		Number of environmental campaigns conducted	4 times	4 times
	GHG reduction	Scope 1+2	257,942tCO$_2$-eq	203,520.5tCO$_2$-eq
		Scope 3	458,349tCO$_2$-eq	737,035tCO$_2$-eq
Talent Management SOCIAL	Employee training	Total training hours	20,000	20,079
		Net Promoter Score (NPS[1])	65	73
	Occupational safety and health	Safety and health management TF	Monthly	Monthly
		Industrial accident rate	0.30%	0.79%
		Risk factor control rate	100%	100%
	Shared growth	Complaints handled	100%	100%
		Mutual Prosperity Roundtable Discussions held	26 times	26 times
Ethical management Fairness Justice Action GOVERNANCE	Board of Directors	Board of directors` composition (ratio of independent directors)	56%	56%
		Number of independent directors	5	5
	BOD Committees	Number of audit committees held	6 times	6 times
		Number of core audit committee agenda	12 items	12 items
	Shareholder and investor rights	Number of IR meetings held	150	216
		Expanding IR meetings to foreign investors	5 Cases	8 Cases

1) NPS (Net Promoter Score): After surveying the recommendation rate for the curriculum on a scale of 10 to 0 points, calculate the score as '(recommendation rate, composition ratio of 10 to 9 points)' - '(non-recommendation rate, composition ratio of 6 to 0 points)'. (8 to 7 points are excluded as neutral.)

Materiality Assessment

Materiality Assessment Overview

Double Materiality Assessment

Dongwon Industries conducted a materiality assessment based on the perspective of double materiality in order to comprehensively consider both the impact of its business activities on the environment and society and the impact of external environmental and social issues on the Company's financial performance and business activities. Impact materiality was assessed from the perspective of evaluating the positive and negative impacts of the Company's business activities on the environment and society, and the assessment analyzed the impact of Dongwon Industries' management activities on stakeholders and society as a whole. Financial materiality was assessed from the perspective of reviewing the impact of external environmental and social issues, such as climate change, regulatory changes, and social demands, on Dongwon Industries' financial performance, business sustainability, and corporate value. By integrating these two perspectives, Dongwon Industries identifies key ESG issues and establishes its sustainability management strategies and key action plans based on the results.

Double Materiality Assessment Process

Dongwon Industries conducted the assessment based on a four-step process in order to ensure a systematic and objective materiality assessment. First, the Company analyzed the ESG management environment by reflecting domestic and overseas ESG disclosure standards, requirements of assessment agencies, industry trends, and competitor benchmarking, and based on the results, selected issues for assessment that are highly relevant to the business characteristics of Dongwon Industries. The Company then conducted a survey targeting key stakeholders to identify the importance of and level of interest in each issue, and derived the final material issues through a comprehensive analysis of the results. In particular, this year's assessment was advanced by reviewing the results of the previous year's materiality assessment to reflect both the continuity of key issues and changes in trends, while also incorporating Dongwon's major ESG initiatives and the management's strategic priorities identified through the CEO Roundtable into the assessment process. Through this, the Company enhanced its materiality assessment framework by taking into account its mid- to long-term management direction and practical business relevance.

STEP 1

Analyze the ESG management environment

- Analyze media exposure issues during the reporting period
- Analyze disclosures and material issues of the benchmarked competitors in the industry of the previous year
- Analyze the feasibility of requirement-based issues in domestic and overseas sustainability management disclosure standards and evaluation criteria (GRI, SASB, Korea Institute of Corporate Governance and Sustainability)

STEP 2

Select issues for evaluation

- Identify the issues found from the ESG management environment analysis
- Adjust and merge the hierarchy between issues
- Apply major management issues during reporting period

STEP 3

Conduct a survey, targeting stakeholders

- Assign relevant issues to each department for internal stakeholders to improve accuracy by reflecting the internal situation
- Identify key ESG issues through media analysis and identify additional disclosure items to be reflected in the report through a stakeholder survey

Composition of survey questions

Impact materiality		Financial materiality	
Positive impact	Negative impact	Opportunity	Risk
Scale	Scale	Scale	Scale
Scope	Scope	Likelihood	Likelihood
Likelihood	Irremediability		
	Likelihood		

STEP 4

Identify material issues

- Identify risks and opportunities for each issue and incorporate them into internal ESG strategies
- Disclose issue-specific response activities and targets in the Sustainability Report

Items for evaluation

Impact materiality

- Internal expert evaluation
- Analysis of disclosure standards and assessment indicators
- Industry analysis
- Media analysis
- Roundtable
- Stakeholder survey

Financial materiality

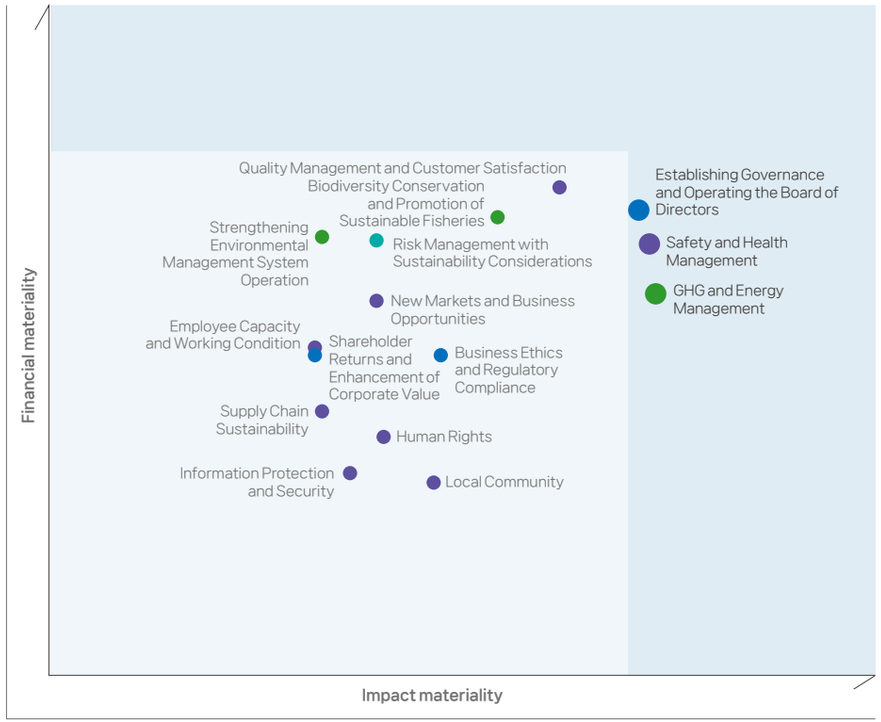
- The linkage to Dongwon Industries' management strategies
- Major issues of the previous year of the companies in the same field
- Internal and external stakeholder survey results

Issue Pool(Long-list) 25 Issues → **Issues to be assessed (Short List)** 16 Issues → **Material issues** 3 Issues

Materiality Assessment

Materiality Assessment Result

Materiality Assessment Matrix



Materiality Assessment Result Analysis and Changes compared to the previous year

- Identification of the material issue, 'Establishing Governance and Operating the Board of Directors'
  - The issue was identified based on Dongwon Industries' strategic initiatives and internal and external stakeholder surveys

- Material issue remained compared to the last year: 'Safety and health management '
  - Highly relevant to Dongwon's business, such as fishing and logistics

- Material issue remained compared to the last year: 'GHG and Energy Management'
  - Climate-related issues remained for four consecutive years

Material Issue Analysis

Issue	Impact materiality	Financial materiality	GRI
GHG and Energy Management	7.6	5.4	GRI 302, 305
Safety and Health Management	7.5	6.2	GRI 403
Establishing Governance and Operating the Board of Directors	7.3	6.9	GRI 405

Stakeholder Engagement

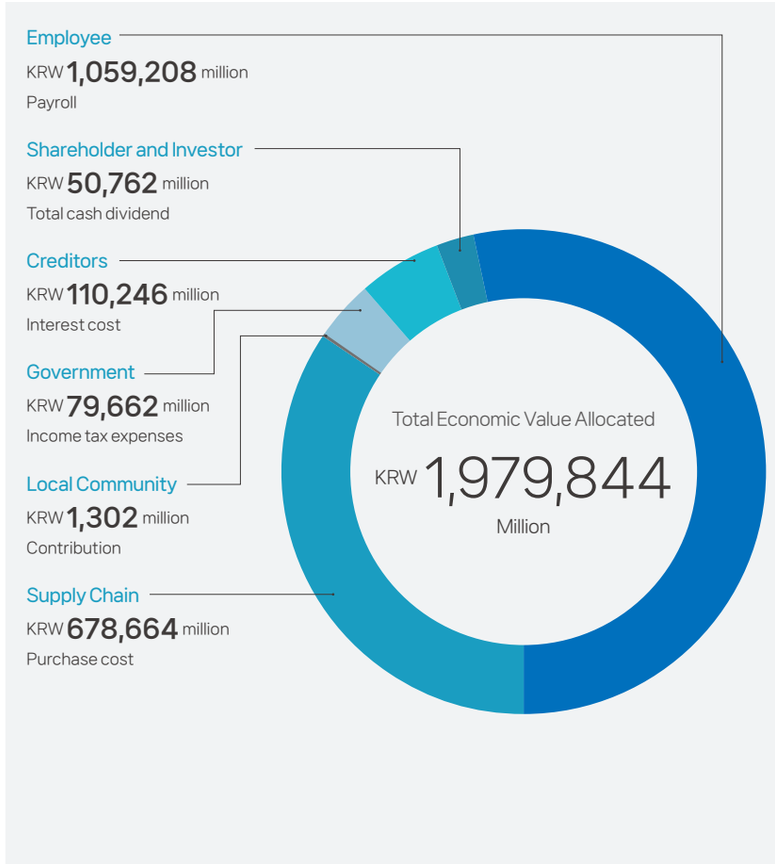
Dongwon Industries' Stakeholder

Stakeholder Key Interests and Communication Channels

- Operating customized communication channels for Dongwon Industries' key stakeholders
- Reporting major issues found from each stakeholder group to the BOD and reviewing them for decision-making

Stakeholder	Communication Channels	Key interests	Activities related to Key Interests
Customer	· Website (year-round) · Media coverage (year-round) · Interviews (year-round)	· Provision of advanced and competitive services · Production of sustainable and eco-friendly product	Quality Management and Customer Satisfaction
Shareholder and investors	· AGM (yearly) · Extraordinary general meeting of shareholders (as needed) · Conference calls (year-round) · Publication of various reports (year- round)	· Enhancement of corporate value · Risk Management · Activation of shareholder-friendly Management	Shareholder Returns and Enhancement of Corporate Value
Employees	· Grievance counseling center (year-round) · Employee satisfaction survey (year-round) · Junior Board (monthly) · Hanmaeum Council (quarterly)	· Work-life balance · Fair performance evaluation · Win-win labor-management relations	Employee Capacity and Working Condition
Supply Chain	· Meetings with supplier (yearly) · Supply chain response process (year-round)	· Expansion of win-win management · Establishment of fair partnership · Fair trade	Supply Chain Sustainability
Local Community	· Social contribution programs (year-round) · Operation of the Dongwon Education Foundation (year-round) · Cooperation with NGOs (year-round)	· Contribution to community development and creation of social value through social contribution activities	Local Community
Government	· Membership in international associations · Acquisition of international certifications	· Compliance with laws and regulations · Reinforcement of public-private partnership	Business Ethics and Regulatory Compliance

Value Generation & Distribution (on a consolidated basis)



ESG HIGHLIGHTS

Dongwon Industries has been carrying out a wide range of initiatives to protect the marine environment, while striving for sustainable development through transparent management practices and by working to address social issues such as diversity and ethics.

Material Issue 1.	GHG and Energy Management	25
Material Issue 2.	Safety and Health Management	38
Material Issue 3.	Establishing Governance and Operating the Board of Directors	46

Part. 03





ESG HIGHLIGHTS

Material Issue 1

1

2 Safety and Health Management

3 Establishing Governance and Operating the Board of Directors

GHG and Energy Management

Why it is important

Climate change-driven increases in distribution and logistics costs pose a significant burden on the cost structure and business continuity of the fishing industry. In this changing environment, the systematic management of greenhouse gas emissions and energy use has become a key factor that goes beyond risk response and determines business competitiveness. Dongwon Industries has set greenhouse gas reduction and energy efficiency improvement as key tasks to strengthen the foundation for sustainable fishing operations, while seeking to achieve both long-term management stability and the conservation of the marine ecosystem. As a responsible global fishing company, we will contribute to achieving our net zero target.

2025 Key Performance

Energy Intensity (unit: TJ/KRW billion)	2.7
Installation of High-efficiency Refrigeration and Air Conditioning Systems (unit: number of completed installations)	6
Reduction in Freon Gas Usage Compared to Target (unit: kg)	320

GHG and Energy Management

Climate Risk Management

Governance

Dongwon Industries has established a climate change response system centered on the ESG Management Committee, and systematically identifies, assesses, and manages the risks and opportunities arising from climate change. Senior management regularly receives reports on major climate-related agenda items and, based on these reports, carries out a company-wide management and oversight role. In addition, through the ESG Management Committee, the Company establishes environmental, safety, and health management plans and makes major decisions to promote eco-friendly management. The ESG Management Committee is composed of the Chief Financial Officer (CFO) of each subsidiary and continuously monitors environmental impacts across the Company while managing key environmental issues, including climate change responses. Furthermore, by regularly reporting relevant matters to senior management, Dongwon Industries has established an integrated decision-making system linked with the Board of Directors, thereby strengthening alignment and execution from strategy formulation to implementation.

Climate Governance



Organization	Role	Description
Senior Management	· As the highest decision-making body for climate response, senior management makes major decisions based on reports on environmental, safety, and health, as well as ESG management plans and performance, through the ESG Management Committee.	· Approving the Group's ESG management plans including strategies against climate change. · Reviewing ESG performance and supervising improvement tasks.
ESG Management Committee	· The ESG Management Committee is responsible for the resolution and reporting of Dongwon Group's climate change response strategies, projects, and policies. · As the group's ESG control tower, it is responsible for setting common ESG KPIs, reviewing performance, and managing disclosure entities in accordance with global sustainability standards.	· Monitoring performance of key indicators and implementation task performances for corporate climate change response. · Approving and supervising greenhouse gas reduction targets and action plans · Standardizing climate change risk management processes and monitoring its compliance. · Preparing for consolidated disclosure in accordance with IFRS sustainability standards
ESG Department	· The ESG department establishes detailed plans for climate response strategies, manages related regulatory trends and performance, and responds to climate change-related inquiries from customers and investment institutions	· Identifying topics and issues related to ESG management, including climate change. · Handling matters related to capital markets and stakeholder communication, such as domestic and international ESG responses. · Analyzing trends in climate change-related regulatory changes and performing tasks related to sustainable disclosure.

GHG and Energy Management

Climate Risk Management

Risk Management

Dongwon Industries systematically identifies internal and external climate change-related risks and opportunities and conducts proactive climate risk management by comprehensively analyzing their impact on the Company's business, strategy, and financial planning. Climate risks are managed by classifying them into physical risks and transition risks, and the Company has established a response system that takes into account the characteristics of each type. In addition, Dongwon Industries is actively pursuing response activities with respect to various opportunities arising from climate change, thereby laying the foundation for sustainable growth.

Analysis Standard	Subject	Description
Principle of creating a scenario	Methodology and process	· According to the sustainability disclosure standards IFRS S1/S2[1] and TCFD[2] scenario guidelines, perform [① Identifying risk identification pathways, ② Identifying opportunities and risks, ③ Assessing risk impact level, ④ Implementing risk mitigation, and ⑤ Evaluating climate resilience] in order.
	Scenario selection	· Selected two from the scenarios suggested in IPCC[3] 6th report (AR6[4], 2023) (SSP[5] 1-2.6, SSP5- 8.5). - SSP 1-2.6: A Scenario meeting the 2℃ global warming limits by 2100, used to identify macroscopic transition risks. - SSP5- 8.5: A scenario suggesting global warming of 4℃ by 2100, used to identify physical risk. - If necessary, refer to data using the RCP scenarios.
Standard of analyzing a Scenario	Analysis target	· Based on individual business sites of Dongwon Industries, separate footnotes are provided for matters that need attention to reporting scope and boundaries
	Onshore and offshore	· The IPCC 6th report states that land-based systems (physical systems) and marine and coastal systems (physical systems) have different climate change risk pathways and impact patterns. Therefore, future scenarios are described separately for land and marine systems wherever possible.
	Physical risk analysis scope	· In the physical risk analysis scope, the onshore was set to the Busan metropolitan area among business sites, and the offshore was to the Eastern Tropical Pacific (ETP), which is the largest fishing region of Dongwon Industries and accounts for 60% of the world tuna catch.
	Short-/mid-/long-term	· Physical risk: The impacts of various factors such as interaction between the atmosphere and the sea, sea surface temperature, and amount of water vapor in the atmosphere cannot be predicted for each period so the scope is limited to [long-term: 2050]. · Transition risk: Considering the level of consensus (global companies, governments, and civil society), policy target timing, and uncertainty of the future, it is divided into [short-term: Current–2030], [mid-term: 2030–2040], and [long-term: 2040–2050].
	Financial impact	· Accepted the guidelines for applying IFRS sustainability disclosure standards. ("Available without 'undue cost or effort,' companies need to consider all information that is 'reasonably available' to them") - Used the scale only when it is determined that the financial impact is significant or when the financial impact can be quantified using past financial information and authoritative statistical data.

1) Sustainability financial information disclosure standards disclosed by the International Financial Reporting Standards (IFRS).S1 (general) and S2 (climate), respectively.
2) Task Force on Climate-related Financial Disclosure
3) Intergovernmental Panel on Climate Change
4) Assessment Report
5) Shared Socio-economic Pathway(new GHG path scenario)

GHG and Energy Management

Climate Risk Management

Risk Management

Based on the analysis of climate change impacts on major business sites under the RCP 8.5 scenario, temperature rise, an increase in the number of heat wave days, and changes in precipitation patterns are expected to continue intensifying in the future. In particular, sea level rise and an increase in sea temperature are expected by 2050, and accordingly, marine physical risks, including an increase in the intensity of tropical cyclones, are likely to expand. In addition, as changes in the biomass of tuna species in the Western and Central Pacific are projected, there is a risk of fluctuations in catch volumes, which may directly affect the securing of fishery resources and business stability. Through this scenario analysis, Dongwon Industries is identifying in advance the structural impacts of climate change on the marine ecosystem and its business.

Scenario Analysis

Onshore Busan business site (Seo-gu, Busan)

- The climate change of the Busan business site was predicted according to the RCP 8.5[1] Scenario

	Risk of occurrence	2021	2030	2040	2050
Temperature and precipitation change	Average temperature	15.2 °C	16.2 °C	16.4 °C	16.8 °C
	Number of heat wave days	16.7 days	18.9 days	21.1 days	34.9 days
	Number of hot and humid nights	35.7 days	32.2 days	38.7 days	46.5 days
	Precipitation	1,659 mm	1,786 mm	1,146 mm	1,324 mm
	Heavy rainfall (max. precipitation per occasion)	292.4 mm	240.8 mm	311.2 mm	249.0 mm
Sea surface level change	Expected increase in sea level	-	-	-	0.34 m

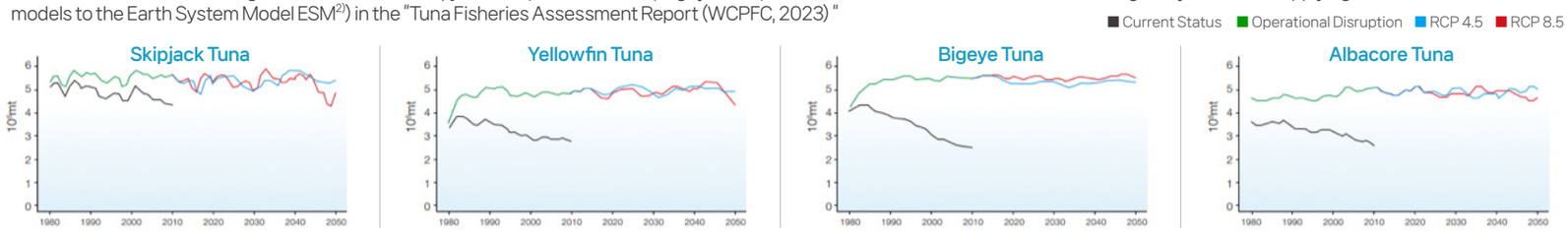
Offshore Pacific Ocean

- Tropical cyclone was predicted due to the increase in sea temperature.
  - Complying with "The Ocean and Cryosphere in a Changing Climate (IPCC, 2019)," created according to the Principles Governing IPCC Work.

Risk of occurrence	Confidence Level
Rise in sea level	Very high confidence
Rise in storm surge intensity from tropical cyclones due to sea level rise	Very high confidence
Rise in average intensity and precipitation of tropical cyclones	Medium confidence
Rise in frequency of tropical cyclones	Low confidence

Offshore

- Changes in tuna biomass in the Western and Central Pacific region under the RCP 8.5 Scenario
  - This data estimates the changes in tuna biomass (Skipjack Tuna, Yellowfin Tuna, Bigeye Tuna, and Albacore Tuna) in the Midwest Pacific region by 2050 after applying the RCP 4.5[3] and RCP 8.5[4] models to the Earth System Model ESM[2]) in the "Tuna Fisheries Assessment Report (WCPFC, 2023) "



1) The extreme RCP scenario assuming no additional efforts to constrain emissions (RCP, Representative Concentration Pathways) 2) Earth System Model
3) This medium-level scenario is based on implementing GHG reduction policies and assumes that the policies are substantially realized.
4) This scenario assumes GHG is emitted at the current level without any efforts to reduce GHG based on the implementation of GHG reduction policies.

GHG and Energy Management

Climate Risk Management

Risk Management

Dongwon Industries analyzes climate change risks by classifying them into physical risks and transition risks. In terms of physical risks, key risks identified include increased cooling demand and higher electricity costs due to more frequent heat waves, logistics disruptions caused by flooding and typhoon damage, and reduced catch volumes resulting from changes in ocean temperatures. In terms of transition risks, the Company has identified GHG reduction requirements under IMO regulations, increased costs associated with the transition to eco-friendly fuels, industrial structure changes driven by the expansion of sustainable food, and intensified competition in logistics efficiency. In particular, as these risks may lead not only to short-term cost increases but also to long-term changes in the business structure, Dongwon Industries manages both physical and transition risks in an integrated manner.

Physical Risk

Risk Occurrence Path		[2050: Long-term basis] Impact on business models and financial structures
Onshore	Deterioration of the cooling function due to a rise in heat wave days and hot and humid nights	Increase in electricity costs due to increased cooling operation
	Possibility of flooding damage during storms and tidal waves	Shutdown of logistics facilities due to flood damage
Offshore	Changes in tuna catch volume in the Western and Central Pacific as global temperature changes	Decrease in sales and increase in vessel operating costs because of a decrease in tuna catch volume
	Changes in operation route due to sea level rise	Increase in vessel fuel costs due to changes in operation routes and additional fees incurred due to changes in anchorage

Transition Risk

Risk Occurrence Path	Key Argument	Impact on Business Models and Financial Structures		
		[Short-term: Current~2030]	[Mid-term: 2030~2040]	[Long-term: 2040~2050]
[Transition Risk] Whether to include fishing vessels in the scope of IMO[1) 2)]	· Request for expanding CII/EEXI[3)] application and implementation of carbon emission reduction options to achieve IMO's carbon reduction goals (20% in 2030/70-80% in 2040) · Japan's replacement of 22 aging fishing vessels, including 19 long liners, with new ones by 2025	· Rise in sustainable food certification costs and investment costs in reducing environmental impacts	· Increased fuel transition costs due to carbon reduction and incurred costs for new vessel replacement	· Early retirement of ships that cannot switch fuels to reduce carbon emissions
[KEY ISSUE] Strengthening regulations and changing industrial structure to expand sustainable food	· Expected policy changes to promote sustainable food consumption · Emergence of startups and new business models in the industry	· Reduced market leadership due to the voluntary participation of companies and consumers	· Rise in sustainable food certification costs and investment costs in reducing environmental impacts	· Reduction in structural market risks following the paradigm shift
Demand for an increase in fishing fees and investment in climate response from coastal countries during fishing negotiations[4)]	· Coastal countries in fishing areas, such as Micronesia and Polynesia, are developing countries vulnerable to the climate crisis and face complex problems such as rising sea levels, reduction in potential catches, and rise in population	· Continuous rise in fishing fees	· Rise in demands for Official Development Assistance (ODA) from coastal countries	· To be determined by future fish catches and conditions in coastal countries
Rise in cost burden due to replacement of low-sulfur oil	· Relatively high price and price volatility of low-sulfur oil compared to high-sulfur oil	· Profitability volatility aggravated by fuel cost	· Expected to follow market price trends	· Expected to follow market price trends
Application of refrigerant fugitive emission management guidelines, including offshore energy, under the NDC[5)]	· A 37.8% reduction in transportation emissions by 2030 relative to 2018 as mandated by the NDC · Statistics on fugitive emissions to be added to the 2024 National GHG Inventory Report	· Potential costs for purchasing emission allowances if selected as a target company during the 4th NDC planning period	· Costs for purchasing emission allowances depending on the achievement of the 5th planning period (2030) target	· To be determined depending on the implementation of internal emission reduction measures
Widening gaps in logistics efficiency	· Industry-wide Scope 3 greenhouse gas emission reduction efforts increase pressure on logistics companies, resulting in competitiveness gaps depending on business management capabilities, IT utilization, and investment scale.	· Rise in operating costs due to Scope 3 management	· Decrease in sales opportunities if logistics efficiency is insufficient	· Reduced opportunities to participate in the sustainable urban redesign process[6)]

1) International Maritime Organization
2) Ministry of Oceans and Fisheries, Toward Green Shipping by 2050
3)CII (Carbon Intensity Index), EEXI (Energy Efficiency Existing Ship Index)
4) Ministry of Oceans and Fisheries, Measures to Strengthen the competitiveness of the marine fisheries sector
5) Nationally Determined Contribution
6) Ministry of Land, Infrastructure and Transport · Busan Metropolitan City, Seeking the direction of sustainable urban policy

GHG and Energy Management

Climate Risk Management

Risk Management

Dongwon Industries recognizes climate change not only as a risk but also as a business opportunity and is responding to the expanding sustainable food and blue food markets. In line with growing demand for alternative proteins and the expanding healthy diet trend, the Company is implementing strategies to minimize environmental impacts throughout the food production process while expanding its presence in the global market based on a sustainable fisheries business model. In addition, Dongwon Industries is strengthening product competitiveness and supply chain stability in response to increasing demand for preserved foods and greater logistics efficiency, while contributing to resource circulation through the establishment of a recycling-based logistics system.

Opportunity

Risk Occurrence Path	Key Arguments	Requirements to Use Opportunities and Enter the Market	Dongwon Industries' Capabilities related to Opportunity Factor
Formation of a sustainable healthy diet paradigm	Formation of the trend "Consumption of Alternative Proteins = Healthy Diet + Engagement in Climate Crisis," yet efforts to create a market are also required.	· Minimize environmental impacts throughout the food manufacturing cycle, including raw material procurement, transportation, manufacturing, packaging, use, and disposal. · Active market positioning and consumer education.	· Vertical integration of the food business · No. 1 seafood brand reputation · Entering the US market with active trading of alternative proteins · Operating solar power plants
	World population has increased by 30% and protein demand by about 70%.	· Design financing methods and business structures considering local conditions when expanding a sustainable seafood business model overseas. · Transfer sustainable seafood business models to major fishing countries and improve negotiation power in fishing quota negotiations.	· Respond to the blue food paradigm by promoting land-based salmon farming · Know-how to build and operate facilities (fishing ports, cold storage centers and processing facilities) · Global business capabilities
Rise in demand for stored food when climate variability rapidly increases	Unstable food security caused by the climate crisis increases demand for stored food.	· Improve products, including longer storage periods, more convenient storage, improved portability, and better preservation.	· Vertical integration of the food business value chain.
Contribution to sustainable urban development	Demand for improving recyclability in the logistics system in most urban life and the real economy, including groceries.	· Develop facilities and processes to operate the recycling system. · Build a monitoring system to identify the use patterns of end users.	· Business connection and synergy between food, logistics, and construction businesses

GHG and Energy Management

Climate Risk Management

Risk Management

Climate risk exposure and sensitivity were assessed by business area to identify key risks. In ship operations, carbon intensity management and rising fuel costs were identified as key risks; in the marine sector, fishing regulations and cost increases; and in fishing activities, reduced catch volumes. In addition, port logistics was analyzed as being affected by tighter refrigerant emissions management and operational disruptions caused by heat waves and flooding, while land-based aquaculture faced reduced production volumes and the sales sector was affected by tighter regulations related to sustainable food. Through this assessment, Dongwon Industries is establishing priorities for climate risks across its business and defining response directions.

Impact Level Analysis Methodology

Category	Risk Identification Path
Impact level analysis procedure	① Prepare basic data on risk impact level authored by the ESG department. ② Receive advice from external experts. ③ Evaluate the impact level and scale through consultation with practitioners. ④ Approval and adoption by the CEO responsible for sustainability disclosure.
Business characteristics that affect climate crisis exposure	· Use of company's ecosystem - Coastal fishing, and sea/land transportation · Geographical business scope - 6 bases and 129 partners in Korea and 4 foreign countries · Impact level on stakeholders - Governments, international organizations, coastal countries, consumers, and capital markets
Business characteristics that affect climate crisis sensitivity	· Use of the Company's ecosystem - Coastal fishing, and sea/land transportation · Business area - Food-based industries · Business scope and value chain - Holding company and vertical integration · Financial impact - World's largest deep-sea tuna fishing company - Korea's largest seafood producer

Risk Impact Level

Business Area		Factor with high exposure and sensitivity	Factor with high exposure	Factor with high sensitivity	Factor with low exposure and sensitivity
		Grade I	Grade II	Grade II	Grade III
Offshore	Ship operation and management	· Pressure on fishing vessels to reduce carbon emission. · Carbon intensity management.	· Increase in fuel cost due to replacement with low-sulfur oil.	· Including offshore energy in NDC[1].	
	Fishing quota negotiation	· Coastal countries' request for investment.	· Increase in fishing fee.		
	Fishing activities and transportation			· Reduction in catch volume.	
Onshore	Port logistics	· Demand for improved refrigerant fugitive emission management.		· Deterioration of cooling function due to heat waves. · Possibility of flooding damage.	· Widened gap in logistics efficiency level.
	Smart land-based salmon farming			· Reduction in production.	
	Sales	· Tightening regulation and changing industrial structure to increase sustainable food.			

1) Nationally Determined Contribution

GHG and Energy Management

Climate Risk Management

Risk Management

The financial impacts of climate risks are quantitatively analyzed to assess their effects on revenue, costs, and asset value. A reduction in catch volumes may act as a factor leading to a long-term decline in revenue, while operational disruptions caused by abnormal weather conditions, such as heat waves, may result in short-term revenue losses. In addition, increases in fishing fees, costs associated with the transition to eco-friendly fuels, and regulatory compliance costs may act as financial risks.

Potential Financial Impact Estimation Methodology

Topic	Description			
Criteria for quantifying risk factors	Application of risk quantification scale in financial risk management regulations			
Quantification scale	Category	Quantification scale		
	Sales	15% or more	15~10%	10~5%
	Total cost	3% or more	3~1%	1~0%
	Decrease in asset value	5% or more	5~3%	3~1%

Financial Impact Path	Related Risk Factor	Financial Impact Period	Quantitative Estimation	Calculation Basis
Sales	Reduction in catch volume	Long-term		Average of the tuna catch decline estimated according to SSP5-8.5 and the maximum catch decline in the past 10 years (2014-2023)
	Business suspension due to heat wave	Short- to Long-term		Sales loss estimation at Busan site which is the largest business site of Dongwon Industries in Korea assuming a maximum of 15 business interruption days
Cost	Increase in fishing fee	Short- to Mid-term		Applied the increase rate of 30.6% in 2016 when the increase rate of fishing fees in coastal countries was the highest in the past 10 years (2014-2023)
	Expansion of eco-friendly fuel mix under stricter IMO[1] regulations	Mid- to Long-term		Cost difference when switching from conventional fuel to '10% biodiesel', which is the alternative fuel conversion rate proposed by IMO

1) International Maritime Organization

GHG and Energy Management

Climate Risk Management

Risk Management

Climate change-related risks and opportunities are being linked to management strategies to simultaneously pursue carbon reduction and enhanced business competitiveness. Through the expansion of smart land-based aquaculture and the global commercialization of sustainable fisheries and aquaculture models, the Company is establishing a low-carbon production system. In addition, it is promoting direct GHG reduction through the transition to low-sulfur fuel oil and the introduction of eco-friendly fuels in response to IMO regulations, as well as the electrification of logistics and transportation operations. The Company is also improving energy efficiency by leveraging technological innovation, such as drone-based fish school detection and logistics optimization, while strengthening emissions management across the entire supply chain, including Scope 3. At the same time, it is securing a financial foundation by linking carbon reduction activities with external reduction projects and renewable energy investments, while creating new market opportunities through the acquisition of sustainability certifications and the expansion of eco-friendly products.

Management Strategy Alignment with Climate Risk-Opportunity

Management Strategy	Business Areas and Topic	Action to Mitigate Risks	Use of Opportunities Created from Risk Mitigation Measures
Improve strategic flexibility by promoting new businesses	Activating smart land-based salmon farming	· Reducing the emission-to-sales ratio through land-based salmon farming expansion, with its lower emissions and enhanced energy control compared to fishing · Build a low-carbon production system by using renewable energy in fish farms	· Leading new markets by acquiring an international certification for sustainable aquaculture (Aquaculture Stewardship Council, ASC) · Supplying renewable energy from Dongwon Solar Park
	Global commercialization of sustainable fishing/aquaculture models	· Reducing GHG in the value chain through sustainable fishing/aquaculture, eco-friendly feed, eco-friendly packaging, supply chain collaboration, and internalization of Scope 3 management methods · Improve the negotiation power on fishing by transferring business models to coastal countries	· Issuing Sustainability-Linked Bonds (SLBs) using a sustainable healthy diet business model
Active mitigation measures to reduce carbon emissions	Complying with IMO regulations and increasing efforts for voluntary participation	· Switching to low-sulfur oil entirely (100%) in compliance with IMO guidelines · In response to strengthened IMO regulations, review the application of carbon emission reduction options like engine power limiter and alternative fuel replacement rate (5%-10%) (long-term project)	· Utilizing IMO support measures such as the Zero-Emission Shipping Incentive Scheme (ZESIS) for fuel replacement
	Transportation and vehicle electrification	· Replacing port/logistics vehicles with electric ones	· Linking with sustainable urban planning of Busan
Indirect mitigation measures to reduce carbon emissions	Application of 4th generation purse seine technology	· Improving energy efficiency and responding to IMO CII/EEXI regulations by investing in fishing vessels/fishing efficiency, such as detecting fish using drones, predicting fishing grounds based on analysis of weather and marine environment, and using databases	· Rising catches due to improved fish detection technology
	Reduction in energy use through logistics advancement	· Reducing GHG emissions in the transportation sector, promote logistics efficiency, and reduce energy use through route optimization, wide-area delivery, and joint transportation and delivery	· Reducing logistics facility operating costs
	Promotion of external GHG reduction projects	· Offsetting greenhouse gas emissions through external reduction projects in tuna coastal countries and regions affected by climate change	· Improving the negotiating power on fishing with coastal countries
Resource allocation to build a sustainable system	Using solar power proceeds as emission reduction funds	· Setting profits generated by currently operating solar power plants as carbon reduction investment assets · Expanding the effectiveness of investment plans through internal carbon pricing standards	· Securing investment resources for carbon emission reduction
Accelerate the transition to sustainable business by acquiring new technologies	Nurturing and supporting sustainable business by eco-friendly/low-carbon projects acquiring new technologies within the group	· Operating a task force or seeking external cooperation for research and develop technologies such as refrigerant leakage monitoring and attenuation, fish detection AI, circulating filtration system, antibiotic-free farming, and low-carbon refrigeration	· Increasing new business opportunities

GHG and Energy Management

Climate Risk Management

Risk Management

To systematically manage climate risks, Dongwon Industries has established a management process that spans risk identification, response strategy development, monitoring, and disclosure. The Company identifies key climate change-related risks and opportunities, reflects them in its business strategy and investment plans, and formulates response measures accordingly. Through company-wide monitoring, it continues to respond to changes in climate risks. In addition, Dongwon Industries regularly reports relevant matters to the ESG Management Committee and the Board of Directors, and strengthens the transparency of its management system by disclosing key indicators and performance.

<table>
<tr><th>Subject</th><th colspan="6">Description</th></tr>
<tr><td rowspan="6">Definition of risk</td><td>Category</td><td colspan="5">Risk Identification Path</td></tr>
<tr><td>Climate change risk</td><td>① Climate variability (acute)</td><td>② Biodiversity (chronic)</td><td>③ Ocean · marine and fisheries (chronic)</td><td>④ Agriculture · Livestock sector (chronic)</td><td></td></tr>
<tr><td>Policy/Legal risk</td><td>① Policy governance</td><td>② National Determined Contribution(Carbon Pricing)</td><td>③ International organizational policies in the marine and fishery sector</td><td></td><td></td></tr>
<tr><td>Market risk</td><td>① Civil society</td><td>② Urban and infrastructure</td><td>③ Food Economy</td><td>④ Food Security</td><td>⑤ Capital market</td></tr>
<tr><td>Technology risk</td><td>① Technological innovation</td><td>② Onshore energy</td><td>③ Offshore energy</td><td>④ GHG emission management</td><td></td></tr>
<tr><td>Implementation risk</td><td>① Energy use and GHG emission</td><td>② Refrigerant use</td><td>③ Investment risk</td><td>④ Disclosure-related risk</td><td>⑤ Violation of environmental laws</td></tr>
<tr><td rowspan="2">Risk management process</td><td>Risk Identification → Establishment of response measure → Monitoring and evaluation → Disclosure and report</td><td colspan="5"></td></tr>
<tr><td>· Identify climate change risk and opportunity factors.
· Identify the impact of the identified risks and opportunities on business models and financial structures.</td><td colspan="2">· Consider the impact, establish measures to mitigate risks, such as adjustment of goals, businesses, investment, and systems.</td><td colspan="2">· Monitor company-wide progress on key risk management tasks.
· Find new risks identified through the monitoring and apply response measures.</td><td>· Report the management status of major risks and opportunities to the BOD.
· Select disclosure subjects and audit the disclosure information.</td></tr>
<tr><td rowspan="5">Major Issue Report Cycle</td><td colspan="3">Report Description</td><td>Report Cycle</td><td colspan="2">Report Target</td></tr>
<tr><td colspan="3">ESG KPI performance, detailed implementation plan for climate risk mitigation measures (draft)</td><td>Every quarter</td><td colspan="2">ESG Management Committee</td></tr>
<tr><td colspan="3">GHG emissions (onshore and offshore)</td><td>Every year</td><td colspan="2">ESG Management Committee</td></tr>
<tr><td colspan="3">Internal audit results on climate risk management system, and issues about sustainability disclosure</td><td>Every year</td><td colspan="2">BOD</td></tr>
<tr><td colspan="3">Energy use, violations of environmental laws, and changes in international organization policies</td><td>Ongoing Reporting</td><td colspan="2">CEO</td></tr>
<tr><td>Risk Management Regulations and Control Management</td><td colspan="6">Formulate and manage separate climate risk regulations, while the ESG Management Committee reviews compliance and revisions to risk management standards.</td></tr>
</table>

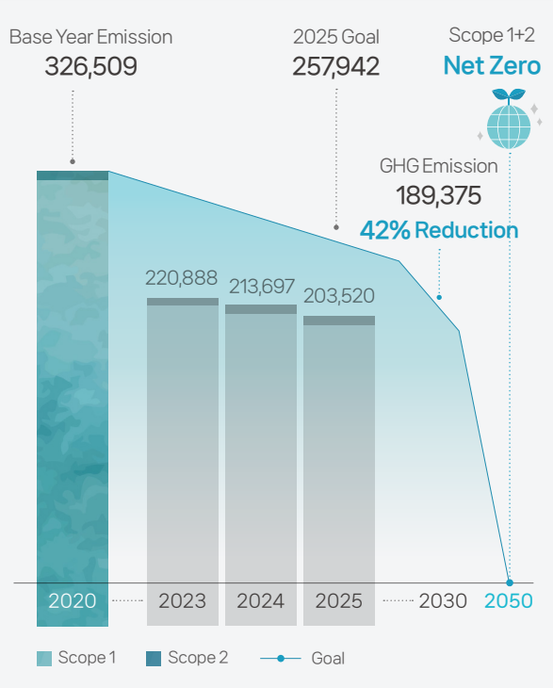
GHG and Energy Management

Reduction in GHG Emissions and Energy Use

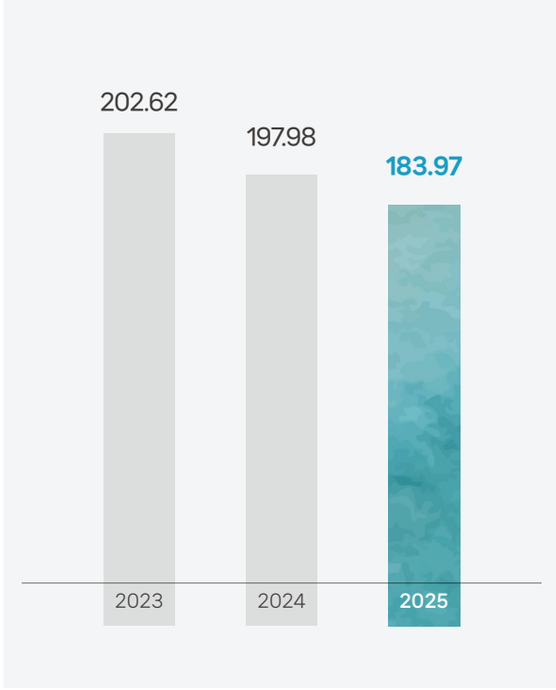
Metrics and Targets

To support national carbon neutrality policies and respond to long-term climate risks, Dongwon Industries set 2020 as the baseline for carbon neutrality and declared its "2050 Net Zero" goal. Based on this, the Company established GHG reduction targets and mid- to long-term implementation plans covering Scope 1, Scope 2, and Scope 3, and is carrying out practical reduction activities through a site-level emissions management system. Each business site calculates its GHG emissions and monitors its performance against targets, while optimizing facility operations and process efficiency to minimize GHG emissions when expanding production facilities and making investments. In addition, the Company regularly reviews the need to introduce additional reduction processes and continues to pursue ongoing improvements. Furthermore, Dongwon Industries is implementing strategies to improve energy efficiency and enhance the circularity of resources, while advancing its product and service portfolio through the expansion of renewable energy such as solar power and the development of low-carbon materials and products. In particular, to strengthen emissions management across the supply chain, the Company calculates and monitors Scope 3 emissions and has expanded the foundation for reduction by including 737,035 tCO_2-eq of emissions in its management scope as of 2025. This integrated management system will continue to be advanced through the future re-establishment and enhancement of its mid- to long-term targets.

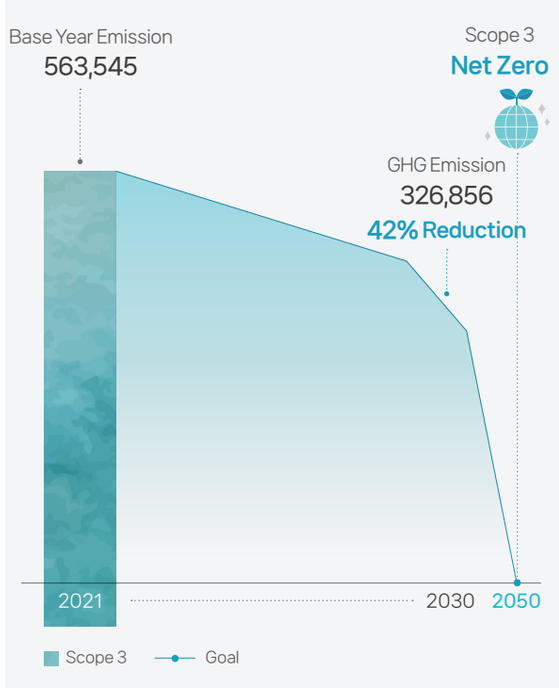
Scope 1+2 Mid- and Long-Term Goal[1] (unit: tCO_2-eq)



Scope 1+2 Emission Intensity[2] (unit: tCO_2-eq/KRW billion)



Scope 3 Mid- and Long-Term Goal (unit: tCO_2-eq)



1) Recalculation of 2023 data due to resetting greenhouse gas calculation boundaries 2) Based on separate basis

GHG and Energy Management

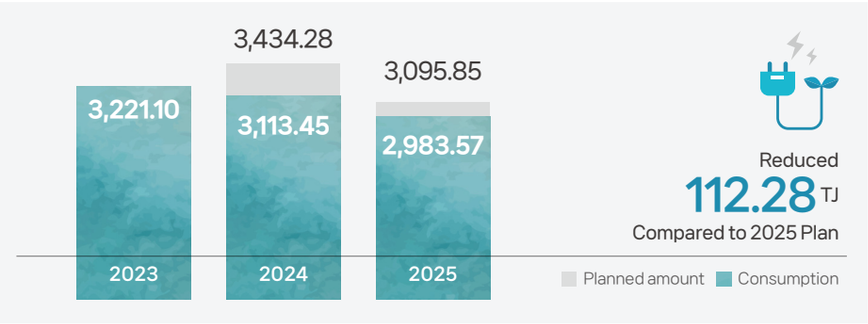
GHG and Energy Reduction Activities

Metrics and Targets

Dongwon Industries continues to carry out GHG and energy reduction activities in order to minimize environmental impacts arising from its shipping and production activities. To reduce air pollutants generated during vessel operations, the Company has responded to the IMO 2020 regulations of the International Maritime Organization by fully replacing high sulfur fuel oil (HSFO), which had previously been used, with low sulfur fuel oil (LSFO), thereby reducing sulfur oxides (SOx) emissions and contributing to improvements in air quality. In addition, Dongwon Industries complies with the Montreal Protocol to minimize GHG emissions and emissions of ozone-depleting substances resulting from the use of refrigerants, and is gradually switching from conventional Freon-based refrigerants used in its fleet to natural refrigerants and eco-friendly alternative refrigerants. Through these efforts, the Company is managing its operations with the goal of achieving Zero Freon Use by 2027.

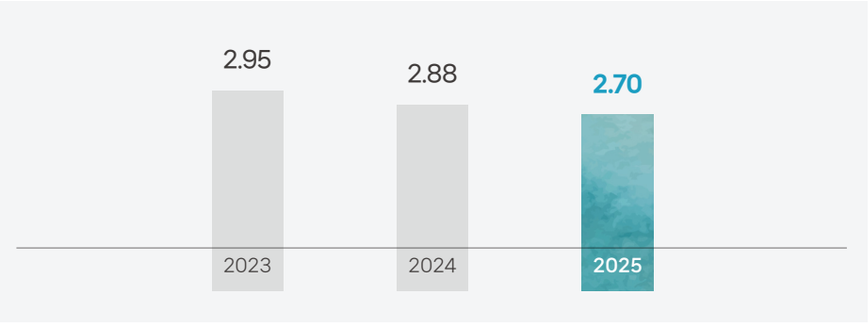
Total Energy Consumption1[1)]

(unit : TJ)



Energy Consumption Intensity[1)]

(unit : TJ/KRW billion)



1) Recalculation of data for 2023 due to resetting the scope of energy consumption calculation

Installation Status of Eco-friendly, High-efficiency Refrigeration and Air Conditioning Systems

Year	Affiliate	Site	Overview	Capacity (RT)	Power consumption (KW)	Carbon emissions reduction (tCO_2-eq)
24	Dongwon LOEX	Gyeong-san	Replacement of obsolete refrigeration equipment	103.8	156	297.80
24	Dongwon LOEX	Yangsan	Replacement of obsolete refrigeration equipment	162.1	269	327.76
24	Dongwon F&B	Suwon	Replacement of obsolete refrigeration equipment	320.0	352	252.38
25	Dongwon Systems	Gwangju	Installation of refrigeration equipment for the new Forming Line 2	37.0	38.2	35.68
25	Dongwon F&B	Jincheon	Installation of refrigeration equipment for the expansion of the thawing line	102	120	71.01
25	Dongwon F&B	J2	Installation of refrigeration and air-conditioning systems for the new plant	2,460	3,156	499.25
25	Dongwon F&B	Chang-won	Replacement of obsolete refrigeration equipment	64	194	98.66
25	Dongwon Home Food	Chungju	Installation of refrigeration equipment for the expansion of the sauce bulk line	222	61	89.86
25	Dongwon Home Food	Chungju	Air-conditioning improvement work for the second-floor production line	141	118	8.16
Total				3,612	4,464	1,680.6



GHG and Energy Management

Promoting Eco-friendly Energy Efficiency

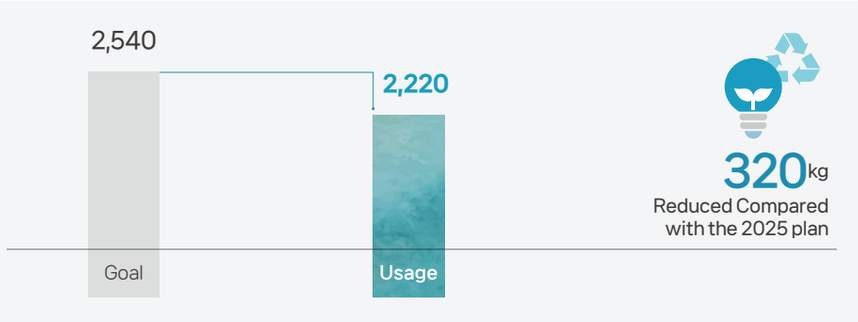
Metrics and Targets

Dongwon Industries has established energy efficiency and decarbonization as its key strategies to achieve its 2050 carbon neutrality goal, and is continuously promoting energy-saving activities across its business operations. In particular, to minimize greenhouse gas emissions and ozone layer depletion arising from the operation of cold storage logistics centers, the Company has established targets to reduce Freon usage and is gradually expanding the transition to alternative and natural refrigerants. In addition, the Group is promoting the introduction of refrigeration and air conditioning systems that apply high-efficiency BLDC[1)] inverters and eco-friendly Low GWP[2)] refrigerants to improve energy efficiency. Furthermore, through Dongwon Solar Park located in Jeollanam-do Province, the Company has continuously operated solar power generation since 2007 and is expanding the use of renewable energy. Through these efforts, Dongwon Industries is simultaneously strengthening its greenhouse gas reduction performance and climate change response capabilities.

1) Brushless Direct Current, Highly energy-efficient motor through minimized friction loss and precise control 2) Global Warming Potential

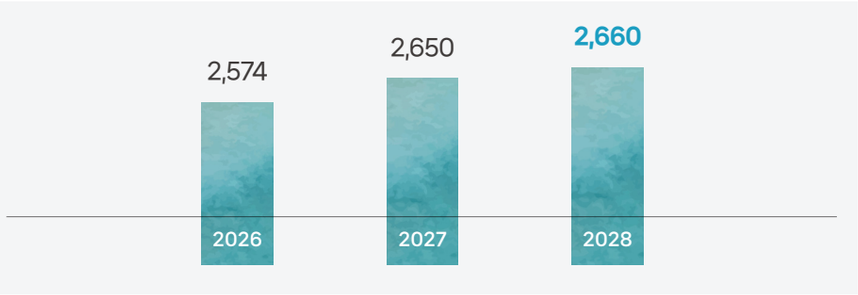
Freon Usage Target and Performance

(unit: kg)



Freon Usage Mid- and Long- term Goal[3)]

(unit: kg)



3) The planned amount increased because Seongnam Center had initially been expected not to operate, but the assumption was changed to normal operation.

Renewable energy generation

2025 Dongwon Solar Park Solar Power Generation(MWh)

1,234

Solar Power Installation Status

Category		Solar power installation capacity (kW)	Annual power generation (MW/Year)	Carbon emissions reduction (tCO_2eq/Year)
Dongwon Systems	Gwangju 1	428	531	244
	Gunsan	839	1,041	478
	Eumseong	177	219	101
	Hoengseong	1,498	1,859	854
Total		2,942	3,651	1,677



ESG HIGHLIGHTS

Material Issue 02

1 GHG and Energy Management

2

3 Establishing Governance and Operating the Board of Directors

Safety and Health Management

Why it is important

Dongwon Industries' distinctive business value chain spanning both maritime and land-based operations requires sophisticated safety and health management capabilities. The Company is establishing safety standards that go beyond evolving social demands and legal requirements by combining an advanced risk assessment system with a site-oriented safety culture. By placing the protection of workers' lives at the foundation of its management, Dongwon Industries seeks to systematically manage risks as strategic assets and, through this, complete a sustainable growth model that fulfills its social responsibilities.

2025 Key Performance

Occurrence of serious accidents (Unit: cases)	ZERO
Occupational Health and Safety Training (Unit: hours)	5,642
Amount of investment in safety and health (Unit: KRW million)	23,689

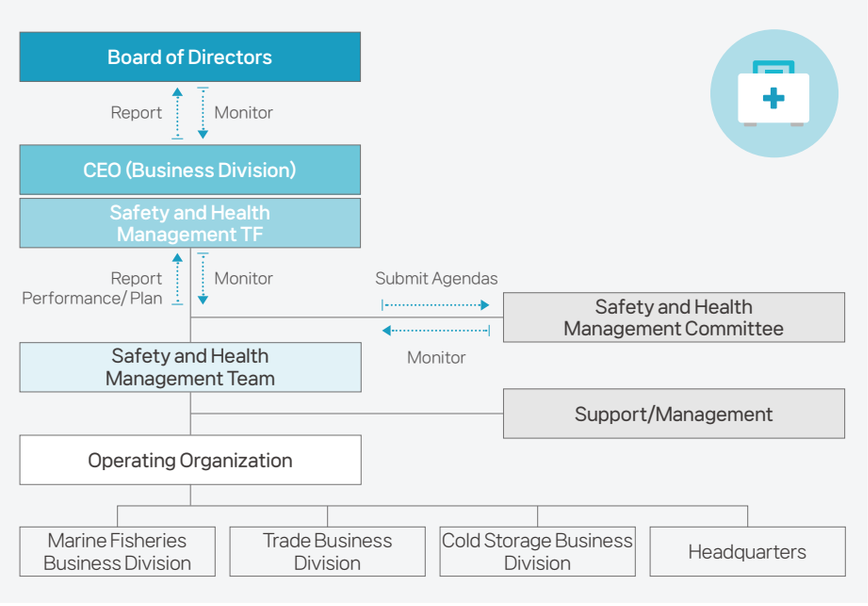
Safety and Health Management

Employee Safety and Health

Governance

As the chair of the Safety and Health Management Task Force (TF), the CEO of Dongwon Industries regularly reports major safety and health issues within the organization to the Board of Directors. As the highest decision-making body with respect to safety and health, the Board of Directors receives reports on the previous year's safety and health performance and the plans for the current year, and reviews and approves them on an annual basis. In addition, Dongwon Industries operates a dedicated safety and health management organization that oversees safety and health practices across all operating organizations (each business headquarters) as well as support/management organizations. The Company also operates a Safety and Health Management Committee at the consultative body level, composed of worker and employer representatives, thereby establishing a company-wide safety management system and creating a safe and healthy workplace.

Decision-Making System



Safety and Health Management Organization

Dongwon Industries operates monthly Safety and Health Management Task Force (TF) meetings to discuss and make decisions on major matters related to safety and health. In addition, the Company operates a dedicated safety and health management organization under the direct supervision of the CEO, which oversees company-wide safety and health affairs and reviews the overall safety and health system across the Company, while carrying out activities for safety management at all business sites and the prevention of industrial accidents. Along with this, Dongwon Industries operates a Safety and Health Management Committee as a committee for receiving employees' opinions on the working environment and safety and health, through which the Company discusses and deliberates on measures to improve and secure safety and health.

Safety and Health Management TF

Composed of the Safety and Health Management Team, Support/ Management, and Operating Organization directly under the CEO.	Share the safety and health management performance rate of each business unit (monthly).	Educate on safety and health, conduct inspections, and improve the working environment.	Investigate the causes of industrial accidents and carry out activities to prevent recurrence, etc.

Safety and Health Management Committee

Executive member	Worker member
· Deliberating on company-wide safety and health issues · Reflecting employee opinions · Discussing measures to improve and secure safety and health	· Communicating with employees regarding work environment and occupational safety and health · Discussing proposals for improving employee safety and health

Safety and Health Management Team

- Overseeing company-wide safety and health operations
- Inspecting safety and health systems
- Inspecting company-wide safety and health performance

Safety and Health-Related BOD Agenda

Meeting date	Description	Resolution
March 26th, 2025	Request for approval of the 2025 Safety and Health Plan	Approved

Safety and Health Management

Safety and Health Management System

Strategy

Safety and Health Management Policy

Dongwon Industries has established and implemented a safety and health management policy to set standards for occupational safety and health, prevent industrial accidents, and create a safe and pleasant working environment.

Safety and Health Management Policy

1. We make safety and health a top priority in all management activities, and all employees do their best to implement safety and health management.
2. We comply with laws and regulations on safety and health to ensure the safety of our workplaces and promote health by providing a comfortable working environment for our employees.
3. We prevent accidents by establishing a company-wide safety management system and strive together for safety and healthy workplaces by conducting periodic inspections and improvement activities in cooperation with labor and management.
4. We periodically conduct safety and health training to raise the safety and health awareness of employees and strive to understand and practice the management system together.
5. We disseminate the safety and health management policy to stakeholders and induce their participation through active communication to strengthen the safety and health cooperation system.
6. We clearly define vulnerable stakeholders regarding safety and health risks and strengthen protective measures for them to create safe working environments.

1) Robotic Process Automation
2) Behavior Based Safety, a safety accident prevention system that focuses on unsafe behavior by workers rather than mechanical defects or lack of safety awareness as the cause of industrial accidents, with the aim of reducing unsafe behavior and increasing safe behavior.
3) Systems-Theoretic Accident Model and Process, a safety accident inspection system that identifies the causes of safety accidents from a systems perspective in terms of control and communication.

Mid and Long-term Goal

Dongwon Industries reports the previous year's safety and health performance and the plans for the current year to the Board of Directors every year in accordance with Article 14 of the Occupational Safety and Health Act, and in 2025, the Company established and is implementing its mid- and long-term vision and goals for safety and health, along with a short-, mid-, and long-term roadmap.

Vision	Safety and sustainability, a new standard for the marine fisheries industry		
Goal	Zero serious industrial accidents		
Strategic Direction	Leading the safety management of the marine fisheries industry	Establishing the safety culture	Establishing Smart Safe Workplaces
2026	· Establishing a customized risk assessment system for each fisheries and processing site · Achieving ZERO cases of non-compliance in vessel and Ministry of Oceans and Fisheries safety inspections and sailing suspension · Introducing Korea's first AI CCTV-based overboard fall prevention system for vessels · Strengthening vessel safety inspections using RPA[1] · Maintaining international safety certifications such as MSC CoC and ASC · Strengthening maritime accident response training	· Expanding safety and health leadership training centered on site leaders · Introducing new multilingual training content for multinational workers · Preventing recurrence and raising safety awareness through the issuance of Safety Letters (37 cases in total) · Encouraging all employees to participate in risk assessments · Launching a joint inspection system with partner companies	· Introducing AI CCTV, gas sensors, and other hazard detection sensors on a trial basis · Introducing a mobile reporting system
2027~2029	· Introducing and disclosing safety indicators for the marine fleet · Strengthening the prevention of falls and engine room fire accidents through AI CCTV and thermal imaging cameras · Sharing the latest safety trends by introducing a keyword crawling system for domestic and international safety news · Advancing the risk-based inspection system by incorporating BBS[2] and STAMP[3]	· Operating "Voice of Mind," a communication channel to relieve seafarers' job stress · Regularizing safety and health culture assessments and managing safety culture indicators linked to ESG management	· Establishing AI CCTV monitoring systems and pedestrian safety laser lines at workplaces across all business sites · Reviewing the introduction of an automatic forklift stopping system and smart replacement of production facilities, including conveyors · Fully operating an AI-based risk prediction system · Introducing wearable device-based real-time biometric monitoring
~2030	Adopting an integrated management system for global certification	Fully implementing an integrated safety and health management system with outsourcing partners	Establishing an integrated smart safety management platform and systematizing company-wide training based on smart learning

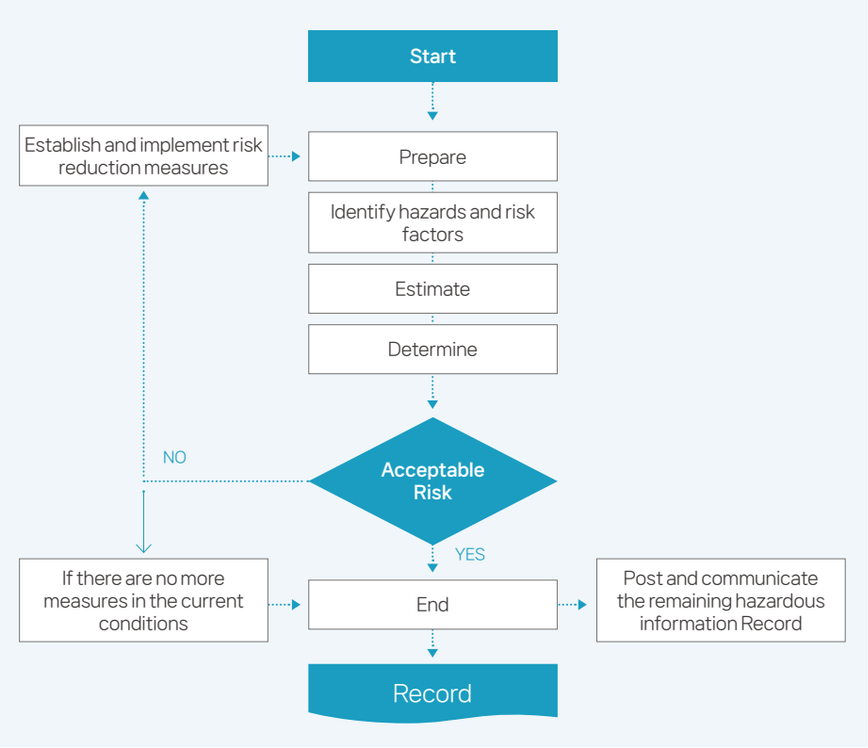
Safety and Health Management

Safety and Health Management System

Risk Management

Risk Assessment Process

Dongwon Industries conducts regular safety inspections at least once a year to protect the safety of its employees from various accidents, and reviews the effectiveness of improvement measures by comparing changes in risk ratings before and after improvements. In addition, the Company responds to major accidents and prevents near-misses by analyzing safety diagnosis surveys and workers' compensation insurance accident types.



Risk Estimation Scale

Category		Materiality (intensity)			
		Very high (4)	High (3)	Medium (2)	Low(1)
Probability (Frequency)	Very high (5)	Very high (20)	High (15)	Medium-high (10)	Low (5)
	High (4)	Very high (16)	Medium-high (12)	Medium (8)	Low (4)
	Medium (3)	Medium-high (12)	Medium-high (9)	Low (6)	Very Low (3)
	Low (2)	Medium (8)	Low (6)	Low (4)	Very Low (2)
	Very low (1)	Low (4)	Very Low (3)	Very Low (2)	Very Low (1)

Risk level		Management Standard
1~3	Very low	Maintaining current safety measures
4 ~ 6	Low	Requiring safety information and periodic safety and health training
8	Medium	Safety and health measures must be established and improved prior to maintenance and repair periods
9~12	Medium-high	Immediate improvement needed
15	High	Work should be carried out after establishing emergency temporary safety and health measures, and safety and health measures should be established and improved before the maintenance and repair period.
16~20	Very high	Immediate work stoppage required (risk of continuing work on condition that immediate improvements are made)

Risk Assessment Results

Business site		Frequency	Identified risk factors	Action Ratio
Plant	Busan	Yearly	24	100% (24/24)
Cold Storage	Gamcheon	Yearly	22	100% (22/22)
	Icheon	Yearly	33	100% (33/33)
	Seongnam	Yearly	21	100% (21/21)

Safety and Health Management

Maritime Safety

Risk Management

Crew Safety Management

Dongwon Industries' fleet strictly complies with international maritime law, regulations of various international organizations, and the rules of coastal states. To pursue the safe operation of its fleet and prevent accidents in advance, the Company has established the Safety Operation Management Guidelines, the Guidelines for Compliance with Rules during Fishing Operations, and the Communications and Relationship Guidelines for Foreign Crew Members. Through these efforts, Dongwon Industries seeks to prevent issues related to foreign crew members and vessel accidents. In addition, the Company operates systematic response programs in preparation for unexpected accidents on board, such as fire or sinking. Dongwon Industries complies with the standards and procedures for statutory education and training under Article 40-2(1) of the Enforcement Rule of the Seafarers Act, including firefighting, pollution prevention, evacuation, emergency steering, enclosed-space rescue/life-saving, and ship sinking, and conducts regular education, training, and internal evaluations. The Company also strengthens compliance through the introduction of RPA[1], and conducts facility safety inspections at least once a week to identify and remove risk factors. In addition, Dongwon Industries has established safety rules for crews and shares safety guidelines for entering, exiting, sailing, fishing, and anchoring, while also providing education on accident cases and recurrence prevention training. In particular, the Company provides safety rules for maritime accidents, firefighting and evacuation drills, as well as shipboard first aid training. It also strengthens the safety awareness and response capabilities of domestic crew members through safety training before departure.

1) Robotic Process Automation

Maritime Safety Guidelines under the Fleet Management Guidelines

Safety Operation Management Guidelines	Guidelines for action in case of ship evacuation/flooding/fire
· Safety of engine department · Safety of deck department · Safety during in harbor	· In the case of ship evacuation · In case of collision, shipwreck, or flooding · In the case of fire

Pre-departure Safety Training Results

Year	Number of Training Sessions	Number of participants	Total training hours
2023	45	120	623
2024	54	165	805
2025	53	181	782

Vessel Safety Management

Dongwon Industries performs Visual Management (VM) to maintain major equipment and conducts commercial repairs when ships enter port for vessel safety management. To this end, the Company checks the checklist and evidence materials for seven major items every week and submits them to headquarters. In addition, when a ship enters port, the Company evaluates the implementation by checking the VM results, the results of actions requested by headquarters, and the results of actual onboard inspections, and applies the results to personnel evaluation of crews.

Visual Management Process

[Vessel] Checklist inspection → Report to the executive in charge → Provide support and corrective actions for any checklist findings → Evaluate VM implementation after port entry inspection → Apply the result to crew evaluation

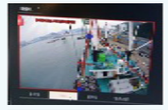
Case Study Application of AI CCTV for Safety Management

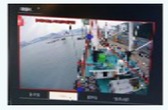
Since 2025, Dongwon Industries has introduced Korea's first overboard fall prevention system using AI CCTV and thermal imaging cameras. Through this system, the Company detects and prevents crew overboard accidents and engine room fire accidents in real time. As of December 2025, Dongwon Industries has installed and operates approximately 1,100 AI CCTV units across 59 business sites and vessels, thereby establishing a seamless safety network.

Prevention of Crew Overboard Accidents on Vessels

In the event of a crew overboard accident, the system immediately issues an alarm and shares the accident situation on board, thereby enabling rapid initial response and helping prevent casualties.

- Establishment of a precise detection system: Following trial operations in 2025, detailed settings such as virtual lines, virtual zones, and exclusion zones were completed to reduce false detections and improve efficiency during navigation and fishing operations.
- How the system works: Once a detection line is set, an alarm sounds immediately when the line is crossed (fall event), and the monitoring system allows the location and video footage of the accident to be viewed and replayed in real time.
- Future plans: The installation has been completed on four vessels, including carrier vessels and purse seiners. Starting in 2026, the Company plans to expand the installation of AI CCTV and thermal imaging cameras across all vessels to advance safety management with the goal of achieving Zero Overboard Accidents.





Prevention of Engine Room Fire Accidents on Vessels (Thermal Imaging CCTV)

The Company detects abnormal high temperatures and flames in vessel engine rooms in real time to establish an early response system before fires spread and to prevent major accidents such as vessel loss.

- Establishment of precise monitoring zones: Since 2025, a precise monitoring system has been in operation on three purse seiners by designating major ignition risk points in the engine room, including engine bodies and switchboards, as key monitoring zones.
- Expansion plan: Starting in 2026, the Company plans to expand installation to all operating vessels in order to protect the safety of vessels and crew members from oil and electrical fires in engine rooms.



Safety and Health Management

On-site Safety

Risk Management

Regular on-site safety inspections

Dongwon Industries selects monthly themes and conducts safety inspections of on-site facilities to enhance the safety of workers at its business sites.

Safety Inspection Schedule

First Quarter

Month	Topic	Week no.	Inspection checklist
Jan	Vessel Maintenance	1	Security cameras
		2	Tender
		3	Ventilator
		4	Earth leakage breaker
		5	Organizing the warehouse
Feb	Safety Equipment	1	Life raft
		2	AED
		3	Personal flotation device
		4	Gas mask, EEBD[1]
Mar	Emergency Equipment	1	Main and auxiliary engine safeguard
		2	Emergency battery
		3	Bilge alarm
		4	Quick Closing Valve[2]

Second Quarter

Month	Topic	Week no.	Inspection checklist
April	Employee Training	1	Fire drill
		2	Vessel safety training
		3	Emergency organization chart
		4	Emergency response
May	Major Machines	1	Main and auxiliary engine operating status
		2	Refrigerating system
		3	Hydraulic system
		4	Steering gear
		5	F.O TANK[3]
Jun	Compliance	1	Sewage disposal facilities
		2	Oil separator
		3	Incinerator
		4	Waste disposal

Third Quarter

Month	Topic	Week no.	Inspection checklist
Jul	Hazardous Work	1	Working at height
		2	Hot work
		3	Deck work
		4	Ship unloading
Aug	Fire Prevention and Extinguishing Equipment	1	Firefighting equipment
		2	Fireplug
		3	Portable fire extinguisher
		4	Fire alarm
		5	Management of fire-prone areas
Sep	Health Management	1	Drug management
		2	Management of hazardous working environments
		3	Food sanitation
		4	Personal hygiene

Fourth Quarter

Month	Topic	Week no.	Inspection checklist
Oct	Navigation Safety	1	Safe entry and exit
		2	watch-keeping
		3	Sea travel safety
		4	Inspecting various lamps
		5	Fishing safety
Nov	Operating Equipment	1	Shackle
		2	Boom and mast
		3	Grease injection
		4	Condition of fishing equipment
Dec	Survival Equipment	1	Self-activating smoke signal
		2	Rocket-Parachute Signals
		3	SART[4]
		4	EPIRB[5]

1) Emergency Escape Breathing Device
2) Valve that shuts off fuel tanks or fuel pipes in the event of a fire on board a ship
3) Fuel Oil Tank
4) Search And Rescue radar Transponder
5) Emergency Position-Indicating Radio Beacon, A device that automatically sends out a distress signal when a certain amount of pressure is applied in the event of a ship sinking or other distress situation.

Safety and Health Management

Safety Culture

Metrics and Targets

Capacity Building Activities

Dongwon Industries is building a leading safety management system through the introduction of advanced technologies and practice-oriented training.

- **Advancement of AI CCTV-based Safety Systems :** In 2025, Dongwon Industries introduced Korea's first overboard fall prevention system using AI CCTV, including thermal imaging cameras. Through the establishment of virtual detection lines and zones, the system detects crew overboard accidents and engine room fires in real time. Starting in 2026, the Company plans to expand installation in full scale and complete the deployment of the system across all vessels.
- **Smart Preventive Inspections and Specialized Training :** The Company is conducting safety inspections using RPA[1] in parallel with training on the prevention of the five major serious accidents. Along with biannual risk assessments, Dongwon Industries proactively removes potential risk factors in the workplace through site inspections conducted across business sites nationwide, including Busan, Icheon, and Seongnam.
- **Company-wide Practical Emergency Response Training :** Scenario-based training on fire, earthquakes, and power outages is being expanded to all employees, including office workers. The Company is maximizing emergency response capabilities by providing Automated External Defibrillator (AED) training to all employees and conducting detailed inspections of vulnerable areas, including firefighting equipment and fire detectors.
- **Safety Support Partnership for Mutual Growth with Business Partners :** Dongwon Industries provides financial and management support to help business partners establish autonomous safety management systems. In particular, the Company supports on-site safety training and close management during vessel repairs, while realizing the value of shared safety growth through safety and health training for repair and supply partners.

1) Robotic Process Automation

Safety and Health Training Performance

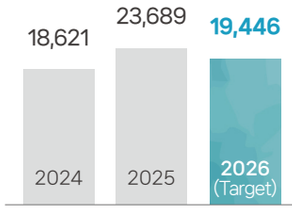
Category		Number of participants	Training hours
Industrial safety training	Headquarters	398	2,388
	Gamcheon Center	483	966
	Icheon Center	120	240
	Seongnam Center	60	130
	Busan Plant	960	1,918
Seafarer safety and health training	-	181	782

Case Study Industrial Safety and Health Training at the Busan Plant

Month	Topic	Month	Topic
1	Occupational Safety and Health Act	7	Electrical Work Safety
2	Electrical Facility Work Safety	8	Cutting Hand Tools, Packaging, and Product Handling Operations
3	Machinery and Equipment Work Safety	9	Transport Operation Safety
4	Worker Safety Management	10	Safety in Maintenance and Repair Work for Machinery and Equipment
5	Types and Use of Personal Protective Equipment	11	Fire Prevention
6	Cargo Loading and Unloading and Stacking Operations	12	Heavy Material Handling Work Safety

Safety Investment

(Unit: KRW million)



Safety
- Safety management, such as inspection of firefighting facilities
- Regular inspection of ships and replacement of fire extinguishing/ life-saving equipment
- Regular and safety diagnosis inspection of electrical equipment
- Safety management through smart conveyor system

Health
- Health checkup, quarantine disinfection, etc.
- Work environment measurement
- Regular inspection of ships and replacement of fire extinguishing/ life-saving equipment
- Regular and safety diagnosis inspection of electrical equipment
- Equipped with facepieces/auxiliary mask of air respirator

Safety and Health Certification

Dongwon Industries acquired ISO 45001 certification for four business sites in 2022, and as of 2025, four out of a total of six business sites, excluding office buildings (headquarters and branch offices), have passed the post-review for ISO 45001 certification, thereby maintaining 100% certification. In addition, the Company continues to improve its systems through internal audits and post-reviews conducted by third-party professional organizations.

ISO 45001 Certification

Trade Business
1/1 Business site
100%

Cold Storage Business
3/3 Business sites
100%



Safety and Health Management

Safety Culture

Metrics and Targets

Employee Safety and Health Programs

Business Division	Detailed Index	Target
Marine Fisheries	· Achieved zero accidents through on-site safety inspections during shipyard repair, lay-up repair, and vessel arrival · Removed risk factors and carried out proactive safety management through the use of RPA[1] (52 fleet safety inspections conducted for 35 vessels) · Safety training before departure/shipyard repair (53 vessels, 181 personnel) · Distribution of safety reports on accidents involving the Company and other companies (38 cases in total) · Strengthened safety compliance management for contractors and conducted safety and health training for repair/supply partner companies · Introduced Korea's first onboard fall prevention system using AI CCTV · Pre-boarding medical checkups conducted (181 personnel) · Introduced attachable perceived temperature stickers for safety helmets to prevent heat-related illnesses during summer · Achieved zero issues related to foreign crew members' human rights and statutory officer requirements	· Health checkups for employees (once a year) · Safety and health training (2 hours per month) · Drinking water quality test (once a year) · Special checkups for offshore employees - Special and detailed checkups are provided before boarding and after disembarking, and additional cancer screenings are provided depending on employees' age and position
Trade	· Prevention of noise-induced hearing loss through work environment measurement, special health examinations, and hearing protection fit testing · Continuous risk assessment and safety and health management · Periodic on-site inspections through safety and health specialist companies · Enhanced fire evacuation drills · Fire prevention through compartment construction for subsidiary materials at the Busan plant · Improved workplace safety through the installation of corridor dehumidifiers · Enhanced health and safety through the purchase of ultra-low-temperature forklifts	· Health checkups for employees (once a year) · Safety and health training (2 hours per month) · Health counseling services (at least once every quarter)
Cold Storage	· Strengthening accident response capabilities through actual fire drills · Proactive fire prevention through the establishment of fire protection equipment · Prevention of safety accidents through improvements to aging facilities and other equipment · Reinforcement of structural safety through building repair and maintenance	· Health checkups for executives (once a year) · Safety and health training (2 hours per month) · Special checkups for night shift workers (once a year)

1) Robotic Process Automation

Regular health checkups

Dongwon Industries conducts regular health checkups once a year to promote the health of its employees.

Regular health checkups participation rate

87.04%

Supplier Safety and Health Grievance Handling

Dongwon Industries operates a safety council on a monthly basis to gather grievances from suppliers and manage safety risks, and holds annual and semi-annual meetings with suppliers to share safety and health policies and collect their opinions. In addition, when an accident occurs, the Company disseminates the circumstances, details, and corrective actions taken to raise safety awareness. In April 2025, Dongwon Industries also held a win-win cooperation meeting with partner companies to further strengthen communication and shared growth with suppliers.





ESG HIGHLIGHTS

Material Issue 03

1 GHG and Energy Management

2 Safety and Health Management

3

Establishing Governance and Operating the Board of Directors

Why it is important

Dongwon Industries places the highest priority on the trust of shareholders and stakeholders and transparently discloses information on its overall governance structure, including the composition of the Board of Directors, the operation of committees, and the remuneration system. Through these efforts, the Company ensures fairness and accountability in the decision-making process, strengthens communication with the market, and reinforces the foundation for sustainable growth.

2025 Key Performance

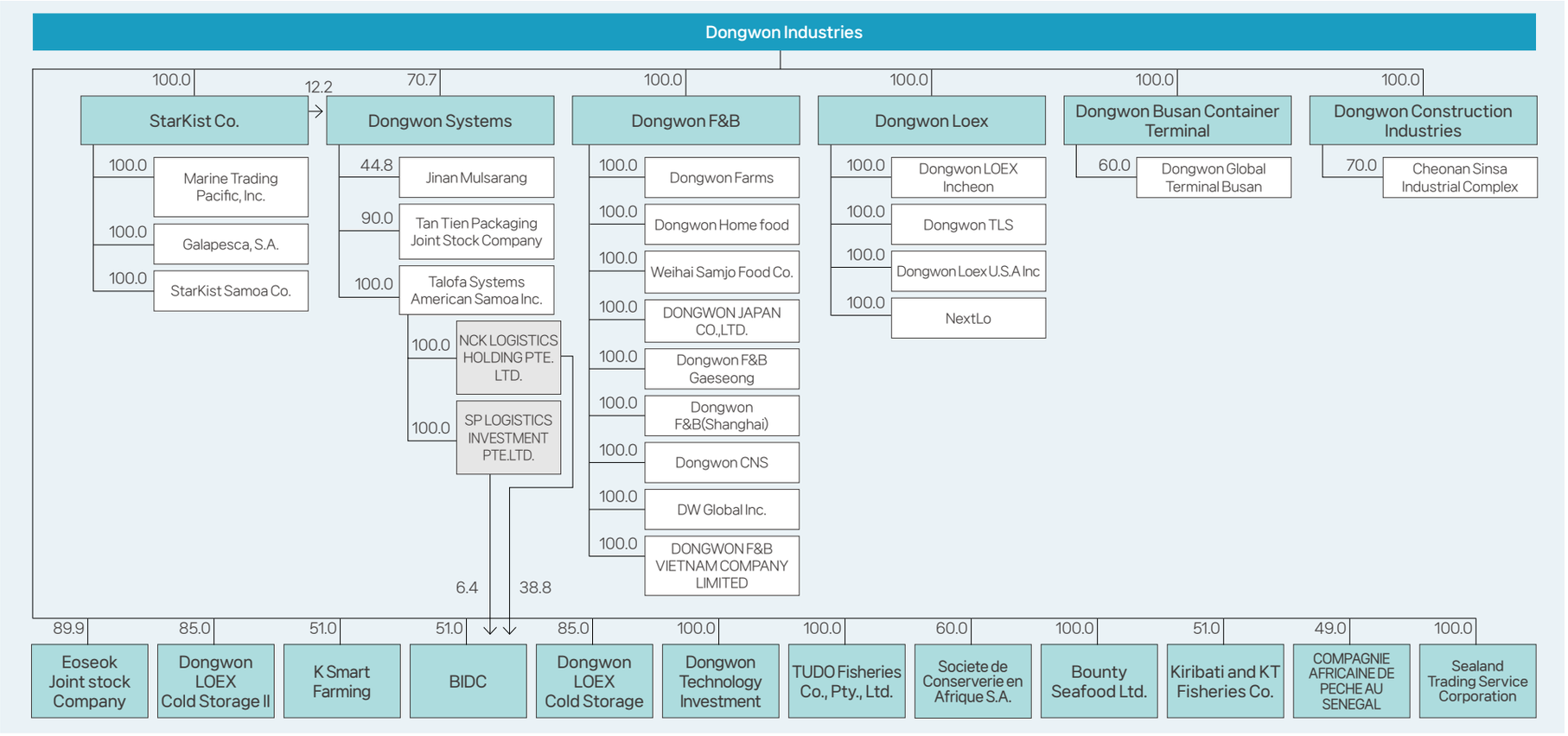
Board attendance rate (Unit: %)	98
Completion of board training (Unit: %)	100
Board activity evaluation (Unit: score)	4.9

Establishing Governance and Operating the Board of Directors

Governance

Dongwon Industries, as the holding company of the Dongwon Group, has established a sound and transparent corporate governance structure. Based on the Dongwon Group's growth over the past 50 years, the Group reorganized its governance structure to prepare for the next 50 years, and in November 2022, Dongwon Industries merged with Dongwon Enterprises and converted to a holding company structure centered on Dongwon Industries. Currently, Dongwon Group consists of a total of 42[1] companies, including Dongwon F&B and Dongwon Systems, with Dongwon Industries, a business holding company, at its core. In addition, the Group strengthens responsible decision-making and oversight functions by operating a board of directors and board committees composed of independent directors with outstanding expertise in their respective fields.

Dongwon Group's Ownership Structure[2]



1) Holding Company: 1, Subsidiaries: 18 (11 domestic, 7 overseas), Sub-subsidiaries: 21 (9 domestic, 12 overseas), Third-tier subsidiaries: 2 (2 overseas) - A total of 42 companies, 21 companies affiliated with the Dongwon Group (as of the end of 2025)
2) As of the end of 2025

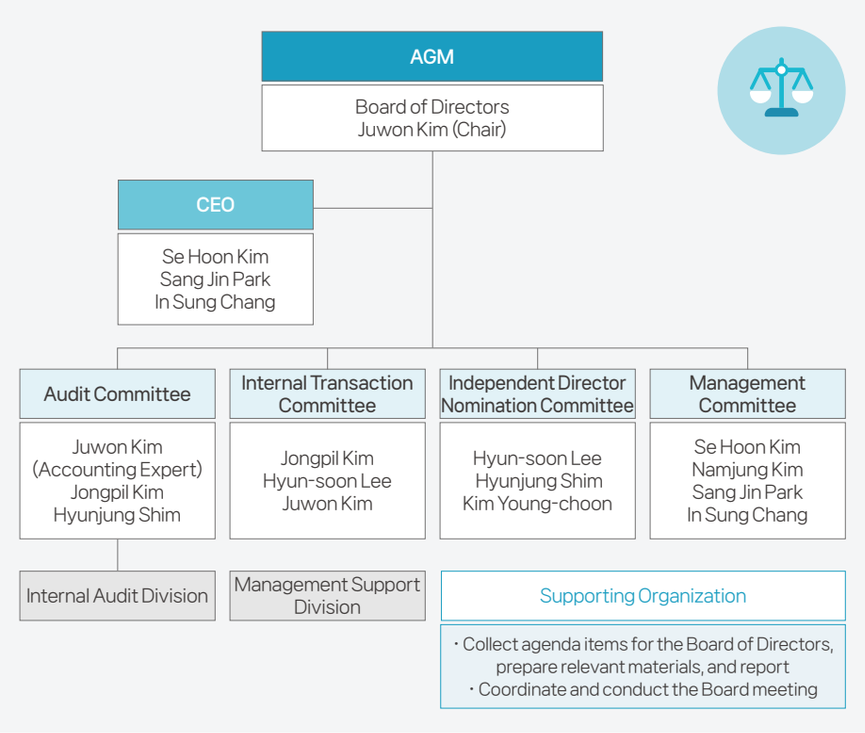
Establishing Governance and Operating the Board of Directors

Governance

The Board of Directors serves as Dongwon Industries' highest standing decision-making body. In accordance with the Board of Directors Regulations and the operating regulations of each committee, the Board has delegated certain functions to four committees operating under its authority: the Audit Committee, the Independent Director Candidate Recommendation Committee, the Internal Transaction Committee, and the Management Committee. The Board deliberates and resolves matters prescribed by applicable laws and regulations or the Articles of Incorporation, matters delegated by the General Meeting of Shareholders, and other significant matters related to the Company's fundamental management policies and major business operations. In addition, the Board exercises its authority to appoint and dismiss the Chief Executive Officer (CEO) and the Chairperson of the Board in accordance with relevant regulations. To enhance transparency, key information regarding the Board and the Company's governance structure, including any material changes, is continuously disclosed through the Annual Report and the Corporate Governance Report. As of March 2026, the Board of Directors of Dongwon Industries consists of nine members, including four executive directors and five independent directors. Independent directors account for 55.56% of the Board, and one female director serves on the Board. Through this composition, the Company maintains an appropriate balance of independence, expertise, and diversity, thereby fostering responsible and effective governance.

Corporate Governance[1)]

The Board's Regulation (KOR)



1) As of March 2026

Board Members[2)]

Type	Name	Gender	Age	Role	Career Highlights
Executive Director	Namjung Kim	Male	53	Chairman	· Current) Chairman, Dongwon Industries · Vice Chairman, Dongwon Industries · Vice Chairman, Dongwon Enterprise
	Se Hoon Kim	Male	54	Chair of Management Committee	· Current) Representative Director, Dongwon Industrial Holding Division · Executive Officer, Dongwon Industrial Holdings Division · Director, Dongwon Industrial Management Coordination Office
	Sang Jin Park	Male	54	CEO (Business Division)	· Current) CEO, Dongwon Industries Business Division · Executive Officer, Dongwon Industries Business Division · Head of Dongwon Industries Marine Fisheries Division
	In Sung Chang	Male	64	CEO (Technology Division)	· Current) CEO, Dongwon Industries Technology Division · Director of Dongwon Industrial Comprehensive Technology Center
Independent Director	Juwon Kim	Male	67	Chair of BOD Chair of Audit Committee	· Current) Endowed Professor at the Department of Accounting, Dongguk University · Current) Neotek Management Advisor · Chairman of the Board, Kakao Corp. · Vice President of Kakao Corporate Alignment · Vice Chairman, Korea Investment Holding
	Kim Young-choon[3)]	Male	64	-	· Member of the 20th National Assembly · Minister of Oceans and Fisheries · Secretary General of the National Assembly
	Jongpil Kim	Male	54	Chair of Internal Transaction Committee	· Current) Partner Attorney at Yulwoo Law Firm · Head of Information and Communications, the Supreme Prosecutors' Office · Busan District Prosecutors' Office · Dispute Resolution Commissioner at the Financial Supervisory Service
	Hyunjung Shim	Female	46	-	· Current) Prof. at KAIST, Kim Jae Cheol AI Graduate School · Prof. at the College of Engineering, KAIST · Prof. at Yonsei University, Dept. of Global Convergence Engineering · Engineering Researcher at Samsung Advanced Institute of Technology · Ph.D. from Carnegie Mellon University Graduate School
	Hyun-soon Lee	Male	75	Chair of Independent Director Nomination Committee	· Current) Chairman of Chung-Ang University · Vice Chairman of Technology, Doosan · Vice Chairman of Research and Development, Hyundai Motor Company

2) As of March 2026 3) Appointed on March 26, 2026

Establishing Governance and Operating the Board of Directors

Strategy

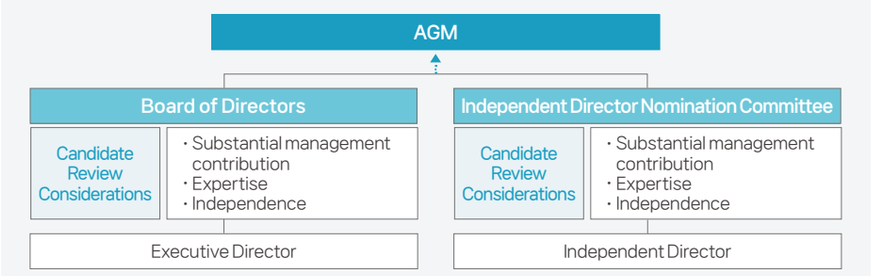
Dongwon Industries is pursuing a board composition and systematic director training as key strategies for establishing sound governance and enhancing board operations, with a balanced consideration of expertise, independence, and diversity. From the director nomination stage, the Company identifies and verifies candidates based on strict independence standards as well as diverse backgrounds and capabilities. Following appointment, Dongwon Industries provides regular training and capacity-building programs in key areas such as governance, finance, and ESG, thereby enabling the Board of Directors to effectively oversee and support the Company's mid- to long-term strategy and enhancement of corporate value.

Board Nomination

Dongwon Industries systematically operates its director nomination process to establish sound governance and ensure transparency in board operations. At the General Meeting of Shareholders, agenda items for the appointment of each director candidate are proposed individually, and the appointment or reappointment of directors is resolved accordingly. In addition, through a prior executive review process, the Company verifies that individuals with a history of undermining corporate value or infringing upon shareholder rights are not appointed as directors, thereby strengthening the accountability and independence of the Board of Directors.

Executive Director	Independent Director
The Board of Directors conducts preliminary reviews of executive director candidates. · Career highlights, Expertise, Qualifications and qualities	The Independent Director Nomination Committee conducts a preliminary review of independent director candidates. · Substantial management contribution, Expertise, Independence

Board Member Candidate Review Process



Independent Director Nomination Committee Activities

Date	Agenda	Approval
March 5th, 2025	Agenda No. 1: Report on the management of the independent director candidate pool	Approved (100% approval)
March 5th, 2025	Agenda No. 2: Recommendation of independent director candidates	Approved (100% approval)

Board's Independence

Dongwon Industries strengthens the independence and oversight function of the Board of Directors by composing a majority of the Board with independent directors and appointing an independent director as the Chair of the Board. In addition, all independent directors are appointed from among individuals who satisfy the independence requirements under the Korean Commercial Act.

Requirements for Independent Directors (Article 382(3) and Article 542-8 of the Commercial Act)

- Directors or executive officers currently employed by the company or who have been employed as directors, auditors, executive officers, or employees within the past two years
- Immediate family members (spouse and lineal ascendants and descendants) of a natural person who is the largest shareholder
- Directors, auditors, executive officers, or employees of a corporation where the largest shareholder is a legal entity
- Immediate family members (spouse and lineal ascendants and descendants) of directors, auditors, or executive officers
- Directors, auditors, executive officers, or employees of the company's parent company or subsidiaries
- Directors, auditors, executive officers, or employees of corporations with significant relationships such as transactions with the company
- Directors, auditors, executive officers, or employees of other companies where the company's directors, executive officers, or employees hold similar positions
- Minors, persons under limited guardianship, or persons under adult guardianship
- Persons who have been declared bankrupt and not rehabilitated
- Persons who have been sentenced to imprisonment or a more severe penalty, and less than two years have passed since the completion of their sentence or exemption from execution
- Persons who have been dismissed or removed from office due to violations of laws designated by presidential decree, and two years have not passed since their dismissal or removal
- Individuals who, as shareholders of a listed company, excluding non-voting shares, and based on the total number of issued shares, own the highest number of shares among themselves and those in a special relationship as designated by presidential decree ("specially related persons")
- Shareholders who, regardless of whose name the shares are held under, own 10% or more of the total issued shares excluding nonvoting shares, and who exercise substantial influence over major management matters such as the appointment and dismissal of directors, executive officers, and auditors of a listed company, along with their spouses, direct descendants, and siblings
- Other individuals designated by presidential decree who may have difficulty performing their duties faithfully as independent directors or who may affect the management of a listed company

Establishing Governance and Operating the Board of Directors

Strategy

Board Diversity[1)]

Dongwon Industries applies the principle of eliminating any discriminatory factors based on gender, country of origin, race, ethnicity, age, religion, region of origin, and nationality in the process of appointing directors. In addition, the Company strengthens the diversity and representativeness of the Board of Directors by appointing directors with full consideration of diversity in terms of gender, age, and industry background, so that the views of various stakeholders can be reflected in a balanced manner in the decision-making process.

Gender Diversity	Industrial Diversity	Age Diversity			
Female Ratio	Total number of fields of industry experience	40s	50s	60s	70s
11.11%	7	1	4	3	1

1) As of March 2026

Board Expertise

Dongwon Industries strengthens the Board's strategic decision-making capabilities by composing the Board of Directors with expertise across seven fields, including management, finance, law, and IT. In addition, the Company operates regular training programs to enhance the industry-related expertise of independent directors. In 2025, with a professional accounting firm serving as the training provider, training was conducted for all independent directors on the Board of Directors and corporate governance, as well as the role of ESG oversight. Furthermore, Dongwon Industries operates a dedicated support organization so that independent directors can perform their duties independently and professionally, thereby systematically supporting overall board activities, including the provision of information and responses to requests for materials.

Supporting Organizations[2)]

Organization	Number of employees	Position and years of service	Key Activities
Management Support Division	6	1 executive (4 months) 5 employees (average 8 years and 7 months)	Support for the performance of duties by independent directors

2) As of 2025, [Reference] 2025 Dongwon Industries annual report 'VI. Matters related to the Board of Directors and other institutions'

Board Skill Matrix (BSM)[3)]

Category	Name	Management	Economy/ Finance	Sales/ Planning	Law	IT	Science/ Technology	Risk Management
Executive Director	Namjung Kim	●	●					
	Sang Jin Park	●		●				
	In Sung Chang	●					●	
	Se Hoon Kim	●	●					
Independent Director	Juwon Kim		●		●			
	Jongpil Kim				●			
	Hyunjung Shim					●	●	
	Hyun-soon Lee					●	●	
	Young-choon Kim[4)]							●
	Jonglok Yoon[5)]					●	●	

3) As of March 2026 4) Appointed on March 26, 2026 5) Retired on March 26, 2026

Independent Director Training

Date	Training Provider	Key Training Content	Participant	Details
Nov. 19th, 2025	Samil PwC	Corporate Director School	Hyun-soon Lee	· The Board of Directors and Directors: Roles and Responsibilities · Changes and Trends in the Corporate Governance System · Understanding ESG and the Board's Oversight Guide · Strategies for Effective Board Operations · Understanding Shareholder Activism and the Board Guide
Dec. 11th, 2025			Hyunjung Shim	
Dec. 17th, 2025			Juwon Kim	
Dec. 17th, 2025			Jongpil Kim	
Dec. 17th, 2025			Jonglok Yoon[6)]	

6) Retired on March 26, 2026





Establishing Governance and Operating the Board of Directors

Risk Management

Dongwon Industries operates an ESG Management Committee composed of the Group's CFOs, which manages not only existing financial risks but also various non-financial risks from a group-wide perspective, and has established a proactive risk response system to enhance the Group's sustainability as the holding company. In addition, the Company has established systematic succession policies, including CEO succession regulations, to minimize management vacancies and uncertainties and to realize sustainable governance by enhancing management continuity and stability.

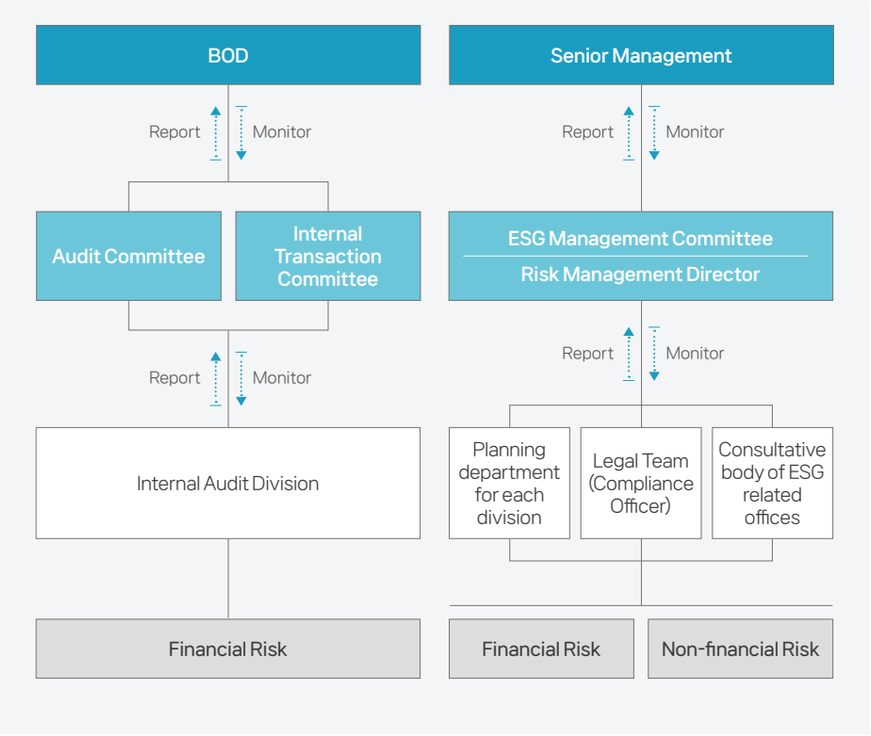
Decision-making System

Dongwon Industries has established and operates enterprise-wide risk management governance based on the type of risk, including financial and non-financial risks. The Board of Directors serves as the highest management and supervisory body for enterprise-wide risks by receiving reports on major risks, related strategies, and response status, and by comprehensively managing and supervising risks across overall management activities. By risk type, the Audit Committee, Internal Transaction Committee (Board-level committee), and ESG Management Committee are responsible for the integrated management of financial risks, while non-financial risks are managed exclusively by the ESG Management Committee. Major risks discussed by each committee and the results of corresponding response measures are reported to the Board of Directors, thereby strengthening the establishment of governance as well as the transparency and accountability of board operations.

Organization

Dongwon Industries operates a systematic risk management framework by designating key operating organizations according to each type of risk. The Audit Committee and Internal Transaction Committee focus on the management of financial risks, supported by the Internal Audit Division, which reviews financial soundness and the effectiveness of internal controls. As the organization responsible for risk management, the ESG Management Committee oversees the integrated management of both financial and non-financial risks, while the planning department for each division, the Legal Team (Compliance Officer), and the consultative body of ESG-related offices participate as supporting organizations to establish and implement response strategies for each risk. The consultative body of ESG-related offices consists of relevant functions such as the Planning and Finance Team, General Affairs Team, and Safety and Health Management Team, and discusses and coordinates ESG-related risks from an enterprise-wide perspective. In addition, the External Auditor, with support from the Internal Audit Division, independently reviews risks related to financial reporting and internal controls, thereby enhancing the reliability and transparency of the risk management system.

Risk Governance



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Establishing Governance and Operating the Board of Directors

Risk Management

CEO Succession

CEO Succession Policy

Dongwon Industries has established the Regulations on CEO Succession to prepare for cases in which the CEO is unable to perform his or her duties due to term expiration, resignation, dismissal, or unforeseen circumstances. These regulations set out procedures for reappointment, new appointment, and succession in emergency situations. By operating a systematic process, including an acting leadership system, the Company minimizes management vacancies and uncertainty while enhancing management stability and continuity. Practical matters related to CEO succession are handled by the HR department and the department in charge of the Board of Directors. These departments are responsible for identifying, developing, and verifying candidates, supporting candidate evaluations, and handling matters related to agenda items submitted to the Board, thereby ensuring the systematic nature and fairness of the succession process.

CEO Candidate Pool Management

Dongwon Industries operates a systematic development and management framework for the CEO candidate pool and for non-registered executives who are considered potential candidates. Based on the Company's internal code of ethics and personnel evaluation results, Dongwon Industries selects executives with the required expertise and seeks to prevent in advance the appointment of executives who may undermine corporate value. To this end, the Company designs and operates tailored training programs covering leadership enhancement, strategy formulation, organizational capability improvement, performance management measures, and strategic decision-making, and conducts executive evaluations that comprehensively reflect management performance and contribution to organizational culture. In addition, candidate pool management activities are continuously supplemented and improved in connection with matters prescribed under separate regulations, and the results are utilized in establishing and revising CEO succession plans, organizing and adjusting the candidate pool, and reporting to the Board of Directors, thereby minimizing management vacancies and promoting stable management succession.

Board Resolution on the CEO Candidate Pool

Date	Agenda	Approval
March 11th, 2025	Agenda No. 1: Approval of the CEO candidate pool	Approved (100% approval)

CEO Qualification Requirements

The Chief Executive Officer should possess expertise and leadership grounded in a deep understanding of the business and extensive experience, as well as entrepreneurship, a strong commitment to achieving the Company's vision, insight into the overall business, and a willingness to secure the capabilities needed for sustainable growth. Dongwon Industries selects CEO candidates based on these qualifications.

CEO Qualification Requirements

Entrepreneurship and Business Capability
- Identification of new business opportunities
- Balanced decision-making on profit and risk
- Creation of stakeholder value

Commitment to Mission and Vision Achievement
- Understanding of the mission and vision
- Challenging goal-setting and execution
- Visionary leadership in times of crisis

Business Insight
- Insight into markets and technology
- Strategic resource allocation
- Integrated business management

Commitment to Securing Sustainable Growth Capabilities
- Fostering talent and successors
- Innovation in organizational culture and systems
- Investment in future growth drivers

Establishing Governance and Operating the Board of Directors

Metrics and Targets

Dongwon Industries seeks to establish clear indicators and targets centered on board operational performance, support for decision-making, compensation, board evaluation, and activities of board committees, and to manage them systematically. The Company manages board operational performance through such indicators as the annual number of board and committee meetings, attendance rates, and the timeliness and completeness of deliberation and resolution on key agenda items. In addition, Dongwon Industries continuously reviews the level of support for directors' decision-making through the provision of sufficient materials in advance and a professional support system.

Board Operation and Decision Making

Dongwon Industries, in principle, holds regular Board of Directors meetings once every quarter and convenes special meetings whenever necessary for management purposes to facilitate prompt decision-making. In accordance with the Articles of Incorporation, notice of the Board meeting is required to be given at least three days prior to the meeting date. In 2025, the Company held a total of 10 Board meetings, including four regular meetings and six special meetings.

Board Operations Performance[1)]

Board of Director's Meeting	Held	Resolution items	Reported items
	10	27	18
Attendance rate	Overall average	Executive director	Independent director
	97.78%	95%	100%

1) As of 2025, [Reference] 2025 Dongwon Industries annual report 'VI. Matters related to the Board of Directors and other institutions'

Board Compensation

Dongwon Industries pays directors in accordance with the executive compensation regulations within the limits approved at the General Meeting of Shareholders, taking into comprehensive consideration company performance, executive performance evaluation results, and market salary levels. For independent directors, compensation is determined based on major career highlights, expertise, and capabilities, thereby ensuring compensation commensurate with their responsibilities and roles.

Board's Compensation Planning and Execution[2)]

(unit: KRW million)

Total compensation amount or the maximum limit	Total actual amount paid	Average amount per executive director	Average amount per non-executive director (excluding audit committee members)	Average amount per member of the Audit Committee
12,000	3,175	796	51	55

2) As of 2025, [Reference] 2025 Dongwon Industries annual report "VIII. Matters related to the executives and employees"

Disclosure of Board Compensation

Board compensation is transparently disclosed to shareholders and stakeholders through the annual report by disclosing the annual compensation amount for each executive director, thereby enhancing the fairness and reliability of the compensation system.

Support for Decision-making

To support the Board's decision-making, the board regulations explicitly stipulate that independent directors may, when necessary, receive advice and support from external experts at the Company's expense, thereby supporting the independent and professional judgment of independent directors.

Board Evaluation[3)]

To enhance board accountability and the credibility of corporate governance, Dongwon Industries conducts a regular board evaluation once a year. The evaluation is carried out using a quantitative assessment method. The evaluation framework consists of 10 items across three areas—board composition, board operation, and board performance—and the results are used as baseline data for improving board operations and securing institutional transparency and efficiency.

Board Evaluation Items

NO	Category	Evaluation item	Score
1	Board Composition	Adequacy of board size	5
2		Experience, capabilities, and expertise of the Board	4.8
3		Authority and responsibilities of the Board	5
4	Board Operation	Sufficient advance provision of agenda materials	4.6
5		Meeting time/frequency and transparent decision-making	5
6		Compliance with board regulations and applicable laws	5
7		Board proceedings and communication	4.8
8	Board Performance	Regular meetings, activities, and disclosure of results	4.8
9		Regular review and evaluation of management goals	5
10		Ensuring fairness in the performance of duties and improvement efforts	4.8
		Average score	4.9

Areas for Improvement

1. Provide sufficient agenda materials at least three days prior to board meetings
2. Conduct continuous training to enhance board expertise
3. Provide external expert advice and consulting service when necessary

3) Evaluation period: Jan. 1, 2025 – Dec. 31, 2025 Assessment scale: Out of 5 points Evaluators: All independent directors Evaluation method: Quantitative assessment

Establishing Governance and Operating the Board of Directors

Metrics and Targets

Dongwon Industries' board committees consist of the Audit Committee, the Independent Director Nomination Committee, the Internal Transaction Committee, and the Management Committee. All board committees, except for the Management Committee, are composed entirely of independent directors, thereby strengthening independence and objectivity. Through the establishment and operation of these board committees, the Company enhances the Board of Directors' independent checks and balances and expertise, while systematizing the prior review and ongoing monitoring of key agenda items. On this basis, Dongwon Industries seeks to realize a transparent and efficient governance structure at a global level by establishing and monitoring specific targets, including strengthening oversight and supervisory functions, advancing risk management, and expanding communication with stakeholders.

Board's Committees[1)]

● Chair ■ Executive △ Independent

Category	Name	Audit Committee	Internal Transaction Committee	Independent Director Nomination Committee	Management Committee
Executive Director	Se Hoon Kim				●
	Sang Jin Park				■
	In Sung Chang				■
	Namjung Kim				■
Independent Director	Juwon Kim	●	△		
	Jongpil Kim	△	●		
	Kim Young-choon[2)]			△	
	Hyunjung Shim	△		△	
	Hyun-soon Lee		△	●	

1) As of March 2026 2) Appointed on March 26, 2026

History of committee meetings held[3)]

Committee	Numbers held	Agenda Resolved	Average attendance rate	Executive director: attendance rate	Independent director: attendance rate
Audit Committee	6 times	12 cases	100%	-	100%
Independent Director Nomination Committee	1 times	2 cases	100%	-	100%
Internal Transaction Committee	2 times	3 cases	100%	-	100%
Management Committee	8 times	8 cases	97%	97%	-

3) As of 2025, [Reference] 2025 Dongwon Industries annual report "VI. Matters related to the Board of Directors and other institutions"

Audit Committee

The Audit Committee is composed entirely of independent directors, thereby ensuring independence, and the chair of the Audit Committee is Juwon Kim, a legally recognized accounting and finance expert (Certified Public Accountant). In addition, to support the efficient performance of the Audit Committee's duties, Dongwon Industries designates and operates the Internal Audit Division as the support organization for the Audit Committee, and the Audit Committee holds the right to consent to the appointment and dismissal of the head of the Internal Audit Division. Furthermore, to strengthen the capabilities of the Audit Committee, training was conducted on the evaluation of the consolidated internal control over financial reporting, key accounting standards for understanding consolidated financial statements, and the legal roles and responsibilities of the Audit Committee.

Audit Committee Activities

Date	Agenda	Resolution	Attendance rate
Mar. 5th, 2025	Agenda No. 1: Report on the operation of internal control over financial reporting in 2024	Approved	100%
	Agenda No. 2: Approval of the 2024 audit results	Approved	
	Agenda No. 3: Approval of the 2024 Management Diagnosis performance and the 2025 internal audit plan	Approved	
Jun. 26th, 2025	Agenda No. 1: Approval of the 2025 audit plan and the review results of the first-quarter audit	Approved	100%
Aug.8th, 2025	Agenda No. 1: Amendment to the internal accounting management regulations	Approved	100%
	Agenda No. 2: Approval of the 2025 plan for design and operational evaluation of internal accounting	Approved	
	Agenda No. 3: Report on the results of internal audit for the first half of 2025 and approval of the second-half plan	Approved	
	Agenda No. 4: Selection of tax adjustment service provider for 2025	Approved	
Sep. 23rd, 2025	Agenda No. 1: Report on the progress of the 2025 design and operational evaluation of the internal accounting management system	Approved	100%
	Agenda No. 2: Report on the review results of the first-half audit in 2025	Approved	
Dec. 11th, 2025	Agenda No. 1: Appointment of the external auditor for 2026 to 2028	Approved	100%
Dec. 15th, 2025	Agenda No. 1: Report on the review results of the third-quarter audit in 2025	Approved	100%

Audit Committee Training

Date	Training Provider	Key Training Content	Participant	Details
Dec. 17th, 2025	Samil PwC	Audit Committee School	Jongpil Kim	· Evaluation of the internal control over financial reporting · Key accounting standards for understanding consolidated financial statements · Legal roles and responsibilities of the Audit Committee
Dec. 18th, 2025			Jonglok Yoon[4)]	
Dec. 18th, 2025			Juwon Kim	

4) Retired on March 26, 2026

Establishing Governance and Operating the Board of Directors

Metrics and Targets

Independent Director Nomination Committee

The Independent Director Nomination Committee is composed entirely of independent directors, thereby ensuring the independence of the Committee. The Committee is responsible for systematically managing the pool of independent director candidates and recommending candidates at least once a year.

Independent Director Nomination Committee Activities

Date	Agenda	Resolution	Attendance Rate
March 25th, 2025	Agenda No. 1: Report on the management of the independent director candidate pool	Approved (100% approval)	100%
	Agenda No. 2: Recommendation of independent director candidates	Approved (100% approval)	100%

Internal Transaction Committee

The Internal Transaction Committee is composed entirely of independent directors, thereby ensuring its independence, and is responsible for reviewing and approving internal transactions between affiliates that exceed 5% of total equity or KRW 10 billion.

Internal Transaction Committee Activities

Date	Agenda	Resolution	Attendance Rate
April 11th, 2025	Agenda No. 1: Approval of the extension of collateral provision for the borrowing of K Smart Farming Co., Ltd.	Approved (100% approval)	100%
May 15th, 2025	Agenda No. 1: Approval of the extension of collateral provision for the borrowing of Dongwon Construction Industries Co., Ltd.	Approved (100% approval)	100%
	Agenda No. 2: Purchase of real estate in Hobeop-myeon, Icheon-si	Approved (100% approval)	100%

Management Committee

The Management Committee is composed entirely of executive directors and is responsible for deliberating and resolving major matters related to the Company's financial and investment activities.

Management Committee Activities

Date	Agenda	Resolution	Attendance Rate
Jan. 3rd, 2025	Submission of a responsible completion commitment under a business and loan agreement for a third party	Approved (100% approval)	100%
Jan. 3rd, 2025	Purchase of investment shares in Choil Aluminum Co., Ltd.	Approved (100% approval)	100%
Feb. 21st, 2025	Approval of the new vessel bareboat charter agreement and the vessel financing agreement under the safety fund	Approved (100% approval)	100%
Feb. 26th, 2025	Approval of the borrowing of a foreign-currency general working capital loan (credit limit)	Approved (100% approval)	100%
Mar. 12th, 2025	Approval of changes to the debt guarantee for the borrowing of StarKist Co.	Approved (100% approval)	100%
Apr. 15th, 2025	Approval of KRW facility loan borrowing for New Vessel No. 2 (HK2402)	Approved (100% approval)	100%
Apr. 30th, 2025	Approval of changes to the debt guarantee for the borrowing of StarKist Co.	Approved (100% approval)	75%
May. 22nd, 2025	Approval of KRW facility loan borrowing for New Vessel No. 1 (HK2401)	Approved (100% approval)	100%

Evaluation of Independent Directors[1)]

Evaluation of independent directors is conducted on a regular basis, separately from the board evaluation, in order to enhance board accountability and the credibility of corporate governance. The evaluation comprehensively reflects independent directors' participation in board activities, board operation, and performance. The results are used as important reference materials to review the level of independent directors' performance, assess the appropriateness of board composition, and improve the appointment, reappointment, and operation of the Board of Directors.

NO	Category	Evaluation item	Score
1	Board Participation	Active participation in board and committee meetings Board Operation	5
2	Board Operation	Communication through diverse exchanges of views and deliberations	5
3		Independent decision-making free from the influence of management and specific shareholders	5
4	Board Performance	Understanding of the Company's major businesses, industry issues, and management environment	5
5		Contribution to decision-making through practical suggestions, questions, and opinions on key agenda items	5
	Average score		5

1) Evaluation period: Jan. 1, 2025 – Dec. 31, 2025 Assessment scale: Out of 5 points Evaluators: All executive directors Evaluation method: Quantitative assessment

ESG PERFORMANCE

Dongwon Industries is carrying out a variety of activities to protect the marine environment, addressing social issues such as social diversity and ethics, and striving for sustainable development through transparent management practices.

Part. 04



ENVIRONMENTAL

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67 Biodiversity Conservation and Promotion of Sustainable Fisheries

SOCIAL

77 Quality Management and Customer Satisfaction

82 Employee Capacity and Working Condition

90 Human Rights

93 Supply Chain Sustainability

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PERFORMANCE **01**

ENVIRONMENT

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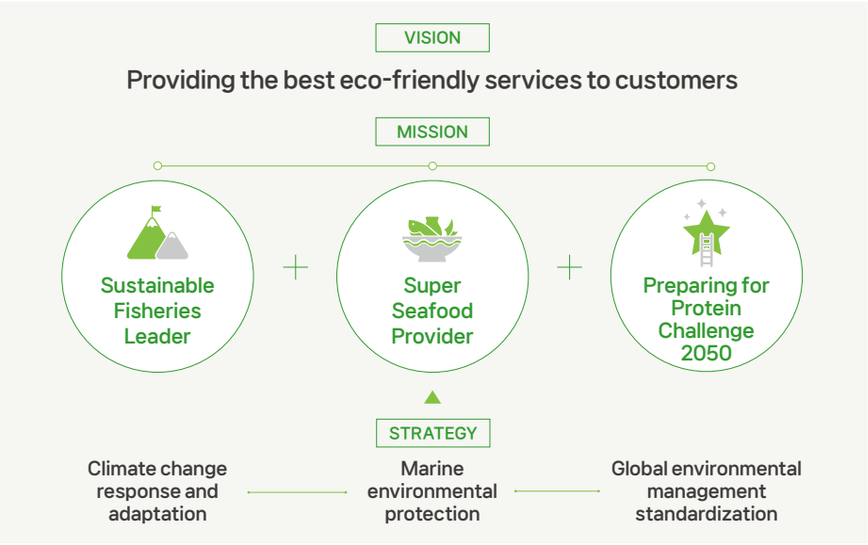
Strengthening Environmental Management System Operation

Environmental Management Strategy

Environmental Management Strategy

Dongwon Industries has established an environmental management system based on its vision of providing the best eco-friendly services to customers. To realize this vision, the Company has set Sustainable Fisheries Leader, Super Seafood Provider, and Preparing for Protein Challenge 2050 as its core missions, and is promoting responsible management for sustainable fisheries and the securement of future food resources. In addition, Dongwon Industries systematically manages environmental risks with a focus on strategies for response and adaptation to climate change, marine environmental protection, and global environmental management standardization.

Environmental Management Framework



Dongwon Industries establishes and operates company-wide environmental safety and health plans centered on the ESG Management Committee and the CEO-led Safety and Health Management TF, and strengthens its environmental risk management system through close collaboration across organizations. In addition, to minimize the impact of plastics on the marine ecosystem, the Company appoints and operates a TPO (Total Plastic Officer) to systematically promote the reduction of plastic use and the transition to eco-friendly practices.

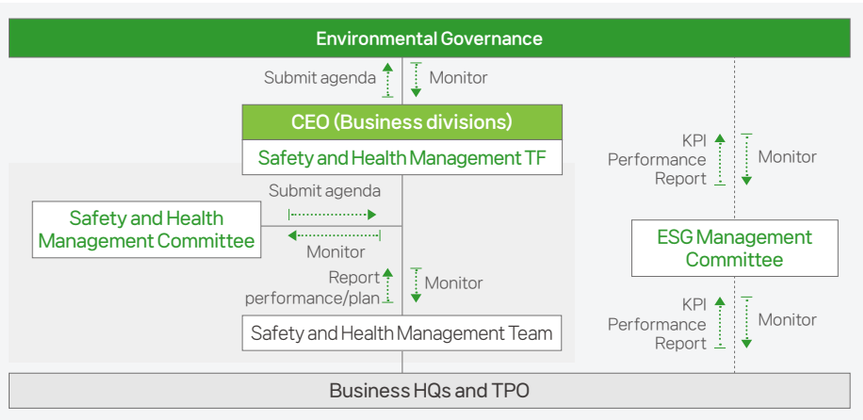
Environmental Management Working Organization

ESG Management Committee	Safety and Health Management TF	Safety and Health Management Team	Business HQs and TPO
· Managing and monitoring environmental KPIs for Dongwon industries and its major subsidiaries. · Reporting to the Board of directors on the operational performance of Dongwon industries and its major subsidiaries' environment related KPIs.	· Hosting regular Safety and Health Management Committee meetings to discuss environmental safety issues. · Reviewing compliance with relevant laws and regulations.	· Managing workplace environmental activities, performance, and plans for business HQs.	· Implementing plans and managing inventory. · Reporting operational performance to the Safety and Health Management TF and the ESG Management Committee.

Decision-Making System

The Board of Directors serves as the highest decision-making body for environmental management, and makes decisions on key environmental management matters based on reports from the CEO-led Safety and Health Management TF and the ESG Management Committee. The Board deliberates on and approves environmental policies and targets, regularly receives and oversees reports on environmental management performance, and discusses major environmental safety issues through regular quarterly committee meetings. In addition, the Company promotes systematic company-wide environmental management by continuously reviewing compliance with relevant laws and regulations.

Environmental Governance



Strengthening Environmental Management System Operation

Environmental Management Strategy

Environmental Management KPI Establishment

Dongwon Industries established the CEO's environmental management KPIs for 2025 and continuously manages the related performance. The status of environmental management initiatives is regularly reported to the ESG Management Committee to review the rate of target achievement, thereby strengthening an execution-based management system.

Ocean Environmental and Ecosystem Protection Guidelines

Dongwon Industries, which contributes to the sustainable development of marine resources in the global fishing industry, operates vessels across various waters around the world. In addition, the Company complies with the regulations of all international organizations, including the WCPFC, ICCAT, IATTC, CCAMLR, and CCSBT, and supports environmental management policies for the sustainable development of the fishing industry.

Abbreviation	Official Name	Key Role
WCPFC	Western and Central Pacific Fisheries Commission	Conserves and manages highly migratory species, including tuna, in the western and central Pacific Ocean. Adopts measures such as catch and fishing effort controls and Conservation and Management Measures (CMMs).
ICCAT	International Commission for the Conservation of Atlantic Tunas	Manages tuna and tuna-like species in the Atlantic Ocean and adjacent waters. Establishes conservation and management measures such as TACs (Total Allowable Catches), quotas, and fishing gear and vessel regulations.
IATTC	Inter-American Tropical Tuna Commission	Conserves and manages tuna resources in the tropical eastern Pacific Ocean. Adopts measures on catch and fishing effort management, FAD regulations, and bycatch reduction.
CCAMLR	Commission for the Conservation of Antarctic Marine Living Resources	Conserves and manages the rational use of Antarctic marine living resources, including krill and toothfish, in the Southern Ocean. Applies an ecosystem-based approach, including catch regulations and the designation of protected areas.
CCSBT	Commission for the Conservation of Southern Bluefin Tuna	An international management organization dedicated to Southern Bluefin Tuna as a single species. Conducts stock assessments and operates TACs, member-country quotas, and monitoring, control, and surveillance (MCS) systems.

Key Points of Ocean Environment and Ecosystem Protection Guidelines

To protect the marine environment and ensure the sustainable management of fisheries resources, Dongwon Industries has established various guidelines that are mandatory for vessels to follow. Through regulations on the handling of various types of waste generated onboard and on fuel supply, the Company prevents marine pollution and damage caused by waste and oil. In addition, through its bycatch handling guidelines, Dongwon Industries protects the marine ecosystem and supports sustainable fishing operations by prohibiting fishing practices that violate international regulations and the catch of marine species that fall outside permitted standards.

Key Points of Ocean Environment and Ecosystem Protection Guidelines

FAD[3] Management guidelines	· Refer to ISSF[1] regulations and manage/use WCPFC[2]-applied FADs. · Comply with the number of and the production method of FADs in the RFMO[4] regulations. · Comply with the no-fishing seasons and areas in the RFMO regulations. · Strive to retrieve discarded or stranded FADs, promote the use of biodegradable FADs, minimize ghost fishing[5], and ensure the safe release of protected species.
Bycatch management guidelines	· Sharks: Comply with measures specific to each fishing area. (catch data management, prohibition of catching protected species) · Whales, dolphins, and whale shark: Prohibit netting before tunas are separated; rescue them if found during lifting. · Seabirds: Install tori lines6) to prevent seabird bycatch and manage discards. · Sea Turtles: Implement measures to safely release captured sea turtles (cutting longlines, artificial resuscitation, etc.), report relevant incidents monthly.
Marine waste management regulations	· Comply with the prohibition of waste disposal in designated areas. · Comply with waste regulations and strictly manage waste. · Use onboard incinerators for incinerable wastes. · Upon transfer of non-disposable and non-incinerable waste, receive transfer documents and record relevant details in waste record book. · Ensure the proper recording, maintenance, and retention of the waste record book.
Oil supply procedures and emergency response procedures for oil spill	· Follow the established processes for oil supply and sign the oil supply documents. · Keep pollution prevention items in place. · Promptly notify all crew members in case of the oil spill, commence containment operations using the spill care kit, report, and request support.
Sludge, waste oil, and waste management guidelines	· Sludge/Waste Oil Handling Guidelines:- Separate water and oil and record the waste oil and sludge. · Waste Disposal Guidelines: Strictly manage waste according to offshore waste disposal standards. · Report monthly on sludge, waste oil, and waste data for company reporting.

1) International Seafood Sustainability Foundation
2) Western and Central Pacific Fisheries Commission
3) Fish Aggregating Device
4) Regional Fishery Management Organization
5) Ghost fishing, a phenomenon where fish die after getting caught in discarded nets or fishing line
6) Streamer lines, also known as bird-scaring lines, are devices that are elevated above longlines to prevent seabird bycatch

Strengthening Environmental Management System Operation

Environmental Management Strategy

Eco-Friendly Purchases

Dongwon Industries has promoted eco-friendly purchases by adopting the procurement of environmentally friendly raw and subsidiary materials as a key principle from the purchasing stage. In particular, the Company manages its purchasing performance with a focus on eco-friendly certified materials, including MSC CoC and Eco-Label certified materials. In addition, Dongwon Industries invested in the introduction of electric forklifts with the aim of reducing greenhouse gas emissions and improving the workplace environment. Electric forklifts are facilities that structurally reduce direct greenhouse gas emissions generated during operation by electrifying fossil fuel-based equipment, and such investment constitutes an economic activity aligned with the climate change mitigation objective of the Korean Green Taxonomy (K-Taxonomy). Accordingly, starting from the current year, the Company includes the purchase amount of electric forklifts, along with the purchase amount of eco-friendly certified materials such as MSC CoC and Eco-Label certified products, in the calculation criteria for eco-friendly purchases based on an external green classification framework.

Eco-Friendly Purchases (Trade, Cold Storage Div.) (Unit: KRW 10 million)

2023	2.313
2024	2.26
2025	**20.48**

친환경 환경부

Korea Eco-Label

Eco-Friendly Sales

Dongwon Industries systematically manages purchase and sales performance for fish caught and farmed seafood produced in a sustainable manner based on MSC CoC and ASC CoC certifications, and is gradually expanding such performance. On the sales side, the Company separately aggregates and manages sales performance for seafood responsibly caught and produced in accordance with MSC certification methods, thereby contributing to the establishment of a sustainable seafood value chain.

Eco-Friendly Sales (Marine Fisheries Div.) (unit: KRW million)

2023	78,041
2024	88,192
2025	**129,853**



Compliance with Environmental Regulations

From a risk management perspective, the Company has established and operates relevant guidelines to respond to oil spills, one of the major environmental risks that may arise in the course of fishing operations, and continues to strengthen on-site implementation through regular training and inspections. In addition, the Company continuously monitors changes in and requirements of applicable domestic and international environmental regulations, and has established and operates a legal risk management system based on such monitoring to proactively prevent the possibility of regulatory violations, ensure stable fishing operations, and minimize environmental risks.

Number of environmental regulation violations 2024 / 2025 **ZERO**

Strengthening Environmental Management System Operation

Environmental Management Strategy

Capacity Building

Dongwon Industries operates various campaigns and training programs focused on marine pollution prevention to strengthen employees' environmental capabilities. For company-wide knowledge sharing, the Company shares knowledge from SeaBOS meetings and key activities with employees, and provides training on MSC certification and sustainable seafood. It also supports e-learning courses and external training related to the environment and sustainability for employees engaged in relevant tasks or those who are interested. In addition, Dongwon Industries regularly conducts company-wide environmental campaigns, such as the "Adopt-A-Beach Clean-up" and "Clean-up Day," to enhance employees' environmental awareness and encourage participation in environmental practices. Furthermore, the Company systematically provides marine pollution prevention training for maritime crews, thereby strengthening crew members' environmental responsibility and continuously enhancing capabilities to prevent pollution incidents during maritime operations.

MSC CoC training

(Unit: persons)

2024	115
2025	**99**

Marine pollution prevention training

(Unit: persons)

2024	21
2025	**21**

Obtaining and Maintaining Certification

Since obtaining ISO 14001, the international standard for environmental management systems, in 2020 for the seafood product research and development and production sector of the Trade Division, Dongwon Industries has continuously renewed the certification to date. Through annual regular audits conducted by external certification bodies, the Company verifies and manages the suitability and implementation level of its environmental management system. Based on this process, Dongwon Industries systematically manages environmental impacts throughout the entire process of seafood product research and development and production, while continuously promoting improvements in environmental performance.

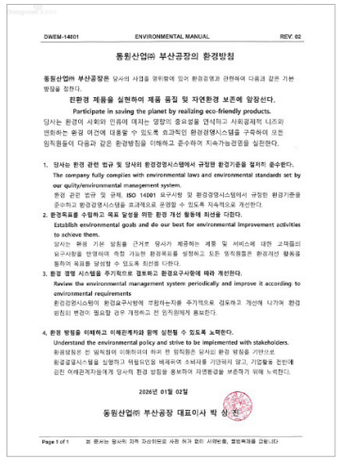
ISO 14001 Certifications

Busan plant certification period

June, 2020 ~ June, 2027



ISO 14001



Environmental Management Policy

Strengthening Environmental Management System Operation

Resource and Waste Control

Considering the characteristics of deep-sea fishing, where periodic onshore waste disposal is difficult, Dongwon Industries has established guidelines for managing environmental pollution on board vessels during fishing operations and is thoroughly implementing such guidelines. In particular, the Company has designated waste, sludge, and waste oil as key management items and established separate detailed guidelines for each. On board vessels, the status of generation, storage, and disposal of such materials is recorded daily in the relevant logbooks. These records are regularly submitted to the head office, where compliance is continuously monitored, thereby helping prevent environmental pollution during offshore fishing operations and ensuring stable compliance with applicable laws, regulations, and internal standards.

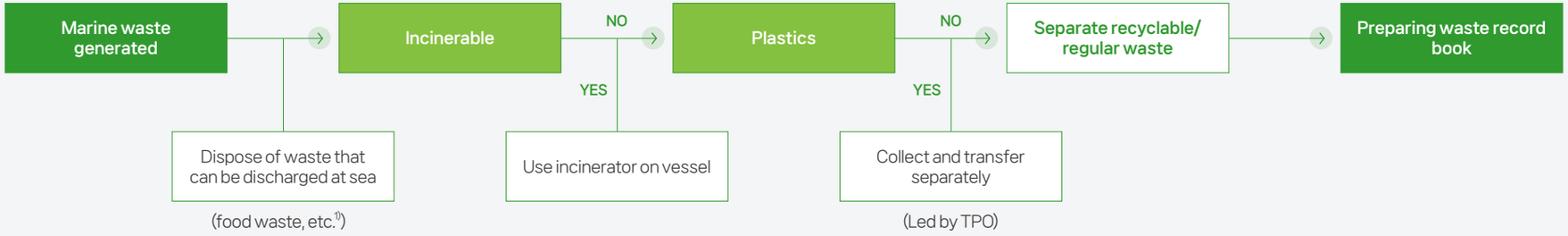
Guidelines for Disposal of Garbage in the Ocean

Dongwon Industries applies strict management standards to minimize the impact of waste generated at sea on the marine environment. First, the Company strictly prohibits the disposal of any form of waste at sea within designated waters, and systematically manages waste generated during fishing and vessel operations in accordance with pre-established waste disposal procedures. Incinerable waste is lawfully disposed of using onboard incinerators, while waste that is prohibited from being discharged or cannot be incinerated is separately collected on board and transferred to reefer carriers during transshipment operations for onshore disposal. In this process, receipts are collected from the carrier vessel, and the relevant details are accurately recorded, maintained, and retained in the waste logbook in accordance with the prescribed recording method, thereby ensuring traceability. In addition, synthetic ropes, fishing gear, plastic trash bags, all plastics, glass, and metal are classified as prohibited waste in all waters, and their discharge at sea is strictly prohibited. As a matter of principle, all such waste is collected and disposed of onshore.

Guideline for Handling Sludge, Used Oil and Waste

Sludge and waste oil generated on board vessels are rigorously managed in accordance with international regulations and internal management standards. During the handling of sludge and waste oil, the Bilge Oil Separator must be operated to separate water and oil, and all separated oil is stored in the sludge tank. All related procedures are accurately recorded in the Oil Record Book. Waste oil and sludge stored on board are either discharged upon arrival at port through lawful procedures in accordance with applicable regulations, or transferred to a carrier vessel or tanker vessel during vessel-to-vessel operations. After the transfer is completed, receipts are received and retained as supporting documentation. If direct transfer is difficult because the carrier vessel does not have a sludge tank, empty drums or similar containers are used to safely carry out the transfer. In addition, the Oil Record Book and the waste logbook must be accurately recorded, maintained, and retained in accordance with the prescribed recording standards. Copies of these logbooks, together with copies of receipts received for the transfer of sludge, waste oil, and waste, are submitted to the head office so that company-wide monitoring and systematic traceability can be ensured.

Types and Disposal Standards for Marine Waste



1) Observe prohibited disposal items by nautical mile

Strengthening Environmental Management System Operation

Resource and Waste Control

Environmental Management During Fishing

Dongwon Industries has established waste management guidelines for workplace waste management and systematically and efficiently manages waste generated throughout its business activities. The Company rigorously monitors waste disposal volumes in accordance with internal standards and ensures lawful disposal and outsourced waste management in compliance with relevant laws and regulations. In addition, byproducts generated from fish processing are sold and recycled, where possible, as feed ingredients and other materials, thereby minimizing waste generation and contributing to resource circulation and value creation.

Byproduct sales to total byproducts ratio (Unit: %)

2024	84.09
2025	83.32

Total Waste Generation (Unit: ton)

2024	103.73
2025	104.40

Process for Onshore Waste Disposal from Fishing Vessels



Fishing vessel ↔ Carrier vessel

- The carrier vessel receives waste from the fishing vessel, records the quantity and type of the waste, and then transfers it.
- The fishing vessel logs the quantity, type, and timeline in the waste record book.

Carrier vessel ↔ Land (Dock)

- The reefer carrier transfers the waste-to-waste collection organizations.

Waste collection organization ↔ Dongwon Industries

- Dongwon Industries inspects and manages records of waste disposal operations, including information about the fishing vessel, reefer carrier, and waste collection organizations' collection dates, locations.

Total Water Withdrawal[1)]

Planned	77,812.16
Usage	78,461.42

Total Water Discharge[1)]

Planned	35,109.58
Usage	42,782.47

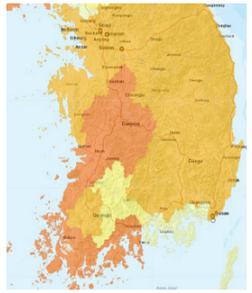
1) Water intake and discharge volumes exclude groundwater leakage.

Industrial Water Management

Dongwon Industries operates a systematic water management framework by combining continuous monitoring with facility investment to manage water resources at its business sites. For water used in production processes, the Company checks compliance with statutory water use standards on a monthly basis to ensure regulatory compliance and the appropriateness of water quality and water volume management. In addition, the Company regularly inspects underground water supply and wastewater pipelines within its business sites for leakage in order to prevent water loss as well as soil and water contamination caused by potential leaks in advance. Furthermore, to improve water use efficiency, Dongwon Industries continuously reviews the expansion and installation of new water-saving facilities, and monitors progress on a quarterly basis after setting mid- to long-term water conservation targets in order to assess the level of target achievement.

Monitoring water resource risks

Dongwon Industries regularly monitors the level of water stress in areas surrounding its business sites and manages water resource risks accordingly. Based on external water risk assessment tools and related indicators, the Company evaluated the level of water stress in the regions where its business sites are located and confirmed that its major business sites currently face water stress levels ranging from Low–Medium to Medium–High overall. Based on these assessment results, Dongwon Industries establishes and improves water use management measures, facility investments, and emergency response plans, while proactively managing potential risks arising from changes in water stress levels.



Water Withdrawal Source and Volume by Business Sites (Unit: m^3)

Business site	Water source	Water intake volume	Water stress index
Seoul Headquarters	Municipal	9,237.18	Medium(3)
	Underground	15,533.50	
Busan Branch	Municipal	751.56	Medium(3)
Busan Plant/Gamcheon Cold Storage Center	Municipal	55,144.04	Medium(3)
Icheon Cold Storage Center	Underground	9,598.08	Medium(3)
Seongnam Cold Storage Center	Municipal	3,730.56	Medium(3)

Source: WWF Risk Filter Suite -Water Risk Filter

Strengthening Environmental Management System Operation

Environmental Management Strategy

Case Study

Fish School Detection Drones

Dongwon Industries developed drones dedicated to tuna fish school detection and introduced them to actual deep-sea fishing operations in order to reduce greenhouse gas emissions generated during fishing operations and establish an eco-friendly fishery system. Previously, the Company used helicopters powered by internal combustion engines to identify the location of fish schools, making fuel consumption and carbon emissions unavoidable. However, by introducing battery-powered drones for fish school detection, Dongwon Industries established a foundation for reducing fuel use and carbon emissions. In fact, the Company achieved a reduction of approximately 200,000 liters of fuel consumption and about 500 tons of carbon dioxide emissions. These drones were designed to enable automatic takeoff and landing even on moving vessels, and their long flight time and high-speed mobility allow rapid detection of fish schools across wide ocean areas. In addition, Dongwon Industries is advancing the performance of multi-drone operation technology that enables the simultaneous operation of multiple drones, thereby seeking to expand the search area, improve operational efficiency, and enhance fishing productivity.



Unmanned Port AGV

Under the leadership of Dongwon Industries, Dongwon Global Terminal Busan is promoting a Smart-Port advancement project centered on Busan New Port in order to support the digital transformation of port operations and establish an eco-friendly logistics system. Based on automated equipment such as quay cranes, yard cranes, and AGVs (Automated Guided Vehicles), Dongwon Industries is promoting the development of Korea's first fully unmanned smart port, thereby strengthening a digital SCM system integrating vessel, port, and inland logistics. In particular, through the introduction of automation and electrification equipment, the Company expects to reduce carbon emissions and improve energy efficiency compared to conventional fossil fuel-based operations. Carbon reduction effects of approximately 64.2% were identified in AGV operations and approximately 36.4% in yard crane operations. In addition, Dongwon Industries is also pursuing activities to reduce air pollutants and greenhouse gas emissions in port operations by establishing AMP (Alternative Maritime Power) systems and expanding the supply system for eco-friendly fuels.

Carbon Emission Reduction by Change in Power Source

Operation	Equipment	Existing carbon emissions (tCO_2/TEU)	Automated carbon emissions (tCO_2/TEU)	Change (%)
Quay	DTQC	0.0058	0.0055	-5.2%
Transfer	AGV	0.0053	0.0019	-64.2%
Yard	ARMGC	0.0055	0.0035	-36.4%
Total		**0.0166**	**0.0109**	**-34.3%**

Reduction Rate of Air Pollutant Emissions

(Unit: %)

Category(*)	CO	NOx	SOx	PM	VOCs
Low-speed operation	-	85.7	-	-	-
Fuel switching	-	14	15~20	63	25
AMP	-	90	99	94	-
DPF	90	6	90	87	90

(*) DPF: Diesel Particulate Filter
CO: Carbon Monoxide / NOx: Nitrogen Oxides / SOx: Sulfur Oxides / PM: Particulate Matter / VOCs: Volatile Organic Compounds

Strengthening Environmental Management System Operation

Plastic Reduction Activities

To reduce marine plastic pollution, Dongwon Industries has appointed a Total Plastic Officer (TPO) to systematically monitor plastic use and reduction performance across its fleet and overall business operations. For plastic that is inevitably generated during deep-sea fishing operations, the Company strives to minimize final disposal volumes through substitution with non-plastic materials, as well as recovery and recycling efforts. To this end, Dongwon Industries has introduced Fish Aggregating Devices (FADs) made from biodegradable materials and expanded the use of paper packaging materials. In addition, all PET water bottles generated during fishing operations are collected and recycled onshore, thereby contributing to the reduction of marine plastic pollution and the promotion of resource circulation.

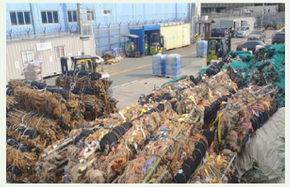
Reduction in carbon emissions resulting from a change in power source

Category	Activity	2023	2024	2025
Plastic reduction amount (kg)	Plastic reduction through water bottle collection	868	865	844
Plastic reduction through the use of BIO FAD (ton)	Producing and using BIO FADs made from biodegradable materials - Using natural materials to enhance the durability of BIO FAD - Cork head production and testing in progress	26	148	180
Water bottle collection rate (%)	Collecting transported PET bottled water used in the operation of distant-water fisheries and handing it over to a recycling contractor inland	128%	97.9%	86.7%

Case Study

Use of BIO FAD

Traditional Fish Aggregating Devices (FADs) used in fishing are made of large amounts of plastic materials and have been identified as a cause of marine pollution and marine bycatch. In response, Dongwon Industries has proactively introduced BIO FADs made with biodegradable materials to reduce the use of conventional plastic-based FADs. BIO FADs are eco-friendly fish aggregating devices made of materials that can decompose in the natural environment, thereby reducing marine plastic generation and featuring a structure designed to minimize entanglement of non-target species such as sharks and sea turtles.



Category	2024 Performance	2025 Performance	2026 Plan
Conventional FAD	0	0	0
BIO FAD (EA)	760	926	1,260
BIO FAD ratio	100%	100%	100%

Use of Eco-friendly Packaging Materials

Dongwon Industries is considering various measures to expand eco-friendly consumption through resource circulation and reduced environmental impact. By introducing bags made from recycled tarpaulin materials, the Company is minimizing packaging waste generation and establishing a structure that allows continuous reuse. In addition, Dongwon Industries is reducing paper consumption and lowering the resource use and environmental impact generated in the information delivery process by converting paper-based gift set catalogs into digital catalogs.







Strengthening Environmental Management System Operation

Plastic Reduction Activities

Adopt-A-Beach Clean-up Activities

Dongwon Industries continues to carry out beach clean-up activities involving employees in order to protect the marine environment and promote shared growth with local communities. In 2025, the Company conducted a total of four clean-up activities centered on Gamji Beach in Yeongdo, with 115 employees participating and collecting approximately 299 kg of marine waste over a total of four hours and 30 minutes. In particular, by involving new employees in these activities, Dongwon Industries is raising organizational awareness of environmental protection and expanding a company-wide culture of ESG practices.

Number of Clean-up Activities

2024 Performance	2025 Performance	2026 Plan (March, May, September, November)
3	4	4







Dongwon F&B Protecting the Environment

Dongwon F&B recognizes ESG not as a simple marketing tool, but as the foundation for the Company's sustainable growth, and has continuously promoted eco-friendly management since 2013, focusing on packaging lightweighting and material improvement. The lightweighting of bottled water containers is a representative example, significantly reducing plastic use while maintaining product quality and safety, thereby leading the industry-wide transition toward more eco-friendly practices. In addition, the Company continues to make efforts to minimize environmental impact across the entire value chain from production to consumption, including by expanding label-free bottled water to improve waste separation efficiency and strengthen the resource circulation system. Through these activities, Dongwon F&B has reduced plastic use by approximately 1,550 tons annually, achieving both raw material cost savings and environmental performance improvements. In addition, through the Less Plastic campaign, the Company is promoting plastic reduction activities in connection with technological innovation. By introducing micro-foamed film technology, Dongwon F&B reduced plastic use by more than 10% while maintaining the same level of durability, and the technology has been expanded to frozen foods and various other product categories. For Dongwon Spring Water products, the Company applied eco-caps and reduced-label designs to achieve additional lightweighting, generating an annual plastic reduction effect of approximately 1,200 tons. Dongwon F&B is also continuously expanding product innovation that allows consumers to participate in eco-friendly activities in everyday life, such as using frozen spring water as a substitute for ice packs. At the same time, the Company is strengthening resource circularity across overall product packaging. Yangban Gim products adopted eco-packaging that removes plastic trays, significantly reducing packaging material use and volume while enhancing recyclability through the application of paper-based materials. For holiday gift sets, Dongwon F&B has introduced All Paper packaging made entirely of paper and CR-PP materials made from recycled waste plastic, thereby minimizing environmental impact at the packaging stage. These company-wide efforts contribute to improving resource efficiency and strengthening the foundation for a circular economy across the entire process from product design to distribution and consumption.







Biodiversity Conservation and Promotion of Sustainable Fisheries

Promotion of Sustainable Fisheries

Our Position

Dongwon Industries operates its vessels in full compliance with the regulations of all relevant international organizations, including WCPFC[1], ICCAT[2], IATTC[3], CCAMLR[4], and CCSBT[5], for the sustainable development of marine resources in the global fishing industry. The Company supports various environmental management policies for the sustainable development of the fishing industry and practices transparent fishing activities by submitting fishing-related documents required by regulators in a timely and accurate manner. In addition, Dongwon Industries strictly complies with the fishing license conditions of coastal states, as well as the relevant regulations and fisheries conservation measures of Regional Fishery Management Organizations (RFMOs), and reflects them throughout the entire vessel operation process. Dongwon Industries opposes any form of IUU (Illegal, Unreported, and Unregulated) fishing and actively supports relevant regulations adopted by fisheries organizations to eradicate IUU fishing. Furthermore, the Company thoroughly implements compliance requirements for various conservation measures, including shark conservation and management measures prescribed by Regional Fishery Management Organizations (RFMOs[6]), thereby contributing to marine ecosystem conservation and the responsible use of fisheries resources.

1) Western and Central Pacific Fisheries Commission
2) International Commission for the Conservation of Atlantic Tunas
3) Inter-American Tropical Tuna Commission
4) Commission for the Conservation of Antarctic Marine Living Resources
5) Commission for the Conservation of Southern Bluefin Tuna
6) Regional Fishery Management Organization

Guidelines for Protecting Marine Environment

FAD[7] Management Regulation	Guidelines for managing bycatch processing	Waste disposal guidelines at sea	Oil supply procedures and emergency response procedures in case of oil spill	Guidelines for managing sludge, waste oil, and waste

7) Fish Aggregating Device

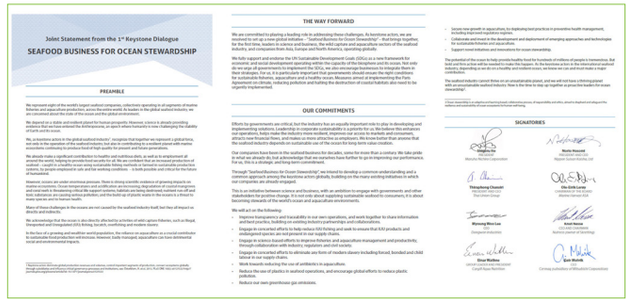
Guidelines for Managing Fleet Operation

Guidelines for safe operation management	Compliance with rules during fishing, prohibition of illegal fisheries, and reduction of bycatch	Guidelines for communication and relations with foreign crew	Guidelines for action in case of vessel evacuation/ flooding/fire	Guidelines for managing goods subject to customs declaration upon arrival at ports

SeaBOS

Dongwon Industries is actively participating as a founding member of SeaBOS (Seafood Business for Ocean Stewardship), a global initiative for sustainable and healthy oceans. To drive private sector-led change, SeaBOS has established and operates task forces in five key areas, and Dongwon Industries serves as the Lead Company for Task Forces 1, 3, and 5. In addition, through its annual meetings, SeaBOS discusses operational performance and future strategic directions among member companies. Through these efforts, Dongwon Industries helps strengthen the CEO network between Dongwon Group and the world's top nine seafood companies, while also building consensus among SeaBOS members on partnership development and future operational directions. Furthermore, the Company contributes to reaching a clear consensus on SeaBOS's future priorities and key areas of focus, while taking the lead in enhancing the sustainability of the global seafood industry and marine conservation activities through the recruitment of new members, publication of the annual Impact Report, and unanimous agreement on Keystone Projects.

Full Text of the Joint Declaration


Joint Statement from the 1st Keystone Dialogue
SEAFOOD BUSINESS FOR OCEAN STEWARDSHIP
PREAMBLE
THE WAY FORWARD
OUR COMMITMENTS
SIGNATORIES

Pre-departure (boarding) training
Number of participants completed
181 people / 53 sessions

Marine pollution prevention training
Number of participants completed
21 people

Training Performance for Maritime Employees

Training	Effectiveness KPI	2023	2024	2025	Qualitative Performance
Marine pollution prevention training	Marine waste discharge	0 ton	0 ton	0 ton	Improved fidelity of waste log creation
IUU fishing prevention training	IUU fishing	0 case	0 case	0 case	Complying with IUU standards

Biodiversity Conservation and Promotion of Sustainable Fisheries

Promotion of Sustainable Fisheries

5 Themes of SeaBOS

Category	1 Reducing IUU fishing and eliminating modern slavery	2 Advancing protection of endangered species	3 Reducing antibiotics use	4 Addressing climate change	5 Reducing plastic pollution
Goal	Eradicate IUU fishing and modern slavery (IUU/MS) in member companies' supply chains	Build healthy and resilient biodiversity and ecosystems	Reduce the use of critically important antibiotics	Strengthen climate resilience to protect marine ecosystems and the seafood industry	Reduce plastic pollution
Metric	Assess IUU/MS risks in the supply chain	Strategic biodiversity management	Amount of active ingredient used	Reduction of greenhouse gas emissions	Reduction or avoidance of plastic use
Key initiatives	· Conduct procurement surveys for SeaBOS member companies to identify sourcing patterns and use them for IUU/MS risk assessments · Provide Human Rights Due Diligence (HRDD) training and conduct gap analyses for companies operating in West Africa	· Develop a TNFD-based biodiversity disclosure framework · Publicly disclose biodiversity performance · Protect forests and biodiversity across the feed supply chain	· Establish a SeaBOS antibiotic stewardship roadmap and code of conduct · Introduce vaccine technologies and land-based shrimp farming to reduce antibiotic use · Develop protocols for antimicrobial resistance gene testing	· Transition to low-carbon transport · Electrify and hybridize vessels · Generate power through solar energy and methane capture · Transition to low-GWP refrigerants · Measure Scope 3 emissions	· Redesign bulk packaging and feed bags using recycled plastic · Apply alternative materials and leak-prevention coated buoys
Results	Improved awareness of and access to supporting materials for identifying key IUU/MS risks and risk mitigation procedures to address them	Identified and disclosed key biodiversity issues using the TNFD framework	Reduced total antibiotic use and the use of critically important antibiotics during the aquaculture grow-out stage	Reduced greenhouse gas emissions in both absolute terms and intensity-based terms	Achieved quantitative reductions in plastic use, avoided single-use plastics, and plastic leakage
Activities	· Pre-departure compliance training for crews · IUU fishing prevention training · Training on the prevention of sexual harassment and improvement of awareness of people with disabilities - Procedures and measures for handling sexual harassment incidents - Requirements for preventing sexual harassment and protecting the crew's human rights - Training on shipboard complaint handling procedure · Marine pollution prevention training - How to operate the oil-water separator - How to fill out oil logs and waste logs - General waste and sludge disposal regulations · Safety rules for crew - Sharing safety rules for entering and leaving port, sailing, fishing operations, and anchoring - Safety rules for maritime accidents, firefighting, and evacuation drills - Education on crew accident cases and prevention of recurrence - Shipboard first aid training · West Africa Keystone Project - SeaBOSis promoting a project in West Africa, where illegal fishing and human rights violations are concentrated, to eradicate IUU fishing and prevent forced labor in the supply chain. - Dongwon Industries is actively participating in the project's decision-making and implementation, including stakeholder mapping and training activities, and plans to establish region-specific response strategies based on the analysis of human rights due diligence results completed in the first half of 2025.	· Complying with bycatch management guidelines for sharks, sea turtles, and seabirds to conserve marine biodiversity · Prohibiting the disposal of all waste at sea that could affect the marine ecosystem in accordance with MARPOL[1] · Equipping Pacific/Indian Ocean purse seiners, Pacific longliners, and trawlers with incinerators to burn incinerable waste · Offloading waste when entering port and creating and managing waste logs for all waters for Indian Ocean/Atlantic longliners and Atlantic purse seiners · Replacing each ship's stern tube[2] and bow thruster[3] with bio seal · Using environmentally compatible lubricants (Bio Oil), which are highly biodegradable and can prevent marine pollution - Compliant with US EPA requirements for lubricants - EU Ecolabel certified	· Although Dongwon Industries does not operate aquaculture unlike other SeaBOS member companies participating in antibiotic resistance management, the Company supports the SeaBOS antibiotic resistance management roadmap for ecosystem conservation and consumer health	· Identifying climate risks and establishing climate change response plans · Managing Scope 1, 2, and 3 emissions in response to the 2030 reduction targets	· Replacing Fish Aggregating Devices (FADs) used in fishing operations and plastic consumables used on vessels with eco-friendly materials · Calculating and tracking reductions in plastic use resulting from the replacement of auxiliary materials · Conducting campaigns such as Adopt-A-Beach Clean-up and Clean-up activities

1) The International Convention for the Prevention of Pollution from Ships 2) A tubular structure installed at the point where the propeller shaft penetrates the hull and connects to the propeller
3) A device that assists in turning left and right (lateral movement) when the ship is moored or maneuvering at low speed

Biodiversity Conservation and Promotion of Sustainable Fisheries

Promotion of Sustainable Fisheries

SeaBOS Activities

Dongwon Industries continues to participate in and collaborate with SeaBOS, an international marine sustainability initiative, as part of its efforts to conserve marine ecosystems and protect biodiversity. When fish species or marine organisms that may qualify as nationally protected species are incidentally caught during fishing operations, the Company operates an on-site response system to ensure their immediate release and safe return to the sea, while prioritizing their protection by taking measures to allow individuals identified during actual operations to free themselves. In addition, through participation in joint funds and cooperative programs under SeaBOS, Dongwon Industries continues to support international marine conservation activities, including the protection of endangered marine species, reduction of bycatch, and habitat conservation, thereby contributing to the development of a sustainable fisheries ecosystem.

Contribution Amount (2025)

SeaBOS member contribution

97,500 USD



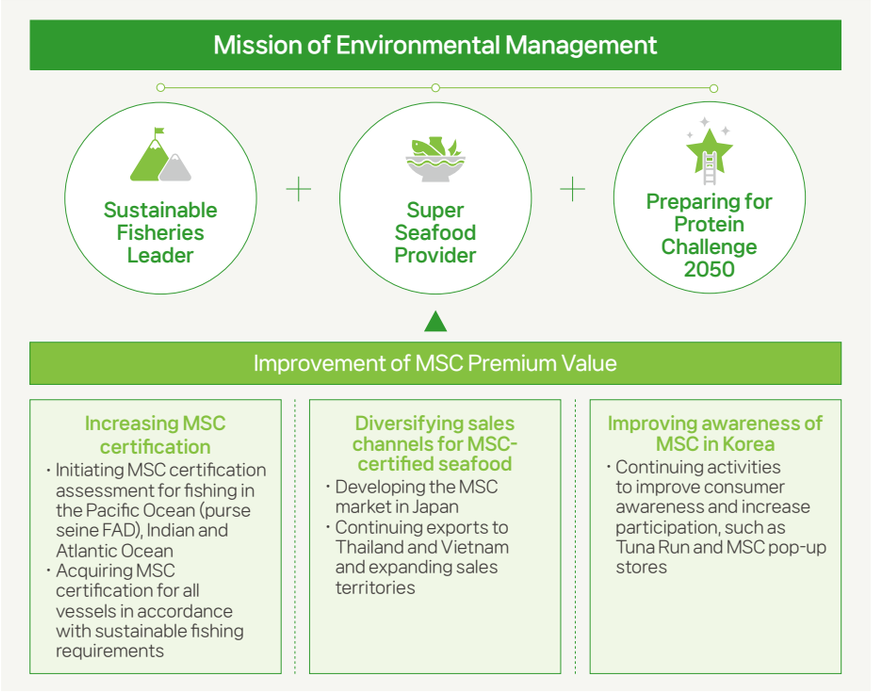
Biodiversity Conservation and Promotion of Sustainable Fisheries

Promotion of Sustainable Fisheries

Sustainable Seafood

Dongwon Industries has set the improvement of MSC premium value as the key strategy for its sustainable seafood business in order to achieve its environmental management mission. Through this strategy, the Company aims to strengthen responsible fishing and supply chain management based on MSC certification, while contributing to the conservation of the marine ecosystem and the enhancement of resource sustainability by increasing the proportion of certified seafood. Dongwon Industries' mid- to long-term operational direction is to advance the purchasing and sales structure of MSC-certified seafood and strengthen the MSC premium at both the product and brand levels, thereby expanding the supply of environmentally friendly and reliable seafood.

Key Strategy for Sustainable Seafood



Sustainable Seafood Certification

Dongwon Industries is focusing on responsible fisheries and aquaculture management based on international certifications and global partnerships in order to build a sustainable seafood supply chain. The Company has obtained and maintains certifications for sustainable fisheries, namely MSC (Marine Stewardship Council), as well as certifications for sustainably caught and farmed seafood products, thereby contributing to the prevention of overfishing and the conservation of marine ecosystems. In addition, Dongwon Industries has established a cooperation system with the World Wildlife Fund (WWF) and the Marine Stewardship Council (MSC) and is carrying out various linked programs, including joint campaigns and awareness-raising activities. On the distribution side, the Company is actively expanding the placement of MSC-certified products, thereby simultaneously pursuing product quality, customer value, and eco-friendly value. In particular, Dongwon Industries has established itself as a leading company in sustainable seafood certification in Korea, having been recognized for transparently managing fishing history throughout the entire process from seafood harvesting to processing and distribution, and winning the "Company of the Year" award for four consecutive years at the 4th MSC Korea Awards.

Acquisition of MSC Certification

Certification		Description	Certification Period
CERTIFIED SUSTAINABLE SEAFOOD MSC www.msc.org	MSC Fisheries Certification	Purse seine fisheries of the Pacific Ocean	Mar. 2025 ~ Apr. 2030
		Longline fishery of the Pacific Ocean	Mar. 2025 ~ Apr. 2030
	MSC CoC	Handling of MSC certified caught fishes	Mar. 2025 ~ Mar. 2028
FARMED RESPONSIBLY asc CERTIFIED ASC-AQUA.ORG	ASC CoC	Handling of ASC certified farmed fishes	Mar. 2025 ~ Mar. 2028

Biodiversity Conservation and Promotion of Sustainable Fisheries

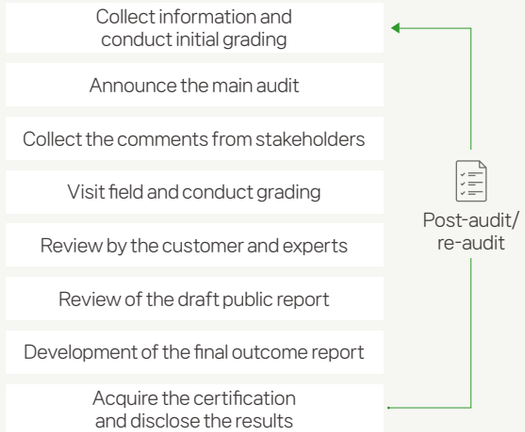
Promotion of Sustainable Fisheries

MSC certification

MSC certification is granted following a rigorous assessment of the applicable fishery methods and species based on the three principles established by the MSC. Even after certification is obtained, implementation is reviewed through regular annual post-audits throughout the certification period. Through this process, the sustainability of marine resources, the minimization of impacts on marine ecosystems, and the effectiveness of fisheries management systems are continuously verified and managed.



MSC Fisheries Certification Evaluation Process



MSC Fisheries Certification Evaluation Items

Principle 1: Sustainable Marine Resource

- Resource evaluation
  - Whether the stocks of major species are sustainable or reproducible
- Fishing management strategy
  - Having preventive fishing strategies with no shark fin fishing
  - Having fishing management regulations that decrease catches if resources fall below a sustainable level
  - Regularly monitoring information reliability and major fisheries activities
  - Evaluating the resource status of major species

Principle 2: Minimize Environmental Impact

- Fishing of non-target species and sustainability
  - Sustainability of stocks of other species that are regularly caught
  - Having management strategies and methods to reduce unexpected deaths of bycatch species.
  - Having reliable information on bycatch species
- Capturing birds, reptiles, amphibians, and mammals
  - Having strategies for managing the threats to the reduction in population of the species and their unintended mortality.
  - Having reliable information on the risks of fisheries activities for the species
- Impact on endangered · threatened · protected species (ETP species)
  - Whether there is a threat to ETP species
  - Having strategies for minimizing the impact on ETP species
  - Having reliable information on the risks of fisheries for ETP species
- Impact on habitats
  - Degree of damage to habitats due to fisheries activities
  - Having management strategies to minimize the impact of fisheries activities on habitats
  - Having reliable information on ecosystem functions and impacts
- Impact on the ecosystem
  - Degree of damage to the ecosystem due to fisheries activities
  - Having management strategies to protect the ecosystem
  - Having reliable information on ecosystem functions and impacts

Principle 3: Effective Fisheries Management

- Governance and policies
  - Effective legal or customary systems that recognize the rights of people making a living in fisheries by supporting the achievement of Principles 1 and 2
  - Having effective discussion processes with stakeholders
  - Having long-term management goals meeting fisheries standards
- Specific fishery management system
  - Clear and specific fisheries goals to achieve Principles 1 and 2
  - Effective decision-making processes
  - Having regulations and systems to enforce them
  - Conducting performance evaluation on fisheries management

Biodiversity Conservation and Promotion of Sustainable Fisheries

Promotion of Sustainable Fisheries

Bycatch Reduction

Dongwon Industries is making environmental management efforts throughout its fishing operations to support the sustainable use of fisheries resources and the conservation of the marine environment. To minimize the impact of its fishing activities on marine ecosystems, the Company complies with international standards and internal management policies, and applies operating standards that take into account the protection of non-target species and the conservation of resources. In addition, Dongwon Industries continuously monitors the environmental impacts arising from its fishing operations and systematically manages relevant information, thereby striving to establish responsible fishing practices.



Sea Turtle Conservation

- Captured sea turtles should be safely released to lower their mortality and increase their survival.
- When sea turtles are captured, longline cutters, fishing strippers, and landing nets are needed so that they can be immediately released. Efforts to recover sea turtles, including artificial resuscitation, should be made before they are released into the sea
- In the case of purse seiners, all sea turtles caught in fish aggregating devices or other fishing gear must be released.
- All matters related to sea turtles should be entered in the fishing log (DCR) and submitted to headquarters.



Whale, Dolphin and Whale Shark Conservation

- If whales, dolphins, or whale sharks are swimming together with a tuna school, do not set the net until they are separated from the school.
- If whales, whale sharks, or dolphins that went undetected underwater are identified during net hauling, take active measures to release them before hauling is completed.
- Follow relevant guidelines when safely releasing whale sharks.



Stingray Conservation

- Intentional casting, storage on board, transshipment, and landing are prohibited.
- If an unintentionally caught stingray is found in a fish hold, it should be handed over to the authorities.
- Follow relevant guidelines when safely releasing stingrays



Shark Conservation

- As a shark-free company, we prohibit fishing, keeping on board, buying, selling, or trading sharks.
- We comply with the measures for each fishing area.
- We provide a manual on the safe release of sharks to the fleet.



Management to Reduce Seabirds Bycatch

- We comply with measures for each fishing area.

Species Requiring Action in Areas Affected by Fishing

- Species corresponding to the biota subject to our measures to reduce bycatch among 'marine organisms under protection' according to the Conservation and Management of Marine Ecosystems Act.
- Species that require the Regional Fisheries Management Organization (RFMO)'s conservation measures.

Biota	Number of Species
Shark	8 Species
Whale	11 Species
Dolphin	5 Species
Whale Shark	1 Species
Sea turtle	5 Species
Stingray	0 Species
Seabirds	16 Species

Biodiversity Conservation and Promotion of Sustainable Fisheries

Promotion of Sustainable Fisheries

Initiative activities for marine environmental conservation

International Seafood Sustainability Foundation (ISSF)

Dongwon Industries operates a ProActive Vessel Register (PVR) reflecting MSC (Marine Stewardship Council) certification standards to promote sustainable fisheries. Through this system, the Company continuously manages and updates whether each fishing vessel complies with sustainable fishing criteria, and conducts business only with vessel owners that fully meet all requirements presented by the International Seafood Sustainability Foundation (ISSF). In addition, by thoroughly complying with ISSF PVR requirements—including taking protective measures for sharks, sea turtles, and seabirds; advocating the policies of Regional Fisheries Management Organizations (RFMOs); ensuring traceability and cooperation in data collection; strengthening monitoring, control, and surveillance through onboard observers; prohibiting IUU (Illegal, Unreported and Unregulated) fishing; banning overfishing; and using non-entangling FADs in compliance with FAD management regulations—Dongwon Industries contributes to marine ecosystem conservation and the responsible management of fisheries resources.

International Marine Mammal Project (IMMP)

Dongwon Industries minimizes the impact of tuna fishing operations on marine mammals by complying with the principles of Dolphin Safe Fishing. Dongwon Industries, along with major group companies distributing tuna products, including Dongwon F&B and StarKist, participates in the Dolphin Safe Fishing program. In particular, the Company has been certified for purse seine fishing operations in the Eastern Tropical Pacific Ocean (ETP) as not having adversely affected dolphins. The Dolphin Safe Label was officially recognized by the World Trade Organization (WTO) in 2018 as a dolphin conservation measure, demonstrating that Dongwon Industries' fishing operations meet internationally recognized standards for marine ecosystem protection. In addition, Dongwon Industries continuously monitors the implementation of dolphin protection measures by introducing various monitoring tools, including the mandatory boarding of observers from coastal states and the installation of CCTV on participating vessels. Through these efforts, the Company prevents dolphin bycatch and accidental harm during fishing operations while strengthening the transparency and accountability of its fishing activities. These efforts have become a key ESG activity that not only contributes to marine ecosystem conservation but also helps meet the sustainable fisheries standards required by the international community.

Certificate	Description	Certification Period
Earth Island Institute Dolphin safe	Certification for fisheries that do not adversely affect dolphins	Dec. 2025 ~ Dec. 2028

Biodiversity Conservation and Promotion of Sustainable Fisheries

Promotion of Sustainable Fisheries

Shark Conservation Measures

Species	Scientific Name	Endangered Level[1]	Maritime Organism Under Protection	WCPFC[2]	IATTC[3]	IOTC[4]	ICCAT[5]
Blue Shark	Prionace glauca	<NT>		B	-	B	B
Ocean Whitetip shark	Carcharhinus longimanus	<CR>		B	A	A	A
Mako shark	Isurus oxyrinchus	<EN>		B	-	B	B
Thresher shark	Alopias pelagicus	<EN>		B	-	B	A
Silky shark	Carcharhinus falciformis	<VU>		B	-	-	-
Mackerel shark	Lamna ditropis	<LC>		-	-	B	-
Hammerhead shark	Sphyrna zygaena	<VU>		-	-	-	A

Detailed Action[6]

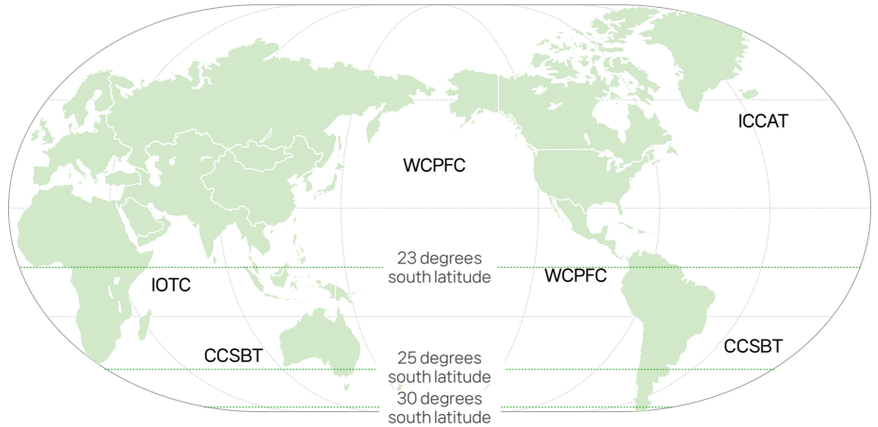
A. Prohibit catching sharks and keeping fish on board. In case of accidental catch, releasing the fish is required. Information on fish release/discard/survival status should be submitted to headquarters (monthly)
B. The catch (fishing effort) and/or discard (dumping at sea) for each fishing gear should be recorded, and reported and submitted to headquarters (monthly)

IUCN Red List

Category	Meaning
NE	Not Evaluated
DD	Data Deficient
LC	Least Concern
NT	Near Threatened
VU	Vulnerable
EN	Endangered
CR	Critically Endangered

Management to Reduce Seabird Bycatch

Latitude and Regulatory Area	WCPFC	IATTC	IOTC	ICCAT
North of 23 degrees north latitude	Tori line and scraps management	Tori line and scraps management	-	-
23 degrees north latitude to 25 degrees south latitude	Scraps management	-	-	-
25 to 30 degrees south latitude	Scraps management	-	Tori line and scraps management	-
South of 30 degrees south latitude	Tori line and scraps management	Tori line and scraps management (East Coast only)	Tori line and scraps management	-



1) Based on the IUCN Red List
2) Western and Central Pacific Fisheries Commission (WCPFC) waters
3) Inter-American Tropical Tuna Commission (IATTC) waters
4) Indian Ocean Tuna Commission (IOTC) waters
5) International Commission for the Conservation of Atlantic Tunas (ICCAT) waters
6) The marks (A and B) are arbitrarily assigned for convenience. They are not official ones

Biodiversity Conservation and Promotion of Sustainable Fisheries

Promotion of Sustainable Fisheries

Management of Impacts Due to FAD Usage

Dongwon Industries strictly manages and uses Fish Aggregating Devices (FADs) in accordance with global fisheries sustainability guidelines. The Company operates FAD design and usage standards in compliance with the ISSF Non-Entangling and Biodegradable FADs Guide, ISSF Conservation Measure (CM) 3.7, and WCPFC regulations. In particular, to reduce ghost fishing, Dongwon Industries prohibits the deployment and use of FADs classified as the "highest entanglement risk" under the ISSF guide and uses only fully non-entangling FADs. In addition, the Company strictly complies with FAD-related regulations established by each Regional Fishery Management Organization (RFMO), including limits on the number of FADs based on scientific evidence, as well as FAD closure periods and closure areas, thereby minimizing bycatch of non-target species and adverse impacts on marine ecosystems while promoting responsible tuna fisheries.

RFMO FAD-related Regulations

RFMO	FAD-related regulations
WCPFC	· Prohibit the use of nets or net-like covers in the construction of FAD buoys to reduce entanglement of protected species. If covering becomes necessary, use materials such as canvas, waterproof fabric, shade cloth, or non-entangling materials · Prohibit net or net-like materials for FAD sinkers, opting for ropes, canvas sheets, or non- entangling materials to prevent entanglement of protected species
IOTC	· The surface structure of the FAD should not be covered, or only covered with nonmeshed material · Use non-meshed materials like ropes or canvas sheets for sub-surface components instead of netting

Ghost Fishing Gear, FAD Loss Prevention

· Displaying a tracking number on all FADs.
· Complying with the FAD quantity per vessel established based on scientific evidence.
· Using FAD logbooks and deployment information to identify the number of FADs in use and lost.
· Making efforts to discover and retrieve lost FADs.
· Prohibiting the disposal of FADs from all vessels.
· Retrieving lost damaged or abandoned FADs encountered during operations.
· Storing, landing, and disposing of lost, damaged, or abandoned FADs at appropriate disposal facilities upon port entry.
· Maintaining records in the FAD logbook regarding protected species

Minimize Impact from FAD

· Making efforts to retrieve low-risk abandoned or stranded FADs.
· Continuously research on biodegradable FADs and encourage their use.
· Testing biodegradable FADs with relevant RFMOs scientific institutions and coastal nations to monitor experimental designs.
· Reusing, recycling, and recovering FADs to minimize ghost fishing.

FAD Record Management

· To accurately assess our fisheries' impact on the environment, maintaining logbooks, FAD logbooks, and DCR to track fishing activities; ensuring 100% onboard observer coverage; marking FADs; using satellite tracking systems for FAD operations; and complying with all reporting requirements mandated by RFMOs, the Korean government, and coastal nations, including FAD-related reporting.
· Reporting FAD position data to RFMO scientific bodies, national scientific institutions, or agencies with up to a 90-day lag, and requesting that such data be used for scientific purposes.
· Acknowledging the need for additional FAD data to assess impacts on marine ecosystems, and continuously reviewing and implementing measures to voluntarily report additional FAD buoy data to the scientific bodies of each RFMO, ensuring its availability for scientific evaluation of marine ecosystem impacts.

PERFORMANCE **02**

SOCIAL



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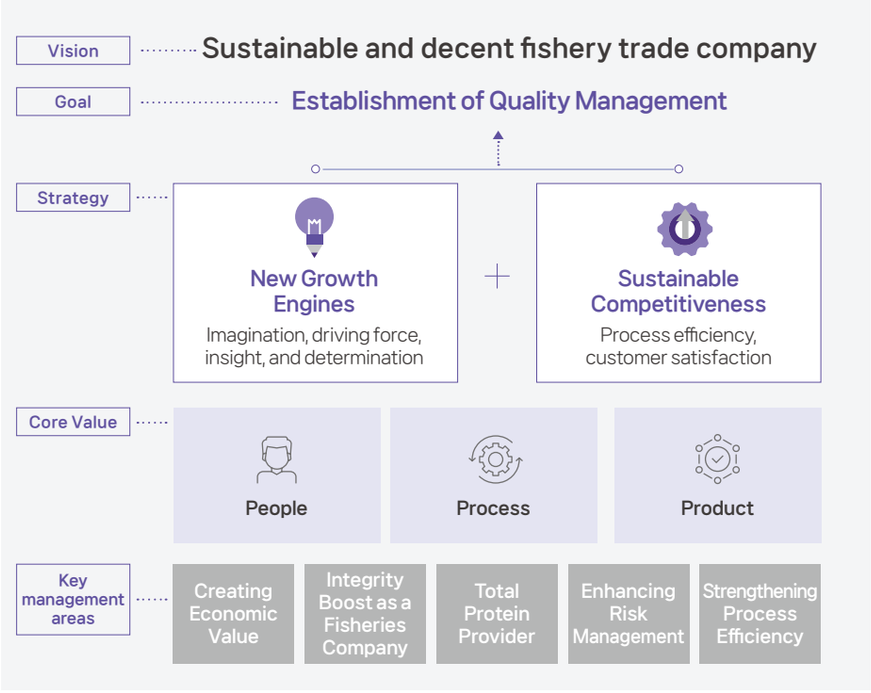
Quality Management and Customer Satisfaction

Quality Management System

Quality Management Strategy

Dongwon Industries has established and operates a company-wide quality management system composed of three core values: People, Process, and Product. In addition, the Company has defined five key management areas for effective product quality management and establishes and implements detailed strategies for each area.

Quality Management Framework



Quality Management Policy

Busan Plant of Dongwon Industries established the following quality policy to implement when operating businesses.

We provide good quality products that will impress customers.

With these basic policies, we establish and operate a quality management system suitable for the purpose of our businesses. Thus, all employees should understand and comply with the following policy.

1. **All our employees comply with the quality management system requirements containing our food safety culture and continue to improve the effectiveness of the system.**
   We comply with customer requirements, ISO 9001 requirements, and company requirements and continuously improve the effectiveness of the quality management system.
2. **We establish quality goals and do our best to achieve them.**
   According to this quality manual, we establish quality goals, consistent with quality policies, including customers' requirements for the products and services we provide, and regularly review them. The quality goals should be set based on the basic policies mentioned above and be measurable. All employees should make efforts to achieve the quality goals.
3. **We understand the quality policy and strive to achieve customer satisfaction.**
   All employees shall understand this quality policy, and in implementing the Company's quality management system, they shall carry out their duties based on this policy. In addition, by putting the quality policy into practice, they shall endeavor to eliminate risk factors that may arise for consumers, refrain from misleading consumers, and promote the Company's quality policy to relevant suppliers in an effort to enhance customer satisfaction.
4. **We regularly review the quality policies to ensure they are consistent with our business purposes and whether they meet those purposes.**
   We regularly review whether the quality policies meet our business purposes. If the policies need to be changed, they need to be revised, and the revision needs to be promoted to all employees.

Quality Management and Customer Satisfaction

Quality Management System

Securing Field Experts (People)

Dongwon Industries identifies and implements tasks to secure field professionals based on the characteristics of each business division. The Marine Fisheries Business Division focuses on securing professional crew, the Trade Division on securing skilled production workers, and the Cold Storage Business Division on securing professional bonded goods caretakers[1] and supporting the acquisition of refrigeration-related qualifications.

Advancing Work Processes (Process)

The Company carries out work process improvement activities to avoid human errors and provide customer-oriented products and services.

Creating Added Value for Products (Product)

Dongwon Industries improves the added value of its products by diversifying products that meet increasingly diverse customer needs and identifying new strategic species. The Company also conducts preventive activities to reduce product claims through thorough quality management.

Quality Management Activities and Performance

Category	People	Process	Product (Service)
Marine Fisheries	· Signed a MOU with Fisheries College for training foreign seafarers and introduction of international student program · Holding career fairs for Junior Ship Officers · Holding end-of-fishing-period meetings	· Advancing sales management system - Introduced an automatic generation system for domestic and overseas sales and final computerized slips	· Crew participation in product inspections at our plants · Raising the awareness of crews to manage Super Tuna quality · Promoting the use of drones · Promoting the development of domestically produced drone parts · Expanding the market for new strategic species (squid, shrimp, mackerel, horse mackerel)
Trade	· Training and development activities for workers at the Busan plant - A total of 24 hours of safety and health training - A total of 16 hours of special safety training (forklift training) - A total of 32 hours of outsourced training for managers and supervisors (2 participants / 16 hours per person) · Training on hygiene rules, use of cleaning/disinfectants, food defense, and certification - Conducted a total of 130 hours of worker training sessions · Re-employing retirees to maintain talented people with high technical skills - Hired retirees: 2 persons · Managing loss-making stores in commission-based channels - Improved sales and profitability through trade area analysis, training of skilled and high-performing personnel, and strategic workforce deployment	· Improving purchasing processes - Operating purchasing processes based on consumer demand - Improving purchasing competitiveness and operating appropriate inventory · Increasing D2C (direct to customer) sales - Preemptively responding to market changes and expanding contact points with consumers through special sales for companies and universities, home shopping, and smart stores · Advancing SAP/RPA[2]-based work automation in connection with the DT Division - Automatically generating sales orders and accounting slips linked to the electronic approval system - Generating purchase orders linked to RPA	· Building a microbial hazard prevention system - Conducted 36 swab kit tests by area · Promoting quality competitiveness reinforcement through external quality certification - Conducted 9 standard certifications and 6 third-party audits · Promoting product development that reflects consumer trends through online channels · Diversifying portfolio according to Super Seafood Provider strategy
Cold Storage	· Managing bonded areas through the training of bonded goods caretakers - 10 out of 33 managers (30.3%) hold bonded goods caretaker qualifications · Developing excellent workers in the cold chain sector · Recruiting and educating people for early stabilization of new business sites	· Expanding online shipping services - Preventing work loss by improving the process from fax shipping receipts to online shipping · Operating a text message notification service for inbound processing details - Improved the process from internal system checks to text message notifications to provide cargo owners with inbound processing details · Increasing the speed by improving automated warehouse processes - Searching short- and long-term storage inventory and automatically adjusting inventory locations	· Expanding linked sales between storage centers - Integrated management of customer base volume and creation of synergy through linked sales between centers · Installation of sprinklers to prevent fire accidents involving stored items, including additional installation in exempted areas

1) A person who has passed the examination for licensed managers of bonded goods under Article 165 of the Customs Act, has specialized knowledge in bonded goods management, and is a professional bonded goods manager entrusted with performing some of the duties of customs officials for bonded goods management
2) Robotic Process Automation

Quality Management and Customer Satisfaction

Quality Management System

Capacity Building

The Trade Division conducts trainings to improve product quality and ensure food safety, and establishes and manages effectiveness indicators for these trainings programs.

Quality Training Performance

Training	Training Effectiveness KPI	2023	2024	2025	Qualitative performance
HACCP Basic/ Inspection training	Food Sanitation Training	Passed	Passed	Passed	Strictly complied with personal hygiene procedure
Food Sanitation Training	Hygiene claim (PPM)	0.19	0.12	0.84	Streamlining the process of identifying hygiene issues and taking corrective action

MSC ASC Training

Participants: 101
Training hours per person: 1
Total training hours: 101

HACCP Basic/ Inspection Training

13 times

Food Sanitation Training

16 times

Product Certification Status

Certification		Description	Validation date
ISO	ISO 9001	· An international standard that stipulates the requirements of quality management systems applicable to all industrial fields and activities	June 20th, 2024 ~ June 24th, 2027
HACCP	HACCP[1]	· Food safety management standard · A systematic food safety management system that establishes and manages critical control points for food hygiene hazards throughout the entire process of production, manufacturing, and distribution	April 21st, 2023 ~ April 20th, 2026
MSC	MSC[2]	· Certified sustainable fishing for seafood caught in nature · Catch meeting the guidelines for UN FAO[3] sustainable fisheries (MSC)	March 5th, 2025 ~ April 17th, 2030
MSC	MSC CoC	· Handling of the catch meeting the guidelines for UN FAO sustainable fisheries (MSC CoC)	March 19th, 2025 ~ March 28th, 2028
asc	ASC CoC[4]	· Certified companies that handle ASC label certified seafood to maintain sustainable aquaculture · Improve supply chain traceability	March 19th, 2025 ~ March 28th, 2028

Risk Management

At the Busan Plant, which operates fish processing lines, Dongwon Industries systematically manages and inspects major hazard factors such as heavy metals, radioactivity, and microorganisms through internal and external accredited institutions to ensure product quality and food safety. Upon receipt, raw materials are checked with a focus on quality condition and the presence of hazard factors, while finished products are verified daily for compliance with product specifications and safety standards. In addition, for water used in operations, the Company conducts comprehensive hazard-based water quality testing based on the Korean drinking water quality standards while taking into account EU export requirements. To manage the working environment, airborne bacteria and surface contamination (SWAB) tests are also conducted. In particular, surface contamination is managed by dividing facilities and work areas into zones according to hygiene levels and applying differentiated monitoring based on the level of hazard in each zone, thereby enabling more systematic environmental hygiene management. Furthermore, major measuring instruments such as scales, thermometers, and pressure gauges are regularly calibrated and verified against reference values to ensure the accuracy and reliability of measurement data. The Company also establishes and operates internal regulations for food defense and the prevention of food fraud, while continuously carrying out proactive response activities such as mock recall training to prepare for food safety incidents.

Risk Management Performance

Food Safety Certification

Certification		Description	Audit result	Grade/ rating	Expiry date
BRCGS Food Safety CERTIFICATED	BRCGS[5] FOOD SAFETY	· An international food safety standard recognized by GFSI[6], that manages safety, integrity, legality, quality, and management systems when manufacturing food and food ingredients	Certified	A[7]	June 23rd, 2026
SQF	SQF[8]	· Food safety standards of GFSI · Designed to meet the industry, customer, and regulatory requirements in all segments of the food supply chain from farm to retail stores	Certified	93/100	January 19th, 2027

Mock Recall and Traceability Test

Date	Scenario	Test result
Aug. 21st, 2025	Deviation from microbiological standards of products under importing country requirements	100% tracking of related items completed within one hour
Aug. 22nd, 2025	Multiple discoloration cases occurred due to quality changes during storage after raw material receipt	100% tracking of related items completed within one hour
Aug. 25th, 2025	Product recall due to equipment abnormality identified during the smoking process	100% tracking of related items completed within one hour
Aug. 26th, 2025	Temperature deviation occurred during product distribution	100% tracking of related items completed within one hour

1) Hazard Analysis and Critical Control Points
2) Marine Stewardship Council, Marine Stewardship Council Chain of Custody
3) United Nations Food and Agriculture Organization
4) Aquaculture Stewardship Council Chain of Custody
5) GFSI (Global Food Safety Initiative) recognized international food safety standards for safety, integrity, legality, and quality management systems in food and food ingredient manufacturing
6) Global Food Safety Initiative
7) Rating grades are AA, A, B, C, and D
8) Safe Quality Food

Quality Management and Customer Satisfaction

Customer Satisfaction

Our Position

Dongwon Industries has clearly stated its operational guidelines for protecting customer value and improving customer satisfaction in its ethical standards. In addition, the Company has established a mid- to long-term vision for the protection of consumer rights and operates strategic directions and strategic tasks accordingly.

Consumer Rights Protection Policy



"Responsibility to Our Customers" in Ethical Standards

With customer value as our top priority in management, we provide high-quality products and services simultaneously and do our utmost to satisfy customers through technology development and quality improvement.

We faithfully and sincerely respect customers' opinions, and customers are the top priority for all judgments and actions in our business activities.

We do not disclose customer information to others or use it for other purposes without the customer's consent and protect their property and reputation.

Goals to Protect Consumer Rights and Interests

Vision

Consumption that protects the ocean and sustainable health

Strategic Direction

- Providing safe and reliable products
- Fostering an eco-friendly and sustainable food market

Mid- and long-term goals

2026 ~2027	· Computerization through the introduction of tablets and the development of related programs	· Implementation of a survey to raise awareness of food safety culture among all employees · Establishing plans to raise awareness of food safety culture and introduce food safety management systems · Appointment of personnel and implementation of relevant training	· Research and analysis of ecofriendly certification standards · Establishment of plans for the use of eco-friendly materials · Formation of a task force for the application of eco-friendly materials	· Conduct research and analysis on environmental conservation-related certification standards · Review certifications applicable to the Company · Establish a task force (TF) for certification introduction
2027 ~2028	· Operation of automatic monitoring systems through the introduction and installation of IoT sensors · Implementation of training to improve operational capabilities	· Establishment of a food safety culture survey system · Implementation of food safety culture awareness training · Review of operational plan implementation	· Development of prototypes using eco-friendly materials · Preservation testing and production of products using the materials · Establishment of related marketing and sales strategies	· Establish plans and timelines for introducing environmental conservation certifications. · Conduct environmental conservation certification reviews
2028 ~2029	· Implementation of smart HACCP factory operations	· Introduction of food safety culture concept into all employee work · Annual improvements based on surveys of all employees	· Expand sales of products using eco-friendly materials · Increase market share of products using eco-friendly materials · Improve products by reflecting customer feedback	· Renewal of environmental conservation certification · Improvement of environmental management system by reflecting requests for improvement
	Introduction of SMART HACCP	Introduction of food safety culture	Product development using eco-friendly materials	Introduction of environmental conservation certification

Quality Management and Customer Satisfaction

Customer Satisfaction

Improving Consumer Satisfaction

Dongwon Industries collects customer opinions and complaints through various channels, such as the Customer Satisfaction Center and sales representatives in charge. In addition, through claim handling processes based on the relevant stakeholder and type of issue received, the Company identifies improvement points from customer complaints and reflects customer needs in its business operations.

Consumer Feedback Response Procedure

Step 1	Step 2	Step 3	Step 4	Step 5
Establish an annual customer satisfaction plan	Receive Customer feedback	Request problem resolutions	Implement preventive measures and improvement plans	Perform post-management

Claim Handling Process for Each Stakeholder

Stakeholder	Consumer	Store	External Organization	Buyer	National Agency
1st receipt	Customer Satisfaction Center			Salesperson in charge	
Handling procedure	Salesperson in charge			Process for each type of claim received	
	• General inquiries: Group Customer Satisfaction Center • Exchange/refund requests: Busan Plant • Insurance costs and other sales-related matters: Relevant sales team			• Exchange/refund requests: Proceed after review by the sales team leader or CEO • Recalls due to legal compliance violations: Report to the CEO Improvement process	
Improvement process	Create an improvement report and address product claims			Analyze the cause and create an improvement report	

Number of Claims Processed (Unit: case, %)

Claims received	Claims processed	Claim processing rate
9	9	100

Claim occurrence trend[1)2)] (Unit: case)

2023	2024	2025
0	1	9

1) Busan branch 2) From 2025, claims involving foreign material contamination were included

Case Study 2025 Claim Improvement Details

Details	Cases	Actions taken
Identification of foreign materials (salmon bones)	6	• Provided worker training to remove bones diagonally and to identify broken bones through touch • Conducted cross-verification in processes where bone removal can be checked • Assigned skilled pin bone removal workers to each process
Identification of blood spots in tuna	3	• Conducted worker training to strengthen blood spot identification capability • Conducted cross-verification in processes where blood spots can be checked • Clarified removal standards for blood spots

Consumer Dispute Resolution

Dongwon Industries' Trade Division discloses its dispute resolution standards for products and services through notices posted on its product sales website.

Consumer Dispute Resolution Guidelines

Returns/Exchanges Due to Defective Products or Other Reasons Attributable to the Seller

- If the contents of the goods differ from the contents of the display or advertisement, or if the contract has been performed differently from the contract contents, you may cancel your order within three months from the date you received the goods, or within 30 days from the date you became aware of the fact or could have become aware of the fact. (Return/exchange shipping costs borne by the seller)

Returns/exchanges are restricted in the following cases.

- In cases where goods are lost or damaged due to reasons attributable to the purchaser (except when the packaging is damaged for product inspection purposes).
- In cases where the value of the product has significantly decreased due to the buyer's use or consumption.
- In cases where the value of goods, etc. has significantly decreased to the extent that resale becomes difficult due to the passage of time.
- In cases where products are individually manufactured based on customer orders.

Dispute Resolution and Refund Delay Notice

- For compensation and dispute resolution regarding products, please refer to the dispute resolution guidelines at the customer center.
- In cases where refunds are delayed, the delay period will be handled in accordance with the Electronic Commerce Act.

Employee Capacity and Working Condition

Talent Recruitment and Development

Our Position

Dongwon Industries has established a sustainable talent development system to foster talent who think and act properly, talent who pursue newness, talent who enjoy their work, and talent who immerse themselves in and cooperate for their goals. To this end, the Company promotes a development-oriented evaluation system, a fair promotion system, and a performance-based compensation system as key HR operation strategies. Based on this talent philosophy and these operating strategies, Dongwon Industries continues to practice sustainable talent management that grows together with its employees.

Ideal Talent

- People who think and act right
- People who seek newness
- People who enjoy their work
- People who are immersed and work together for a goal

HR Operation Strategy

Development-oriented Evaluation System	· The Company operates a talent development-oriented evaluation system that carefully identifies each employee's qualities and capabilities, strengthens their strengths, improves areas for development, and supports employees' continuous growth.
Fair Promotion System	· Dongwon Industries operates a promotion system under which individuals with outstanding performance and capabilities are fairly given opportunities based on clear and fair standards.
Performance-based compensation	· The Company operates a differentiated compensation system so that employees can be recognized according to their individual performance and efforts based on organizational goals.

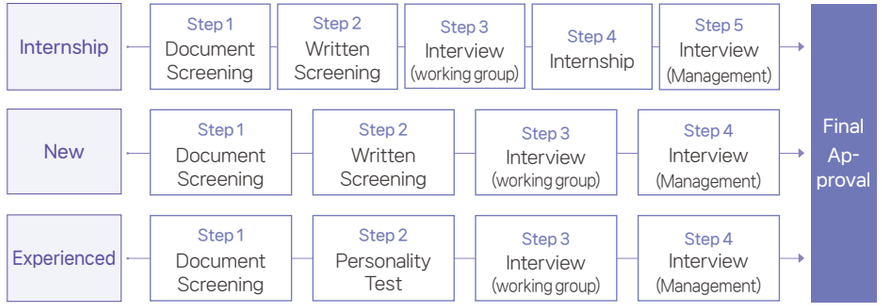
Talent Recruitment

Dongwon Industries operates a recruitment system under the Human Rights Management principle and employment rules, providing equal opportunities to all applicants without discrimination based on gender, age, social status, or region of origin. The Company also operates an inclusive recruitment policy by offering separate recruitment programs or additional points in the document screening process for socially disadvantaged groups such as persons with disabilities, veterans, and seniors. In addition, Dongwon Industries operates an internal job opening system to support employees from group subsidiaries or other departments in broadening their career paths and gaining experience in diverse roles.

Dongwon Industries' Criteria for Talented People

System	Description
Recruitment-linked internship	Recruit new employees from among those who have completed internships with excellent capabilities
Global internship	Recruitment program for international students residing in Korea to improve the organizational culture by hiring talented individuals from diverse nationalities
Recruitment for senior talent	Senior recruitment Retain employment of prospective retirees with excellent job performance by converting them to non-regular staff or separately hire seniors for field sales workers
Internal job opening	Recruit employees from subsidiaries or other departments with excellent capabilities

Recruitment Process



Employee Capacity and Working Condition

Talent Recruitment and Development

Case Study Dongwon Group's Communication Channels

- Operating a dedicated recruitment website and a social media channel to provide information on Dongwon Group's recruitment, key updates, and company life.
- Operating a social media channel to share Dongwon Group's recent news and company life information.

Recruitment Web Page

- Dongwon Group's main information
- Talent-related systems, including HR, training, and welfare information
- Job openings of each Group company

Official YouTube Channel

- Dongwon Group's main business performance
- Job interviews with employees of subsidiary companies
- Introduction of Dongwon Group's main products
- Dongwon Group's recruitment information

Capacity Building

Dongwon Industries provides customized training according to job function and position, including programs for new employees and promoted employees. The Company operates not only programs reflecting the Group's philosophy, common competencies, and employee requests, but also knowledge development programs that incorporate basic knowledge and trends, such as reading education and Thursday seminars. In addition, through D-learning, the online education platform for Dongwon Group, Dongwon Industries offers open job training and capacity-building programs for employees. After each training session, the Company conducts surveys on satisfaction and recommendation rates to continuously monitor training demand and areas for improvement. The Company also supports the implementation of internal job competency training tailored to the duties of each headquarters.

Employee Job Competency Training

Category	Training	Number of participants	Total training hours	Training hours per person	NPS[1)]
Basic Competency	Education for new employees and newly hired employees	59	2,072	35.1	73.5
Common Competency	Education for promotees, leaders and executives	94	1,787	19.0	80.2
Job Competency	Job-specific training (internal/external)	155	1,213	7.8	63.6
General	E-learning/Foreign Languages/Reading/Seminars	2,790	15,007	5.4	73.9

1) NPS (Net Promoter Score): After surveying the recommendation rate for the curriculum on a scale of 10 to 0 points, calculate the score as '(recommendation rate, composition ratio of 10 to 9 points)' - '(non-recommendation rate, composition ratio of 6 to 0 points)'. (8 to 7 points are excluded as neutral.)

Training Framework

Junior (1st to 4th year employees)

- Onboarding program for new employees
  - Supporting new employees to adapt to our organizational culture and grow into key talent through 6 steps
- Junior job training
  - Separately formed according to their competency level

Professional (Practitioner)

- Job-specific training
  - Customized internal training tailored to business functions and job roles
  - Consignment training by professional institutions
  - Online continuous learning for professional capacity building
- Training for overseas expatriates
  - Local life support program to foster global experts

Leader (Management)

- CEO and executive education
  - New management techniques and theories
- Leadership training
  - Fostering team members and building a performance-based organization culture

Common Trainings

- Dongwon D.N.A education
  - Dongwonism: Group's philosophy and Code of Conduct
  - Newspapers: Newspaper-based thinking and judgment skills
  - Accounting: Financial accounting knowledge
- Thursday seminar
  - Realization of 'ordinary talent management' theory
  - Development of employee capabilities
  - Organizational cooperation and harmony
  - Invited lectures, issue-specific seminars, team-specific seminars, etc.
- Others
  - Internal/External education
  - Cyber/Mobile/Foreign language
  - Book subsidies

Employee Capacity and Working Condition

Talent Recruitment and Development

Job Competency Improvement

Each business division plans and operates various activities every year to strengthen job competencies, including sharing job-related knowledge and supporting employees in obtaining professional certifications (such as certification incentives and exam fee support), and promoting digital competency enhancement activities.

Office Work Training History

Category	Total	Per person
Total hours of competency training for office workers	20,079	55.62
Total training costs for competency training for office workers	407	1.12

Occupational Skill Improvements

Marine Fisheries Business Division

- Providing job competency-building programs
  - Strengthening practical training to improve field understanding and expertise
  - Fisheries practical training, main/auxiliary engine and refrigerator operation training
- Developing digital talent
  - Fostering users of agentic AI and GPT
- Establishing and implementing training plans to strengthen capabilities in marine science and job-related laws and regulations
- Conducting MSC[1] training for employees of the Marine Fisheries Business Division (once a year)

Trade Business Division

- Building a learning organization
  - Upgrading work competencies (fish species/route/global capabilities)
  - Developing in-house experts (instructors) and operating regular studies (quarterly)
  - Benchmarking (domestic and overseas) and providing external training

Cold Storage Business Division

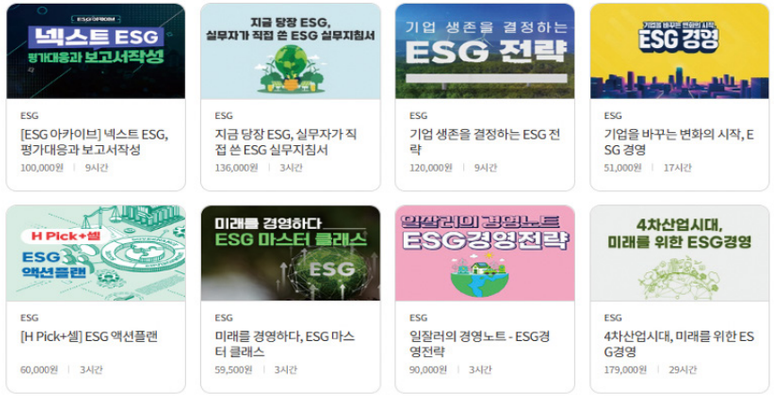
- Training cold chain leaders
  - Encouraging regular training and qualification acquisition (bonded warehouse/logistics)
- Training data analysis experts
  - Utilizing back data and visualizing indicators
- As of the end of 2025, 10 out of 33 managers (30.3%) hold bonded warehouse qualifications

1) Marine Stewardship Council

Case Study Expansion of ESG Education for Employees

Dongwon Industries provides ESG-related lecture content on a regular basis to all employees in order to enhance their understanding of ESG and strengthen their ability to put it into practice, while raising awareness of key issues such as environmental management, human rights, and ethical management.

Regular online courses



ESG-related video content



Employee Capacity and Working Condition

Talent Recruitment and Development

Enhancing Employee Diversity

Dongwon Industries has established employee diversity targets with 2028 as the target year and is carrying out various activities to expand the hiring of female employees and female managers, persons with disabilities, and veterans.

Employee DE&I target

(Unit: persons)

Category	2026 target	2026 status[1)]	2027 target	2028 target
Female Manager	3	4	5	6
Disabled	6	4	6	7
Veteran	4	2	4	5

1) As of December 31, 2025, based on the number of employees.

Expanding opportunities for female employees

Category	Details
Recruiting and Hiring	Assignment of female interviewers
	Campus recruiting targeting women
	Expansion of hiring of women with career experience
Performance Evaluation and Promotion	Promotion system for female employees
Trainings	Implement gender equality training for interviewers
	Implement re-entry training for employees returning from childcare leave
	Including female members in the grievance handling department

Performance Evaluation and Compensation

Dongwon Industries' evaluation system consists of company evaluation, organizational evaluation, and individual evaluation. The results of each evaluation are comprehensively analyzed, and monetary compensation such as salary increases is applied differentially according to a predefined distribution ratio. Individual evaluation is divided into performance evaluation and competency evaluation. Performance evaluation consists of five grades and is reflected in promotion points, including basic salary adjustment and promotion. Competency evaluation consists of qualitative indicators such as leadership and work style and is reflected in talent development. In addition, the Company operates a mid-year review system (mid-year check-in) to discuss progress toward annual goals, consult on organizational and individual goals, and exchange opinions and feedback on mid-year evaluations.

Performance management and review process

Setting Goals and Reaching Consensus

- After breaking down company-wide and organizational goals, individual goals are set through mutual consultation between evaluators and employees.

Sharing company-wide and organizational goals → Individual goal setting → Revision of goals (during interim interviews and individual position shifts) → Sharing/ agreement of goals

Mid-term interview (after the first half of the year)

- Company evaluation/organizational evaluation/individual evaluation
- Comprehensive performance indicator setting and continuous management
- Aiming for goal achievement and individual growth through feedback

Process management (goal check, modification and revision) → Achievement assessment → Competency diagnosis (linked to self-development)

Year-end Evaluation

- Evaluation Management
  - Compliance with evaluation procedures, fairness and rationality of evaluation criteria and results
  - Adjustment and confirmation of evaluation results in an open and consistent manner

Feedback and Utilization of Results

- Used for compensation, training, interviews, promotions, transfers, and placements.

Employee Capacity and Working Condition

Working Condition Management and Improvement

Flexible Working and Welfare Systems

Dongwon Industries operates various working systems, including work-from-home and flexible commuting hours, to support employees' work-life balance. In addition, the Company introduced Biz-Free, a bridge holiday leave program, to encourage employees to use their annual leave. Through the I'm Free program, employees may take up to nine consecutive days off by combining four days of paid refreshment leave with one day of annual leave. The Company also operates a wide range of welfare programs to support employees' home life, work-life, and leisure and healthy living.

Major Welfare Program

Category	Item	Description
Home / Family Life	Employee Loan	Loans through the company's employee welfare fund (housing fund: up to KRW 100 million / stability fund: up to KRW 20 million)
	Admission Bonus	Providing school entrance celebration grants for employees' children entering elementary, middle, and high school (KRW 500,000 per child)
	Children's Education Expenses	Education support for children in high school (KRW 500,000 per quarter / KRW 2 million per year), Education support for children in university (KRW 3 million per semester / KRW 6 million per year)
	In-house Daycare Center	Operation of Dongwon daycare center for children of employees
	Congratulations and Condolences	Support for condolence money, condolence leave, funeral supplies, wreaths, and other funeral services within the limit of KRW 0.8 million
	Welfare Points	Payment of welfare points (KRW 0.3 million per year)
	Pregnancy and Childbirth Congratulations Kit	Providing congratulatory gifts for employees or spouses during pregnancy and childbirth
	Maternity and Childcare Leave Programs	Time off for prenatal checkups, reduced working hours during pregnancy, maternity leave, spousal maternity leave, fertility treatment leave, miscarriage/stillbirth leave, reduced working hours during the childcare period, and childcare leave
	Refreshment Leave	Provision of refreshment leave (up to 4 business days) and subsidy (KRW 0.5 million per year) for rest and recharging
	Annual Leave	Flexible use of annual leave, half-day leave, and two-hour leave depending on individual needs
Work Life	Commuter Shuttle	Operating commuter shuttles to the headquarters and business sites
	Long-term Service Award	Payment of compensation for long-term service (10 years: KRW 0.4 million / 15 years: KRW 0.6 million / 20 years: KRW 1.5 million / 25 years: KRW 2.5 million / 30 years: KRW 3.5 million)
	Year-end Award	Awards cash prizes (up to KRW 2 million per year), promotion points, and commendations to outstanding employees in each field every year
	Flexible Working System	Improving work efficiency and work-life balance through flexible commuting hours (six types available)
	Onboarding Program	Providing newcomer training and welcome kits to help new employees adapt to the organization
	Competency Development and Book Expenses	Support for internal and external training expenses for job and work competencies, as well as annual book expenses
Leisure and Healthy Living	Recreational Facilities	Support for family recreational facilities (once a month / up to 24 nights per year)
	Health Checkup and Psychological Counseling	Provision of health checkups (up to KRW 1 million per year)
	Fitness Center	Operating fitness centers in the headquarters and business sites
	Hobby	Support for hobby club activities at work

Pregnancy and Childbirth Congratulations Kit Notice and Kit Components





Organizational Culture Diagnosis

Dongwon Industries conducts periodic organizational culture diagnosis for employees every year. Through these assessments, the Company provides employees with opportunities to freely express their opinions and identifies values, behaviors, work styles, and grievances among members. In addition, the Company identifies organizational issues and problems in advance and derives improvement directions based on the results, thereby continuously enhancing its organizational culture. Dongwon Industries also monitors improvements through ongoing interviews with department heads and employees. Through these efforts, the Company seeks to improve employee satisfaction and engagement while reflecting feedback and concerns related to work engagement in improvement measures.

Organizational Culture Diagnostic Process

Designing an organizational culture diagnostic and setting up factors → Analyzing diagnostic contents and causes → Implementing measures to enhance organizational culture based on analysis results → Monitoring

Main Diagnostic Items of Organizational Culture

Dongwon people's Behavioral Competency + Leadership + Team + Organizational Culture

DONGWON INDUSTRIES
SUSTAINABILITY REPORT 2025

INTRODUCTION
ESG STRATEGY
ESG HIGHLIGHTS
ESG PERFORMANCE
ENVIRONMENTAL
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Quality Management and Customer Satisfaction
Employee Capacity and Working Condition
Human Rights
Supply Chain Sustainability
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Information Protection and Security
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BUSINESS
APPENDIX

Employee Capacity and Working Condition

Working Condition Management and Improvement

Employee Communications

Dongwon Industries continues to make efforts to promote communication among employees in order to improve the working environment, welfare systems, and treatment of employees, and to foster a corporate culture based on mutual understanding and empathy. The Company also complies with the Constitution and relevant laws and regulations to ensure that workers' fundamental rights, such as the right of organization, collective bargaining, and collective action, are guaranteed. To this end, Dongwon Industries operates a labor-management council (Hanmaeum Council) and carries out various activities to listen to workers' opinions and prevent human rights violations. In particular, through regular quarterly meetings, the Company discusses and continuously improves matters related to employee welfare, improvement of the working environment, and the establishment of a safe workplace.

Employee Communication Channel

Category	Description	Frequency
Damoim (Junior Board)	· Communicating horizontally with employees of all generations for mutual understanding	Monthly
Quarterly sharing session	· Sharing the Group's management policies and how we work through 'Share Spirit' · Sharing the company's management issues and performance	Quarterly
Hanmaeum Council	· Discussing ways to improve the work environment, and welfare system and treatment of employees · Sharing ideas for improving productivity	Quarterly

Operation Process of Hanmaeum Council

Notification of a Labor-Management Meeting

· Held quarterly
· Notifying and discussing the desired date between the management and the labor union

Pre-setting Agendas for a Labor-Management Meeting

· After collecting the union's agenda, pre-submit and conduct review with the management

Hold a Labor-Management Meeting

· Attendance of key department heads and union officials
· Sharing the progress of the previous quarter's consultation agendas and plans
· Discussing new agenda items

Hanmaeum Council Meeting Records

Quarter	Date	Key agenda
First Quarter	Apr. 15th, 2025	Request to increase the in-house loan limit
Second Quarter	Jul. 29th, 2025	Introduction of office phone guidance messages during lunchtime (center)
Third Quarter	Oct. 28th, 2025	Inspection and replacement of aging office chairs; establishment of a Chinese conversation class for employees
Fourth Quarter	Jan. 29th, 2026	Request for support for video conferencing equipment; suggestions for improving the use of leave (annual leave and year-round leave)

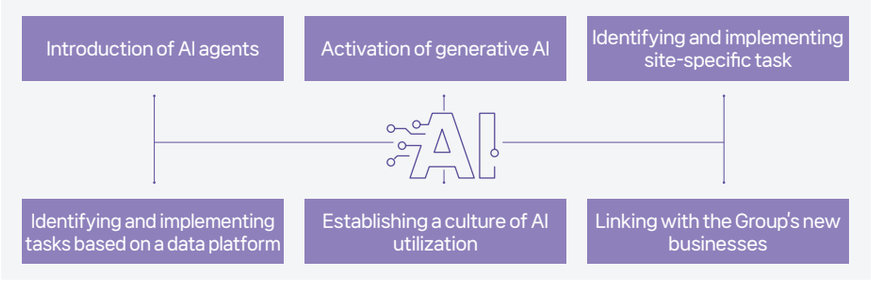
Employee Capacity and Working Condition

AI-based Work Innovation

Our Position

Dongwon Industries recognizes issues arising at the worksites of the Group's affiliates and defines those problems as AI tasks that can be solved through AI-based data learning. In addition, to track the effectiveness of AI-based business innovation, the Company sets specific indicators such as cost reduction, sales contribution, work efficiency, and claim reduction.

Direction for AI Utilization



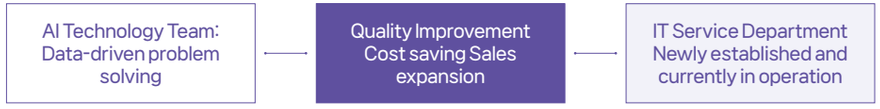
2025 Key AI Project Progress



Organization

In order to drive business innovation through AI, Dongwon Industries has established and operates an AX Team (AI Transformation) within the DT (Digital Transformation) Division, supporting the application of smart technologies in business operations.

AI-Based Business Innovation Organizations



Capacity Building

Dongwon Industries conducted GPT training for all employees to improve work efficiency using generative AI. The training included the development of work automation programs for individuals and departments, planning ways to utilize image generation AI-based content, and deriving examples of generative AI use in work, thereby strengthening employees' job capabilities. In addition, in September 2025, Dongwon Industries launched the Dongwon CDS (Citizen Data Scientist) Academy based on Databricks' professional training program. The program is operated with a systematic curriculum so that employees can independently perform data analysis and visualization, and the Company plans to foster a total of 800 data and AI professionals by 2026. Furthermore, as part of the CDS Academy program, Dongwon Industries signed a Power BI training agreement with MCloudBridge to strengthen employees' BI self-service utilization capabilities.

2025 Education and Support History[1)]

Category	Number of employees enrolled	Total subsidy amount (Tuition, textbook fees, incentives, etc.)
Dongwon GPT training	233	KRW 23,810,667
Dongwon CDS Academy training	210	KRW 81,678,800

1) As of the end of 2025

Case Study Training Effectiveness Measurement

Dongwon Industries measured the effectiveness of the Microsoft Power BI training provided through the CDS Academy. Based on a study conducted by Microsoft on the economic impact across 63 companies using Microsoft Power BI, the Company found that strengthening self-service capabilities in Microsoft Power BI could improve work productivity by 125 hours per person annually. In addition, considering the number of employees who completed the Microsoft Power BI training and the average salary per person, Dongwon Industries estimated a total economic effect of KRW 866,250,000.

Economic Value of Training Effectiveness

866,250(KRW 1,000)

Employee Capacity and Working Condition

AI-based Work Innovation

Case Study AI Implementation Cases

Key Project	Details
Dongwon GPT, an OpenAI-based In-house AI Platform	· In February 2024, Dongwon Industries introduced Dongwon GPT, its proprietary artificial intelligence (AI) platform based on OpenAI's GPT 4.0 and a Large Language Model (LLM) - Upgraded to the GPT 5.4 model in March 2026 - Additionally adopted the Gemini 3.0 model in March 2026
	· Dongwon GPT is installed on the company's intranet, enabling document creation, data analysis, and internal information searches, including HR and general affairs, without leaking internal information
	· Plans are underway to enhance Dongwon GPT to enable customized information provision, and integration with group systems such as ERP (Enterprise Resource Planning) and MES (Manufacturing Execution System) is also being pursued
	· Based on the Group's customer and sales information, the Company established the D:Cube System to derive new product strategies and support decision-making by top management
	· Through the advancement of Dongwon GPT, the Company introduced MyGPT, which enables customized services based on job function and individual work style. It also adopted AI agent functions, including memory features, automatic email transmission, and large-volume file processing
Improving Work Processes through ERP Enhancement	· GPT OCR[1] System - OCR functions have been introduced to enable text extraction and automated work processing when uploading documents
	· D-CUBE SQUARE Interactive Dashboard - Data accessibility has been improved by incorporating Dongwon GPT into the Group management dashboard - Converted to a self-service system during 2025
	· Automation of the Purchase Slip Process - Automated the generation of purchase slips and approval submissions based on generative AI - Identifies abnormal slips and provides alerts through AI-based real-time slip monitoring
	· Introduction of IT Health Check - Detection of abnormal signs in systems, servers, applications, and network equipment
Systematization of marine product distribution data management and advancement of AI prediction systems	· Introduction of Retail AI Agent - Established an application to support sales activities using GPT - Supports sales representative schedule management, order management, credit inquiry, and sales inquiry - Collects store and trade area data
	· D-CPA Captain Type Analysis - Data analysis for captain-specific fishing types and strategic deployment - Converted to a self-service system during 2025
	· Introduction of TUNA Buddy - In June 2025, Dongwon Industries introduced TUNA Buddy, a ChatGPT-based service that allows users to ask questions and receive real-time answers regarding fishing regulations for compliant operations and the status of shipped goods. The service supports not only Korean but also various foreign languages, including English, Thai, and Indonesian

Key Project	Details
Dongwon Global Terminal Busan	· Dongwon Global Terminal Busan (DGT, Busan New Port Pier 7) is currently operating West Container Terminal Phases 2–5, a fully automated port facility, and plans to invest in Phase 2–6 in the first half of 2026 and gradually open the port through 2027 for full operation as a fully automated port · In March 2026, DGT entered into a partnership with the global shipping company ONE (Ocean Network Express) to secure cargo volume · The entire process from unloading containers from ships to transport and stacking is carried out unmanned using automation technologies · All handling equipment, including unmanned transport equipment and container cranes, has been localized and designed to operate under a digital-based automated terminal operation system · By introducing an AI and IoT-based Terminal Operating System (TOS), as well as advanced unmanned transport equipment (AGV) and container cranes (STS), the Company improved productivity by more than 20% compared to conventional manned ports, while also improving punctuality and operational stability
Dongwon AI Challenge: Internal Competition	· In July 2025, Dongwon Industries held the 2025 Dongwon AI Challenge, based on Dongwon GPT, to enhance employees' utilization of Dongwon GPT · Approximately 350 employees across Dongwon Group participated both online and offline · Participants' creative AI prompt utilization capabilities were assessed · Winners received prizes and gifts worth a total of KRW 30 million
2025 Dongwon AI Competition	· From August to September 2025, Dongwon Industries co-hosted a nationwide AI competition with KAIST to fulfill its social responsibility of advancing AI technology and fostering creative talent · A total of 135 teams and 669 participants joined the preliminary round, and 10 teams advanced to the final round · Finalist teams developed practical AI application ideas for real industrial sites using Large Language Models (LLMs) under the theme of monthly demand forecasting for Dongwon's new products based on consumer personas · Winners received prizes and gifts worth a total of KRW 70 million
Dongwon Group AI Inno-Piade	· In December 2025, Dongwon Group held an AI competition aimed at strengthening employees' AI capabilities · All employees of Dongwon Group affiliates participated, and after approximately three months of preliminary rounds, 12 teams selected through evaluation advanced to the final competition · A number of practical projects were proposed, including a financial AI agent, a Design Voting System, and customized cattle health and feed recommendation solutions utilizing big data · Winning teams received a total prize pool of KRW 40 million

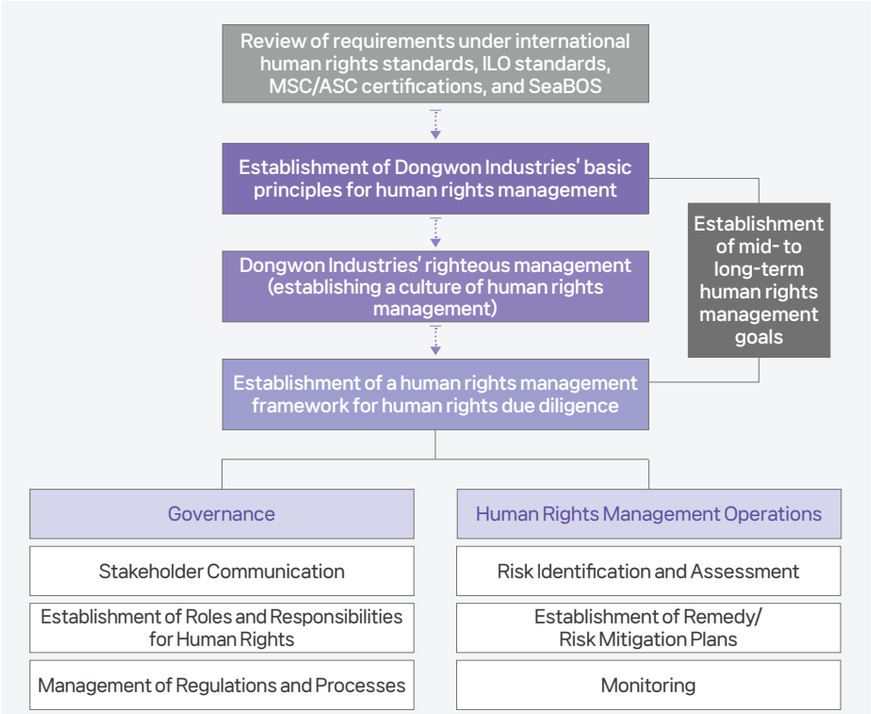
1) Optical Character Recognition

Human Rights

Human Rights Management System

Human Rights Management Framework

Based on the spirit of righteous management, Dongwon Industries respects the human rights of all workers and stakeholders, including employees, and carries out various activities to prevent human rights violations from occurring within the company. In addition, the Company has established a human rights management framework to fulfill the due diligence requirements presented in international human rights standards. This framework includes the plans, regulations, definitions of responsibilities, systems, procedures, and methods required to proactively prevent and subsequently mitigate human rights violations that may arise in the course of business activities.



Human Rights Management Policy

Human Rights Management Policy Report

In 2023, Dongwon Industries established a human rights management policy to internalize a culture of human rights management and prevent potential human rights violations within the organization, and disclosed its Human Rights Management Policy Report on its website.

Principles of Human Rights Management

Prohibition of forced labor	Prohibition of child labor	Prohibition of discrimination
Respect for diversity in local communities	Guarantee of freedom of association and collective bargaining	Fair treatment
Compliance with and improvement of working conditions	Guarantee of a safe working environment	Compliance with environmental laws and regulations
Fulfillment of social and environmental responsibilities		

Human Rights Management Goals

Dongwon Industries has established and operates mid- to long-term goals and a roadmap for the continuous advancement of its human rights management framework.

Establishment of Human Rights Management Framework 2025~2026	Embedding the Human Rights Management Framework 2027~2028	Advancement of Human Rights Management 2029~2030
· Strengthening human rights management activities (such as campaigns to enhance employees' awareness of human rights) · Operation of a human rights policy reflecting international standards	· Conducting annual human rights impact assessments · Publishing a human rights policy report	· Integrating HR/safety and supply chain management systems into the human rights management framework · Establishing a proactive risk management system

Human Rights

Human Rights Management Improvement Activities

Operation of Grievance Channels

Dongwon Industries operates grievance channels that allow stakeholders, including employees, to report human rights-related concerns, opinions, and other issues. The Company ensures that whistleblowers, victims, and cooperating parties do not experience any disadvantage during the grievance process, and protective measures are defined in the Company's guidelines for preventing sexual harassment, sexual violence, and workplace bullying. In addition, the grievance channels are designed to reflect the characteristics of stakeholders and potential human rights risk factors, allowing for more accurate and detailed identification of grievances and complaints. Furthermore, when human rights violations or grievances are reported, the responsible department processes them anonymously and takes appropriate actions based on reviews and interviews. The grievance handling team also includes female committee members who hold psychological counseling certifications.

Grievance Handling Channel

Stakeholder	Channel	Online	Offline
Employee	Grievance Counseling Center	●	●
	Hanmaeum Council (labor-management council)		●
	Damoim (Junior board)		●
	Employee Satisfaction Survey	●	
Crew	Human Rights Reporting (Hotline)	●	●
Local Community	Voice of the Customer	●	
Supplier in the Supply Chain	Righteousness Management Reporting Center	●	

Grievance Handling Procedure



1. Grievance Consultation Request
2. Grievance Receipt
3. Investigation of Incidents
4. Interdepartmental Coordination for Incident Handling
5. Establishment of Recurrence Prevention Measures
6. Implementation of Preventive Training

Grievance Resolution Performance (2025)

Receipt	Resolution	Resolution Rate
2 Cases	2 Cases	100%



Human Rights

Human Rights Management Improvement Activities

Capacity Building

In accordance with relevant laws and regulations, Dongwon Industries provides sexual harassment prevention training and disability awareness training for all employees to enhance human rights awareness and promote respect for human rights. The Company's onboarding and promotion training programs include content on gender equality, non-discrimination, understanding and respect for diversity, and related values. Separate human rights training is also provided through pre-departure (boarding) training for maritime employees and supplementary military service personnel assigned to onboard duty. For domestic seafarers, pre-departure compliance training includes education on sexual harassment prevention and human rights protection. For foreign crew members, local and online training is provided on topics such as relationship management with foreign crew members, prevention of sexual harassment in the workplace (on board), and how to respond to onboard issues.

Human Rights Training Performance (in 2025)

Training	Target	Number of Participants	Training Hours/ Person
Sexual Harassment Prevention	All Employees (Excluding Offshore Worker)	641	1 hour
Disability Awareness	All Employees (Excluding Offshore Worker)	641	1 hour
Pre-Departure Compliance Training	Offshore Crew	181	6.5 hours

Activities to Improve the Human Rights of Crew

Dongwon Industries has established guidelines for communication and relations with foreign crew members to prevent human rights violations against foreign seafarers, and carries out various activities to improve the welfare, treatment, and working conditions of both domestic and foreign crew members. For domestic seafarers, pre-departure compliance training includes education on sexual harassment prevention and human rights protection, while foreign crew members receive local and online training. In addition, the Company conducts regular joint labor-management inspections and carries out improvement activities by identifying areas for improvement through a field opinion collection system. Human rights hotline information is also posted on board and provided in Indonesian, Vietnamese, and English. Furthermore, Dongwon Industries continues discussions and crew interviews with various stakeholders, including relevant government ministries, international organizations, and civil society groups.

Human Rights Training for Crew Members

Target	Number of Participants	Training	Training Hours/ Person
Crew (Domestic/Foreign)	604 People (Domestic Crew 172 people)	Sexual Harassment Prevention	6.5 hours
		Disability Awareness	6.5 hours
		Pre-Departure Compliance	6.5 hours
		Crew Human Rights	3 hours

Case Study Joint Inspection between Labor and Management

- Conducting joint inspections to prevent human rights violations against crew members on board
- Particularly checking improvement of working conditions for foreign crews who are easily exposed to human rights violations
  - Conduct a survey before boarding and after disembarkation to check if human rights violations have occurred
  - Conduct a survey to check if the wages of disembarked workers are guaranteed (the basic wage of ITF[1] / ILO[2] or higher), and take action according to the results
  - Check if the complaint handling procedure is posted on board the ship, and regularly counsel grievances
- Creating a checklist for crews aboard
  - Check if human rights violations have occurred, such as mental/physical/sexual harassment/ invasion of privacy/excessive demands, and listen to satisfaction with life on board and requests

Offshore Crew Human Rights Grievance Handling Performance

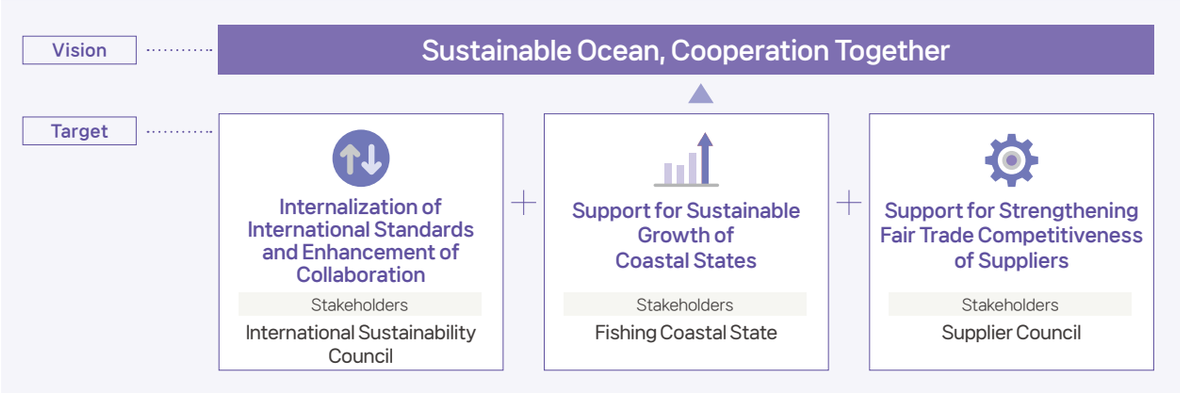
Inspection Completion Rate	Collection of Human Rights Violation Case	Handling of Human Rights Violation Cases (Resolution Rate)
100% (35 Vessels)	0 Case	0 Case(100%)

1) International Transport Workers' Federation 2) International Labour Organization

Supply Chain Sustainability

Supply Chain Management System

Management Direction



Selection of New Supplier Companies

Dongwon Industries operates a new supply chain selection process to select supplier companies with excellent capabilities, thereby minimizing risks at the selection stage. The Company also selects suppliers with consideration for supply chain sustainability. To this end, Dongwon Industries conducts on-site inspections of supplier operations and product evaluations, and assesses supply chain sustainability based on quality-related factors such as suppliers' financial soundness, environmental and safety management status, and product differentiation. In addition, Dongwon Industries has established a Supplier Code of Conduct and receives written pledges of compliance from its suppliers. The Supplier Code of Conduct consists of five areas—human rights management, safety and health, environment, ethical management, and management systems—and is intended to promote ethical management by building a sustainable supply chain together with suppliers across Dongwon Industries' overall business operations.

Supplier Selection Process

Supply Chain Selection Process



Decision-Making System

The ESG Management Committee manages win-win growth strategies and policies with suppliers. In addition, a dedicated manager is designated to carry out shared growth activities. The dedicated manager discusses and responds to key shared growth issues with relevant departments and directly inspects specific activities such as financial and non-financial risk management by division and supply chain support.

Decision-Making Structure for Supply Chain Collaboration



Supply Chain Sustainability

Shared Growth

Shared Growth Management System

Dongwon Industries seeks win-win cooperation with suppliers based on the philosophy of "pursuing the happiness of stakeholders." To this end, the Company has established the top three goals for shared growth and has developed and implemented execution strategies for each. In addition, Dongwon Industries has established shared growth-related KPIs by business division to ensure the effective management of shared growth.

Three Strategic Goals for Shared Growth

Goal	Strategic Activity
Shared Growth Infrastructure Building	· Shared Growth Strategy Setting · Supply Chain Communication Channel Creation · Shared Growth Promotion Organization Building
Supply Chain Competitiveness Improvement	· Quality Competitiveness Improvement and Development · Productivity Improvement Support Strengthening · Financial Stabilization Support
Fair Trade Order Establishment	· Unfair Trade Improvement · Compliance with Righteous Management and Ethical Management · Compliance with Shared Growth Standard Agreements

Shared Growth KPI

Indicator	Detailed Indicator	Target
· Supplier Coexistence and Shared Growth	· Number of Supplier Meetings · Number of Supplier ESG Trainings	· Holding at Least One Meeting Per Division · Conducting ESG Training for Suppliers (Targets: Icheon, Gamcheon Cold Storage Center)

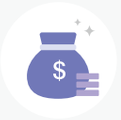
Shared Growth Activity

he Cold Storage Division operates a fund lending service to enable suppliers to secure cash liquidity without credit burdens. As of the end of 2025, the Company had provided fund lending to a total of 12 suppliers, with the total amount lent during 2025 reaching KRW 11,045 million. In addition, Dongwon Industries operates education and training, as well as financial and technical support programs, to enhance the long-term competitiveness of its supply chain, and provides ESG management-related training for suppliers.

2025 Supplier Loan Service Performance

Supported Suppliers
12 Companies

Total Loan Amount
KRW 11,045 million



Supply Chain Support Program

Program	Detail
ESG	Supply Chain ESG Educational Program · Understanding Climate Change and ESG Management · Sharing Dongwon Group's ESG Vision, Activity Progress, and Major ESG KPIs
Safety, Health, and Environment (SHE)	Safety and Health Education · Providing Regular Safety and Health Education for Supply Chain Workers before Unloading Operations. Workplace Risk Assessment · Conducting Semi-Annual Safety Management Risk Assessments and Implementation Inspections at Supply Chain Sites
Marketing	Partnership Loyalty Improvement · Supporting Promotions Using Dongwon's Logo on Building Signs, Signboards, and Vehicle Wrapping · Activating Sales Activities within the Supply Chain · Contributing to Sales Growth and Global Market Expansion
Award for Excellent Suppliers	Excellent Safety Management Suppliers · Providing Incentives to Suppliers with Excellent Safety Management and Additional Points in Regular Evaluations Commendation for Excellent Suppliers · Awarding Plaques and Prizes to Suppliers with Outstanding Technology, Credibility, and Efforts for Friendly Cooperation (Annual)

Supply Chain Sustainability

Shared Growth

Fair Trade

Dongwon Industries seeks to strengthen compliance management in transactions with suppliers and continuously pursue win-win cooperation. The Company also provides ethical management and fair trade training for employees. In addition, Dongwon Industries operates various systems to establish a fair trading order, including reporting channels for suppliers to report unfair trade practices and matters related to righteous management, as well as righteous management activities to foster a fair trade culture.

Fair Trade Policy

Dongwon Industries discloses its fair trade policy on its website to promote the establishment of a fair trading order across overall management activities and the Company's sustainable management.

Fair Trade Policy

Date	Target	Number of Participants	Training hours
August 2025	All Office Workers at Headquarters	207	1.5 hours/person
December 2025	New Employees	7	1.5 hours/person

Supplier Meetings of Safety and Health Council

Cold Storage Division

Icheon 12 Sessions

Seongnam 12 Sessions

Trade Division 1 Sessions

Marine Fisheries Division 1 Sessions

Grievance Handling

Dongwon Industries operates meetings by business division to listen to suppliers' grievances and difficulties.

Grievance Handling Channel

Business Unit	Channel	Description
Marine Fisheries	A Win-Win Cooperation Meeting with Partner Companies	· Targeting Suppliers Related to Vessels, Vessel Operation, and Supply · Annual Meeting with All Suppliers (Held on April 10th, 2025)
Trade	A Meeting with Agencies	· Annual Meeting with the Trade Agency Suppliers
Cold Storage	A Council Meeting	· Monthly Council Meetings with In-House Suppliers

Supplier Grievance Handling Performance

Business Unit	Number of Grievances Received	Number of Grievances Resolved	Resolution Rate
Cold Storage	34 cases	30 cases	88%
Marine Fisheries	14 cases	14 cases	100%

Supply Chain Sustainability

Sustainable Supply Chain Management

Supply Chain ESG Management Process

Dongwon Industries operates a systematic ESG management process for suppliers to build a sustainable supply chain. The supplier management system consists of three stages: policy establishment, assessment and evaluation, and performance improvement and support. Based on the Supplier Code of Conduct, the Company conducts regular meetings, monitoring, and on-site inspections. Evaluation items are divided into environmental and social areas, and comprehensively review key ESG factors such as waste discharge, energy efficiency, wastewater and air pollution management, fire prevention, industrial safety, inspections of fire protection and electrical facilities, protective equipment management, and safety accident prevention training. Based on the inspection results, Dongwon Industries supports practical improvement activities such as replacing aging facilities, upgrading LED lighting, repairing wastewater pipelines, improving safety facilities, and providing worker safety training, thereby strengthening suppliers' ESG capabilities and enhancing the sustainability of the overall supply chain.



Step 1	Step 2	Step 3
· Supplier Code of Conduct · Supply Chain Sustainability Policy	· Regular meetings and monitoring conducted monthly and annually · On-site inspections of suppliers	· Inspection of environmental and social items · Implementation of improvement activities based on inspection results

Case Study Regular Supplier Evaluation and Follow-up Actions

Category	Evaluation item	Action
Environment	· Review of recycling status · Review of energy use status · Inspection of aging facilities · Prevention of excessive electricity use · Verification that business site facilities are operated within a lawful scope, including acquisition of environmental permits and approvals · Review of whether systems are introduced to monitor and improve environmental performance beyond legal permit requirements	· Inspection and replacement of LED lighting in warehouses · Inspection of electrical outlets in waiting rooms · Repair of wastewater discharge pipelines · Review of recycling status and related training · Review of environmental performance (electricity consumption) · Training on reducing electricity use
Social	· Safety inspection · Inspection of fire protection functions · Elevator inspection · Inspection of aging facilities · Review of safety accident status · Provision of safety accident prevention training	· Repair of damaged sections in vehicle docking areas · Replacement of aging electrical wiring in site offices · Painting stained interior wall areas · Repair of damaged air conditioner drainage pipes · Repair work on pumps and motors related to refrigeration facilities · Inspection of LED lighting status · Basic training for workers in response to summer heat waves · Repair of damaged warehouse floors

Supply Chain Sustainability

Sustainable Supply Chain Management

Regular Evaluation of the Supply Chain

Dongwon Industries conducts comprehensive evaluations of its supply chains using various evaluation methods. These include surveys of administrative workers and supply chain workers, and comprehensively assess quality, technology, responsiveness, and on-time delivery. For the Trade Division, which processes food, the evaluation also includes food fraud and food defense items for food safety. Dongwon Industries also evaluates suppliers' safety capabilities based on criteria such as work type risk, the number of recent accidents, the safety management system (including ISO certification status), and legal compliance rates. In addition, the current status of transparent management is considered as a mandatory evaluation item, and all unfair practices such as collusion and bid-rigging are excluded during bidding. Outstanding suppliers are selected and awarded once a year.

Case Study Supply Chain Quality Inspection

- Conducted once a year for the supply chain under the Trade Division
- Includes basic quality-related items, as well as hygiene, water management, traceability management, training management, and other sustainability factors
- Suppliers are classified into five grades (A, B, C, D, F) based on evaluation results; incentives are provided to top-rated suppliers (Grade A), while transactions with underperforming suppliers may be terminated
- Improvement requirements identified in the evaluation results are monitored for follow-up actions

Grade	Action
A	Quality Inspection Exemption (1 time)
B	Request for Notification After Addressing Improvement Requirements
C	Inspection Within One Month
D	Re-Audit Within One Month
F	Review of Transaction Termination

Supply Chain Safety and Health Management

The Cold Storage Division carries out various support activities to enhance the safety capabilities of its suppliers. The Icheon Center conducts risk assessments and compliance inspections, joint safety inspections, safety council meetings, and other safety training for suppliers. The Seongnam Center provides safety training for new employees and training on logistics automation errors.

Supplier Safety Inspection Management at Icheon Center

Risk Assessment and Implementation Inspection
Twice a year

Joint Safety Inspection
Once a quarter

Safety Council
Once a month

Supplier Safety Training at Seongnam Center

New Employee Safety Training
Conducted regularly

Safety Council
Once a month

DONGWON INDUSTRIES
SUSTAINABILITY REPORT 2025

INTRODUCTION
ESG STRATEGY
ESG HIGHLIGHTS
ESG PERFORMANCE
ENVIRONMENTAL
SOCIAL
Quality Management and Customer Satisfaction
Employee Capacity and Working Condition
Human Rights
Supply Chain Sustainability
Local Community
Information Protection and Security
GOVERNANCE
BUSINESS
APPENDIX

Local Community

Social Contribution System

Social Contribution

Local Community Policy

Dongwon Industries has established a local community policy and is concretizing its social contribution system with the aim of becoming a company needed by society that creates new value. This policy sets out its vision as "A Happy and Healthy World for All" and "A Warm World Where People Can Share and Act Together," and identifies talent development, eco-friendliness, and volunteering·donation as its three core areas. Based on this policy, the Company continues to make efforts to encourage community participation and promote proactive communication with local communities.

Dongwon Industries Local Community Policy

1. Purpose

a. Dongwon Industries contributes to sustainable development with local communities and to value creation based on the trust of all stakeholders. Through this Policy, the Company aims to fulfill its corporate social responsibility and become a member of the community that grows together with local communities.

b. Matters related to the Company's local community policy shall be governed by this Policy, except as otherwise prescribed by applicable laws, regulations, or the Articles of Incorporation.

2. Scope of Application

a. This Policy applies to all departments and employees at Dongwon Industries' headquarters and all domestic and overseas business sites.

b. Dongwon Industries shall promote local community engagement activities based on this Policy; provided, however, that where applicable local laws and regulations exist, such laws and regulations shall take precedence

3. Definition

a. "Local community" refers to all individuals, groups, and communities that may be actually or potentially affected by the Company's overall business activities.

b. Dongwon Industries recognizes local communities as partners in designing and building a sustainable future together.

4. Goals of Implementation

a. Local community engagement goals: Based on the vision of "A Happy and Healthy World for All, Where People Can Share and Act Together," the Company implements its social contribution framework. Dongwon Industries carries out social contribution activities by designating talent development, eco-friendliness, and volunteering·donation as its three core areas.

b. Local community engagement and communication: Dongwon Industries promotes local community participation and engages in proactive communication to listen to relevant opinions and needs.

5. Measures for Implementation

a. Activities for talent development: Dongwon Industries participates in various talent development programs, including education, career exploration, and international cooperation, to support the growth and capacity building of local talent.

b. Activities for eco-friendliness: To protect the environment and preserve ecosystems, Dongwon Industries carries out waste collection and environmental clean-up activities in cooperation with employees and local communities.

c. Volunteering and donation: Dongwon Industries participates in volunteer activities and support programs for local communities to promote shared growth and enhance social welfare.

6. Management

a. Responsibility: Dongwon Industries, as a company needed by society that fulfills its social responsibilities, continuously strives to create a sustainable future with local communities.

b. Implementation: Dongwon Industries carries out social contribution and shared growth management centered on implementation measures in the three core areas. In addition, the Company promotes social contribution activities by collecting and reflecting diverse opinions from local communities.

Social Contribution Value Framework

Vision	A Happy and Healthy World for All, Where People Can Share and Act Together		
Direction	Continuously Contributing to Society Through Flexible and Passionate Activities Aligned With the Trends of the Time		
Core Areas	Talent Development	Eco-Friendliness	Volunteering·Donation
UN SDGs	4 QUALITY EDUCATION, 8 DECENT WORK AND ECONOMIC GROWTH	14 LIFE BELOW WATER, 15 LIFE ON LAND	2 ZERO HUNGER, 3 GOOD HEALTH AND WELL-BEING
Main Activities	· Fostering global marine officers · Academic support for marine literature and science	· Adopt-A-Beach Clean-up Program	· Support for vulnerable households
Mid- to Long-Term Goals			
Period	~2026	~2028	~2030
Goal	Systematization of the local community contribution process	Creating eco-friendly value	Establishment of a sustainable social contribution framework
Strategy	· Establishment of a local community participation policy · Strengthening social contribution initiatives	· Strengthening environmental and biodiversity conservation activities · Identifying eco-friendly programs linked with local communities	· Expanding support programs for vulnerable groups · Promoting social contribution programs that reflect the opinions of local communities

Local Community

Dongwon Education Foundation (Talent Development)

Dongwon Education Foundation Introduction

Dongwon Industries established the Dongwon Education Foundation, which is responsible for group-level social contributions, with a focus on talent development. The Foundation was established to promote balanced national development through community development, foster sound civic morals, and nurture talent and technological innovation as driving forces for future industries.

Dongwon Education Foundation

Milestone

Scholarship Program

Traditional Scholarship Programs Including Scholarship Grants

2005	· Additional Endowment to the Dongwon Academic Research Foundation at Pukyong National University · Establishment of the Dongwon Scholarship Foundation at Chonnam National University
2006	· Establishment of the Namdohaksuk Jo Deokhee Scholarship
2007	· Establishment of the Dongwon Group Leadership Scholarship Foundation at Hankuk University of Foreign Studies
2012~2018	· Support for Young Soccer Talent Jae-woo Yang Advancement to Spain
2013	· Establishment of the Dongwon Education Foundation Scholarship at Chosun University
2020~Now	· Support for Minerva University Scholar Ha-young Lim

Talent Development Program

Programs Operated by the Foundation to Foster Talents Required by the Times

1989~1990	· Sea Love Essay Contest
1994~1997	· Earth Love Essay Contest
1998~2001	· Distinguished Guest Lecture
2001~2009	· Dongwon Cup National Youth Soccer League
2004~2006	· Family Love Essay Contest
2012~2016	· Dongwon Global Explorer
2007~2022	· Dongwon Bookworm Program

Educational Advancement Support Program

Programs Supporting Universities and Educational Institutions for Education Development and Talent Development

1996	· Construction of Dongwon Residence Hall at Seoul National University
2007	· Construction of Dongwon Global Leadership Center at Korea University
2010	· Construction of Jangbogo Hall at Pukyong National University
2017~2025	· Life Academy Programs at Jayang and 14 Other Universities
2020~Now	· Support for KAIST AI talent development
2022	· Support for the renovation of Building No. 9 at KAIST Hongneung Campus and the Dogok Campus
2022	· Support for Operation of Digital Humanity Center at Sookmyung Women's University
2023	· Support for Happiness & Market Economy Talent Development at Howon University
2023~Now	· Support for Culture and Arts Talent Development at Korea National University of Arts
2024	· Support for Special Lectures at HUFS (Hankuk University of Foreign Studies)
2024~Now	· Support for Construction of AI Education and Research Facility, KAIST Seongnam Campus
2025	· Support for research funding for the Department of Environmental Engineering at POSTECH
2025~Now	· Support for AI talent development at Seoul National University

Local Community

Dongwon Education Foundation (Talent Development)

Dongwon Education Foundation Introduction

Vision and Mission

Vision

Genuine Talent Development to Open the Future of the Republic of Korea

Mission

We must contribute to national development by fostering talented individuals who will drive future industries, promoting industry-academia collaboration, and supporting the research activities of professionals.



Scholarship Status

Number of Scholarship Recipients in 2025

YTF(Young Talent Fellowship)	Talent Development in Culture and Arts at Korea National University of Arts	Servant Leadership at 5 Institutions
1 People	5 People	75 People

Total 81 People

Number of Scholarship Recipients by Year

(Unit: Person)

The 1970s	54
The 1980s	1,191
The 1990s	1,366
The 2000s	2,290
The 2010s	2,374
The 2020s	3,525

Total 10,800 People

(Based on the end of 2025)

Local Community

Dongwon Education Foundation (Talent Development)

Servant Leadership

Dongwon Industries operates a scholarship program to foster future-oriented young leaders by cultivating the core competencies and social values required of next-generation leaders. In addition, the Company has established and supports scholarship foundations through funding provided to universities and institutions, and as of the end of 2025, operates scholarship foundations at Pukyong National University, Chonnam National University, Namdohaksuk, Hankuk University of Foreign Studies, and Chosun University.

Future Core Leaders

Conditions for a Servant Leader

- **Trust** (Community of Commitment)
- **Communications** (Persuasion, Listening, and Empathy)
- **Vision** (Self-Awareness and Foresight)

Scholarship Recipient Capabilities

Attitude of Servanthood	Future-Oriented Technology	Creative Knowledge
Character of Service, Mental and Physical Strength, Serving Mindset	Communication, Teamwork	Vision and Goals for Professional, Cultural, and General Knowledge

Scholarship Status by Establishment Year and Institution

Establishment Date	Schools and Institutions	Scholarship Name	Number of scholarship recipients in 2025	Cumulative Number of Scholarship Recipients
May 2005	Pukyong National University	Dongwon Academic Research Foundation	18 Recipients	290 Recipients
September 2005	Chonnam National University	Dongwon Scholarship Foundation	10 Recipients	281 Recipients
November 2006	Namdohaksuk	Jo Deokhee Scholarship, Namdo Scholarship Association	27 Recipients	473 Recipients
April 2007	Hankuk University of Foreign Studies	Dongwon Group Leadership Scholarship Foundation	10 Recipients	237 Recipients
September 2013	Chosun University	Dongwon Education Foundation Scholarship	10 Recipients	79 Recipients

Total for 5 Institutions 1,360 Recipients

2025 Servant Leadership Scholarship Status

Pukyong National University	18 Recipients	Hankuk University of Foreign Studies	10 Recipients
Chonnam National University	10 Recipients	Chosun University	10 Recipients
Namdo haksuk	27 Recipients	Total 75 Recipients	

Local Community

Dongwon Education Foundation (Talent Development)

Other Talent Development Activities

YTF (Young Talent Fellowship)

- Scholarship program to discover and support future talent in achieving their goals
- Provision of KRW 10 million in scholarships to one student in 2025



AI Talent Development at KAIST

- Operation of the Jae Chul Kim AI Advancement Committee for effective management of donations, along with a donation pledge by Chairman Jae Chul Kim to foster AI talent
- Workshop for new AI graduate students offering systematic guidance for successful campus life (Aug. 2025)
- KRW 50 billion donation pledge over 10 years starting in 2020, with an additional KRW 4.4 billion pledged by the Jae Chul Kim AI Advancement Committee in 2024
- Additional KRW 5.9 billion donation pledged in January 2026
- KRW 4 billion donated for 2025 in November 2025 (cumulative donations of KRW 15 billion)



Talent Development Program at the Korea National University of Arts

- Provision of scholarships and certificates to outstanding students at the Korea National University of Arts
- KRW 50 million awarded in 2025 to five students (three from the School of Music, two from the School of Film), with KRW 10 million each
- Support of KRW 100 million for the Educational Facilities Development Fund in August 2025, contributing to the reopening of the renovated multimedia lounge



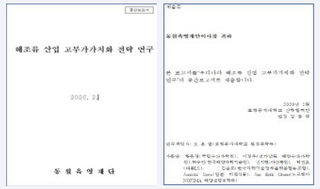
AI Talent Development at Seoul National University

- Signing of the Jae Chul Kim AI Class Fund agreement in October 2025
  - Donation pledge of KRW 25 billion over the next 10 years
- Selection and training of 30 undergraduate students each year
- Seoul National University supports the establishment of facilities and various programs through the donation
  - Establishment of advanced educational infrastructure such as GPU-based practice labs and smart classrooms
  - Support for exchange programs with overseas universities and internships at global ICT companies
  - Operation of startup incubation programs and seed funds



POSTECH Research Funding Support

- Provision of KRW 50 million in research funding for a specially appointed professor in the Department of Environmental Engineering at POSTECH (Sep. 2025)
  - Support for research on high value-added strategies for the seaweed industry



Collaborative Projects

- Support of KRW 15 million for the Seoul Metropolitan Office of Education's "Visiting Book Concert" in August 2025
- Support of 1,300 picture books for Seocho-gu Office's "Seocho Book Street" in June 2025





Local Community

Social contribution activities

Talent development

Korean Ocean Foundation Sponsorship

Dongwon Industries continues to support the Korean Ocean Foundation, which carries out a wide range of industrial and talent development activities through this support, including maritime culture projects, marine policy support programs, Dokdo exploration programs, and support for the development of marine tourism content.

Total beneficiaries	Total donation
801 people	KRW 5 million

Recruitment of Indonesian Students for Global Mariner Training

Dongwon Industries signed an MOU with Korea Marine Meister High School to support Indonesian students for global maritime officer training.

Supported students
6 People

Signing of an MOU with Seongsan High School in Jeju

Dongwon Industries signed an MOU with Seongsan High School to provide students with employment opportunities and support customized education by helping them better understand actual job environments and requirements in the field.



Eco-friendliness

Adopt-A-Beach Clean-up Program

The Adopt-A-Beach Clean-up Program is an initiative in which a company or organization takes care of a specific beach like a companion animal. Dongwon Industries designated Gamji Beach in Yeongdo as its companion beach and carried out beach clean-up activities and marine environment conservation campaigns on a regular basis.

Date	Participants	Participation hours
2025. 06. 27	12 People	1 hour
2025. 08. 29	9 People	1 hour
2025. 09. 14	70 People	1.5 hours
2025. 12. 10	24 People	1 hour
Total	**115 People**	

Total Number of Sessions	Total Number of Participants	Waste Collected on Clean-up Day
4 Sessions	115 people	299 kg



Volunteering·Donation

Food Assistance for Vulnerable Families in the U.S. by StarKist

In June 2025, StarKist, a subsidiary of Dongwon Industries, provided food and daily necessities to 400 households in Reston, Virginia, USA, experiencing food insecurity. During the event, volunteers distributed kits consisting of StarKist products, 25-pound emergency food boxes, and 15-pound hygiene supply boxes, providing approximately 8,300 meals.



Information Protection and Security

Information Security System

Decision-Making System

Dongwon Industries is building a HYBRID CLOUD infrastructure environment[1] to respond swiftly to trends such as generative AI and to ensure stable business operations and the protection of corporate data. The Company is also strengthening its security system by reflecting the concept of Zero Trust[2] in its existing security architecture.

1) B uilding IT infrastructure optimized for each service by operating private and public clouds in parallel
2) With the principle that 'all interactions cannot be trusted,' the information security system is strengthened based on deboundaryization and minimum authority (Ministry of Science and ICT, Zero Trust Guideline 1.0)

Information Protection and Security Strategy Framework

Vision	Provision of a Secure IT Infrastructure Environment Capable of Rapid Response to Changes in Dongwon's Business		
Core Goal	Open Source Expansion	IT Infra Integrated Platform Management	IT Infra Stability Enhancement
Slogan	More Flexibly, More Safely		

Information Protection Policy and Guideline

Dongwon Industries operates the group information protection policy as well as the information protection policies and guidelines of each affiliate to protect all information assets. The information protection policy applies to all external personnel and visitors in contractual relationships, including employees.



- Business Risk and Continuity Management
- Response to Security Incidents
- Information Protection Check and Compliance
- Customer Information Protection
- Information Protection Training and Awareness Enhancement, etc

- Protected Areas Designation and Control
- Entry and Exit Control
- IT Facility Protection, etc

- System Authentication and Permission Management
- Internet and Network
- User PC Security, etc.

Information Protection and Security Strategy Roadmap

Classification	2025	2026	2027
Advanced next-generation security framework	Introduction of ZTNA (Zero Trust Network Access)	Advanced next-generation security framework	Implementation of a master plan for the advanced next-generation security framework
	Introduction of cloud firewall service	Introduction of server EDR	
End-Point Security Integration Management	Review/Introduction of integrated terminal management solution	Establishment of an End-Point security integrated portal	

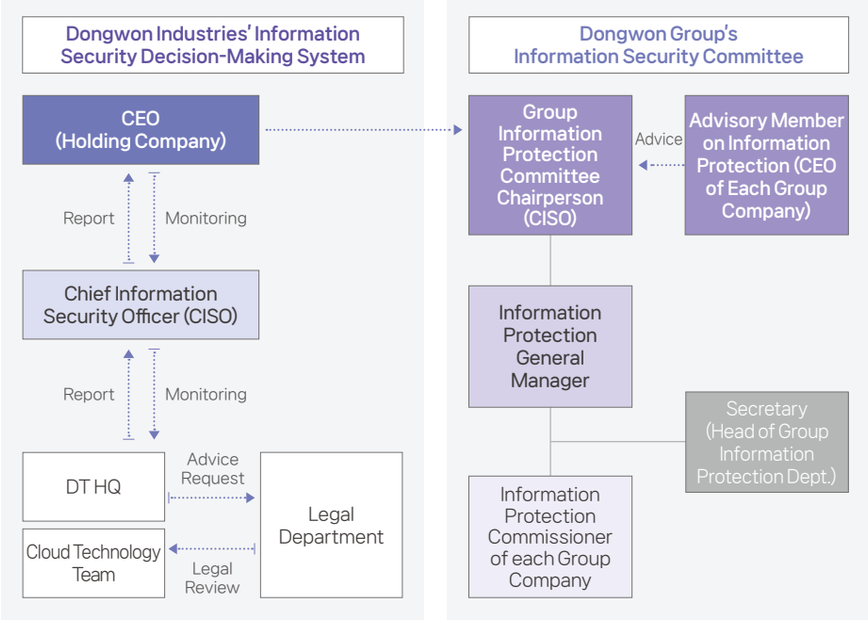
Information Protection and Security

Information Security System

Decision-Making System

Dongwon Industries improves the level of information protection across the Group's affiliates by establishing and operating a group-wide information protection committee. The Company has appointed and operates a Chief Information Security Officer (CISO)[1], and proactively detects various security threats and leakage risks and prevents security incidents through dedicated information security personnel and external monitoring services. In addition, Dongwon Industries operates its information security system in a way that enables constant support for risk response through collaboration among relevant departments.

Information Security Decision-Making Structure



Information Security Enhancement Activities

Classification	Key Activities
Basic Security System Improvement	· Security 3.5 generation in operation - Big data security control based on trust and security
	· Installing a security improvement system on employees' PCs - Document encryption and external storage device restriction system
	· EDR[2]-based monitoring and control of potential malicious behavior in employees' PCs
	· Security and security breach prevention with minimized authorities - Permission to access the system is restricted by stage
	· Security capacity building activity based on the information security roadmap
	· Introduction of ZTNA (Zero Trust Network Access) as a replacement for the virtual private network (VPN) - Checking whether security programs (DRM, DLP, EDR) are installed on employees' PCs - Allowing access only from authorized PCs (DWorks, other systems, etc.)
Improvement of Personal Information Protection	· Revision of the Group's information protection policies/guidelines in 2025
	· Disclosure of the latest privacy policy on the website
	· External security control services for network security equipment (firewall, IPS[3], DDoS[4], WAF[5]) (throughout the year)
	· Applying DB encryption to systems with personal information
	· Access control solutions applied to servers and DBs for internal accounting audit (limiting the number of accesses and actions)
	· Individual monitoring all employees' PCs and responding to problems
	· Detecting abnormal activities through server EDR

1) Chief Information Security Officer
2) Endpoint Detection and Response
3) Intrusion Prevention System
4) Distributed Denial-of-Service
5) Web Application Firewall

Information Protection and Security

Information Security System

Investment in Facilities and Technologies

Dongwon Industries invested KRW 336,516 thousand in information protection, including the introduction of ZTNA (Zero Trust Network Access), system vulnerability inspections, and corrective actions.

Investment in Information Protection[1)]

Classification	Unit	2023	2024	2025
Investment in Information Protection	KRW thousand	1,540,970	336,516	155,824
Information Protection Investment Ratio[2)]	%	5.30	9.10	3.37

1) Disclosure revised based on the February 2025 update to the "Information Security Disclosure Guidelines," reflecting accounting consistency review and revised investment classification criteria
2) Investment Budget for Information Protection/Total IT Budget

Privacy Policy

Dongwon Industries discloses an EASY version of its privacy policy on its website so that information subjects, including digitally underserved groups, can more easily understand matters related to the collection, processing procedures, retention period, and other aspects of personal information processing.



Capacity Building

Dongwon Industries carries out information security training and awareness-raising activities for employees by regularly posting phishing email cases, password policies, and security incident cases on the internal bulletin board. In addition, the Company provides information protection compliance training for external personnel, including the information protection organization and outsourced service providers. To enhance and maintain the competency of security managers, Dongwon Industries also provides IT security personnel with training on the establishment and operation of the information security system, as well as technical training on hacking prevention and prevention of technology leakage. Furthermore, the Company continuously strengthens its information protection capabilities through participation in external conferences.

Information Protection Training Performance in 2025

Number of participants	Training hours per person
213 People	2 hours

Information Security Notice Activities





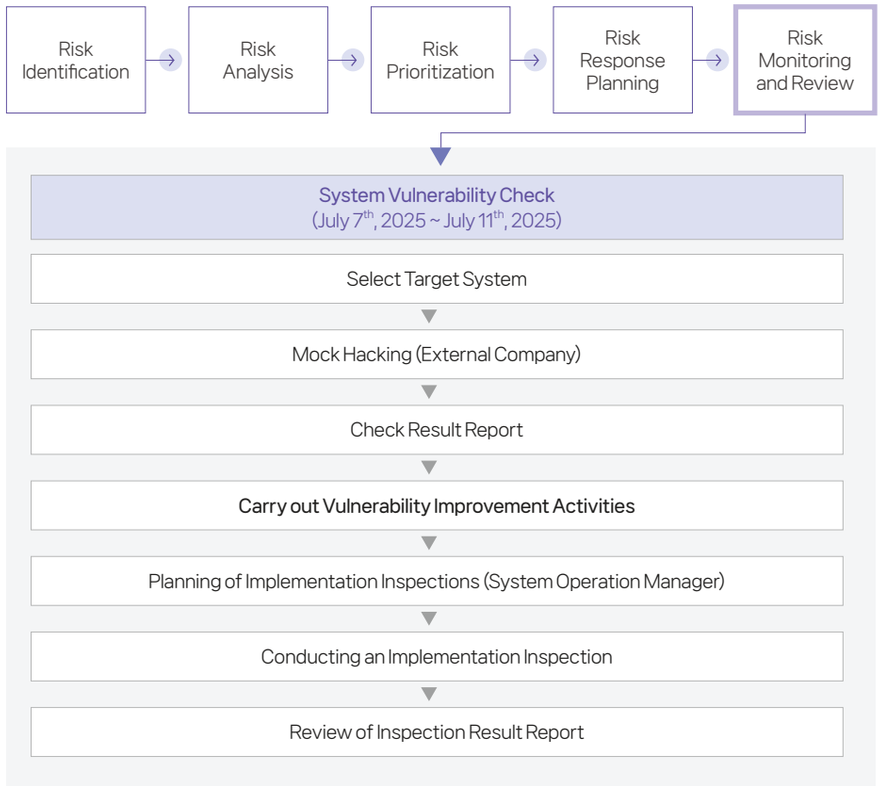
Information Protection and Security

Information Security System

Risk Management

Dongwon Industries conducts mock hacking on major business systems twice a year for effective and rapid response to cyber threats, and removes identified vulnerable points and performs improvement activities. The Company also acts according to each incident level when an attempt to leak information is detected or a security incident occurs.

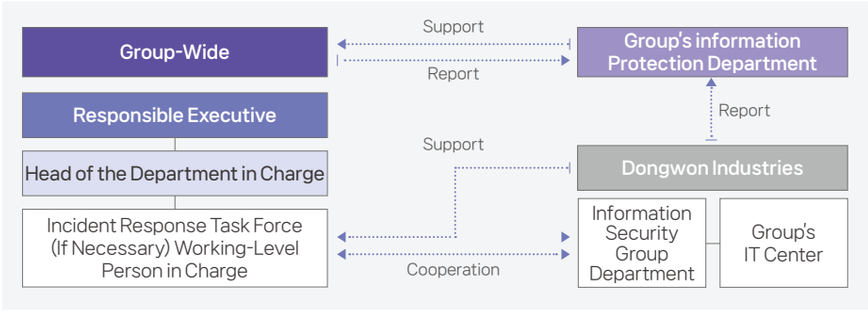
Risk Management Process



Risk Management Performance

Activity	Date	Target
System Vulnerability Check	July 7th, 2025 ~ July 11th, 2025	Web, Mobile app

Organization Responding to Security and Breach



Security and Breach Incident Response Process

Security Incident Detection	· Operation of Monitoring and Detection System · Establishment of Response and Reporting Procedures by Type and Severity · Immediate Reporting to the Chief Information Security Officer Upon Incident Occurrence
Registration and Report	· Initial Reporting to Head of Information Security Department for Incidents of Alert Level or Higher
Analyze and Process	· Active Response for Incidents of Warning Level or Higher - Formation of Security Incident Response Team (Incident Response Task Force) - Submission to the Information Security Committee as an Agenda Item · Deployment of Internal and External Security Experts Based on Severity
Follow-up Measures	· Post-incident Damage Assessment · Confirmation of Countermeasure Implementation and Vulnerability Inspection of Affected Equipment · Preparation and Submission of Incident Report · Implementation of Recurrence Prevention Measures and Training(If Necessary)

PERFORMANCE **03**

GOVERNANCE



IN THIS SECTION

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Shareholder Returns and Enhancement of Corporate Value

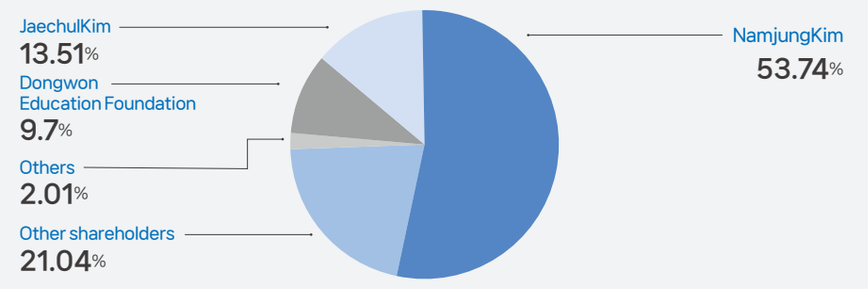
Shareholder Right Protection

Dongwon Industries is enhancing both shareholder value and corporate value through active shareholder return policies and transparent communication. The Company announced its value-up plan and is making every effort to implement it in good faith. It is also steadily carrying out the promised measures to enhance shareholder value in phases, including increasing the number of shares in circulation through a bonus issue and implementing interim dividends.

Voting Rights

Shareholders[1)]

Category	Shareholder	Number of shares	Percentage(%)
Largest shareholders and related parties	Namjung Kim	23,726,862	53.74
	Jaechul Kim	5,966,484	13.51
	Dongwon Education Foundation	4,283,294	9.7
	Others	881,062	2.01
	Others	9,290,284	21.04



1) As of the end of 2025: [Reference] 2025 Dongwon Industries annual report "VII. Matters related to the shareholders"

Voting Rights Composition and Exercise Status[2)]

Category	Number of shares
Total number of shares issued	44,147,986
Number of shares without voting rights[3)]	7,137
Number of shares with voting rights	44,140,849
Number of voting rights exercised	37,560,748
Attendance rate	85.1%

2) Based on the 57th regular shareholders' meeting in 2026
3) Treasury stock under the Commercial Act

Summary of the Minutes of the 57th Extraordinary General Meeting of Shareholders

Agenda	Resolution
Agenda No. 1: Approval of the comprehensive share exchange	Approved

Summary of the Minutes of the 57th General Meeting of Shareholders

Agenda	Resolution
Agenda No. 1: Approval of the 57th separate financial statements and consolidated financial statements	Approved
Agenda No. 2: Amendment to the Articles of Incorporation (reflecting the amended Commercial Act and changes to business purposes)	Approved
Agenda No. 3-1, 3-2, 3-3: Appointment of directors (1 executive director, 2 independent directors)	Approved
Agenda No. 4-1, 4-2: Appointment of independent directors who will serve as Audit Committee members	Approved
Agenda No. 5: Appointment of an Audit Committee member	Approved
Agenda No. 6: Approval of the limit on directors' remuneration (KRW 15,000,000,000)[4)]	Approved
Agenda No. 7: Capital reduction (retirement of treasury shares)	Approved

4) As of 2026

Support for Exercising the Voting Rights

Dongwon Industries schedules the regular General Meeting of Shareholders while avoiding the most concentrated AGM dates and participates in the AGM date dispersion program so that all shareholders can participate smoothly. The Company notifies shareholders of all matters related to the General Meeting of Shareholders no later than two weeks prior to the meeting. Written notices are sent to shareholders holding 1% or more of the shares, while shareholders holding less than 1% of the shares are notified electronically. In addition, Dongwon Industries discloses dividend-related information six weeks prior to the General Meeting of Shareholders (before the dividend record date) to enhance predictability, and actively supports the exercise of shareholders' voting rights by implementing an electronic voting system and soliciting proxy voting from all shareholders.

Shareholder Returns and Enhancement of Corporate Value

Shareholder Right Protection

Treasury Stock Retirement for Shareholder Returns

As part of its capital policy to enhance shareholder value, Dongwon Industries carried out treasury stock retirement on two occasions, in August 2023 and May 2024. In particular, in May 2024, the Company retired all treasury shares equivalent to 22.5% of its ownership. Such treasury stock retirement plays an important role in increasing per-share value by reducing the number of issued shares, clearly demonstrating the Company's commitment to shareholder returns, and maintaining active communication with the market and a market-friendly policy stance. Going forward, Dongwon Industries will continue to pursue a capital policy aimed at enhancing both mid- to long-term corporate value and shareholder value based on trust with shareholders.

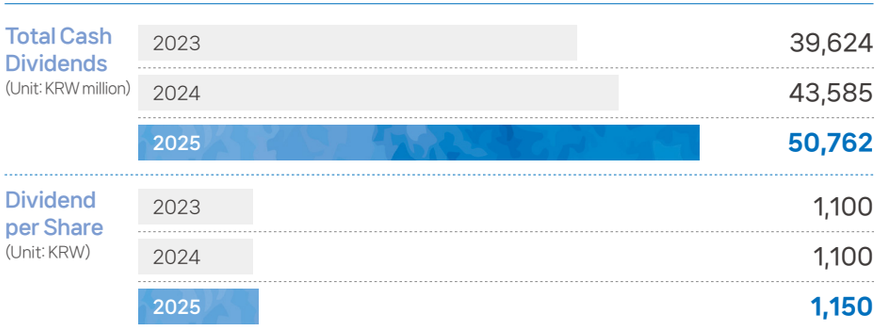
Treasury Stock Retirement Timeline



Dividend Payout

Dongwon Industries has continuously paid cash dividends every year since 2005, and the total cash dividends for 2025 amounted to KRW 50,762 million. Information related to dividends is transparently disclosed on the company's website, and dividend disclosures are made prior to the dividend record date to provide shareholders with sufficient information for their investment decisions. In addition, the total dividend amount was increased by approximately 10% through a bonus issue, and interim dividends have been implemented starting from the 57th term, further enhancing the stability and predictability of dividends.

Dividend Trend



Changes due to Treasury Stock Retirement and Bonus Issue

Type	December 31st, 2022	2023		August 2023 / March 2024		January 2025		2025		December 31st, 2025
	Before retirement	Other increases (appraisal right exercised)		First and second retirement		Bonus issue		Other increases (appraisal right exercised, comprehensive share exchange)		End of year
		Increase	After the increase	Retirement	After retirement	Increase	After the increase	Increase	After the increase	
Number of treasury stocks	13,818,545	142,225	13,960,770	13,960,770	-	-	-	7,137	7,137	7,137
Total number of shares issued	49,982,665	-	-		36,021,895	3,602,189	39,624,084	4,523,902	44,147,986	44,147,986
Capital	49,982,665,000	-	-	13,960,770,000	36,021,895,000	3,602,189,000	39,624,084,000	4,523,902,000	44,147,986,000	44,147,986,000

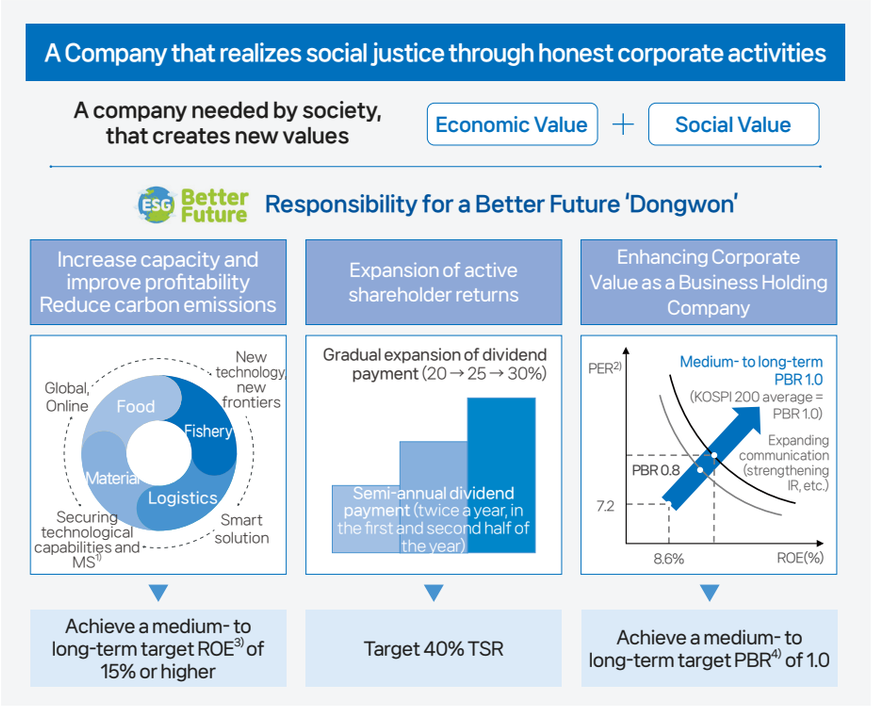
Shareholder Returns and Enhancement of Corporate Value

Shareholder Right Protection

Value-up Plan

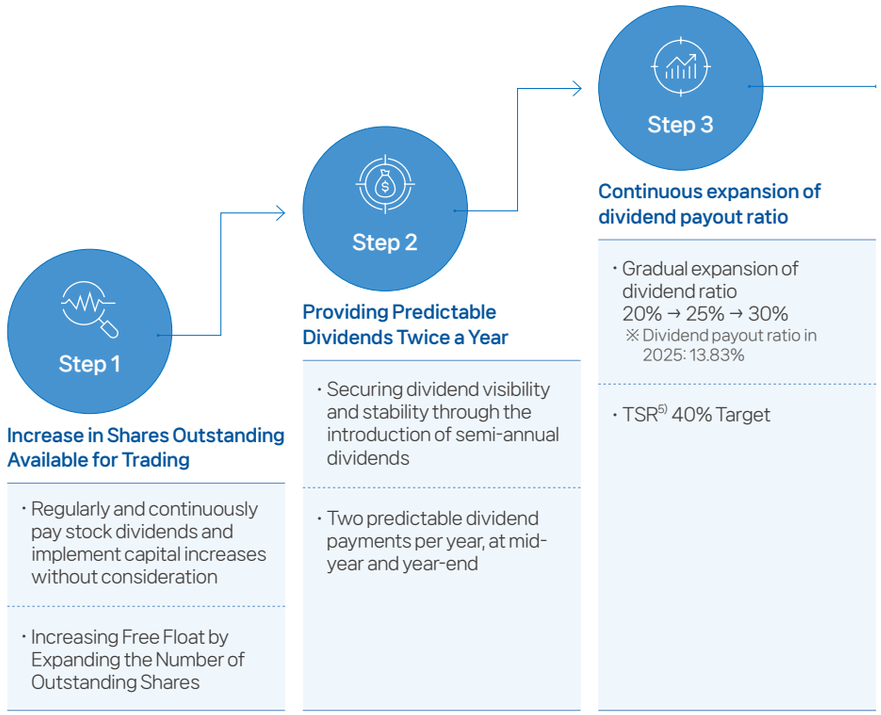
Dongwon Industries announced its Value-up Plan, which focuses on improving profitability, expanding active shareholder returns, and enhancing corporate value as a business holding company, and disclosed the plan transparently to the market. Under its vision of becoming a company needed by society, which creates new values, Dongwon Industries seeks to enhance mid- to long-term corporate value by identifying new growth engines and accelerating the growth of future businesses. In addition, to share the outcomes of these value enhancement efforts with shareholders, the Company is committed to faithfully implementing specific shareholder return policies, including bonus issues and interim dividends.

Value-up Target



1) Market Share
2) Price to Earning Ratio
3) Return on Equity
4) Price to Book-value Ratio

Value-up Plan Framework



5) Total Shareholder Return

Shareholder Returns and Enhancement of Corporate Value

Communication with Shareholders

Disclosure Management Regulations

Dongwon Industries' Disclosure Information Management Policy is intended to ensure that corporate information is disclosed in a lawful, accurate, and timely manner. To strengthen accountability for information disclosed externally, the Policy stipulates that all disclosure matters must obtain the prior approval of the Representative Director before disclosure. The Company continues to provide opportunities for communication with shareholders through regular and ad-hoc investor relations (IR) meetings and conference calls, and operates an IR page to disclose performance data and provide key investment information. In addition, Dongwon Industries enhances communication with investors by announcing annual and quarterly results and conducting domestic and overseas NDRs, including English IR disclosures.

Shareholder Communication Activities and Enhancement Measures

Investor Communication Activities (2025)

Regular and Ad-Hoc IR Activities	· Held regular and ad-hoc investor relations (IR) meetings and conference calls to communicate with shareholders (216 times in 2025)[1] · Operated an IR page to disclose performance data and provide key investment information · Announced annual and quarterly results and held 45 NDR[2]s in Korea and overseas
Disclosure Enhancement	· Representative director's approval required for public disclosure information
ESG-related Communication Activities	· Evaluating company-specific ESG KPIs through group-wide ESG Committee operations · Publishing sustainability reports · Constant communication regarding ESG-related activities

▼

Shareholder Communication Activities and Enhancement Measures

Expanding communication with domestic and overseas investors	Strengthening disclosure reporting and information accessibility
· Sharing more proactive growth directions through IR DAY, and other events · Expanding the search for new investors based on shareholder list analysis · Continuing executives' purchases of company shares to build trust and demonstrate responsible management	· Strengthening voluntary/fair disclosure, such as mid- to long-term plans and shareholder-friendly policies · Expanding content, such as reporting on the results of plans to enhance corporate value · Automatically monitoring key disclosures of group companies based on RPA

1) [Reference] Corporate Governance Report
2) Non-Deal Roadshow

Shareholder Communication Goals

Dongwon Industries established a dedicated IR organization in 2025 and set shareholder communication goals. The Company provides regular performance updates and, through the operation of IR channels, enhances information accessibility and understanding for domestic and overseas investors, thereby promoting the protection of shareholder rights and strengthening trust-based communication.

Performance and Goals of IR and Shareholder Communications

Category	Details	2025 Goals	2025 Performance
IR activation	Quarterly earnings announcement (earnings call)	80 times	87 times
	NDR[1]	4 times	6 times
	IR-dedicated webpage	Continuous update	Continuous update
	IR disclosure	Expansion of public disclosure	4 times
Expanding IR activities targeting foreign investors	Publish IR Book in English	Continuous update	Continuous update
	Conference call for foreign investors	5 times	8 times
	Disclosure in English	Continuous disclosure	2 times
Shareholding ratio management	Institutional shareholding ratio management	Quarterly management of shareholders' list	Quarterly management of shareholders' list
	Foreign ownership ratio management		

1) Non-Deal Roadshow

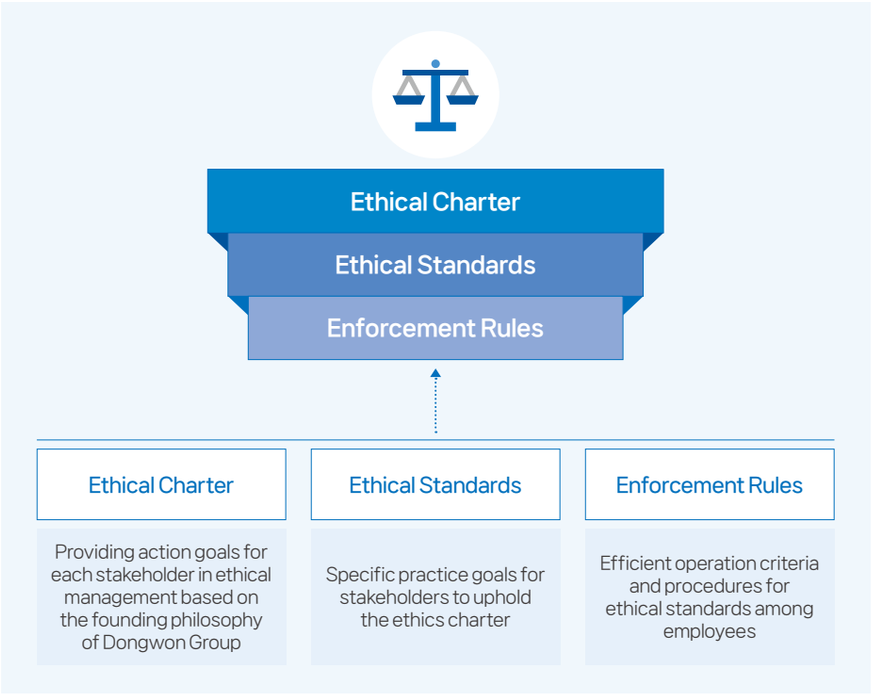
Business Ethics and Regulatory Compliance

Righteous Management System

Dongwon Industries internalizes the values that companies are expected to uphold throughout its overall management based on Righteous Management. At the Dongwon Group level, the Company has systematically established systems to ensure compliance with legal and ethical standards, while carrying out various training and implementation activities to strengthen employees' capabilities. By continuously putting responsible corporate activities into practice based on ethical thinking, Dongwon Industries seeks to reinforce an honest corporate culture and establish itself as a company that contributes to a sound society and sustainable development

Righteous Management Framework

Dongwon Industries' Righteous Management Framework consists of the Ethics Charter, Ethical Standards, and Implementation Rules, and codifies ethical management practices for each stakeholder group based on the Company's founding philosophy. Dongwon Industries' righteous management encompasses both ethical management, which refers to compliance with social norms, and compliance, which refers to compliance with legal norms.



Key Contents of Righteous Management Framework or Ethical Standards

Responsibility to customers

- Placing utmost priority on customer value
- Quality and delivery management
- Technological development and quality improvement
- Customer satisfaction
- Approach with sincerity and integrity
- Respect for customer opinions
- Protection of customer information, property, and reputation

Responsibility to shareholders and investors

- Transparent decision-making
- Fair profit realization
- Continuous growth and development
- Protection of shareholders' and investors' interests
- Enhancing the reliability and timeliness of information

Responsibility to employees

- Respect for individual creativity
- Knowledge-based creative management
- Prohibition of unfair discrimination
- Provision of equal opportunities
- Fair assessment and just compensation
- Support for self-development and education
- Development of talent with a long-term perspective

Employees' responsibility

- Compliance with all laws and regulations
- Maintaining the dignity of the company and individuals
- Prevention of conflicts of interest in transactions
- Cultivating a culture of cooperation based on mutual trust
- Prohibition of discrimination and harassment
- Prohibition of personal use of company property
- Protection of company's tangible and intangible assets

Responsibility to the nation and society

- Continuous job creation
- Honest tax payment
- Compliance with domestic and international laws and treaties
- Compliance with accounting regulations and standards
- Prohibition of providing funds for illegal political donations and expenses
- Respect for individuals' voting rights and political opinions
- Prohibition of political activities within the company

Fair competition and trades

- Respect for market economy order
- Pursuit of fair competition
- Compliance with fair trade regulations
- Providing fair opportunities to partner companies
- Ensuring reasonable transaction conditions
- Cooperative partnership for mutual growth

Business Ethics and Regulatory Compliance

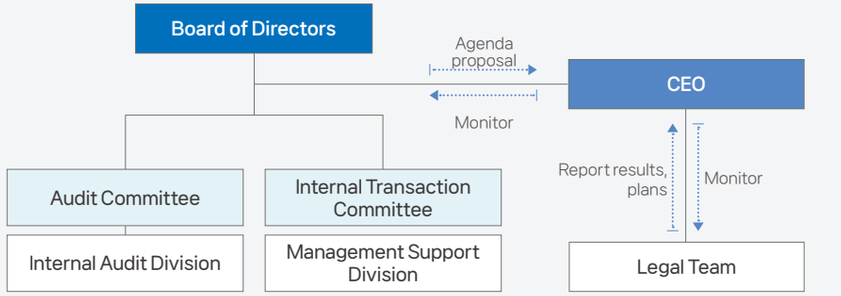
Righteous Management System

Decision-making System

The Audit Committee and the Internal Transaction Committee under the Board of Directors perform key roles in decision-making, management, and oversight for Righteous Management.

Audit Committee	Internal Transaction Committee
· Audit of the legality of management's operations · Reporting on compliance evaluations of ethical standards by employees	· Prior deliberation and review on the appropriateness of transactions with affiliates and related parties

Righteous Management Governance



Key Agenda Reported to the Committee

Date	Reporting Body	Agenda
June 26th, 2025	Audit Committee	Approval of the audit plan and the review results of the first-quarter audit
August 8th, 2025	Audit Committee	Report on the results of internal audit for the first half of 2025 and approval of the second-half plan
December 15th, 2025	Audit Committee	Report on the review results of the third-quarter audit in 2025
April 11th, 2025	Internal Transaction Committee	Approval of the extension of collateral provision for the borrowing of K Smart Farming Co., Ltd.
May 15th, 2025	Internal Transaction Committee	Approval of the extension of collateral provision for the borrowing of Dongwon Construction Industries Co., Ltd
May 15th, 2025	Internal Transaction Committee	Purchase of real estate in Hobeop-myeon, Icheon-si

Organization

The main operational organizations of Dongwon Industries consist of the Internal Audit Division, Management Support Division, and Legal Team. Among them, the Internal Audit Division and Management Support Division also serve as support organizations for the committees under the Board of Directors.

Internal Audit Division

- Monitoring of compliance issues
- Compliance with laws, regulations, articles of incorporation, company rules, etc., and periodic ethics training
- Periodic sharing of issues with management (at least four times a year)
- Periodic follow-up on recommendations for improvement (at least four times a year)

Management Support Division

- Ongoing support activities in response to requests from the Audit Committee and Compliance Officer

Legal Team

- Legal risk diagnosis and management for subsidiaries (including key law enactment/amendment and operational requests)

Business Ethics and Regulatory Compliance

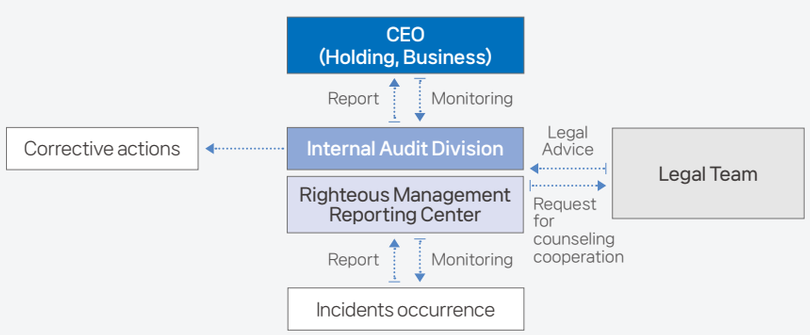
Righteous Management System

Risk Management

As part of its risk management efforts, Dongwon Industries has established a whistleblower system and operates a Righteous Management Reporting Center. Reports may be submitted by all stakeholders, including those concerning affiliated companies. Reported cases are reviewed by the Internal Audit Division of Dongwon Industries and then forwarded to the relevant affiliated company. In particular, the Company operates a policy under which mitigating circumstances may be considered when employees report misconduct or corruption related to themselves, thereby actively encouraging voluntary reporting and enhancing understanding of ethical management. In 2025, a total of two reports were received, and all were processed with a 100% completion rate.

Tel :02-589-3548 (Dongwon Group Internal Audit Division)	URL : Righteous Management Reporting Center	Email: ethics@dongwon.com

Report Reception and Processing System



Righteous Management Reporting Center Operating History

Cases Reported	Cases Processed	Processing rate
2	2	100%

Awareness-raising activities

Sending a letter on ethical management to partner companies (twice a year, before holidays)

Letter to partner companies regarding the implementation of ethical management



- Purpose: To eliminate coercive sales practices, such as the forced purchase of Chuseok holiday gift sets, in accordance with Dongwon Group's fair management measures.
- Target recipients: All business partners (customers) with whom Dongwon Group has regular transactions.
- Main contents: Elimination of provision of favors, elimination of coercive sales practices, establishment of fair-trading practices
- To improve accessibility, information on the "Unfair Case Reporting Center" is provided, and the "Whistleblower Handling Policy" and "Whistleblower Protection Policy" are clearly stated.

Capacity Building

We implement key ethics training programs for employees (clerical employees)

- Ethical norms and company regulations
- The necessity of ethical management
- Examples of violations by type of ethical management
- Examples of unfair trade practices

Ethics Training History

Target Audience	Number of participants	Training hours per participant
Office workers in HQ	182	1 hour/person
New Employees	18	1.5 hour/person
Experienced Employees	16	1 hour/person

DONGWON INDUSTRIES
SUSTAINABILITY REPORT 2025

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ESG HIGHLIGHTS
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Business Ethics and Regulatory Compliance

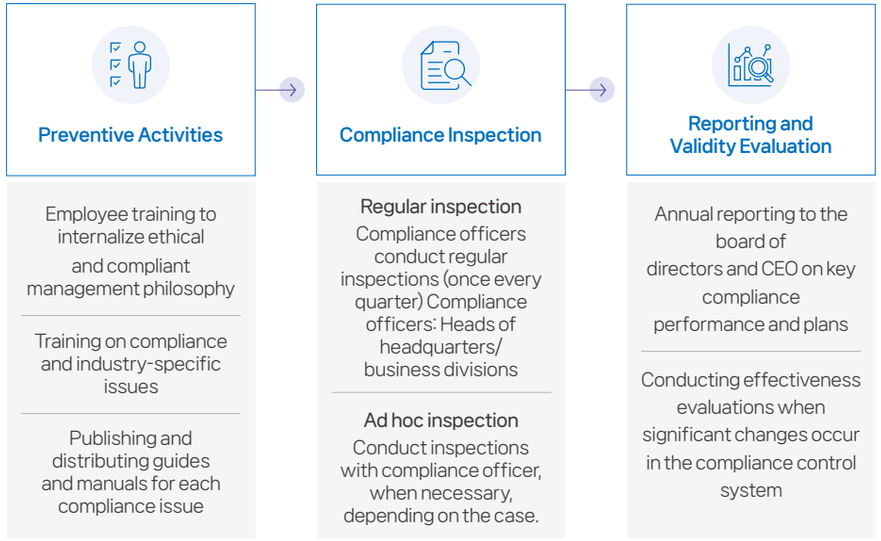
Compliance

Organization

The main operational organizations of the compliance management system are the Internal Audit Division and the Legal Team (Compliance Officer), which play central roles in overseeing and supporting the Company's compliance management and compliance-related activities.

Internal Audit Division	Legal Team and Compliance Officer
· Refer to [Righteous Management Framework-Organizations]	· Continuous legal risk assessment and management related to internal decision-making and business execution · Attend board meetings to monitor the appropriateness of the company's management activities

Compliance Risk Management Process



Key Activities of the Compliance Officer

Category	Date	Key Activities	Inspection Result
Legal review of board agenda items	Mar, Apr, Jun, Nov, and Dec 2025	Attended board meetings, conducted legal reviews of agenda items, and provided legal opinions	Compliance confirmed
Legal review of the comprehensive share exchange	Apr. 2025	Reviewed the validity and legality of the comprehensive share exchange with Dongwon F&B	Compliance confirmed
Review of internal regulations	Jun. 2025	Conducted a legal review of the re-amendment of internal regulations	Compliance confirmed
Review of the legality of a capital increase by a subsidiary	Dec. 2025	Attended board meetings, conducted legal reviews of agenda items, and provided legal opinions	Compliance confirmed

Capacity Building

To strengthen compliance and regulatory capabilities, Dongwon Industries provides annual training for all employees on regulations, compliance requirements, and the latest legal and institutional trends that must be understood in the course of work. In addition, the Company operates special training programs tailored to the characteristics of each employee's job function, and provides differentiated training for new and experienced employees, thereby systematically strengthening compliance awareness and capabilities across the organization.

Risk Management

To Strengthen its compliance and regulatory framework, Dongwon Industries operates a compliance management process consisting of Prevention, Implementation Check, and Reporting and Validation, through which risks are systematically identified and managed. Key management areas include fair trade, privacy, employee human rights, and anti-corruption. Based on relevant laws and internal regulations in each area, the Company checks compliance and continuously carries out improvement activities, thereby enhancing its company-wide level of risk management.

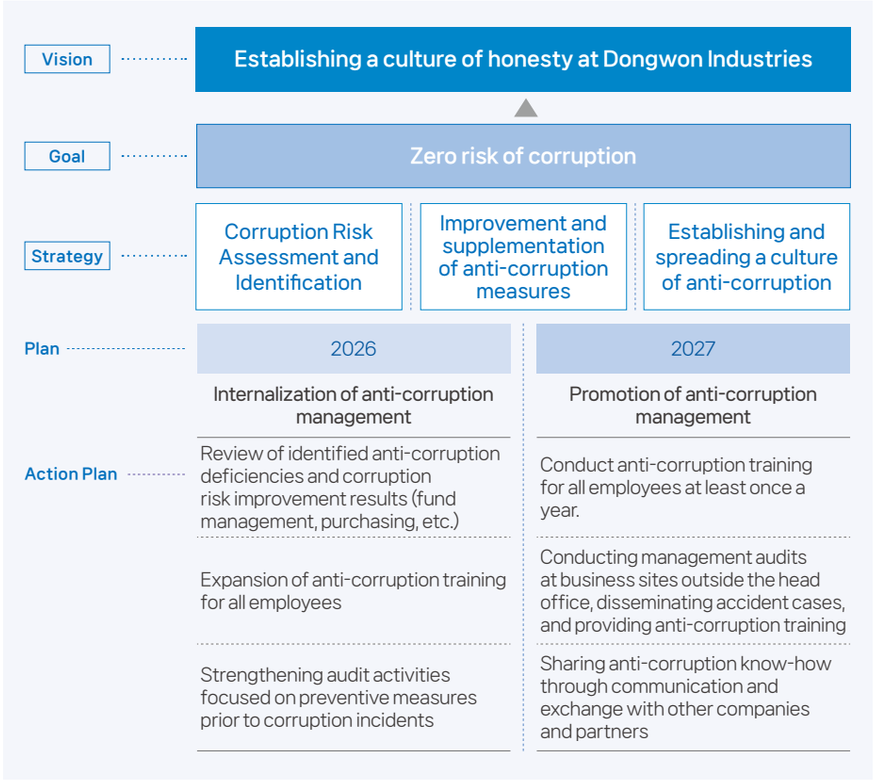
Business Ethics and Regulatory Compliance

Compliance

Anti-Corruption Action Plan

Dongwon Industries strictly prohibits any act in which employees obtain or provide unfair benefits by using their personal position at work. In the first half of 2025, the Company established a company-wide anti-corruption response system and has been systematically carrying out management activities for identified risks. In addition, Dongwon Industries continues to strengthen its level of compliance by implementing regular anti-corruption activities every year.

Anti-corruption response framework



Anti-corruption activities

When entering into contracts with suppliers, Dongwon Industries requests a Code of Ethics Compliance Pledge that clearly sets out the obligation not to provide money, gifts, entertainment, or hospitality, as well as the responsibilities in the event such actions occur. The pledge also stipulates mutual integrity obligations, contract termination, compensation for damages, and the obligation to provide related information in the event of corruption. In addition, twice a year before major holidays such as Lunar New Year and Chuseok, the Company sends letters to suppliers requesting their cooperation in practicing righteous management, while also providing guidance on Dongwon's ethical management policy and external reporting channels for corrupt practices. Dongwon Industries also operates an online Righteous Management Reporting Center and a telephone hotline through which internal employees and external stakeholders can anonymously report concerns and seek consultation, thereby creating an environment that facilitates reporting and counseling.

Anti-corruption training (related to the dissemination of corruption cases and prevention)

Target audience	Contents
All employees	Spreading corruption cases and preventing corruption
Management	
Purchasing/Sales/Production/Marketing departments	

To strengthen anti-corruption and ethical management, Dongwon Industries conducts differentiated anti-corruption training by position once a year, and reviews its fund management checklist annually to identify internal control deficiencies and derive improvement measures. The Company also regularly reviews the purchasing process to identify weaknesses in internal controls and corruption risks, and prepares corrective actions accordingly, thereby continuously enhancing its company-wide anti-corruption management level.

Anti-corruption risk identification and management activities

Category	Activity details
Review fund management checklist	For 42 domestic and overseas subsidiaries, deficiencies were reviewed and improvements completed across 14 key fund control items, including company-wide controls, account management, fund execution, fund management, cash on hand, notes/checks/securities, corporate seals/signatures, corporate cards, and receivables.
Review purchasing process	For Dongwon Industries and Dongwon Construction Industries, the entire purchasing process was reviewed—from vendor selection, contracting, settlement, and payment for all purchasing activities including procurement, services, and subcontracting—and deficiencies and corruption risks were identified, with improvement measures derived accordingly.

Report on anti-corruption risk identification and management activities

Date	Agenda	Relevant body
Aug. 8th, 2025	Agenda No. 3: Report on the results of internal audit for the first half of 2025 and approval of the second-half plan	Audit Committee
Aug. 8th, 2025	Report No. 1: Report on the results of the 2nd and 3rd Audit Committee meetings in 2025	Board of Directors

Risk Management with Sustainability Considerations

Identification and Response to Key Risks

Financial Risks

Major Financial Risk and Management Activities

Key risks	Response to risks	Reference
Market · credit · liquidity risk	· Maintaining asset-liability ratios to ensure financial solvency · Established internal policies based on authoritative interpretation	Annual Report
Internal Control Over Financial Reporting Risk	· Operating an internal control system · Independent third party's consulting on Internal Control over Financing Reporting (ICFR)	Internal Accounting Management
Unfair Trading Risk	· Management of fair practices and compliance risks through the operation of the Internal Audit Division and Compliance Officer · Operation of the Internal Transactions Committee	Business Ethics and Regulatory Compliance

Tax Risk

Dongwon Industries operates tax planning policies that reflect the tax laws and policies applicable to its domestic and overseas corporations. The Company submits the status of relevant implementation to the National Tax Service through an integrated international transaction information report, thereby faithfully implementing the OECD BEPS1) policy. When important tax-related decisions are required, dedicated organizations and relevant departments jointly review the matter before making the final decision. In addition, Dongwon Industries is systematically strengthening the identification and response to major tax risks by obtaining advice on tax risk management through tax agents.

1) Base Erosion and Profit Shifting

Non-financial Risks

Major Non-Financial Risk Management History

Key risks	Response to risks	Reference
Business · process risk	· Continuous monitoring of domestic and international industry trends · Establishment of a safety and health management team to prevent accidents that may occur in business operations	Safety and health management
Compliance Risk	· Continuous monitoring of domestic and international laws and regulations, including amendments · Compliance training for employees and supply chain partners	Compliance
ESG Risk	· Establishing an ESG management system in accordance with domestic and international ESG standards · Reviewing the company's mid- to long-term ESG strategy and its implementation progress	ESG Management

Board Resolution on Non-financial Risks

Date	Agenda	Committee
Mar 11th, 2025	Agenda No. 5: Approval of the 2025 safety and health plan	Board of Directors

Risk Awareness Enhancement

Dongwon Industries conducts regular training to internalize awareness of and response capabilities for key non-financial (ESG) risks. In particular, the Company has established safety and health, human rights management, ethics, and compliance as key training topics, helping employees understand the types of risks that may arise in each area, as well as relevant legal and regulatory requirements, internal policies, and actual cases, so that they can reflect such understanding in their work. Through these efforts, Dongwon Industries is fostering a company-wide culture of proactively identifying and managing ESG risks and strengthening its responsible management framework.

Training history related to major non-financial risks

Category	Health and safety	Human Rights	Ethics and compliance
Major training elements	· Precaution and incident response procedure in workplace operation	· Sexual harassment prevention · Improving awareness on the disabled	· Training on preventing workplace bullying and harassment
Training Performance	· Safety and health management	· Human rights	· Business Ethics and Regulatory Compliance

Risk Management with Sustainability Considerations

Internal Control over Financial Reporting (ICFR)

Dongwon Industries has established internal accounting management regulations and work guidelines in accordance with the revision of the External Audit Act, which took effect in November 2018, and is faithfully complying with them. Since 2023, the Company has been preparing accounting information related to consolidated financial statements and has been operating in reflection of the amended application cases concerning matters necessary for the disclosure of accounting information. In addition, by applying the model standards for internal control over financial reporting established by the Internal Accounting Management System Committee, Dongwon Industries continues to strengthen the adequacy and reliability of its internal control over financial reporting.

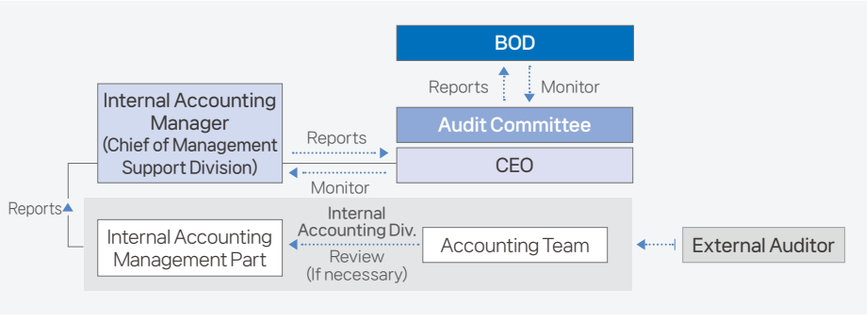
Agenda for Internal Accounting-Related Meetings

Date	Agenda
Mar 5th, 2025	Agenda No. 1: Report on the operation status of the 2024 internal accounting management system
	Agenda No. 1: Amendment to the internal accounting management regulations
Aug 28th, 2025	Agenda No. 2: Approval of the plan for design evaluation and operational evaluation of internal accounting
Sep 23rd, 2025	Agenda No. 1: Report on the progress of the 2025 design and operational evaluation of the internal accounting management system

Organization

Dongwon Industries operates an Internal Accounting Office under the Management Support Division, which independently inspects the appropriateness of internal control activities and procedures in each department. The Accounting Team is responsible for accounting information processing, management and operation of accounting ledgers through computer systems, error control, and internal verification, while the External Auditor reviews the adequacy and effectiveness of the internal accounting management system.

ICFR Governance



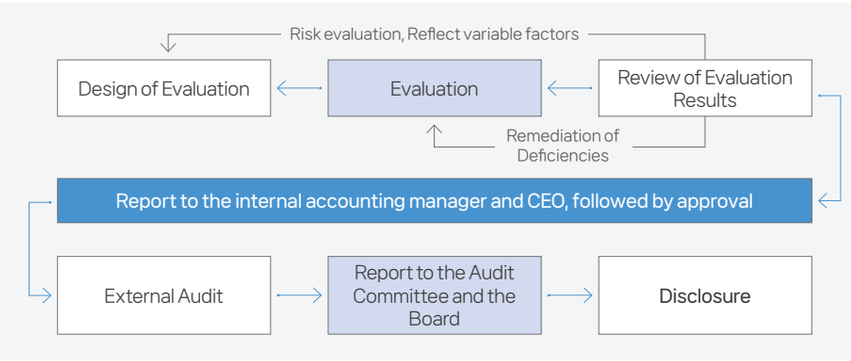
Report on ICFR by the External Auditors

Business Year	Category	Type (Audit/ Review)	Auditor's (Reviewer's) Opinion	Findings
57th (current year)	Internal Control over Financial Reporting	Audit	Unqualified opinion	-
	Internal Control over Financial Reporting (Consolidated)	Audit	Unqualified opinion	-

Risk Management

As a holding company, Dongwon Industries operates the internal accounting management system across the entire group, including 12 consolidated entities, and conducts an evaluation of the effectiveness of its internal control over financial reporting once a year. The scope of the consolidated internal control over financial reporting includes not only unlisted companies directly held by Dongwon Industries, but also listed companies and their subsidiaries. Based on this scope, the Company conducts internal accounting risk assessments to enhance the reliability and transparency of accounting information.

Internal Accounting Control System Evaluation Process



PERFORMANCE **04**

BUSINESS

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New Markets and Business Opportunities

Dongwon Industries aims to make a second leap forward in the global market through the strategic integration of its food business. By bringing together the capabilities of its domestic and overseas food affiliates, the Company is maximizing synergies, advancing R&D under a centralized control tower, and accelerating its expansion into overseas markets. Through these efforts, Dongwon Industries is accelerating its entry into new markets and systematically securing sustainable growth drivers.

Strengthening Global Growth Capabilities through AI-driven Operational Innovation

Grand Prize in the AI Innovation Category of the Korea Management Awards

Dongwon Industries is expanding My GPT, which provides customized services based on job function and individual work style, as well as AI agent functions that automatically perform repetitive tasks without separate instructions. The Company also plans to build an environment in which data can be utilized in an integrated manner through linkage with the Group's ERP system. At the affiliate level, Dongwon F&B is utilizing AI for the detection of fish bones and foreign substances in canned products and for product design evaluation, while the business division of Dongwon Industries operates TUNA Buddy, an AI chatbot that supports foreign crew members. In addition, Dongwon Construction Industries has introduced and is utilizing an AI smart estimation system that automatically prepares construction cost estimates and bill details. In recognition of these Group-wide AI-based business innovation efforts and tangible outcomes, Dongwon Industries was selected as the grand prize winner in the newly established AI Innovation category of the Korea Management Awards.



Premiumization of Domestic Blue Food

Domestic Bluefin Tuna Business

As catches of bluefin tuna have surged in the coastal waters of the East Sea and South Sea due to climate change, Dongwon Industries is pursuing a new market expansion strategy to foster this resource as a high-value-added Blue Food. In cooperation with organizations such as the Large Purse Seine Fisheries Cooperative, the Company plans to pilot the purchase and commercialization of approximately 80 tons of coastal bluefin tuna this year, and to gradually expand the volume to 300 tons over the mid- to long-term in order to establish a stable supply and distribution system. Under the existing auction-centered wholesale structure, insufficient distribution infrastructure has led to quality deterioration and significant waste. To address this, Dongwon Industries has introduced a direct shipment and processing system based on the 10-hour rule, under which bleeding, head and viscera removal, and rapid freezing and processing at the Company's own plant are completed within 10 hours of catch. Through this system, the Company minimizes intermediate distribution stages and maximizes the freshness and quality of bluefin tuna. As a result, Dongwon Industries is converting domestically caught coastal bluefin tuna into premium products while enabling the efficient use of fishery resources that were previously discarded. The commercialized bluefin tuna products are being supplied through various channels, including hypermarkets, department stores, hotels, and restaurants. Going forward, Dongwon Industries plans to further enhance the added value of domestic bluefin tuna and gradually reduce import dependency by expanding distribution volumes and promoting exports. In addition, through collaboration with its comprehensive food affiliates, the Company aims to diversify its product portfolio by developing premium canned tuna and processed food products using domestic bluefin tuna, while securing a mid- to long-term growth driver that will lead the market for premium domestic seafood based on new fishing grounds formed as a result of climate change.



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Part. 05



ESG Factbook

FINANCE

Financial Data

Summary Consolidated Statement of Financial Position

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Asset	Total Asset	-	KRW million	7,725,143	7,158,211	7,777,544
		Current asset	KRW million	3,770,744	3,167,814	3,544,498
		Non-current asset	KRW million	3,954,399	3,990,398	4,233,046
Liabilities	Total Liabilities	-	KRW million	4,589,422	3,911,799	4,075,767
		Current liabilities	KRW million	3,070,620	2,420,635	2,864,765
		Non-current liabilities	KRW million	1,518,801	1,491,164	1,211,002
Equity	Total Equity	-	KRW million	3,135,721	3,246,412	3,701,777
		Equity attributable to owners of the parent	KRW million	2,696,817	2,796,142	3,528,034
		Non-controlling interests	KRW million	438,904	450,270	173,743

Summary Consolidated Statement of Comprehensive Income

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Sales	-	-	KRW million	8,948,571	8,944,232	9,583,674
Operating profit	-	-	KRW million	464,734	501,320	516,134
Net profit	-	-	KRW million	272,187	113,564	387,149
Profit(loss) attributable to owners of parent	-	-	KRW million	224,959	75,281	367,035
Profit(loss) attributable to non-controlling interests	-	-	KRW million	47,228	38,283	20,114
Earnings per share	-	-	KRW	5,670	1,900	8,793
Number of companies included on a consolidated basis[1)]	-	-	companies	46	44	41

1) Subsidiaries included in the scope of consolidation, excluding the parent company

Direct economic value generated and distributed

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Direct economic value generated	Sales (consolidated)	-	KRW million	8,948,571	8,944,232	9,583,674
	Sales (separate)	-	KRW million	1,090,158	1,079,415	1,106,250
Economic value Distributed	Total purchase amount from supplier	-	KRW million	640,665	567,464	678,664
	Total cash dividend	-	KRW million	39,624	43,585	50,762
	Salary	-	KRW million	1,014,339	1,061,424	1,059,208
	Interest cost	-	KRW million	119,356	120,050	110,246
	Income tax expenses	-	KRW million	76,365	82,280	79,662
	Donations	-	KRW million	1,159	1,054	1,302

1) Based on consolidated financial statements unless otherwise stated.
2) [Total purchase amount from supplier]: Based on separate tax invoices.

ESG Factbook

FINANCE

Financial Data

Sales by business segment (consolidated basis)

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Marine Fisheries	Sales (adjusted)	-	KRW million	403,029	357,397	339,590
	Sales portion	-	%	4.50	4.00	3.54
Food Processing & Distribution	Sales (adjusted)	-	KRW million	5,858,637	6,054,365	6,485,313
	Sales portion	-	%	65.47	67.69	67.67
Logistics	Sales (adjusted)	-	KRW million	1,150,510	1,164,103	1,188,312
	Sales portion	-	%	12.86	13.02	12.40
Seasoning & Distribution	Sales (adjusted)	-	KRW million	-	-	-
	Sales portion	-	%	-	-	-
Construction	Sales (adjusted)	-	KRW million	-	-	-
	Sales portion	-	%	-	-	-
Online business	Sales (adjusted)	-	KRW million	-	-	-
	Sales portion	-	%	-	-	-
Packaging	Sales (adjusted)	-	KRW million	1,030,824	1,058,695	1,106,244
	Sales portion	-	%	11.52	11.84	11.54
Others	Sales (adjusted)	-	KRW million	505,571	309,672	464,215
	Sales portion	-	%	5.65	3.46	4.84

1) Based on consolidated financial statements unless otherwise stated
2) Due to the merger with Dongwon Enterprises and the reorganization of business divisions, some data for 2023 may differ

Financial Assistance Received from Government

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Total monetary value of government financial assistance received in reporting period	Tax relief and tax credit	-	KRW million	708	387	672
	Subsidies	-	KRW million	267	466	700

1) Based on consolidated financial statements unless otherwise stated
2) [Subsidies]: Includes details on other subsidies in addition to those listed in business report

ESG Factbook

GOVERNANCE

Establishing Governance and Operating the Board of Directors[1)]

Board Composition and Operation

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Independence	Total number of directors	-	person	9	7	9
	Executive director	-	person	4	3	4
	Independent director	Personnel	person	5	4	5
		Ratio	%	55.56	57.14	55.56
Diversity	Gender	Male	person	8	6	8
		Female	person	1	1	1
		Woman excluding the largest shareholder and specially related persons	person	1	1	1
		Ratio	%	11.11	14.29	11.11
	Age	Under 30 years old	person	0	0	0
		30-50 years old	person	1	1	1
		Over 50 years old	person	8	6	8
Professionalism	Risk management expert	-	person	1	1	1
Guaranteed term	Executive director	-	year	2	2	2
	Independent director	-	year	2	2	2
Board prior convening notice period	Board prior convening notice period	-	day	3	3	3
Board operation	Meetings Held	-	time	7	8	10
	Number of agenda submitted	-	case	31	36	45
		-	case	17	21	27
		-	case	14	15	18
	Opinions by agenda	Vote for	case	17	21	26
		Vote against	case	0	0	0
		Amend	case	0	0	1
		Abstain	case	0	0	0
	Attendance rate	Average attendance rate	%	90.00	94.00	97.78
		Executive director	%	91.40	96.00	95.00
		Independent director	%	88.60	92.00	100.00
	Frequency of board review related to sustainability (ESG)	-	time	1	1	0

1) As of the end of each fiscal year
2) [Guaranteed Term]: The term guaranteed by contract after director appointment.
3) [Independence]: Total number of directors, [Diversity]_Gender: Based on registered executives
4) [Board Operation]_Attendance Rate: Compiled from the list of directors in office at the end of each fiscal year

Board Committee

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Audit Committee (Audit Body)	Composition	Personnel	person	3	3	3
		Independent director ratio	%	100.00	100.00	100.00
		Number of accounting and financial experts	person	1	1	1
		Chairperson's accounting or financial expert status	Y/N	N	N	Y
	Operation	Meetings held	time	3	3	6
		Total agendas	case	6	6	12
		Resolution agendas	case	6	5	12
		Reporting agendas	case	0	1	0
		Vote against	case	0	0	0
		Approval rate of independent director	%	100.00	100.00	100.00
		Average attendance rate	%	100.00	100.00	100.00
		independent director	%	100.00	100.00	100.00
	Audit related training	-	person	3	0	3
Internal Transaction Committee	Composition	Personnel	person	3	3	3
		Independent director ratio	%	100.00	100.00	100.00
	Operation	Meetings held	time	1	1	2
		Total agendas	case	2	1	3
		Resolution agendas	case	2	1	3
		Reporting agendas	case	0	0	0
		Vote against	case	0	0	0
		Approval rate of independent director	%	100.00	100.00	100.00
		Average attendance rate	%	100.00	100.00	100.00
		independent director	%	100.00	100.00	100.00
Independent Director Nomination Committee	Composition	Personnel	person	5	3	3
		Independent director ratio	%	100.00	66.67	100.00
	Operation	Meetings held	time	0	1	1
Management Committee	Composition	Personnel	person	3	3	4
		Independent director ratio	%	0	0	0
	Operation	Meetings held	time	8	13	8
		Total agendas	case	10	15	8
		Resolution agendas	case	10	15	8
		Reporting agendas	case	0	0	0
		Average attendance rate	%	95.75	95.00	96.87

1) Revised disclosure due to a unit error in the prior year

ESG Factbook

GOVERNANCE

Establishing Governance and Operating the Board of Directors[1)]

Board Compensation

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Registered Executive	Personnel	-	person	4	3	4
	Total compensation	-	KRW million	2,322	2,759	2,917
	Average compensation per person	-	KRW million	580	849	796
Independent Director	Personnel	-	person	2	1	2
	Total compensation	-	KRW million	102	64	94
	Average compensation per person	-	KRW million	51	48	51
Audit Committee (Audit body)	Personnel	-	person	3	3	3
	Total compensation	-	KRW million	159	161	164
	Average compensation per person	-	KRW million	53	54	55

1) Revised disclosure due to an error in the prior-year classification
2)[Registered executive]: Excludes external directors and audit committee members for registered directors
3)[Independent Director]: Excludes audit committee members from the total number of external directors

Shareholder Composition

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Registered executives	-	-	%	46.42	59.92	53.75
	Excluding Controlling Shareholders and Related Parties	-	%	0.02	0.04	0.01
Controlling Shareholders and Related Parties	-	-	%	64.73	83.42	69.23
Subsidiaries (Including treasury shares and foundation)	-	-	%	25.90	4.38	9.72
	Excluding treasury stock and foundation	-	%	0.00	0.00	0.00
Other	-	-	%	9.36	12.17	21.04
	National Pension Service	-	%	1.31	1.79	4.07

1) Revised disclosure due to an error in the prior-year classification

ESG Factbook

GOVERNANCE

Business Ethics and Regulatory Compliance

Compliance

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Total noncompliance case	Administrative monetary penalty	-	case	0	0	0
	Administrative non-monetary penalty	-	case	0	0	0
	Total fines	-	KRW million	0	0	0
Environment-related	Judicial punishment, fines, or restrictions on participation in national or local government bidding	-	case	0	0	0
	Administrative monetary penalty	-	case	0	0	0
	Administrative non-monetary penalty	-	case	0	0	0
	Total fines	-	KRW million	0	0	0
	Environmental debt	-	KRW million	0	0	0
Society related	Judicial punishment, fines, or restrictions on participation in national or local government bidding	-	case	0	0	0
	Administrative monetary penalty	-	case	0	0	0
	Administrative non-monetary penalty	-	case	0	0	0
Privacy related	Judicial punishment, fines, or restrictions on participation in national or local government bidding	-	case	0	0	0
	Administrative monetary penalty	-	case	0	0	0
	Administrative non-monetary penalty	-	case	0	0	0
Corporate Governance–related	Judicial punishment, fines, or restrictions on participation in national or local government bidding	-	case	0	0	0
	Administrative monetary penalty	-	case	0	0	0
	Administrative non-monetary penalty	-	case	0	0	0
Ethics/ anticorruption	Punishment equivalent to administrative fine, penalty fine, imprisonment, penitentiary imprisonment, detention	-	case	0	0	0
	Punishment equivalent to penalty charge, monetary penalty or compulsory fine	-	case	0	0	0
	Sanctions such as corrective order and business suspension without financial punishment	-	case	0	0	0

Employee Ethical Awareness Encouragement

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Ethical management training	Participants	-	person	387	215	216
	Training hours per participant	-	hour/person	1	1.6	1
Sexual harassment prevention training	Participants	-	person	792	737	641
	Training hours per participant	-	hour/person	1	1	1
Disability awareness training	Participants	-	person	792	723	641
	Training hours per participant	-	hour/person	1	1	1

1) The training history is for office workers, and separate ethics training was conducted for maritime employees.

Communication and Training Regarding Anti-corruption Policies and Procedures

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Communication on anti-corruption policies and procedure	Business partner	Ratio	%	100	100	100
Anti-corruption training	Employee	Personnel completion	hour/person	152	234	207
		Completion ratio	%	19.19	30.23	29.07

1) [Communication on Anti-Corruption Policies and Procedures]_Business partner: Dongwon Industries sends 'Integrity Management Letters' to all partner companies to inform them of Dongwon Industries' anti-corruption policies and procedures.
2) [Anti-Corruption Training]_Employees: Targets all company-wide office workers.
3) Revised disclosure due to a unit error in the prior year

Identified Corruption Cases and Measures Taken

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Corruption cases and measures taken	Identified corruption cases	Total cases	case	0	0	0
		Dismissal or Disciplinary Employee	case	0	0	0
		End of partnership due to corruption	case	0	0	0
		Target personnel	person	0	0	0

Grievance Handling

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
hotline operation status	Receipt	-	case	2	1	2
	Processing	Total cases	case	2	1	2
		Processing rate	%	100.00	100.00	100.00

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GOVERNANCE

Protecting and Enhancing Shareholder Value

Approach to Shareholder Engagement

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Shareholder/ Investor Rights Protection	Investor relations meetings	-	time	116	106	216
	Annual dividend	-	time/year	1	1	2
	Annual dividend per share	-	KRW	1,100	1,100	1,150
	Total cash dividend	-	KRW million	39,624	43,585	50,762
	Net income (Controlling Interest)	-	KRW million	224,959	75,281	367,035
	Cash dividend payout ratio	-	%	17.61	57.90	13.83

1) [Dividend policy and Implementation] Based on the consolidated income statement

Stocks and Voting Rights

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Status of issued stocks	Number of shares issued	-	share	46,482,665	36,021,895	44,147,986
	Number of shares outstanding	-	share	36,021,895	36,021,895	44,140,849
Non-voting stocks	Number of shares	-	share	10,460,770	0	7,137
	Ratio	-	%	22.50	0.00	0.02
Shares with voting rights	Number of shares	-	share	36,021,895	36,021,895	44,140,849
	Ratio	-	%	77.50	100.00	99.98
Voting rights status	Share ratio of registered executives	Total Shareholding	%	46.41	59.92	53.74
		CEO	share	4,500	9,500	0
		Registered executives excluding CEO	share	21,573,275	21,573,275	23,730,602

Integrated Risk Management Considering Sustainability

Approach to Tax

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Corporate income tax paid in cash	-	-	KRW million	-97,645	-89,406	-82,295
Accrued corporate income tax expense	-	-	KRW million	76,365	82,280	79,662

1) Domestic business sites

ESG Factbook

SOCIAL

Employee Capacity and Working Conditions

Employees by Type

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Total employees	-	-	person	540	535	508
By gender	Male	-	person	384	366	346
	Female	-	person	156	169	162
By region	Domestic	-	person	532	525	500
	Overseas	-	person	8	10	8
By age	Under 30 years old	-	person	124	115	85
	30-50 years old	-	person	304	307	294
	Over 50 years old	-	person	112	113	129
By position	Employees	-	person	383	378	348
	Manager	-	person	131	133	138
	Executive (internal job position)	-	person	26	24	22

1) [Total employees]: Data adjustment, due to reestablishment of standards based on data from annual reports
2) [By position]: Each detailed indicator is tallied based on the following criteria
- Employees : Employee and Senior Employees levels
- Manager: Assistant Manager to Deputy General Manager levels
- Executive: 'Executive' level within Dongwon Industries' internal job position
3) [By region]: Revised disclosure due to an error in the prior-year classification

Maritime Employees (Crew Members)

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Total employees	Total employees	-	person	1,052	946	970
By region	Domestic	-	person	254	222	215
	Overseas	-	person	798	724	755

1) [Maritime employees] The number of maritime employees is calculated based on boarding as employment and deboarding as retirement, and the number of maritime employees on board at the end of each fiscal year is tallied (headcount).

Employees by Employment Type

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Full-time	Total personnel	-	person	511	499	483
	By gender	Male	person	360	339	328
		Female	person	151	160	155
	By region	Domestic	person	503	489	475
		Overseas	person	8	10	8
Temporary	Total personnel	-	person	22	30	18
	By gender	Male	person	17	21	12
		Female	person	5	9	6
	By region	Domestic	person	22	30	18
		Overseas	person	0	0	0
Non-employee worker	Total personnel	-	person	7	6	7
	By gender	Male	person	7	6	6
		Female	person	0	0	1

1) [Total employees]: Data adjustment, due to reestablishment of standards based on data from annual reports
2) [By region]: Revised disclosure due to an error in the prior-year classification

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SOCIAL

Employee Capacity and Working Conditions

Recruitment

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Total number of newly hired	-	-	person	87	86	84
By gender	Male	-	person	64	49	53
	Female	Total personnel	person	23	37	31
		Rate	%	26.44	43.02	36.90
By age	Under 30 years old	-	person	32	39	39
	30-50 years old	-	person	41	37	33
	Over 50 years old	-	person	15	10	12
By region	Domestic	-	person	88	86	84
	Overseas	-	person	0	0	0

1) [Total employees]: Data adjustment, due to reestablishment of standards based on data from annual reports

Turnover

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Total turnover	-	-	person	90	91	103
By gender	Male	-	person	60	66	71
	Female	Total personnel	person	30	25	32
		Rate	%	33.33	27.47	31.07
By age	Under 30 years old	-	person	24	26	39
	30-50 years old	-	person	55	46	38
	Over 50 years old	-	person	11	19	26
By region	Domestic	-	person	90	91	103
	Overseas	-	person	0	0	0

1) [Total employees]: Data adjustment, due to reestablishment of standards based on data from annual reports

Voluntary turnover

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Total voluntary turnover	-	-	person	66	72	64
Voluntary turnover rate	-	-	%	12.22	13.46	12.60

1) [Total employees]: Data adjustment, due to reestablishment of standards based on data from annual reports
2) [Voluntary turnover rate]: Data adjustments in 2023 and 2024 due to changes in the calculation criteria

Capacity Building

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
For office workers	Total training hours	-	hour	19,798	25,292	20,079
	Total training cost	-	KRW million	326	410	407

Welfare Benefits

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Defined Benefit pension (DB)	Participants	-	person	395	388	392
	Assets under management (separate)	-	KRW 100 million	264	290	331
Defined Contribution pension (DC)	Participants	-	person	67	72	57
	Assets under management (separate)	-	KRW 100 million	25	26	27

Parental Leave

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Number of employees using parental leave	Male	-	person	0	0	0
	Female	-	person	3	1	5

Communication with Employees

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Communication Channels	Damoim (Junior board)	-	Frequency	Monthly	Monthly	Monthly
	Quarterly shared meeting	-	Frequency	Quarterly	Quarterly	Quarterly
	Hanmaeum Council (Labor-Management Council)	-	Frequency	Quarterly	Quarterly	Quarterly

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SOCIAL

Safety and Health Management

Safety and Health Management System

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Industrial Safety and Health Management Certification Scope	Number of certified workplaces (ISO 45001)	-	site	4	4	4
Employee Health Promotion	Regular health checkup ratio	-	%	87.75	94.57	87.04
Industrial Safety Training	Total training hours	-	hour	5,578	5,532	5,642
	Total number of employees trained	-	person	2,423	2,010	2,021
Crew Safety Training	Total training hours	-	hour	623	805	782
	Total number of employees trained	-	person	120	165	181

1) [Employee Health Promotion]: The number is calculated based on the number of employees as stated in the business report (domestic office employees+ maritime employees(domestic + some overseas)).
2) [Maritime Employees] In accordance with the Seamen's Act, both foreign and domestic crew members are required to have insurance, and medical equipment, medicines, hygiene products, and medical records must be kept on board, with a medical manager on board.
3) [Industrial Safety Training]: Data for 2023 and 2024 have been recalculated due to a change in the aggregation basis from regular safety training hours for headquarters employees to the annual number of employees completing safety training at each business site
4) [Crew Safety Education]: Included within pre-boarding compliance training and tallied accordingly, and the 2024 data has been corrected due to a data entry error.

Industrial Accident

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Employee	Fatality due to industrial accident	-	case	0	0	0
	Serious accident	-	case	0	0	0
	Industrial accident	-	case	1	1	4
	Industrial accident rate	-	%	0.19	0.19	0.79
	Frequency rate (FR)	-	frequency	0.77	0.78	3.13
Non-employee workers	Fatality due to industrial accident	-	case	0	0	0
	Serious accident	-	case	0	0	0
	Industrial accident	-	case	0	0	0
	Industrial accident rate	-	%	0.00	0.00	0.00

1) Industrial accidents and serious accidents are based on the standards of the Korea Occupational Safety and Health Agency.
2) An industrial accident refers to the number of total industrial accidents excluding fatalities and serious accidents.
3) The industrial accident rate is the percentage of accidents per 100 workers = (Number of injured workers/ Number of workers covered by the Industrial Accident Compensation Insurance Act) X 100. Maritime employees are not subject to the Industrial Accident Compensation Insurance Act and are managed under separate legislation.
4) The frequency rate refers to the number of accidents per one million hours worked = (Number of industrial accidents) / (Total annual working hours) X 1,000,000

Human Rights

Employee Diversity

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Management	Male	-	person	53	33	41
	Female	-	person	4	2	5
Unregistered executive	Male	-	person	17	14	13
	Female	-	person	0	0	0
Disabled	-	-	person	7	5	4
Veteran	-	-	person	2	2	2

1) [Junior Manager]: Levels of Assistant General Manager
2) [Manager]: position holder
3) [Unregistered executive]: Vice president, director, division head
4) Data adjustments in 2023, due to reestablishment of standards based on data from contribution payment reporting standard to the headcount

Human Rights Management

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Corruption and Human Rights	Received via internal whistleblower system	-	case	1	0	0
	Received whistleblower protection claims	-	case	0	0	0
	Received workplace discrimination	-	case	0	0	0
	Detected child labor	-	case	0	0	0
	Detected forced labor	-	case	0	0	0

ESG Factbook

SOCIAL

Sustainable Supply Chain Management

Unfair Trade

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Legal action against unfair trade practices	Pending or completed litigation	-	case	0	0	0
Status of fair-trade violation	Violation	-	case	0	0	0
	Penalty fine	-	KRW million	0	0	0

Shared Growth

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Number of win-win meetings held	Cold Storage Division	-	time	24	24	24
	Trade Division	-	time	1	0	1
	Marine Fisheries Division	-	time	1	1	1

Quality Management and Customer Satisfaction

Product Safety

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Recall	Recall occurred	-	case	0	0	0
	Recall product weight	-	metric ton	0	0	0
Food safety	Amount of products manufactured from food safety certified establishment	-	metric ton	4,905	5,305	4,442
Total safety and health regulation violations for products/services during reporting period	Imposing fine or penalties for non-compliance	-	case	0	0	0
	Violation of voluntary norms	-	case	0	0	0
	Received customer claims	-	case	0	0	0
Customer satisfaction	Amount of fine imposed	-	case	0	1	9

1) [Food Safety]: Dongwon Industries' Busan plant which processes 'food', maintains various food certifications.

Social Contribution Activities and Community Participation

Social Contribution Performance

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Employee participation	Participation hours	-	hour	408	81	150
	Total participants	-	person	272	54	115
Strategic social contribution for local communities Investment costs by representative program	Adopt-A-Beach Clean-up Program	-	KRW million	2	3	2

Information Protection and Security

Strengthening Information Protection and Security

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Information security investment ratio compared to total IT budget	-	-	%	5.35	9.16	3.37

ESG Factbook

ENVIRONMENTAL

Environmental Management System

Employee Environment Capability Enhancement

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Environmental training	Total Participants	-	person	121	136	120
	Marine pollutant prevention	-	person	38	21	21
	MSC CoC training	-	person	72	115	99
	Other environmental training	-	person	11	-	3

1) [Environmental trainings]: Education on marine pollution prevention and other trainings related to environmental and sustainable management that employees have learned through educational channels, associated with the MSC CoC certification for sustainable fisheries

GHG and Energy Management

Electricity Consumption

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Energy consumption	Total consumption	-	kWh	17,467,045	16,827,892	17,462,674
	Total planned amount	-	kWh	17,701,019	17,662,968	18,049,360
Electricity generation	Solar power	-	MWh	1,285	1,185	1,235

1) The planned amount based on objectives disclosed starting from 2023.
2) Aggregated based on monthly billing statements

Energy

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Total energy consumption	Total consumption	-	TJ	3,221.10	3,113.45	2,983.57
	Total planned amount	-	TJ	3,153.54	3,434.28	3,095.85
	Energy intensity	-	TJ/KRW billion	2.95	2.88	2.70
Non-renewable energy consumption	Total consumption	-	TJ	3,221.10	3,113.45	2,983.57
	By fuel	Diesel	TJ	2,671.79	2,539.28	2,490.98
		Gasoline	TJ	1.75	1.46	1.35
		B-C	TJ	376.44	407.84	319.81
		LNG	TJ	3.44	3.32	3.80
		Electricity	TJ	167.68	161.55	167.64

1) The planned amount based on objectives disclosed starting from 2023.
2) Calculated in accordance with the Ordinance of the Ministry of Trade, Industry and Energy No.281
3) Data adjustments due to applying building utilization rates to data in 2023 and 2024

1) Intensity (or per unit) figures are calculated based on separate sales revenue
2) Environmental data are compiled for six domestic sites (HQ, Busan branch, Busan plant, and cold storage centers in Gamcheon, Icheon, Seongnam) unless otherwise noted

Greenhouse Gas

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Direct and indirect greenhouse gas emission (Scope 1 & 2)	Total emissions	-	tCO_2-eq	220,888.27	213,697.44	203,520.50
	Total planned amount	Based on Sea BOS join goals	tCO_2-eq	285,368.99	271,655.60	257,942.00
	Intensity	-	tCO_2-eq /KRW billion	202.62	197.98	183.97
Direct greenhouse gas emission (Scope 1)	Total emissions	-	tCO_2-eq	212,863.73	205,966.53	196,185.99
	By emission source	Vessel (diesel)	tCO_2-eq	184,971.21	175,798.00	172,448.44
		Vessel (B-C)	tCO_2-eq	27,594.88	29,896.75	23,443.30
		Forklift (diesel)	tCO_2-eq	8.21	8.14	10.97
		Vehicle (diesel)	tCO_2-eq	1.83	0.89	3.40
		Vehicle (gasoline)	tCO_2-eq	113.13	94.46	86.94
		LNG	tCO_2-eq	174.48	168.29	192.95
Indirect greenhouse gas emission (Scope 2)	Total emissions	-	tCO_2-eq	8,024.55	7,730.91	7,334.51
	By emission source	Electricity	tCO_2-eq	8,024.55	7,730.91	7,334.51
Other indirect greenhouse gas emission (Scope 3)	Total emissions	-	tCO_2-eq	718,867.54	669,522.79	737,035.71
	Total planned amount	-	tCO_2-eq	510,947.47	484,648.70	458,349.93
	Intensity	-	tCO_2-eq /KRW billion	659.42	620.26	666.25

1) [Direct and indirect greenhouse gas emission (Scope 1 & 2)] Data for 2023 have been recalculated by applying the building utilization rate.
2) The planned amount based on objectives disclosed starting from 2023.
3) The planned volume of greenhouse gas emissions has been calculated based on the SeaBOS joint objectives and will be further refined in the future to reflect management conditions such as changes in the utilization rate of Dongwon Industries' buildings.
4) Scope 2 emissions are calculated based on a location-based approach.
5) [Other indirect greenhouse gas emissions (Scope 3)]: The existing emission categories have been re-examined, and the data for 2023 have been recalculated.

ESG Factbook

ENVIRONMENTAL

Improving Environmental Efficiency of Products and Packaging

Eco-friendly Products

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Eco-friendly certified packaging	Eco-friendly certified packaging purchase	-	KRW million	23.13	22.60	312.00
	Total amount of eco-friendly certified packaging used	-	metric ton	0.95	56.24	347.00
Eco-friendly product sales	MSC certified seafood sales	Sales	KRW million	78,041	88,192	129,853
		Total seafood sales	KRW million	273,685	269,261	245,839
		Ratio	%	28.51	32.75	52.82

1) [Eco-friendly product sales]: The 'Ratio' corresponds to the percentage of MSC certified seafood sales out of the total seafood sales revenue
2) Carbon purchase amount

Raw Materials Used

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Raw material weight or volume	Quantity	-	metric ton	7,096	7,630	6,575
	Intensity	-	metric ton/ KRW billion	6	7	6
	Total product volume	-	metric ton	4,905	5,305	4,442
	By-product sales volume	-	metric ton	1,413	1,534(*)	1,441
Hazardous chemical substance usage	-	-	metric ton	76	94	83

1) (*) Revised disclosure due to a simple error in prior-year data

Recycled Products/Packaging Materials

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Packaging materials	Packaging materials	-	metric ton	532	501	404
	Packaging materials that can be recycled, reused, and composted	Weight	metric ton	402	453	347
		Ratio	%	75.55	90.42	85.89
	Bio-based packaging	Weight	metric ton	0.98	0.67	0.00
		Ratio	%	0.18(*)	0.13(*)	0.00

1) [Packaging Materials That Can Be Recycled, Reused, and Composted]: Such as cartons and paper boxes.
2) [Bio-Based Packaging]: EcoSobre, which uses a certain percentage (32-39%) of biodegradable materials and has obtained the USDA Biobased Product Label certification.
3) [Packaging Material]: The 'ratio' refers to the respective weight percentages of [Packaging Materials That Can Be Recycled, Reused, and Composted]
4) (*) Revised disclosure due to a simple error in prior-year data

ESG Factbook

ENVIRONMENTAL

Circular Water and Waste Management

Water

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Withdrawal	Total withdrawal	-	m^3	91,511.11	93,414.90	93,994.92
	Withdrawal excluding effluent ground water	-	m^3	79,284.42(*)	75,891.67	78,461.42
	Total planned amount	-	m^3	79,860.89	78,929.22	77,812.16
	By source	Water from third party	m^3	68,944.49(*)	66,173.61	68,863.34
		Underground water	m^3	10,339.93	9,718.06	9,598.08
		Effluent ground water	m^3	12,226.69	17,523.23	15,533.50
	By site	HQ	m^3	20,217.20	25,272.06	24,770.68
		Water from third party	m^3	7,990.51	7,748.84	9,237.18
		Effluent ground water	m^3	12,226.69	17,523.23	15,533.50
		Busan branch	m^3	982.12	851.05	751.56
		Water from third party	m^3	982.12	851.05	751.56
		Busan plant and Gamcheon cold storage center	m^3	55,311.00	53,711.00	55,144.04
		Water from third party	m^3	55,311.00	53,711.00	55,144.04
		Icheon cold storage center	m^3	10,339.93	9,718.06	9,598.08
		Underground water	m^3	10,339.93	9,718.06	9,598.08
		Seongnam cold storage center	m^3	4,660.86	3,862.73	3,730.56
		Water from third party	m^3	4,660.86	3,862.73	3,730.56
	Withdrawal in areas above "high" water stress	-	m^3	0.00	0.00	0.00

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024(*)	2025
Discharge	Total discharge	-	m^3	49,752.59	51,847.07	58,315.97
	Discharge excluding effluent ground water	-	m^3	37,525.91	34,323.84	42,782.47
	Total planned amount	-	m^3	37,907.02	37,220.66	35,109.58
	By site	Water from third party and other organizations	m^3	26,419.11	51,847.07	58,315.97
	Discharge in areas above "high" water stress	-	m^3	0.00	0.00	0.00
Consumption	Total consumption	-	m^3	41,758.52(*)	41,567.83	35,678.95
	Total planned amount	-	m^3	41,953.87	41,708.56	42,702.58
	Intensity	-	m^3/KRW billion	38.31	38.51	32.25
	Consumption in areas above "high" water stress	-	m^3	0.00	0.00	0.00

1)[Withdrawal],[Discharge]: Data adjustments, due to inclusion of effluent ground water
2) Aggregated based on monthly billing statements
3) Aggregated for cases rated 'High' or above according to WWF criteria
4) Data adjustments due to applying building utilization rates to data in 2023 and 2024
5) [Consumption]: Calculated based on the standard of (Total withdrawal) - (Total discharge)
6) (*) Revised disclosure due to a simple error in prior-year data

ESG Factbook

ENVIRONMENTAL

Circular Water and Waste Management

Waste

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Generation	Total waste generated	-	metric ton	115.32	118.43	116.65
	Total planned amount	-	metric ton	105.92	97.81	112.61
	Intensity	-	metric ton/ KRW billion	0.11	0.11	0.11
	Non-hazardous waste	weight	metric ton	98.12	103.73	104.40
	Disposal[2)]	weight	metric ton	17.20 (*)	14.70(*)	12.25
Disposal	Total waste disposal	-	metric ton	115.32	118.43	116.65
	Non-hazardous waste	weight	metric ton	115.32	118.43	116.65
		Others (Outsourced)	metric ton	115.32	118.43	116.65
Plastic reduction activities	Reduced plastic usage	weight	metric ton	27.20	149.10	181.47
		FAD	metric ton	26.30	148.20	180.57
		Water bottle	metric ton	0.90	0.90	0.90

1) [Disposal]: All waste is treated by external service providers
2) Recycling figures included from the current year onward
3) (*) Revised disclosure due to a simple error in prior-year data

Status of Electric Vehicle Holdings (2025)

Category	Gamcheon	Icheon	Seongnam
General forklifts	2	-	-
Electric forklifts	27	13	6
Total	29	13	6

Biodiversity Conservation

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Species included in the IUCN Red List and nationally protected species	Critically Endangered (CR)	-	species	5	5	5
	Endangered (EN)	-	species	11	11	11
	Vulnerable (VU)	-	species	10	10	10
	Near Threatened (NT)	-	species	6	6	6
	Least Concern (LC)	-	species	13	13	13

1) Species groups and Regional Fisheries Management Organizations (RFMOs) that are subject to bycatch reduction measures, operating under the 'marine protected species' as per the Enforcement Rule [Attached Form No.3] of the "Conservation and Management of Marine Ecosystems Act"

Sustainable Fisheries Certification

Category (Tier 1)	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2023	2024	2025
Quantity of products produced from certified fishing methods	Total catch	-	metric ton	244,210	228,056	178,247
	MSC certified catch	catch	metric ton	27,280	38,277	44,142
		ratio	%	11.17	16.78	24.76

1) Data adjustments due to a change in the measurement method in 2023
2) [Quantity of Products Produced from Certified Fishing Methods]_MSC Certified Catch: The 'ratio' is calculated as (MSC certified catch) / (total catch).

ESG Index

GRI Index

STATEMENT OF USE	Dongwon Industries Co., Ltd. has reported its sustainability performance for the period from Jan. 1, 2025 to Dec. 31, 2025, in the '2025 Dongwon Industries Sustainability Report' in accordance with the GRI Standards
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD(S)	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

Universal Standards

Category	Disclosure	Disclosure Indicator	Content	Page	Remarks
GRI 2: General Disclosures 2021	2-1	Organizational details	About Dongwon Industries	10	
	2-2	Entities included in the organization's sustainability reporting	About Dongwon Industries	10	
	2-3	Reporting period, frequency and contact point	About This Report	2	
	2-4	Restatements of information	Changes in the operation of the company, the basis, method, and scope of data production, and other such modifications that result in restated information are indicated in a footnote on the page where the information is presented.		
	2-5	External assurance	Independent Assurance Statement	146	
	2-6	Activities, valuechain and other business relationships	About Dongwon Industries -Main Business Areas	13~15	
	2-7	Employees	ESG Factbook -Employees by Type	129	
	2-8	Workers who are not employees	ESG Factbook -Employees by Employment Type	129	
	2-9	Governance structure and composition	Establishing Governance and Operating the Board of Directors -Corporate Governance	48	
	2-10	Nomination and selection of the highest governance body	Establishing Governance and Operating the Board of Directors -Board Nomination	49	
	2-11	Chair of the highest governance body	Establishing Governance and Operating the Board of Directors -Board Members	48	
	2-12	Role of the highest governance body in overseeing the management of impacts	ESG Management -ESG Governance of Dongwon Group	19	
	2-13	Delegation of responsibility for managing impacts	ESG Management -ESG Governance of Dongwon Group	19	
	2-14	Role of the highest governance body in sustainability reporting	Materiality Assessment	21,22	
	2-15	Conflicts of interest	Establishing Governance and Operating the Board of Directors -Internal Transaction Committee	55	
GRI 2: General Disclosures 2021	2-16	Communication of critical concerns	Establishing Governance and Operating the Board of Directors -Key indicators of the board management	53	
	2-17	Collective knowledge of the highest governance body	Establishing Governance and Operating the Board of Directors -Independent Director Training	50	
	2-18	Evaluation of the performance of the highest governance body	Establishing Governance and Operating the Board of Directors -Board Evaluation	53	
	2-19	Remuneration policies	Establishing Governance and Operating the Board of Directors -Disclosure of Board Compensation / annual reports	53	
	2-20	Process to determine remuneration	Establishing Governance and Operating the Board of Directors -Disclosure of Board Compensation / annual reports	53	
	2-21	Annual total compensation ratio	Establishing Governance and Operating the Board of Directors -Disclosure of Board Compensation / annual reports	53	
	2-22	Statement on sustainable development strategy	CEO Message	4	
	2-23	Policy commitments	Code of Conduct	11	
	2-24	Embedding policy commitments	Business Ethics and Regulatory Compliance -Righteous Management System	115	
	2-25	Processes to remediate negative impacts	Human Rights -Operation of Grievance Channels	91	
	2-26	Mechanisms for seeking advice and raising concerns	Human Rights -Operation of Grievance Channels	91	
	2-27	Compliance with laws and regulations	ESG Factbook -Unfair Trade	132	
	2-28	Membership associations	ESG Index -Association Membership	148	
	2-29	Approach to stakeholder engagement	Stakeholder Engagement	23	
	2-30	Collective bargaining agreements	Working Condition Management and Improvement -Operation Process of Hanmaeum Council	87	

ESG Index

GRI Index

Material topics

Category	Disclosure	Disclosure Indicator	Content	Page	Remarks
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Process to determine material topics	21	
	3-2	List of material topics	List of material topics	22	

Material Issue -Safety and Health Management

Category	Disclosure	Disclosure Indicator	Content	Page	Remarks
GRI 3: Material Topics 2021	3-3	Management of material topics	Material Issue II. Safety and Health Management	38	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Safety and Health Management - Safety and Health Management Policy	40	
	403-2	Hazard identification, risk assessment, and incident investigation	Safety and Health Management - Risk Assessment Process	41	
	403-3	Occupational health services	ESG Factbook- Safety and Health Management system	131	Safety and health measures for offshore employees are managed separately
	403-4	Worker participation, consultation, and communication on occupational health and safety	Safety and Health Management - Safety and Health Management Committee	39	
	403-5	Worker training on occupational health and safety	Safety and Health Management - Safety and Health Training Performance	44	
	403-6	Promotion of worker health	Safety and Health Management - Regular health checkups	45	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety and Health Management - Employee Safety and Health Programs	45	
	403-8	Workers covered by an occupational health and safety management system	ESG Factbook - Industrial Accident	131	Maritime employees are not covered by the Industrial Accident Compensation Insurance Act and are managed under separate legislation
	403-9	Work-related injuries	ESG Factbook - Industrial Accident	131	
	403-10	Work-related ill health	ESG Factbook - Industrial Accident	131	

Material Issue -GHG and Energy Management

Category	Disclosure	Disclosure Indicator	Content	Page	Remarks
GRI 3: Material Topics 2021	3-3	Management of material topics	Material Issue 1 GHG and Energy Management	25	
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	Material Issue 1 GHG and Energy Management	27-34	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Direct (Scope 1) GHG emissions	133	
	305-2	Energy indirect (Scope 2) GHG emissions	Energy indirect (Scope 2) GHG emissions	133	
	305-3	Other indirect (Scope 3) GHG emissions	Other indirect (Scope 3) GHG emissions	133	
	305-4	GHG emissions intensity	GHG emissions intensity	133	
	305-5	Reduction of GHG emissions	Reduction of GHG emissions	133	
	305-6	Emissions of ozone-depleting substances (ODS)	Emissions of ozone-depleting substances (ODS)	37	Refrigerants are used for the operation of cold storage logistics centers, and alternative refrigerants and natural refrigerants are utilized to reduce greenhouse gas emissions and the impact on ozone layer depletion.

Material Issue -Establishing Governance and Operating the Board of Directors

Category	Disclosure	Disclosure Indicator	Content	Page	Remarks
GRI 3: Material Topics 2021	3-3	Management of material topics	Material Issue 3 -Establishing Governance and Operating the Board of Directors	46	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Board Diversity	50	

ESG Index

GRI Index

Environmental

Category	Disclosure	Disclosure Indicator	Page	Remark
GRI 301: Materials 2016	301-1	Materials used by weight or volume	134	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	133	
	302-3	Energy intensity	133	
	302-4	Reduction of energy consumption	36-37	
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	135	
	303-4	Water discharge	135	
	303-5	Water consumption	135	
GRI304 Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	72	While the fishing areas where Dongwon Industries conducts distant-water fishing are too vast to specify regions, we faithfully comply with the requirements of the Regional Fisheries Management Organizations (RFMOs) for each fishing area
	304-2	Significant impacts of activities, products, and services on biodiversity	72	
	304-3	Habitats protected or restored	72	The fishing areas where Dongwon Industries conducts distant-water fishing are each governed by Regional Fisheries Management Organizations, and are protected and managed in accordance with the requirements of these organizations
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	136	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	136	
	306-2	Management of significant waste-related impacts	62	
	306-3	Waste generated	136	

Social

Category	Disclosure	Disclosure Indicator	Page	Remark
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	130	
	401-3	Parental leave	130	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	83	
	404-2	Programs for upgrading employee skills and transition assistance programs	83	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	131	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	132	Dongwon Industries' Busan plant which processes 'food,' maintains various food certifications.
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	132	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	127	

Governance

Category	Disclosure	Disclosure Indicator	Page	Remark
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	123	
	201-4	Financial assistance received from government	124	
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	117	
GRI 207: Tax 2019	207-1	Approach to tax	118	
	207-2	Tax governance, control, and risk management	118	

Agriculture, Aquaculture and Fishing Sectors 2022

Category	Disclosure Indicator	Page	Remark
[Additional]GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	Conservation of Biodiversity and Promotion of Sustainable Fisheries Supply Chain Sustainability	70	MSC CoC and ASC CoC certifications enable traceability at the level of the handling enterprise by assigning a unique code.

ESG Index

SASB Index

Dongwon Industries discloses indicators relevant to the business areas of Meat, Poultry & Dairy (Marine Fisheries) and Processed Foods (Trade) in the Food & Beverage category, in accordance with the SASB standards for main business, in its report.

Meat, Poultry & Dairy (Marine Fisheries)

Topic	Code	Metric	Location	Remark
Energy Management	FB-PF-130a.1	(1) Total energy consumed	GHG and Energy Management (ESG FACTBOOK) GHG and Energy Management	-
		(2) percentage grid electricity		
		(3) percentage renewable energy		
Water Management	FB-PF-140a.1	(1) Total water withdrawn	Strengthening Environmental Management System Operation (ESG FACTBOOK) Circular Water and Waste Management	The main facilities of Dongwon Industries are not located in areas of 'high risk' or 'extremely high risk' for water stress
		(2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress		
	FB-PF-140a.2	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Strengthening Environmental Management System Operation	0 case
	FB-PF-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Strengthening Environmental Management System Operation	-
Regulatory Labeling and/or Marketing	FB-PF-270a.3	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Quality Management and Customer Satisfaction	0 case
	FB-PF-270a.4	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices	Quality Management and Customer Satisfaction	KRW 0
Packaging Lifecycle Management	FB-PF-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Strengthening Environmental Management System Operation (ESG FACTBOOK) Improving Environmental Efficiency of Products and Packaging	To improve the environmental friendliness of packaging materials, Dongwon Industries is using 'EcoSobre,' which includes biodegradable materials, and is continuously exploring ways to reduce plastic usage.
Environmental & Social Impacts of Ingredient Supply Chain	FB-PF-430a.1	Percentage of food ingredients sourced that are certified to third-party environmental and/or social standards, and percentages by standard	Biodiversity Conservation and Promotion of Sustainable Fisheries (ESG FACTBOOK) Sustainable Fisheries Certification	The volume of raw materials certified by the MSC, a 'sustainable fishing' certification based on environmental and social standards, is approximately 151,729 metric tons in relation to the total product quantity, and it is on continuous upward trend.
Ingredient Sourcing	FB-PF-440a.1	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	-	Not applicable
	FB-PF-440a.2	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	Biodiversity Conservation and Promotion of Sustainable Fisheries Supply Chain Sustainability	-

ESG Index

SASB Index

Processed Foods (Trade)

Topic	Code	Metric	Location	Remark
Greenhouse Gas Emissions	FB-MP-110a.1	Gross global Scope 1 emissions	GHG and Energy Management (ESG FACTBOOK) GHG and Energy Management	-
	FB-MP-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	GHG and Energy Management	-
Energy Management	FB-MP-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	GHG and Energy Management (ESG FACTBOOK) GHG and Energy Management	-
Water Management	FB-MP-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Strengthening Environmental Management System Operation (ESG FACTBOOK) Circular Water and Waste Management	The main facilities of Dongwon Industries are not located in areas of 'high risk' or 'extremely high risk' for water
	FB-MP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Strengthening Environmental Management System Operation	-
	FB-MP-140a.3	Number of incidents of non-compliance with water quality permits, standards, and regulations	Strengthening Environmental Management System Operation	0 case
Land Use & Ecological Impacts	FB-MP-160a.1	Amount of animal litter and manure generated, percentage managed according to a nutrient management plan	Strengthening Environmental Management System Operation (ESG FACTBOOK) Circular Water and Waste Management	-
	FB-MP-160a.2	Percentage of pasture and grazing land managed to Natural Resources Conservation Service (NRCS) conservation plan criteria	-	Not applicable
	FB-MP-160a.3	Animal protein production from concentrated animal feeding operations (CAFOs)	-	Not applicable
Food Safety	FB-MP-250a.1	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformance	Quality Management and Customer Satisfaction	(1) 0 %, (2) Not applicable
	FB-MP-250a.2	Percentage of supplier facilities certified to a Global Food Safety Initiative (GFSI) food safety certification program	Quality Management and Customer Satisfaction	One company among the two subcontractors related to food processing (50%)
	FB-MP-250a.3	(1) Number of recalls issued and (2) total weight of products recalled	Quality Management and Customer Satisfaction	(1) 0 case, (2) 0 metric ton
	FB-MP-250a.4	Discussion of markets that ban imports of the entity's products	Quality Management and Customer Satisfaction	There are no markets that prohibit the import of Dongwon Industries' products.
Antibiotic Use in Animal Production	FB-MP-260a.1	Percentage of animal production that received (1) medically important antibiotics and (2) not medically important antibiotics, by animal type	-	Not applicable
Workforce Health & Safety	FB-MP-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate	Safety and Health Management	-
	FB-MP-320a.2	Description of efforts to assess, monitor, and mitigate acute and chronic respiratory health conditions	Safety and Health Management	Dongwon Industries continuously monitors the health status of its employees through regular health check-ups
Animal Care & Welfare	FB-MP-410a.1	Percentage of pork produced without the use of gestation crates	-	Not applicable
	FB-MP-410a.2	Percentage of cage-free shell egg sales	-	Not applicable
	FB-MP-410a.3	Percentage of production certified to a third-party animal welfare standard	Strengthening Environmental Management System Operation Biodiversity Conservation and Promotion of Sustainable Fisheries	-
Environmental & Social Impacts of Animal Supply Chain	FB-MP-430a.1	Percentage of livestock from suppliers implementing the Natural Resources Conservation Service (NRCS) conservation plan criteria or the equivalent	-	Not applicable
	FB-MP-430a.2	Percentage of supplier and contract production facilities verified to meet animal welfare standards	Strengthening Environmental Management System Operation Biodiversity Conservation and Promotion of Sustainable Fisheries	Dongwon Industries handles products certified by MSC CoC and ASC CoC, which include criteria for minimizing unnecessary harm to animals.
Animal & Feed Sourcing	FB-MP-440a.1	Percentage of animal feed sourced from regions with High or Extremely High Baseline Water Stress	-	Not applicable
	FB-MP-440a.2	Percentage of contracts with producers located in regions with High or Extremely High Baseline Water Stress	-	Not applicable
	FB-MP-440a.3	Discussion of strategy to manage opportunities and risks to feed sourcing and livestock supply presented by climate change	-	Not applicable

ESG Index

UN SDGs

Dongwon Industries supports the UN SDGs, the specific goals and indicators adopted by the UN for sustainable development, and actively links various activities with the direction of sustainable management and each goal of the SDGs (Sustainable Development Goals). The company is committed to continuing to lead sustainable development in the international community while achieving economic growth.

UN SDGs Goals		1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
ESG Highlights	Material Issue I. GHG and Energy Management	●	●	●				●					●	●	●	●		
	Material Issue II. Safety and Health Management			●					●									
Environmental	Biodiversity Conservation and Promotion of Sustainable Fisheries		●	●			●		●				●	●	●	●	●	●
Social	Employee Capacity and Working Condition	●	●			●			●		●						●	
	Human Rights	●	●			●			●		●						●	
	Quality Management and Customer Satisfaction		●	●														
Governance	Business Ethics and Regulatory Compliance																●	
Business	New Markets and Business Opportunities									●								

ESG Index

UNGC

Dongwon Industries supports and strives to comply with the 10 principles of the global initiative UN Global Compact (UNGC) in the four areas of human rights, labor, environment, and anti-corruption. As a global corporate citizen, we will continue to strive to create various social values by considering business and social values simultaneously.

Category	Principles	Related Sections
Human Rights	**Protection of Human Rights** Principle 1. Businesses should support and respect the protection of internationally proclaimed human rights	Strengthening Environmental Management System Operation Human Rights
	Prevention of Human Rights Violations Principle 2. Make sure that they are not complicit in human rights abuses	
Labor	**Assurance of Labor Union Rights** Principle 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Employee Capacity and Working Condition Human Rights
	Elimination of Forced Labor Principle 4. The elimination of all forms of forced and compulsory labour	
	Elimination of Child Labor Principle 5. The effective abolition of child labour	
	Elimination of Discrimination Principle 6. The elimination of discrimination in respect of employment and occupation	
Environment	**Environmental Prevention** Principle 7. Businesses should support a precautionary approach to environmental challenges	GHG and Energy Management Strengthening Environmental Management System Operation Biodiversity Conservation and Promotion of Sustainable Fisheries
	Environmental Responsibility Principle 8. Undertake initiatives to promote greater environmental responsibility	
	Environmental Technology Development and Diffusion Principle 9. Encourage the development and diffusion of environmentally friendly technologies	
Partner	**Anti-Corruption** Principle 10. Businesses should work against all forms of corruption, including extortion and bribery	Supply Chain Sustainability Business Ethics and Regulatory Compliance Risk Management with Sustainability Considerations

ESG Index

Awards

1971 ~ 2004

1971. 12.	Kim Jae-cheol, President, received the Minister of Agriculture and Forestry Commendation for improving seafood export performance on the Export Day
1976. 11.	Received Minister of Commerce and Industry Commendation on Export Day
1978. 11.	Received the Prime Minister's Award on Export Day
1982. 09.	Awarded the Bronze Tower Order of Industrial Service Merit on Export Day
1985. 11.	Awarded the first $20 million Export Tower in the domestic fishing industry on Export Day
1986. 11.	Awarded the first $50 million Export Tower in the domestic fisheries industry on Export Day
1987. 11.	Kim Jae-cheol, Chairman, received the Korea Management Award
1990. 05.	TV commercial ("I Love the Sea") won the Bronze Lion Award at the 37th Cannes Lions International Festival of Creativity
1991. 12.	Kim Jae-cheol, Chairman, received the first Gold Tower Order of Industrial Service Merit for the seafood business
1995. 11.	Awarded the Grand Prize at the 1st Korea Logistics Awards
1998. 02.	Kim Jae-cheol, Chairman, received the Order of Civil Merit, Peony Medal
1998. 11.	Awarded "DIAMOND" Award for Best Production Technology among "WORLD BEST AWARD"
	Awarded Prime Minister's Award for Packaging of "1998 Logistics Awards" organized by the Korea Logistics Association
2001. 02.	Kim Jae-cheol, Chairman awarded the Grand Prize for Korean CEO
2003. 03.	Awarded the Best Taxpayer Award on the 37th Taxpayer's Day
2003. 12.	Kim Jae-cheol, Chairman recognized as the inaugural Korea's Most Admired Businessman
2004. 11.	Acquired the industry's first logistics standard (pallet, pallet rack) certification for Yangji Center

2005 ~ 2015

2005. 12.	Kim Jae-cheol, Chairman, received the Grand Prize for Proud Koreans
	Kim Jae-cheol, Chairman, received the GLOBAL CEO Award
	Acquired World Class Product Certification for frozen tuna
2006. 04.	Kim Jae-cheol, Chairman, received 21st World Executive Award
2006. 06.	Acquired the industry's first comprehensive logistics certification
2008. 02.	Kim Jae-cheol, Chairman, received the Order of Civil Merit, Rose of Sharon Medal
2008. 05.	Acquired the industry's first excellent freight service certification (Grade AA)
2008. 10.	Awarded the Korea Pallet Container Industry Award
2009. 01.	Kim Jae-cheol, Chairman, received the Best Entrepreneur Award from EY (Ernst & Young)
2009. 05.	Park Bu-in, President, received the Gold Tower Order of Industrial Service Merit
2010. 11.	Dongwon Industries received the $200 million Export Tower and Lee Jong-koo, Managing Director, received the Stone Tower Order of Industrial Service Merit
2010. 12.	Received the First AAA Certification for Excellence in Freight Services
2011. 05.	Won the 14th Korea Logistics Academy's Management Award
2011. 11.	Received the Presidential Citation at the Korea Logistics Awards
2012. 11.	KMAC 2012 Grand Prize for Customer Satisfaction at the Korea Management Awards (first in the logistics industry)
2013. 10.	KMAC 2013 Overall Grand Prize for Customer Satisfaction at the Korea Management Awards (first in the logistics industry)
2013. 11.	Acquired Icheon Logistics Center Excellent Warehouse Business Certification
2014. 06.	Awarded KILA (Korea Integrated Logistics Association) Excellence Award
2014. 10.	KMAC 2014 Overall Grand Prize for Customer Satisfaction at the Korea Management Awards (2 years in a row)
2015. 02.	KMAC 2015 Korea's Most Admired Company (No.1 in fisheries)
2015. 10.	KMAC 2015 Overall Grand Prize for Customer Satisfaction at the Korea Management Awards (3 years in a row)

2016 ~ 2025

2016. 02.	KMAC 2016 Korea's Most Admired Company (No. 1 in fisheries for 2 years in a row)
2016. 12.	KMAC 2016 Overall Grand Prize for Customer Satisfaction at the Korea Management Awards (4 years in a row)
	Awarded $150 million in seafood exports by the Ministry of Oceans and Fisheries
2017. 02.	KMAC 2017 Korea's Most Admired Company (No. 1 in fisheries for 3 years in a row)
2018. 02.	KMAC 2018 Korea's Most Admired Company (No. 1 in fisheries for 4 years in a row)
2018. 12.	Awarded $200 million in seafood exports by the Ministry of Oceans and Fisheries
2019. 02.	KMAC 2019 Korea's Most Admired Company (No. 1 in fisheries for 5 years in a row)
2020. 02.	KMAC 2020 Korea's Most Admired Company (No. 1 in fisheries for 6 years in a row)
2021. 02.	KMAC 2021 Korea's Most Admired Company (No. 1 in fisheries for 7 years in a row)
2022. 02.	KMAC 2022 Korea's Most Admired Company (No. 1 in fisheries for 8 years in a row)
2023. 02.	KMAC 2023 Korea's Most Admired Company (No. 1 in fisheries for 9 years in a row)
2023. 05.	MSC Korea Awards (Company of the Year for 2 years in a row)
2023. 08.	Selected as Korea's Best Company by management scholars of the Korean Academic Society of Business Administration Company
2024. 02	KMAC 2024 Korea's Most Admired Company (No. 1 in fisheries for 10 years in a row)
2024. 03	Designated as an excellent disclosure company in 2023 from KRX
2024. 04	MSC Korea Awards (Company of the Year for 3 years in a row)
2025. 02	KMAC 2025 Korea's Most Admired Company (No. 1 in fisheries for 11 years in a row)
2025. 05	MSC Korea Awards (Company of the Year for 4 years in a row)
2025. 12	Grand Prize in the AI Innovation Category at the KMAC 2025 Korea Management Awards

ESG Index

Association Membership

Korea - U.S. Economic Council	Korea Enterprises Federation	Korea Shipowners' Association (KSA)	Korea Ship Repair Industries Cooperative Association (KSRIC)
Korea Listed Companies Association	Korea Deep-Sea Fishing Vessel Captains Association	Korea Carrier Association	Korea Customs Logistics Association
Korea Association for Chief Financial Officers	Korea Ship Managers' Association	Association of Responsible Krill harvesting companies (ARK)	Korean Society of Fisheries and Ocean Technology
Korean Academic Society of Business Administration	Consumer Loan Finance Association (CLFA)	Busan Chamber of Commerce & Industry	Korea Fire Safety Institute
National Federation of Fisheries Cooperative	Korea Overseas Fisheries Association	(KOFA)Busan Storage Association	Korea Electric Engineers Association

Independent Assurance Statement

Independent Assurance Report

To the management of Dongwon Industries Co., Ltd.

We have performed a limited assurance engagement on the following sustainability information of Sustainability Report 2025 of Dongwon Industries Co., Ltd. (the "Company") for the year ended December 31, 2025 (the "Report").

Scope and Subject Matter Information

For the year ended December 31, 2025, we have provided a limited assurance on the following:

- The ESG information (the "Subject Matter Information"), stated on 'ESG Factbook' of the Report Appendix, is prepared in accordance with the Company's 'Reporting Principle' and 'Reporting Scope' described on the 'ABOUT THIS REPORT'.

We have read the other information included in the Report and considered whether it is consistent with the Subject Matter Information. We have also considered the implications for our report in the case that we became aware of any apparent misstatements or material inconsistencies with the Subject Matter Information. Our responsibilities do not extend to any other information.

Criteria (the "Criteria")

The Company has prepared the Subject Matter Information in accordance with Global Reporting Initiative (GRI) Standards 2021 and Task Force on Climate-related Financial Disclosures (TCFD). The report contains indicators set by the Sustainability Accounting Standards Board (SASB) and The Ten Principles of the UNGC (United Nations Global Compact).

Inherent limitations

Non-financial information is subject to more inherent limitations than financial information, given the characteristics of the subject matter and the methods used for determining such information. Qualitative interpretations of relevance, materiality and the accuracy of data are subject to individual assumptions and judgments.

In particular:

- We did not attend any stakeholder engagement activities. Therefore, our conclusion is based on our discussions with the management and the staff members of the Company, and our review of selected documents provided to us by the Company.
- The scope of our work was restricted to performance for the year ended December 31, 2025, only, as set out in the scope and subject matter section above. Information for the year ended December 31, 2024, and earlier periods have not been subject to assurance by us.

Responsibility of the management of the Company

The management is also responsible for designing, implementing and maintaining internal control relevant to the preparation of the Subject Matter Information that is free from material misstatement, whether due to fraud or error.

Independent Assurance Statement

Independent Assurance Report

Our responsibilities

Our responsibilities are as follows:

- Planning and performing the engagement to obtain limited assurance about whether the Subject Matter Information is free from material misstatement, whether due to fraud or error; and
- Forming an independent conclusion based on the evidence we have obtained.

As we are engaged to form an independent conclusion on the Subject Matter Information prepared by management, we are not permitted to be involved in the preparation of the Subject Matter Information, as doing so may compromise our independence.

This report, including the conclusion, has been prepared for the Company's management as a body, to assist the management in reporting on the Company's sustainability performance and activities. We do not accept nor assume responsibility to anyone other than the Company's management as a body and the Company for our work or this report save where terms are explicitly agreed and with our prior consent in writing.

Our independence and quality control

We have complied with the independence and other ethical requirements of the Code of Ethics for Certified Public Accountants in the Republic of Korea. We have applied International Standard on Quality Management 1 and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding the compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

The standard of assurance engagement

We have performed a limited assurance engagement in accordance with Assurance Engagement other than Audits and Reviews of Historical Financial Information issued by the Korean Institute of Certified Public Accountants (International Standard on Assurance Engagement 3000 (Revised) as adopted by the Republic of Korea).

Summary of the assurance work we performed

Our work includes the following activities:

1. Interviews with the Company's personnel responsible for internal reporting and data collection
2. Review of the samples of the Company's internal documents related to output from the risk assessment process, sustainability-related policies and standards, the sustainability materiality assessment matrix, and other documents from stakeholder-engaged activities.
3. Understanding the Company's design and implementation of key processes and controls for managing and reporting the Subject Matter Information
4. Limited testing, through inquiry and analytical review procedures, of the preparation and collation of the Company's Subject Matter Information

A limited assurance engagement is less in scope than a reasonable assurance engagement. Consequently, the nature, timing, and extent of procedures for gathering sufficient, appropriate evidence are deliberately limited relative to a reasonable assurance engagement.

Conclusion

Based on the procedures we have performed as described under the 'Summary of the assurance work we performed' and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Company's Subject Matter Information in the Report for the year ended December 31, 2025, is not prepared, in all material respects, in accordance with the Company's reporting Criteria.

8, Uisadang-daero, Yeongdeungpo-gu, Seoul, Korea
June 23, 2026

Shinhan Accounting Corporation
Chairman, Board of directors, **Jong-Man Choi**

DONGWON INDUSTRIES
SUSTAINABILITY REPORT 2025

Dongwon
Industries