

BUILDING TRUST, CREATING SUSTAINABLE VALUE



ABOUT THIS REPORT

Report Overview

To transparently disclose its key activities and performance in the environmental, social, and governance (ESG) areas to stakeholders, Soulbrain Group has published a sustainability report annually since 2023. This report systematically presents its ESG management system, key performance, and future direction, and through regular annual reporting, the Group will continue to provide reliable information and strengthen communication with its stakeholders.

Reporting Standards

This report has been prepared in accordance with the GRI Standards 2021, sustainability reporting guidelines, and also reflects the industry standards of the Sustainability Accounting Standards Board (SASB) and the indicators of the Task Force on Climate-related Financial Disclosures (TCFD). Detailed application of the GRI Standards can be found in the GRI Index in the Appendix.

Report Reliability

To ensure the reliability and objectivity of the reported content, third-party assurance was conducted by BSI (British Standards Institution) in accordance with AA1000AS, an international assurance standard, and the assurance statement is included on pages 107–108.

Report Scope

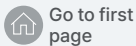
The financial information in this report was prepared in accordance with the Korean International Financial Reporting Standards (K-IFRS), and the non-financial information includes the environmental, social, and governance performance of the Pangyo Headquarters, Central R&D Center, Yongin R&D Center, Daejeon R&D Center, Gongju Plant, and Paju Plant in Korea, and the Hungary Corporation and Indiana Plant overseas. Where the reporting scope differs or there are changes from the previous year's reported data, this is indicated separately in the notes. As the Indiana Plant underwent pilot operation in 2023 and officially commenced operations in 2024, its non-financial information has been disclosed beginning with 2024 data. The Michigan Corporation has been excluded from the reporting scope due to the termination of its operations.

Reporting Period

The reporting period of this report is based on the 2025 fiscal year (January 1 to December 31, 2025), and where information was deemed material to stakeholders, the activities and performance of the first half of 2026 were included. For quantitative performance requiring the identification of year-over-year trends, the most recent three years of data are presented.

Interactive PDF User Guide

This report has been produced as an Interactive PDF that supports functions such as navigation to related pages within the report.



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Company Information

Soulbrain Holdings Co., Ltd.	
CEO	Hyun-Suk Chung, Moon-Ju Chung (Co-CEOs)
Headquarters	34, Pangyo-ro 255beon-gil, Bundang-gu, Seongnam-si, Gyeonggi-do, 5th Floor
Established	May 6, 1986
Main business	Investment business
Website	www.soulbrainholdings.co.kr

Soulbrain Co., Ltd.	
CEO	Young-Soo Park
Headquarters	52, Geumto-ro, Sujeong-gu, Seongnam-si, Gyeonggi-do, Building F
Established	July 1, 2020 ¹⁾
Main business	Manufacturing of chemical materials for semiconductors, displays, secondary battery electrolytes, and electronic materials
Website	www.soulbrain.co.kr

1) Spun off from Soulbrain Holdings Co., Ltd.

Publication cycle: Annual

Publication date: June 2026

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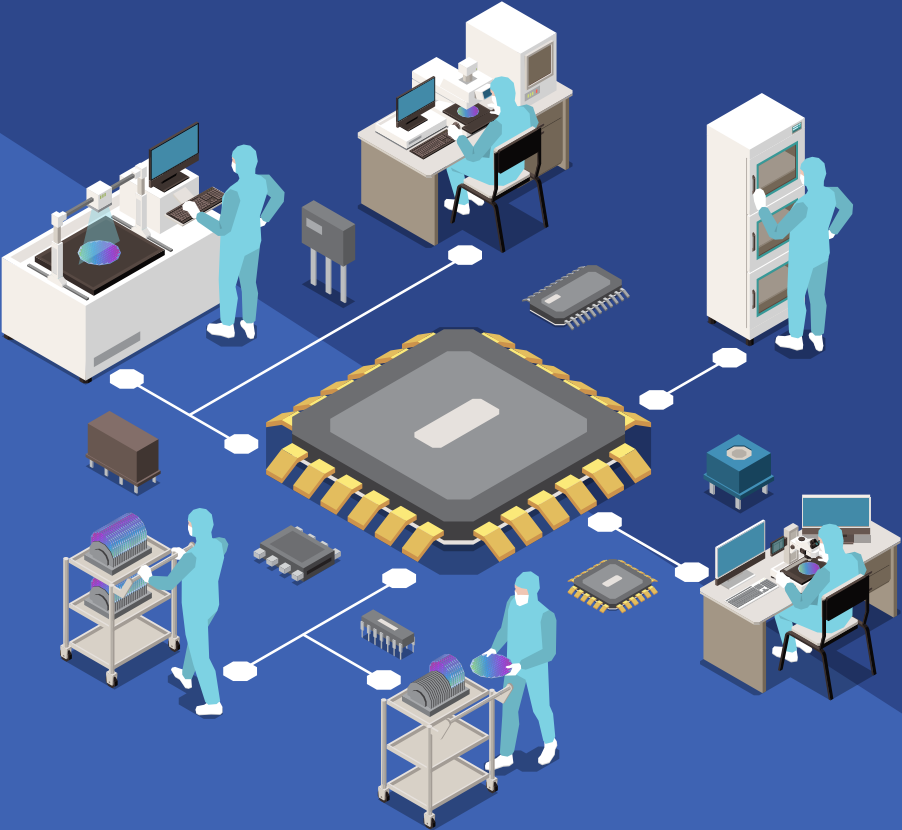
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CEO MESSAGE

Soulbrain Holdings

Dear Esteemed Stakeholders of Soulbrain Holdings,

Together with its key affiliates in the semiconductor, display, secondary battery materials, and bio-healthcare sectors, Soulbrain Holdings is building a foundation for the Group's sustainable growth and driving responsible change for a better future. As a holding company, we advance our business portfolio, identify future growth engines, and create sustainable value based on technology and trust.

Companies today face a complex business environment shaped by climate change, supply chain restructuring, human rights and safety issues, and increasingly stringent ESG disclosure requirements and regulations, all of which have become key determinants of corporate competitiveness and resilience.

In response, Soulbrain Holdings recognizes these changes as opportunities for mid- to long-term growth and is systematically embedding ESG throughout its management. In the semiconductor, display, and secondary battery materials sectors, we are strengthening our technological competitiveness and supply capabilities, while in the bio-healthcare sector, we are expanding our business base into in vitro diagnostics, life sciences, and health and beauty, thereby diversifying our future growth pillars.

On the environmental front, we are systematically advancing our eco-friendly management foundation through carbon emission reduction, energy efficiency improvement, the expansion of resource circulation, and strengthened wastewater and waste management. On the social front, we regard shared growth with our suppliers, respect for human rights, the creation of a

safe working environment, and mutual prosperity with local communities as important pillars of sustainability management. In addition, on the governance front, we are enhancing transparency and accountability at the Group level by linking key ESG issues more closely with management decision-making.

In particular, as the complexity of global supply chains increases, establishing consistent Group-wide standards and management systems has become more important than ever. Soulbrain Holdings systematically manages supply chain risks across its affiliates and continuously expands the scope of its ESG management to encompass domestic and overseas business sites and suppliers. Through this, we aim to go beyond meeting the expectations of customers and the market and to become a company that sets its own standards for sustainable growth at the Group level.

Going forward, Soulbrain Holdings will continue to position ESG as a core principle of Group management, advance business competitiveness and social responsibility in a balanced manner, and create a sustainable future together with all our stakeholders.

We deeply appreciate all our stakeholders who have always trusted and supported Soulbrain Holdings, and we will continue to be a trusted company through transparent and responsible communication.



Soulbrain Holdings Co., Ltd.
Co-CEO Moon-Ju Chung

Moonju Chung

Soulbrain Holdings Co., Ltd.
Co-CEO Hyun-Suk Chung

Hyun Suk Chung

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CEO MESSAGE

Soulbrain



Soulbrain Co., Ltd.
CEO Young-Soo Park
박영수

Dear Esteemed Stakeholders of Soulbrain,

As an IT materials specialist supplying core materials for advanced industries such as semiconductors, displays, and secondary batteries, Soulbrain supports its customers' innovation and continues its sustainable growth based on technological capabilities and quality competitiveness accumulated over many years.

The advanced materials industry is rapidly shifting into an era in which corporate competitiveness is determined not only by technological competition but also by the level of sustainability and responsible management. Climate change response, carbon emission management, chemical substance and environmental safety management, supply chain transparency and human rights issues, and the ESG requirements of global customers have become essential capabilities that companies must possess. Soulbrain responds proactively to these changes and is further strengthening a sustainability management system that combines technological competitiveness with trust.

Over the past year, Soulbrain has advanced its ESG activities centered on responsible supply chain management, the strengthening of climate change response capabilities, the internalization of a safety culture, and sustainable technology development. In particular, in terms of climate change response, we have refined our greenhouse gas management system and strengthened the foundation for managing Scope 1 and Scope 2 emissions, while expanding an LCA-based environmental impact management system for our representative products. Going forward, we plan to progressively strengthen carbon management capabilities across the entire supply chain, including Scope 3, to build a more systematic and precise climate response system.

We are also striving to reduce environmental impact by improving energy and resource efficiency throughout our processes and by managing wastewater, waste, and hazardous chemicals and expanding recycling. Furthermore, placing the highest priority on safety, we are establishing a prevention-oriented safety culture, and we are enhancing sustainability together with our suppliers by expanding the application of ESG standards across the entire supply chain.

Soulbrain recognizes sustainability management as a core foundation for strengthening its future competitiveness. Going forward, through eco-friendly materials and process innovation, a responsible supply chain, and transparent disclosure, we will meet the expectations of our customers and society and secure a sustainable competitive advantage in the global market.

We deeply appreciate all our stakeholders who join Soulbrain on its sustainable journey, and we will continue to repay your trust and support through sincere communication and responsible action.

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COMPANY OVERVIEW

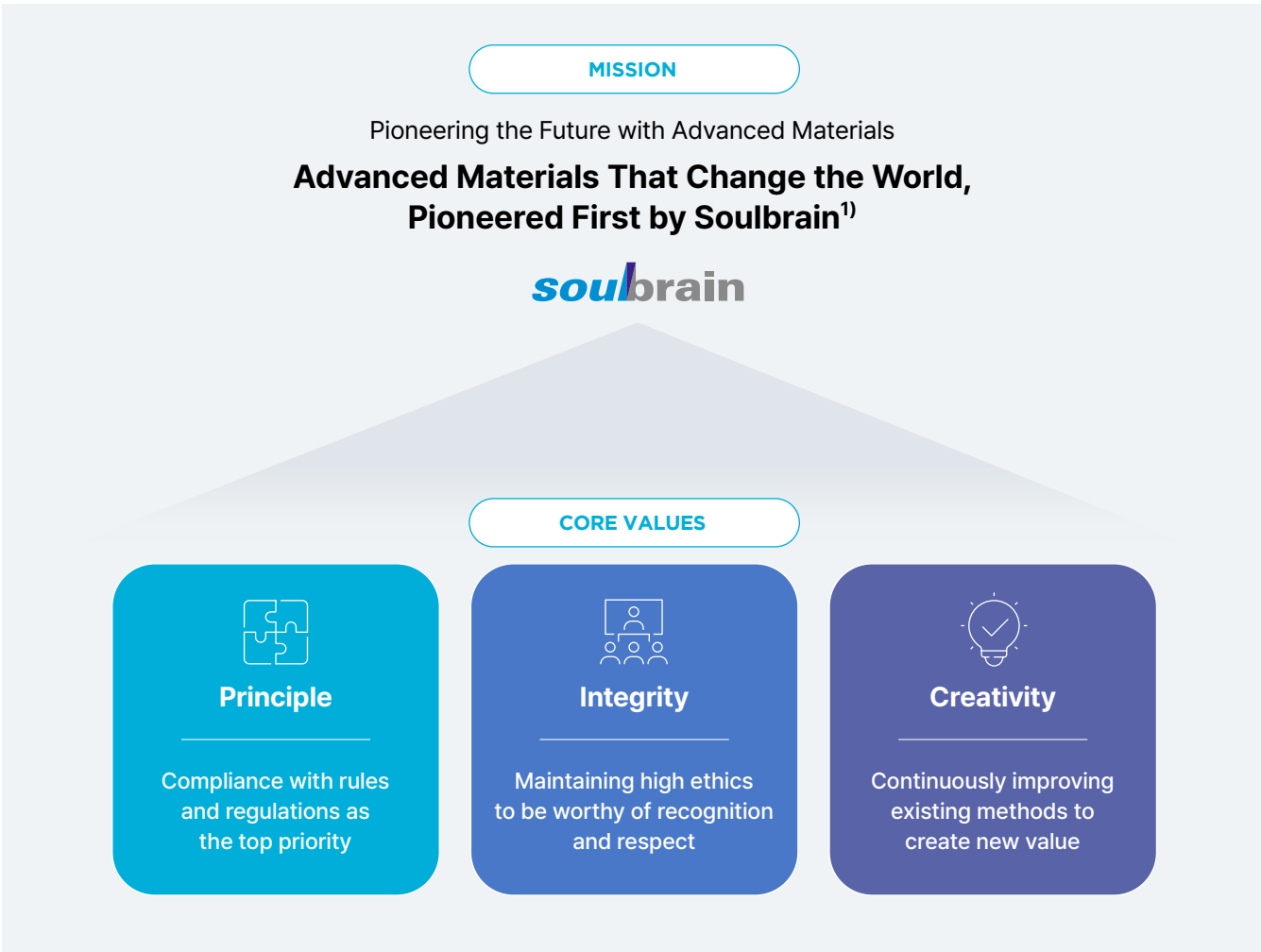
Company Introduction

Since its founding in 1986, Soulbrain Group has grown by developing and producing the core materials needed across the IT industry, based on the "localization of advanced technologies" and the "globalization of our own technologies." The Group currently operates its business primarily in the semiconductor, display, and secondary battery sectors, contributing to the strengthening of industrial competitiveness by supplying high-quality materials to major domestic manufacturers.

In 2020, the Group transitioned to a holding company structure, reorganizing into Soulbrain Holdings and its operating company, Soulbrain. Through this, the roles and responsibilities of each company were clarified, and business expertise and management efficiency were enhanced.

Soulbrain Group is also securing future growth engines through the bio-healthcare sector. The Group is pursuing commercialization centered on in vitro diagnostics, beauty, and functional materials, and is expanding its business portfolio by combining technology development through its in-house research organizations with direct and indirect investments at home and abroad.

Going forward, Soulbrain Group will lead technological innovation in the advanced materials field and contribute to the advancement of future industries, while continuously identifying new business opportunities to enhance corporate value and achieve sustainable growth.



1) In celebration of its 40th anniversary in 2026, Soulbrain Group established a new Group mission. Based on this, the Group aims to lead the advancement of future industries through innovation in advanced materials technology and to grow into a global materials company that provides new value to customers and society.

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COMPANY OVERVIEW

Business Areas

Semiconductor Materials

Soulbrain reliably supplies a wide range of chemical materials required for core semiconductor processes—including etchants, cleaning solutions, CMP slurry, and precursors—building trust with the world's leading semiconductor companies. With production bases in Korea and China, Soulbrain continues to expand its global operations and develop new materials that can effectively respond to rapid changes in process technology, such as the transition to ultra-fine processes and 3D structures.



Product Introduction

Product	Key Features
CVD/ALD Materials	• First localization of TEOS in Korea • Production of ultra-high-purity CVD/ALD precursors, including High-k materials and precursors for diffusion barrier films • Continuous development of wiring materials, Low-k materials, gap-fill materials, etc.
Etching & Cleaning	• Supply of low- and high-etch-rate (E/R) chemicals and high-selectivity chemicals • Development and supply of etchant and cleaning solutions with various functions
HF/BOE	• Supply of semiconductor-grade ultra-high-purity HF/BOE products • Strengthening of market competitiveness through in-house production of raw materials • Continuous development of technologies to respond to process changes
CMP Slurry	• Production of silica and ceria slurry for ILD/IMD, STI/SOD, W, and Cu processes • Contribution to yield improvement through continuous development of new products with excellent planarization properties and minimal scratch defects
Cu Metallizing	• Supply of copper electroplating solutions for forming semiconductor wiring • Continuous development of next-generation high-performance plating solutions and additives

Product Applications



Semiconductors



LCD/OLED TVs



Laptops



Mobile Phones



Smart Pads



Navigation

Display Materials

To secure competitiveness in the next-generation display market, Soulbrain focuses on developing a variety of new products. Through its domestic and overseas production bases, Soulbrain supplies functional chemical materials used in LCD and OLED panel manufacturing processes, as well as key panel components such as Thin Glass and Cell Scribing, proactively responding to the diverse needs of global customers.



Product Introduction

Product	Key Features
Etchant	• Development and supply of functional etchants for LCD and OLED display wiring formation processes • A diverse product portfolio including etchants for copper and ITO, as well as BOE products • Continuous expansion of high-performance etchant products that contribute to customers' process efficiency and cost reduction
Organic Material	• Mass production and development of OLED materials, as well as color filter materials that are key components of TFT-LCD panels • Securing product competitiveness through technical partnerships with global chemical companies and localization of mill-base manufacturing • A product lineup that includes black matrix and black column spacer for LCD, and QD bank and black pixel define layer for OLED
Thin Glass (OLED)	• One-stop supply of thin glass and cell scribing for OLED panel manufacturing processes • Productivity and quality improvement through the introduction of the vertical spray method • Customized response through full-surface and selective etching solutions

Product Applications



LCD/OLED TVs



Laptops



Monitors



Mobile Phones



Smart Pads



Automotive Displays

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Secondary Battery Materials

Soulbrain has world-class competitiveness in the field of electrolytes for lithium-ion batteries. The company has established global mass-production bases for electrolytes in Korea, the United States, Malaysia, and Hungary, supplying high-quality electrolyte products to global battery manufacturers. Focusing on the development of materials for batteries used in IT devices and for medium- and large-sized batteries used in electric vehicles (EVs) and energy storage systems (ESSs), Soulbrain is strengthening its position in the next-generation battery market.



Bio-Healthcare

The bio-healthcare business, which the Group has pursued as a new growth engine, has driven business diversification through strategic investments and the securing of core technologies. Starting with the in vitro diagnostics field, the Group is expanding its global business into the life sciences and health and beauty fields.



Product Introduction

Product	Key Features
Electrolyte	• Production of high-quality electrolytes based on differentiated solvent and additive purification technologies • Possession of a production process that maintains low moisture and hydrogen fluoride (HF) content • Development and supply of functional electrolytes that improve lifespan and performance, such as by suppressing gas generation and preventing overcharging
Lead Tab	• Production of high-quality products using proprietary metal plating and special surface treatment technologies • Production of electrode terminals for PHEV, EV, and ESS • Stable supply of various specifications based on automated production lines

Product Applications

					
Laptops	Mobile Phones	Power Tools	E-Bikes	Electric Vehicles	Energy Storage Systems

Area	Key Features
In Vitro Diagnostics	• Possession of proprietary diagnostic assay technology in the TDM (Therapeutic Drug Monitoring) field • Operation of an AI imaging-based point-of-care testing platform • Establishment of global partnerships in the human and companion animal diagnostics fields
Life Sciences	• Introduction of nanoparticle-based proteome analysis technology and operation of a domestic analysis service • Possession of an innovative analysis platform capable of detecting rare proteins at low concentrations
Health and Beauty	• Worldwide supply of functional cosmetics based on transdermal hydrogel • Mass production of functional biomaterials and pursuit of commercialization at home and abroad

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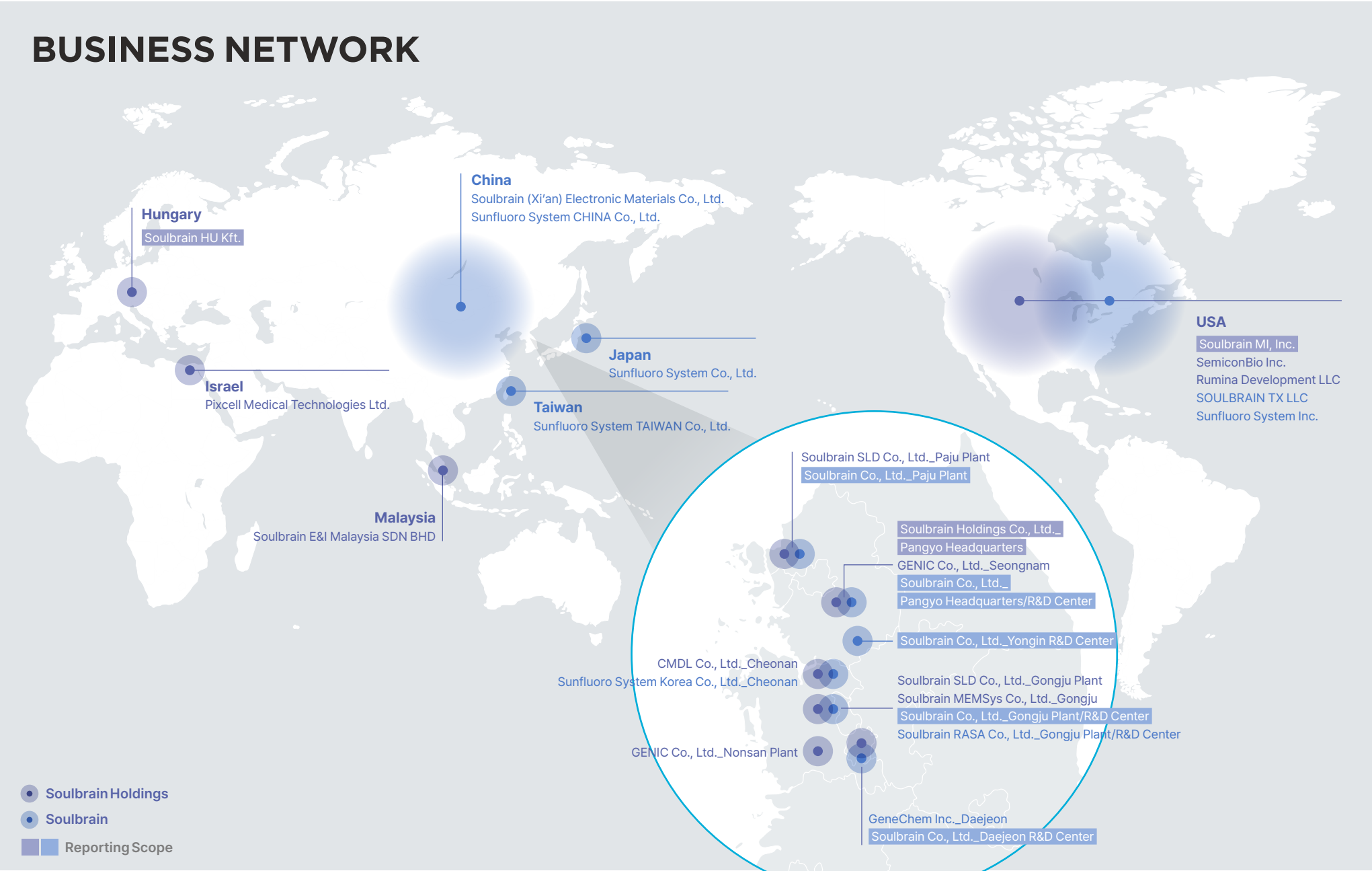
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BUSINESS NETWORK



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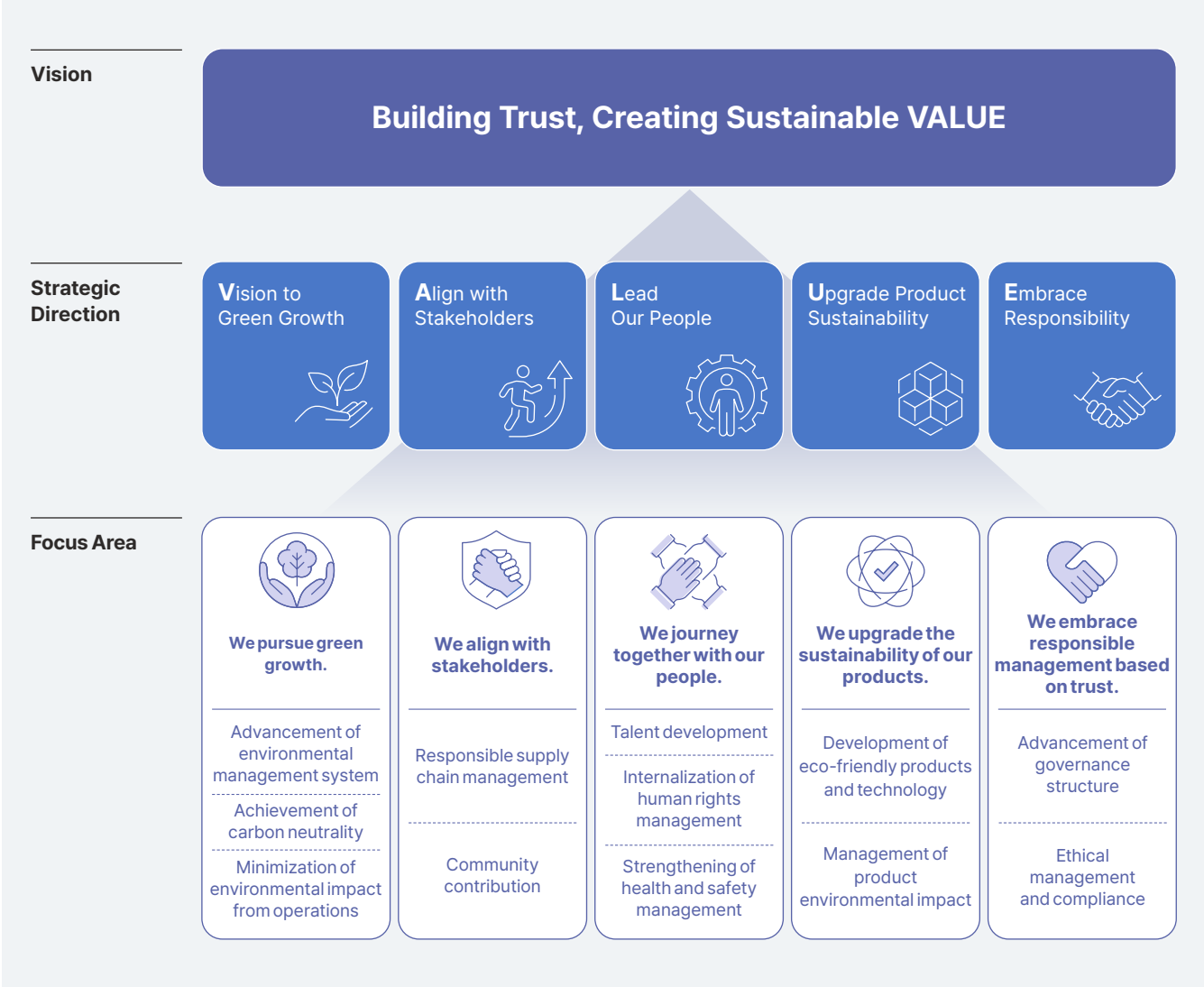
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ESG MANAGEMENT FRAMEWORK



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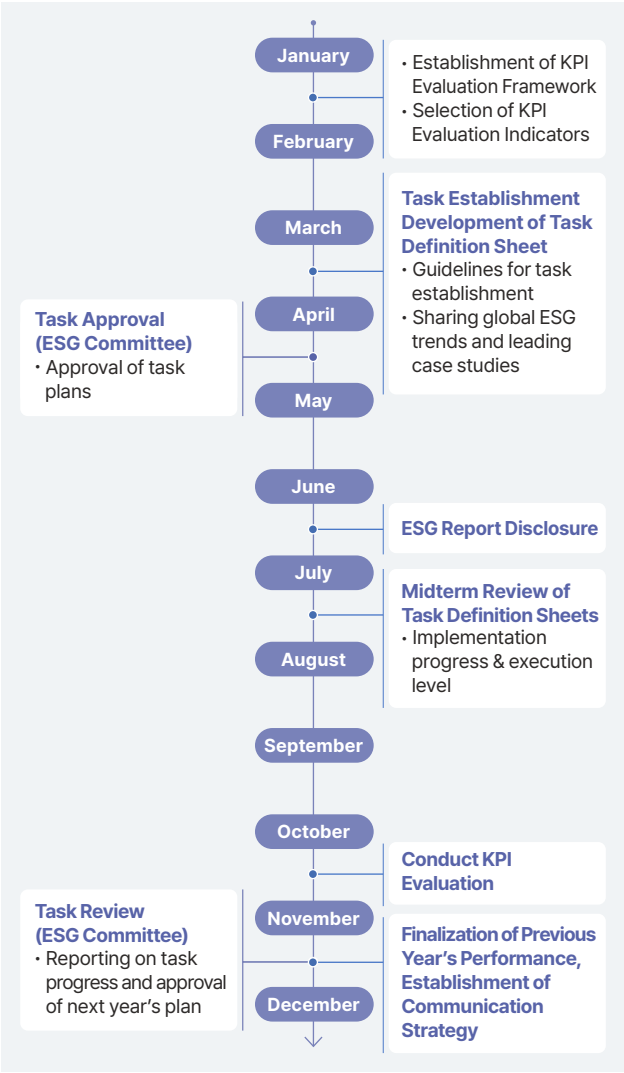
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ESG STRATEGIC TASKS

Top 10 ESG Tasks

Core Value	Key Issue	Key Actions	Target
 Vision to Green Growth	1 Climate Change Response	- Advance the GHG inventory management system (Systematic management of Scope 1, 2, and 3 emissions) - Expand investment to achieve carbon neutrality	- Reduce GHG emissions by 37.5% from 2022 levels by 2035 and achieve Net-Zero by 2050 - Manage annual environmental investment spending and expand investment in low-carbon equipment
	2 Resource Circulation	Establish a system to reduce waste and expand recycling	Keep waste generation at or below 9.0% of production volume and achieve a recycling rate of at least 73% by 2030
 Align with Stakeholders	3 Responsible Supply Chain Management	- Strengthen supplier ESG assessments and expand ESG-based shared growth with suppliers - Establish a supply chain system for responsible mineral sourcing	- Conduct a supply chain ESG assessment annually - Collect mineral supply chain information and conduct risk assessments
	4 Community Contribution	Establish a community impact assessment framework	Manage social contribution expenditures and the performance of community engagement programs
 Lead Our People	5 Talent Development	- Strengthen the effectiveness of employee training programs - Advance the employee diversity strengthening program	- Assess the effectiveness of key job-specific training programs and incorporate the results into training improvements - Achieve female employee ratios of 34% at Soulbrain Holdings Co., Ltd. and 12% at Soulbrain Co., Ltd. by 2027
	6 Internalization of Human Rights Management	- Advance the human rights impact assessment framework by expanding its scope and improving the assessment - Enhance the grievance mechanism for human rights issues	- Conduct human rights impact assessments of overseas subsidiaries in 2026 and a comprehensive survey of all suppliers in 2027 - Maintain a 100% resolution rate for human rights-related reports
	7 Health and Safety Management	Establish a system to respond to ESH regulations	Conduct ESH regulatory compliance assessments twice a year and manage the implementation rate of corrective actions
 Upgrade Product Sustainability	8 Product Responsibility	- Expand research capabilities to reduce the environmental impacts of products (Establishment of an LCA system, expansion of eco-friendly materials, etc.) - Enhance hazardous chemical management and control systems	- Expand LCA assessment coverage for representative products and conduct research on low-carbon materials - Keep hazardous chemical emissions at or below 0.16% of production volume by 2030
	9 Responsible Management	- Advance ESG governance and operational systems - Advance Board operations and evaluation	- Operate the ESG Committee and review the implementation status of key ESG tasks - Conduct a Board evaluation annually
 Embrace Responsibility	10 Compliance	- Establish ethical and compliance management systems and obtain relevant certifications - Establish systems for monitoring and internal whistleblowing	- Maintain integrated ISO 37001 and ISO 37301 certification - Maintain a 100% resolution rate for ethics-related reports

Annual Performance Management of ESG Tasks



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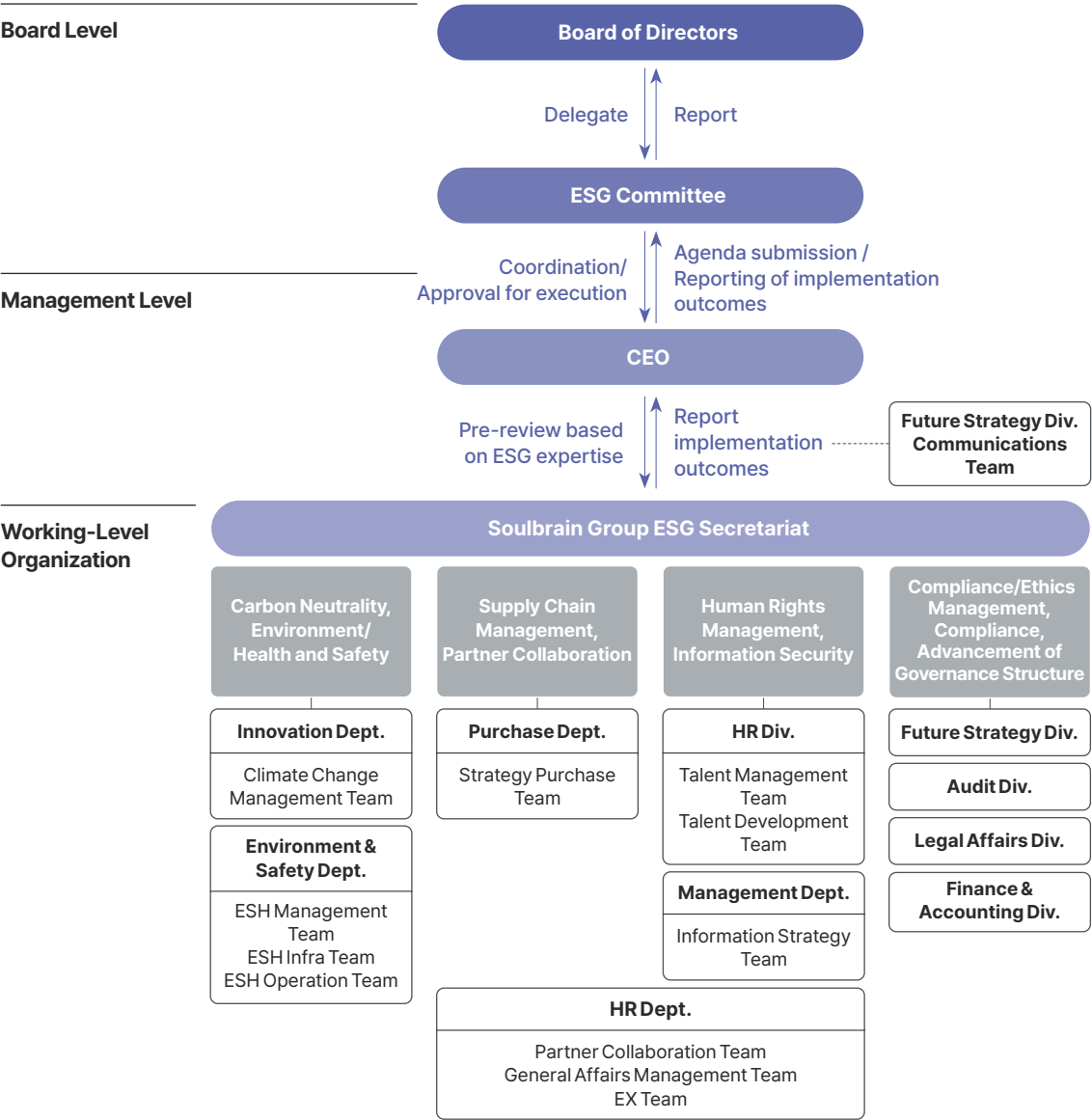
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ESG GOVERNANCE SYSTEM



Establishment of Integrated ESG Governance

To effectively implement its ESG vision and strategic objectives, Soulbrain Group has established an integrated ESG governance structure comprising three levels: the Board of Directors, the ESG Committee, and the Soulbrain Group ESG Secretariat. Each level has clearly defined roles in decision-making, oversight, and execution to ensure the consistent implementation of ESG strategies across the Group. In April 2025, the ESG Committee was established by resolution of the Board of Directors, enabling the Board to set the direction of the Group’s sustainability management and oversee its implementation performance. The existing ESG Practitioners’ Council was expanded and reorganized at the division and department levels into the Soulbrain Group ESG Secretariat, which is responsible for the continued implementation of mid- to long-term strategic tasks and the regular review of ESG risks. Going forward, Soulbrain Group plans to establish councils for each key focus area in phases. These councils will support the work of higher-level implementation bodies while expanding cross-functional collaboration and internal communication channels.



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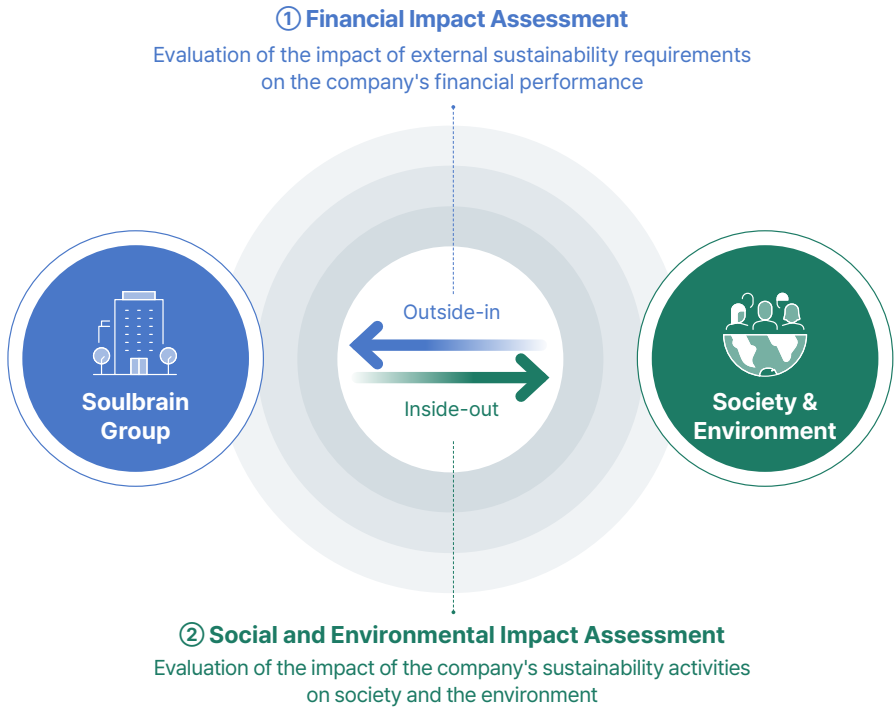
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DOUBLE MATERIALITY ASSESSMENT

Double Materiality Assessment Process

With reference to the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), Soulbrain Group conducts a double materiality assessment. Double materiality is a concept that simultaneously considers the impact materiality of a company's activities on society and the environment and the financial materiality of external sustainability factors affecting the company's financial performance; rather than merely identifying issues, it aims to comprehensively analyze impacts, risks, and opportunities across the entire value chain. To enhance the reliability of the assessment, Soulbrain Group conducted focus group interviews (FGI) with personnel from ESG-related departments, and the material issues selected through the assessment are finalized after deliberation and approval by the ESG Committee and are directly reflected in the establishment of response strategies and mid- to long-term targets for each issue.



Assessment Process



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DOUBLE MATERIALITY ASSESSMENT

Double Materiality Assessment Results

Material Issue		Impact Materiality		Financial Materiality		Change in Ranking from the Previous Year
1	 Workplace and Supplier Health & Safety Management	Positive	Contributing to protecting workers' lives and health and creating a safe working environment through health and safety management	Opportunity	Strengthening health and safety management contributes to securing a stable business operation foundation by preventing occupational accidents and minimizing production disruptions	▲1
		Negative	Inadequate health and safety management may cause occupational accidents and serious accidents, harming workers' lives and health and undermining a safe working environment	Risk	The occurrence of a serious accident may reduce business continuity through the suspension of site operations and the weakening of business relationships	
2	 Greenhouse Gas Management	Positive	Contributing to climate change mitigation and ecosystem conservation through reductions in GHG emissions	Opportunity	Strengthening GHG management capabilities contributes to improving responsiveness to environmental regulations and reinforcing the foundation for responding to mid- to long-term changes in the business environment	▲1
		Negative	Inadequate management of GHG emissions may intensify climate change, increasing the frequency of natural disasters and reducing ecosystem stability	Risk	Inadequate response to stricter GHG regulations may increase regulatory compliance costs and operational burdens	
3	 Ethics and Compliance	Positive	Contributing to protecting stakeholders' rights and interests and building a foundation of social trust through the practice of ethical management	Opportunity	Strengthening the ethics and compliance system contributes to securing transaction stability and maintaining long-term business relationships	▲1
		Negative	The occurrence of corruption and unethical conduct may infringe on stakeholders' rights and damage social fairness	Risk	The occurrence of ethics and compliance issues may lead to transaction suspension, sanctions, and an increased management burden across overall business activities	
4	 Hazardous/ Chemical Substance Management	Positive	Contributing to protecting the safety of workers and local communities and preventing environmental pollution through the safe management of hazardous and chemical substances	Opportunity	Advancing the hazardous and chemical substance management system contributes to enhancing business operation stability by lowering the likelihood of accidents and mitigating the risk of process disruptions	▼3
		Negative	The occurrence of accidents such as chemical leaks and explosions may harm workers' health and cause environmental damage such as soil and water pollution	Risk	The occurrence of a chemical accident may raise operating costs and reduce business stability due to increased burdens from process disruptions, regulatory response, and follow-up measures	
5	 Supply Chain Sustainability Management	Positive	Contributing to improving the level of human rights protection and environmental management across the supply chain through supplier ESG assessment and monitoring	Opportunity	Strengthening supply chain management contributes to securing transaction stability and maintaining long-term collaborative relationships with key customers	▲1
		Negative	Inadequate supplier management may lower the level of human rights and environmental management across the supply chain, expanding social responsibility issues and reducing stakeholder trust	Risk	Inadequate supplier management may cause supply chain disruptions and weaken business relationships	
6	 Human Rights Management	Positive	Contributing to protecting the fundamental rights of employees and stakeholders and spreading a responsible corporate culture through the establishment and implementation of a human rights management system	Opportunity	Advancing the human rights management system contributes to improving responsiveness to global regulations and customer requirements and reinforcing the foundation of trust with investors and key customers	New
		Negative	The occurrence of human rights violations or an inadequate prevention and remediation system may infringe on the rights of workers and stakeholders and reduce social trust	Risk	The occurrence of human rights violation issues may increase cost burdens and reduce business continuity through litigation, sanctions, and trade restrictions	
7	 Waste Management	Positive	Contributing to promoting resource circulation and preventing environmental pollution through waste reduction and proper treatment	Opportunity	Improving waste management efficiency and operations contributes to enhancing resource utilization efficiency and alleviating mid- to long-term operational burdens	▼2
		Negative	Improper waste treatment may cause soil and water pollution and damage biodiversity	Risk	Inadequate waste management may increase regulatory response costs and impose constraints on business operations	

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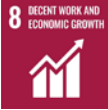
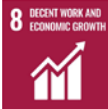


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DOUBLE MATERIALITY ASSESSMENT

Material Issue Management

Material Issue		Objectives	Response Status	UN SDGs	Report Pages
1	 Workplace and Supplier Health & Safety Management	- Achieve a 100% employee participation rate in risk assessments - Establish a preventive safety management system based on continuous monitoring of major sites - Regularly inspect the compliance rate for wearing personal protective equipment and raise awareness	- Implementation of risk assessment corrective actions and operation of on-site inspection activities - Measurement of the working environment and surveys of harmful and hazardous factors - Operation of a supplier health and safety council and joint health and safety inspections	 	p. 38-44, 96-97
2	 Greenhouse Gas Management	GHG Emissions Reduction Target (compared to 2022) 203025.0% 203537.5% 2050Net-Zero	- Expansion of the Scope 3 emissions calculation scope and establishment of a management foundation - Analysis of product environmental impacts through life cycle assessments (LCA) - Management of energy consumption and reduction activities based on ISO 50001	 	p. 30-36, 87
3	 Ethics and Compliance	Achieve 100% resolution of reported issues via whistleblowing channels	- Appointment of a compliance officer and advancement of the compliance system based on the integrated operation of ISO 37001 and ISO 37301 - Internalization of ethical management through the operation of an online whistleblowing channel and the provision of ethics training		p. 77-80, 98
4	 Hazardous/ Chemical Substance Management	Hazardous Chemical Emissions Reduction Target (relative to production volume) 20250.20% 20270.19% 20300.16%	- Creation of internal codes for newly restricted and prohibited chemical substances - Proactive prevention of potential hazards through HMI-based real-time monitoring		p. 28, 90
5	 Supply Chain Sustainability Management	Advance the ESG assessment system for suppliers subject to priority management and progressively expand the assessment scope	- Advancement of the supply chain ESG code of conduct and assessment standards - Expansion of the supply chain ESG assessment scope to overseas suppliers - Establishment of a conflict minerals and responsible minerals management framework and sourcing policy		p. 45-50, 97
6	 Human Rights Management	- Expand the scope of human rights risk management by conducting human rights impact assessments at overseas subsidiaries - Advance the management system centered on the proactive prevention of human rights risks	- Establishment of the Soulbrain Group human rights management policy and a PDCA-based human rights risk management cycle - Conducting human rights impact assessments covering all employees and maintaining a 100% resolution rate for received human rights grievances	 	p. 51-55, 95-96
7	 Waste Management	Waste Recycling Rate Target 202558% 202764% 203073% or more	- In 2025, the Soulbrain Gongju Plant exceeded its circular utilization rate target (target 43.84% → actual 69.80%) - Resource circulation activities through converting trial-production waste liquid into raw materials and reusing waste acid		p. 27, 88

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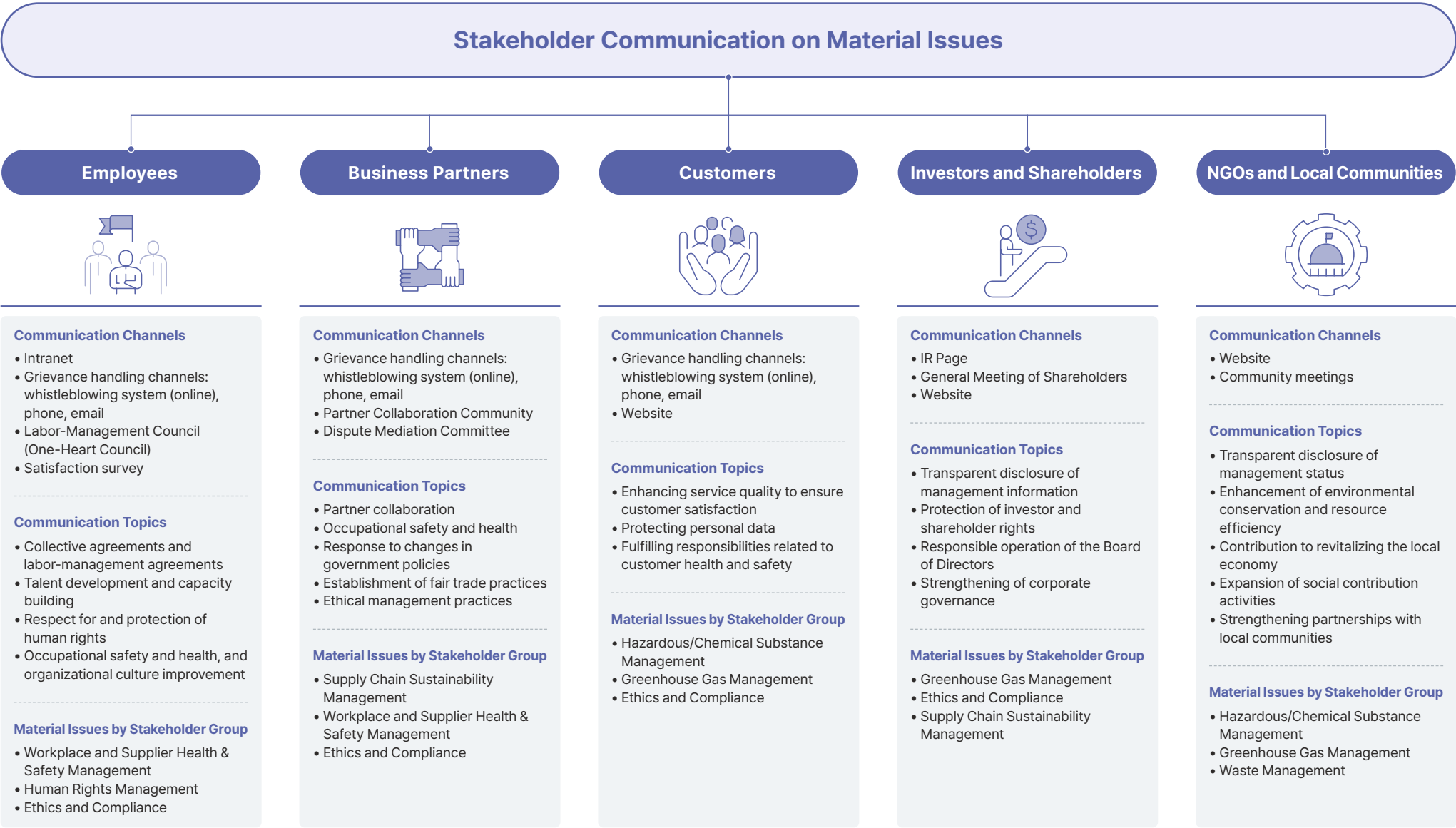
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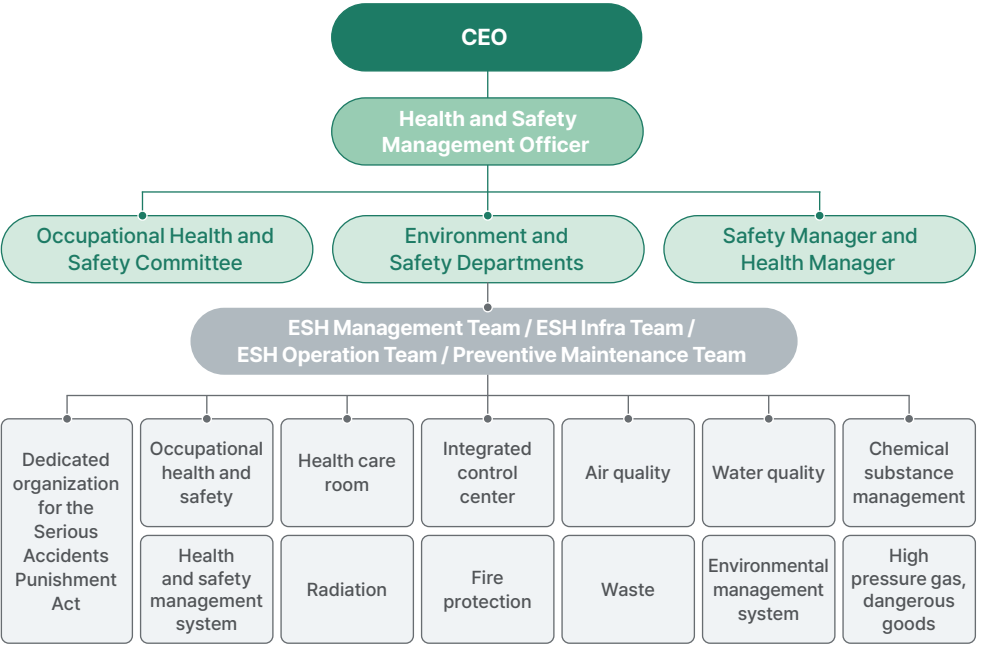
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ENVIRONMENTAL MANAGEMENT

Governance

Soulbrain Group operates a dedicated Environment, Safety and Health (ESH) organization reporting directly to the CEO to ensure Board-centered, proactive environmental risk management. This organization functions as the control tower for company-wide environmental management, strengthening strategy formulation and execution, and, by regularly reporting key issues and performance to the Board of Directors, has established an integrated management and immediate response system at the top management level. To ensure the effective implementation of company-wide environmental management, the Group practices responsible management by directly linking greenhouse gas reduction and environmental pollution management items to the key performance indicators (KPIs) of its C-level executives, including the Head of Production. In addition, the Group has established a virtuous cycle for environmental management by monitoring key indicators on a monthly basis, and all sites continuously advance their global-standard environmental management systems based on ISO 14001 certification.



Strategy

◆ Environmental Management Policy

In 2025, Soulbrain established its Environmental Management Policy, embedding the environment as a core management value and applying environmental management standards to all of its business sites and employees. In addition, Soulbrain minimizes its environmental impact by focusing on key environmental issues—including environmental pollutant management, the expansion of resource circulation, energy and water efficiency, and greenhouse gas reduction—and continues to advance its sustainable environmental management system.



Soulbrain Environmental Management Policy¹⁾

- 1. Purpose**
Soulbrain regards the environment as a core value of its management, minimizes environmental impact in all business activities, and pursues a sustainable future through harmony with local communities. The purpose of this Environmental Management Policy is to faithfully fulfill Soulbrain's responsibilities as a corporate citizen and to achieve environmental conservation and sustainable growth.
- 2. Scope of Application**
This Policy applies to all of Soulbrain's business sites and all employees, and encourages joint implementation with business partners and supply chain partners. The scope of application also covers the company's overall management activities, including production, research and development, logistics, and office operations.
- 3. Basic Principles of Environmental Management**
Through responsible corporate activities, Soulbrain contributes to building a sustainable society and implements environmental management in accordance with the following principles.
- 3.1 Environmental Pollutants**
Soulbrain systematically manages the various forms of environmental pollutants that may arise at its business sites, including air, water, and soil pollutants, and strives to minimize the resulting environmental damage. Soulbrain complies with all relevant laws and regulations and continuously pursues technical and facility improvements to reduce emissions.

Young-Soo Park, CEO, Soulbrain Co., Ltd.

1) Partial excerpt of the policy

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ENVIRONMENTAL MANAGEMENT

Strategy

◆ Environmental Management Principles

In accordance with its Environmental Management Principles, Soulbrain practices environmental protection and responsible management, and conducts related activities by establishing management directions for key environmental issues. The CEO oversees decision-making on environmental issues, including the management of water resources, waste, and chemical substances, and key matters related to environmental management are reported to the highest decision-making body, the Board of Directors, ensuring that these Principles are consistently implemented across the organization.

Soulbrain Co., Ltd. is committed to fulfilling its responsibilities as a corporate citizen to the local community and the environment. We faithfully implement the following initiatives to drive sustainable growth in collaboration with society.

1. **Top-Priority Environmental Management Goals**
We prioritize the environment above all else throughout our entire business operations to abide by these Principles.
2. **Ensuring Reliability of Environmental Information**
We obtain and maintain legitimate environmental permits to ensure the credibility of the environmental information associated with production.
3. **Reduction of Wastewater, Waste, and Chemical Emissions**
We prevent indiscriminate discharge to protect water resources and strive to reach our short-term environmental reduction targets and long-term environmental policy goals.
4. **Air Pollutant Management**
We comply with internal regulations to prevent air pollution in local communities and operate optimal pollution control facilities to minimize the discharge of pollutants.
5. **Environmental Compliance Practices**
We ensure our employees embed environmental compliance into their daily routines to take a proactive approach to environmental improvement activities.
6. **Environmental Information Disclosure and Communication**
We provide stakeholders with transparent environmental information and communicate with them sincerely.

These Principles apply to all business sites of Soulbrain Co., Ltd., all employees working at Soulbrain, and all stakeholders who cooperate in our business areas.

Young-Soo Park, CEO, Soulbrain Co., Ltd.

◆ Biodiversity Policy

In the first half of 2026, Soulbrain established its Biodiversity Policy and applies standards across all of its business sites to prevent and minimize the ecological impacts arising from its business activities. It has set as key priorities the prevention of contamination of water bodies and soil near its business sites, wastewater and waste management, and the prevention of hazardous chemical leaks, and carries out activities to protect ecosystems and minimize environmental impact.



Soulbrain Biodiversity Policy¹⁾

Purpose of Establishment
Soulbrain Co., Ltd. recognizes that biodiversity and healthy ecosystems are an important foundation for the company's sustainable growth and for a safe future for local communities. The Company establishes this Policy to operate business sites in harmony with nature by minimizing ecosystem degradation and by preventing and reducing environmental impacts throughout its business activities.

Scope of Application
This Policy applies to the domestic and overseas business sites and employees of Soulbrain Co., Ltd., as well as to suppliers and stakeholders that do business with the Company or participate in the conduct of its business.

- Basic Principles**
1. The Company takes biodiversity conservation and ecosystem protection into account in all of its business activities.
2. The Company complies with environmental laws, regulations, and permit requirements, and minimizes adverse impacts on the soil, water quality, air, and water resources near its business sites.
3. The Company reduces its impact on ecosystems through the proper management of wastewater, waste, air pollutants, and hazardous chemicals, and through pollution prevention activities.
4. In operating its business sites, the Company contributes to the sustainable use of natural resources by reducing water consumption, preventing water pollution, and expanding resource circulation.
5. The Company reviews environmental risks in advance and operates a response system to minimize ecological damage in the event of accidents or emergencies.

Young-Soo Park, CEO, Soulbrain Co., Ltd.

1) Partial excerpt of the policy

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ENVIRONMENTAL MANAGEMENT

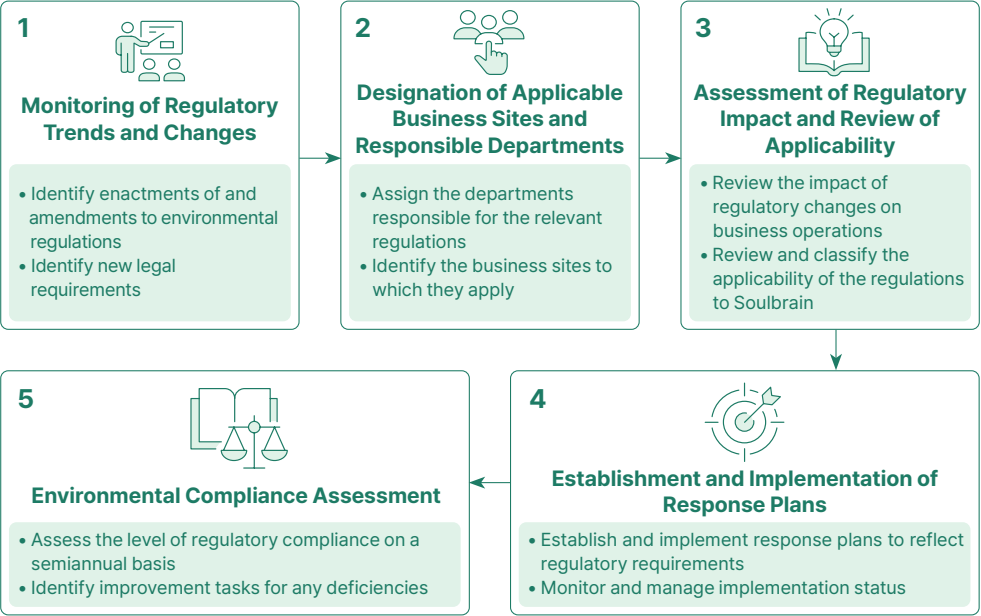
Risk Management

Environmental Regulation Monitoring

Soulbrain Group continuously monitors trends in environmental, safety and health regulations, identifies applicable regulations, and proactively manages them to ensure that the relevant requirements are met in a timely manner. Compliance with key regulations is assessed on a semiannual basis in accordance with internal management procedures, and potential risks arising from regulatory changes are reviewed in advance so that necessary improvement measures are carried out in phases.

In 2025, the implementation tasks identified following regulatory enactments and amendments were registered and managed in the WISH system, and the Group reviewed the implementation status of a total of 980 tasks and took appropriate actions. Going forward, Soulbrain Group will continue to monitor its level of compliance with key environmental regulations and enhance the effectiveness of its regulatory response process to maintain a stable compliance framework.

Environmental Regulation Monitoring Process



Management of Responses to Key Environmental Laws and Regulations

No.	Key Laws and Regulations	Key Management Items	Response Strategy
1	Clean Air Conservation Act	- Permits and reporting for the installation of air emission facilities and pollution prevention facilities; verification of integrating wattmeters; and preparation of operation logbooks - Self-measurement at each emission outlet and reporting of the results - Compliance with emission standards and appointment of an environmental technician - Installation and management of IoT measuring devices - Verification of the refrigerant usage history of refrigerant-using equipment	- On-site Management: Setting replacement cycles for pollution prevention facility consumables (activated carbon, filters, etc.) and managing their history - System Integration (MOC): Preventing the omission of permits through prior EHS review when introducing new equipment - Continuous Improvement: Establishing proactive investment plans for aging pollution prevention facilities and including them as management review agenda items
2	Water Environment Conservation Act	- Permits and reporting for the installation of wastewater discharge facilities and pollution prevention facilities - Preparation of operation logs for wastewater discharge and chemical usage, and self-measurement of water quality - Compliance with effluent water quality discharge standards - Transfer wastewater to licensed wastewater treatment contractors and maintain records when outsourcing wastewater treatment	- On-site Management: Setting and operating internal control standards at 80% of the legal limits - Emergency Response: Inspecting emergency containment facilities and conducting emergency drills - Risk Management: Conducting a regular audit of outsourced wastewater treatment companies semiannually
3	Wastes Control Act	- Filing of initial and amended notifications as a business-site waste generator - Prohibition of mixed storage by waste type, installation of signage, and compliance with storage time limits - Preparation of electronic manifests through the Allbaro system - Verification of the legal compliance of collection/transport companies and treatment companies	- On-site Management: Regular inspection of mixing within storage areas and of discharge conditions - Training and Participation: Distributing one-point lessons (OPLs) on waste separation to on-site workers and conducting regular patrol inspections of waste separation areas - Risk Management: Conducting preliminary audits of outsourced companies and regular semiannual audits
4	Soil Environment Conservation Act	- Reporting on the installation of specific facilities subject to soil contamination management - Regular and ad-hoc soil contamination level inspections and leak inspections - Reporting to the competent local government and taking remediation measures when contamination is found	- On-site Management: Waterproofing the base of oil and chemical storage facilities, inspecting containment dikes for cracks, and strengthening trench management - Continuous Improvement: Investing in the above-ground relocation of buried pipes and conducting regular inspections of leak detection sensors
5	Act on Liability for Environmental Damage and Relief Thereof	- Mandatory enrollment in environmental liability insurance according to risk group classification, with annual calculation of coverage limits and insurance renewal - Activation of a prompt compensation system in the event of environmental pollution damage	- Risk Management: Immediately notifying the insurer and processing changes to terms when permits are required for facility expansion or new chemical substances - Cost Reduction: Pursuing the application of insurance premium discount rates by meeting the requirements for an excellent safety and environmental management site

*Applicable sites: Gongju and Paju Plants

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ENVIRONMENTAL MANAGEMENT

Risk Management

Key Risks and Opportunities

Soulbrain Group regularly analyzes key environmental impact factors, including waste, water resources, air and water pollutants, and chemical substances. Based on this analysis, the Group identifies and manages the risks and opportunities associated with its business activities. In connection with its ISO 14001 environmental management system certification, the Group compiles environmental, safety, and health risks from each department and assesses their level of impact; for risks classified with a risk score of 8 or higher, it establishes department-level response strategies and continuously monitors their implementation status.

By establishing and implementing practical response strategies that reflect the characteristics of its business and its on-site operating conditions, Soulbrain Group enhances the effectiveness of its risk management. Going forward, the Group plans to minimize the impact of environmental risks on its business operations by combining the proactive management of key risks with the strengthening of on-site response capabilities at each business site.

Category		Site	Factor	Potential Financial Impact	Risk Mitigation Plan
Waste	Risk	Gongju Plant	Additional waste output resulting from the intermediate analysis of TEOS	Increased R&D investment and treatment costs due to growing efforts to reduce waste generation	Waste reduction through a streamlined TEOS intermediate analysis process
			Risk of delayed detection of changes in wastewater and effluent quality	Increased facility investment for monitoring and the possibility of fines	Strengthening monitoring and establishing an early-detection system
Water	Risk	Gongju Plant	Risk arising from the aging of wastewater treatment facilities	Investment costs incurred for facility improvement	Maintaining facility integrity through preliminary diagnosis of wastewater facilities
			Risk arising from increased water use and wastewater discharge	Increased water withdrawal costs and wastewater treatment costs	Reducing wastewater discharge through wastewater reuse
Air/Water Pollutants	Risk	Gongju/ Paju Plant	Risk arising from the aging of air pollution prevention facilities	Increased investment costs due to the aging of air pollution prevention facilities such as scrubbers, and the possibility of fines	Establishing a proactive investment strategy for air pollution prevention facilities
Hazardous Chemical Substances	Risk	Gongju/ Paju Plant	Risk of storage facilities failing to meet regulations and of changes in standards	Increased storage facility investment costs due to the designation of new hazardous chemical substances and stricter regulations	Upgrading facilities based on the monitoring of regulatory changes and new-substance designations
Environmental Incidents	Risk	Gongju/ Paju Plant	Risk of environmental incidents due to facility malfunction	Investment costs for new equipment replacement and financial losses in the event of an accident	Upgrading the equipment inspection system and establishing a facility investment strategy

Water Resource Risk Management

Soulbrain Group periodically reviews regional water stress levels, which indicate the potential risk of water scarcity, while taking into account the water withdrawal conditions of the regions where its business sites are located. The Group manages water-related risks based on water consumption during site operations. Based on a review conducted using the analytical criteria of the World Resources Institute (WRI), the Gongju Plant was found to show a relatively high water stress level among the Group's key domestic sites, and water consumption is therefore monitored with a focus on that site. Following the completion of the Pangyo Headquarters relocation in 2025, the Group re-analyzed water stress levels to reflect the new location. The review found no significant difference in water stress grade before and after the relocation, and the site-level risk assessment results remain at the same level as before. Soulbrain Group regularly monitors water consumption at each site and manages water-use trends to oversee water resource use in its business operations. Going forward, the Group plans to continuously monitor changes in regional water stress levels and to continue its management efforts to ensure the stability of water resource use.



*Image source: <https://www.wri.org/>

Water Stress Index

Low (<10%)		Low-Medium (10-20%)		Medium-High (20-40%)		High (40-80%)		Extremely high (>80%)	
Site		Location						Water Stress	
Pangyo Headquarters		52, Geumto-ro, Sujeong-gu, Seongnam-si, Gyeonggi-do, Republic of Korea						● Medium - High (20-40%)	
Central R&D Center		34, Pangyo-ro 255beon-gil, Bundang-gu, Seongnam-si, Gyeonggi-do, Republic of Korea						● Medium - High (20-40%)	
Gongju Plant		14-102, Gongdan-gil, Gongju-si, Chungcheongnam-do, Republic of Korea						● High (40-80%)	
Paju Plant		29, Donyu 2-ro, Munsan-eup, Paju-si, Gyeonggi-do, Republic of Korea						● Low (<10%)	

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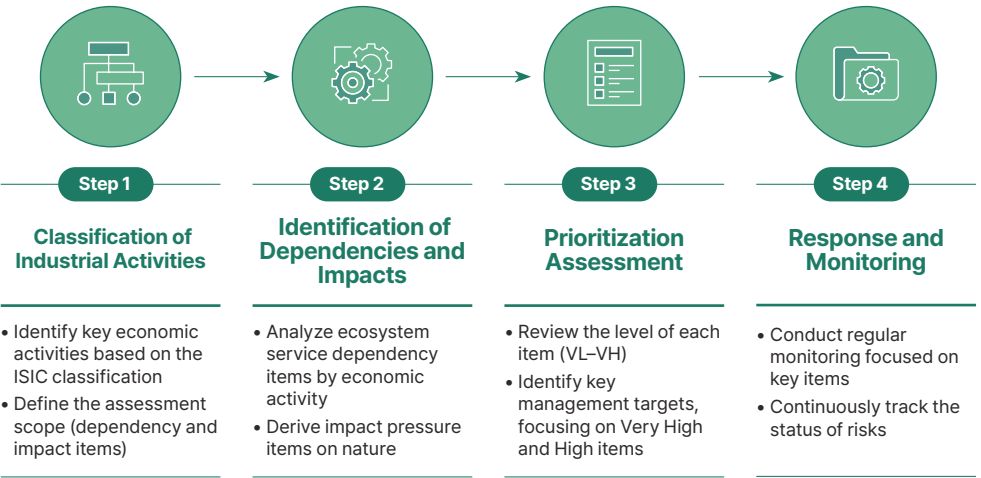
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Risk Management

Biodiversity Risk Management

To understand the dependencies and impacts of its business activities on natural capital and to manage related risks, Soulbrain Group conducted a natural capital dependency and impact assessment using ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure), as recommended by the Taskforce on Nature-related Financial Disclosures (TNFD). ENCORE is a tool that quantitatively assesses how much each economic activity depends on ecosystem services and what pressures it places on nature, based on the ISIC industrial classification system. Soulbrain Group's principal economic activity corresponds to the ISIC class Manufacture of other chemical products, and on this basis, 13 ecosystem service dependency items and 7 impact pressure items were reviewed. The assessment found a Medium level of dependency on water-related ecosystem services, including Water supply, Water purification, and Water flow regulation. On the impact side, disturbances caused by noise and light and the discharge of harmful pollutants into water and soil were found to be at a Very High level, and these were identified as areas requiring priority management. Based on the results of this assessment, Soulbrain Group plans to strengthen monitoring of items related to harmful pollutant discharge and disturbances, and to continuously manage biodiversity-related impacts and risks going forward.

🔄 Natural Capital Dependency and Impact Assessment Process



🔄 Natural Capital Dependency and Impact Assessment Results

Category	Classification	Indicator	Level ¹⁾
Dependency	Provisioning services	Water supply	Medium
	Regulating and maintenance services	Global climate regulation	Very Low
		Local (micro and mesoscale) climate regulation	Low
		Air filtration	Very Low
		Soil and sediment retention	Medium
		Solid waste remediation	Medium
		Water purification	Medium
		Water flow regulation	Medium
		Flood mitigation	Medium
		Storm mitigation	Medium
		Noise attenuation	Very Low
		Other regulating and maintenance service – Dilution by atmosphere and ecosystems	Low
		Other regulating and maintenance service – Mediation of sensory impacts (other than noise)	Very Low
Impact	Impact pressures	Disturbances (e.g., noise, light)	Very High
		GHG emissions	Medium
		Non-GHG air pollutant emissions	Medium
		Generation and release of solid waste	Medium
		Area of land use	Low
		Discharge of harmful pollutants into water and soil	Very High
		Water use	Medium

1) Scale : Very Low, Low, Medium, High, Very High

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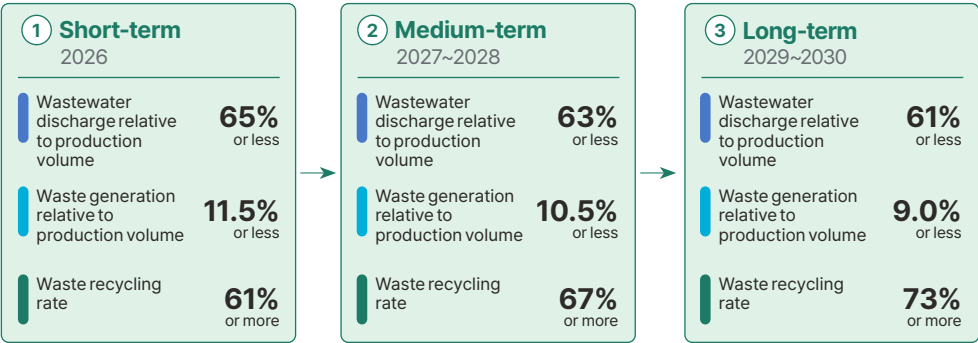
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Activities and Performance

Mid- to Long-Term Targets

Soulbrain Group has established mid- to long-term environmental management targets and systematically monitors their implementation. Setting 2030 as its long-term target year, the Group established targets for reducing wastewater discharge, reducing waste generation, and improving the waste recycling rate, and is advancing key implementation tasks in each area in phases according to a short-, mid-, and long-term roadmap.

Mid- to Long-Term Environmental Management Targets



Reduction Activities

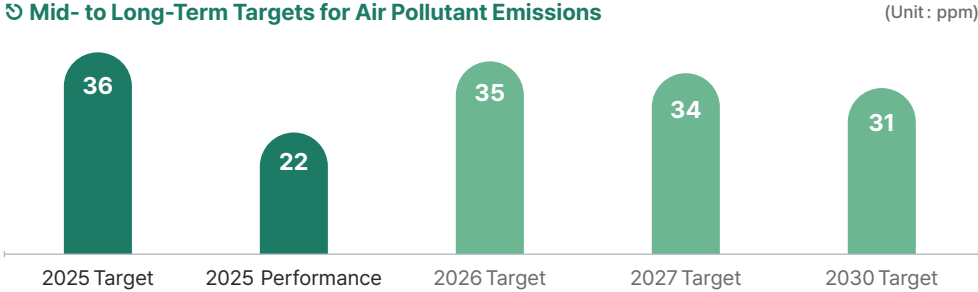
Area	Key Reduction Activities
Wastewater discharge reduction	- Optimization and simplification of sampling - Improvement of pollution prevention facility operating efficiency - Operation of an integrated container cleaning room
Waste generation reduction	- Establishment of an in-line analysis system - Replacement and improvement of aging pollution prevention facilities - Internal reuse of waste
Waste recycling rate improvement	Identification of recycling treatment companies

Pollutant Management

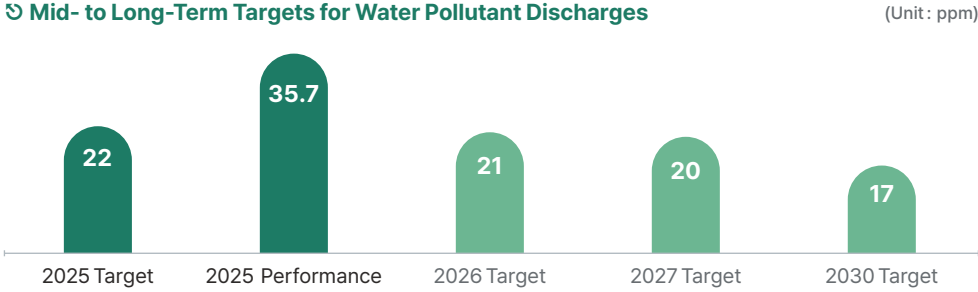
Soulbrain Group has established internal control standards that are stricter than the statutory emission limits for air and water pollutants, and implements rigorous emission management on this basis. The Group conducts regular inspections of its emission facilities and pollution prevention facilities and enhances reduction efficiency by operating prevention equipment optimized for the characteristics of each pollutant.

In addition, the Group has set mid- to long-term targets for reducing air and water pollutants with a target year of 2030, and has established and is implementing action plans to progressively reduce its negative environmental impact. To achieve these targets, through 2024 the Group identified optimal reduction measures based on its pollutant emission status, and from 2025 it has been advancing the optimization of air and water pollution prevention equipment and the flexible operation of pollutant-generating facilities.

Mid- to Long-Term Targets for Air Pollutant Emissions



Mid- to Long-Term Targets for Water Pollutant Discharges



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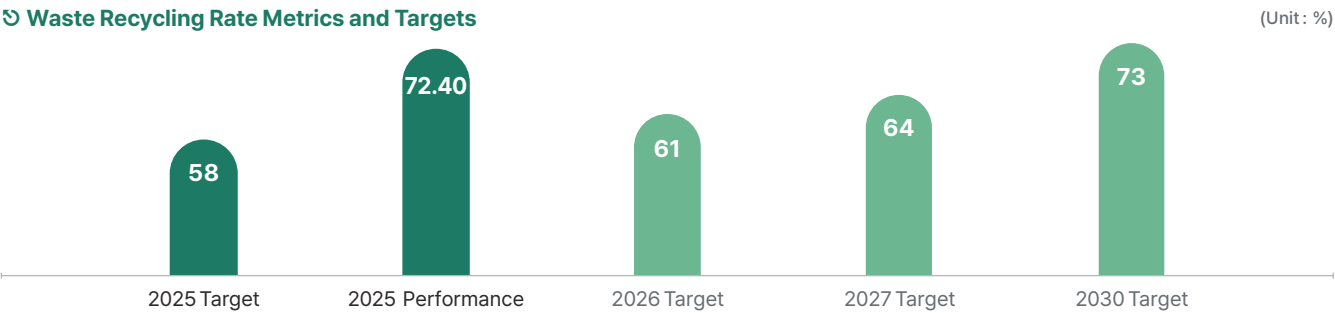
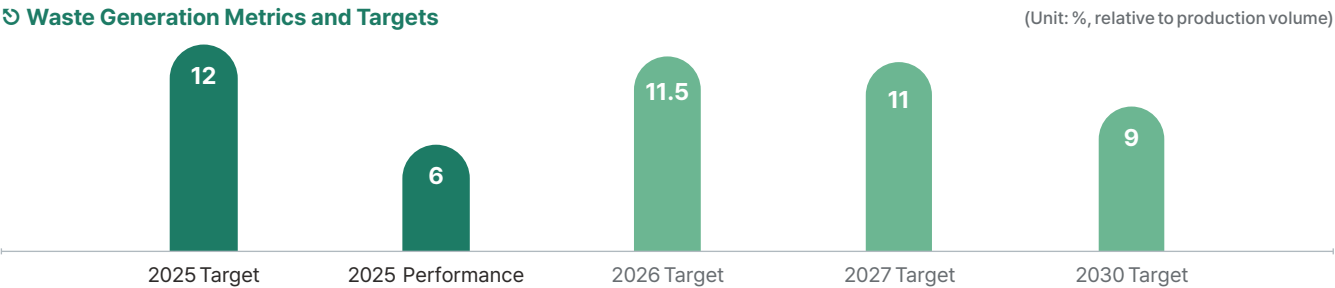
ENVIRONMENTAL MANAGEMENT

Activities and Performance

Waste Management

To efficiently manage the waste generated throughout its production processes, Soulbrain Group has established operating standards covering everything from waste discharge to separation, collection, and treatment, and continuously improves its facilities and operating systems to enhance the efficiency of the collection and treatment processes. For reusable waste, the Group prioritizes the review of its potential for resource recovery and, through cooperation with specialized external companies, minimizes disposal through landfill and incineration while strengthening a resource-circulation-oriented management system. To continuously manage the outcomes of these activities, the Group has established mid- to long-term reduction and recycling targets for 2030 and is advancing process improvements and operational efficiency based on its action plans.

In addition, to expand the resource recovery of waste generated during its processes, the Group is pursuing resource circulation activities such as converting trial-production waste liquid into raw materials and reusing waste acid. In 2025, these activities resulted in the circulation of 99 tons of waste into resources, and the Group continues to strengthen its resource-circulation-oriented environmental management system, including by achieving the final disposal rate and circular utilization rate targets for the Gongju Plant under the Ministry of Environment's Circular Economy Performance Management System.



🔄 Circular Economy Performance Management Results (Unit: %)

Category	Indicator	2023 Performance	2024 Performance	2025 Performance
Gongju Plant	Circular utilization rate	56.64	60.08	69.80
	Final disposal rate	10.31	6.80	5.22

🔄 Key Resource Circulation Performance in 2025 (Unit: ton)

Category	Key Activity	Description	Performance
Waste	Converting trial-production waste liquid into raw materials	Resource circulation through the conversion of process-generated waste liquid into raw materials	84
	Reusing waste acid	Resource circulation through the in-process reuse of process-generated waste acid	15

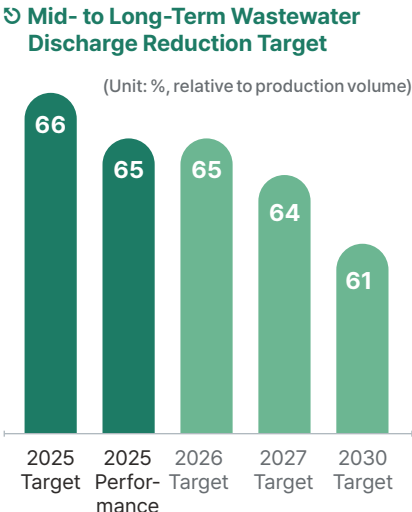
ENVIRONMENTAL MANAGEMENT

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Water Resource Management

To minimize its impact on the water environment, Soulbrain Group continuously operates a management system for water and wastewater. The Group regularly monitors the volume and characteristics of water used and wastewater generated in its production processes, and sets internal control standards that are stricter than the statutory discharge limits to proactively respond to the risk of exceeding those limits. In addition, through equipment operation and improvement activities to reduce wastewater generation and expand recycling, the Group contributes to resource circulation and the protection of water resources.

The Group has established mid- to long-term targets for reducing wastewater discharge by 2030 and continuously advances its process operations and water quality management activities based on annual action plans to achieve these targets. Going forward, Soulbrain Group plans to continuously enhance its water quality management system to reduce the water-related impacts that may arise during site operations.



Chemical Substance Management

To protect its employees and ensure product safety, Soulbrain Group has established a safe process operation system and operates a management procedure that thoroughly reviews domestic and international chemical substance regulations and blocks the creation of material codes when restricted or prohibited substances are identified during the monitoring of new chemical substances. In addition, the Group has set mid- to long-term targets to progressively reduce hazardous chemical emissions by 2030 and continues its efforts to strengthen its environmental safety capabilities.

Storage and use facilities for hazardous chemicals are inspected regularly on a weekly basis, and data such as concentration and pressure are monitored in real time using HMI to prevent potential hazards such as fire, explosion, and leakage in advance.



Environmental Management Training

Soulbrain Group operates company-wide training programs to enhance employees' understanding of and capacity to practice environmental management. In July 2025, the Group conducted Energy and GHG Management Training on the topics of measures to improve energy efficiency and carbon neutrality response for employees of the Production Division and the Logistics Management Department; all 643 eligible Soulbrain employees completed the training, for a 100% completion rate. In March 2026, the Group conducted online training for all employees on topics including air and water pollutant management, waste management, and Soulbrain's environmental policy. At Soulbrain, 1,075 employees completed the training, for a completion rate of 98.1%, and at Soulbrain Holdings, 65 employees completed it, for a completion rate of 84.4%. Soulbrain Group plans to continuously develop the content and methods of its training and to strengthen the foundation for employees to participate as active agents in environmental management.

Training	Date	Training Content	Duration	Target	Completion	
					Soulbrain	Soulbrain Holdings
Energy and GHG Management Training	July 2025	Measures to improve energy efficiency and carbon neutrality response	2 hours	Employees of the Production Division and Logistics Management Department	643 employees (100% completed)	-
Air Pollutant Management Training	March 2026	Key provisions of the Clean Air Conservation Act and cases of violation	1 hour	All employees	1,075 employees (98.1% completed)	65 employees (84.4% completed)
Water Pollutant Management Training	March 2026	Key provisions of the Water Environment Conservation Act and cases of violation				
Waste Management Training	March 2026	Key provisions of the Wastes Control Act and discharge methods				
Soulbrain Environmental Policy Training	March 2026	Guidance on Soulbrain's environmental policy and short- and long-term targets				

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Activities and Performance

Eco-Friendly Investment

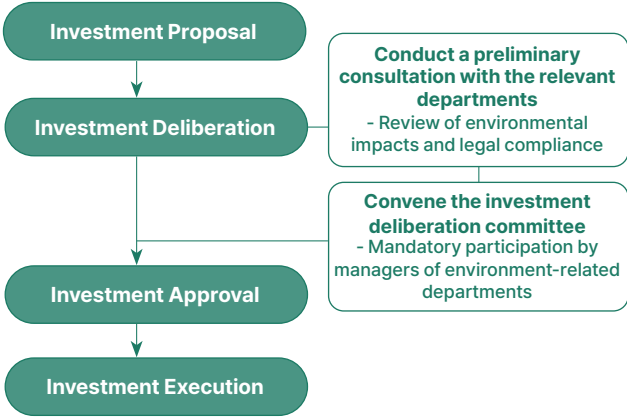
When pursuing new investments, Soulbrain Group reviews environmental risks in advance and proceeds with investments by reflecting the relevant standards. In accordance with its investment management regulations, the Group reviews environmental risk and opportunity factors within the investment decision-making process, and has designated the Environment & Safety Dept. as the investment support department to review legal compliance and key environmental matters. In addition, the Group has designated the Head of the Environment & Safety Dept., the Leader of the ESH Operation Team, and the Leader of the ESH Infra Team as mandatory attendees at meetings of the Investment Deliberation Committee, ensuring that environmental matters are also reviewed at the investment decision-making stage. In 2025, the Group carried out environmental facility investments centered on the replacement and repair of air pollution prevention facilities and the improvement of wastewater treatment equipment, while also undertaking investments in energy-saving equipment and the installation of safety equipment for hazardous chemicals, thereby securing environmental risk management and stable process operations. The Group also installs environmental safety facilities to comply with relevant regulations and continues management activities to minimize the environmental impact that may arise during equipment operation. In addition, the Group operates an aluminum can collection facility at the Gongju Plant to carry out GHG reduction activities and maintains its carbon reduction certification.

🔄 Eco-Friendly Investments in 2025

				
Improvement of Air Pollutant Management Facilities	Improvement and Automation of Wastewater Treatment Facilities	Investment in Energy-Saving Equipment	Improvement of Water Management Facilities	Investment in Hazardous Chemical Management Facilities
- Improvement and repair of air pollution prevention facilities - Improvement of scrubber equipment	- Automation of wastewater treatment and improvement of control equipment - Supplementation of wastewater analysis and flow monitoring equipment	- Improvement of energy efficiency of cooling equipment - Reduction of power consumption through dehumidification process improvement	- Improvement of circulating water management equipment - Supplementation of tap water flow monitoring equipment	Facility improvement for compliance with relevant regulations

Total environmental investment in 2025 KRW 1.828 billion

🔄 Investment Process



Case - Operation of Stormwater Pollution Prevention Equipment

To prevent stormwater pollution caused by chemicals leaking onto the ground at its business sites and being carried by rainwater into nearby waterways, Soulbrain Group has installed and operates smart stormwater pollution prevention equipment. Focusing on chemical handling areas, the Group has established a response system that links leak detection sensors with facility control systems. When a pollutant leak is detected, the process discharge line can be automatically shut off. In addition, the Group operates a control system that monitors stormwater quality in real time and triggers automatic alarms and shutdown measures when preset management standards are exceeded. Through these efforts, the Group proactively manages the environmental risks that may arise during stormwater discharge and continuously strengthens water quality management and operational stability at its business sites.

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CLIMATE CHANGE RESPONSE

Governance

Energy Council

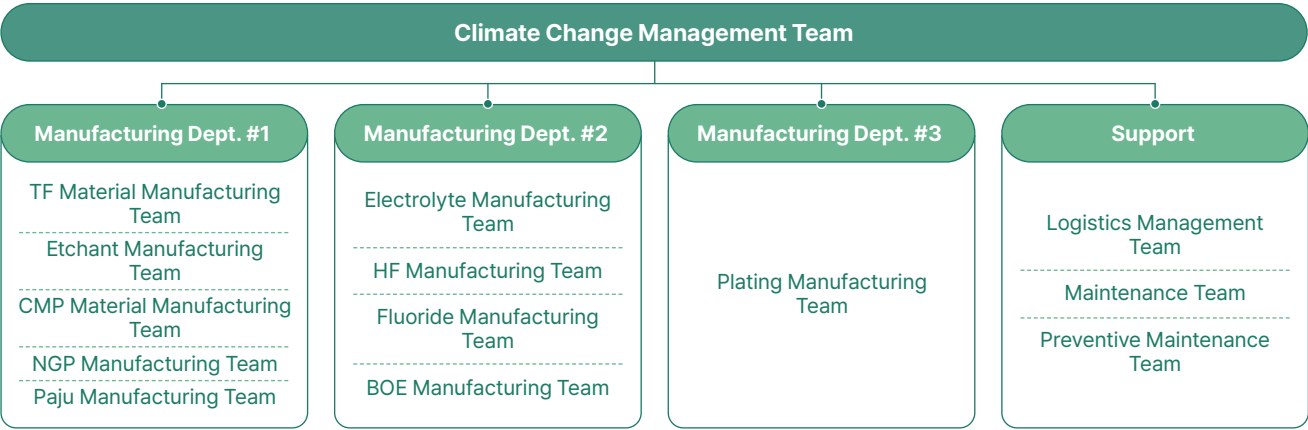
To systematically advance energy efficiency improvements and reduction activities, Soulbrain has established operating methods and an efficient management system based on the "Energy Council," which is composed of personnel from each department. The Council supports each department in establishing its energy-saving plans and manages the achievement of reduction targets through the preparation of plans and the review of implementation status. The performance of each department is reviewed at regular meetings held once a month, and by sharing outstanding reduction cases and improvements identified during implementation, the Council jointly discusses action plans to advance energy reduction activities.

Climate Change Management Team

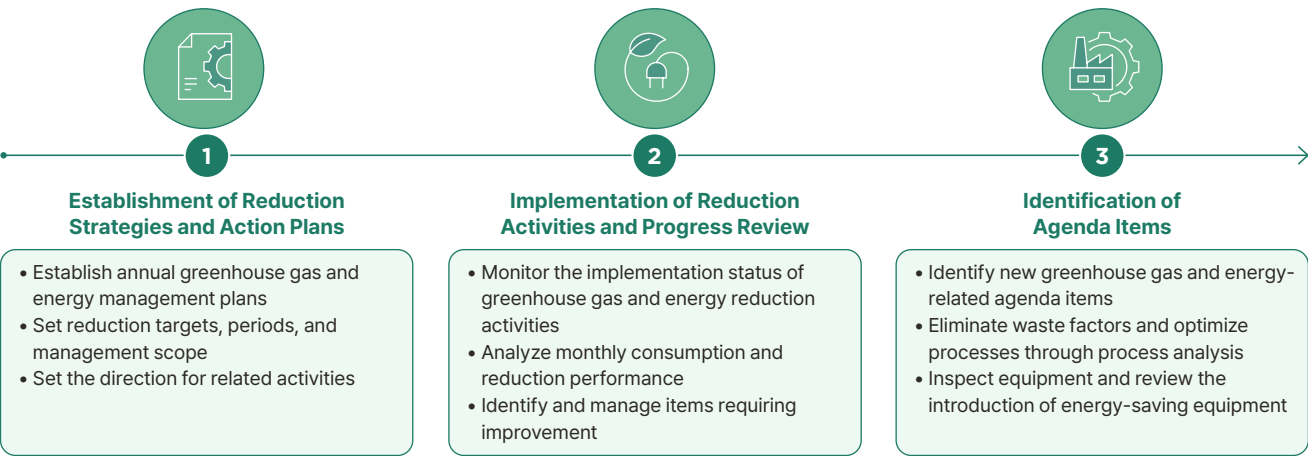
Soulbrain operates the Climate Change Management Team, a dedicated organization for climate change response management under the direct supervision of the CEO, within the Innovation Dept. of the Production Headquarters. The Climate Change Management Team leads the establishment and implementation of strategies to reduce carbon emissions and achieve "2050 Net-Zero," and comprehensively carries out key climate-related tasks such as responding to greenhouse gas management regulations, advancing energy reduction activities, conducting life cycle assessments, and operating the energy management system.

In 2025, Soulbrain calculated Scope 3 emissions for its domestic business sites for the first time, expanding the scope of carbon management across the entire supply chain, and strengthened its in-house calculation capabilities and response system by training dedicated calculation personnel. In addition, Soulbrain is progressively expanding the scope of its life cycle assessment (LCA) calculations to build a foundation for calculations covering all products.

Energy Council Organization Chart



Energy Council Operating Process



CLIMATE CHANGE RESPONSE

Strategy

Net-Zero Roadmap

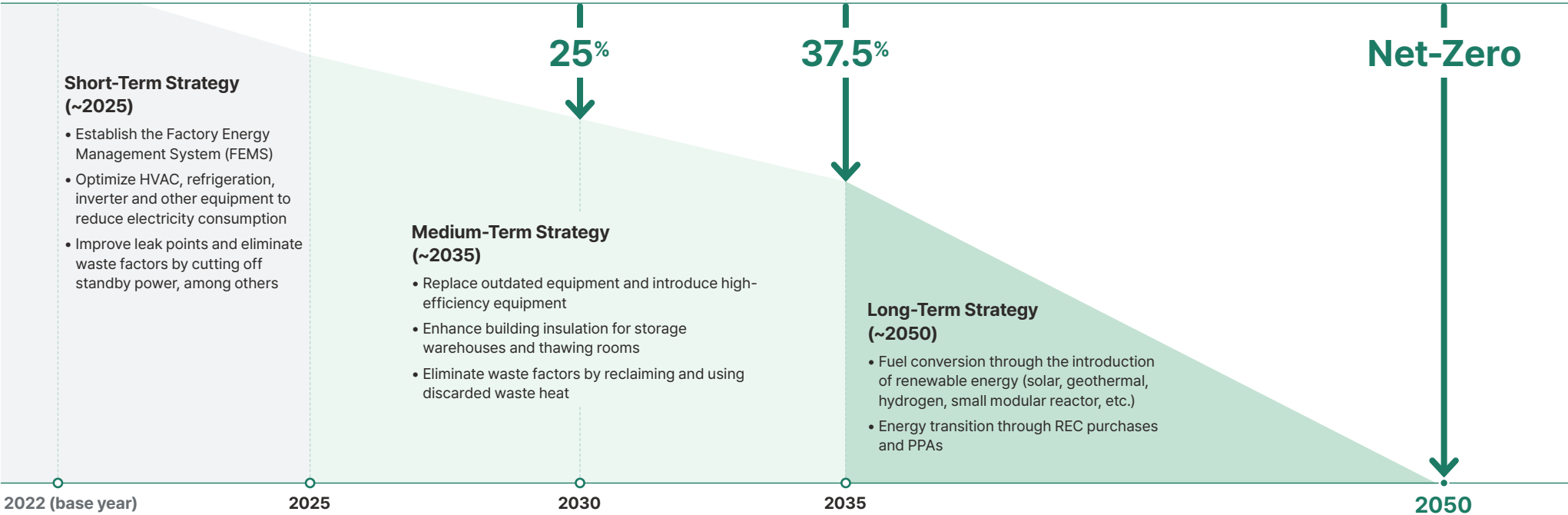
Based on its “Greener Soulbrain to 2050 Net-Zero” goal, Soulbrain Group operates a management system to achieve carbon neutrality by 2050. Applying the Absolute Contraction Approach (ACA)¹⁾ based on the SBTi well below 2°C (WB2C) pathway, the Group has set a target to reduce greenhouse gas emissions by 37.5% by 2035 compared to 2022 and is advancing greenhouse gas reduction activities in line with this target. In addition, for its business sites subject to greenhouse gas regulations, the Group clearly defines its organizational boundary, ensures the reliability and consistency of its emissions data through verification by an independent third party, and continuously carries out

1) Approach to reduce GHG emissions by a fixed annual rate against baseline emissions

management activities to maintain the accuracy and consistency of the relevant data based on its emissions calculation and management process. Soulbrain Group continuously advances greenhouse gas emission reduction activities through improvements in energy efficiency and the optimization of equipment operation. As its major emission sources are concentrated in electricity use, the Group focuses its reduction activities on improving the efficiency of electricity use. On this basis, the Group continuously improves its emissions management system and strengthens its climate change response capabilities over the medium and long term.

 Soulbrain Low Carbon Green Growth Management Principles

🔗 Reduction Targets and Strategies by Period



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CLIMATE CHANGE RESPONSE

Risk Management

Key Risks and Opportunities

Based on the TCFD recommendations, Soulbrain Group identified physical risks, transition risks, and opportunities in order to systematically understand the potential impact of climate change on its business environment. In the identification process, the Group utilized major domestic and international climate-related sources, including IPCC reports, NGFS reports, and the Korea Meteorological Administration's climate outlook reports, and conducted its analysis focusing on high-impact factors that reflect the characteristics of its business and the structure of its supply chain. With the Group's inclusion in the Korea Emissions Trading Scheme (K-ETS) beginning in 2026, carbon

cost burdens and emissions management obligations have intensified. In response, Soulbrain Group continuously monitors regulatory trends related to the Emissions Trading Scheme while strengthening its systems for implementing greenhouse gas reduction targets and managing its emissions inventory. Furthermore, beyond transition risks alone, the Group comprehensively reviews physical risks arising from climate anomalies as well as the opportunities created during the low-carbon transition, thereby pursuing climate change response from the perspective of both risk management and the enhancement of business competitiveness.

Category		Risk/Opportunity Factor	Time Horizon	Potential Financial Impact	Response
Physical Risk	Acute	Increased frequency of natural disasters such as typhoons and floods	Long-term	Production disruptions and direct asset losses due to flooding of business sites and equipment damage	Site-specific natural disaster vulnerability assessments and enrollment in disaster insurance
	Chronic	Intensification of climate anomalies such as extreme temperatures and drought	Long-term	Higher energy operating costs due to increased load on cooling and air-conditioning equipment from rising average temperatures	Real-time monitoring of energy use and identification of reduction tasks
Transition Risk	Policy and Legal	Carbon costs arising from inclusion in the Emissions Trading Scheme	Short-/ Medium-term	Full-scale carbon cost burden, such as emission allowance purchase costs, due to K-ETS inclusion	Minimization of carbon costs through refinement of the greenhouse gas inventory and the establishment of an emissions trading strategy
	Technology	Growing demand for the transition to low-carbon technologies	Medium-term	Increased R&D costs for the transition to low-carbon processes	Expansion of R&D investment to develop low-carbon process technologies and establishment of a renewable energy transition roadmap
	Market	Expanding demand for the transition to eco-friendly products	Short-/ Medium-term	Decline in demand for existing products as customers accelerate their transition to eco-friendly materials	Expansion of the product lineup for eco-friendly process materials and proactive product development based on customer requirements
	Reputation	Expanding customer demand for climate change response	Medium-/ Long-term	Rising costs associated with the climate change response to secure new orders and contract extensions	Strengthening of the carbon data management system and regular publication of the sustainability report
Opportunity	Market	Expansion of the secondary battery industry driven by growth in the electric vehicle market	Long-term	Surge in demand for secondary battery materials due to expanded EV adoption, increasing sales of related process materials	Expansion of R&D investment to secure secondary battery technology capabilities and pursuit of a market share expansion strategy
	Products and Services	Opportunities arising from the growing demand for eco-friendly and low-carbon products	Long-term	Increased sales of low-carbon products due to expanded demand for the transition to eco-friendly materials	Expansion of R&D investment in low-carbon material development and disclosure of carbon reduction performance

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CLIMATE CHANGE RESPONSE

Risk Management

Climate Risk Scenario Analysis

To quantitatively assess the financial impact of physical risks related to climate change on its site assets and production operations, Soulbrain Group conducted a physical risk analysis based on scenarios using the S&P Climonomics model. The analysis applied two scenarios, SSP1-2.6 and SSP5-8.5, based on the IPCC Sixth Assessment Report (AR6), and set the period from 2026 to 2050 as the scope of analysis. The analysis covered six domestic sites (Headquarters, Central R&D Center, Yongin R&D Center, Daejeon R&D Center, Paju Plant, and Gongju Plant) and two overseas sites (Hungary Corporation and Indiana Plant) and two overseas sites (Hungary Corporation and Indiana Plant).

Risk exposure across the eight sites was calculated based on the value of buildings recorded as tangible assets. The potential loss ratio relative to asset value was calculated for each major climate risk factor, including extreme temperatures, floods, typhoons, drought, and wildfires, to derive risk priorities. The analysis results will be used as a basis for setting climate adaptation investment priorities by site and establishing risk mitigation plans. Soulbrain Group also plans to continuously respond to changes in the climate risk environment.

Physical Risk Analysis Scope

Sites Analyzed

Domestic

Headquarters, Central R&D Center, Yongin R&D Center, Daejeon R&D Center, Paju Plant, Gongju Plant

Overseas

Hungary Corporation, Indiana Plant

Analysis Time Horizon

Short-term

2026

Medium-term

2027-2030

Long-term

2031-2050

Analysis Scenarios

IPCC

SSP1-2.6, SSP5-8.5

Physical Risk Analysis Results¹⁾

Category		Headquarters			Central R&D Center			Yongin R&D Center			Daejeon R&D Center			Paju Plant			Gongju Plant			Hungary Corporation			Indiana Plant			Financial Impact ²⁾ (KRW 100 million)
		S	M	L	S	M	L	S	M	L	S	M	L	S	M	L	S	M	L	S	M	L	S	M	L	
SSP 1-2.6	Extreme temperatures																									109.3
	Flash floods																									17.2
	Drought																									7.9
SSP 5-8.5	Extreme temperatures																									153.5
	Flash floods																									27.6
	Drought																									13.7

1) Asset loss ratio by risk factor: Very Low (<1%), Low (1%≤x<2%), Medium (2%≤x<3%), High (3%≤x<5%), Very High (x≥5%)
2) Average annual asset value loss in 2050

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Risk Management

Climate Risk Scenario Analysis

As Soulbrain Group became subject to the Korea Emissions Trading Scheme (K-ETS) in 2026, the burden of carbon costs has emerged as a transition risk factor that directly affects the Group's business operations and financial performance. Accordingly, to quantitatively assess the potential cost increase resulting from rising greenhouse gas emission allowance prices, the Group calculated carbon costs from 2026 to 2050 using three scenarios presented in the IEA World Energy Outlook (WEO): STEPS, APS, and NZE2050. The carbon prices applied in the analysis were based on the IEA

carbon price pathways for each scenario, and changes in the K-ETS auctioning ratio were reflected on a phased basis. Based on the current Fourth Planning Period, an auctioning ratio of 15% was applied through 2030. Thereafter, under the assumption of strengthened policies, the ratio was assumed to increase progressively to 20% for 2031–2035, 25% for 2036–2039, 30% for 2040–2044, 40% for 2045–2049, and 50% in 2050. The carbon costs were calculated by applying the scenario-specific carbon prices to the portion of total emissions corresponding to the auctioning ratio.

Transition Risk Analysis Scope

Sites Analyzed

Domestic

Six domestic sites

Analysis Time Horizon

Short-term

2026

Medium-term

2027-2030

Long-term

2031-2050

Analysis Scenarios

IEA

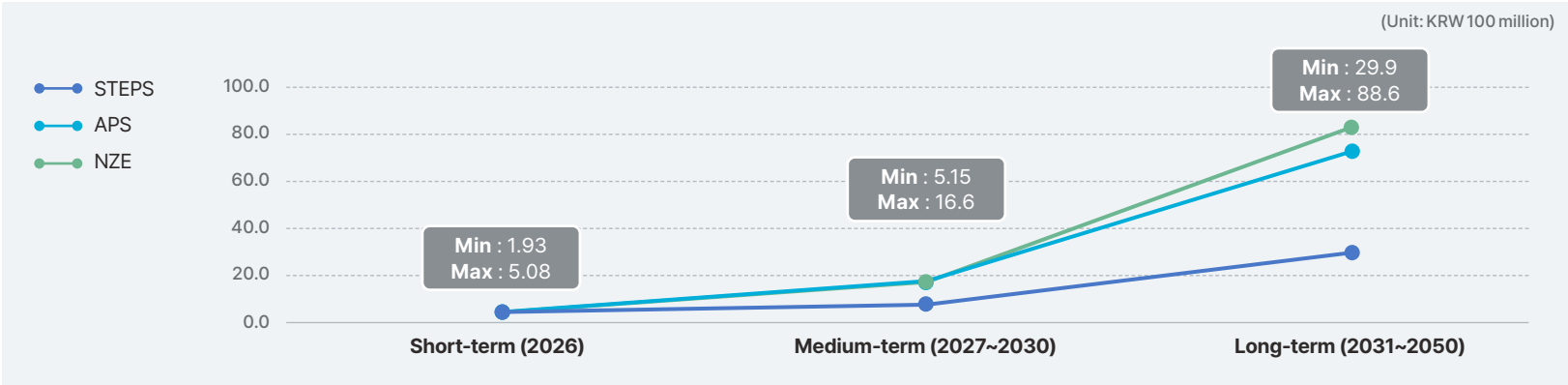
STEPS (Stated Policies Scenario)

APS (Announced Pledges Scenario)

NZE2050 (Net Zero Emissions)

Transition Risk Analysis Results¹⁾

Scenario	Additional Costs Due to Rising Greenhouse Gas Emission Allowance Prices ²⁾		
	Short-term (2026)	Medium-term (2027–2030)	Long-term (2031–2050)
STEPS			
APS			
NZE2050			



1) Average annual cost for each of the short-, medium-, and long-term horizons
2) Additional cost by scenario: Low (<KRW 1 billion), Medium (KRW 1 billion ≤ x < KRW 5 billion), High (x ≥ KRW 5 billion)

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CLIMATE CHANGE RESPONSE

Activities and Performance

GHG Reduction

To achieve 2050 Net-Zero, Soulbrain Group manages the Scope 1 and Scope 2 GHG emissions at Pangyo Headquarters, Gongju Plant, Paju Plant, Central R&D Center, Yongin R&D Center, and Daejeon R&D Center. In 2025, the Group operated an employee suggestion program to spread a company-wide carbon neutrality culture, gathering various GHG reduction ideas, reviewing their feasibility, and linking them to actual implementation tasks. As a result, a total of 133 GHG reduction ideas were submitted, of which 44 were linked to implementation tasks.

🔄 GHG Reduction Metrics and Targets

(Unit: tCO₂-eq)

Category	2023 Performance	2024 Performance	2025 Performance	2025 Target	2026 Target
Scope 1 emissions ¹⁾	10,271.22	10,046.30	10,727.02	9,766.37	10,426.66
Scope 2 emissions ¹⁾	43,898.73	38,185.11	40,143.56	37,123.57	39,019.50
Scope 3 emissions ²⁾	-	283,165.93	42,817.00	-	-

1) Soulbrain's Scope 1 and Scope 2 emissions are calculated in accordance with the Guidelines for the Reporting and Certification of Emissions under the Greenhouse Gas Emissions Trading Scheme, and third-party verification of these emissions has been completed

2) Scope 3 emissions were calculated for domestic sites based on Categories 1, 3, 4, and 5 in 2024 and on Categories 3 and 5 in 2025; the remaining categories for 2025 will be reflected in next year's report after calculation is completed

🔄 GHG Reduction Performance in 2025

Reduction Target



1,341.45 tCO₂-eq

Reduction Performance



-2,639.17 tCO₂-eq

🔄 GHG Reduction Reward System

To encourage employees' voluntary GHG reduction activities and spread a company-wide carbon neutrality culture, Soulbrain Group operates a GHG reduction reward system. In 2025, the Group had employees directly identify and propose reduction items using its in-house integrated innovation system, and a total of 133 reduction items were derived across the company. The proposed items were comprehensively evaluated in a first-round team leader review on criteria such as reduction effectiveness, creativity, and implementation effort, and individual rewards were given for outstanding activities. Through this system, Soulbrain Group plans to continuously identify field-driven reduction ideas and strengthen its employee-participation-based GHG management capabilities.

Scope 3 Emissions Management

To expand the scope of its GHG management across the entire value chain, Soulbrain Group established a Scope 3 emissions calculation system and, from 2025, calculated emissions for major indirect emission categories. The Group identified major indirect emission sources arising from its supply chain and business operations and established the foundation for Scope 3 emissions calculation by defining data collection procedures and calculation methodologies for each category. In addition, the Group continuously strengthens the expertise of the dedicated personnel in the Climate Change Management Team for calculating Scope 3 emissions. Through this, the Group has established a GHG management system that also covers indirect emissions occurring outside its organizational boundary, and it plans to progressively advance the scope and precision of Scope 3 emissions management to continuously strengthen the level of GHG management across the entire value chain.

🔄 Scope 3 Emissions Indicators

(Unit: tCO₂-eq)

Category	Emission Source	2024 Emissions	2025 Emissions ³⁾
Category 1	Purchased goods and services	223,994.77	-
Category 3	Fuel- and energy-related activities	5,875.17	6,164.00
Category 4	Upstream transportation and distribution	6,919.56	-
Category 5	Waste generated in operations	46,376.43	36,653.00
Total		283,165.93	42,817.00

3) 2025 emissions were calculated based on Categories 3 and 5; the remaining categories will be reflected in next year's report after calculation is completed

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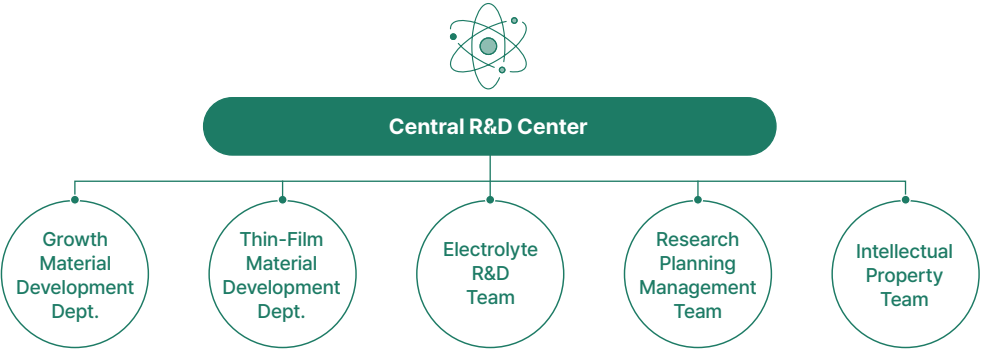
Activities and Performance

Life Cycle Assessment (LCA)

To quantitatively understand and manage the environmental impacts arising throughout the entire product manufacturing process, Soulbrain Group continuously strengthens its capability to conduct Life Cycle Assessments (LCA), led by the Climate Change Management Team. In 2025, the Group completed in-house LCA calculations for a total of eight representative products across its manufacturing divisions, analyzing the environmental impacts from raw material extraction to the manufacturing stage. To this end, the Group designated LCA personnel for each manufacturing division and provided the designated personnel with an in-house LCA practitioner training course, with all nine participants completing the course. Going forward, Soulbrain Group plans to progressively expand the range of products subject to LCA and to increase the proportion of supply chain survey data to improve calculation precision.

Research on Eco-Friendly Technologies

To ensure the proper treatment and resource recovery of waste generated in semiconductor manufacturing processes, Soulbrain Group continuously reviews the recycling technologies for process by-products and the applicability of recycled raw materials. With the goal of minimizing waste generation and establishing a resource circulation system, the Group is establishing research priorities that balance environmental performance and commercialization potential. In addition, the Group is advancing the development of eco-friendly material manufacturing technologies that utilize CO₂ as a raw material, focusing its research capabilities on replacing conventional petroleum-based raw materials and reducing carbon emissions within its processes. Going forward, the Group plans to continuously review carbon reduction effects and economic feasibility to contribute to achieving its resource circulation and carbon neutrality goals.



Energy Management

Soulbrain has established an ISO 50001 energy management system across the company to continuously monitor its energy use status and improve operational efficiency through reduction activities. The Gongju Plant obtained ISO 50001 certification in 2020 and the Paju Plant in 2024, thereby establishing an energy management system across its major production sites. In 2025, the Group set the high-efficiency conversion and optimization of key energy-consuming equipment as priority tasks and carried out energy reduction activities. Going forward, Soulbrain Group plans to regularly review energy use data by site and to improve energy efficiency through continuous equipment improvements.

Energy Consumption Metrics and Targets (Unit: TJ)

Category	2023 Performance	2024 Performance	2025 Performance	2025 Target	2026 Target
Direct energy consumption	201.99	197.50	211.00	1,063.92	1,117.09
Indirect energy consumption	1,017.77	897.07	938.27		
Renewable energy consumption ¹⁾	0.64	0.72	2.30		

1) Reflects the calculated value resulting from the change in the renewable energy conversion factor in 2025

Energy-Saving Activities

High-Efficiency Equipment Conversion and Equipment Optimization



- Improvement of operating efficiency through equipment maintenance
- Optimization of refrigeration equipment operating hours
- Optimization of process temperature and pressure

Inverter Installation and Process Efficiency Improvement



- Efficiency improvement through frequency adjustment of existing inverters
- Efficiency improvement through the installation of OPC-M circulation pumps

Elimination of Waste Factors



- Elimination of waste factors through waste heat recovery
- Turning off equipment when operation is unnecessary

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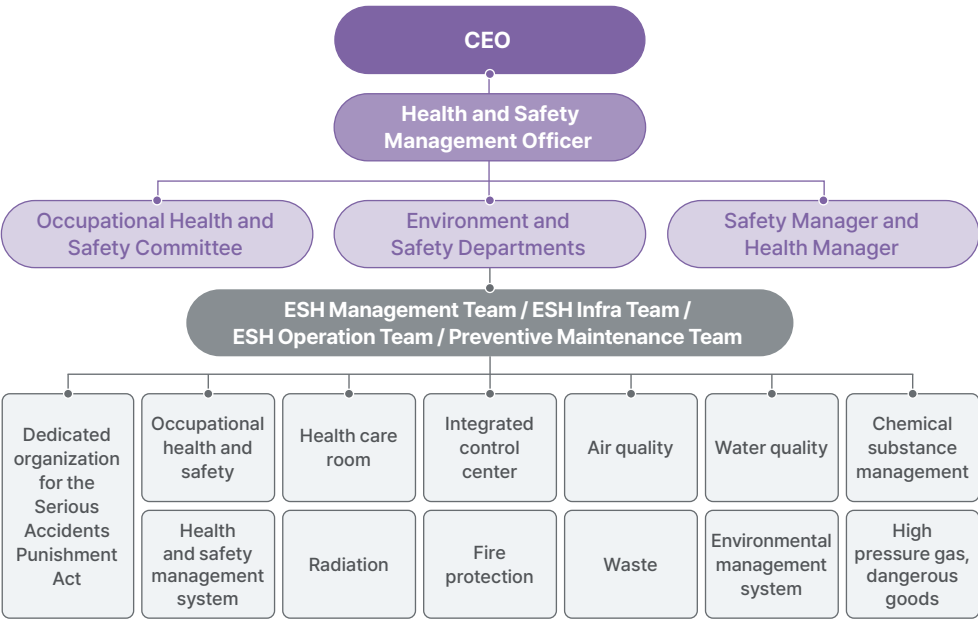
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HEALTH AND SAFETY MANAGEMENT

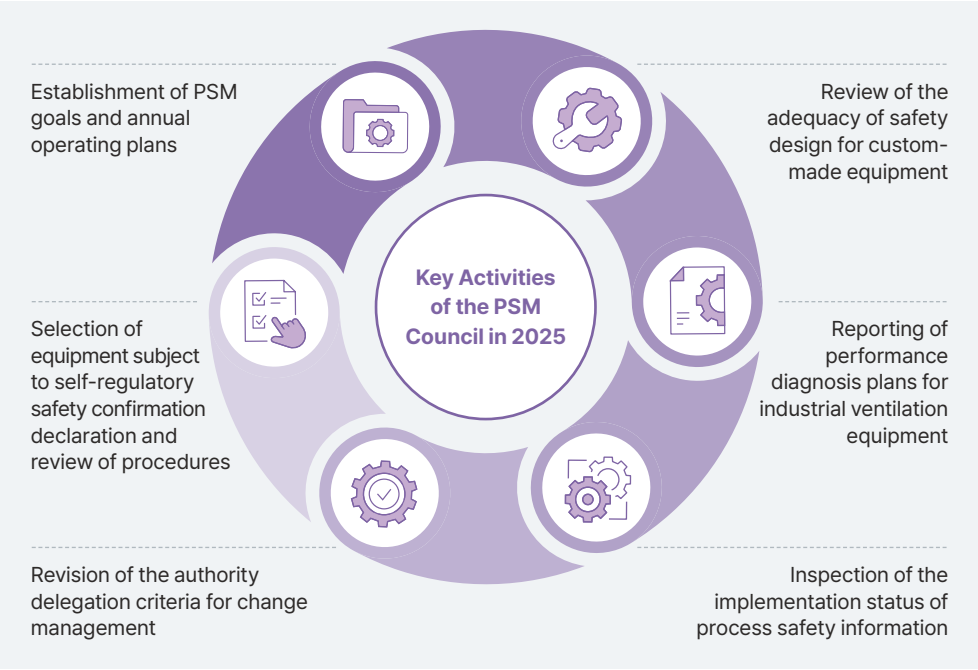
Governance

To enhance the effectiveness of its health and safety management, Soulbrain Group has appointed a Health and Safety Management Officer reporting directly to the CEO and operates a dedicated organization. Under the Health and Safety Management Officer, the Group has established an Occupational Health and Safety Committee and an Environment and Safety Dept., and assigned health and safety managers, securing expertise in specific areas such as occupational health and safety, health management, the environment, and chemical substance management through this dedicated organization. Based on the ISO 45001 occupational health and safety management system, the Group operates worker participation and consultation procedures, and reflects on-site feedback in its health and safety management activities through risk assessments, health and safety training, and work environment improvement activities. Building on these participation-based health and safety activities, the Group will strengthen its company-wide health and safety capabilities and strive to create an environment in which all employees can work safely and healthily.



Operation of the PSM Council

Soulbrain Group operates a Process Safety Management (PSM) Council composed of representatives from key departments and affiliates to provide a platform for discussion and information sharing on health and safety-related issues. For the health and safety issues identified by the Council, the Group establishes and implements response plans each year, while concurrently inspecting the implementation of action items. In 2025, the Council addressed a total of 24 agenda items and conducted in-depth discussions on 12 major topics as well as information-sharing activities on regulatory changes, such as amendments to the subordinate legislation under the Occupational Safety and Health Act. Going forward, Soulbrain Group will continue to strengthen its health and safety management capabilities through the operation of the PSM Council.



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HEALTH AND SAFETY MANAGEMENT

Strategy

◆ Health and Safety Management Principles

Soulbrain Group has established its Health and Safety Management Principles and discloses them externally through its website. Based on these Principles, the Group creates a safe working environment for the organization and shares a clear direction for accident prevention, and it specifies that the scope of application of the Principles extends to external stakeholders, including suppliers and local communities.

Soulbrain Health and Safety Management Principles

Soulbrain Co., Ltd. recognizes the health and safety of its employees, customers, and local communities as its top priority, and creates a safer and healthier workplace based on its commitment to the continuous improvement of its health and safety management system.

1. Prioritizing Life and Safety as a Management Goal

In all management activities, the Company makes the life and safety of its employees and stakeholders its top management goal.

2. Compliance with Health and Safety Regulations and Internal Rules

The Company complies with health and safety regulations and internal rules and raises the level of safety management through continuous improvement.

3. Continuous Identification and Improvement of Potential Hazards

The Company builds the highest level of safe workplaces through active investment in safety management and the habitual identification and improvement of potential hazards.

4. Operation of Emergency Response Plans and Health Promotion Activities

The Company establishes and operates emergency response plans and health promotion activities in preparation for accidents and illnesses.

5. Routine Use of Personal Protective Equipment and Establishment of a Safety Culture

All employees make the use of personal protective equipment a habit and actively present on-site improvement suggestions to establish a safety culture in which principles are observed.

6. Transparent Disclosure of and Mutual Consultation on Health and Safety Information

The Company transparently discloses health and safety information to all stakeholders and communicates and consults with employees on health and safety matters at all times.

7. Support for Supplier Safety and Communication with Local Communities

The Company supports suppliers' autonomous safety management through practical mutual cooperation and fulfills its social responsibility by transparently sharing information with local communities.

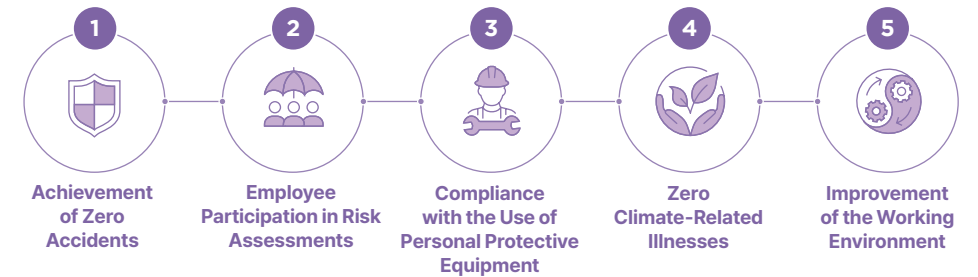
These Principles apply to all business sites of Soulbrain Co., Ltd. and to all stakeholders who cooperate across all business areas, including all employees, suppliers, and local communities.

Young-Soo Park, CEO, Soulbrain Co., Ltd.

Strategic Direction

Soulbrain Group has set the achievement of zero accidents across all business sites as a key goal in the area of safety and strengthens field-oriented accident prevention activities based on all employees' participation in risk assessments. In particular, the Group has made compliance with personal protective equipment requirements a top priority in its safety management, establishing it as a daily safety behavior for all members and building a solid foundation for its safety culture. In the area of health, Soulbrain Group has set the achievement of zero climate-related illnesses as a key goal and is enhancing its capabilities to protect employees' health, and it creates an environment in which all members can work in good health through improvements to the working environment.

🔗 Company-Wide Top 5 Health and Safety Goals



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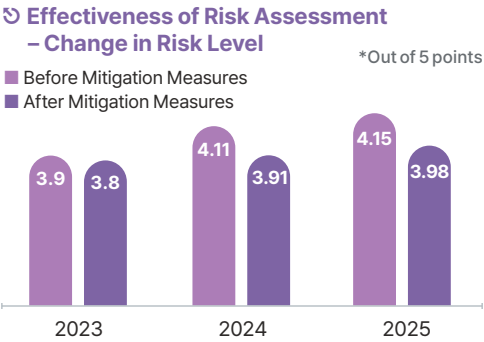
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HEALTH AND SAFETY MANAGEMENT

Risk Management

Risk Assessment

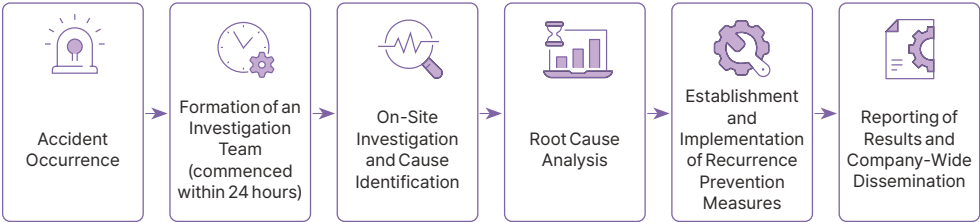
To identify and manage potential hazards within its business sites in advance, Soulbrain Group conducts risk assessments by area, including work activities, chemical substances, and processes. The Group applies methodologies by assessment type, such as KRAS, CHARM, and K-PSR, while also conducting Job Safety Analysis (JSA) and process change reviews. In addition, the Group has established procedures under which designated personnel are assigned to each subdivided process so that hazards can be identified and managed from multiple angles based on a field-level understanding of each process. In 2025, the Group expanded the scope of field-based hazard identification by newly incorporating accident cases, such as near misses, into its risk assessments. The Group also supports risk assessments for resident suppliers and manages health and safety-related risks by directly investing in areas requiring improvement. Going forward, Soulbrain Group will continue its efforts to manage and mitigate the health and safety risks of all stakeholders.



Health and Safety Risk Assessment Process



Accident Investigation Process

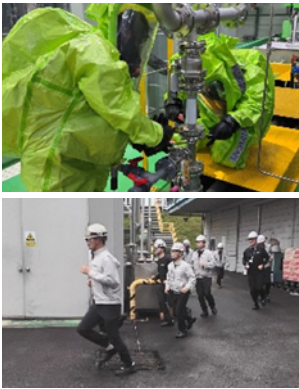


2025 Regular Risk Assessment Results

Category	Assessment Type	Scope of Application	Corrective Actions Identified (cases)	Improvement Rate (%)
Soulbrain	Work Risk Assessment (KRAS)	53 departments in manufacturing, research, support, and administration, and contractors	212	100.00
	Chemical Hazard Risk Assessment (CHARM)	25 departments using chemical substances	43	100.00
	Process Risk Assessment (K-PSR)	3 process-related departments	15	100.00
Suppliers	Work Risk Assessment (KRAS)	10 companies in security, cleaning, cafeteria, PM, and facility management	0	-
	Chemical Hazard Risk Assessment (CHARM)	7 companies using chemical substances	2	100.00

Emergency Response Plan

Based on the risk assessment results of each department, Soulbrain Group analyzes in advance the anticipated scope of impact and scale of damage in the event of an accident and establishes and operates an emergency response plan reflecting this analysis. To ensure the effectiveness of the established plan, the Group regularly conducts daytime and nighttime response drills twice a year and reviews its response capabilities in an environment equivalent to an actual accident situation. In addition, for serious accidents that may affect external stakeholders, the Group conducts a separate comprehensive drill led by the Disaster Countermeasures Headquarters once a year. By conducting joint drills and training on emergency action guidelines in advance for all stakeholders, including suppliers, the Group has established a system that enables an immediate joint response in the event of an emergency.



Situation-Specific Emergency Drills

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HEALTH AND SAFETY MANAGEMENT

Activities and Performance

Mid- to Long-Term Goals

Soulbrain Group has set the achievement of zero accidents as a key goal in the area of health and safety, and it establishes and implements action plans to achieve this goal each year. Having obtained ISO 45001 certification for four business sites, the Group operates a health and safety management system, and it continuously identifies and eliminates harmful and hazardous factors within its sites through measures such as self-assessments under the Serious Accidents Punishment Act and evaluations of the establishment and implementation of health and safety plans. Through the continuous improvement of its health and safety management, Soulbrain Group will create a workplace environment in which all members can work safely.

2025 Health and Safety Performance

2025 Target	2025 Performance	2025 Performance
Soulbrain Group Occupational Injury Rate	Soulbrain Holdings Occupational Injury Rate	Soulbrain Occupational Injury Rate
0.00	Target Achieved 0.00	0.62

Mid- to Long-Term Health and Safety Goals

Safety	2026 Short-Term	2027 Mid-Term	2028 Long-Term
	- Achieve a 100% employee participation rate in risk assessments - Establish a preventive safety management system based on continuous monitoring of major sites	Standardize the seven health and safety work procedures and establish an autonomous safety management system	- Establish a system for the proactive response to serious accidents based on intelligent surveillance data analysis - Report health and safety key performance indicators to management and disclose them regularly to stakeholders
Health	2026 Short-Term	2027 Mid-Term	2028 Long-Term
	Regularly inspect the compliance rate for wearing personal protective equipment and raise awareness	Establish and manage a map of areas at risk of occupational illnesses	Establish a culture of autonomous, employee-driven personal health management

Health and Safety Training

Soulbrain regularly operates 17 health and safety training programs, including statutory mandatory training. For the safety of its workers, the Group produces its own content reflecting on-site characteristics, such as Material Safety Data Sheet (MSDS) training, PSM training, and training for high-pressure gas workers, and provides these programs online each month. Based on this training system, the Group achieved a 100% completion rate for health and safety training in 2025. Going forward, Soulbrain plans to continuously advance its training programs by reflecting changes in on-site hazards and employees' training needs.

2025 Health and Safety Training Programs

Category	Training	Cycle
Regular Training	Regular worker training	Quarterly
	Regular PSM training	Monthly
	Training for workers whose work involves hazardous chemicals	Annually
	Training for personnel handling hazardous chemicals	Biennially
	High-pressure gas safety training	Monthly
	Specialized training for disaster prevention personnel	Semi-annually
On-Demand Training	Training upon recruitment	Upon recruitment
	Training upon changes in work content	Upon change in work content
	Special safety training	Per applicable item
	PSM maintenance personnel training	Upon joining / Biennially
	PSM process operator training	Upon joining / Biennially
	GHS MSDS	Upon new substances or information changes
Job Training	Health and Safety Management Officer training	Upon appointment / Biennially
	Safety manager training	Upon appointment / Biennially
	Health manager training	Upon appointment / Biennially
	Supervisor training	Annually
	Training for hazardous chemical managers and technical personnel	Biennially

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HEALTH AND SAFETY MANAGEMENT

Activities and Performance

Operation of Health Promotion Programs

Soulbrain Group operates a range of programs to prevent illness and promote the health of its employees. To minimize health impacts arising from summer temperature anomalies and climate change, the Group conducted a heat-related illness prevention campaign and provided employees with guidance on health management methods and response measures. In addition, the Group operates an in-house CPR specialist training program and has established a response pipeline that enables prompt and accurate initial responses in emergency situations, thereby contributing to improved survival rates for cardiac arrest patients. Going forward, Soulbrain Group will continue to operate a range of health promotion programs to enhance employees' quality of life and create a healthy working environment.



CPR Specialist Training Program



Heat-Related Illness Prevention Campaign

Fostering a Culture of Health and Safety Practices

● Operation of ESH Event Day

In December 2025, Soulbrain Group held an ESH Event Day for all employees to raise awareness of environment, safety, and health and to promote the spread of a safety culture. Beginning with a relay video featuring all employees, including the CEO, the event was organized around hands-on programs in which members participated directly, such as a pledge ceremony for the 12 safety rules, a personal protective equipment competition, and an ESH quiz challenge. In addition, an awards ceremony was held to recognize the Environmental Safety Person of the Year and outstanding ESH Event participants who contributed to zero-accident activities throughout the year, encouraging employees' efforts and serving as an opportunity to reaffirm all employees' interest in and capabilities regarding environment, safety, and health. Going forward, Soulbrain Group plans to continue such voluntary safety culture activities to create a workplace environment in which all members practice safety as part of their daily routine.



Personal Protective Equipment Competition



ESH Event Day Awards Ceremony

● Operation of the Environmental Safety Person Award

Soulbrain Group operates the Environmental Safety Person Award for members and organizations that contribute to preventing accidents and enhancing the level of regulatory compliance, in order to promote voluntary accident prevention activities and the spread of a culture of ESH compliance. By identifying and rewarding outstanding practices, the Group encourages field-oriented prevention activities and supports the establishment of a voluntary safety culture across the organization. In 2025, three individuals and three organizations were selected as award recipients. In the individual category, achievements such as improving the working environment through the establishment of an integrated cleaning system within processes and preventing environmental accidents through the maintenance and management of fire-fighting facilities and strengthened wastewater treatment monitoring, were recognized. In the organizational category, meaningful results were achieved in areas such as enhancing process operation stability, mitigating on-site hazards, and strengthening the safety and environmental management system.

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HEALTH AND SAFETY MANAGEMENT

Activities and Performance

Work Environment Management

● Work Environment Measurement Management

To proactively manage harmful factors within the workplace, Soulbrain Group conducts regular work environment measurements twice a year, in the first and second halves. These measurements are designed based on a comprehensive survey of the MSDS for chemical substances handled by each department, and they cover a broad range of physical and chemical factors, including hazardous substances, dust, and noise. For items measured at 50% or more of the exposure limit, the Group immediately implements engineering improvement measures, and as a matter of principle, it independently reviews the need for improvement and takes action even for exposure levels below the statutory management standards. By comprehensively considering not only legal compliance but also the overall safety of the working environment and its impact on employee health, the Group pursues the continuous improvement of its work environment. Going forward, Soulbrain Group will strive to create a healthy and safe work environment based on a prevention-oriented health and safety management system.

📄 2025 Work Environment Improvement Results

Category	Improvement Requests (cases)	Corrective Actions (cases)	Improvement Rate (%)
Gongju Plant / Daejeon R&D Center	7	7	100%

● Investigation of Hazardous Factors in Musculoskeletal Burden Tasks

To prevent musculoskeletal disorders among employees that may arise from repetitive motions, improper working postures, and the handling of heavy objects, Soulbrain Group conducts regular and ad hoc investigations of harmful factors and implements corrective actions based on the survey results. For the ergonomic risk factors identified by type of musculoskeletal burden task, the Group implements administrative and engineering improvement measures, while concurrently providing worker training on harmful factors, pre-work stretching training, personal protective equipment, and the automation of packaging processes. In addition, based on the results of individual symptom investigations, the Group supports customized management activities, such as guidance on relaxation therapy in the health care room. Going forward, Soulbrain Group will continue regular investigations and improvement activities to minimize harmful factors so that all employees can work in a safer environment.

📄 2025 Investigation and Improvement Status of Musculoskeletal Harmful Factors

Category	Unit Workplaces (locations)	Improvements Needed (cases)	Improvement Plans
Gongju Plant / Daejeon R&D Center	137	24	- Conduct worker training on preventing harmful factors and provide personal protective equipment - Improve the automation of packaging equipment
Paju Plant	28	8	- Conduct worker training on preventing harmful factors and pre-work stretching training - Provide personal protective equipment
Central R&D Center/ Yongin R&D Center	29	3	Conduct worker training on preventing harmful factors and pre-work stretching training

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HEALTH AND SAFETY MANAGEMENT

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Supplier Health and Safety Management

Soulbrain operates a monthly Supplier Health and Safety Council for both resident and non-resident suppliers, through which it receives and discusses suppliers' suggestions and shares health and safety-related information, such as safety training and accident cases, with its suppliers. In 2025, the Council received 28 suggestions, including requests for training and environmental improvements, all of which were fully addressed. In addition, before entering into subcontracting agreements, Soulbrain verifies in advance whether suppliers have established health and safety systems and their implementation status, thereby selecting suppliers equipped with the capability to prevent occupational accidents. After a supplier is selected, Soulbrain conducts regular semi-annual safety evaluations and based on the results, operates patrol inspections, joint inspections, and routine inspections in phases to prevent health and safety-related accidents in advance. Matters requiring improvement identified during inspections are addressed immediately, and Soulbrain ensures the effectiveness of its management through a feedback system that verifies implementation. It also maintains ongoing communication with suppliers by continuously providing health and safety-related information through a supplier portal system.

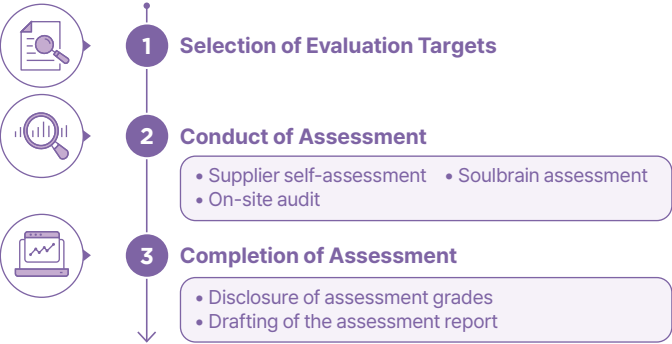


Supplier Health and Safety Council

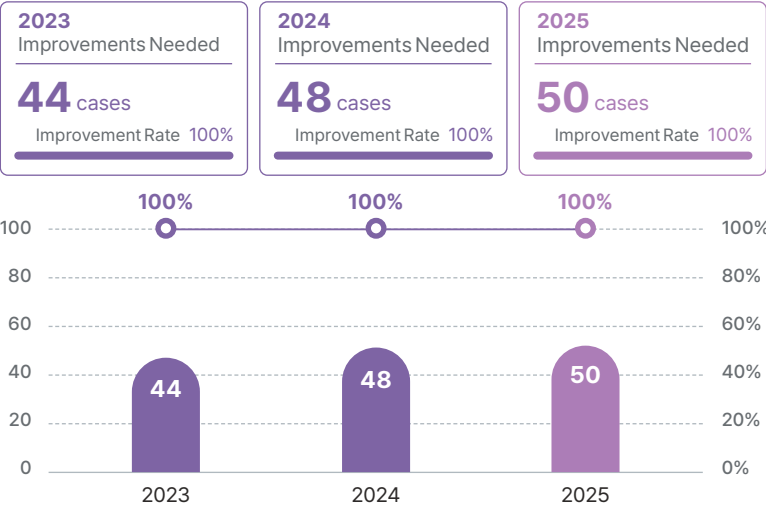
● Supplier Health and Safety Assessment

To manage health and safety risks in its supply chain, Soulbrain conducts regular supplier health and safety assessments each year. Evaluation targets are selected by comprehensively considering factors such as company size, annual purchasing volume, and supply chain significance, and each supplier's risk level is classified into five grades through assessment questions covering emergency response measures, occupational accidents and illnesses, and industrial hygiene. Matters requiring improvement based on the evaluation results are communicated to all suppliers, and for suppliers classified as high-risk, Soulbrain separately monitors the establishment and implementation of risk mitigation plans. In addition, Soulbrain continuously reviews suppliers' health and safety management capabilities through qualified-contractor assessments. In addition to the annual health and safety evaluation, Soulbrain conducts quarterly joint health and safety inspections. In the 2025 joint health and safety inspections, a total of 50 matters requiring improvement were identified, all of which were addressed. Having achieved a 100% improvement rate in joint health and safety inspections for three consecutive years since 2023, Soulbrain continues to enhance the overall level of health and safety across its supply chain based on close cooperation with its suppliers.

🔗 Supplier Health and Safety Assessment Process



🔗 Supplier Joint Health and Safety Inspection Results¹⁾



1) Includes Pangyo Headquarters, Gongju Plant, and Paju Plant

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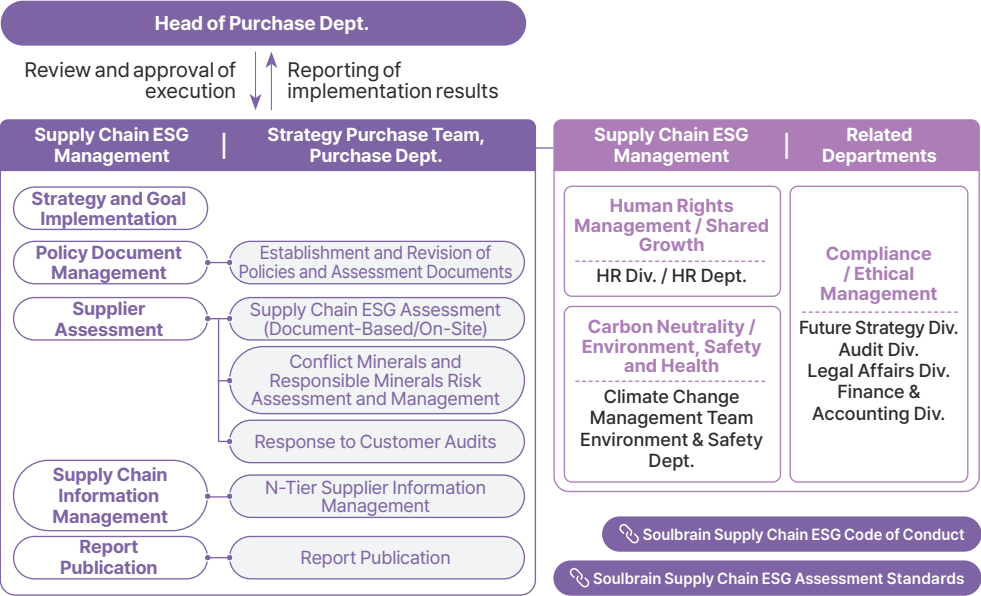
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RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Governance

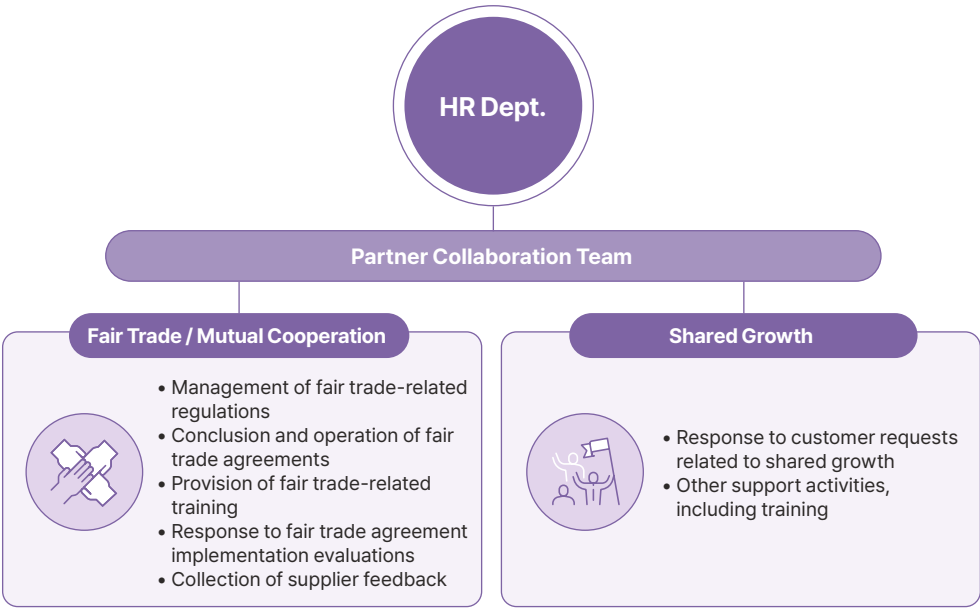
Supply Chain Management Governance

To manage the ESG risks that may arise across its supply chain, Soulbrain Group has established supply chain management governance and operates a management system based on its supplier management policy and operating standards. In 2025, the Group redefined the roles and responsibilities for supply chain management, centered on Soulbrain's Purchase Dept., and enhanced its management system as a whole. It revised the Supply Chain ESG Code of Conduct and the Supply Chain ESG Assessment Standards, and established a conflict minerals and responsible minerals management process, thereby refining its management principles and operating standards for responsible mineral sourcing. In addition, the Group introduced a conflict minerals and responsible minerals risk management system, systematizing its procedures for managing, assessing, and responding to suppliers. Through these efforts, Soulbrain Group strengthens its ESG risk management system across the supply chain based on the segmentation of its management policy and the enhancement of its management standards and assessment factors, and it continuously expands the foundation for improving suppliers' sustainability and operating a responsible supply chain.



Shared Growth Governance

Soulbrain Group operates shared growth governance centered on a dedicated organization to create a fair and transparent trading environment with its suppliers and to promote shared growth. In addition, the Group establishes an institutional foundation for shared growth with its suppliers by concluding fair trade agreements and introducing standard subcontracting agreements to prevent unfair transactions and establish a fair trading order. Centered on the Partner Collaboration Team within the HR Dept., the Group oversees fair trade and shared growth affairs, prevents risks that may arise in transactions with suppliers, and manages its fair trade system. The Partner Collaboration Team operates fair trade-related systems and agreements and carries out activities such as conducting related training and responding to evaluations. It also strengthens cooperative relationships by communicating with suppliers to collect their feedback and identify their challenges. Going forward, Soulbrain Group will strengthen long-term cooperative relationships based on trust with its suppliers and expand the foundation for sustainable shared growth.



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RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Strategy

Supply Chain ESG Management Policy

To proactively manage ESG risks across its supply chain and strengthen sustainable partnerships with its suppliers, Soulbrain Group has established and operates a Supply Chain ESG Management Policy. Based on the Responsible Business Alliance (RBA) Code of Conduct (Version 8.0), the Policy sets out the ESG requirements that suppliers must comply with in key areas such as labor, health and safety, the environment, ethics, and management systems. In addition, the Group guides suppliers in complying with its ESG conduct standards, such as by requesting a pledge of compliance with the code of conduct when entering into new contracts, thereby operating a responsible supply chain management system.



Soulbrain Supply Chain ESG Management Policy¹⁾

1. Purpose

The purpose of this Policy is to enable all domestic and overseas business sites of Soulbrain and its suppliers to build a safe working environment and to conduct environmentally friendly and ethical business operations in which all workers are respected.

2. Scope of Application

This Policy has been established for compliance not only by Soulbrain and its suppliers but also by all upstream suppliers that provide raw and subsidiary materials and products. Each supplier's business site must implement the specified content, which must be verifiable through records and documents. In addition, managers and workers must be able to clearly explain its contents. Soulbrain may visit business sites to inspect compliance with this code and request improvements.

3. Soulbrain Supply Chain ESG Code of Conduct

3.1 Labor

- Soulbrain and its suppliers must strive to protect workers' human rights and to treat workers with dignity and respect, in line with international standards. This must apply to all types of workers, including temporary workers, migrant workers, student workers, contract workers, and directly employed workers.
- 3.1.1 All work must be voluntary, and as part of the employment process, an employment contract including working conditions must be provided to all workers in writing, in the worker's native language.
- 3.1.2 Child labor must be prohibited at all stages of manufacturing.

Young-Soo Park, CEO, Soulbrain Co., Ltd.

1) Partial excerpt of the policy



Soulbrain Conflict Minerals and Responsible Minerals Sourcing Policy²⁾

1. Sourcing Policy

Soulbrain strives to consider the future of humanity and the environment and to fulfill its responsibilities. Through the establishment of a responsible supply chain, Soulbrain seeks to address social problems arising from mineral extraction in specific regions, such as conflict areas in Africa, Asia, and the Middle East, including human rights violations, environmental destruction, and the financing of armed groups. Soulbrain has established its policy and work processes in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, the Due Diligence Guidance for Responsible Business Conduct, and the EU Battery Regulation, and carries out procurement procedures based on a five-step management process aligned with global standards.

2. Conflict Minerals/Responsible Minerals Targets and Organization

1) Target Minerals

- A. Conflict Minerals: Minerals that become a source of funding for armed groups or that are mined and traded in areas directly associated with armed conflict, human rights violations, and similar issues. These primarily cover the four major minerals (3TG) mined in ten African countries.
- B. Responsible Minerals: Minerals that encompass the concept of conflict minerals and are sourced in an ethical and sustainable manner, with the aim of preventing human rights violations, environmental destruction, and social problems, such as corruption and money laundering, arising throughout the processes of mineral extraction, processing, and trade.

Young-Soo Park, CEO, Soulbrain Co., Ltd.

2) Partial excerpt of the policy



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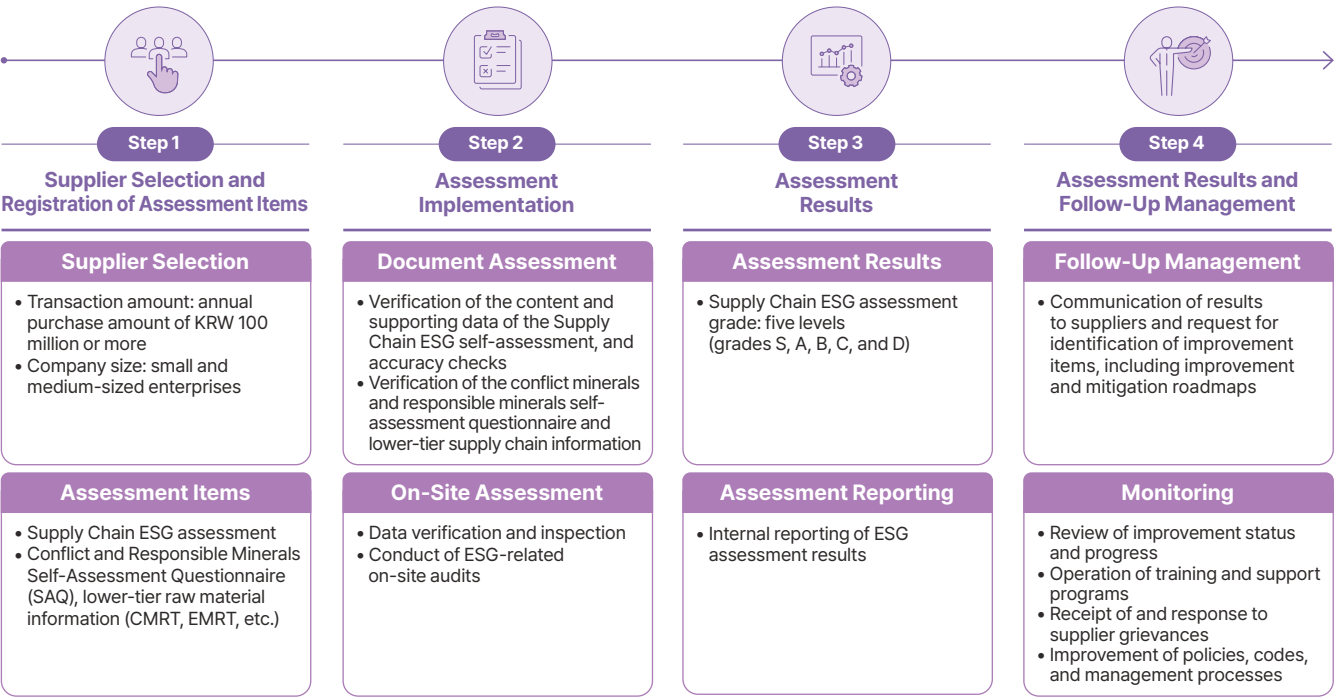
RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Risk Management

Supply Chain ESG Management

● Supply Chain ESG Management Process

To proactively respond to increasingly stringent domestic and international ESG regulations and to systematically manage ESG risks across its supply chain, Soulbrain Group operates a supply chain ESG assessment process. Suppliers subject to assessment are selected by comprehensively considering factors such as a supplier's company size, annual purchasing volume, and significance within the supply chain, and assessments are conducted regularly once a year through Soulbrain Purchasing System (SRM). Assessment questions are structured based on the Supply Chain ESG Code of Conduct, and the final grade is calculated by combining the supplier's self-assessment results with Soulbrain's assessment results, incorporating on-site audit results where necessary. Based on the assessment results, suppliers with low grades are classified as high-risk, and the Group continuously reviews their improvement by establishing and implementing risk improvement and mitigation plans.



● Supply Chain ESG Assessment Criteria

To review suppliers' level of compliance with the ESG code of conduct and to manage risks, Soulbrain Group operates supply chain ESG assessment criteria. Supplier assessments are structured around key ESG areas such as labor, health and safety, the environment, ethics, management systems, and supply chain management, and are designed to comprehensively assess suppliers' level of sustainability management and their ESG implementation performance. In 2025, the Group enhanced its Supply Chain ESG Code of Conduct and revised its supplier assessment standards accordingly and added a supply chain management area and reorganized its assessment items to strengthen the consistency and effectiveness of its assessment criteria. The assessment consists of 70 questions, designed to review suppliers' ESG management level from multiple angles.

● Supply Chain ESG Assessment and Monitoring

In 2025, based on its enhanced assessment system, Soulbrain Group expanded the assessment scope to include overseas suppliers, conducting assessments of a total of 10 suppliers, comprising eight domestic and two overseas suppliers, thereby broadening the scope of its ESG management across the global supply chain. Of these, five suppliers were assessed through on-site audits and five through document assessments. To systematically manage supplier improvements following assessments, the Group operates a follow-up management process, through which it continuously reviews the implementation of improvements. Assessment results are managed using a grading system, and the Group operates differentiated management measures by classifying suppliers into high-risk, medium-risk, and low-risk groups according to their level of risk.

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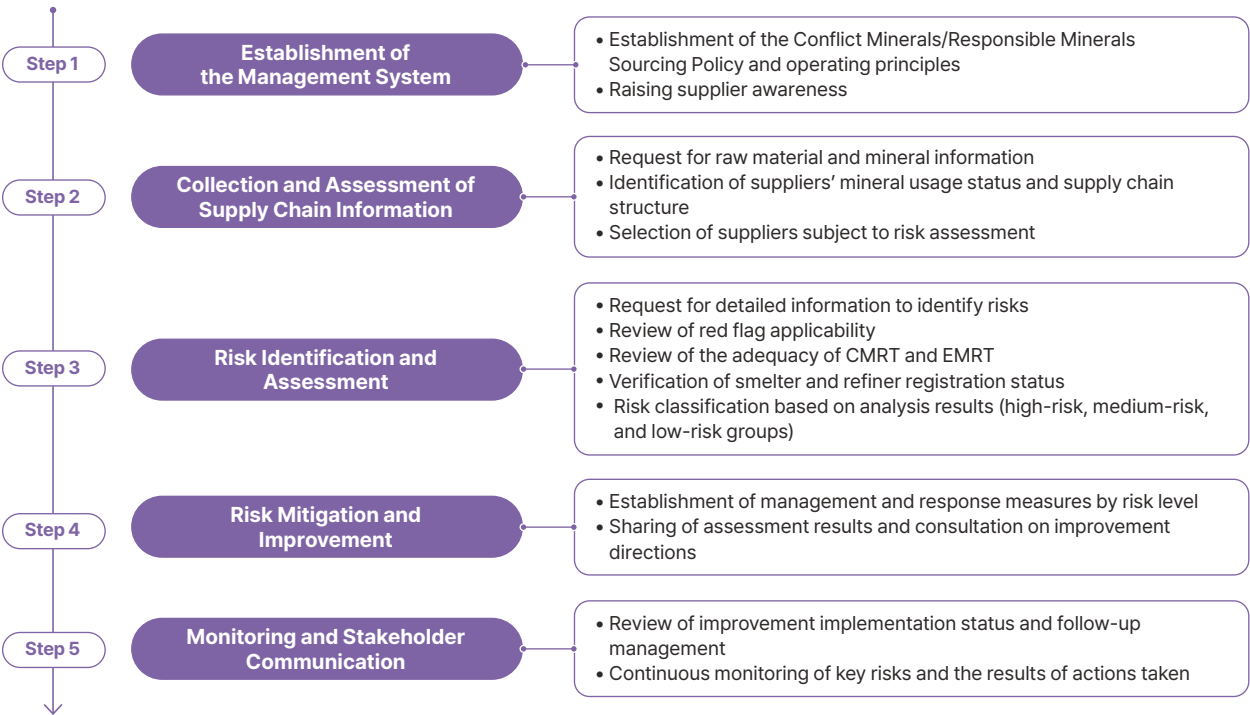
RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Risk Management

Responsible Minerals Sourcing

● Minerals Risk Assessment Process

In 2025, Soulbrain Group established a conflict minerals and responsible minerals management framework to prevent mineral transactions from contributing to the financing of armed groups in conflict areas and to prevent human rights violations and environmental destruction that may arise during mineral extraction and trade. This management system was established based on the OECD Due Diligence Guidance and operates as a five-step procedure for managing responsible minerals sourcing across the supply chain. Building on this system, the Group continuously communicates with the manufacturers, suppliers, and other business partners that supply raw materials to raise awareness of supply chain management. It also pursues supply chain management that meets international standards through the inspection of risk factors and improvement and risk mitigation activities.



● Collection of Mineral Information and Risk Identification

To identify potential risks within its supply chain, Soulbrain Group collects information on mineral usage and supply chain-related information from its suppliers. It requests Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) data from suppliers to understand process information, raw material information, and mineral usage status, and it reviews smelter and refiner information. In addition, in accordance with the OECD Due Diligence Guidance and the Responsible Minerals Initiative (RMI) criteria, the Group reviews red flag applicability and identifies potential risk factors within its supply chain by analyzing the information submitted by suppliers and publicly available smelter information.

● Minerals Risk Assessment and Monitoring

Soulbrain Group assesses potential risks that may arise during the mineral sourcing process within its supply chain and operates a management and monitoring system according to risk level. By comprehensively reviewing the CMRT and EMRT data submitted by suppliers and smelter and refiner information, the Group conducts qualitative assessments based on criteria such as the possibility of association with conflict-affected and high-risk areas (CAHRA), human rights and environmental impact risks, and the transparency of supply chain information. Based on the assessment results, risk levels are managed by classifying suppliers into high, medium, and low levels, and where red flags are identified or the possibility of serious human rights violations and environmental destruction are confirmed, cases are classified as high-risk and subjected to additional verification procedures and management measures, such as increasing the frequency of due diligence. In addition, the Group continuously reviews risk matters raised through internal and external reporting channels, and it manages the implementation status of corrective action plans based on KPIs. The Group retains records related to due diligence results and management measures, and it transparently shares key results through communication with stakeholders.

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RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Activities and Performance

Fair Trade Practices

To establish a fair and transparent trading order with its suppliers, Soulbrain Group applies four practices for fair trade throughout the entire process, from supplier selection to contract conclusion, and has incorporated them as company regulations. In addition, the Group ensures the fairness of its contracting procedures by concluding fair trade agreements and using standard subcontracting agreements, and it prevents the possibility of unfair transactions and illegal conduct in advance through the operation of an internal review committee. Furthermore, taking into account financial and non-financial risks, including fair trade and unfair competition risks, the Group operates a management process that flows from risk identification and mitigation to follow-up monitoring and reporting to the Board of Directors. Through various communication channels, such as the operation of a supplier council and the gathering of supplier feedback, the Group reflects suppliers' opinions and strengthens the foundation for shared growth, while refraining from unfair demands or the exercise of influence that abuses a superior position, and will continue to strengthen a sound trading order and partnerships.

Four Practices for Fair Trade

1



Practices for fair contract execution to promote shared growth between large enterprises and small and medium-sized enterprises

2



Practices for supplier selection and registration

3



Practices for the establishment and operation of an internal review committee for subcontracting transactions

4



Practices for the issuance and retention of written documents

Four Practices for Fair Trade

Activities to Prevent Unfair Trade and Unfair Competition

Fair contract execution through the periodic revision of standard contracts

Operation of a reporting channel for employee misconduct or unfair trade through the online whistleblowing channel

Confirmation and implementation of a no-gift policy for all employees

Provision of unfair trade prevention training

Fair Trade Training

Soulbrain Group conducted unfair trade prevention training in the first and second halves of 2025. In the first half of 2025, the Group provided training for all employees on regulations and cases concerning unfair transactions, insider trading, and market manipulation. A total of 69 Soulbrain Holdings employees and 678 Soulbrain employees completed the training, recording completion rates of 83.1% and 58.5%, respectively. In November 2025, the Group conducted advanced training focusing on cases of unfair trade violations for employees in the finance, accounting, planning, R&D, and sales departments, with 42 Soulbrain Holdings employees and 123 Soulbrain employees completing the training. Going forward, Soulbrain Group plans to continue related training and management activities to strengthen employees' awareness of fair trade compliance and to establish fair and transparent trading practices throughout the organization.

Unfair Trade Prevention Training

(Unit: persons)

Training	Training Period	Target	Completions	
 Capital Market Unfair Trade Prevention Training	June 2025	All employees	Soulbrain Holdings	69 (83.1%)
			Soulbrain	678 (58.5%)
 Advanced Training Focusing on Cases of Unfair Trade Violations	November 2025	Employees in the finance, accounting, planning, R&D, and sales departments	Soulbrain Holdings	42
			Soulbrain	123

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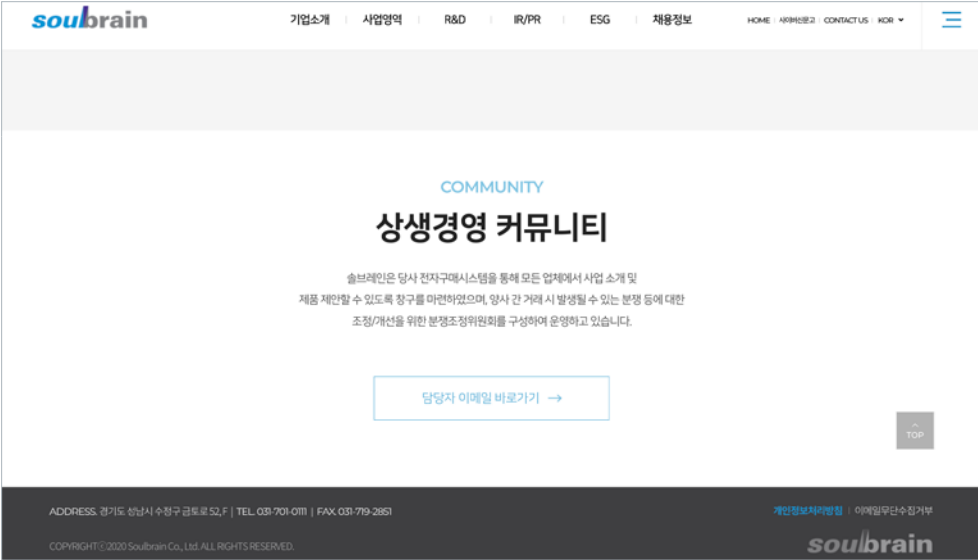
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RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Activities and Performance

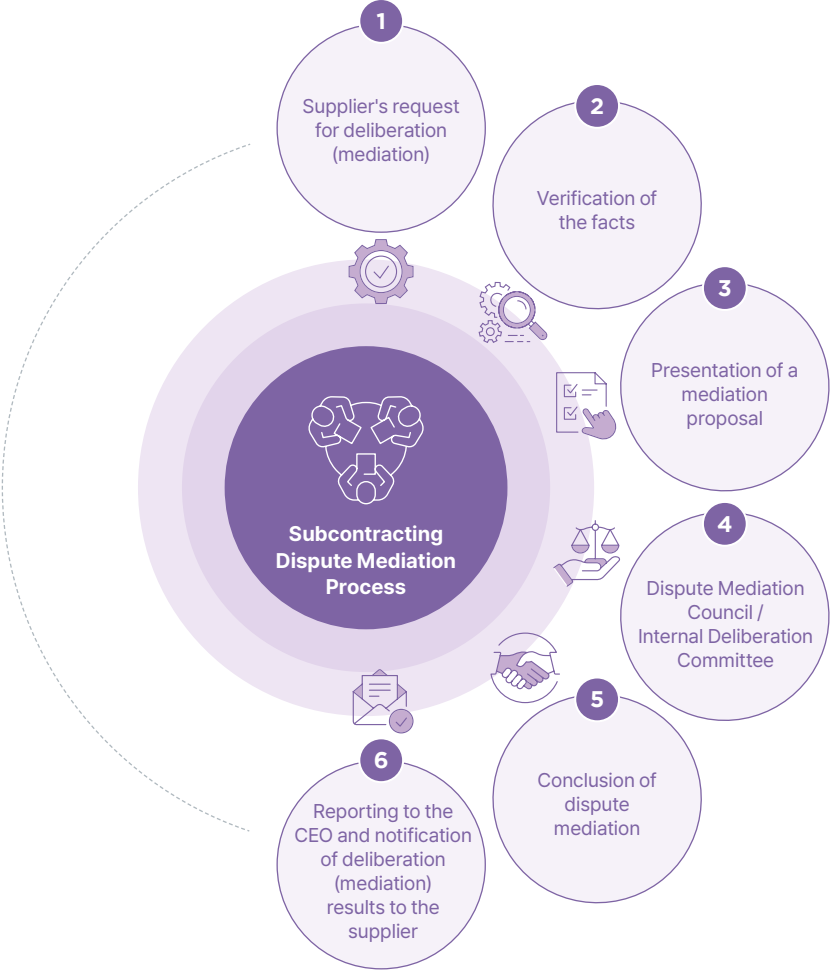
Strengthening Supplier Communication

To ensure smooth communication with its suppliers and strengthen cooperative relationships based on mutual trust, Soulbrain Group operates channels for gathering suppliers' opinions. Through the SRM system's supplier online whistleblowing channel and the Shared Growth Management Community on Soulbrain's website, suppliers can submit opinions on improving trading relationships, compensation, and payment settlement, and can also file reports on improper or unfair business practices. In addition, the Group operates a Dispute Mediation Committee to smoothly resolve disputes that may arise during transactions, and it continuously operates the related communication system to maintain trust-based cooperative relationships with its suppliers. During 2025, no grievances or suggestions were received from suppliers. Soulbrain Group operates a range of communication channels at all times so that suppliers' opinions can be conveyed smoothly, and it strengthens cooperative relationships based on mutual trust by continuously listening to suppliers' opinions and reflecting them in its management activities.



Shared Growth Management Community on Soulbrain's Website

Subcontracting Dispute Mediation Process



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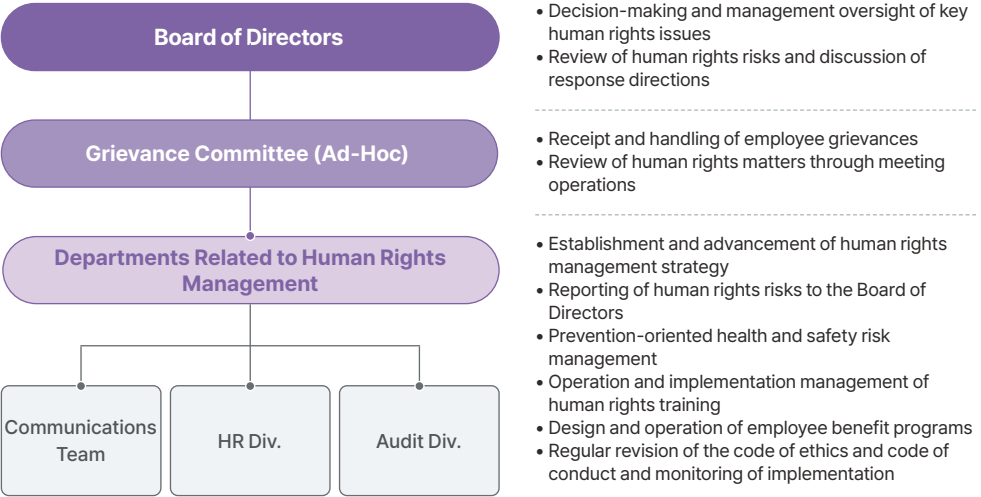
INTERNALIZATION OF HUMAN RIGHTS MANAGEMENT

Governance

Human Rights Management System

To ensure the effective implementation of human rights management, Soulbrain Group discusses key human rights matters and makes decisions centered on the Board of Directors, its highest decision-making body, and a working-level council in which key decision-makers participate. The Board of Directors reviews human rights issues and risks and performs a management and oversight role for key human rights matters, such as responding to human rights violation cases and enacting and revising internal regulations.

Human rights management affairs are carried out in cooperation with related departments, including the Communications Team, the HR Div., and the Audit Div., and each department, according to its role, advances the implementation of the human rights management policy and the establishment of a culture of respect for human rights within the organization. The Communications Team analyzes global human rights management trends and cases and shares them with related departments to present strategic directions for establishing a human rights-based organizational culture. The HR Div. operates statutory mandatory training to raise human rights awareness, and strengthens the foundation for implementing human rights management through improvements to the working environment and the operation of employee benefit programs. The Audit Div. enacts and operates a code of ethics and a code of conduct so that employees can make decisions and take actions based on human rights standards in the course of their work, and it reviews compliance.



Strategy

Human Rights Management Policy

Soulbrain Group pursues responsible human rights management to respect and protect the human rights of its diverse stakeholders, including employees, domestic and overseas affiliates, suppliers, vendors, customers, and local communities. The Group complies with international human rights and labor standards, such as the Universal Declaration of Human Rights (UDHR), the ILO core conventions, and the OECD Guidelines for Multinational Enterprises, and based on these standards, it establishes a group-wide human rights management policy and its operating principles.

In 2025, the Group established standard interpretation guidelines for its group-wide human rights management policy and distributed them to four overseas subsidiaries. The overseas subsidiaries localized the human rights management policy to reflect their legal and institutional environments and established policies in their local languages. In addition, the Group posted the policy on its internal bulletin board to inform all employees and to raise internal awareness of the human rights management policy. Furthermore, through the ESG Committee, the Group operates governance under which the CEO and related departments oversee the establishment, implementation, and performance monitoring of the human rights management policy. Through communication with its diverse stakeholders, the Group reviews human rights-related issues and continuously strengthens the effectiveness of its human rights risk management and policy implementation system.



Soulbrain Group Human Rights Management Policy¹⁾

1. Purpose

Soulbrain Group (hereinafter the "Company") recognizes its responsibility to respect and protect the human rights of all its members and stakeholders. The Company complies with international human rights standards, such as the Universal Declaration of Human Rights and the OECD Guidelines for Multinational Enterprises, and regards it as a corporate social responsibility to practice human rights management based on respect for the labor principles recommended by the International Labor Organization (ILO) and ratified by the relevant state, to prevent human rights violations across the value chain, and to fulfill its substantive responsibilities.

2. Scope of Application

This human rights management policy applies comprehensively to all employees belonging to the Company as well as to the entire value chain, including the Company's domestic and overseas affiliates, suppliers, vendors, customers, and local communities. The Company applies this human rights management policy to all business sites and group companies worldwide, and it clearly shares human rights standards with its suppliers and throughout its supply chain and reviews and improves human rights and labor-related risk factors through continuous monitoring.

Hyun-Suk Chung and Moon-Ju Chung, Co-CEOs, Soulbrain Holdings Co., Ltd.

1) Partial excerpt of the policy

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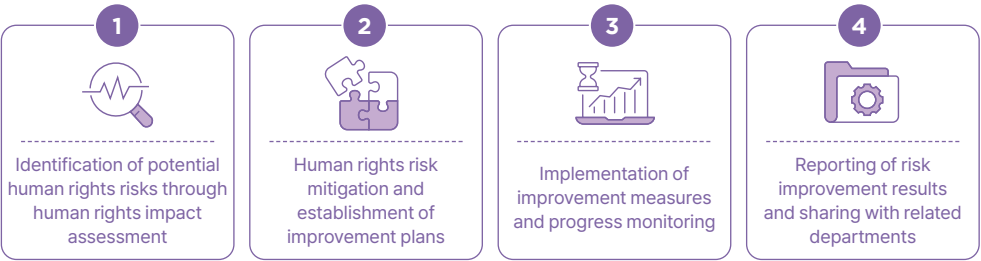
INTERNALIZATION OF HUMAN RIGHTS MANAGEMENT

Risk Management

Human Rights Impact Assessment

● Human Rights Risk Management Process

To manage the human rights risks that may arise in the course of its business operations, Soulbrain Group regularly conducts human rights impact assessments. Through these assessments, the Group proactively identifies potential human rights issues that may occur across the organization and implements the resulting improvement tasks in cooperation with related departments. In addition, by continuously reviewing the implementation status of improvement measures, the Group strengthens its human rights risk management system across the organization.



● Conduct and Monitoring of Human Rights Impact Assessments

In 2025, Soulbrain Group conducted human rights impact assessments for all employees at Soulbrain Holdings and Soulbrain. The assessments found that, at both Soulbrain Holdings and Soulbrain, relatively high potential human rights risks were identified among the 12 assessment items in the areas of "Prohibition of discrimination and harassment," "Prohibition of forced labor," and "Worker support." Accordingly, Soulbrain Holdings strengthened its human rights risk management system by raising awareness of the Group's grievance channels, reinforcing confidential handling procedures, and providing guidance on standards of employee conduct. Soulbrain implemented improvement measures to protect human rights within the organization, such as informing all employees of matters agreed through collective bargaining and the operation of a labor-management council and operating guidelines to prevent workplace harassment and discrimination.

In the first half of 2026, the Group plans to enhance its existing human rights impact assessment checklist by reflecting domestic and international human rights standards and guidelines, and to expand the scope of assessment to overseas business sites. Through this, the Group plans to enhance the effectiveness of its human rights impact assessments and to continuously strengthen its company-wide human rights risk management.

🔍 2025 Human Rights Impact Assessment Results – Soulbrain Holdings ● Low ● Medium ● High

No.	Assessment Item	Likelihood	Impact
1	Prohibition of discrimination and harassment	High	High
2	Prohibition of forced labor	High	High
3	Worker support	Low	High
4	Protection of employees' personal data	Low	Medium
5	Prohibition of child labor	Low	Medium
6	Management of security personnel	Low	Medium
7	Fostering a culture of diversity, equity, and inclusion (DEI)	Medium	Medium
8	Employee wages	Low	Medium
9	Protection of local residents' property rights	Low	Medium
10	Community communication	Low	Medium
11	Workplace safety management	Low	Low
12	Labor union operation	Low	Low

🔍 Key Human Rights Issue Response Activities – Soulbrain Holdings

Response Task	Key Content
Strengthening the operation of anonymous grievance channels	• Raising awareness of grievance channels and providing guidance on reporting procedures • Strengthening confidential handling procedures to protect anonymous reporting • Providing guidance on the operation and use of the grievance channel
Human rights risk awareness activities	• Sharing key human rights risk cases (such as encouraging the use of personal time and leaving work on time, and pressure to attend company gatherings) • Providing guidance on standards of conduct for improving organizational culture (such as attentive listening and consideration, keeping promises, respect for senior colleagues and their experience, and prohibiting rumors and gossip)

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INTERNALIZATION OF HUMAN RIGHTS MANAGEMENT

Risk Management

2025 Human Rights Impact Assessment Results – Soulbrain

Low Medium High

No.	Assessment Item	Likelihood	Impact
1	Prohibition of discrimination and harassment	High	High
2	Prohibition of forced labor	Medium	High
3	Worker support	Medium	High
4	Employee wages	High	Medium
5	Fostering a culture of diversity, equity, and inclusion (DEI)	High	Medium
6	Protection of employees' personal data	Medium	Medium
7	Prohibition of child labor	Medium	Medium
8	Management of security personnel	Medium	Medium
9	Labor union operation	Medium	Low
10	Community communication	Medium	Medium
11	Protection of local residents' property rights	Low	Medium
12	Workplace safety management	Medium	Low

Key Human Rights Issue Response Activities – Soulbrain

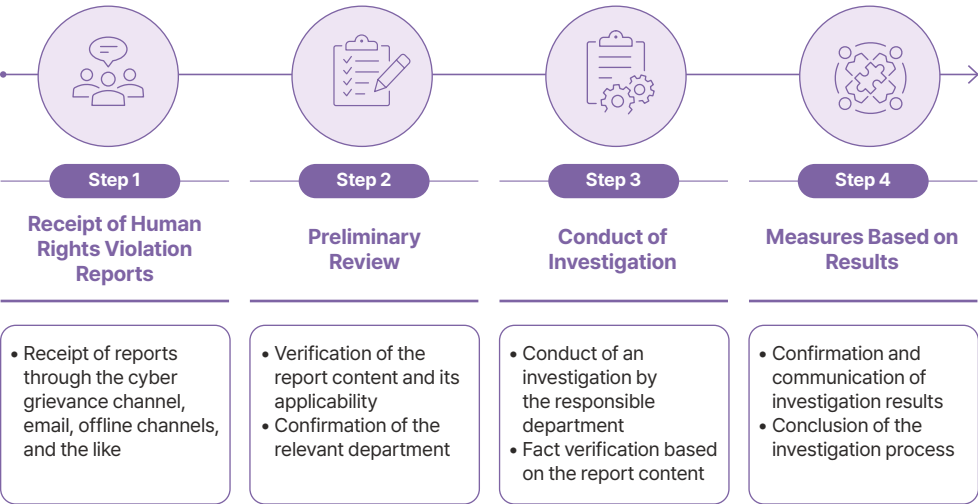
Response Task	Key Content
Operation of a labor-management council	- Identifying improvements to the compensation system through the operation of a labor-management council - Announcing matters agreed through collective bargaining to all employees
Activities to spread a horizontal organizational culture	Conducting internal communications to establish a horizontal meeting culture and promote an organizational culture based on mutual respect
Human rights risk awareness activities	- Sharing key human rights risk cases, such as encouraging the use of personal time and leaving work on time, and pressure to attend company gatherings - Providing guidance on standards of conduct for improving organizational culture, such as attentive listening and consideration, keeping promises, respect for senior colleagues and their experience, and prohibiting rumors and gossip

Operation of Human Rights Grievance Channels

To prevent the possibility of human rights violations, such as workplace harassment, sexual harassment, and forced labor, and to protect the rights and interests of its stakeholders, Soulbrain Group operates a human rights reporting and grievance handling system. It has established and operates reporting channels, such as an online whistleblowing channel, email, and offline reporting, so that diverse stakeholders, including employees as well as domestic and overseas affiliates, suppliers, vendors, customers, and local communities, can raise human rights-related issues. Reports received are processed through a fact verification and review process in accordance with the internal grievance handling procedures, and necessary measures are implemented in accordance with the relevant standards.

In 2025, Soulbrain Holdings received no human rights-related reports, while Soulbrain received a total of two reports. All reports received were reviewed and addressed in accordance with the internal handling procedures, achieving a 100% resolution rate.

Human Rights Grievance Handling Process



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INTERNALIZATION OF HUMAN RIGHTS MANAGEMENT

Activities and Performance

Mid- to Long-Term Goals

With the goal of establishing a human rights management system in 2025, Soulbrain Group established its group-wide human rights management policy and put in place a labor and human rights management process along with six standard implementation forms. By establishing a PDCA-based cycle that flows from risk identification to corrective actions and management review, the Group strengthened the effectiveness of its human rights risk management. In addition, the Group has established a mid- to long-term roadmap for 2026 to 2028 and is advancing its implementation strategy in phases. In the short term, the Group plans to expand the scope of human rights impact assessments to overseas subsidiaries and to reorganize its proactive risk response system; in the medium term, it plans to strengthen its system by substantively resolving grievances received and by conducting a comprehensive survey of the status of human rights management implementation across the supply chain. In the long term, the Group will continue its efforts to support the advancement of suppliers' human rights management capabilities so that a culture of human rights management can spread across the supply chain.

Mid- to Long-Term Human Rights Management Goals

Year	2026	2027	2028
	Short-Term	Medium-Term	Long-Term
			
Goals	Advancement of Human Rights Management	Strengthening of the Human Rights Management System	Expansion of the Human Rights Management System
Detailed Implementation Plan	- Expansion of the scope of human rights risk management - Conduct of human rights impact assessments at overseas subsidiaries (Indiana, Hungary) - Strengthening of proactive risk management	- Enhancing employee trust through the substantive resolution of grievances received - Strengthening the implementation of supply chain human rights management through reviews of suppliers' human rights management implementation levels (comprehensive survey) - Conduct of a supplier human rights management survey through the Purchase Team	- Support for advancing suppliers' human rights management capabilities - Intensive support for key suppliers (at least one company)

2025 Human Rights Management Goals and Implementation Results



Establishment of a human rights risk management cycle



Establishment of a risk grade determination model



Conduct of improvement activities

2025 Implementation Performance

Soulbrain Holdings

- Establishment of the Soulbrain Group Human Rights Management Policy

Soulbrain

- Establishment of the "labor and human rights management process" and systematization of six standard implementation forms
- Establishment of a PDCA-based cycle that flows from risk identification to corrective actions and management review

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INTERNALIZATION OF HUMAN RIGHTS MANAGEMENT

Activities and Performance

Human Rights Training

Soulbrain Group respects the fundamental human rights of all employees and continuously conducts company-wide human rights training to prevent human rights risks within the organization and promote a culture of mutual respect. It regularly provides key human rights-related training for all employees, such as sexual harassment prevention training, disability awareness training, and workplace harassment prevention training, and strengthens activities to raise members' human rights sensitivity and awareness of respect for diversity. In 2025, the Group developed and operated a variety of training courses for work-life balance and the development of female leaders and conducted activities to internalize an organizational culture based on diversity, equity, and inclusion (DEI). In addition, through its weekly micro-learning "Insight Lecture" series, the Group continuously provides content connected to workplace human rights and a healthy organizational culture, such as empathy, communication, stress management, and positive leadership. Going forward, Soulbrain Group will continue to promote a culture of respect for human rights based on systematic training and organizational culture activities, and to strive to create a healthy working environment grounded in diversity and inclusion.

2025 Human Rights Training Status

Training	Training Content	Soulbrain Holdings		Soulbrain	
		Training Participants (persons)	Training Hours (hours)	Training Participants (persons)	Training Hours (hours)
Workplace harassment prevention training	Training on workplace harassment cases and the definition of workplace harassment and response measures under relevant laws and regulations	83	249.00	1,141	3,423.00
Workplace sexual harassment prevention training	Training on sexual harassment cases and prevention				
Disability awareness training	Sharing of best corporate practices, lectures by visually impaired speakers, and training on the promotion of employment and vocational rehabilitation of persons with disabilities				



Human Rights Training Programs

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Talent Development

Strategy

HR Philosophy

Soulbrain Group seeks talent that practices responsible conduct based on rules and principles while creating new value in a changing industrial environment. Employees are expected to possess a sense of ethics aligned with the organization's norms, while also leading future technological and industrial change through fresh perspectives and creative thinking rather than remaining bound by existing practices. Based on this talent philosophy, Soulbrain Group creates an environment in which talent with a balance of character and creativity can grow together with the organization, and it builds a talent-centered organizational culture so that members' capabilities can lead to the organization's continuous innovation and enhanced competitiveness.

Talent Recruitment

To ensure the organization's continuous growth and secure future competitiveness, Soulbrain Group operates fair and transparent recruitment principles centered on capabilities and potential. In the recruitment process, the Group excludes discrimination based on factors unrelated to job performance, such as an applicant's gender and educational background, and operates recruitment procedures so that talent from diverse backgrounds can demonstrate their capabilities on the basis of equal opportunity. Even after joining, the Group continuously supports employees' expertise and growth potential through various talent development activities, such as job training, and creates a growth environment in which individual capability development can lead to improved organizational performance and competitiveness. In addition, the Group pursues inclusive recruitment policies, such as expanding the recruitment of persons with disabilities and persons of national merit, thereby creating an organizational environment in which diverse talent can grow together and strengthening the talent base that will drive the organization's continuous development.

Soulbrain Group Talent Profile



Fair Evaluation and Compensation

Soulbrain Group operates a performance management system to link the organization's continuous performance creation with employees' competency development. At the beginning of the year, leaders and team members set individual work goals and roles through one-on-one interviews and establish annual goals by discussing team members' career development directions and training plans together. During the year, the Group reviews the level of goal achievement and provides feedback on the work process through Development Review. This process is conducted based on mutual feedback between leaders and team members and is used to improve team members' competencies and organizational performance by sharing feedback on work performance as well as decision-making and work methods in the collaboration process. At the end of the year, the Group comprehensively reviews employees' performance through self-evaluation and leader evaluation and confirms evaluation grades. In this process, performance is assessed from multiple angles by considering not only simple performance results but also contribution, work attitude, and innovative attempts in the course of achieving goals. In addition, the Group operates regular interviews between leaders and team members throughout the performance management process and continuously improves the operating direction of its talent development and performance management systems by gathering feedback on leadership through employee surveys.

Performance Management Process



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Mid- to Long-Term Goals

To achieve the organization's sustainable growth and strengthen its competitiveness, Soulbrain Group has identified a balanced workforce composition and the creation of an inclusive organizational culture as key directions of its HR management. To this end, the Group applies fair recruitment and workforce management standards that take into account diverse characteristics such as gender, age, and career, and it continuously strengthens the systems and operating foundation for creating a working environment in which employees can demonstrate their capabilities without discrimination. In particular, the Group has set the enhancement of workforce diversity as a key management task in its mid- to long-term workforce management and is advancing management activities to expand the participation of female employees in phases. Accordingly, Soulbrain Holdings has set a goal of expanding the proportion of female employees among its total workforce to 34% and Soulbrain to 12% by 2027, and it continuously strengthens the foundation for securing female talent and developing their capabilities in the recruitment and workforce management process.

📌 Mid- to Long-Term Employee Diversity Goals



Employee Competency Development

To strengthen its global leadership in core materials for advanced industries and to lead future industrial competitiveness, Soulbrain Group continuously operates strategic talent development programs. In a rapidly changing industrial environment, Soulbrain Holdings provides a variety of job-specific training programs in a timely manner, including AI Transformation (AX) training, to strengthen employees' problem-solving capabilities and digital utilization capabilities. In particular, through training programs led primarily by in-house instructors, the Group internalizes practical, field-based expertise and supports the continuous accumulation of core capabilities within the organization. In addition, the Group operates training to strengthen performance management and leadership capabilities so that leaders can perform key roles in executing the organization's strategy, and it systematically supports the entire performance management process, from goal setting to interim reviews and performance evaluation. Furthermore, as the importance of AX has grown, the Group has strengthened practice-oriented training through which employees can directly experience and apply substantive changes in their work, and it strives to establish a "Work Smart" culture based on work efficiency and automation within the organization by identifying and sharing best practices. Along with this, the Group strengthens smooth collaboration and communication between departments through organizational culture improvement programs and collaboration workshops, and it strengthens future competitiveness through continuous talent development and the dissemination of organizational culture.

📌 Soulbrain Holdings Competency Development Activities

Area	Details
Strengthening job expertise	- Operation of training to strengthen expertise in response to a rapidly changing external environment - Conduct of AX training to improve data-based decision-making and strategic problem-solving capabilities - Timely provision of internal and external training opportunities to strengthen job expertise
Leadership development	- Conduct of training to strengthen performance management and leadership capabilities - Support for leaders in performing their roles through stage-by-stage performance management training, such as goal setting, interim reviews, and performance evaluation
Organizational culture improvement	- Establishment of an operating system to support the internalization of the organization's core direction and enable work to be performed in a consistent direction - Operation of workshops to strengthen collaboration and communication between departments

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Employee Competency Development

To strengthen job expertise and enhance organizational execution, Soulbrain operates a competency-based training system grounded in job analysis. It designs the scope and operating methods of training by reflecting the competencies required for each key job group, and provides a variety of learning opportunities so that employees can continuously develop the expertise and competencies they need in the course of their work. In addition, the Group operates leadership development programs aligned with career paths to cultivate the key talent who will lead the organization. For managers, it strengthens the practical leadership competencies needed for organizational operation and performance creation, and for prospective managers, it provides training to enhance organization-level thinking and change management capabilities. Along with this, the Group strengthens employees' global competencies by providing foreign language training and various learning methods to respond to the global business environment, and it raises training participation and learning effectiveness by utilizing an online learning platform and group learning programs.

Soulbrain Competency Development Activities

Area	Details
 Strengthening job expertise	• Design of the training system in accordance with the KSA (Knowledge, Skill, Attitude) standards established based on job analysis for key job groups • Operation with clearly defined training scope, methods, and evaluation procedures • Proactive identification of necessary training in accordance with the annual talent development strategy and provision of customized learning opportunities through various internal and external channels
 Leadership development aligned with career paths	• For managers: provision of practical leadership training centered on communication and labor management competencies • For prospective managers: provision of strategic diagnosis and change management training to understand overall organizational operation
 Foreign language training	• Provision of English and Chinese conversation training to strengthen employees' global competencies; flexible operation in various formats, such as online platforms or group conversation sessions during working hours

● ESG Training Operation

To improve employees' understanding of ESG management and strengthen their practical response capabilities, Soulbrain Group continuously operates training programs. By setting training targets and topics according to the issue at hand, the Group supports ESG-related department personnel in proactively responding to the changing disclosure environment and supply chain due diligence requirements. In October 2025, the Group conducted training on the topic of the customer supply chain due diligence response system and methods for utilizing the sustainability report. This training was conducted for ESG personnel from the Climate Change Management Team, ESH Infra Team, ESH Operation Team, EX Team, as well as business divisions, with a total of 21 participants completing it. In addition, the Group has posted a sustainability report utilization guide (in Korean and English) on its internal bulletin board, creating an environment in which all employees, including locally hired personnel, can access and use it at any time. Going forward, the Group plans to continuously expand customized training to strengthen ESG capabilities at the group level and to strengthen understanding and communication among employees.

Training	Training Period	Target	Training Participants (persons)
 Customer supply chain due diligence response system and methods for utilizing the sustainability report	October 2025	ESG Personnel of the Climate Change Management Team, ESH Infra Team, ESH Operation Team, EX Team, and business units	21

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Diversity and Inclusion-Based Talent Management

Soulbrain Group internalizes diversity, inclusion, and equity, the core values of ESG management, within the organization and pursues a strategy to advance its organizational culture from a mid- to long-term perspective in order to build an organizational culture that respects employees' diverse backgrounds and characteristics. In 2025, the Group set the strengthening of employee diversity as a key strategic task and operated a variety of activities so that all employees could secure equal opportunities and a foundation for growth through a working environment enabling work-life balance and an organizational culture based on mutual respect among employees. In addition, the Group established a mid- to long-term implementation direction for strengthening employee diversity and establishing its organizational culture, and on this basis, it is advancing the building of a work-life balance-friendly organizational culture in phases. Furthermore, in 2026, the Group plans to continuously advance related activities, such as introducing a management and reward system at the organizational-unit level to promote the use of work-life balance programs and operating programs to strengthen family relationships and communication capabilities.

● Women's Leadership Development Program

In 2025, Soulbrain Group established a program to strengthen the leadership capabilities of female talent and built an operating foundation combining professional lectures and coaching. It selected participants through a preliminary needs survey and established operating standards by structuring stage-by-stage programs, beginning with a special lecture and including preliminary briefings, coaching, and follow-up workshops. In 2025, a total of 13 female employees, comprising 4 from Soulbrain Holdings and 9 from Soulbrain, participated in the program, through which the Group supports the career development and leadership development of female employees and their growth into in-house role models and mentors.

● Humanities Lectures for Work-Life Balance

To strengthen an organizational culture based on mutual respect and cooperation among employees, Soulbrain Group conducted humanities lectures on topics concerning work, life, and human relationships in 2025. In particular, it supported efforts to raise employees' awareness of the value of work-life balance and pursued the creation of a family-friendly organizational culture.

● Family-Friendly Programs

In 2025, Soulbrain Group operated family participation programs to create a family-friendly organizational culture that takes into account employees' family and social roles. By providing an opportunity for employees' families to directly experience the organization's work environment and culture, the Group sought to raise employees' awareness of the importance of family support and enhance their families' understanding of the organization. As a result of operating the program, it recorded a satisfaction score of 4.79 points (out of 5) and confirmed the high participation and positive feedback from employees and their families. Going forward, Soulbrain Group plans to continuously expand family participation activities to support the establishment of a family-friendly organizational culture and to strengthen employees' organizational commitment and positive organizational experience.



● Recruitment of Athletes with Disabilities

In 2025, as part of inclusive employment, Soulbrain Group operated a sports team for athletes with disabilities and recruited a total of 11 athletes with disabilities. Taking into account the nature of its business, which handles various chemicals and hazardous materials, the Group provides practical employment opportunities to diverse groups through the operation of the sports team for athletes with disabilities and strengthens a foundation for talent management that reflects workforce diversity. Athletes belonging to the sports team are supported so that they can balance work and training in a stable employment environment, and this operating approach contributes to the establishment of an inclusive organizational culture within the organization.

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Training Effectiveness Management

To enhance the effectiveness of its training, Soulbrain Group operates a training effectiveness management system that regularly reviews the performance of key training courses and reflects the results in course improvement and operational advancement. In particular, going beyond a simple level of training satisfaction, the Group comprehensively assesses learning outcomes and on-the-job applicability, and strengthens the substantive effectiveness of its training programs by continuously improving training content and operating methods based on the training results.

In 2025, Soulbrain Holdings applied a variety of assessment methods to its key job training courses, such as surveys, written tests, on-site observation, and performance tracking, to measure training effectiveness from multiple angles. In addition, it gathered trainees’ opinions and improvement requests following the first through third rounds of training and, on this basis, continuously supplemented its training content and operating methods. In particular, for labor-related training courses, it reflected opinions on training difficulty and practical applicability and advanced specific improvement activities in phases, such as expanding training hours, introducing discussion- and case-based training methods, and designing customized training based on preliminary issue analysis. Through this improvement process, Soulbrain Holdings continuously strengthens the practical applicability and expertise of its training.

🔄 Soulbrain Holdings Training Effectiveness Assessment

Category	Key Content
Scope of application	Eight key job training courses, such as labor, data analysis, information security, ethical management, and leadership strengthening
Key assessment methods	Surveys, written tests, on-site observation, KPI-based performance tracking, and the like
Effectiveness verification items	Training satisfaction, knowledge acquisition and retention, training course improvement needs, and the like
Method of utilizing results	Used for course improvements, such as adjusting training hours and operating methods, introducing discussion- and case-based training methods, and designing training based on preliminary issue analysis
Operating characteristics	Operation of a continuous improvement-based training effectiveness management system that links multi-round training results with training design and operational improvement

In 2025, to systematically manage the learning outcomes of its key job training courses, Soulbrain developed achievement assessment questions and reviewed learning outcomes and comprehension levels through written tests after the completion of training. In particular, it conducted achievement assessments for key job training courses, such as safety, quality, organizational operation, and leadership, to objectively verify participants' learning levels, and it quantitatively manages training completion status and learning outcomes.

In addition, Soulbrain regularly reviews training results based on the assessment results for each course, and it systematically manages training operation performance by comprehensively managing the level of learning achievement and completion status for each course. These assessment results are used as baseline data to verify the appropriateness of training difficulty and content and to improve training content and course operation going forward. Through this, Soulbrain maintains a management system that continuously manages the learning outcomes of its job training courses and verifies the quality of its training programs and their on-the-job applicability by strengthening the linkage between training results and training operation.

🔄 Soulbrain Training Effectiveness Assessment

Category	Key Content
Scope of application	Four key job training courses, such as safety, quality, organizational operation, and leadership
Key assessment methods	Written test-based achievement assessment and training completion status management
Effectiveness verification items	Level of training achievement, completion status by course, and the like
Method of utilizing results	Used as baseline data to supplement training content and improve course operation
Operating characteristics	Operation of a system that regularly manages training performance based on achievement assessment results and training results

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Creating a Flexible Working Environment

To support employees’ living stability and work-life balance, Soulbrain Holdings operates employee benefit programs tailored to employees’ daily lives and applies them equally regardless of whether employees are permanent or temporary. It supports daily convenience through the operation of an employee-only in-house cafe and cafeteria and reduces employees' housing and health burdens through housing loans, comprehensive health checkups, and medical expense support. Soulbrain Holdings has a support system tailored to employees' life cycles, including tuition support for employees’ children from kindergarten through university, family event support including birthday leave, summer vacation and the use of affiliated condominiums and resorts, and long-service awards. In addition, it supports employees' work-life balance by operating parental leave, reduced working hours during child-rearing periods, maternity leave, and fertility treatment leave.

Soulbrain Holdings Employee Benefit Programs

Category	Area	Details
Infrastructure	In-house cafe	Operation of an employee-only in-house cafe
	Cafeteria	Meal support
Compensation and Leave Support	Housing loans	Housing loan support for housing stability
	Employee health management	Comprehensive health checkup support for employees and one family member
		Medical expense support for illness and injury
	Tuition support	Support for children's kindergarten, primary and secondary education, university tuition, and enrollment congratulatory payments
	Refresh leave	3 days of leave support
	Long-service leave	5 days of leave support and congratulatory and incentive payments
	Family event support	Birthday leave and congratulatory payment support
		Provision of condolence and congratulatory payments, leave, wreaths, and the like for various family events
	Rest support	Summer vacation and vacation allowance separate from annual leave
		Support for the use of affiliated condominiums and resorts
	Others	Provision of welfare points on the founding anniversary and holidays, and enrollment in group accident insurance

To support employees' work-life balance, Soulbrain operates employee benefit programs covering economic support, leave and other benefits, and work infrastructure, and applies them equally regardless of whether employees are permanent or temporary. While supporting economic stability through housing loans, children's tuition, and medical expense support, Soulbrain provides work infrastructure such as employee cafeterias, health care rooms, and dormitories at all business sites so that employees can work in a stable environment. In addition, it implements family-friendly support programs, such as parental leave and reduced working hours during child-rearing periods for employees giving birth or raising children, and in recognition of these efforts, it has obtained and maintains Family-Friendly Company certification.



Family-Friendly Company Certification

Soulbrain Employee Benefit Programs

Category	Area	Details
Infrastructure	In-house cafe	Operation of in-house cafes at the Gongju Plant and Pangyo
	Cafeteria	Meal support
	Health care room	Assignment of dedicated nurses (Gongju, Paju) and employee health management
	Fitness	Operation of an indoor gym and outdoor sports field
	Dormitory	Operation of dormitories for employees residing in other regions
Compensation and Leave Support	Housing loans	Housing loan support for housing stability
	Employee health management	Comprehensive health checkup support for employees and one family member
		Medical expense support for illness and injury
	Tuition	Support for children's kindergarten, primary and secondary education, university tuition, and enrollment congratulatory payments
	Refresh leave	3 days of leave support
	Long-service	5 to 7 days of leave support and congratulatory and incentive payments
	Family event support	Birthday leave and congratulatory payment support
		Provision of condolence and congratulatory payments, leave, wreaths, and the like for various family events
	Rest support	Summer vacation and vacation allowance separate from annual leave
		Support for the use of affiliated condominiums and resorts
	Holiday bonus	Provision of Lunar New Year and Chuseok holiday bonuses
	Employees reaching retirement age	Provision of meritorious service leave and rewards based on years of service
	Club activities	Support for club activity expenses
	Others	Provision of welfare points on the founding anniversary and holidays, and enrollment in group accident insurance Provision of long-service allowances and family allowances (limited to the seniority-based pay system)

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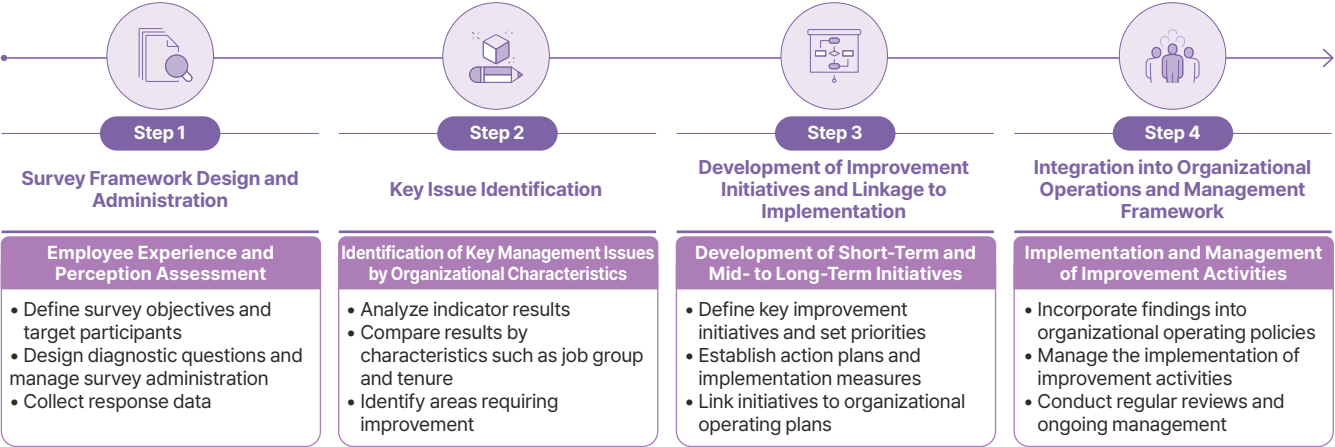
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Workplace Satisfaction Survey

Soulbrain Group conducts a workplace satisfaction survey biennially to support organizational stability and manage employee experience. The survey serves as a core management framework for reviewing the overall work environment and organizational conditions and proactively identifying key management priorities. The findings are incorporated into organizational culture improvements and the development of HR and labor management policies, supporting employee engagement and continuous organizational improvement.

In 2025, Soulbrain Holdings enhanced the evaluation criteria and analytical framework for the workplace satisfaction survey, establishing a more robust basis for assessing employee attitudes and perceptions that affect organizational operations. Based on previous survey results and relevant criteria, Soulbrain Holdings organized key factors related to employees' attitudes and behaviors and comprehensively reviewed differences by organizational characteristics, including organizational unit, position, job group, tenure, and employment type. It also standardized the calculation criteria for key indicators and analytical procedures to improve the consistency and applicability of survey result interpretation and refined the analytical framework to enable comparative analysis across organizational characteristics.

In 2025, Soulbrain conducted the survey among all employees across the company to comprehensively assess organizational operations and employee experience, with a total of 461 employees participating. The overall state of organizational operations was analyzed based on three core indicators: the Emotional Empathy Index, which assesses organizational trust and psychological safety; the Communication Satisfaction Index, which measures the level of communication within the organization; and the Turnover Intention Index, which gauges employees' future intention to leave. Based on the survey results, Soulbrain identified key issues requiring management attention in its organizational operations. It then separately developed medium and long-term improvement initiatives and short-term action items to address these issues and manages them in alignment with action plans at the organizational unit level.



Labor-Management Council

Soulbrain Group operates the One-Heart Council to strengthen trust-based cooperation between labor and management and to continuously improve the working environment. The council holds regular quarterly meetings to discuss key issues, and the items derived from these discussions are applied to 100% of employees.

In 2025, the council's consultations led to practical improvements across working conditions and welfare programs, including allowing paid excused absences to be taken in hourly increments, increasing the elementary school admission congratulatory payment by KRW 100,000 and converting the payment to welfare points, and expanding eligibility for comprehensive health checkups to employees' lineal ascendants and descendants. Soulbrain Group will continue to communicate with employees through the One-Heart Council and foster a culture of shared growth built on mutual trust.



Soulbrain Holdings One-Heart Council



Soulbrain One-Heart Council

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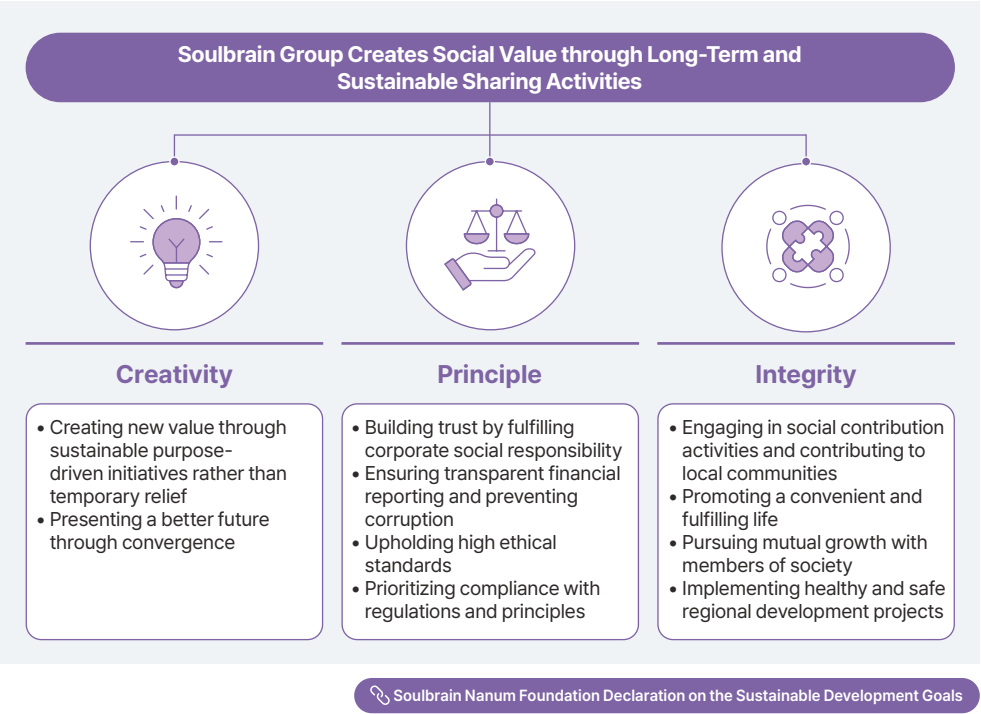
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COMMUNITY CONTRIBUTION

Strategy

Social Contribution Policy

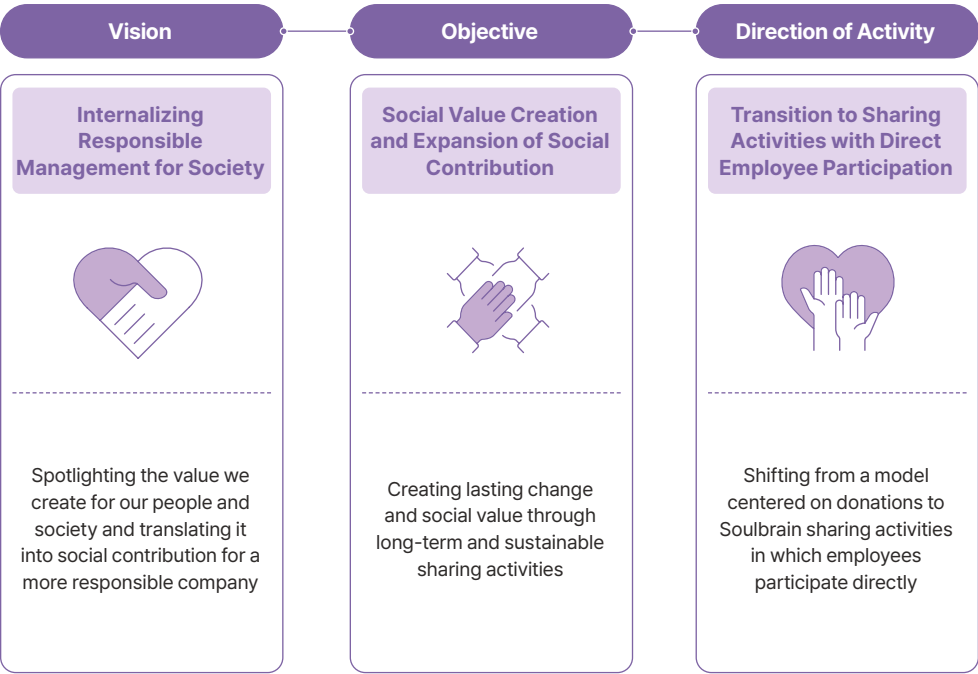
Under the mission of “creating sustainable value,” the Soulbrain Group Nanum Foundation carries out diverse social contribution activities to return corporate profits to society and help build an inclusive, sustainable society. By adopting the Sustainable Development Goals (SDGs), branded internally as SOUL+DGs, the Foundation strives to promote sharing and service at local, national, and global levels, contributing to humanity’s collective goals. Soulbrain Group will continue to fulfill its social responsibilities to create a warm and inclusive world where everyone can thrive and will dedicate its efforts to generating sustainable growth and social value.



Strategic Direction for Social Contribution

Soulbrain Group embraces “sharing” as a core management principle and puts sustainable, responsible management into practice through the Soulbrain Group Nanum Foundation. The Group has identified the protection of socially vulnerable groups and the development of future talent as key priorities and focuses on establishing a foundation that enables beneficiaries to continue their own sustainable growth beyond temporary assistance. Soulbrain Group has established “Internalizing Responsible Management for Society” as the core vision for its social contribution activities. The Group is shifting from a model centered on donations to sharing activities with direct employee participation, thereby deepening and broadening its social contribution activities.

🔗 Vision, Objective and Implementation Direction



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Risk Management

Community Risk Management

Since 2025, Soulbrain Group has conducted community impact assessments to identify and manage the impacts of its site operations on neighboring communities. The assessment was conducted through surveys, primarily involving departments responsible for environmental management, health and safety, and site operations. Key impact factors associated with site activities were classified into environmental, health and safety, and community categories, and each impact was comprehensively assessed in terms of severity and likelihood.

The assessment found that impacts in the environmental category were generally low. In the health and safety category, the likelihood was assessed as low, while the severity of potential impacts associated with site safety incidents and hazardous chemical leaks was assessed as relatively moderate. In the community relations category, both severity and likelihood were identified as medium, considering the nature of impacts that may arise in residents’ daily lives and through interactions with local communities. No formal complaints were received from local communities during the assessment period. Based on these results, Soulbrain Group continues to implement impact mitigation and prevention activities. The Group plans to further enhance its management framework by gradually expanding the scope of the assessment to include community stakeholders.

Impact Assessment Overview

Assessment Scope	Major production sites and neighboring communities
Assessment Method	Surveys of responsible departments at each site and local communities, and identification of impact factors
Assessment Items	Air Noise Water Quality Hazardous Chemical Leaks Safety Incidents Waste Community Communication Local Economic Revitalization
Assessment Frequency and Use	Conducted annually Used to assess impact levels and develop response activities

Status of Community Impact Identification and Response

● Low ● Medium ● High

Area	Impact Issue	Impact Type	Potential Impact	Severity	Likelihood	Key Mitigation Measures
Environment	Air Pollutants	Negative	Adverse effects on the health and living environment of nearby residents due to air pollutant emissions	Low	Low	- Air quality monitoring and emissions management - Operation of procedures to provide environmental information and notifications to local communities
	Noise	Negative	Hearing impairment and disruption to the daily lives of nearby residents due to noise from site operations	Low	Low	- Regular noise measurements - Establishment and operation of standards for managing nighttime work
	Wastewater	Negative	Water pollution in nearby water bodies due to wastewater discharge	Low	Low	Operation of wastewater treatment facilities and regular water quality testing
	Waste	Negative	Soil and groundwater contamination during waste treatment	Low	Low	Operation of waste segregation and treatment procedures and recycling management
Health and Safety	Safety Incidents	Negative	Threats to the safety of nearby communities in the event of fires, explosions, or other accidents	Medium	Low	- Operation of procedures for reporting and notifying local communities in the event of an accident - Establishment of an emergency response cooperation framework with relevant agencies, including local fire departments and local governments - Regular fire prevention inspections - Joint tabletop exercise with the Gongju Chemical Safety Forum
	Hazardous Chemicals	Negative	Harm to the health of nearby residents and environmental pollution caused by hazardous chemical leaks	Medium	Low	- Preparation and submission of Process Safety Reports and Chemical Accident Prevention and Management Plans - Establishment of internal and community coordinated emergency response systems - Operation of alert systems for chemical leaks and fires - Operation of an immediate reporting system to relevant agencies through the Integrated Control Center - Minimization of off-site impacts through emergency shutoff and mitigation facilities
Community	Local Economy	Positive	Contribution to local economic revitalization through site operations	Medium	Medium	- Community engagement activities during holidays and Parents’ Day - Activities including the provision of goods to vulnerable groups, the purchase of local agricultural products, and participation in local events

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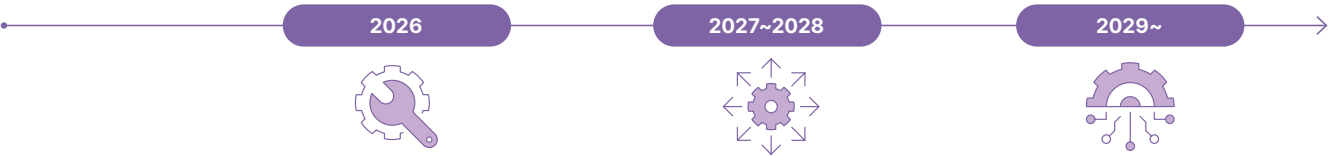
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Mid- to Long-Term Community Contribution Goals

By diagnosing the status of its social contribution activities and refining its systems, Soulbrain Group aims to regularize its core programs and to build a sustainable community contribution model by establishing a culture of employee participation. In 2025, the Group exceeded both of its two short-term goals: expanding social contribution spending and identifying eco-friendly employee participation activities. Beginning with system refinement in 2026, the Group established a phased implementation roadmap extending to business expansion and operational advancement, and as part of this, in May 2026, it carried out a river cleanup activity as an eco-friendly social contribution activity in the Geomsangcheon area near its industrial complex, with the participation of Soulbrain and affiliate employees. Using this activity as a starting point, the Group plans to phase in the expansion of cleanup zones and participants and to develop it into a regular eco-friendly contribution program in solidarity with the local community.

Across all areas of social contribution, including living support, scholarships and talent development, and community cooperation, Soulbrain Group will pursue the regularization and branding of its core programs. Building on organic solidarity with local governments and welfare institutions, the Group will work to realize a sustainable contribution ecosystem in which the local community can experience substantive change.

Mid- to Long-Term Community Contribution Roadmap



Category	System Refinement	Business Expansion	Operational Advancement
Strategic direction	Status diagnosis and selection of key programs	Expansion of core programs and establishment of regular operation	Branding of flagship programs and operational advancement
Living support	Reclassification and systematization of existing programs	Operation of regular programs by target and season	Development of SOULBOX-centered flagship brand programs
Scholarships and talent development	Review of the scholarship program structure and refinement of standards	Expansion of education, sports, and career support	Establishment of growth-support long-term programs
Community cooperation	Identification of partner institutions and needs surveys	Expansion of linkages with local governments and welfare institutions	Establishment of a public-private cooperation model for solving local problems

2025 Community Contribution Goals and Key Performance

Short-Term Goals (2025)

Expansion of Social Contribution Spending

Goal Expand social contribution spending by 5% compared to 2023

Achievement Social contribution costs of KRW 1,458.09 million (+68.8% compared to 2023)

Identification of Eco-Friendly Employee Participation Activities

Goal Identify campaigns and employee activities related to water, plastic, and climate/environmental issues

Achievement Identified the Geomsangcheon river cleanup activity in 2025
Carried out the Geomsangcheon river cleanup activity in May 2026

Key Performance

Number of Community Volunteering and Donation Activities



30
+8 compared to 2024

Social Contribution Spending



KRW 1,458.09 million
+68.8% compared to 2023

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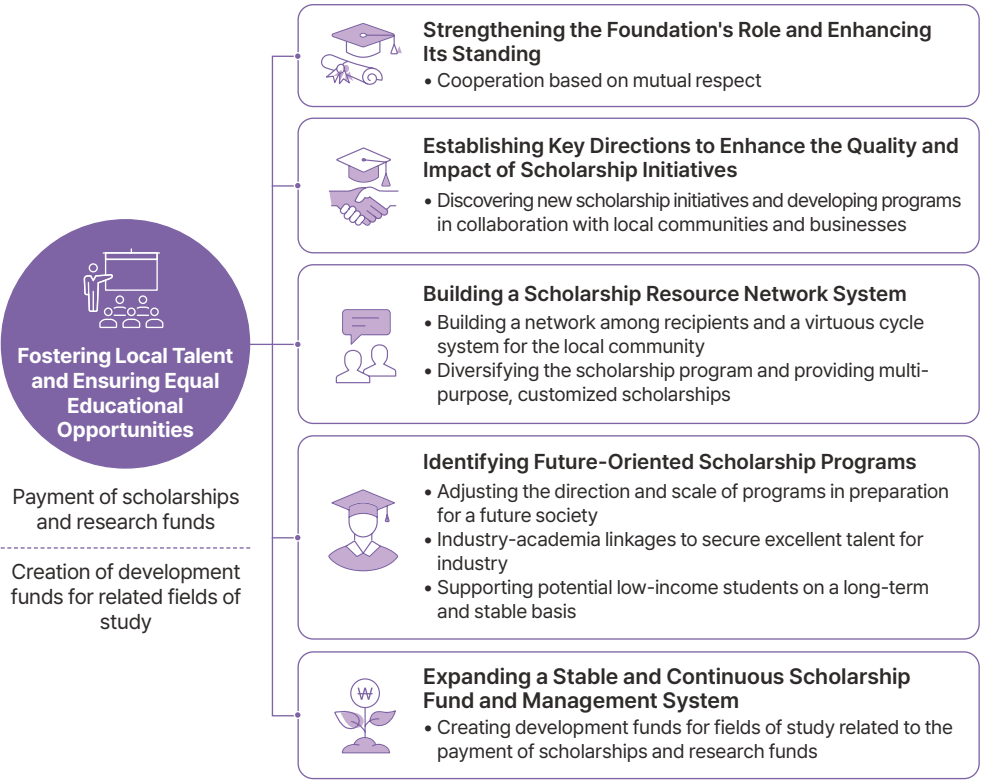
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COMMUNITY CONTRIBUTION

Activities and Performance

Social Contribution Activities

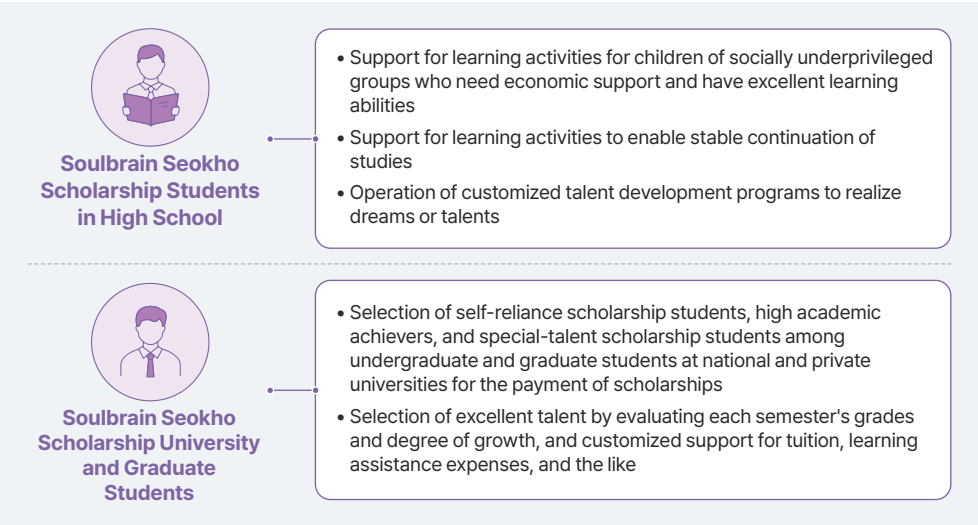
The Soulbrain Group Nanum Foundation operates a variety of programs, such as the Seokho Scholarship Program, the SOULBOX Support Project, and the revenue-generating business ‘The Lounge,’ and pursues sustainable social contribution activities. Since the foundation's establishment in 2013, it has strengthened its foundation for shared growth, going beyond simple donations with the goal of qualitatively improving community welfare, culture, and education. In 2025, it carried out social contribution projects worth approximately KRW 1.458 billion through a total of 30 activities.



● Seokho Scholarship Program

Beginning with a donation to Sungkyunkwan University in 2007, Soulbrain Group has continued its community education support activities and operates the "Soulbrain Seokho Scholarship Program," which aims to guarantee learning opportunities for the educationally underserved and to develop local talent. The scholarship supports high school students in Gongju City, where Soulbrain Group's major business sites are located, selecting students with excellent academic capabilities and exemplary conduct and supporting their educational expenses.

The program is operated so that practical support can be provided to students who have difficulty continuing their studies due to economic circumstances. In addition, the Group has expanded the scope of support to include university students majoring in science at universities located in the metropolitan area and Chungcheongnam-do, forming a network in which scholarship recipients can connect with one another. Through the Seokho Scholarship Program, Soulbrain Group plans to continue its activities to enhance the equity of educational opportunities within the local community and to support the growth of future generations.



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COMMUNITY CONTRIBUTION

Activities and Performance

● SOULBOX Support Project

Soulbrain Group operates the "SOULBOX" program, which provides approximately 13 categories of essential items, such as daily necessities, clothing, and food ingredients, to vulnerable and low-income members of the local community. SOULBOX is a sharing program embodying Soulbrain Group's corporate philosophy of conveying heart and sincerity to neighbors in difficulty. Since 2018, in cooperation with Gongju City, the Group has carried out the "Gongju City Maternity Celebration SOULBOX" support program, providing goods needed by families with newborns and contributing to the creation of a childbirth- and child-rearing-friendly environment in the region. In addition, while continuously supporting the SOULBOX program for infant supplies for child foster institutions and single-mother facilities, the Group is expanding the scope of its support to diverse groups in need of social care, such as by providing first-home starter kits to self-reliant adolescents from vulnerable groups.



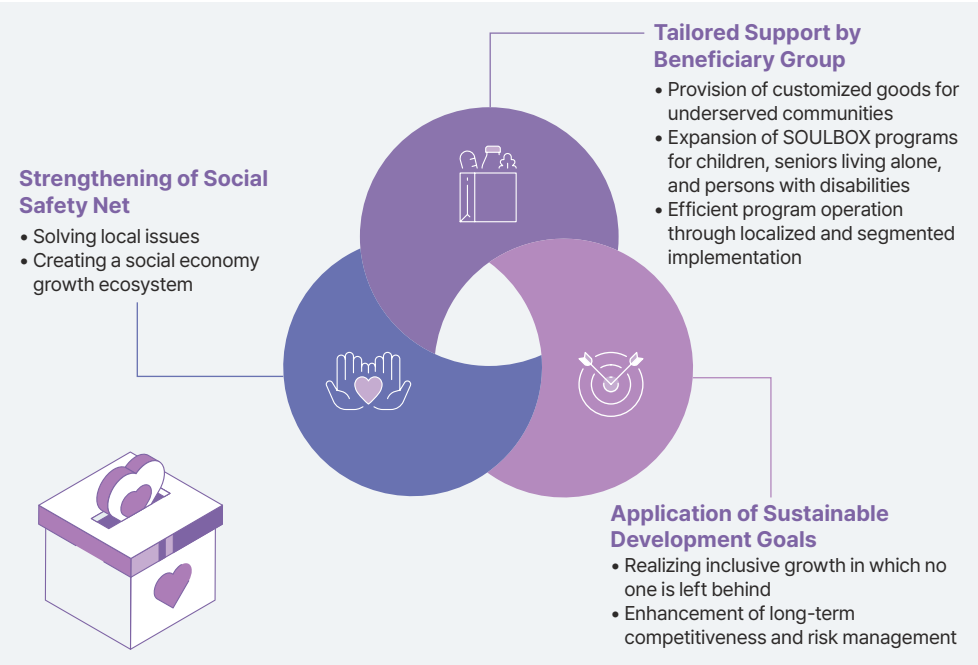
Maternity Celebration SOULBOX



First-Home Starter Kit

● Revenue-Generating Business – The Lounge

Soulbrain Group operated a cafeteria and the Italian restaurant "The Lounge"¹⁾ and practiced a participatory sharing model that returned all of its proceeds to community contribution activities. The Lounge was used as a hub for the "SOUL Sharing Table" program, broadening its points of contact with the local community by, for example, inviting children from nearby community child centers and childcare centers and providing them with quality meals free of charge. Going forward, Soulbrain Group plans to continue its sharing with the local community through a variety of social contribution programs.



1) Operations ended in October 2025.

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COMMUNITY CONTRIBUTION

Activities and Performance

● Support Program for Vulnerable Groups in Gongju City

Based on close communication with the local communities where its business sites are located, Soulbrain Group continuously carries out social contribution activities that contribute to a substantive improvement in the quality of life of local residents. In 2025, the Group supported a kimjang kimchi sharing activity for vulnerable groups in Gongju City, contributing to the living stability of vulnerable groups during the winter season, and practiced life-oriented support closely connected to neighbors' daily lives, such as donating goods to a youth training center and providing home appliances to villages in the region.

In addition, the Group actively fulfilled its social responsibility in disaster situations by participating in emergency relief activities for victims of the wildfires in the Gyeongbuk region and delivering a donation of KRW 6 million to the Korean Red Cross. Going forward, Soulbrain Group will steadily continue its social contribution activities for shared growth with the local community.



Kimjang Kimchi Sharing for Vulnerable Groups



Donation to the Korean Red Cross



Delivery of Emergency Relief Goods for Wildfire Victims in Gyeongbuk

● Eco-Friendly River Cleanup Activity

In the first half of 2026, Soulbrain carried out an eco-friendly river cleanup activity in the Geomsangcheon area near its Gongju business site. Employees of Soulbrain Group and its affiliates participated in collecting waste along the riverside and roadside near the industrial complex entrance and contributed to water quality improvement by using EM mud balls. In addition, through the Soulbrain Group Nanum Foundation's social contribution fund, the Group provided the equipment and materials needed for the activity, and it sought to both preserve the ecological environment near its business site and strengthen solidarity with the local community.

Going forward, Soulbrain Group plans to expand the cleanup zone to the entire Geomsangcheon and to establish seasonal and zone-specific management and operation measures to enhance the continuity and effectiveness of the activity. In addition, the Group plans to gradually expand its foundation for cooperation with external stakeholders, such as local residents and local governments, to develop it into a river environment preservation model in which the public and private sectors participate together.



Geomsangcheon Cleanup Activity

SOULBRAIN

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soulbrain

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CORPORATE GOVERNANCE

Composition of the Board of Directors

Soulbrain Group has established Boards of Directors with an appropriate balance of expertise and independence, thereby enabling responsible decision-making on key management matters. The Board of Soulbrain Holdings consists of three executive directors and one independent director, while the Board of Soulbrain comprises two executive directors and one independent director, resulting in an independent director ratio of 25% at Soulbrain Holdings and 33% at Soulbrain. Ji-Wan Chung, Chairman of Soulbrain Holdings, and Young-Soo Park, CEO of Soulbrain, serve as the respective Chairs of the Board, supporting the smooth convening and operation of each Board. In addition, women account for 25% of the directors on the Board of Soulbrain Holdings, and Soulbrain Group continues its efforts to secure diversity in Board composition. The Group also continues to strengthen the accountability and fairness of overall Board operations so that internal control and oversight functions operate effectively.

Category		Name	Gender	Career	Tenure	
Soulbrain Holdings	Executive Director	Ji-Wan Chung	Male	- Chair, Board of Directors - Current) Chairman, Soulbrain Holdings Co., Ltd.	3 years	March 2024 – March 2027
		Hyun-Suk Chung	Male	- Current) Vice Chairman, Soulbrain Holdings Co., Ltd. - Current) Co-CEO, Soulbrain Holdings Co., Ltd. - Former) Employee at Samsung SDI Co., Ltd.	3 years	March 2025 – March 2028
		Moon-Ju Chung	Female	- Current) President, Soulbrain Holdings Co., Ltd. - Current) Co-CEO, Soulbrain Holdings Co., Ltd. - Former) Employee at John Varvatos, FnC Kolon Co., Ltd.	3 years	March 2024 – March 2027
	Independent Director	Hong-Gab Kim	Male	- Current) Independent Director, Soulbrain Holdings Co., Ltd. - Former) Chairman of the Board, Korea Local Finance Association	3 years	March 2025 – March 2028
Soulbrain	Executive Director	Young-Soo Park	Male	- Chair, Board of Directors - Current) CEO, Soulbrain Co., Ltd. - Former) Employee at Samsung Advanced Institute of Technology, Samsung Electronics	3 years	March 2025 – March 2028
		Suk-Hwan Youn	Male	Current) Head of Production Division, Soulbrain Co., Ltd.	3 years	March 2024 – March 2027
	Independent Director	Gil-Ho Yang	Male	- Current) Independent Director, Soulbrain Co., Ltd. - Former) Branch Manager, National Agricultural Cooperative Federation (NACF)	3 years	March 2026 – March 2029

Ensuring Independence and Transparency of the Board of Directors

Soulbrain Group maintains a governance framework grounded in independence and transparency so that the Board of Directors can fulfill its role as a responsible decision-making body. Independent directors are appointed from among individuals who have had no transactional relationship with the largest shareholder or its related parties within the past three years, thereby preserving a decision-making environment free from conflicts of interest. In accordance with the Commercial Code and internal regulations, directors with an interest in a specific agenda item are restricted from exercising their voting rights, preventing conflicts of interest in advance. Where a director seeks to use a business opportunity of the company for the benefit of such director or a third party, prior approval from at least two-thirds of all directors is required. Likewise, a director or major shareholder seeking to enter into a transaction with the company must disclose the material facts of the transaction to the Board and obtain approval from at least two-thirds of all directors. Directors are appointed by resolution of the General Meeting of Shareholders, requiring the affirmative vote of a majority of the voting rights represented at the meeting and at least one-quarter of the total issued shares. Through these procedures, Soulbrain Group ensures the legitimacy of its Board composition while consistently protecting shareholder rights and maintaining governance transparency.



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CORPORATE GOVERNANCE

Composition of the Board of Directors

Improving Expertise and Diversity of the Board of Directors

Soulbrain Group maintains dedicated training and administrative support systems that enable independent directors to play a substantive role on the Board of Directors. As a KOSDAQ-listed company, the Group regularly provides training on capital market regulations and the prevention of unfair trading practices, and its independent director support organization offers practical assistance across key management activities, including general meetings of shareholders and Board meetings.

In addition, Soulbrain Group has adopted a Board Skills Matrix so that the Board can function as the core decision-making body driving the Group's sustainable growth. The matrix organizes the expertise held by directors into core areas, including management and leadership, industry experience, finance and accounting, legal and regulatory expertise, and ESG, and the Group takes director diversity into account in Board operations.

In 2025, training for independent directors was organized by the Talent Development Team and the Audit Div. of Soulbrain Holdings. The program focused on the practical competencies required for independent directors to perform their duties, including compliance management, laws related to fair trade and subcontracting, and conflict-of-interest response measures. Soulbrain Group plans to continue providing independent director training to further enhance the overall expertise and decision-making capabilities of the Board.



Board Skills Matrix

*As of June 2026

Category		Name	Management/Leadership	Industry Experience	Finance/Accounting	Legal/Regulatory	ESG
Soulbrain Holdings	Executive Director	Ji-Wan Chung	●	●			
		Hyun-Suk Chung	●	●			
		Moon-Ju Chung	●	●			●
	Independent Director	Hong-Gab Kim	●		●	●	
Soulbrain	Executive Director	Young-Soo Park	●	●			
		Suk-Hwan Youn	●	●			
	Independent Director	Gil-Ho Yang	●	●	●		

Independent Director Training in 2025

Category	Training Date	Organizer	Participant	Key Training Content
Soulbrain Holdings	July 28, 2025	Talent Development Team and Audit Div., Soulbrain Holdings	Hong-Gab Kim	- Understanding of compliance management - Key provisions and cases of the Fair Trade Act with a focus on manufacturing industry - Concepts and cases under the Subcontracting Act - Understanding conflicts of interest and response measures - Online whistleblowing channel and regular audit monitoring
Soulbrain			Gil-Ho Yang	- Understanding of compliance management - Key provisions and cases of the Fair Trade Act with a focus on manufacturing industry - Concepts and cases under the Subcontracting Act - Understanding conflicts of interest and response measures

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CORPORATE GOVERNANCE

Board of Directors Operation

Soulbrain Group continues to enhance management transparency and accountability through a Board-centered decision-making system. In 2025, Soulbrain Holdings held 25 Board meetings and deliberated on and resolved 39 agenda items, while Soulbrain deliberated on and resolved 25 agenda items across 18 Board meetings. Board resolutions require the affirmative vote of a majority of the directors present, and directors with an interest in a specific agenda item are restricted from exercising their voting rights, thereby maintaining a fair and independent decision-making environment.

In addition, through an amendment to the articles of association adopted at the Annual General Meeting of Shareholders in March 2025, the Group formally stipulated that notice of a Board meeting must be given at least seven days prior to the meeting date. Explanatory materials for each agenda item are provided together with the notice so that Board members can review the items sufficiently in advance. The Group also distributed a practical guide on Board operation and management to the personnel in charge at each affiliate, unifying Board operating standards at the Group level. Soulbrain Group will continue to strengthen the effectiveness of its Board operations and practice responsible management that meets stakeholder expectations.

Board of Directors Meetings Held in 2025

Category	Meetings Held	Agenda Items	Attendance Rate of Executive Directors	Attendance Rate of Independent Director
Soulbrain Holdings	25 meetings	39 items	100%	100%
Soulbrain	18 meetings	25 items	100%	100%

Key ESG Agenda Items of the Board of Directors in 2025

Category	Date	Agenda Type	Agenda Details
Soulbrain Holdings	January 10, 2025	Approvals: 1 Reports: 3	- Report on the 2024 Board of Directors and Non-Executive Director Evaluation Results - Report on the 2024 ESG Assessment Results - Report on the 2024 ESG Management Implementation Status - Approval of the 2025 ESG Management Plan
	February 28, 2025	Approvals: 2	- Enactment of Compliance Control Standards - Appointment of the Compliance Officer
	April 15, 2025	Reports: 1	Report on the Appointment of the Compliance Management Officer and the Compliance Management Principles
	April 18, 2025	Approvals: 4	- Composition of the ESG Committee - Composition of the Compensation Committee - Enactment of the ESG Committee Regulations - Enactment of the Compensation Committee Regulations
	December 24, 2025	Reports: 1	Report on the 2025 Management Review of the Compliance Management System
Soulbrain	January 10, 2025	Approvals: 1 Reports: 3	- Report on the 2024 Board of Directors and Non-Executive Director Evaluation Results - Report on the 2024 ESG Assessment Results - Report on the 2024 ESG Management Implementation Status - Approval of the 2025 ESG Management Plan
	February 28, 2025	Approvals: 2	- Enactment of Compliance Control Standards - Appointment of the Compliance Officer
	March 21, 2025	Approvals: 1	2025 Health and Safety Plan (2024 Health and Safety Management Performance)
	April 18, 2025	Approvals: 4 Reports: 1	- Report on the Appointment of the Compliance Management Officer and the Establishment of the Compliance Management Principles for ISO 37301 Certification - Composition of the ESG Committee - Composition of the Compensation Committee - Enactment of the ESG Committee Regulations - Enactment of the Compensation Committee Regulations
	December 24, 2025	Reports: 1	Report on the 2025 Management Review of the Compliance Management System

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CORPORATE GOVERNANCE

Committees under the Board of Directors

At the annual general meeting of shareholders in March 2025, Soulbrain Group amended its articles of association to add provisions providing the basis for the ESG Committee and the Compensation Committee. Through a Board resolution in April, the Group enacted the regulations for each committee, appointed the members, and formally launched both committees. The ESG Committee functions as the highest decision-making body for deliberating on and resolving matters concerning the goals, policies, and strategies of ESG management, as well as their implementation, monitoring, and improvement. In the first half of 2025, Soulbrain Holdings and Soulbrain each deliberated five agenda items. Based on the results of the double materiality assessment, the Committee approved the Group's ESG strategic tasks and annual implementation plan and reviewed their implementation status, carrying out substantive oversight of sustainability management at the Board level. The Compensation Committee deliberates on the remuneration and severance pay of registered executives and on the executive compensation framework as a whole, and the participation of independent directors ensures the independence and fairness of compensation decisions.

Committee Composition



Key ESG Agenda Items of the ESG Committee in 2025

Category	Date	Agenda Type	Agenda Details
Soulbrain Holdings	April 29, 2025	Approvals: 4	• Appointment of the Chairperson of the ESG Committee • Approval of the 2025 Group ESG Organizational Goals and Task Definition Operation Plan • Approval of the 2024 Environment, Safety and Health Performance and 2025 Plans of Major Affiliates • Approval of the 2024 Carbon Neutrality Performance and 2025 Plans of Major Affiliates
		Reports: 1	• Report on the 2025 Group Sustainability Report Publication Plan and Double Materiality Assessment Results
	December 24, 2025	Approvals: 2	• Report on the 2025 Board of Directors and Non-Executive Director Evaluation Results and Approval of the Improvement Plan for the Following Year • Approval of the 2026 ESG Management Plan
		Reports: 1	• Report on the 2025 ESG Results
Soulbrain	April 29, 2025	Approvals: 4	• Appointment of the Chairperson of the ESG Committee • Approval of the 2025 Group ESG Organizational Goals and Task Definition Operation Plan • Approval of the 2024 Environment, Safety and Health Performance and 2025 Plan • Approval of the 2024 Carbon Neutrality Performance and 2025 Plan
		Reports: 1	• Report on the 2025 Group Sustainability Report Publication Plan and Double Materiality Assessment Results
	December 24, 2025	Approvals: 2	• Report on the 2025 Board of Directors and Non-Executive Director Evaluation Results and Approval of the Improvement Plan for the Following Year • Approval of the 2026 ESG Management Plan
		Reports: 1	• Report on the 2025 ESG Results

Climate Change and Environmental Management Agenda Items of the ESG Committee

Area	Date	Type	Soulbrain Holdings Agenda Details	Soulbrain Agenda Details
Climate Change	April 29, 2025	Approval	• Approval of the 2024 Carbon Neutrality Performance and 2025 Plans of Major Affiliates	• Approval of the 2024 Carbon Neutrality Performance and 2025 Plan
	May 8, 2026	Approval	• Approval of the 2025 Carbon Management and Climate Change Response Performance and 2026 Plans of Major Affiliates	• Approval of the 2025 Carbon Management and Climate Change Response Performance and 2026 Plan
Environmental Management	April 29, 2025	Approval	• Approval of the 2024 Environment, Safety and Health Performance and 2025 Plans of Major Affiliates	• Approval of the 2024 Environment, Safety and Health Performance and 2025 Plan
	May 8, 2026	Approval	• Approval of the Environment, Safety and Health Performance and 2026 Plans of Major Affiliates	• Approval of the 2025 Environment, Safety and Health Performance and 2026 Plan • Establishment of the Biodiversity Policy and Approval of the Mid- to Long-Term Roadmap

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CORPORATE GOVERNANCE

Board Assessment and Remuneration

Soulbrain Group conducts an annual survey-based self-assessment of all directors, including independent directors, with the results reported to the Board. The assessment results inform efforts to strengthen Board capabilities and improve performance-oriented Board operations, serving as a foundation for enhancing the transparency and accountability of the governance structure. Director remuneration is administered within the limit approved at the general meeting of shareholders and in accordance with the implementation standards set by the Board. In 2025, the Group drew on the assessment results to improve Board operations, extending the notice period for convening meetings, providing explanatory materials for agenda items in advance, and delivering specialized training for independent directors. The assessment framework was also advanced by adding ethics as a separate assessment item. In 2026, the Group plans to improve Board attendance by introducing video conferencing and to continue providing independent director training through collaboration with the relevant departments.

Board Assessment Items

Evaluation Target	Item	Description
All directors	Composition of the Board	- Board members’ competencies, expertise, career backgrounds, and experience - Director succession, appointment, and recruitment - Independence of the Board
	Operation of the Board	- Board meeting schedule, frequency, and agendas - Efficient meeting proceedings and practices - Completeness of meeting materials
	Performance of the Board	- Proposing and discussing meeting agendas - Advice to management - Adequacy of key strategy and goal reviews - Oversight of and checks on management
Independent directors	Participation	Diligent participation, including meeting attendance and advance preparation
	Expertise	Holding and using expertise and experience
	Operational contribution	- Focused discussion of key matters - Fulfillment of director roles and responsibilities - Expressing key opinions on proposed agenda items - Assuming mediator roles
	Ethics	Exclusion of personal interests and demonstration of ethical awareness

Board Assessment Results in 2025

Category		Evaluation Score (Out of 5 Points)	Converted Score (Out of 100 Points)
Soulbrain Holdings	Total	4.0	80
	Composition	4.1	82
	Operation	3.9	78
	Performance	4.0	80
Soulbrain	Total	4.9	97
	Composition	4.9	98
	Operation	4.8	96
	Performance	4.9	98

Independent Director Assessment Results in 2025

Category		Evaluation Score (Out of 5 Points)	Converted Score (Out of 100 Points)
Soulbrain Holdings	Total	5.0	100
	Participation	5.0	100
	Expertise	5.0	100
	Operational Contribution	5.0	100
	Ethics	5.0	100
Soulbrain	Total	4.9	98
	Participation	5.0	100
	Expertise	4.5	90
	Operational Contribution	5.0	100
	Ethics	5.0	100

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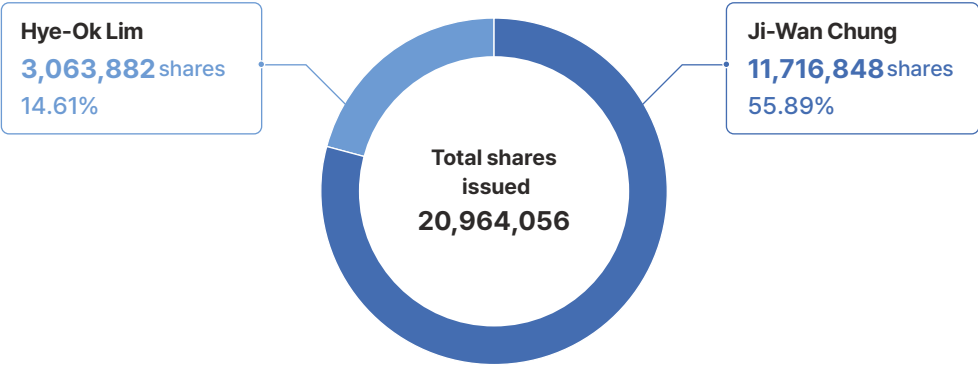
CORPORATE GOVERNANCE

Enhancing Shareholder Value

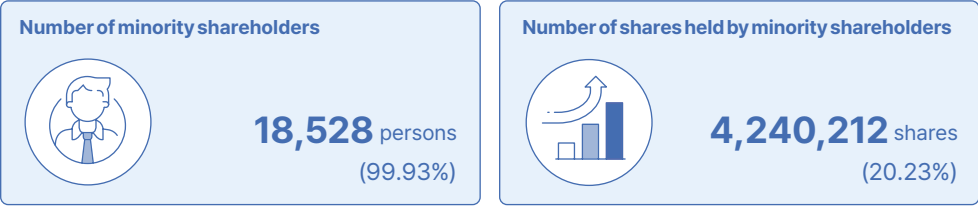
Shareholder Composition and Status

As of December 31, 2025, the total number of shares issued by Soulbrain Holdings and Soulbrain stood at 20,964,056 and 7,778,566 respectively, all of which are common shares. Voting rights may be exercised on 20,082,893 shares of Soulbrain Holdings, excluding 881,163 treasury shares, and on 7,658,656 shares of Soulbrain, excluding 119,910 treasury shares.

Shareholders Holding 5% or More of Soulbrain Holdings

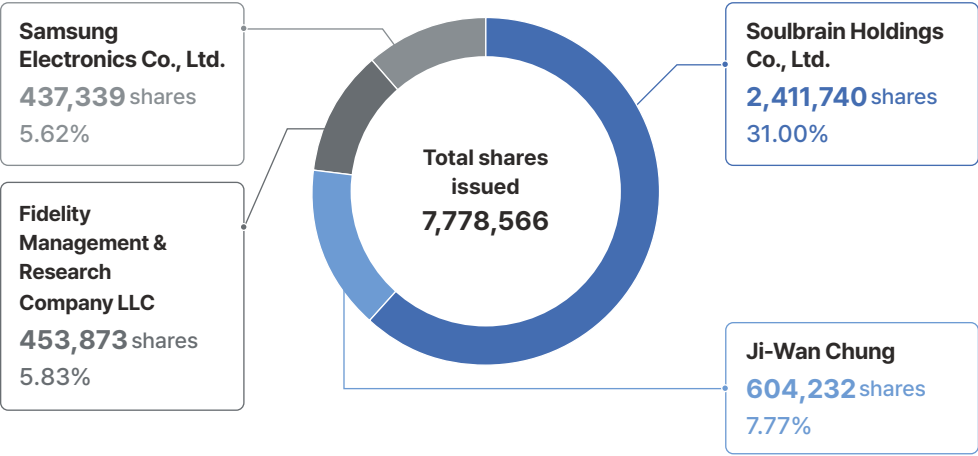


Minority Shareholders of Soulbrain Holdings

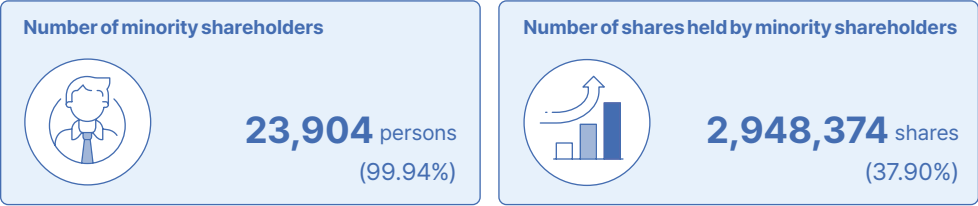


Soulbrain Group ensures that each share carries one vote and works to reflect the rights and views of both minority and major shareholders in its management. The Group will continue its efforts to enhance shareholder value and realize a transparent and accountable governance structure.

Shareholders Holding 5% or More of Soulbrain



Minority Shareholders of Soulbrain



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CORPORATE GOVERNANCE

Enhancing Shareholder Value

Shareholder Return Policy

Soulbrain Group has established and consistently implements a sound dividend policy that reflects both its financial stability and its management strategy, with the aim of enhancing shareholder value. Soulbrain Holdings maintains a stable dividend based on a cash dividend rate of 30% or higher, and in 2025 it set a dividend of KRW 500 per share, paying out a total of KRW 10.041 billion. Through its disclosure of a corporate value enhancement plan, Soulbrain established a policy of paying a minimum dividend of KRW 2,000 per share, and in 2025 it set a dividend of KRW 2,350 per share, paying out a total of KRW 17.998 billion.

Plans for holding and disposing of treasury shares are reviewed by the Board of Directors and approved at the general meeting of shareholders, and the relevant matters are transparently disclosed through the Data Analysis, Retrieval and Transfer System (DART). Rather than focusing on short-term results, Soulbrain Group will continue to build trust with shareholders from a mid- to long-term perspective and operate its shareholder return policy in a way that enhances the stability of its dividends.

Dividend Status

Category	Unit	Soulbrain Holdings			Soulbrain		
		2023	2024	2025	2023	2024	2025
Total dividends	KRW 100 million	41.32	44.88	100.41	154.86	178.09	179.98
Dividend per share	KRW	200.00	220.00	500.00	2,000.00	2,300.00	2,350.00
Dividend payout ratio	%	4.54	7.66	2.06	11.88	15.04	22.77
Cash dividend yield	%	0.44	0.66	0.96	0.67	1.38	0.53

Operation of the General Meeting of Shareholders

Soulbrain Group ensures shareholders’ substantive participation in decision-making on key management matters through the general meeting of shareholders. An electronic voting system allows shareholders to exercise their voting rights regardless of location, and a proxy solicitation system enables shareholders who are unable to attend in person to exercise their voting rights as well. The Group also transparently communicates its business status to shareholders through the audit report, the business report, and the report on the operation of the internal accounting management system. Soulbrain Group will continue to develop the institutional foundation for protecting shareholder rights and strengthening shareholder communication.

Strengthening Shareholder Communication

Soulbrain Group regards substantive communication with shareholders as a core element of management transparency and operates a range of communication channels. A dedicated IR page transparently discloses the Group’s business status and financial information, and regular investor relations presentations allow the Group to convey its management strategy and performance directly to investors. The Group also operates a multilingual website to broaden its points of contact with overseas investors and other stakeholders, establishing a foundation for global communication. Soulbrain Group will continue to expand its stakeholder communication channels and strengthen trust-based investor relations.



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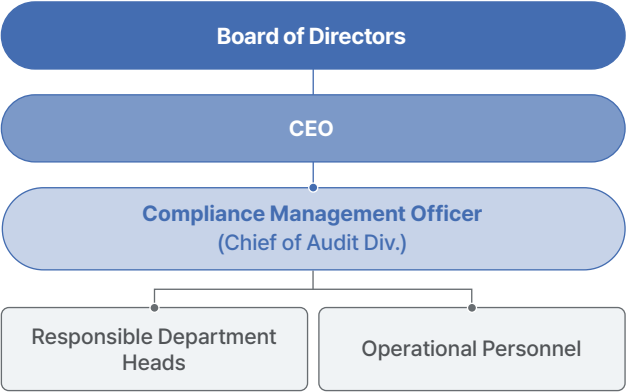
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Soulbrain Group upholds integrity as a core management principle and continues to advance its compliance management system. The Group obtained certification for its Anti-Bribery Management System (ISO 37001) in 2021 and its Compliance Management System (ISO 37301) in 2025, establishing an integrated framework for operating both certifications and further strengthening its compliance management system through the appointment of a Compliance Officer. For the operation of ISO 37301, the Compliance Management Officer and the Compliance Management Principles were finalized with the approval of the Board of Directors, and operational personnel were designated for each organization to reinforce the company-wide risk management system. Identified risks are addressed through corrective measures and effectiveness assessments and are reflected in compliance performance indicators, with the related operating results reported to the Board of Directors each year.

 Compliance Management Principles

Compliance Management System Organizational Structure



Compliance Officer

Soulbrain Group is building a Compliance Program (CP) framework to raise compliance awareness among individual employees and to establish a culture of ethical management across the Group. In February 2025, the Group enacted its compliance control standards and appointed Compliance Officers for Soulbrain Holdings and Soulbrain respectively. In July, compliance response personnel were designated by site across ten affiliates, including Soulbrain, strengthening the Group-wide organizational foundation for compliance response. The appointed Compliance Officers inspect and monitor adherence to the compliance control standards and have conducted seminars for management and compliance response personnel on responding to amendments to the Commercial Code and on the protection of trade secrets, thereby enhancing practical compliance capabilities.

Category	Soulbrain Holdings	Soulbrain
Name	Tae-II Kim	Chang-Ho Lee
Current Position	Chief of Legal Affairs Div., Soulbrain Holdings	Chief of Audit Div., Soulbrain Holdings Concurrently serving as Compliance Team Manager, Soulbrain
Career	2008~2010 Attorney, Jipyong LLC 2010~2016 Attorney, Legal Team, Doosan Enerbility 2017~2018 Legal Team Manager, Renault Korea 2018~2024 Chief of Legal Affairs Div., Com2uS	2010~2017 Audit Team, Samsung Electronics 2018~2023 Audit Team Manager, China Samsung Strategy & Cooperation Office
Date of Board Resolution	February 28, 2025	February 28, 2025
Grounds for Disqualification	Not applicable	Not applicable

Supporting Organization

Category	Soulbrain Holdings	Soulbrain
Department (Team) Name	Legal Affairs Div.	Compliance Team
Number of employees	3 employees	3 employees
Position (Tenure)	Executive Vice President 1 person – 1 year 3 months Manager 1 person – 1 year Staff 1 person – 1 year 10 months	Executive Vice President 1 person – 1 year 3 months Manager 2 persons – 7 years 3 months on average

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Key Activities and Implementation Plans

Category	Task	Content	Period
Soulbrain Holdings	Ongoing tasks	Review of key contracts and legal documents	Ongoing
	Establish internal regulations	Establishment of compliance control standards	February 2025
	Internal training	Training on the Act on the Promotion of Mutually Beneficial Cooperation Between Large Enterprises and Small and Medium Enterprises	May 2025
	Board operations	Development and implementation of plans to enhance Board operations	January 2025 – December 2025
	Compliance	ISO certification audits	March 2025 – September 2025
	Legal compliance audits	Compliance review of laws applicable to holding companies and business groups	January 2025 – December 2025
Soulbrain	Ongoing tasks	Pre- and post-review of contracts and key legal documents	Ongoing
	Establish internal regulations	Establishment of compliance control standards	February 2025
	Internal training	Training on the Fair Transactions in Subcontracting Act and the Unfair Competition Prevention and Trade Secret Protection Act	May 2025
	Board operations	Development and implementation of plans to enhance Board operations	January 2025 – December 2025
	Compliance	ISO certification audits	March 2025 – September 2025
	Legal compliance audits	Fair trade law compliance checks for affiliates	January 2025 – December 2025

Compliance Training in 2025

Category	Participants	Schedule	Key Content
Management seminar	Management	September 2025	Analysis of the amendments to the Commercial Code and response measures
First seminar for compliance response personnel	Compliance response personnel	September 2025	Analysis of the amendments to the Commercial Code and response measures
Second seminar for compliance response personnel	Compliance response personnel	November 2025	Protection of trade secrets

Strategy

Ethical Management Policy

Soulbrain Group operates its Employee Code of Ethics and Employee Code of Conduct company-wide, providing a foundation for employees to make decisions and act according to consistent ethical standards in the course of their duties. Both are continuously reviewed and revised to reflect the expectations of domestic and international stakeholders and changes in social demands, and they are made available on the Group's website and internal groupware so that all employees can consult them at any time.

Soulbrain Holdings Code of Ethics for Employees¹⁾

Soulbrain Holdings Co., Ltd. and its affiliates hereby establish the following Code of Ethics as the principles guiding sound judgment and conduct by employees, moving beyond unreasonable practices and grounded in the spirit of open and transparent management, and commit to putting it into practice.

1. Soulbrain's Commitment to Customers

We create customer value by providing products and services of a high standard, and we strive to inspire our customers through a sincere attitude and a spirit of service.

2. Soulbrain's Commitment to Shareholders and Investors

We manage the assets of our shareholders and investors efficiently to maximize returns, and we establish a transparent management system by complying with corporate accounting standards.

3. Mutual Commitment between the Company and Its Employees

Employees perform their duties with a sense of purpose in order to achieve the company's shared goals, and the company respects its employees and works to build mutual trust and harmony between labor and management.

4. Soulbrain's Commitment to Suppliers

We provide our suppliers with transparent and fair trading opportunities and maintain a cooperative relationship as partners working together for mutual benefit.

Hyun-Suk Chung and Moon-Ju Chung, Co-CEOs, Soulbrain Holdings Co., Ltd.

1) Excerpt from the policy

 Code of Ethics for Employees

 Code of Conduct for Employees

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ETHICAL MANAGEMENT

Risk Management

Compliance Risk Management

Soulbrain Group has obtained integrated certification for its Anti-Bribery Management System (ISO 37001) and Compliance Management System (ISO 37301), thereby advancing its compliance management system and operating a company-wide compliance risk management framework on this basis. Each department records the laws and regulations it must observe in the course of its business in a register of compliance obligations and assesses the likelihood and impact of associated risks from multiple perspectives. For items assessed as high-risk under the company-wide risk management criteria, specific response plans are established, and the effectiveness of implementation is verified on a regular basis, confirming that internal control measures function effectively in practice. In 2025, Soulbrain Holdings identified 117 risks and Soulbrain identified 202, from which 31 and 41 improvement tasks were derived respectively, all of which were completed within the year. Through continuous improvement activities based on effectiveness assessments, the Group continues to strengthen its company-wide compliance capabilities and internal control system.

Risk Management Process



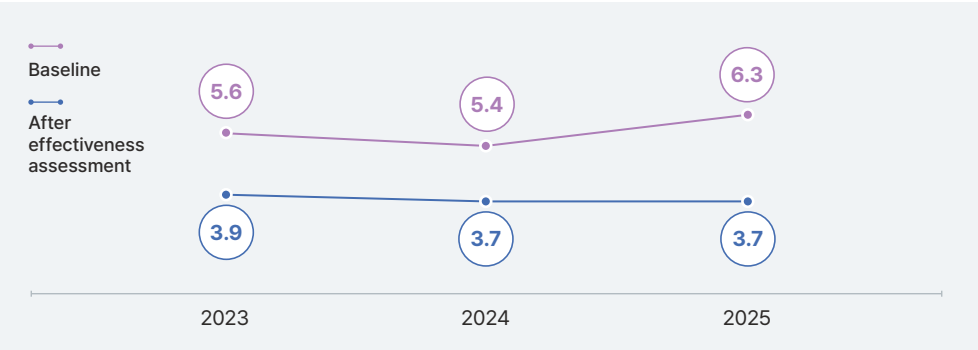
Risk Identification and Improvement in 2025

(Unit: cases)

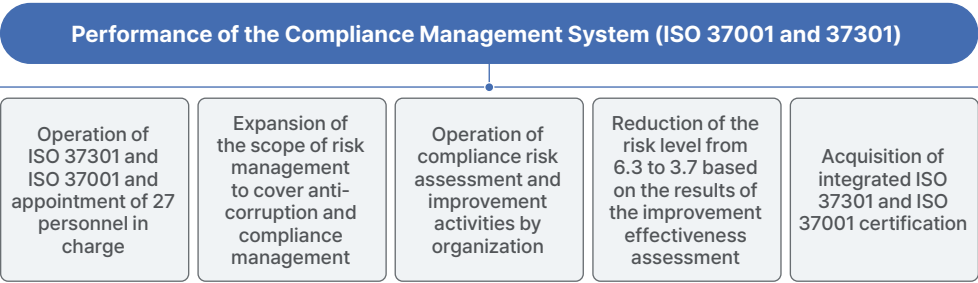
Category	Soulbrain Holdings	Soulbrain
Risks identified	117	202
Improvement tasks derived	31	41

Effectiveness of Compliance Risk Management: Change in Residual Risk Level

(Unit: points)



Performance of the Compliance Management System in 2025



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ETHICAL MANAGEMENT

Activities and Performance

Operation of the Ethics Reporting Channels

Soulbrain Group operates an ethics reporting system through diversified channels, including the online whistleblowing channel, telephone, and email, so that employees and external stakeholders alike can safely report illegal or unethical conduct related to the Group. Named reports are accepted through all channels, while anonymous reports may be submitted through the online whistleblowing channel or by email. Reporters may also choose how to receive the results of their report, either through a dedicated bulletin board within the online whistleblowing channel or through a channel of their preference.

The identity of the reporter and the content of the report are strictly protected in accordance with internal regulations, and protective measures are reinforced to prevent any disadvantage or discrimination arising from reporting. All aspects of the online whistleblowing channel operation are handled in accordance with internal regulations, and every report received is addressed promptly in line with the established process. In 2025, Soulbrain Holdings and Soulbrain received a combined eight reports through the online whistleblowing channel (one and seven respectively), all of which were handled in accordance with the established process.

🔗 Reports Received through the Online Whistleblowing Channel in 2025

(Unit: cases)

Category	Soulbrain Holdings	Soulbrain
Reports received	1	7
Reports handled	1	7
Resolution rate	100%	100%

🔗 Whistleblowing Handling Process



Compliance and Ethics Training

Soulbrain Group develops and delivers a compliance and ethical management training program each year for employees across its affiliates and group companies, embedding a culture of compliance management throughout the Group. The training is built around the Employee Code of Ethics and the Employee Code of Conduct, and is designed to help employees understand and apply the internal regulations and legal standards they must observe in the course of their work.

In 2025, in connection with the acquisition of ISO 37301 certification, the Group conducted training on the definition and necessity of compliance management and on establishing a company-wide culture of ethics. The training also strengthened employees' capacity to respond to the risks of collusion and unfair trade, focusing on the key provisions of the Fair Trade Act and the Subcontracting Act and on cases of violation, and covered conflict of interest situations that may arise in the course of work, based on the Act on the Prevention of Conflict of Interest Related to Duties of Public Servants and the Employee Code of Conduct. All eligible employees of Soulbrain Holdings and Soulbrain participated (81 and 467 respectively), and the feedback gathered after the training is reflected in the following year's training plan, allowing the Group to continuously develop its compliance training framework.

🔗 Ethics Training Results in 2025

Category	Soulbrain Holdings	Soulbrain
Training name	2025 Compliance and Ethical Management Training	
Training date	August 2025	
Training content	• Concept and necessity of compliance management • Understanding the ISO 37301 and 37001 frameworks • Key compliance requirements under the Fair Trade Act and the Subcontracting Act • Prevention of conflicts of interest and the Employee Code of Conduct	
Eligible / Completed (persons)	81 persons / 81 persons	467 persons / 467 persons
Completion rate	100%	100%

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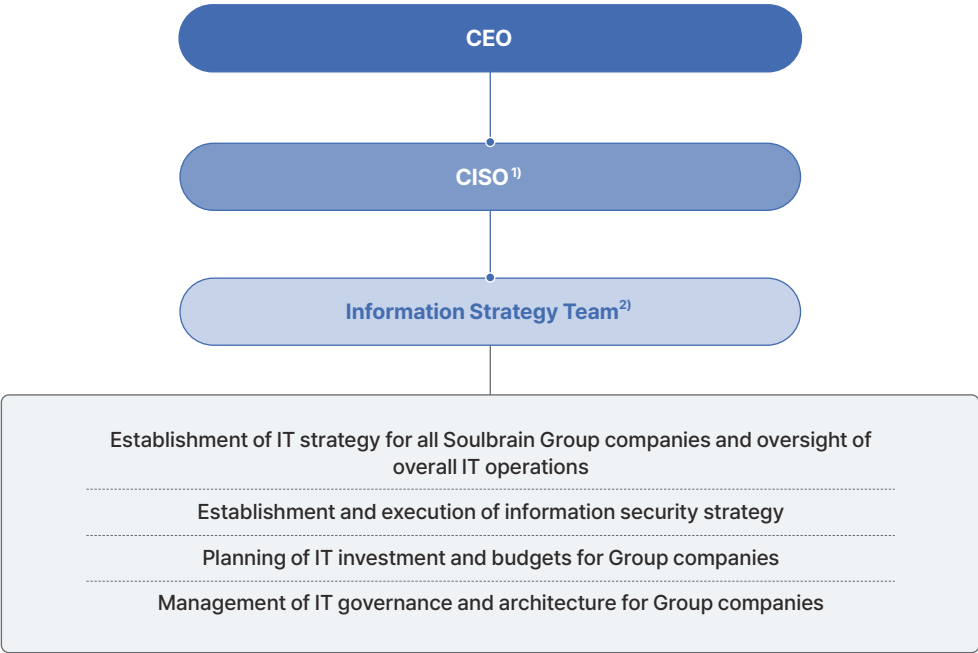
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INFORMATION SECURITY AND PERSONAL DATA PROTECTION

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Soulbrain Group establishes an annual information security operation plan under the management and supervision of the CISO and continues to raise its security standards with the Information Strategy Team at the center of these efforts. Through the National Core Technology Information Protection Status Survey, the Group assessed its overall security capabilities and developed improvement plans to address identified vulnerabilities. An internal approval system operates through the Information Protection Committee and the National Core Technology Information Protection Council, through which key security issues and management status are reported and managed. Soulbrain Group plans to pursue ISO 27001 certification to further strengthen its information security and personal data protection management systems.



1) At Soulbrain, the Head of the Management Dept. serves concurrently as CISO.
At Soulbrain Holdings, the Chief of the HR Div. serves concurrently as CISO.
2) The Information Strategy Team is part of Soulbrain.

Strategy

Information Security Policy

As a holder of national core technologies, Soulbrain Group has established and operates an information security policy and guidelines, along with guidelines for the protection of industrial technology, in order to safeguard its key information assets and industrial technologies. Related laws and regulations are reviewed on an annual basis, with the findings reflected in the enhancement of the policy and guidelines. The Group ensures that all stakeholders, including employees and suppliers, comply with the information security policy.



Soulbrain Information Security Policy³⁾

Article 1 (Purpose)
The purpose of this Policy is to define the general procedures and methods for the information security activities of Soulbrain Holdings Co., Ltd. and each of its affiliates (hereinafter the "Company"), and to ensure the following.

- (Ensuring confidentiality and integrity) A series of activities shall be carried out to protect the Company's internal information from unauthorized disclosure, destruction, and unlawful alteration resulting from internal or external intrusion through information and communications networks.
- (Ensuring availability) A series of activities shall be carried out to securely operate the information operating environment and applications, including the networks, information systems, and databases that constitute the information and communications network, so that information services can be provided without disruption.
- (Ensuring the adequacy of authentication and access control) A series of activities shall be carried out so that persons authorized to use an information system are able to access it, while unauthorized persons are prevented from accessing it under any circumstances.

3) Excerpt from the policy

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INFORMATION SECURITY AND PERSONAL DATA PROTECTION

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Soulbrain Information Security Regulations¹⁾

Article 1 (Purpose)

These Regulations serve as the highest-level standard for the information security of Soulbrain Holdings Co., Ltd. and each of its affiliates (hereinafter the "Company"). Their purpose is to ensure the security of information processed within information systems and, ultimately, to expand and support the Company's business foundation.

As the highest-level regulations governing the Company's information security, they aim to address intellectual property rights, personal data protection, and other legal and contractual requirements, and to establish the basic principles for protecting the Company's critical information from threats such as misuse, damage, alteration, and leakage by unauthorized persons.

Article 2 (Scope of Application)

These Regulations apply to the IT infrastructure used in the conduct of the Company's business, to its employees and contract staff, and to the employees of external contractors, and extend to all related work involving the Company's information assets and information systems, including national core technologies. Except as otherwise specifically provided by mandatory laws on personal data and information security, including the Act on Prevention of Divulgence and Protection of Industrial Technology (hereinafter the "Industrial Technology Protection Act"), the Personal Information Protection Act, and the Act on Promotion of Information and Communications Network Utilization and Information Protection (hereinafter the "Network Act"), matters concerning these Regulations shall be governed by these Regulations.

1) Excerpt from the regulations

Personal Data Protection Management System

Soulbrain Group operates a protection framework that applies its information security regulations, personal data protection regulations, and internal management plan across the entire process of handling personal data. Consent is obtained in accordance with established procedures when personal data is collected and used, and key matters such as the items collected, the purpose of use, the retention period, and details of provision to third parties are clearly disclosed. The Group also guarantees the right of data subjects to refuse consent and provides guidance on this right.

Risk Management

Information Security Risk Assessment

● Internal Information Security Audits

Soulbrain Group conducts internal security audits at least once a year, covering personnel operations, assets held, key protected areas, and information systems, thereby managing risks strategically. Security audits are divided into unannounced inspections and regular audits. Unannounced inspections are conducted twice a year at each business site and are used to raise security awareness across the company. Regular audits assess the security management system once a year based on the survey checklists of the National Intelligence Service and the Korea Industrial Security Association, with the findings reflected in improvement measures.

● Security Vulnerability Assessment

Soulbrain Group regularly inspects vulnerabilities in its information systems and source code through automated systems and conducts preventive risk assessments against internal and external threats. Penetration testing applying the latest techniques is carried out annually to continuously identify potential security weaknesses, and immediate action is taken on any risks detected. As part of its mid- to long-term information security strategy, the Group plans to advance its vulnerability inspection and response system and to build a trusted information security environment by embedding security management capabilities across the organization.

● Information Security Diagnostics for Affiliates

Soulbrain Group conducted information security maturity diagnostics for its major affiliates in order to advance the Group's overall information security management system. In 2025, security diagnostics were carried out for Soulbrain SLD, Soulbrain MEMSYS, and DNF, covering 113 items across eight areas, including security policy, security organization, and human resources security. The improvement tasks identified through the diagnostics were classified into items that could be addressed immediately and items requiring a mid- to long-term response, and improvement plans were established for each affiliate. The Group plans to implement these plans in phases and to continuously raise the level of information security across the Group.

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INFORMATION SECURITY AND PERSONAL DATA PROTECTION

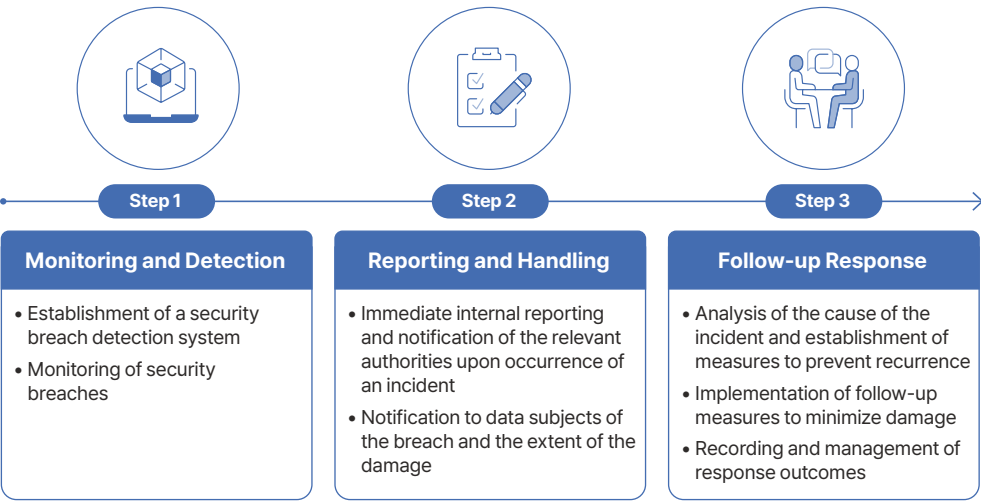
Risk Management

Document Security and Records Retention Management

Soulbrain Group has established management standards for its key documents and manages its information assets systematically by tracking the creation history of each document, assigning security grades, and setting retention periods. The creation, editing, viewing, and printing history of documents is recorded in logs to enable tracking of information access, and security grades are assigned to each document to implement permission-based access controls. For third-party data, a separate viewing period is set in accordance with the agreed retention schedule, so that documents shared externally can only be viewed within that period.

Security Incident Response Procedures

Soulbrain Group has established a proactive response framework and related procedures to prepare for major security incidents such as personal data breaches. In accordance with the Personal Information Protection Act, data subjects and the relevant authorities are notified immediately in the event of a breach. Information on the personal data items affected, the timing and cause of the incident, measures to minimize damage, and the contact details of the responsible department is provided through the internal bulletin board and the manual for responding to security breaches, disasters, and system failures.



Activities and Performance

Information Security Response Measures

● Operation of Document Security Controls

Soulbrain Group designates areas where physical documents are stored as "controlled zones" and manages them through monthly inspections. For electronic documents, the Group has introduced a range of security systems, including watermarking, DRM, DLP, and spam mail blocking solutions, to prevent information leakage. These systems enable precise control of access rights, prevent the misuse of documents, and support the continuous advancement of the Group's technology-based information security infrastructure.

● Operation of Third-Party Data Protection Systems

Soulbrain Group implements protective measures based on an integrated security solution to strengthen the security of its company-wide information assets, including third-party data. Centered on an integrated security log management system, the Group operates a firewall, an Intrusion Prevention System (IPS), and Network Access Control (NAC) to block unauthorized access. It also strengthens its framework for preventing internal information leakage through multilayered security measures, including security for printed materials and electronic documents, media control, and antivirus solutions.

Operation of the Information Security Grievance Mechanism

Soulbrain Group has established a dedicated information security reporting category within its existing ethics reporting channels, enabling employees and stakeholders to safely report concerns related to information security. In 2025, no information security grievances were received through the online whistleblowing channel at Soulbrain Holdings or Soulbrain. In addition, the Group maintains response manuals to enable prompt action in the event of a security breach, disaster, or system failure, and makes them available to employees at all times through internal systems.

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INFORMATION SECURITY AND PERSONAL DATA PROTECTION

Activities and Performance

Raising Information Security Awareness

Soulbrain Group conducts a range of training and inspection activities to raise employees' awareness of information security and strengthen their practical response capabilities. In 2025, security training was provided to all employees, and employees in key positions received training on cases of industrial technology leakage through on-site training and online courses offered by the Korea Association for Industrial Technology Security. The Group also conducts regular simulation exercises to strengthen its capacity to respond to technology leakage and cyberattacks. Building on the training programs provided by the Korea Association for Industrial Technology Security and the Korea Internet & Security Agency, the Group will conduct annual exercises to prepare for a range of cyber threats, including ransomware.

● Information Security Awareness Training

Soulbrain Group conducts regular security training under the direction of each department leader in order to raise security awareness and embed a culture of security. The Group also establishes security policies to protect the trade secrets associated with the national core technologies and national advanced strategic technologies it holds and delivers company-wide online security training once a year based on case analyses aimed at preventing security incidents.

● Malicious Email Response Simulation Exercises

Soulbrain Group conducts quarterly simulation exercises on responding to malicious emails in order to prevent malicious code from infiltrating and infecting systems. The Group has also established a response framework to strengthen endpoint security, operating an integrated security system that addresses threats by blocking harmful websites and spam emails, network access control, document security, and media control.

🔗 Information Security and Personal Data Protection Training Programs

Participants	Training Name	Training Content
Personnel handling national core technologies	Security training for personnel handling national core technologies	• Overview of the national core technology system and designation status by field • Security management measures for personnel responsible for national core technologies • Response measures in the event of a national core technology leak
	Security training for current employees	• The role of general employees in security management • Security obligations and rules for general employees
All employees	Leakage by insiders	• Cases of technology leakage by insiders • Measures to prevent technology leakage by insiders
	Leakage by outsiders	• Cases of leakage by outsiders • Prevention of and response to leakage by outsiders • Precautions to prevent damage from leakage by outsiders
	Leakage through cyberattacks	• Types of cyberattacks • Learning response methods through analysis of cyberattack cases • Cyberattack prevention measures and how to put security practices into action
	Leakage caused by error	• Cases of leakage caused by error • Management and prevention of leakage incidents caused by error • Understanding legal measures related to leakage
	Leakage while working from home	• Cases of technology leakage occurring while working from home • Security rules to observe when working from home
	Security rule violators	• Training for employees who violate security rules • Types and examples of security incidents within the company • Actions taken in the event of a security violation
New hires	Security training for incoming employees	• Raising security awareness among incoming employees
Employees nearing retirement	Security training for employees scheduled to leave	• The risk of technology leakage arising from resignation and job changes • Security requirements for departing employees
Employees traveling overseas	Industrial security rules for overseas business travel	• Industrial security rules to observe during overseas business travel
Affiliate employees	Security training for affiliates	• Security training for current employees, leakage by insiders and outsiders, leakage through cyberattacks, leakage caused by error, and leakage while working from home
Security managers	Specialized training for security personnel	• The roles and key duties of information security managers and personnel

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		→ Soulbrain Holdings Privacy Principles	→ Soulbrain Holdings Code of Ethics for Employees
		→ Soulbrain Group Human Rights Management Policy	→ Soulbrain Holdings Code of Conduct for Employees
Social	Soulbrain	→ Soulbrain Environmental Management Principles	→ Soulbrain Human Rights Management Policy
		→ Soulbrain Health and Safety Management Principles	→ Soulbrain Human Rights and Labor Code of Conduct
		→ Soulbrain Low Carbon Green Growth Management Principles	→ Soulbrain Supply Chain ESG Management Policy
		→ Soulbrain Quality Management Principles	→ Soulbrain Supply Chain ESG Code of Conduct
		→ Soulbrain Environmental Management Policy	→ Soulbrain Conflict Minerals and Responsible Minerals Sourcing Policy
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ENVIRONMENTAL

GHG Emissions¹⁾

Category		Unit	2023	2024	2025
Scope 1	Soulbrain ²⁾	tCO ₂ -eq	10,271.22	10,046.30	10,727.02
	Overseas ³⁾	tCO ₂ -eq	991.33	859.95	295.58
Scope 2	Soulbrain	tCO ₂ -eq	43,898.73	38,185.11	40,143.56
	Overseas ³⁾	tCO ₂ -eq	2,230.30	1,919.63	1,312.24
Scope 3 ⁴⁾	Soulbrain	tCO ₂ -eq	-	283,165.93	42,817.00
Total GHG emissions (Scope 1&2)	Soulbrain ²⁾	tCO ₂ -eq	54,169.95	48,231.41	50,870.58
	Overseas ³⁾	tCO ₂ -eq	3,221.63	2,779.57	1,607.82
GHG emissions intensity ⁵⁾	Soulbrain Holdings/ Soulbrain	tCO ₂ -eq/ KRW billion	77.84	70.09	78.36
	Overseas ³⁾	tCO ₂ -eq/ KRW billion	24.82	17.51	6.59

1) Soulbrain reporting boundary: Pangyo Headquarters and Central R&D Center, Gongju Plant, Paju Plant, Yongin R&D Center, Daejeon R&D Center
Overseas reporting boundary: Indiana Plant, Hungary Corporation
Soulbrain's Scope 1 and Scope 2 emissions are calculated in accordance with the Guidelines for Reporting and Certification of Emissions under the Greenhouse Gas Emissions Trading Scheme and have been verified by a third party.

2) 2024 data recalculated following a change in the decimal rounding method.

3) The 2025 overseas boundary is based on the Indiana Plant and the Hungary Corporation, as operations at the Michigan Corporation were discontinued.
Emissions at overseas sites are calculated by applying IPCC emission factors and IEA country-specific electricity emission factors.
For 2024, overseas Scope 2 emissions, total GHG emissions, and intensity were revised following reverification of the source data.

4) Scope 3 emissions cover domestic sites and were calculated on the basis of Categories 1, 3, 4, and 5 for 2024 and Categories 3 and 5 for 2025. The remaining categories for 2025 will be reflected in next year's report once calculation is complete.
Calculation methodology: GHG Protocol standards applied

5) Soulbrain Holdings/Soulbrain intensity: Based on the combined domestic revenue of Soulbrain Holdings and Soulbrain
Overseas intensity: Based on the combined revenue of Soulbrain Holdings and Soulbrain from regions outside Korea

GHG Emissions Reduction⁶⁾

Category		Unit	2023	2024	2025
Total reductions achieved	Soulbrain	tCO ₂ -eq	1,117.43	5,938.54	-2,639.17
Total reduction rate	Soulbrain	%	2.02	10.96	-5.47

6) Soulbrain reporting boundary: Pangyo Headquarters and Central R&D Center, Gongju Plant, Paju Plant, Yongin R&D Center, Daejeon R&D Center
Calculated on the basis of the absolute reduction in GHG emissions compared with the previous year

Energy Consumption⁷⁾

Category				Unit	2023	2024	2025
Direct energy consumption	Stationary combustion	City gas (LNG)	Soulbrain	TJ	200.00	195.35	209.03
		Diesel ⁸⁾		TJ	0.02	0.04	0.01
	Mobile combustion	Gasoline ⁸⁾		TJ	1.59	1.60	1.42
		Diesel		TJ	0.38	0.49	0.48
		LPG ⁸⁾		TJ	0.00	0.01	0.06
	Total ⁸⁾			TJ	201.99	197.50	211.00
	Total			Overseas ⁹⁾	TJ	18.97	16.38
Indirect energy consumption	Electricity		Soulbrain	TJ	903.19	795.20	834.26
	Steam			TJ	114.58	101.87	104.01
	Total			TJ	1,017.77	897.07	938.27
	Total		Overseas ⁹⁾	TJ	20.71	22.49	15.77
Renewable energy consumption			Soulbrain ¹⁰⁾	TJ	0.64	0.72	2.30
			Overseas ⁹⁾	TJ	0.00	0.00	0.00
Total energy consumption			Soulbrain	TJ	1,220.40	1,095.29	1,151.57
			Overseas ⁹⁾	TJ	39.69	38.86	21.36
Energy consumption intensity ¹¹⁾			Soulbrain Holdings/ Soulbrain	TJ/KRW billion	1.75	1.59	1.77
			Overseas ⁹⁾	TJ/KRW billion	0.31	0.24	0.09

7) Soulbrain reporting boundary: Pangyo Headquarters and Central R&D Center, Gongju Plant, Paju Plant, Yongin R&D Center, Daejeon R&D Center
Overseas reporting boundary: Indiana Plant, Hungary Corporation
Soulbrain's figures are calculated in accordance with the Guidelines for Reporting and Certification of Emissions under the Greenhouse Gas Emissions Trading Scheme and have been verified by a third party.

8) 2023 and 2024 data recalculated following a change in the decimal rounding method.

9) The 2025 overseas boundary is based on the Indiana Plant and the Hungary Corporation, as operations at the Michigan Corporation were discontinued.
Figures for overseas sites are calculated by applying a kWh to TJ conversion factor to electricity consumption. For 2023 and 2024, overseas direct and indirect energy, total energy consumption, and intensity were revised following reverification of the source data.

10) Reflects values calculated using the revised renewable energy conversion factor applied in 2025.

11) Soulbrain Holdings/Soulbrain intensity: Based on the combined domestic revenue of Soulbrain Holdings and Soulbrain
Overseas intensity: Based on the combined revenue of Soulbrain Holdings and Soulbrain from regions outside Korea

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ENVIRONMENTAL

Waste Generation

Category			Unit	2023	2024	2025
Hazardous waste treatment by method	Incineration	Soulbrain	ton	311.00	291.34	326.41
	Neutralization		ton	3,810.00	2,830.11	1,532.25
	Concentration by evaporation		ton	3,038.00	3,515.15	1,598.29
	Others		ton	-	-	1.43
	Recycling		ton	4,147.00	5,541.14	6,478.80
Hazardous waste generated			ton	11,305.00	12,177.74	9,937.18
Hazardous waste intensity ¹⁾		Soulbrain Holdings/ Soulbrain	ton/ KRW billion	16.24	17.70	15.31
General waste treatment by method	Incineration	Soulbrain	ton	-	-	-
	Neutralization		ton	-	-	-
	Concentration by evaporation		ton	-	-	-
	Others		ton	1.00	0.37	0.21
	Recycling		ton	4,411.00	3,616.23	2,594.03
General waste generated			ton	4,412.00	3,616.60	2,594.24
General waste intensity ¹⁾		Soulbrain Holdings/ Soulbrain	ton/ KRW billion	6.34	5.26	4.00
Total waste generated ²⁾		Soulbrain	ton	15,717.00	15,794.34	12,531.42
		Indiana Plant	ton	-	267.37	290.43
Amount of waste recycled ²⁾	Amount recycled	Soulbrain	ton	8,558.00	9,317.00	9,072.83
		Indiana Plant	ton	-	18.87	25.26
	Recycling rate	Soulbrain	%	54.45	58.99	72.40
		Indiana Plant	%	-	7.06	8.70

1) Soulbrain Holdings/Soulbrain intensity: Based on the combined domestic revenue of Soulbrain Holdings and Soulbrain
2) In the case of the Hungary Corporation, general waste is managed under government jurisdiction and is therefore excluded from the data boundary.

Water Withdrawal

Category				Unit	2023	2024	2025
Water withdrawal by site	Soulbrain	Soulbrain Headquarters	Tap water	ton	16,505.00	18,789.00	19,396.38
			Groundwater	ton	-	-	-
		Gongju Plant	Tap water	ton	279,836.00	279,836.00	273,117.00
			Groundwater ³⁾	ton	51,358.00	52,473.00	46,721.00
		Paju Plant	Tap water	ton	1,559.00	1,627.00	1,623.00
			Industrial water	ton	130,377.76	98,061.00	105,616.00
		R&D Center	Tap water	ton	3,142.00	3,873.00	1,739.16
			Groundwater	ton	-	-	-
Total water withdrawal	Soulbrain ³⁾			ton	482,777.76	454,659.00	448,212.54
	Overseas ⁴⁾			ton	4,566.60	4,689.60	557.15
Water withdrawal intensity ⁵⁾	Soulbrain Holdings/Soulbrain ³⁾			ton/ KRW billion	693.72	660.71	690.40
	Overseas ⁴⁾			ton/ KRW billion	35.18	29.55	2.28

3) Figures changed due to an error in the aggregation of the 2024 water withdrawal (groundwater) data for Soulbrain's Gongju Plant.
4) 2025 overseas reporting boundary: Indiana Plant
5) Soulbrain Holdings/Soulbrain intensity: Based on the combined domestic revenue of Soulbrain Holdings and Soulbrain
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ENVIRONMENTAL

Water Consumption

Category			Unit	2023	2024	2025
Water consumption by site	Soulbrain	Soulbrain Headquarters	ton	16,505.00	18,789.00	19,396.38
		Gongju Plant ¹⁾	ton	451,386.00	405,941.00	366,685.00
		Paju Plant	ton	135,989.76	100,654.00	107,239.00
		R&D Center	ton	3,142.00	3,873.00	1,739.16
Total water consumption ²⁾	Soulbrain ¹⁾		ton	607,022.76	529,257.00	495,059.54
	Overseas ³⁾		ton	4,566.60	4,689.60	3,001.15
Water consumption intensity ⁴⁾	Soulbrain Holdings/ Soulbrain ¹⁾		ton/ KRW billion	872.25	769.12	762.56
	Overseas ³⁾		ton/ KRW billion	35.18	29.55	12.30
Water reuse by site	Soulbrain	Soulbrain Headquarters	ton	-	-	-
		Gongju Plant	ton	120,192.00	73,632.00	46,847.00
		Paju Plant	ton	4,053.00	966.00	-
		R&D Center	ton	-	-	-
Total water reused	Soulbrain		ton	124,245.00	74,598.00	46,847.00

1) Figures changed due to an error in the aggregation of the 2024 water withdrawal (groundwater) data for Soulbrain's Gongju Plant.
2) Total water consumption = Total water withdrawn + Total water reused
3) The 2025 overseas boundary is based on the Indiana Plant and the Hungary Corporation, as operations at the Michigan Corporation were discontinued.
4) Soulbrain Holdings/Soulbrain intensity: Based on the combined domestic revenue of Soulbrain Holdings and Soulbrain
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Wastewater Discharge

Category		Unit	2023	2024	2025
Total wastewater discharge	Soulbrain	ton	201,732.00	159,219.00	168,164.00
	Overseas ⁵⁾	ton	15.60	278.89	557.15

5) 2025 overseas reporting boundary: Indiana Plant
As wastewater discharge is not separately aggregated, the total volume withdrawn is used as the basis for discharge.

Air Pollutant Emissions⁶⁾

Category			Unit	2023	2024	2025
Nitrogen oxides (NOx)	Emissions	Soulbrain	ton	2.99	2.21	1.81
		Overseas	ton	0.08	0.13	0.11
	Emissions intensity ⁷⁾	Soulbrain Holdings/ Soulbrain	ton/ KRW trillion	4.30	3.22	2.79
		Overseas	ton/ KRW trillion	0.65	0.82	0.45
Sulfur oxides (SOx)	Emissions	Soulbrain	ton	0.00	0.00	0.00
		Overseas	ton	0.00	0.00	0.00
	Emissions intensity ⁷⁾	Soulbrain Holdings/ Soulbrain	ton/ KRW trillion	0.00	0.00	0.00
		Overseas	ton/ KRW trillion	0.00	0.00	0.00
Particulate matter	Emissions	Soulbrain	ton	2.17	1.02	0.68
		Overseas	ton	0.00	0.03	0.09
	Emissions intensity ⁷⁾	Soulbrain Holdings/ Soulbrain	ton/ KRW trillion	3.12	1.48	1.05
		Overseas	ton/ KRW trillion	0.00	0.21	0.36
Total hydrocarbons (THC)	Soulbrain		ton	1.54	1.71	2.20
Hydrogen chloride (HCl)	Soulbrain		ton	0.22	0.16	0.15
Hydrogen fluoride (HF)	Soulbrain		ton	0.04	0.06	0.08
Ammonia (NH ₃)	Soulbrain		ton	0.57	0.21	0.54

6) Overseas reporting boundary: Indiana Plant, Hungary Corporation
7) Soulbrain Holdings/Soulbrain intensity: Based on the combined domestic revenue of Soulbrain Holdings and Soulbrain
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ENVIRONMENTAL

Water Pollutant Discharge¹⁾

Category		Unit	2023	2024	2025
TOC discharge	Soulbrain	ton	1.41	1.30	1.56
	Overseas	ton	0.00	0.04	0.12
BOD discharge	Soulbrain	ton	1.05	1.73	2.71
	Overseas	ton	0.00	0.03	0.11
SS discharge	Soulbrain	ton	0.55	0.48	0.65
	Overseas	ton	0.00	0.05	0.12
Water pollutant discharge intensity ²⁾	Soulbrain Holdings/ Soulbrain	ton/ KRW trillion	4.33	5.10	7.58
	Overseas	ton/ KRW trillion	0.00	0.76	1.43

1) Overseas reporting boundary: Indiana Plant, Hungary Corporation
2) Soulbrain Holdings/Soulbrain intensity: Based on the combined domestic revenue of Soulbrain Holdings and Soulbrain
Overseas intensity: Based on the combined revenue of Soulbrain Holdings and Soulbrain from regions outside Korea

Use and Release of Hazardous Chemicals

Category		Unit	2023	2024	2025
Total use	Soulbrain	ton	88,484.00	81,319.45	78,089.71
Total release ³⁾	Soulbrain	ton	590.00	593.29	1,344.99
Chemical leak incidents	Soulbrain	cases	0	0	0

3) Total release of hazardous chemicals = Air emissions + wastewater transfers + waste transfers

Environmental Compliance

Category		Unit	2023	2024	2025
Number of non-compliance cases	Soulbrain	cases	0	2	0
Number of sanctions imposed	Soulbrain	cases	0	2	0
Total amount of penalties imposed	Soulbrain	KRW million	0.00	0.48	0.00

Eco-Friendly Vehicles Owned

Category		Unit	2023	2024	2025
Conventional vehicles	Soulbrain Holdings	vehicles	2	1	0
	Soulbrain	vehicles	6	8	9
Eco-friendly vehicles (EVs, hydrogen)	Soulbrain Holdings	vehicles	1	1	1
	Soulbrain	vehicles	24	26	25
Percentage of eco-friendly vehicles in corporate fleet vehicles	Soulbrain Holdings	%	33.33	50.00	100.00
	Soulbrain	%	80.00	76.47	73.53
Total vehicle purchases	Soulbrain Holdings	KRW million	0.00	0.00	0.00
	Soulbrain	KRW million	500.80	160.82	294.79
Purchase of eco-friendly vehicles ⁴⁾	Soulbrain Holdings	KRW million	0.00	0.00	0.00
	Soulbrain	KRW million	317.49	47.76	124.38
Percentage of eco-friendly vehicles in total vehicle purchases	Soulbrain Holdings	%	0.00	0.00	0.00
	Soulbrain	%	63.40	29.70	42.19

4) EVs, electric forklifts

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ENVIRONMENTAL

🔍 Eco-Friendly Revenue

Category		Unit	2023	2024	2025
Eco-friendly revenue ¹⁾	Soulbrain Holdings	KRW million	376,713.00	177,410.00	240,431.00
	Soulbrain	KRW million	117,129.00	87,961.00	60,462.00
Percentage of eco-friendly revenue	Soulbrain Holdings	%	56.94	34.42	43.19
	Soulbrain	%	13.88	10.19	6.55

1) Eco-friendly revenue is calculated by identifying the portion of revenue generated from Soulbrain’s materials and components used in eco-friendly products such as electric vehicles and energy storage systems (ESS).

🔍 Eco-Friendly Investment

Category		Unit	2023	2024	2025
Eco-friendly investments made	Soulbrain	KRW million	3,405.00	337.79	1,827.85

🔍 Key Environmental Certifications

Category		Unit	2023	2024	2025
ISO 14001	Soulbrain	sites	2	2	2
ISO 50001	Soulbrain	sites	1	2	2

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SOCIAL

Workforce¹⁾

Category		Unit	2023	2024	2025
Total employees	Soulbrain Holdings	persons	88	76	75
	Soulbrain	persons	1,195	1,192	1,133
	Indiana Plant	persons	-	19	28
	Hungary Corporation	persons	71	61	32
By gender	Male	Soulbrain Holdings	persons	59	51
		Soulbrain	persons	1,092	1,086
		Indiana Plant	persons	-	-
		Hungary Corporation	persons	57	48
	Female	Soulbrain Holdings	persons	29	25
		Soulbrain	persons	103	104
		Indiana Plant	persons	-	-
		Hungary Corporation	persons	14	13
Number of permanent employees	Male	Soulbrain Holdings	persons	46	39
		Soulbrain	persons	1,032	987
		Indiana Plant	persons	-	-
		Hungary Corporation	persons	46	38
	Female	Soulbrain Holdings	persons	28	25
		Soulbrain	persons	97	94
		Indiana Plant	persons	-	-
		Hungary Corporation	persons	14	13
	Total	Soulbrain Holdings	persons	74	64
		Soulbrain	persons	1,129	1,078
		Indiana Plant	persons	-	19
		Hungary Corporation	persons	60	51
Percentage of permanent employees	Male	Soulbrain Holdings	%	62.16	60.94
		Soulbrain	%	91.41	91.56
	Female	Soulbrain Holdings	%	37.84	39.06
		Soulbrain	%	8.59	8.44
	Total	Soulbrain Holdings	%	84.09	84.21
		Soulbrain	%	94.48	90.44
		Indiana Plant	%	-	100.00
		Hungary Corporation	%	84.51	83.61

1) Due to federal anti-discrimination laws, gender classification is not permitted at the Indiana Plant.
2) Direct contract employees are engaged in roles such as security management, facility maintenance, and cleaning.
3) Female employees in team leader and above positions

Category			Unit	2023	2024	2025
Number of temporary employees ²⁾	Male	Soulbrain Holdings	persons	13	12	10
		Soulbrain	persons	60	99	46
		Indiana Plant	persons	-	-	-
		Hungary Corporation	persons	11	10	0
	Female	Soulbrain Holdings	persons	1	0	0
		Soulbrain	persons	6	15	10
		Indiana Plant	persons	-	-	-
		Hungary Corporation	persons	0	0	0
	Total	Soulbrain Holdings	persons	14	12	10
		Soulbrain	persons	66	114	56
		Indiana Plant	persons	-	0	0
		Hungary Corporation	persons	11	10	0
Percentage of temporary employees	Male	Soulbrain Holdings	%	92.86	100.00	100.00
		Soulbrain	%	90.91	86.84	82.14
	Female	Soulbrain Holdings	%	7.14	-	-
		Soulbrain	%	9.09	13.16	17.86
	Total	Soulbrain Holdings	%	15.91	15.79	13.33
		Soulbrain	%	5.52	9.56	4.94
		Indiana Plant	%	-	0.00	0.00
		Hungary Corporation	%	15.49	16.39	0.00
Employees by age group	Under 30	Soulbrain Holdings	persons	9	6	4
		Soulbrain	persons	196	153	109
	30~50	Soulbrain Holdings	persons	67	61	64
		Soulbrain	persons	964	988	968
	Over 50	Soulbrain Holdings	persons	12	9	7
		Soulbrain	persons	35	51	56
	Percentage of female employees	Soulbrain Holdings	%	32.95	32.89	32.00
		Soulbrain	%	8.62	8.89	9.18
Employee diversity	Female managers ³⁾	Soulbrain Holdings	persons	1	1	2
		Soulbrain	persons	2	2	1
	Percentage of female managers	Soulbrain Holdings	%	4.76	6.25	12.50
		Soulbrain	%	3.30	2.86	1.52
	Veterans	Soulbrain Holdings	persons	0	0	0
		Soulbrain	persons	20	18	15
	Employees with disabilities	Soulbrain Holdings	persons	0	0	0
		Soulbrain	persons	13	15	24

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soulbrain

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SOCIAL

New Hires

Category		Unit	2023	2024	2025
Total new hires ¹⁾	Soulbrain Holdings	persons	10	8	11
	Soulbrain	persons	46	151	55
	Indiana Plant	persons	-	13	14
	Hungary Corporation	persons	51	18	8
New permanent employees ²⁾	Soulbrain Holdings	persons	7	7	7
	Soulbrain	persons	31	17	8
Male	Soulbrain Holdings	persons	6	6	6
	Soulbrain	persons	22	11	7
Female	Soulbrain Holdings	persons	1	1	1
	Soulbrain	persons	9	6	1
Young adults ³⁾	Soulbrain Holdings	persons	3	4	3
	Soulbrain	persons	31	9	4
People with disabilities	Soulbrain Holdings	persons	0	0	0
	Soulbrain	persons	1	0	0
Talent outside the Seoul metropolitan region ⁴⁾	Soulbrain Holdings	persons	1	2	1
	Soulbrain	persons	15	10	1
High school graduates	Soulbrain Holdings	persons	0	0	0
	Soulbrain	persons	2	0	0

1) Total recruits including temporary employees
2) Figures changed due to an error in the aggregation of Soulbrain’s 2024 data.
3) Under 35
4) Recruited outside the Seoul metropolitan region (excluding Seoul and Gyeonggi): Based on final academic background, including regional campuses and universities of science and technology.

Turnover

	Category		Unit	2023	2024	2025	
Total turnover	Soulbrain Holdings	Total	persons	9	20	14	
	Soulbrain	Total	persons	310	115	127	
Total voluntary turnover	Soulbrain Holdings	Total	persons	3	10	9	
	Soulbrain	Total	persons	80	74	46	
Voluntary turnover	Soulbrain Holdings	Male	persons	2	8	5	
		Female	persons	1	2	4	
	Soulbrain	Male	persons	75	64	41	
		Female	persons	5	10	5	
	Voluntary turnover by age group	Soulbrain Holdings	Under 35	persons	1	4	3
			35~50	persons	2	6	5
Over 50			persons	0	0	1	
Soulbrain		Under 35	persons	52	48	27	
		35~50	persons	22	25	15	
		Over 50	persons	6	1	4	
Voluntary turnover rate ⁵⁾	Soulbrain Holdings	Total	%	3.41	13.16	12.00	
	Soulbrain	Total	%	6.69	6.21	4.06	
Average tenure ⁶⁾	Soulbrain Holdings	Total	years	5.80	5.90	5.00	
	Soulbrain	Total	years	7.80	7.30	8.50	

5) Voluntary turnover rate = Number of voluntary leavers in the year / total number of employees in the year
6) Based on annual reports

Parental Leave

Category			Unit	2023	2024	2025
Employees eligible for parental leave ⁷⁾	Soulbrain Holdings	Male	persons	17	15	17
		Female	persons	3	3	5
		Total	persons	20	18	22
	Soulbrain	Male	persons	326	268	257
		Female	persons	23	20	21
		Total	persons	349	288	278
Employees who took parental leave ⁸⁾	Soulbrain Holdings	Male	persons	0	0	3
		Female	persons	1	1	2
		Total	persons	1	1	5
	Soulbrain	Male	persons	29	11	22
		Female	persons	7	5	4
		Total	persons	36	16	26
Return-to-work rate after parental leave ⁹⁾	Soulbrain Holdings	Male	%	-	-	100.00
		Female	%	100.00	100.00	100.00
		Total	%	100.00	100.00	100.00
	Soulbrain	Male	%	96.20	94.12	80.00
		Female	%	100.00	100.00	100.00
		Total	%	96.90	95.45	90.00
Retention rate after return from parental leave ¹⁰⁾	Soulbrain Holdings	Male	%	-	-	-
		Female	%	100.00	100.00	100.00
		Total	%	100.00	100.00	100.00
	Soulbrain	Male	%	82.00	90.91	95.45
		Female	%	100.00	0.00	28.57
		Total	%	85.00	76.92	79.31

7) Pursuant to Article 19(1) of the Equal Employment Opportunity and Work-Family Balance Assistance Act.
8) Employees who resigned within 30 days after applying for parental leave are excluded.
9) Percentage of employees who returned to work after parental leave in the relevant year.
10) Percentage of employees who remained employed for at least 12 months among those who returned to work after parental leave in the preceding year.

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SOCIAL

Retirement Pension

Category		Unit	2023	2024	2025
Retirement pension assets under management	Soulbrain Holdings	KRW million	1,300.80	1,245.49	1,247.71
	Soulbrain	KRW million	10,614.98	7,672.00	8,608.10
Participation by plan type	Soulbrain Holdings	DB	persons	0	0
		DC ¹⁾	persons	81	79
		Total	persons	81	79
	Soulbrain	DB	persons	0	0
		DC ¹⁾	persons	1,364	1,172
		Total	persons	1,364	1,172

1) The total number of contributors and the accumulated funds during the year include employees who have resigned, resulting in a higher figure than the number of active employees as of year-end.

Labor-Management Relationships²⁾

Category		Unit	2023	2024	2025
Number of labor-management council and health & safety committee meetings	Soulbrain Holdings	meetings	4	4	4
	Soulbrain	meetings	8	16	16

2) Excluding overseas sites

Training and Development Performance

Category			Unit	2023	2024	2025
Number of employees trained ³⁾	Soulbrain Holdings	Male	persons	55	57	58
		Female	persons	27	26	27
		Total	persons	82	83	85
	Soulbrain	Male	persons	1,161	1,061	1,091
		Female	persons	101	95	104
		Total	persons	1,262	1,156	1,195
	Indiana Plant	Total	persons	-	19	28
	Hungary Corporation	Total	persons	64	64	43
Average training hours per employee ⁴⁾	Soulbrain Holdings	Male	hours	22.96	24.70	16.28
		Female	hours	25.52	46.69	17.17
		Total	hours	23.80	31.59	16.56
	Soulbrain	Male	hours	12.63	16.17	9.48
		Female	hours	25.88	27.84	15.04
		Total	hours	13.69	17.13	9.97
Total training hours	Soulbrain Holdings		hours	1,952.00	2,622.00	1,408.00
	Soulbrain		hours	17,276.00	19,802.00	11,908.80
Total training expenditure	Soulbrain Holdings		KRW million	33.00	79.00	65.89
	Soulbrain		KRW million	183.00	277.00	220.14
Average training expenditure per employee	Soulbrain Holdings		KRW thousand/person	402.44	951.81	775.18
	Soulbrain		KRW thousand/person	145.01	239.62	184.22
Training satisfaction score ⁵⁾	Soulbrain Holdings		points	4.38	4.42	4.46
	Soulbrain		points	4.38	4.42	4.46

3) Including employees who left during the year
4) Calculated as total training hours divided by the number of employees; not related to the total number of employees trained.
5) Based on satisfaction with internal training (excluding external training), the data has been aggregated without distinction between Soulbrain Holdings and Soulbrain.

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SOCIAL

Employee Performance Evaluation and Career Development Assessment

Category			Unit	2023	2024	2025
Employees receiving regular performance and career development reviews	Soulbrain Holdings	Total	persons	80	75	74
		Male	persons	54	51	51
			%	67.50	68.00	68.92
		Female	persons	26	24	23
			%	32.50	32.00	31.08
		Permanent employees	persons	68	63	63
			%	85.00	84.00	85.14
		Temporary employees	persons	1	1	2
			%	1.25	1.33	2.70
		Executives	persons	11	11	9
			%	13.75	14.67	12.16
	Soulbrain	Total	persons	1,184	1,111	1,119
		Male	persons	1,084	1,016	1,019
			%	91.55	91.45	91.06
		Female	persons	100	95	100
			%	8.45	8.55	8.94
		Permanent employees	persons	1,119	1,040	1,058
			%	94.51	93.61	94.55
		Temporary employees	persons	44	52	44
			%	3.72	4.68	3.93
		Executives	persons	21	19	17
			%	1.77	1.71	1.52
	Indiana Plant		persons	-	19	28
	Hungary Corporation		persons	60	51	27

Ethics Training

Category			Unit	2023	2024	2025
Ethics training	Soulbrain Holdings	Number of sessions held	sessions	1	1	1
		Number of participants	persons	83	79	81
		Percentage of participants	%	100.00	100.00	100.00
		Total training hours	hours	83.00	79.00	49.28
	Soulbrain	Average training hours per participant	hours	1.00	1.00	0.61
		Number of sessions held	sessions	1	1	1
		Number of participants	persons	464	438	467
		Percentage of participants	%	100.00	100.00	100.00
		Total training hours	hours	464.00	438.00	284.09
		Average training hours per participant	hours	1.00	1.00	0.61
	Indiana Plant	Number of participants	persons	-	0	28
		Total training hours	hours	-	0.00	21.00
	Hungary Corporation	Number of participants	persons	64	64	43
		Total training hours	hours	16.00	16.00	10.75

Human Rights Training

Category			Unit	2023	2024	2025
Human rights training	Soulbrain Holdings	Number of sessions held	sessions	3	4	3
		Number of participants	persons	90	81	83
		Total training hours	hours	270.00	247.25	249.00
		Average training hours per participant	hours	3.00	3.05	3.00
	Soulbrain	Number of sessions held	sessions	3	4	3
		Number of participants	persons	1,251	1,181	1,141
		Total training hours	hours	3,753.00	3,571.50	3,423.00
		Average training hours per participant	hours	3.00	3.02	3.00
	Indiana Plant	Number of participants	persons	-	19	28
		Total training hours	hours	-	19.00	56.00
	Hungary Corporation	Number of participants	persons	64	64	43
		Total training hours	hours	16.00	16.00	10.75

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SOCIAL

Information Security and Personal Data Protection Training

Category			Unit	2023	2024	2025
Information Security and Personal Data Protection Training	Soulbrain Holdings	Number of participants	persons	90	88	83
	Soulbrain	Number of participants	persons	1,251	1,123	1,161

Grievance Handling

Category			Unit	2023	2024	2025
Grievances resolved	Soulbrain Holdings	Grievances submitted	cases	18	16	33
		Resolution rate	%	72.22	81.25	78.78
	Soulbrain	Grievances submitted	cases	18	23	68
		Resolution rate	%	72.22	78.26	80.88
Human rights-related grievances	Soulbrain Holdings	Grievances submitted	cases	0	0	0
		Resolution rate	%	-	-	-
	Soulbrain	Grievances submitted	cases	2	3	2
		Resolution rate	%	100.00	100.00	100
Supplier grievances resolved	Soulbrain Holdings	Grievances submitted	cases	-	-	-
		Resolution rate	%	-	-	-
	Soulbrain	Grievances submitted	cases	0	0	0
		Resolution rate	%	-	-	-
Supplier health and safety grievances resolved	Soulbrain Holdings	Grievances submitted	cases	-	-	-
		Resolution rate	%	-	-	-
	Soulbrain	Grievances submitted	cases	5	24	28
		Resolution rate	%	100.00	100.00	100.00

1) The workplace bullying report received in 2025 was resolved through mediation.

Occupational Health and Safety Management

Category			Unit	2023	2024	2025
On-site safety inspections	Soulbrain Holdings	Total number of inspections	cases	14	15	15
		Number of inspections per site	cases	14	15	15
		Number of non-compliant sites identified	cases	29	98	91
	Soulbrain	Total number of inspections	cases	772	465	573
		Number of inspections per site	cases	772	465	573
Deployment of safety managers	Soulbrain Holdings	Number of non-compliant sites identified	cases	977	521	667
		Percentage of permanent employees	%	100.00	100.00	100.00
	Soulbrain	Percentage of permanent employees	%	100.00	100.00	100.00
Utilization of employee health checkups	Soulbrain Holdings	General health checkups ²⁾	persons	67	76	71
		Occupational health checkups ²⁾	persons	9	19	13
		Comprehensive health checkups	persons	25	26	18
	Soulbrain	General health checkups ²⁾	persons	1,307	1,117	1,113
		Occupational health checkups ²⁾	persons	1,738	1,398	1,321
Utilization of health counseling services	Soulbrain Holdings	Comprehensive health checkups	persons	549	354	360
			persons	-	31	82
	Soulbrain		persons	4,141	3,755	3,578

2) The number of employees undergoing both general and special health checkups is counted in both categories. General health checkups are conducted periodically by the employer to promote employees' health, while occupational health checkups, including pre-placement and post-placement examinations, are conducted only for employees subject to such examinations.

Occupational Health and Safety Management System (ISO 45001 Certification)³⁾

Category			Unit	2023	2024	2025
Workplaces covered by the occupational health and safety management system	Soulbrain	Certification rate	%	100.00	100.00	100.00
		Coverage rate of workplaces	%	100.00	100.00	100.00
Employees covered by the occupational health and safety management system	Soulbrain	Percentage of employees covered by externally assessed and verified management systems	%	100.00	100.00	100.00
		Percentage of employees covered by internally audited management systems	%	100.00	100.00	100.00

3) Excluding overseas sites

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SOCIAL

Occupational Injury and Illness Management

Category			Unit	2023	2024	2025
Employee injuries	Work-related injury rate	Soulbrain Holdings	%	0.00	0.00	0.00
		Soulbrain	%	0.00	0.34	0.62
		Indiana Plant	%	-	0.00	0.00
		Hungary Corporation	%	0.00	0.00	12.50
	Injury frequency rate (IFR) ¹⁾	Soulbrain Holdings	%	0.00	0.00	0.00
		Soulbrain	%	0.00	1.42	2.59
	Lost time injury frequency rate (LTIFR) ²⁾	Soulbrain Holdings	%	0.00	0.00	0.00
		Soulbrain	%	0.00	1.42	0.52
		Indiana Plant	%	-	0.00	0.00
		Hungary Corporation	%	10.34	29.59	15.96
Contractor employee injuries ⁴⁾	Total recordable injury rate (TRIR) ³⁾	Soulbrain Holdings	%	0.00	0.00	0.00
		Soulbrain	%	0.00	0.28	0.52
	Work-related injury rate	Soulbrain	%	0.00	0.02	0.31
		Indiana Plant	%	-	0.00	0.00
		Hungary Corporation	%	-	-	-
		Soulbrain	%	0.00	0.10	1.28
	Injury frequency rate (IFR) ¹⁾	Soulbrain	%	0.00	1.51	0.26
		Soulbrain	%	-	0.00	0.00
	Lost time injury frequency rate (LTIFR) ²⁾	Indiana Plant	%	-	0.00	0.00
		Hungary Corporation	%	-	-	-
Number of high-consequence work-related injuries	Total recordable injury rate (TRIR) ³⁾	Soulbrain	%	0.00	0.00	0.26
		Soulbrain	cases	0	0	0
	Number of work-related injuries and illnesses among employees ⁵⁾	Male	cases	0	4	0
		Female	cases	0	0	0
		Soulbrain Holdings	cases	0	0	0
		Soulbrain	cases	0	4	0
		Indiana Plant	cases	-	0	0
		Hungary Corporation ⁶⁾	cases	1	1	1
	Total	Soulbrain Holdings	cases	0	0	0
		Soulbrain	cases	0	4	0

1) Injury Frequency Rate (IFR)= Number of occupational injuries / Total annual working hours * 1,000,000
2) Lost Time Injury Frequency Rate (LTIFR) = Number of lost-time injuries / Total hours worked per year * 1,000,000
3) Total Recordable Injury Rate (TRIR) = (Total recordable injuries * 200,000) / Total hours worked per year
4) Includes contractors performing on-site construction work and resident contractors.
5) For Soulbrain and overseas sites, reported cases primarily consist of injuries.
6) Data revised following verification of the original data in 2024.

Occupational Health and Safety Training

Category			Unit	2023	2024	2025
Total employees who completed training	Soulbrain Holdings	persons		258	276	392
	Soulbrain	persons		14,973	22,760	38,031
Number of training courses	Soulbrain Holdings	courses		4	5	4
	Soulbrain	courses		11	23	28

Supply Chain ESG Management

Category			Unit	2023	2024	2025
Suppliers assessed for ESG performance	Soulbrain	suppliers		8	12	10
Suppliers subject to on-site audits	Soulbrain	suppliers		3	3	5
Number of suppliers who signed the Supplier Code of Conduct	Soulbrain	suppliers		1	7	10
Total number of new suppliers	Soulbrain	suppliers		14	6	5
Number of suppliers whose contracts were terminated due to significant negative social impact	Soulbrain	suppliers		0	0	0
Number of suppliers subject to corrective action for significant negative social impact	Soulbrain	suppliers		0	0	0

CSR Performance

Category			Unit	2023	2024	2025
Donations received ⁷⁾	Soulbrain Holdings / Soulbrain	KRW million		1,077.20	886.34	1,187.60
Revenue-generating programs (e.g., The Lounge, in-house cafes)	Soulbrain Holdings / Soulbrain	KRW million		125.00	135.85	34.65
Employees enrolled in Nanum membership ⁸⁾	Soulbrain Holdings	persons		26	13	15
	Soulbrain	persons		170	120	123
Average contribution per employee	Soulbrain Holdings	KRW/ person		14,423.08	30,769.23	34,000.00
	Soulbrain	KRW/ person		10,794.12	10,625.00	10,203.25

7) Amount donated to the Soulbrain Nanum Foundation through employee giving program donations, corporate donations, one-time donations, charity bazaars, and other contributions.
8) Number of employees of Soulbrain Holdings and Soulbrain making monthly donations to the Soulbrain Nanum Foundation.

Community Engagement and Investment⁹⁾

Category			Unit	2023	2024	2025
Community volunteering and donations	Domestic	Number of activities	times	30	22	30
		Amount donated	KRW million	863.76	516.78	1,458.09
Purchase of Onnuri gift certificates	Domestic	KRW million		8.20	3.00	1.50

9) "Donations to related organizations" has been excluded from disclosure beginning with the 2025 report because it overlapped with the "Community volunteering and donations" category.

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GOVERNANCE

Board of Directors

Category		Unit	Soulbrain Holdings			Soulbrain		
			2023	2024	2025	2023	2024	2025
Board activities	Number of board meetings held	meetings	22	23	25	15	15	18
	Number of agenda items approved	items	28	32	39	15	17	25
	Number of ESG-related agenda items	items	2	5	5	3	7	5
	Average attendance of non-executive directors	%	100.00	100.00	100.00	100.00	100.00	100.00

Sites Assessed for Corruption Risks

Category		Unit	Soulbrain Holdings			Soulbrain		
			2023	2024	2025	2023	2024	2025
Corruption risk assessment	Number of sites assessed ¹⁾	sites	1	1	1	4	4	4
	Percentage of sites assessed	%	100.00	100.00	100.00	100.00	100.00	100.00
	Corrective actions taken in response to significant corruption risks	sites	0	0	0	0	0	0

1) Pangyo Headquarters, Gongju Plant, Paju Plant, and Yongin R&D Center
Due to the joint use of the Pangyo Headquarters by Soulbrain Holdings and Soulbrain, the relevant data has been reflected in both entities.

Anti-Corruption and Ethical Management

Category		Unit	Soulbrain Holdings			Soulbrain		
			2023	2024	2025	2023	2024	2025
Ethics and anti-corruption training	Percentage of governance body members who completed anti-corruption training	%	100.00	80.00	100.00	100.00	100.00	100.00
	Percentage of employees who completed anti-corruption training	%	100.00	100.00	100.00	100.00	100.00	100.00
Anti-corruption policy	Percentage of governance body members notified of anti-corruption policies and procedures	%	100.00	100.00	100.00	100.00	100.00	100.00
	Percentage of employees notified of the company's anti-corruption policies and procedures	%	100.00	100.00	100.00	100.00	100.00	100.00
	Percentage of business partners notified of the company's anti-corruption policies and procedures	%	100.00	100.00	100.00	100.00	100.00	100.00
Compliance with laws and regulations	Reported and resolved Code of ethics violations (including corruption)	cases	9	3	1	3	7	7
	Confirmed corruption cases	cases	0	0	0	0	0	0
	Legal action taken against unfair trade practices ²⁾	cases	0	0	0	0	0	0
	Sanctions for other types of regulatory violations	cases	0	0	0	0	0	0
	Number of fines imposed during the reporting period	cases	0	0	0	0	0	0
	Total amount of fines during the reporting period (monetary value)	KRW	0.00	0.00	0.00	0.00	0.00	0.00
	Number of reports to online whistleblowing channel	cases	9	3	1	4	7	7
Monitoring status	Disciplinary actions for violations of ethical management	cases	0	0	0	0	0	0
	Corrective actions after audits	cases	22	7	0	49	2	29

2) Scope: Pangyo Headquarters and Central R&D Center, Gongju Plant, Paju Plant, Yongin R&D Center, Daejeon R&D Center

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ECONOMIC

🔗 Economic Performance Distribution

Category	Unit	Soulbrain Holdings			Soulbrain		
		2023	2024	2025	2023	2024	2025
Corporate income taxes paid to the government	KRW million	25,030.91	23,106.75	25,318.08	-50,342.26	-24,701.53	-46,236.66
Total payments to employees (wages, welfare, and benefits)	KRW million	106,020.92	116,745.40	130,948.98	133,376.35	130,494.19	170,256.12
Payments to outsourced suppliers (e.g., subcontracting costs)	KRW million	36,312.17	25,001.19	30,575.45	17,078.99	15,876.26	22,271.74
Donations	KRW million	77.10	123.97	278.50	816.50	534.50	874.04
Payments to material suppliers (material costs)	KRW million	308,998.07	182,643.20	268,303.68	425,592.14	435,155.27	490,890.81
Interest payments to financial institutions	KRW million	2,000.90	18,229.00	18,087.93	-	-	133.51

🔗 R&D and Patent

Category		Unit	Soulbrain		
			2023	2024	2025
R&D investment	Outsourced R&D expenses	KRW million	0.00	0.00	0.00
	In-house R&D expenses	KRW million	22,841.46	26,581.89	33,816.17
	Total	KRW million	22,841.46	26,581.89	33,816.17
	Number of R&D personnel	persons	111	126	151
Patents registered	Research projects	cases	40	52	36
	Industrial property rights (patent)	cases	71	92	123

🔗 Statement of Financial Position

Category		Unit	Soulbrain Holdings			Soulbrain		
			2023	2024	2025	2023	2024	2025
Assets	Current assets	KRW million	356,074.50	356,256.36	629,341.00	345,056.04	521,491.18	579,615.85
	Non-current assets	KRW million	1,428,863.39	1,640,364.91	2,029,476.19	650,386.84	646,722.96	867,134.44
	Total assets	KRW million	1,784,937.90	1,996,621.27	2,658,817.19	995,442.87	1,168,214.13	1,446,750.28
Liabilities	Current liabilities	KRW million	360,221.95	394,654.95	505,888.61	71,113.53	123,720.34	146,438.89
	Non-current liabilities	KRW million	160,536.22	110,830.72	205,319.97	5,507.18	7,157.94	188,735.58
	Total liabilities	KRW million	520,758.18	505,485.68	711,208.58	76,620.71	130,878.28	335,174.47
Equity	Paid-in capital	KRW million	10,482.03	10,482.03	10,482.03	3,889.28	3,889.28	3,889.28
	Retained earnings	KRW million	2,315,321.47	2,369,957.31	2,852,675.10	459,143.44	562,094.53	623,343.22
	Other components of equity	KRW million	-1,610,015.81	-1,586,903.30	-1,628,232.77	24,376.81	38,413.82	39,556.73
	Total equity	KRW million	1,264,179.72	1,491,135.59	1,947,608.60	918,822.16	1,037,335.85	1,111,575.81

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ECONOMIC

Statement of Comprehensive Income

Category		Unit	Soulbrain Holdings			Soulbrain		
			2023	2024	2025	2023	2024	2025
Consolidated revenue		KRW million	661,555.10	515,379.50	556,646.78	844,029.12	863,356.16	923,381.97
Revenue	Domestic	KRW million	17,440.81	15,171.17	10,879.66	678,489.46	672,961.02	638,325.84
	Overseas	KRW million	12,950.54	33,445.00	101,355.90	116,839.32	125,256.38	142,565.71
Cost of sales		KRW million	-447,868.41	-332,080.14	-449,958.06	-650,949.83	-616,966.94	-690,713.86
Gross profit		KRW million	213,686.68	183,299.36	106,688.72	193,079.29	246,389.22	232,668.11
Selling and administrative expenses		KRW million	-92,725.37	-102,947.01	-110,071.76	-59,590.91	-78,440.46	-99,025.70
Operating profit		KRW million	120,961.32	85,313.45	8,859.91	133,488.38	167,948.76	133,642.41
Other non-operating income		KRW million	27,574.12	32,685.12	127,384.53	33,336.07	31,305.56	23,975.35
Other non-operating expenses		KRW million	-26,944.70	-21,442.96	-31,504.76	-15,987.70	-10,971.09	-15,478.44
Finance income		KRW million	6,694.12	15,433.63	38,706.16	14,055.16	25,970.99	12,845.99
Finance costs		KRW million	-25,298.67	-32,284.29	-81,463.45	-3,588.25	-859.84	-14,954.16
Profit before income tax		KRW million	103,016.64	82,522.63	62,498.82	161,303.66	167,121.35	113,441.79
Income tax expense		KRW million	-19,589.44	-26,781.61	-12,186.71	-30,348.28	-47,509.47	-29,452.57
Profit for the year		KRW million	83,427.20	55,741.02	495,558.02	130,955.38	119,611.88	83,989.22
Attributable to owners of the parent company		KRW million	91,027.79	58,768.16	487,362.63	130,363.03	118,437.37	79,057.92
Attributable to non-controlling interests		KRW million	-7,600.59	-3,027.13	8,195.38	592.36	1,174.51	4,931.30
Other comprehensive income for the year		KRW million	3,567.57	56,154.83	-32,347.31	344.10	14,388.09	-541.16
Gain (loss) on foreign currency translation		KRW million	4,206.72	49,605.83	-32,553.92	344.10	14,440.78	-591.64
Total comprehensive income for the year		KRW million	86,994.76	111,895.85	463,210.70	131,299.48	133,999.97	83,448.06
Controlling interests		KRW million	94,552.87	115,016.96	454,962.88	130,707.13	132,474.38	78,863.48
Non-controlling interests		KRW million	-7,558.11	-3,121.11	8,247.83	592.36	1,525.59	4,584.58
Earnings per share attributable to owners of the parent								
Basic earnings (loss) per share		KRW thousand	4.41	2.85	24.14	16.83	15.30	10.29
Diluted earnings (loss) per share		KRW thousand	4.41	2.85	24.14	16.83	15.30	10.29
Net profit margin ¹⁾		%	12.61	10.82	89.03	15.52	13.85	9.10
Equity turnover ratio ²⁾		%	52.33	34.56	28.58	91.86	83.23	83.07

1) Net profit margin = Profit for the year/revenue
2) Equity turnover ratio = Revenue/total equity

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ECONOMIC

Statement of Cash Flows

Category	Unit	Soulbrain Holdings			Soulbrain		
		2023	2024	2025	2023	2024	2025
Cash flow from operating activities	KRW million	99,474.20	85,127.74	46,552.32	221,045.86	262,345.36	146,921.89
Cash flow from operations	KRW million	131,873.84	112,513.15	72,552.61	261,833.34	277,692.23	184,022.91
Interest received	KRW million	4,106.35	6,965.33	4,532.28	9,619.52	8,738.88	9,549.70
Interest paid	KRW million	-18,793.10	-18,242.46	-16,951.88	-82.73	-80.84	-804.89
Income tax paid	KRW million	-25,030.91	-23,106.75	-25,318.08	-50,324.26	-24,701.53	-46,236.66
Cash flow from investing activities	KRW million	-125,401.05	-90,095.61	72,088.03	-214,975.75	-175,689.92	-250,830.37
Increase in other receivables	KRW million	-119.00	-3,435.60	0.00	-515.00	-12.13	-1,625.58
Decrease in other receivables	KRW million	1,022.00	5,149.83	3.52	0.00	0.00	812.90
Net increase (decrease) in other financial assets	KRW million	-33,542.28	8,658.68	-320,011.10	41,559.71	-88,299.95	0.00
Acquisition of property, plant and equipment	KRW million	-131,562.73	-89,216.35	-33,300.42	-129,366.66	-95,501.81	-119,808.95
Disposal of property, plant and equipment	KRW million	39,098.06	505.83	336.36	499.77	4,603.27	385.14
Acquisition of investment properties	KRW million	-362.22	-17.50	-109.81	-515.11	0.00	0.00
Acquisition of intangible assets	KRW million	-234.48	-449.06	-1,151.40	-20.27	0.00	-234.85
Receipt of government grants	KRW million	1,873.63	148.06	361.90	381.95	520.70	0.00
Acquisition of equity investments in associates	KRW million	-2,454.69	-3,003.82	-35,358.57	-127,100.13	0.00	-178,073.26
Increase in non-controlling interests	KRW million	0.00	500.00	12,688.63	100.00	0.00	30,381.94
Decrease from business combination	KRW million	0.00	-3,426.23	0.00	0.00	0.00	0.00
Cash flow from financing activities	KRW million	47,829.73	-1,602.63	-30,837.78	-13,472.09	-17,189.02	109,331.49
Repayment of borrowings	KRW million	-99,880.07	-220,442.14	-334,085.56	0.00	0.00	-1,333.34
Paid-in capital increase of subsidiary	KRW million	0.00	159,956.10	0.00	9,800.00	0.00	23,562.00
Repayment of lease liabilities	KRW million	-5,551.26	-6,800.47	-7,707.46	-1,755.46	-1,702.73	-3,180.28
Dividends paid	KRW million	-3,909.58	-4,397.06	-4,754.04	-18,949.05	-15,486.28	-17,809.23
Acquisition of treasury stock	KRW million	0.00	-9,870.86	-10,103.27	-2,567.58	0.00	-14,981.20
Net increase (decrease) in cash and cash equivalents	KRW million	21,902.88	-6,570.50	87,802.58	-7,401.98	69,466.42	5,423.01
Cash and cash equivalents at the beginning of year	KRW million	102,481.93	124,004.39	130,790.01	167,741.41	160,827.49	241,614.51
Effect of exchange rate changes on cash and cash equivalents	KRW million	-380.42	13,356.13	-953.40	488.06	11,320.60	619.04
Cash and cash equivalents at the end of year	KRW million	124,004.39	130,790.01	217,639.20	160,827.49	241,614.51	247,656.56

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GRI INDEX

● GRI Standard 2021

Overview	Soulbrain Group reports on its sustainability management practices in accordance with the GRI Standards for the period from January 1, 2025 to December 31, 2025, and includes certain activities conducted in the first half of 2026.
GRI Standard applied	GRI 1: Foundation 2021
Applicable GRI Sector Standards	As of the publication of the report in June 2026, there are no applicable GRI Sector Standards.

Topic	GRI Standards	Page	Note
GRI 2: General Disclosures			
2-1	Organizational details	2, 10	
2-2	Entities included in the organization's sustainability reporting	2, 10	
2-3	Reporting period, frequency and contact point	2	
2-4	Restatements of information	87-89, 93, 97	
2-5	External assurance	107-108	
2-6	Activities, value chain and other business relationships	8-10	
2-7	Employees	92	
2-8	Workers who are not employees	92	
2-9	Governance structure and composition	14, 70-74	
2-10	Nomination and selection of the highest governance body	70-74	
2-11	Chair of the highest governance body	70	
2-12	Role of the highest governance body in overseeing the management of impacts	14, 70-74	
2-13	Delegation of responsibility for managing impacts	14, 73	
2-14	Role of the highest governance body in sustainability reporting	14, 73	
2-15	Conflicts of interest	70-71	
2-16	Communication of critical concerns	73	
2-17	Collective knowledge of the highest governance body	70-71	
2-18	Evaluation of the performance of the highest governance body	74	
2-19	Remuneration policies	-	Soulbrain Holdings Annual Report 293-297p, Soulbrain Annual Report 237-240p
2-20	Process to determine remuneration	-	Soulbrain Holdings Annual Report 293-297p, Soulbrain Annual Report 237-240p
2-21	Annual total compensation ratio	-	Confidential
2-22	Statement on sustainable development strategy	5, 6	
2-23	Policy commitments	86	
2-24	Embedding policy commitments	26-29, 41-44, 47-50, 54-55, 57-62, 65-68, 83-84	

Topic	GRI Standards	Page	Note
2-25	Processes to remediate negative impacts	53, 80	
2-26	Mechanisms for seeking advice and raising concerns	53, 80	
2-27	Compliance with laws and regulations	98	
2-28	Membership associations	-	No involvement in association activities
2-29	Approach to stakeholder engagement	18	
2-30	Collective bargaining agreements	62	

Topic	GRI Standards	Page	Note
GRI 3: Material Topics			
3-1	Process to determine material topics	15	
3-2	List of material topics	16	
3-3	Management of material topics	17	

Material Topic 1. Workplace and Supplier Health and Safety Management			
GRI 3: Material Topics			
3-3	Management of material topics	17	
GRI 403: Occupational Health and Safety			
403-1	Occupational health and safety management system	38-43, 96	
403-2	Hazard identification, risk assessment, and incident investigation	38-43	
403-3	Occupational health services	42	
403-4	Worker participation, consultation, and communication on occupational health and safety	38	
403-5	Worker training on occupational health and safety	41, 97	
403-6	Promotion of worker health	42	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	44	
403-8	Workers covered by an occupational health and safety management system	40, 96	
403-9	Work-related injuries	97	
403-10	Work-related ill health	97	

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Material Topic 2. Greenhouse Gas Management			
GRI 3: Material Topics			
3-3	Management of material topics	17	
GRI 201: Economic Performance			
201-2	Financial implications and other risks and opportunities due to climate change	32	
GRI 302: Energy			
302-1	Energy consumption within the organization	87	
302-3	Energy intensity	87	
302-4	Reduction of energy consumption	36	
GRI 305: Emissions			
305-1	Direct (Scope 1) GHG emissions	87	
305-2	Energy indirect (Scope 2) GHG emissions	87	
305-3	Other indirect (Scope 3) GHG emissions	87	
305-4	GHG emissions intensity	87	
305-5	Reduction of GHG emissions	87	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	89	
Material Topic 3. Ethics and Compliance			
GRI 3: Material Topics			
3-3	Management of material topics	17	
GRI 205: Anti-Corruption			
205-1	Operations assessed for risks related to corruption	98	
205-2	Communication and training about anti-corruption policies and procedures	80, 98	
205-3	Confirmed incidents of corruption and actions taken	98	
GRI 206: Anti-Competitive Behavior			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	98	
Material Topic 4. Hazardous/Chemical Substance Management			
GRI 3: Material Topics			
3-3	Management of material topics	17	
Material Topic 5. Supply Chain Sustainability Management			
GRI 3: Material Topics			
3-3	Management of material topics	17	
GRI 308: Supplier Environmental Assessment			
308-2	Negative environmental impacts in the supply chain and actions taken	45-48	
GRI 414: Supplier Social Assessment			
414-2	Negative social impacts in the supply chain and actions taken	45-48	

Topic	GRI Standards	Page	Note
Material Topic 6. Human Rights Management			
GRI 3: Material Topics			
3-3	Management of material topics	17	
GRI 406: Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken	96	
Material Topic 7. Waste Management			
GRI 3: Material Topics			
3-3	Management of material topics	17	
GRI 306: Waste			
306-1	Waste generation and significant waste-related impacts	24	
306-2	Management of significant waste-related impacts	24, 27	
306-3	Waste generated	88	
306-4	Waste diverted from disposal	88	
306-5	Waste directed to disposal	88	

Topic	GRI Standards	Page	Note
Other GRI Index			
GRI 201: Economic Performance			
201-1	Direct economic value generated and distributed	99	
201-3	Defined benefit plan obligations and other retirement plans	94	
201-4	Financial assistance received from government	101	
GRI 303: Water and Effluents			
303-2	Management of water discharge-related impacts	28, 89	
303-3	Water withdrawal	88	
303-4	Water discharge	28, 89	
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GRI 401: Employment			
401-1	New employee hires and employee turnover	93	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	61	
401-3	Parental leave	93	
GRI 404: Training and Education			
404-1	Average hours of training per year per employee	94	
404-3	Percentage of employees receiving regular performance and career development reviews	56, 95	
GRI 405: Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	71	Soulbrain Holdings Annual Report 295p, Soulbrain Annual Report 239p

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SASB INDEX

● Sustainability Disclosure Topics and Accounting Metrics: Resource Transformation - Chemicals

Topic	Code	Metric	Page
Greenhouse Gas Emissions	RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	87
	RT-CH-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	31, 35
Air Quality	RT-CH-120a.1	Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	89
Energy Management	RT-CH-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	87
Water Management	RT-CH-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	88-89
	RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	0 cases
	RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	28
Hazardous Waste Management	RT-CH-150a.1	Total amount of hazardous waste generated, percentage recycled	88
Community Relations	RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	64
Workforce Health & Safety	RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	97
	RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	38-44
Product Design for Use-phase Efficiency	RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	91
Safety & Environmental Stewardship of Chemicals	RT-CH-410b.1	(1) Percentage of products that contain Globally Harmonized System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	Not applicable
	RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human or environmental impact	28
Genetically Modified Organisms	RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Not applicable
Management of the Legal & Regulatory Environment	RT-CH-530a.1	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	23, 36, 40
Operational Safety, Emergency Preparedness & Response	RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	41, 97
	RT-CH-540a.2	Number of transport incidents	Not applicable
Activity Metrics	RT-CH-000.A	Production by reportable segment	Soulbrain Holdings Annual Report 21p, Soulbrain Annual Report 13p

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TCFD INDEX

Core Elements	Recommendations	Page
 Governance	a) Describe the board’s oversight of climate-related risks and opportunities.	30
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	30
 Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	31-32
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	31-32
	c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	31-34
 Risk Management	a) Describe the organization’s processes for identifying and assessing climate-related risks.	32
	b) Describe the organization’s processes for managing climate-related risks.	31-36
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	31-36
 Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	32
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	35, 87
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	31-36

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INDEPENDENT ASSURANCE OPINION STATEMENT

To: The Stakeholders of Soulbrain Holdings and Soulbrain

Overview

The British Standards Institution (hereinafter referred to as the "Assurer") was requested to verify Soulbrain Holdings and Soulbrain's (hereinafter referred to as the "Soulbrain") Sustainability Report 2025 (hereinafter referred to as the "Report"). The Assurer is independent to Soulbrain and has no major operational financial interest other than the assurance of the Report. This assurance opinion statement is intended to provide information related to the assurance of Soulbrain's report relating to the environment, social and governance (ESG) to the relevant stakeholders and may not be used for any other purpose. This assurance opinion statement is prepared based on the information presented by Soulbrain. The verification does not extend beyond such information and is solely based on it. In performing such verification, the Assurer has assumed that all such information is complete and accurate.

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

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

Scope

The scope of engagement agreed upon with Soulbrain includes the following:

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

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

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

Assurance Level and Type

The assurance level and type are as follows;

- Moderate level based on AA1000 AS and Type 2 (confirmation to the four principles as described in the AA1000 Accountability Principle 2018 and quality and reliability of specific performance information published in the report.)

Description and sources of disclosures covered

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

[Universal Standards]

2-1 to 2-5 (The organization and its reporting practices), 2-6 to 2-8 (Activities and workers), 2-9 to 2-21 (Governance), 2-22 to 2-28 (Strategy, policies and practices), 2-29 to 2-30 (Stakeholder engagement), 3-1 to 3-3 (Material Topics Disclosures)

[Topic Standards]

201-1~4, 205-1~3, 206-1, 302-1, 302-3~4, 303-2~5, 305-1~5, 305-7, 306-1~5, 308-2, 401-1~3, 403-1~10, 404-1, 404-3, 405-1, 406-1, 414-2

Methodology

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

- Validation of the materiality assessment and internal analytical process for determining assurance priorities, and a top-level review of issues that may be raised by external stakeholders in the context of sustainability.
- Discussion with managers and representatives on stakeholder engagement.
- Review of the supporting evidence related to the material issues through interviews with senior managers in the responsible departments.
- Review of the system for sustainability management strategy process and implementation.
- Review of the materiality issue analysis process and prioritization and verifying the results.
- Verification of data generation, collection and reporting for each performance index and document review of relevant systems, policies, and procedures.
- An assessment of Soulbrain's reporting and management processes against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard (2018).
- Visit of the HQ of Soulbrain to confirm the data collection processes, record management practices.

Limitations and approach used to mitigate limitations

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

Competency and Independence

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

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soulbrain

Additional information about Soulbrain can be found on the website. For more details, please contact us at the contact information below.

Telephone. 031-719-0700
E-Mail. soulbrain_esg@soulbrain.co.kr
Website. www.soulbrain.co.kr

INDEPENDENT ASSURANCE OPINION STATEMENT

Opinion Statement

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

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

Conclusions

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

Findings and conclusions concerning the reliability and quality of specified performance information

Among the GRI Topic Standards, an assurance Type 2 were conducted against the following disclosures based on the information and data provided by Soulbrain. In order to verify the reliability and accuracy of the data and information, internal control procedures related to data processing, and management were verified through interviews with the responsible department, and accuracy was verified through sampling. Errors and intentional distortions in sustainability performance information included in the Report were not found through assurance processes. Soulbrain manages the sustainability performance information through reliable internal control procedures and can track the process of deriving the source of the performance. Errors and unclear expressions found during the assurance process were corrected and the Assurer confirmed the final version of the Report prior to its final publication.

- GRI Topic standards: 302-1, 302-3~4, 303-3~5, 305-1~2, 305-7, 306-3~5, 401-1, 403-9~10, 406-1

Recommendations and Opportunity for improvement

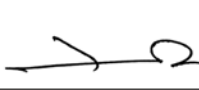
The Assurer provides the following observations to the extent that they do not affect the assurance opinion; It would be highly advisable to take a long-term approach to ensuring more transparent and precise management of response costs related to climate risks and opportunities.

GRI-reporting

Soulbrain has self-declared compliance with GRI Standards. Based on the data and information provided by Soulbrain, the Assurer confirmed that the Report is prepared in accordance with the GRI Standards and confirmed there are no errors in the disclosures related to the Universal Standards and Topic Standards Indicators. No sector standard is applied.

Issue Date: 28/07/2026
For and on behalf of British Standards Institution (BSI):

BSI representative



Jong Ho Lee, Lead Assurer
Sustainability Framework and KPIs related to Governance and Economy



Seung Joon Yang, Assurer
Sustainability KPIs related to Environmental and Social/People



Seonghwan Lim, Managing Director of BSI Korea

BSI Group Korea Limited: 29, Insa-dong 5-gil, Jongno-gu, Seoul, South Korea
Hold Statement Number: SRA 845863



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GHG EMISSION VERIFICATION OPINION

Soulbrain Co., Ltd.

Verification Scope

Korean Standards Association has conducted verification for GHG emissions based on GHG report provided by Soulbrain Co., Ltd. which includes Scope1 and Scope2 emissions.

Verification Standards and Guidelines

To conduct verification activities, verification team applied verification standards and guidelines. The standards and guidelines are as follows.

- Guidance for reporting and verification of GHG emissions trading scheme (No. 2025-64 provided by Ministry of Environment, Republic of Korea)
- Verification Guidelines for the Operation of the Greenhouse Gas Emission Trading System (No. 2025-165 provided by Ministry of Environment, Republic of Korea)
- For matters not specified in other guidelines, refer to KS I ISO 14064-1: 2018 and KS I ISO 14064-3: 2019

Level of Assurance

Soulbrain Co., Ltd.'s GHG emissions satisfies the under Reasonable Assurance(less than 5.0% of total emissions).

Verification Conclusion

As a result of verification activities, verification team has found no significant errors, omissions, and misstatements. Therefore, Korean Standards Association confirms that following emissions data are adequately quantified.

2025 GHG Emissions (Scope 1, Scope 2)

(Unit: tCO₂-eq)

Year	Scope 1	Scope 2	Total
2025	10,727.018	40,143.561	50,868

※ Note: Decimal place is not considered when calculating the emission of each workplace.

June 9, 2026



KOREAN STANDARDS ASSOCIATION

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ESG RATINGS INFORMATION

Soulbrain Holdings

KCGS (Korea Institute of Corporate Governance and Sustainability)

Year	Integrated	Environmental	Social	Governance
2025	A	B+	A+	B+
2024	B+	B+	A+	B
2023	C	B+	B+	D

Sustainvest

Year	Overall ESG Rating
2025	A
2024	A
2023	AA

Soulbrain

KCGS (Korea Institute of Corporate Governance and Sustainability)

Year	Integrated	Environmental	Social	Governance
2025	A	B+	A+	B+
2024	B+	B+	A+	B
2023	B	B+	B+	C

Sustainvest

Year	Overall ESG Rating
2025	A
2024	A
2023	A

CDP

Year	Climate Change	Water Security
2025	B	B-
2024	C	C
2023	C	-

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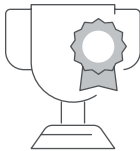
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AWARDS AND RECOGNITIONS



Year	Corporate name	Name of the award
2025	Soulbrain Co., Ltd.	• Received the Top BP Award in the Materials Development Category from SK hynix
	Soulbrain Co., Ltd.	• Selected as an Excellent Partner in the Materials Category by Samsung Electronics DS Division
	Soulbrain Co., Ltd.	• Received the Bronze Tower Order of Industrial Service Merit in 2025
	Soulbrain Co., Ltd.	• Received the Minister of Environment’s Commendation on Environment Day
2024	Soulbrain Co., Ltd.	• Received the 2024 Best Partner Award (Merit Award) from Samsung Electronics
	Soulbrain Co., Ltd.	• Received the 2024 Chungcheongnam-do Governor’s Commendation for Community Contribution
2023	Soulbrain Holdings Co., Ltd.	• Received the Silver Tower Order of Industrial Service Merit in 2023
	Soulbrain Co., Ltd.	• Certified as an Excellent ESG Partner by SK Innovation
	Soulbrain Co., Ltd.	• Soulbrain Co., Ltd.’s Xi’an, China subsidiary received the 2023 Samsung M-Day Best Partner Award
2022	Soulbrain Holdings Co., Ltd.	• Selected as a 2022 KOSDAQ Global Segment Company
	Soulbrain Holdings Co., Ltd.	• Selected for the Digital Innovation Mid-Sized Enterprise Support Program
	Soulbrain Co., Ltd.	• Received the 2022 Excellent ESG Partner Award from SK Innovation
	Soulbrain Co., Ltd.	• Received the Special Award at Samsung SDI Shared Growth Day 2022
	Soulbrain Co., Ltd.	• Received the Merit Award at Samsung Electronics Appreciation Day 2022
	Soulbrain Co., Ltd.	• Received the 2022 Samsung Electronics Best Contribution Award

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