

BUILDING TRUST, CREATING SUSTAINABLE VALUE

SOULBRAIN
SUSTAINABILITY REPORT 2024

soulbrain



ABOUT THIS REPORT

Report Overview

This is the second Sustainability Report published by Soulbrain Group. Through this report, we aim to transparently communicate our efforts in advancing sustainable management and actively responding to stakeholder expectations. This year's report expands its coverage to include Soulbrain Holdings Co., Ltd., and selected overseas subsidiaries and operations. It outlines both financial and non-financial performance across the environmental, social, and governance (ESG) dimensions. The company will continue to issue this report regularly to support transparent, ongoing engagement.

Reporting Standards

This report has been prepared in accordance with the GRI Standards 2021 and also incorporates key indicators from the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD).

Credibility of the Report

To ensure the credibility of this report, third-party assurance was conducted by BSI in accordance with the international assurance standard AA1000AS. The assurance statement is provided on pages 90 and 91 of this report.

Reporting Scope

The financial information presented in this report has been prepared in accordance with K-IFRS. The non-financial information covers the environmental, social, and governance (ESG) performance of the Pangyo Headquarters and Central R&D Center, Yongin Research Center, Gongju Plant, and Paju Plant. Financial data also includes selected overseas sites, specifically subsidiaries in Michigan and Hungary and an operation in Indiana. Any differences in reporting boundaries or changes from the previous year's data are clearly disclosed in the footnotes. As the Indiana site underwent pilot operation in 2023 and officially commenced operations in 2024, non-financial data has been disclosed starting from the 2024 reporting year.

Reporting Period

This report primarily covers the 2024 fiscal year (January 1 to December 31, 2024). However, where activities from the first half of 2025 are deemed material to stakeholders, those results have also been included. For quantitative performance indicators that require year-over-year trend analysis, data from the past three years is provided.

Interactive PDF User Guide

This report is published in an interactive PDF format, enabling readers to easily navigate to related sections within the document.



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Company Overview

Soulbrain Holdings Co., Ltd.	
CEO	Hyun-Suk Chung, Moon-Ju Chung (Co-CEO)
Headquarters	5F, 34, Pangyo-ro 255beon-gil, Bundang-gu, Seongnam-si, Gyeonggi-do, Republic of Korea (Sampyeong-dong, Soulbrain)
Established	May 6, 1986
Main Business	Investment business
Website	http://www.soulbrainholdings.co.kr

Soulbrain Co., Ltd.	
CEO	Young-Soo Park
Headquarters	34, Pangyo-ro 255-beon-gil, Bundang-gu, Seongnam-si, Gyeonggi-do, Republic of Korea (Sampyeong-dong, Soulbrain)
Established	July 1, 2020 ¹⁾
Main Business	Manufacturing of chemical materials for semiconductors, displays, and secondary battery electrolytes
Website	http://www.soulbrain.co.kr

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

Publication Cycle	Annually
Publication Date	June 2025
Responsible Department (Contact)	Future Strategy Div. Soulbrain Holdings Co., Ltd.
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CEO MESSAGE

Soulbrain Holdings



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

Moonyu Chung

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

Hyun-Suk Chung

Dear Esteemed Stakeholders,

Soulbrain Holdings is the holding company of the Soulbrain Group, which comprises leading businesses in the semiconductor, display, secondary battery materials, and bio-healthcare industries. As the Group's parent company, we play a pivotal role in driving sustainable growth across the entire organization.

In 2024, the Soulbrain Group actively pursued business diversification and focused on securing new engines of growth. In the semiconductor division, we expanded beyond our traditional focus on etching and cleaning materials to transition into higher value-added products. In the secondary battery sector, we strengthened our supply chain and cost competitiveness by forming a joint venture with DFD, a leading lithium salt producer in China, while also accelerating our expansion into the U.S. electrolyte market. In the bio-healthcare sector, our subsidiaries achieved a turnaround in performance, enhanced profitability, and launched new products—laying the foundation for the Group's next phase of growth. These initiatives are expected to yield tangible results starting in 2025.

Amid a rapidly changing global industrial landscape and increasing supply chain complexity, the Soulbrain Group is committed to enhancing business stability and transparency while advancing responsible management practices across environmental, social, and governance (ESG) dimensions. In line with our Low Carbon Green Growth Management Policy, we have established mid- to long-term targets for 2030, including reducing wastewater and waste emissions and increasing our waste recycling rate. We continue to strengthen our environmental performance through the development of eco-friendly process technologies, improvements in resource efficiency, and stricter control of hazardous substances.

In addition, we are strengthening our ethical supply chain management system to foster shared growth with our partners. We are also working to broaden the foundation for sustainable management by promoting talent development rooted in diversity and inclusion and by pursuing mutual growth with local communities.

In 2025, Soulbrain Holdings marked a new phase with the introduction of a co-CEO leadership structure. Through this shared leadership model, we aim to enhance performance in our core businesses, accelerate the development of new growth engines, and further diversify the Group's business portfolio.

Looking ahead, Soulbrain Holdings will continue to position ESG as a core pillar of Group management, striving to fulfill our dual commitment to sustainable technological innovation and responsible corporate conduct. We sincerely appreciate your continued interest and support as we move forward—guided by technology and trust—toward a better future.

Thank you.



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CEO MESSAGE

Soulbrain

Greetings to our valued stakeholders.

In the face of a constantly shifting global business environment, Soulbrain remains committed to creating social value through responsible management and continuous innovation—anchored in our philosophy of “creating a sustainable future through technology.”

In recent years, the semiconductor and secondary battery industries have seen growing emphasis not only on technological competitiveness but also on sustainability and responsible governance. Human rights and environmental issues across supply chains, carbon emissions stemming from electricity consumption, and increasingly stringent ESG expectations from global clients are putting companies’ non-financial risk management capabilities to the test. At Soulbrain, we view these shifts not as short-term burdens, but as long-term opportunities—and we are steadily enhancing our enterprise-wide ESG management system.

In 2024, we advanced ESG initiatives by focusing on four strategic priorities:

- ▲ Responsible supply chain management
- ▲ Strengthening climate change response capabilities
- ▲ Embedding industrial safety into operations
- ▲ Advancing sustainable technology development

In particular, following Soulbrain's designation in 2024 as a participating entity under the national carbon emissions trading scheme, we established a dedicated Climate Change Management Team to address the issue in a systematic manner. This year, we completed third-party verification of our Scope 1 and Scope 2 emissions data to ensure consistency and reliability. We also began managing the carbon impact of our products by conducting Life Cycle Assessment (LCA) on selected representative products to begin managing their carbon impact. In the coming year, we plan to expand this scope to include Scope 3 emissions and conduct LCAs for a broader range of products, thereby strengthening our carbon management capabilities.

At the same time, we are maximizing energy and resource efficiency in the manufacturing of high-purity, high-precision materials and contributing to the reduction of greenhouse gas and waste emissions through the development of eco-friendly process technologies. In parallel, we are systematizing environmental management systems at key sites and continuously building internal capacity to proactively respond to evolving domestic and international environmental regulations.

We believe Soulbrain's growth must be rooted in harmonious coexistence with our customers, society, and the environment. In line with this belief, we will continue to embed ESG principles throughout our business and pursue ongoing innovation in both technology and management to support a sustainable future.

In closing, I would like to express my sincere gratitude to all stakeholders who have accompanied us on Soulbrain's ESG journey. We will continue striving to earn your trust through transparent and responsible communication.

Thank you.



Soulbrain Co., Ltd.
CEO Young-Soo Park

박영수



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COMPANY OVERVIEW

About Soulbrain

This year, Soulbrain Group celebrates its 39th anniversary. Since its founding, the Group has led the production and supply of core materials across the IT industry by localizing advanced technologies. From the early days of Korea’s major high-tech sectors—semiconductors, displays, and secondary battery materials—to the present, Soulbrain has continued to grow based on deep-rooted technological expertise and long-standing customer trust.

In 2020, the Group transitioned to a holding company structure through a corporate spin-off, forming Soulbrain Holdings and Soulbrain Co., Ltd., thereby enhancing business specialization and management efficiency. Through ongoing R&D and global market expansion, Soulbrain continues to contribute to the advancement of Korea’s IT industry.


Looking ahead, Soulbrain Group will proactively respond to the evolving needs of customers through differentiated technologies and innovative solutions. We aim to become a company that creates sustainable future value for both our customers and the nation.

Mission

Soulbrain, a Company that Creates Sustainable Value


Vision

Building a Better Future through Convergence




Principle

Compliance with rules and regulations as the top priority



Integrity

Maintaining high ethics to be worthy of recognition and respect



Creativity

Continuously improving existing methods to create new value



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Business Area

Semiconductor Materials

Soulbrain has continued to grow by reliably supplying a diverse range of chemical materials essential to core semiconductor processes, including etchants, cleaning solutions, CMP slurry, and precursors. We provide ultra-high-purity materials to the world's leading semiconductor companies and are expanding our global footprint with production bases in Korea and China.

To respond effectively to rapid advancements in semiconductor manufacturing—such as ultra-fine nodes and 3D structures—we are actively developing next-generation materials tailored to evolving process technologies.



Product Overview

CVD/ALD materials	Soulbrain was the first company in Korea to localize TEOS (Tetraethyl Orthosilicate). Since then, we have produced a wide range of ultra-high-purity CVD/ALD precursors, including high dielectric constant (High-k) materials and precursors for diffusion barrier films. In response to the continued miniaturization of semiconductor processes, we are also actively developing and supporting next-generation materials such as new High-k materials, wiring materials, diffusion barrier materials, Low-k materials, and gap-fill materials.
Etching & Cleaning	As a leading provider of low and high etch rate (E/R) chemicals and high selectivity chemicals, Soulbrain develops and supplies multifunctional etchants and cleaning solutions designed to meet the complex demands of increasingly integrated and ultra-thin semiconductor processes.
HF/BOE	Soulbrain has enhanced its market competitiveness by internalizing the raw materials used in HF (Hydrofluoric Acid) and BOE (Buffered Oxide Etchant)—key components in semiconductor oxide etching and cleaning. In parallel, we continue to align with evolving semiconductor process requirements through continuous R&D and technological innovation.
CMP Slurry	CMP (Chemical Mechanical Polishing) slurry is used to planarize insulating and metal films in the wiring processes of high-density semiconductors. Soulbrain manufactures silica and ceria slurry products for a range of CMP applications, including ILD/IMD, STI/SOD, W, and Cu processes. We continuously develop next-generation slurry products that deliver excellent planarization performance and minimize scratch defects, thereby supporting improved semiconductor yields.
Cu metalizing	Copper, a key wiring material in semiconductor manufacturing, cannot be easily deposited using conventional CVD or ALD techniques and therefore requires electroplating onto wafers. Soulbrain supplies copper plating solutions and is continuously developing high-performance plating solutions and additives to meet the advanced technical requirements of next-generation semiconductors.

Display Materials

To strengthen its competitiveness in the next-generation display market, Soulbrain is actively expanding its product portfolio through the development of advanced materials tailored to future industry demands.

The Display Materials Division plays a critical role in supporting industrial innovation by ensuring a stable supply of high-performance chemical materials and key structural components, while introducing new solutions that proactively respond to shifts in display process technologies.

Soulbrain supplies functional chemical materials used in LCD and OLED panel manufacturing, as well as essential panel components—including Thin Glass and Cell Scribing materials—through both domestic and global production bases, enabling a swift and flexible response to the diverse needs of global customers.



Product Overview

Etchant	Soulbrain develops and supplies high-performance etchant solutions essential to the manufacturing processes of LCD and OLED displays. Etchants are key chemical materials used to form circuits by chemically etching metal and non-metal layers with precision. Our diverse portfolio includes hydrogen peroxide (H ₂ O ₂)-based etchants for copper, oxalic acid-based etchants for ITO, and BOE-based etchants for silicon films. We continue to expand our high-efficiency product offerings that contribute to improved process performance and cost reduction, supporting the evolving needs of our global customers.
Organic Material	Soulbrain is engaged in the mass production and development of OLED materials and color filter materials, which are core components of TFT-LCD panels. Through a strategic partnership with Mitsubishi Chemical, we have secured proprietary technologies and strengthened product competitiveness by localizing mill-based manufacturing. For LCD applications, Soulbrain supplies Black Matrix and Black Column Spacer materials that ensure vivid color rendering, as well as organic insulation layers used for surface planarization. In the OLED domain, we provide QD Bank materials for INKJET processes and Black Pixel Define Layers designed to minimize light reflection.
Thin Glass (OLED)	In OLED panel manufacturing, Soulbrain offers proprietary technologies and stable supply solutions for both Thin Glass processing—which involves thinning the front and rear glass substrates—and scribing, the process of segmenting panels into individual cells. For the slimming process, we apply a vertical spray method, and for etching, we provide front-side and selective etching solutions using advanced masking technologies. By delivering tailored process solutions and maintaining a reliable supply chain, Soulbrain is helping to build a sustainable manufacturing foundation rooted in customer responsiveness and responsible production.



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COMPANY OVERVIEW

Business Area

Secondary Battery Materials

Soulbrain has secured global competitiveness in the lithium-ion battery electrolyte business. The company has established global mass production bases in Korea, the United States, Malaysia, and Hungary, supplying high-quality electrolyte products to battery manufacturers worldwide. In close collaboration with customers, Soulbrain is focusing not only on the development of materials for small batteries used in IT devices and power tools but also on materials for medium- and large-sized batteries used in electric vehicles (EVs) and energy storage systems (ESSs), thereby strengthening its position in the next-generation battery market.



Product Overview

Electrolyte	Electrolytes are essential materials that enable the movement of lithium ions between the anode and cathode in lithium-ion batteries. Non-aqueous electrolytes—composed of high-permittivity, low-viscosity organic solvents, lithium salts, and additives—are primarily used. Soulbrain produces high-purity electrolytes by differentiating its purification technology to minimize moisture and hydrofluoric acid (HF) content. The company is also developing a range of functional electrolytes that enhance both battery stability and performance. In particular, it continues to advance additive technologies that suppress gas generation and prevent overcharging, contributing to longer battery life.
Lead Tab	Lead tabs for lithium-ion pouch cells are key components that connect the anode and cathode within the cell. They are manufactured using various metals, including aluminum, nickel, and copper. The Lead Tab Division of Soulbrain SLD, an affiliate of Soulbrain, produces high-quality products using proprietary metal plating and advanced surface treatment technologies that fundamentally eliminate the risk of electrolyte leakage. The company has established automated production lines that ensure a stable supply across a wide range of specifications and is equipped with production capabilities that flexibly respond to customer demands.

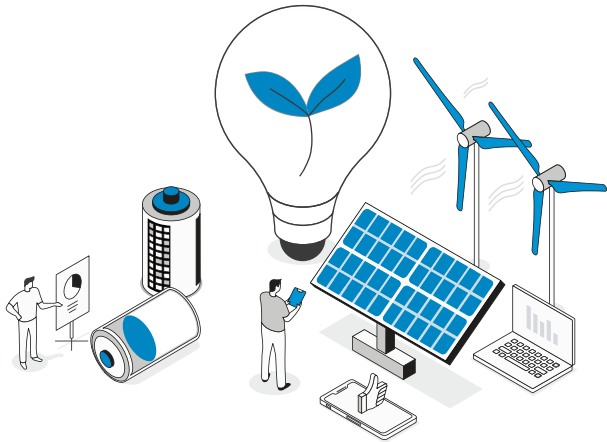
Electronic Materials

Based on its outstanding core technologies in both inorganic and organic chemistry, along with its expertise in mass production, Soulbrain is strengthening its position in the electronic materials business. By supplying electronic materials for electric vehicles (EVs) and other functional electronic applications, the company is building proprietary technologies and product competitiveness in the eco-friendly energy industry, which is emerging as a promising field for future growth.



Product Overview

Solar Cell Materials	Soulbrain supplies process materials used in the manufacturing of solar cells and thin-film solar cells for solar power generation. The company provides various chemical materials, including etchants, cleaning solutions, and thin-film materials, and is committed to delivering optimal solutions in response to technological advancements and the expansion of the solar energy market.
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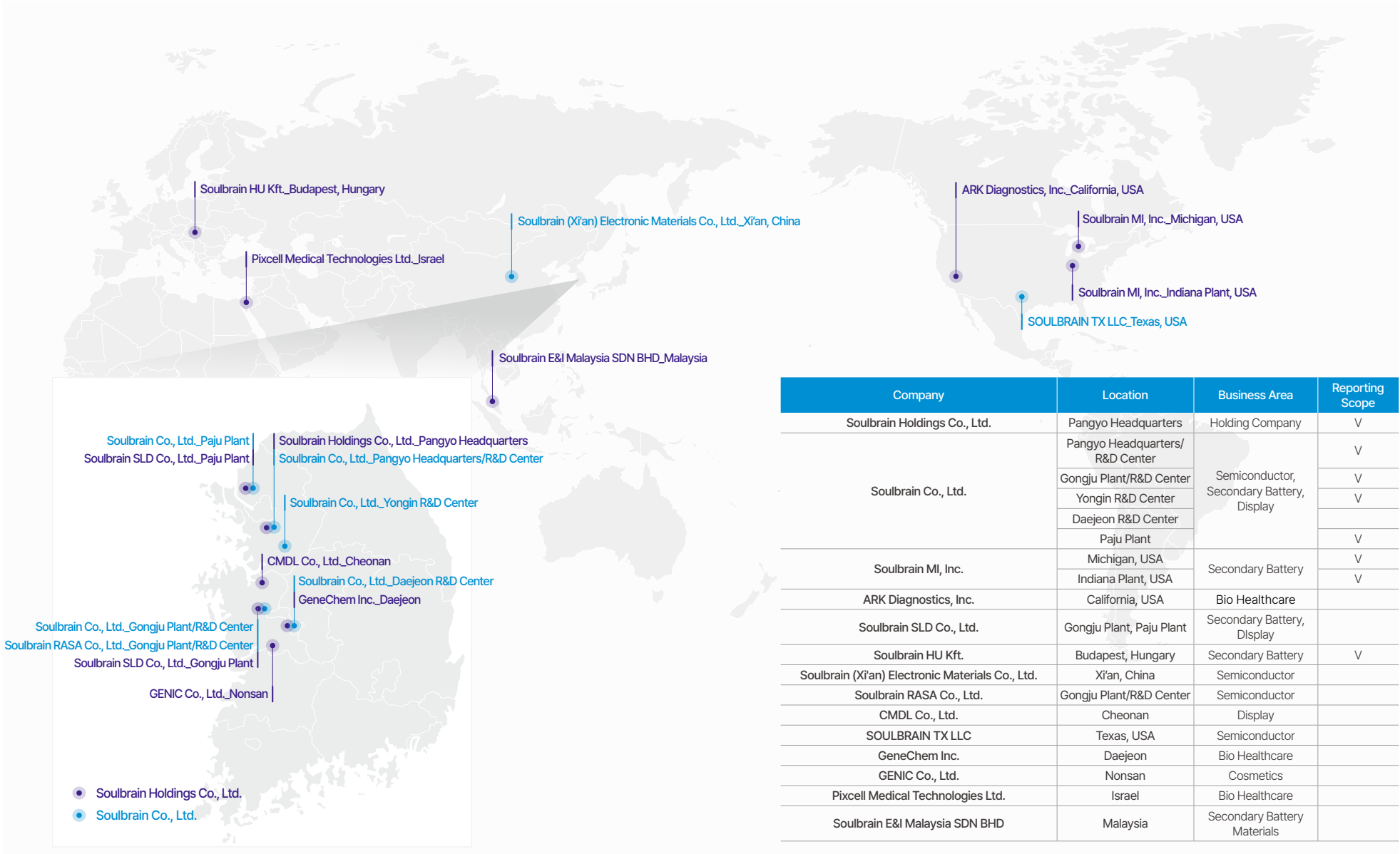
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BUSINESS NETWORK



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ESG STRATEGY



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ESG MANAGEMENT FRAMEWORK

Vision

Building Trust, Creating Sustainable VALUE

Strategic Direction

Vision to
Green Growth



Align with
Stakeholders



Lead
Our People



Uppgrade Product
Sustainability



Embrace
Responsibility



Focus Area

**We pursue green
growth.**

Advancement of
environmental
management system

Achievement of carbon
neutrality

Minimization of
environmental impact from
operations

**We align with
stakeholders.**

Responsible supply chain
management

Community contribution

**We journey together
with our people.**

Talent development

Internalization of
human rights
management

Strengthening of
safety and health
management

**We upgrade the
sustainability of
our products.**

Development of
eco-friendly products
and technology

Management of product
environmental impact

**We embrace
responsible
management
based on trust.**

Advancement of
governance structure

Ethical management and
compliance



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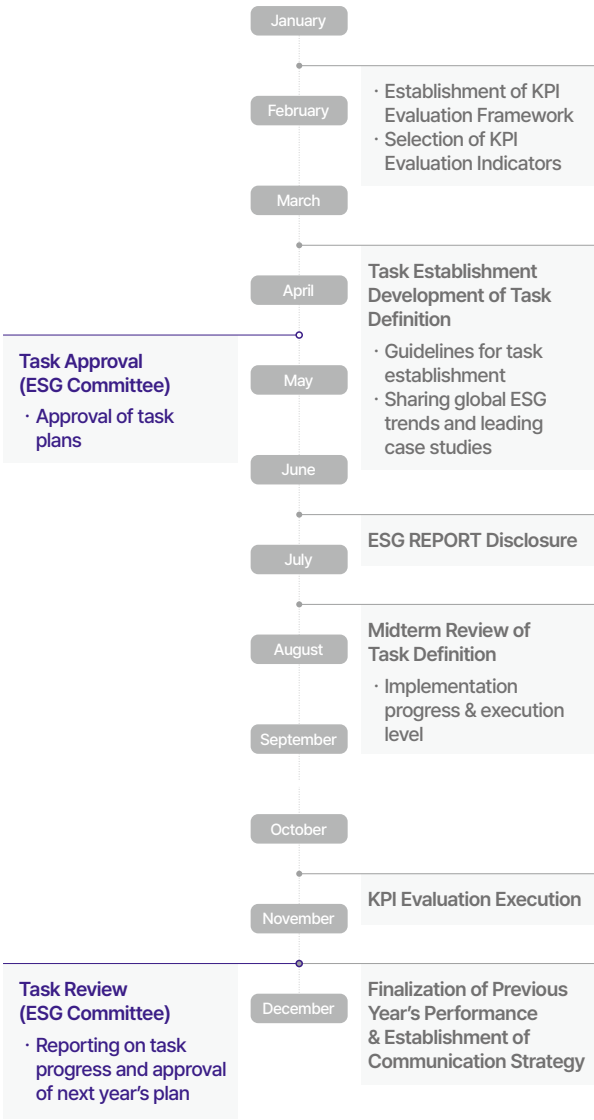
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TOP 10 STRATEGIC TASKS OF SOULBRAIN GROUP

Top 10 ESG Tasks

CORE VALUE	Strategy Category	Mid/Long-Term Key ESG Tasks (2024–2030)
 Vision to Green Growth	1 Climate Action	<ul style="list-style-type: none">Calculation of Scope 3 emissionsEstablishment and management of mid- to long-term carbon reduction strategies and targetsEstablishment of response strategies for ESH regulations
	2 Resource Circulation	<ul style="list-style-type: none">Establishment of responsible supply chain system for the mineral sourcing
 Align with Stakeholders	3 Responsible Supply Chain Management	<ul style="list-style-type: none">Advancement of supply chain assessment systemsStrengthening ESG-based shared growth with suppliers
	4 Community Impact	<ul style="list-style-type: none">Community engagement activities
 Lead Our People	5 Human Capital	<ul style="list-style-type: none">Employee training program effectiveness managementEmployee diversity strengthening program
	6 Human Rights Management	<ul style="list-style-type: none">Expansion of Human Rights Impact Assessment scope
	7 Health and Safety Management	<ul style="list-style-type: none">Acquisition of P-grade Rating for Process Safety and System Reinforcement
 Upgrade Product Sustainability	8 Product Responsibility	<ul style="list-style-type: none">Establishment and implementation of the LCA SystemEstablishment of eco-friendly purchasing standardsHazardous chemical management and control system enhancement
 Embrace Responsibility	9 Responsible Management	<ul style="list-style-type: none">ESG governance and operational systems advancementBoard operations and evaluation advancement
	10 Compliance	<ul style="list-style-type: none">Integrated certification for ISO 37001 & ISO 37301

Annual Performance Management for ESG Task



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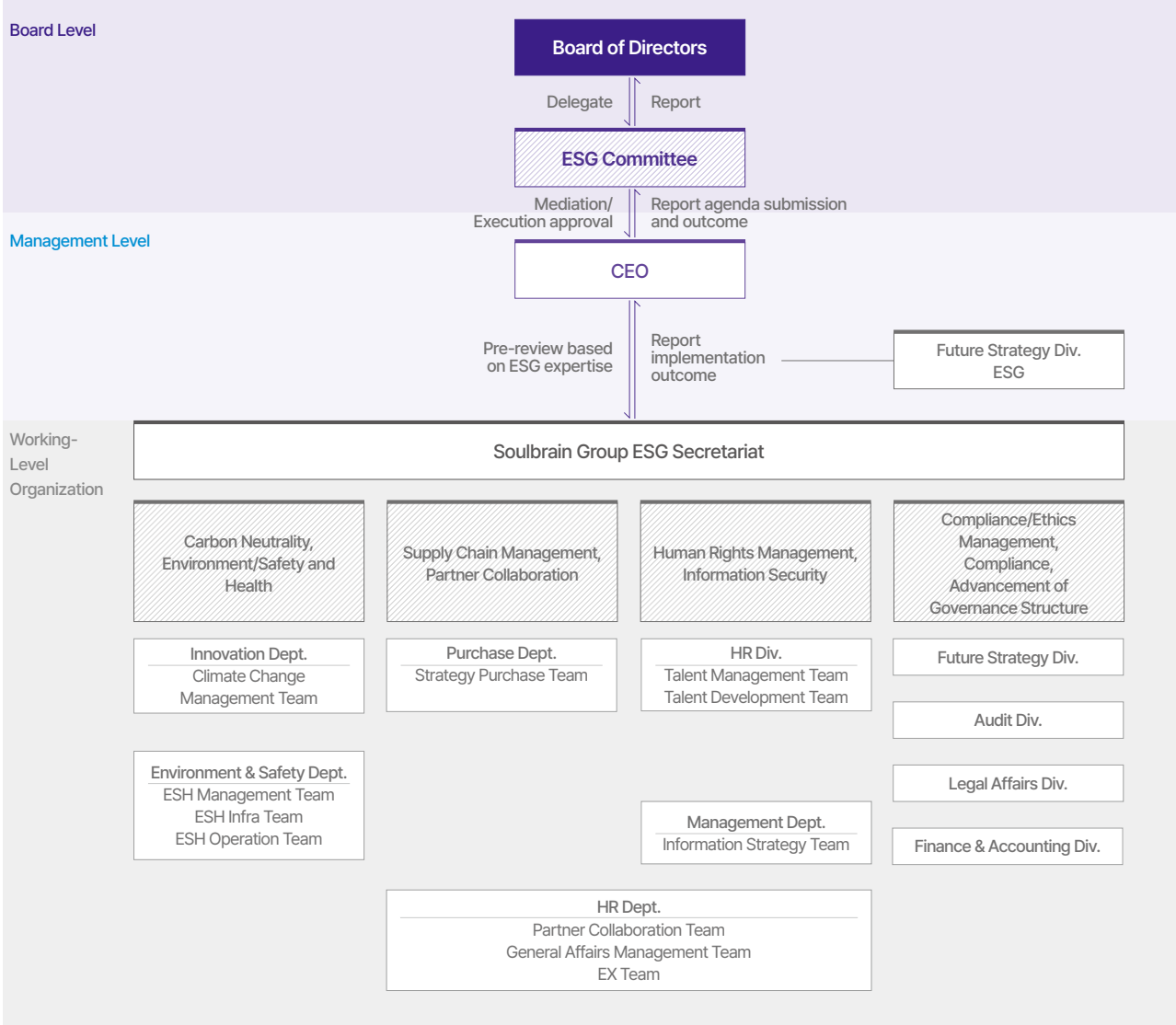
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ESG GOVERNANCE STRUCTURE OF SOULBRAIN GROUP



Establishment of Integrated ESG Governance

Clear and timely decision-making, along with integrated participation from all business units, is essential for implementing an ESG strategy. In response to this need, Soulbrain Group has systematically established an integrated ESG governance structure aligned with each level of the organization—including the Board of Directors, ESG Committee, and Group ESG Secretariat—to achieve its ESG vision and strategic goals.

In April 2025, the Board of Directors established the ESG Committee to oversee the Group's sustainability direction and performance. At the same time, the existing ESG Practitioners' Council was elevated to a higher-level structure at the division and department level, resulting in the formation of the Group ESG Secretariat. This body is responsible for driving ongoing strategic initiatives and conducting regular ESG risk management.

Looking ahead, Soulbrain Group plans to form dedicated councils for each key ESG focus area. These councils will support the execution of upper-level strategies, promote cross-functional collaboration, and strengthen internal communication across departments.



- Governance Body for Sustainability Direction and Performance Oversight
- Key Agenda Items: Approval of ESG management strategy, approval of key ESG focus area targets and prior year performance, monitoring of material ESG risks, review of materiality assessment, and approval of ESG report publication.
- Frequency: semi-annually or more
- Secretariat/Related Working Groups : Future Strategy Div. ESG / ESG Secretariat



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- ESG MANAGEMENT FRAMEWORK
- TOP 10 STRATEGIC TASKS OF SOULBRAIN GROUP
- ESG GOVERNANCE STRUCTURE OF SOULBRAIN GROUP
- DOUBLE MATERIALITY ASSESSMENT
- STAKEHOLDER ENGAGEMENT

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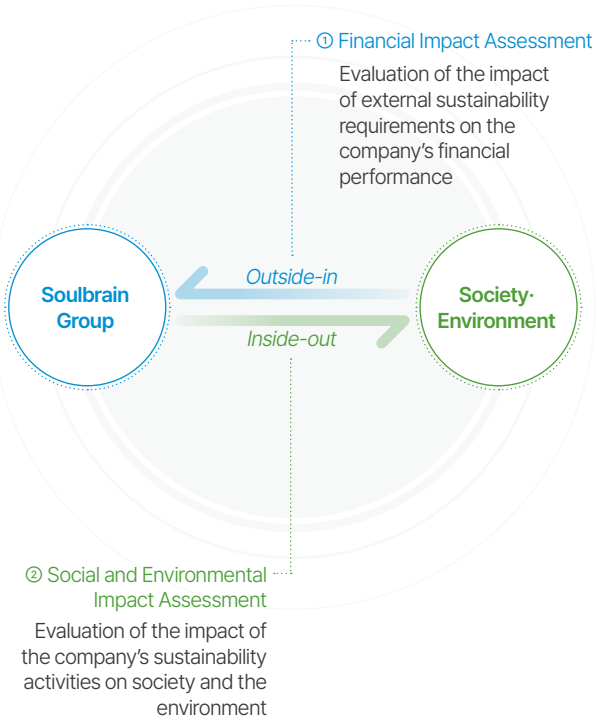
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DOUBLE MATERIALITY ASSESSMENT

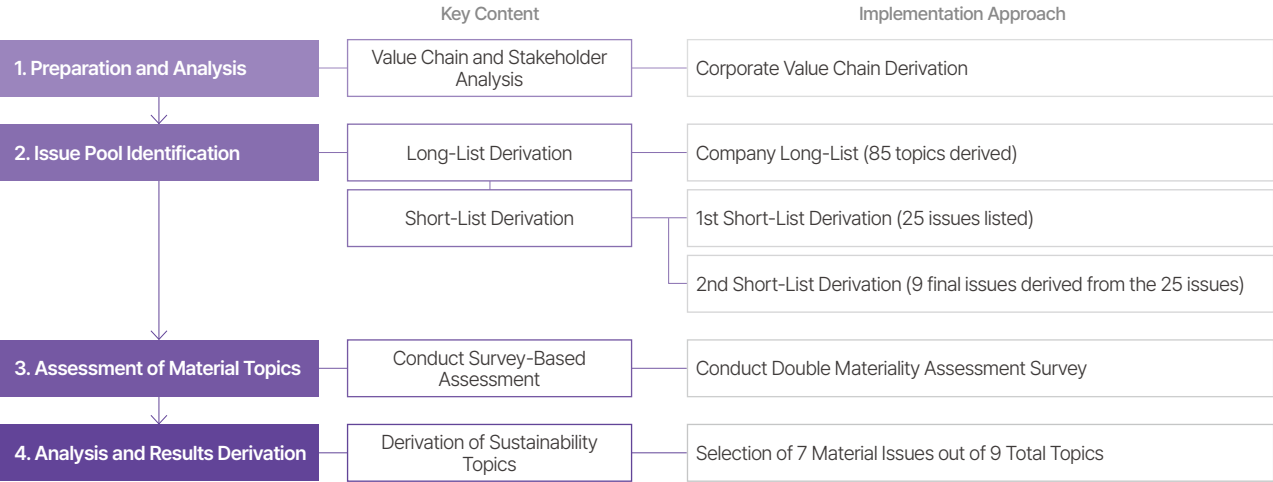
Double Materiality Assessment

Soulbrain Group has adopted the concept of double materiality as defined in the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) to identify its material issues.

This concept considers both the impact of the company's sustainability activities on society and the environment and the impact of external sustainability requirements on the company's financial performance.



Double Materiality Process and Key Issues



					● Environmental ● Social ● Economic/Governance
Soulbrain's 7 Core Material Issues		Impact Materiality	Financial Materiality	Double Materiality	UN SDGs
1	Hazardous/Chemical Substance Management	● ● ●	● ● ●	● ● ●	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
2	Workplace and Supplier Health & Safety Management	● ● ○	● ● ●	● ● ●	3 GOOD HEALTH AND WELL-BEING, 8 DECENT WORK AND ECONOMIC GROWTH
3	Greenhouse Gas Management	● ● ●	● ○ ○	● ● ○	7 AFFORDABLE AND CLEAN ENERGY, 13 CLIMATE ACTION
4	Ethics and Compliance	● ● ○	● ● ○	● ● ○	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
5	Waste Management	● ● ●	● ○ ○	● ● ○	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
6	Supply Chain Sustainability Management	● ● ○	● ○ ○	● ● ○	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
7	Water Management	● ● ○	● ○ ○	● ● ○	6 CLEAN WATER AND SANITATION

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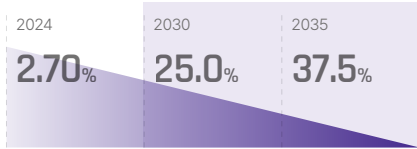


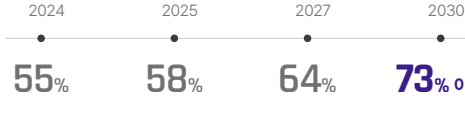


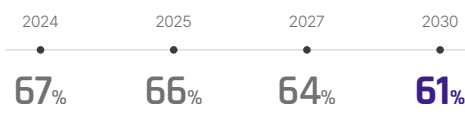
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DOUBLE MATERIALITY ASSESSMENT

Management Plan for Key Issues

Rank	Issue	Risks and Opportunities		Strategic Objective				Response Plan	Report Page
1	 Hazardous/Chemical Substance Management	Opportunity	Strengthen preventive measures and mitigation actions against potential incidents—such as fire, explosion, or leakage—arising from the handling of hazardous and chemical substances	Hazardous Chemical Substance Emissions				Enhance hazardous and chemical substance management through system-based controls	p. 30, 74
		Risk	Operational disruptions and reputational damage due to fatalities or asset loss caused by accidents during the handling of hazardous or chemical substances	Reduce total emissions by 0.05% of production volume by 2030 (Compared to production)	2024 ● 0.21%	2025 ● 0.20%	2027 ● 0.19%		
2	Workplace and Supplier Health & Safety Management	Risk	Financial impact on suppliers due to strengthened safety regulations in the event of workplace accidents	 Establish zero -accident workplaces				Strengthen safety training and health support programs	p. 51-56, 79-80
3	 Greenhouse Gas Management	Risk	Increased response costs due to higher carbon emissions	GHG Emissions Reduction Target (Compared to 2022) 				Promote reduction activities based on carbon neutrality goals	p. 24-27, 72
4	Ethics and Compliance	Opportunity	Mitigate legal risks and reduce response costs through strengthened internal control systems	 Achieve 100% resolution of reported issues via whistleblowing channels				Strengthen the operation of whistleblowing channels	p. 63-65
		Risk	Rising response costs driven by an increase in ethics and compliance issues						
5	 Waste Management	Risk	Rising response costs driven by the expansion of circular resource initiatives	Waste Recycling Rate Increase waste recycling rate by more than 18% by 2030 				Expand R&D investment to advance waste recycling capabilities	p. 28, 73
6	Supply Chain Sustainability Management	Opportunity	Respond to expanding ESG compliance requirements for customers' suppliers and secure order opportunities through strengthened business integration	 Establish sustainable value chains				Expand and strengthen supplier ESG assessments and support	p. 32-36, 80
7	 Water Management	Risk	Rising costs associated with increased water consumption	Waste Water Discharge Reduce total discharge by 6% relative to production volume by 2030 (Compared to production) 				Implement risk management through site-specific water stress assessments	p. 29, 73-74



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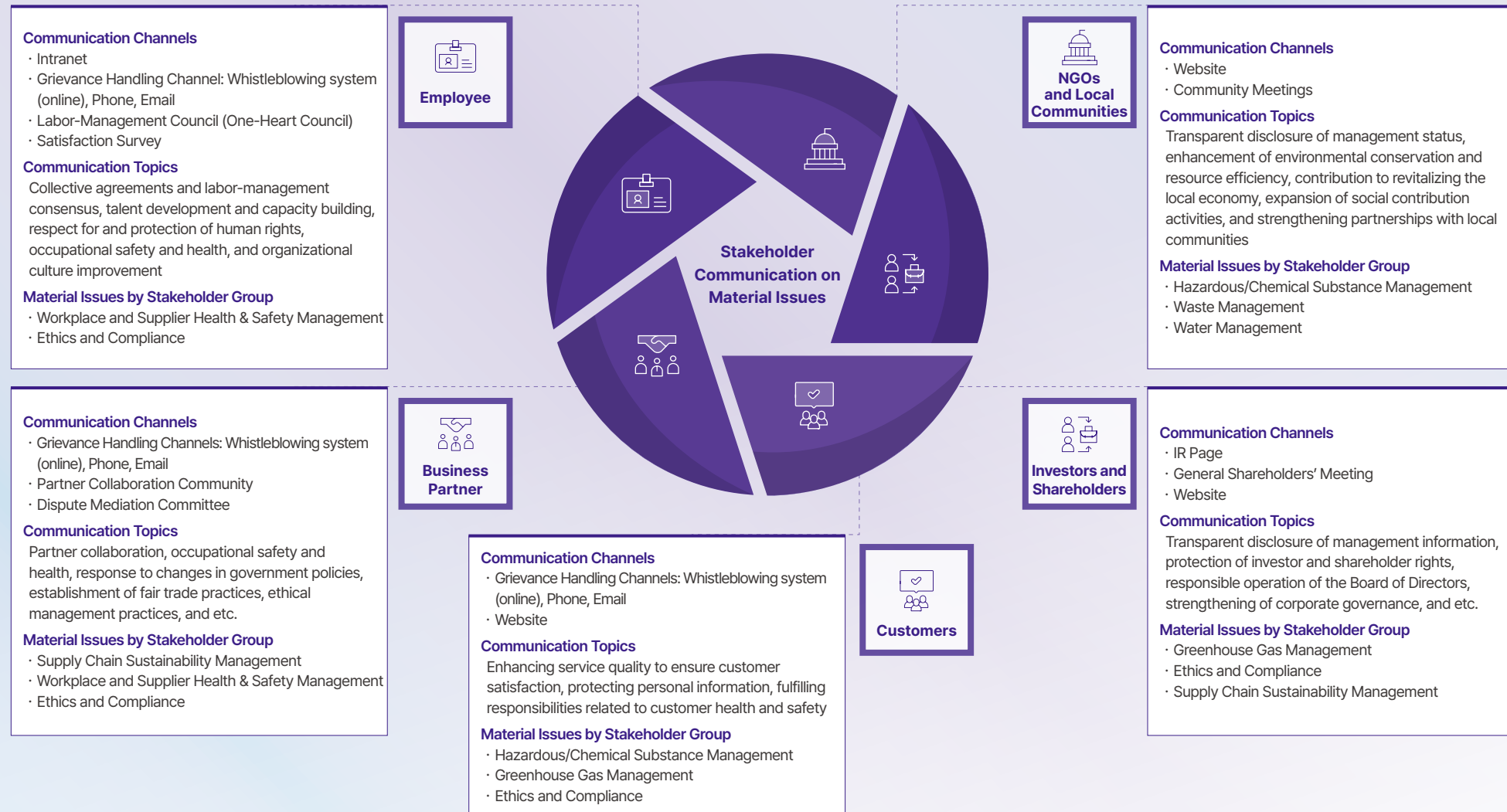
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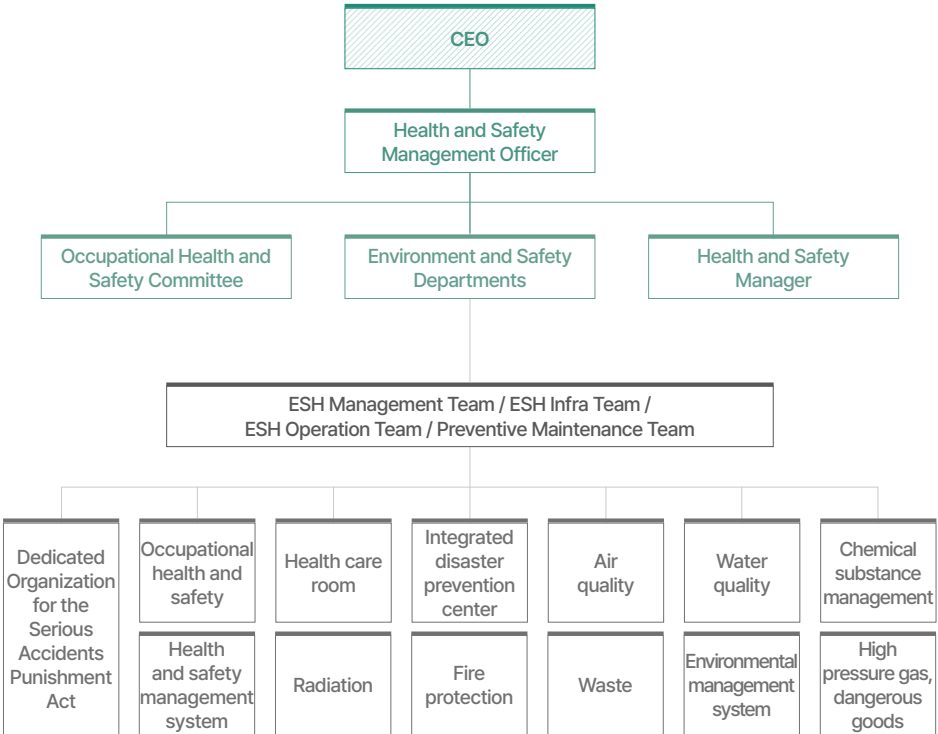
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ADVANCEMENT OF ENVIRONMENTAL MANAGEMENT SYSTEM

Governance

Soulbrain Group establishes its environmental management strategy through a dedicated Environment, Safety and Health (ESH) organization reporting directly to the CEO, ensuring execution across the entire company. Key environmental issues and performance outcomes identified through this structure are reported annually to the Board of Directors, with top management overseeing and addressing these issues. To strengthen company-wide environmental capabilities, greenhouse gas reduction and pollution control indicators are integrated into the Head of Production's key performance indicators (KPIs). These are monitored monthly to ensure systematic execution. Each site operates an environmental management system aligned with global standards and maintains ISO 14001 certification through structured and compliant practices.



Strategy

Environmental Management Policy

Soulbrain Group is committed to fulfilling its responsibilities as a corporate citizen towards the local community and the environment. The CEO holds the final decision-making authority on key environmental management issues, including water resources and air quality improvement, and reports these core matters to the Board of Directors to strengthen company-wide environmental management.

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 this policy.

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 refrain from reckless 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.

This policy applies to all business sites of Soulbrain Co., Ltd., all employees working at Soulbrain, and all stakeholders who cooperate in our business areas.

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

[Soulbrain Environmental Management Policy](#)



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ADVANCEMENT OF ENVIRONMENTAL MANAGEMENT SYSTEM

Risk Management

Key Risks and Opportunities

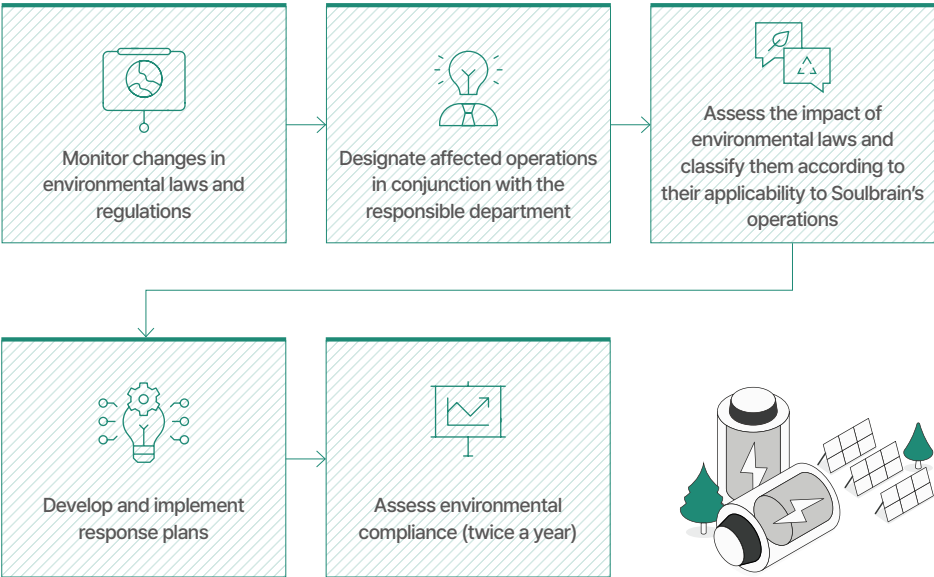
Soulbrain's ESH Infra Team conducts annual assessments of environmental impacts—including waste, water, air and water pollutants, and chemical substances—to identify risks and opportunities. In 2024, we evaluated business-related environmental impacts, established department-level response strategies, and strengthened overall organizational management capabilities. We will continue enhancing our environmental management capabilities by proactively addressing both positive and negative impacts and maintaining alignment with global standards.

Category		Site	Factor	Potential Financial Impact	Risk Mitigation Plan
Waste	Risk	Gongju Plant	Increased waste generation and shortened equipment maintenance cycles due to higher sodium carbonate consumption	Rising costs for waste disposal and facility maintenance	Reduced chemical use in wastewater treatment processes
			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
Water	Risk	Gongju Plant	Increase in outsourced wastewater volume	Additional costs for expanding outsourced wastewater treatment facilities	Enhanced monitoring of wastewater volumes and development of reduction strategies
	Risk	Gongju Plant	Increased waste liquid volume due to changes in the waste liquid line	Rising costs for waste liquid treatment	Reduced waste liquid generation through optimization of the waste liquid line
	Risk	Paju Plant	Business risks associated with wastewater generation	Increased wastewater treatment costs	Reducing wastewater discharge through wastewater reuse
Air/Water Pollutants	Risk	Gongju/ Paju Plant	Tightening of environmental pollutant emission standards	Fines, penalties, and potential revenue loss due to operational suspensions if emission thresholds are exceeded	Strengthening internal control standards and increasing investment in pollution prevention facilities
Hazardous Chemical Substances	Risk	Gongju/ Paju Plant	Strengthened chemical management standards	Increased costs associated with enhanced handling of hazardous chemicals to meet regulatory standards	Enhanced monitoring and internal control to ensure compliance with chemical regulations

Environmental Regulation Monitoring

Soulbrain Group continuously monitors changes in ESG-related regulations, including the Framework Act on Carbon Neutrality and the Energy Use Rationalization Act. When new or revised regulations are identified, we assess their applicability to our business and evaluate the potential impact. If a regulation is deemed applicable, we identify the relevant departments and sites, establish response plans, and conduct semiannual compliance assessments. In 2024, we reviewed 70 environmental laws and identified 22 that apply to our operations, addressing them in a systematic manner. We remain committed to strict compliance with environmental regulations and to strengthening our sustainability capabilities.

Environmental Regulation Monitoring Process



ADVANCEMENT OF ENVIRONMENTAL MANAGEMENT SYSTEM

Activities and Achievements

Environmental Management Training

Soulbrain Group provides a range of training programs to raise employee awareness of environmental issues and promote active participation in environmental management. In September 2024, an online training program was conducted for all employees, covering key topics such as air and water pollutant control, waste management, and Soulbrain's environmental policies. The training focused on strengthening practical, work-related competencies. At Soulbrain Holdings, all 73 employees completed the program, achieving a 100% completion rate. At Soulbrain, 1,113 out of 1,142 employees completed the training, resulting in a 97% completion rate.

In addition, following its inclusion under greenhouse gas regulatory requirements in 2024, Soulbrain conducted a dedicated training session in June 2024 for employees in the Production Headquarters and Logistics Management departments. The session, titled “Advancing the Greenhouse Gas and Energy Management System and Strengthening Awareness of the ISO 50001 Energy Management System,” aimed to enhance internal understanding and readiness. All 689 designated participants completed the training, achieving a 100% completion rate.

Soulbrain Group will continue to enhance company-wide environmental management capabilities by delivering diverse and systematic environmental education programs and supporting the strategic execution of its eco-friendly management objectives.



Environmental Management Training

2024 Environmental Management Training Overview

Training Name	Training Date	Training Content	Training Duration	Training Target	Number of Participants	
					Soulbrain	Soulbrain Holdings
 Air Pollutant Management Training	September 2024	Overview of the Clean Air Conservation Act and Permit Status	4 Hours	All Employees	1,113 Employees (97% Completed)	73 Employees (100% Completed)
 Water Pollutant Management Training	September 2024	Overview of the Water Environment Conservation Act and Permit Status				
 Waste Management Training	September 2024	Overview of the Waste Control Act and Guidance on Waste Disposal Methods				
 Soulbrain Environmental Policy Training	September 2024	Overview of Soulbrain Environmental Policy and Mid- to Long-Term Goals				
 Energy and Greenhouse Gas Management Training	June 2024	Improving Energy Efficiency and Responding to Carbon Neutrality	2 Hours	Production Div., Logistics Management Team Employees	689 Employees (100% Completed)	-

ADVANCEMENT OF ENVIRONMENTAL MANAGEMENT SYSTEM

Activities and Achievements

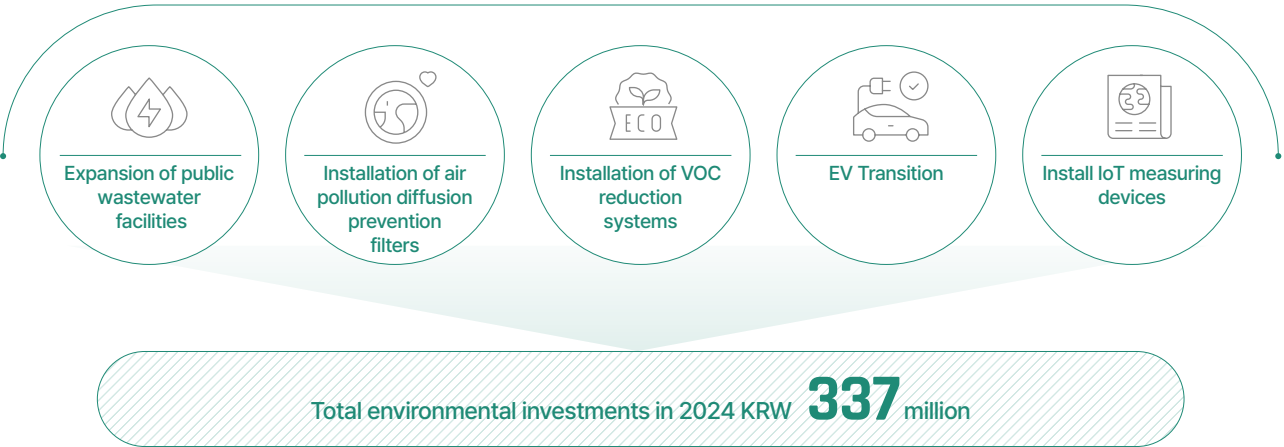
Eco-Friendly Investment

Soulbrain Group incorporates environmental risk considerations into all new investment decisions. The Environment and Safety Dept. is designated as a support department for investments, tasked with identifying potential environmental risks and opportunities and reviewing legal compliance within the scope of the company's investment management regulations. Furthermore, the heads of the Environment and Safety Dept., the ESH Operations Team, and the ESH Infra Team are designated as mandatory members of the Investment Deliberation Committee to ensure that all investment decisions undergo thorough environmental risk reviews.

In 2024, Soulbrain installed an unmanned aluminum can collection system at its Gongju Plant, contributing to greenhouse gas reduction. The system enables real-time monitoring of both CO₂ reduction and the quantity of cans collected via the company's website and mobile application. As a result of these efforts, Soulbrain was awarded an official carbon reduction certificate.

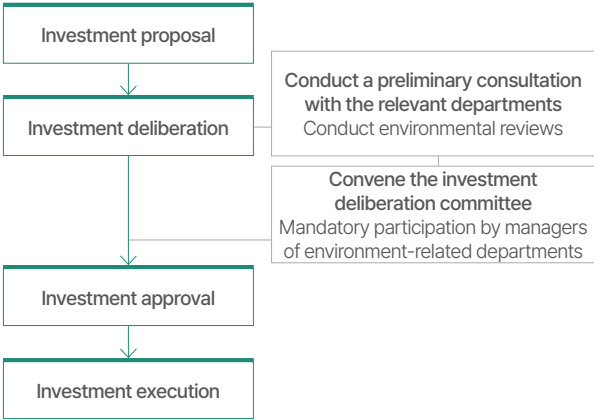
Additionally, Soulbrain Group formulates annual environmental investment plans to strengthen its environmental capabilities. These plans include replacing outdated equipment with high-efficiency alternatives to improve pollutant treatment effectiveness and reduce energy consumption. The company has also implemented Internet of Things (IoT) devices across key plant facilities to monitor air pollutant emissions in real time.

Eco-Friendly Investments in 2024



Carbon Reduction Certificate

Investment Process



Case - Smart Stormwater Pollution Prevention Equipment

To prevent stormwater pollution, Soulbrain Group implemented smart stormwater pollution prevention equipment. Sensors were installed beneath chemical storage facilities to detect leaks, which trigger automatic shutdowns of upstream process pipelines to minimize environmental impact.

In addition, emergency containment systems were installed to monitor the pH level of discharged rainwater in real time. When the pH is within the safe range (6.5–8.5), floodgates remain open. If the pH level falls outside this range, the gates close automatically, and the contaminated stormwater is collected and treated by external contractors, preventing the discharge of pollutants into the environment.

What is Stormwater pollution? Stormwater pollution occurs when chemicals spilled on site surfaces are washed away by rainwater and flow into streams, rivers, or oceans, contaminating water resources.

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ENHANCED CLIMATE CHANGE RESPONSE

Governance

In July 2024, Soulbrain Group established a dedicated Climate Change Management Team under the direct supervision of the CEO within the Innovation Dept. of the Production Div. The team leads the development and implementation of strategies to reduce carbon emissions and achieve the “2050 Net-Zero” goal. Its responsibilities encompass a wide range of climate-related initiatives, including compliance with the Greenhouse Gas Target Management System, execution of energy reduction activities, Life Cycle Assessments (LCA), and operation of the company’s energy management system.

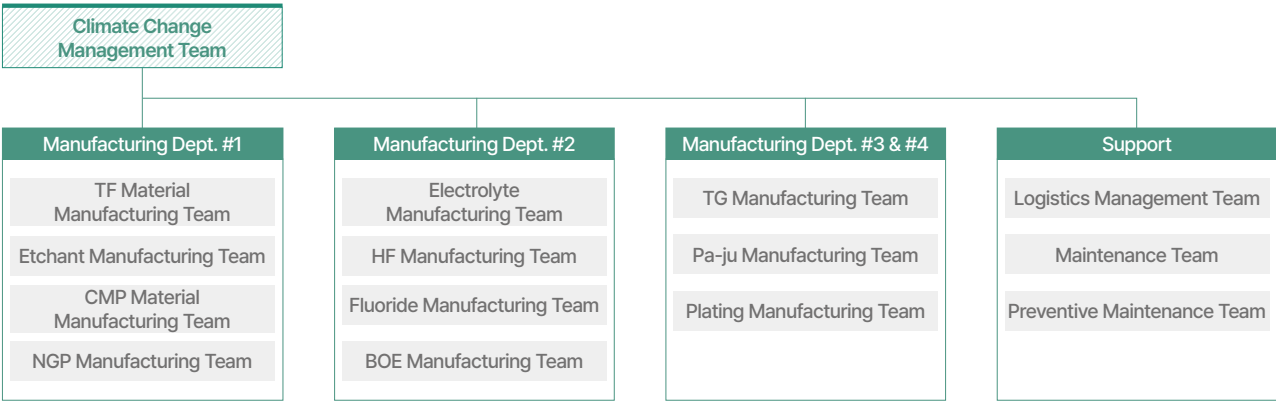
Energy Council

To improve energy efficiency and promote systematic reduction efforts, Soulbrain Group formed an Energy Council composed of representatives from each department. This council established a comprehensive management system to support the planning and implementation of departmental energy-saving initiatives. The council assists departments in developing energy reduction plans and monitors progress through implementation reports and performance reviews. Monthly meetings are held to review achievements, share best practices, and discuss areas for improvement. This collaborative structure facilitates the continuous advancement of the company’s energy reduction efforts.

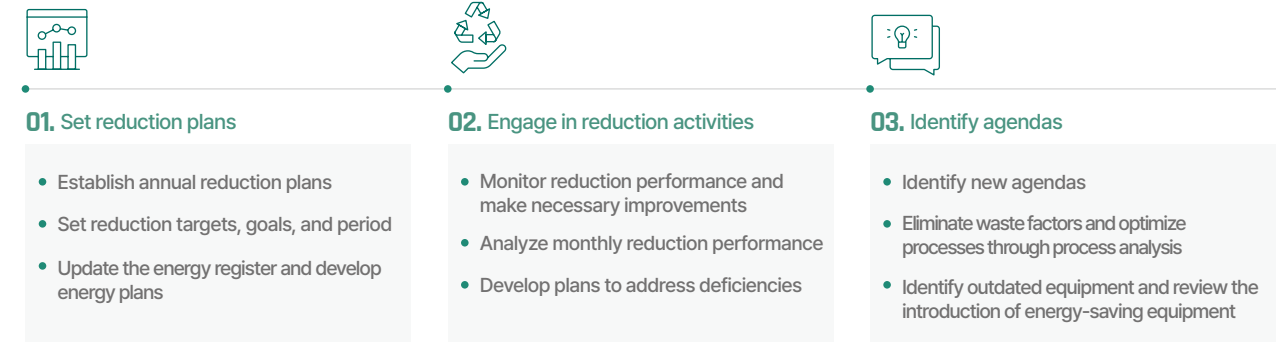
Climate Change Management Team

Soulbrain Group established the Climate Change Management Team to systematically address the growing expectations of external stakeholders regarding climate-related issues. The team is responsible for a wide range of climate initiatives, including compliance with greenhouse gas emission regulations, conducting Life Cycle Assessments (LCA), and formulating the Group’s carbon neutrality targets. To expand the scope of carbon emissions management, the team oversees emissions from overseas subsidiaries and conducts Scope 3 emissions calculations. In response to increasing customer demands, it is implementing a phased plan to extend LCA coverage to all products. Additionally, the team is actively fostering internal expertise to ensure accurate and reliable emissions assessment.

Energy Council Organization Chart



Operation Process of Energy Council



ENHANCED CLIMATE CHANGE RESPONSE

Strategy

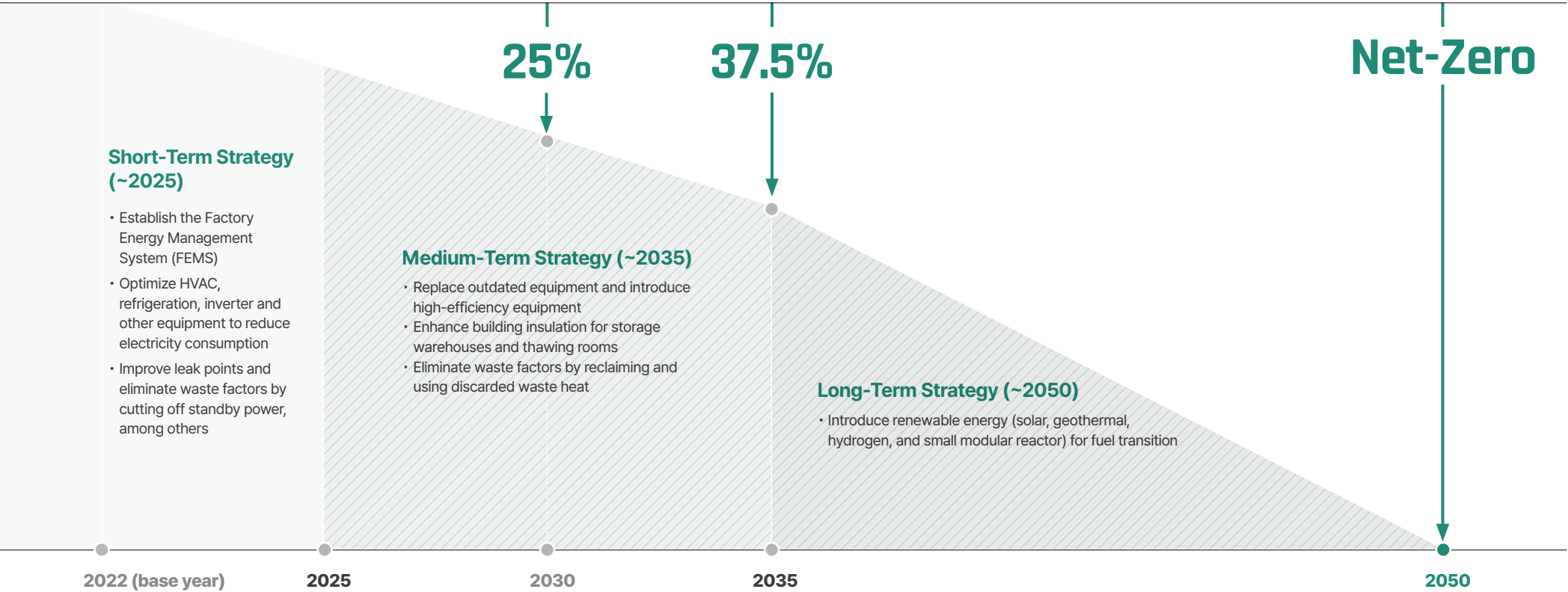
Net-Zero Roadmap

Anchored in its “Greener Soulbrain to 2050 Net-Zero” vision, Soulbrain Group is actively working toward achieving carbon neutrality by 2050. In alignment with the Science-Based Targets initiative (SBTi) Well-Below 2°C (WB2C) pathway, the company has adopted the Absolute Contraction Approach (ACA)¹⁾ and established a mid-term target to reduce greenhouse gas emissions by 37.5% by 2035, compared to 2022²⁾ levels. In 2024, Soulbrain was designated as a targeted entity under the Greenhouse Gas and Energy Target Management System, which led to the clear definition of its organizational boundaries. To ensure data integrity, the company secured third-party verification of its greenhouse gas emissions from 2021 to 2024, enhancing both credibility and consistency. Building on this foundation, Soulbrain is strategically upgrading its emissions management system while continuously reinforcing its mid- to long-term climate resilience.

1) Approach to reduce GHG emissions by a fixed annual rate against baseline emissions
2) Adjustment of the baseline year due to plant expansion

[Soulbrain Low Carbon Green Growth Management Policy](#)

Reduction Targets and Strategies by Period



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ENHANCED CLIMATE CHANGE RESPONSE

Risk Management

Key Risks and Opportunities

Soulbrain Group has identified potential physical and transitional risks in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The company actively assesses the potential impacts of each risk factor and develops appropriate countermeasures to mitigate their effects.

In particular, with Soulbrain scheduled to be included in the Emissions Trading Scheme (ETS) starting in 2025, we are closely monitoring the implications of related regulatory changes. The company is systematically identifying the risks and opportunities arising from this development to ensure a proactive and well-structured response.

Category			Risk/Opportunity Factor	Timing	Impact	Response Plan
Risk Factor	Physical Risk	Acute	Natural disasters such as typhoons and heavy rain	Long-term	Financial losses due to recurring natural disasters such as floods and cyclones	Risk mitigation through disaster insurance coverage
		Chronic	Abnormal climate patterns, such as rising temperatures	Long-term	Decline in productivity due to an increase in the annual average temperature	Energy consumption managed through FEMS installation
	Transition Risk	Policy/Regulation	Impact of inclusion in emissions regulations	Short/Medium-term	Incurrence of compliance (trading) costs due to regulatory inclusion	Systematic management of carbon emissions
		Technology	Demand for transition to low-carbon technologies	Medium-term	Increase in R&D costs and personnel costs for developing low-carbon technologies	Expansion of R&D investments to support low-carbon technology development
		Market	Demand for transition to eco-friendly products	Short/Medium-term	Market contraction for existing products due to growing demand for eco-friendly alternatives	Review the expansion of the eco-friendly product line-up
		Reputation	Expanding customer demands	Medium/Long-term	Rising costs associated with the climate change response to secure new orders and contract extensions	Strengthening carbon data management systems
	Opportunity Factor	Market	Expansion of the secondary battery industry is driven by the growth of the electric vehicle market	Medium/Long-term	Increased sales in the battery market due to rising demand for secondary batteries	Expansion of market share through securing secondary battery technology
		Product/Service	Opportunities arising from the growing demand for eco-friendly and low-carbon products	Long-term	Increased revenue through the development and commercialization of low-carbon products	Expanding R&D investment to low-carbon product development

Activities and Performance

Greenhouse Gas Reduction

To reach our 2050 Net-Zero goal, we manage Scope 1 and 2 GHG emissions across our Pangyo Headquarters, Gongju Plant, Paju Plant and Yong-in and Daejeon R&D Center.

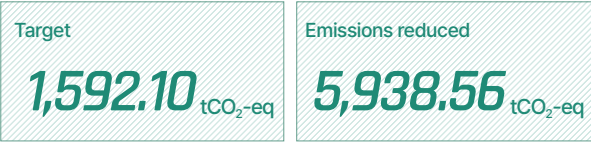
In 2024, Soulbrain Group implemented an employee suggestion system to promote a company-wide culture of carbon neutrality. A total of 73 greenhouse gas reduction ideas were submitted, of which 60 were deemed feasible and incorporated into actionable initiatives.

Greenhouse Gas Reduction Metrics and Targets ¹⁾ Unit: tCO₂-eq

Category	2022	2023	2024	2025 Target
Scope 1 Emissions	13,555.53	10,271.22	10,046.28	9,766.37
Scope 2 Emissions	41,731.86	43,898.73	38,185.11	37,123.57

1) Energy usage targets and performance are established based on the same reduction ratio as the greenhouse gas emissions reduction targets.

GHG Emissions Reduced in 2024



Case - Rewards for GHG emissions reduction efforts

In 2024, Soulbrain launched the Greenhouse Gas Reduction Reward System to foster individual interest and participation in reducing greenhouse gas emissions and energy consumption. Employees who proposed outstanding ideas were given individual incentives, providing tangible motivation. In 2025, the company plans to expand the program with a team-based reward system, promoting collaboration on shared goals such as equipment optimization. Through this initiative, Soulbrain aims to enhance company-wide engagement and participation in achieving its greenhouse gas and energy reduction targets.



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ENHANCED CLIMATE CHANGE RESPONSE

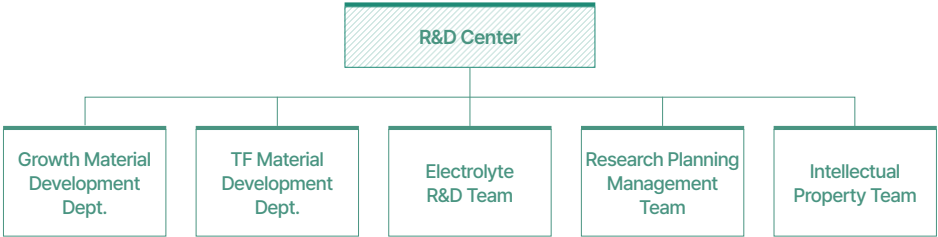
Activities and Performance

Conducting LCAs for Product Environmental Impact Management

To fulfill its commitment to responsible product manufacturing, Soulbrain Group systematically evaluates the environmental impact of its products throughout their entire lifecycle. Led by the Climate Change Management Team, the company conducts Life Cycle Assessments (LCA) to respond to growing external demands for carbon footprint calculation and environmental regulatory compliance. In the first half of 2024, Soulbrain Holdings MI Corporation performed LCAs on two of its products, followed by additional assessments on two products produced at the Soulbrain Gongju Plant in the second half of the year. In 2025, we plan to expand LCA implementation to representative products from each manufacturing team, aiming to strengthen environmental responsibility at the product level. To internalize LCA practices, Soulbrain is building a cross-functional collaboration system involving the Climate Change Management Team, Maintenance Team, Manufacturing Team, Strategy Purchase Team, SCM Team, ESH Infra Team, and the Preventive maintenance Team. This initiative enhances the organization's ability to analyze and assess environmental impact throughout the entire production process, from raw material procurement to final manufacturing.

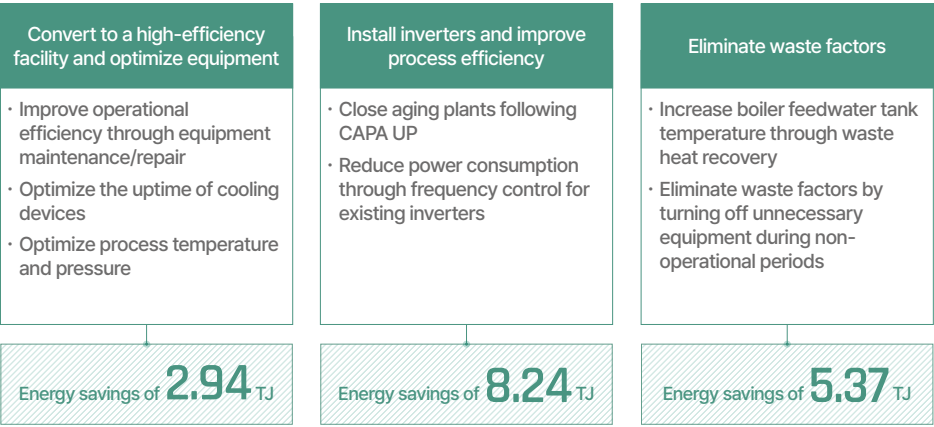
Research on Eco-Friendly Technologies

Soulbrain is advancing research on the appropriate treatment of waste generated from essential feedstock materials used in semiconductor production, with the goal of recycling this waste into raw materials for agricultural applications. To support this initiative, the company operates a sustainable organizational framework centered on the Pangyo Central Research Center, which leads research projects, plans R&D activities, and secures core intellectual property.



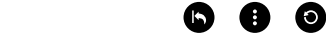
Energy Management

Soulbrain Group is advancing energy efficiency and management through continued reduction efforts based on its energy management system. The Gongju Plant obtained ISO 50001 (Energy Management System) certification in 2020, and the Paju Plant received certification in 2024 through an expanded scope. In 2024, key initiatives included transitioning to high-efficiency equipment and optimizing operations, with each department implementing tailored reduction plans. These efforts resulted in total energy savings of 125 TJ.



Case - Greener Soulbrain Campaign

In 2024, Soulbrain promoted personal tumbler use at in-house cafés in the Pangyo Headquarters and Gongju Plant through the “Greener Soulbrain Campaign.” Employees scanned QR codes on their tumblers via a dedicated app, earning carbon neutrality points for using reusable cups. Soulbrain will continue pursuing eco-friendly initiatives to reduce emissions and enhance resource efficiency.



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- ENVIRONMENTAL
 - ADVANCEMENT OF ENVIRONMENTAL MANAGEMENT SYSTEM
 - ENHANCED CLIMATE CHANGE RESPONSE**
 - MINIMIZATION OF ENVIRONMENTAL IMPACT

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

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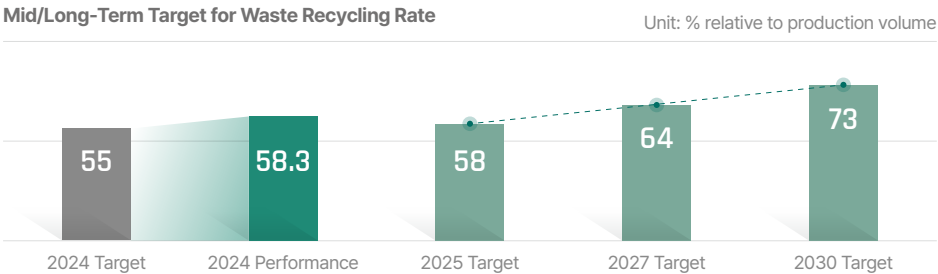
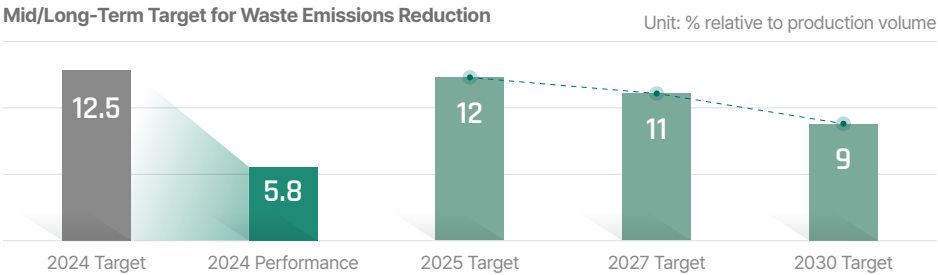
MINIMIZATION OF ENVIRONMENTAL IMPACT

Activities and Performance

Waste Management

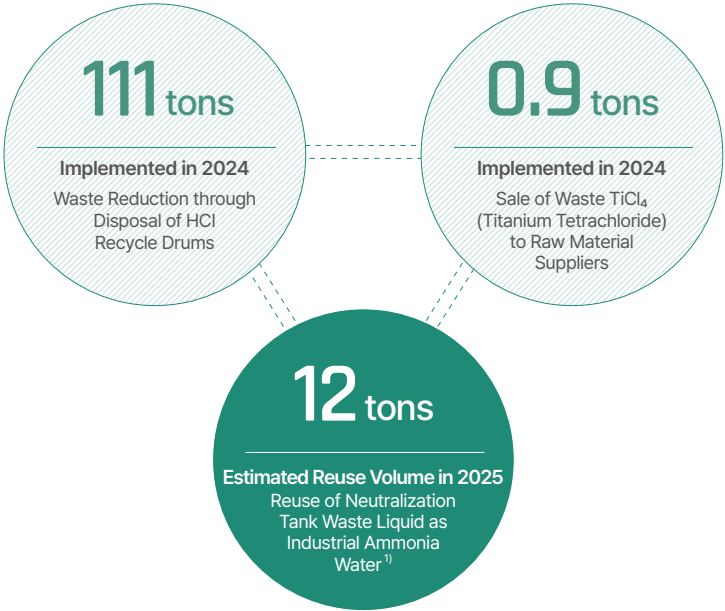
Soulbrain Group aims to minimize production-related waste and improve efficiency by standardizing procedures for discharge, separation, and collection and by operating a mechanized collection system. The Group also collaborates with specialized waste treatment firms to recycle reusable waste, reducing landfill and incineration and promoting resource circulation.

We have set mid- to long-term targets through 2030 to reduce waste emissions and improve recycling rates. Annual departmental action plans are in place to support these goals. Through process optimization, we have decreased waste liquids—such as hydrochloric acid and etching solutions—by reusing them internally or supplying them to external partners, thereby minimizing overall waste generation.



To promote voluntary recycling among employees, Soulbrain operates an internal circulation system that evaluates the recyclability of general waste, including office supplies, and redistributes reusable items to departments upon request. As a result of these efforts, the company successfully met its 2024 targets for reducing waste emissions relative to production volume and increasing the recycling rate.

Resource Recycling Performance



1) Due to facility investments executed at the end of December 2024, the performance for 2024 has not been reflected.



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MINIMIZATION OF ENVIRONMENTAL IMPACT

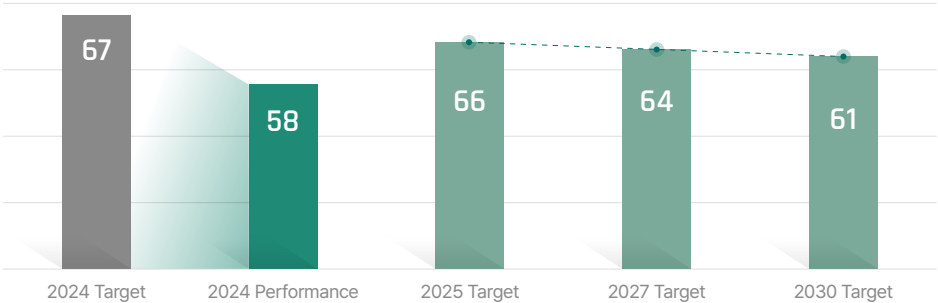
Activities and Performance

Water Resource Management

Soulbrain Group is strengthening systematic water and wastewater management to minimize its environmental impact on water resources. Each site regularly monitors and manages the volume and characteristics of water usage and wastewater discharge. The Group also invests in treatment and recycling facilities to reduce wastewater generation and support circular resource use, thereby contributing to water conservation.

The Group has set mid- and long-term targets for reducing wastewater discharge by 2030 and is implementing department-level annual action plans to meet these goals. In 2024, process optimization efforts—such as increased plating efficiency at the Paju plant—resulted in a reduction of approximately 40,000 tons of wastewater compared to the previous year.

Mid/Long-Term Wastewater Discharge Reduction Target Unit: % relative to production volume



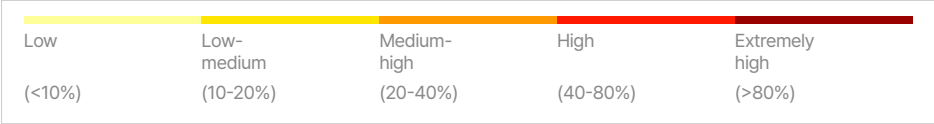
Assessment and Management of Water-Stressed Regions

To manage water-related risks, Soulbrain Group assesses and systematically manages water stress levels at the locations of its domestic operations.

Based on World Resources Institute (WRI) criteria, the Gongju Plant was identified as being in the highest water-stressed area among the Group's three domestic sites. In response, the Group plans to implement targeted measures to reduce water consumption at the Gongju Plant. Soulbrain will continue to monitor regional water stress and strengthen its capacity to respond to potential water resource risks.



Water Stress Index



Site	Location	Water Stress
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 - Medium (10-20%)
Pangyo Headquarters	34, Pangyo-ro 255beon-gil, Bundang-gu, Seongnam-si, Gyeonggi-do, Republic of Korea	Medium - High (20-40%)

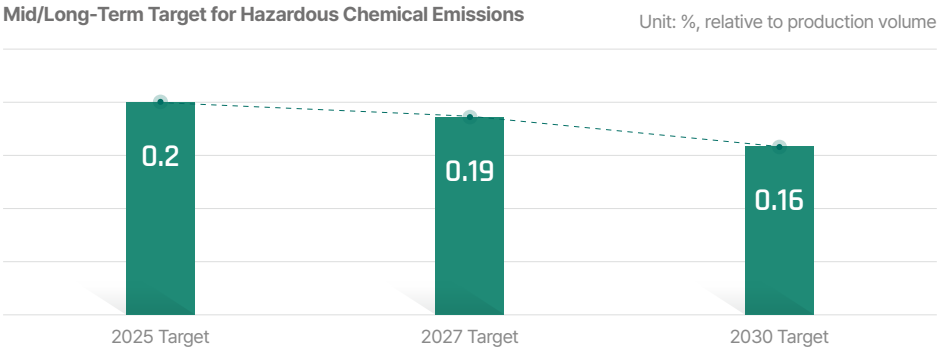
Source | <https://www.wri.org/>

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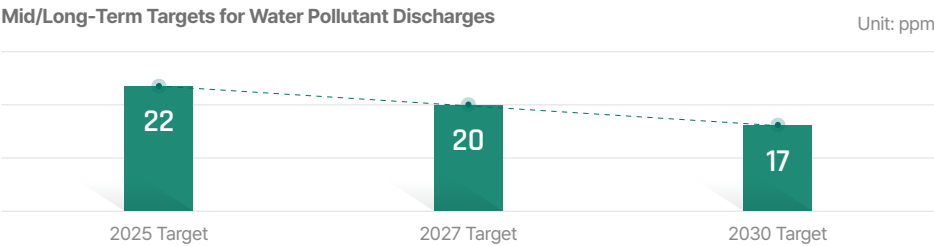
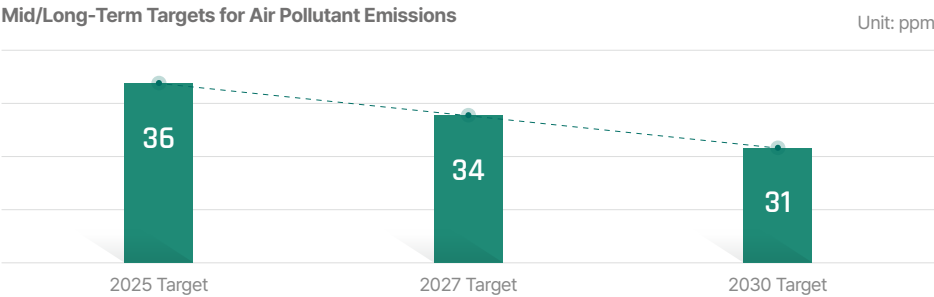
Chemical Substance Management

Soulbrain Group places strong emphasis on the safe management of chemical substances and implements stringent control measures to mitigate related safety risks. To protect employees, the company has established a robust safe process operation system, and to deliver safer products to customers and end-users, it operates a comprehensive chemical management system. The company conducts thorough reviews of domestic and international chemical regulations and actively monitors new substances. If a substance is identified as restricted or prohibited, its material code registration is blocked through strict internal procedures. To further enhance environmental safety capabilities, Soulbrain has set a mid- to long-term target of reducing hazardous chemical emissions by 2030. Weekly inspections are conducted on facilities that store and use hazardous chemicals. Additionally, the company uses Human-Machine Interface (HMI) systems to monitor data such as concentration and pressure in real time, enabling the proactive prevention of potential risks, including fires, explosions, and leaks.



Air and Water Pollutant Management

Soulbrain Group enforces strict internal standards that exceed legal requirements to manage air and water pollutants. Regular inspections are carried out on emission sources and control facilities, while pollutant-specific treatment systems are operated to maximize the efficiency of emissions reduction. The Group has also set mid- to long-term targets for reducing air and water pollutant emissions by 2030 and developed an action plan to minimize environmental impact. By 2024, it aims to identify optimal reduction measures based on current emission data, and starting in 2025, it plans to invest in high-efficiency pollution control systems to further strengthen its pollutant management performance.



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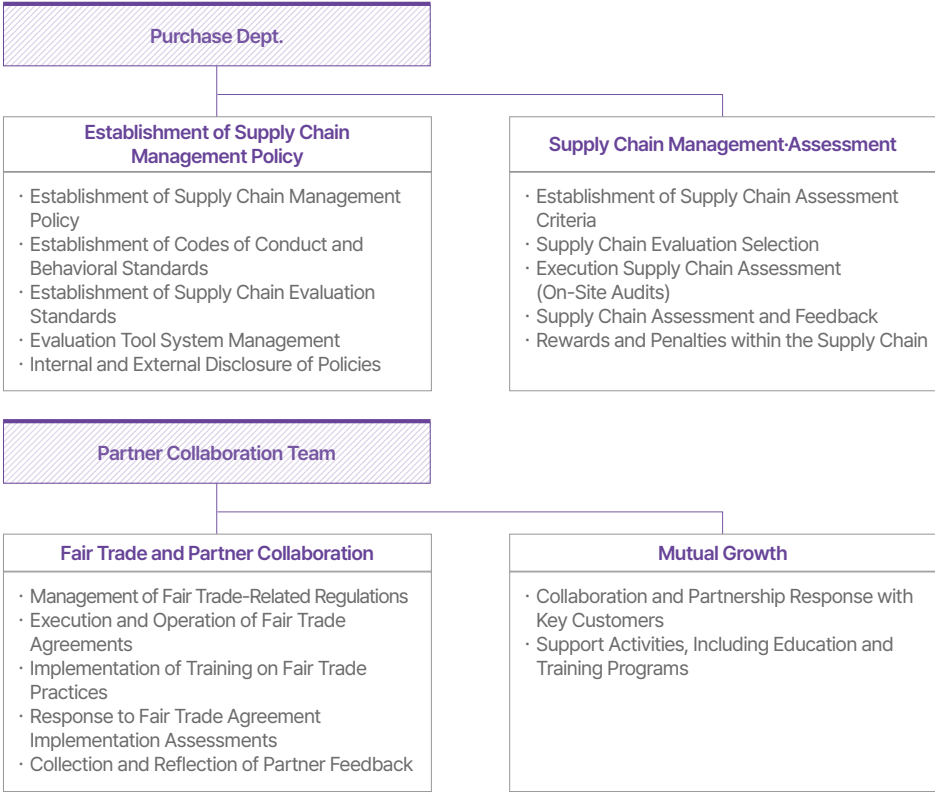
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RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Governance

Soulbrain Group systematically manages supply chain ESG risks to strengthen sustainable partnerships with suppliers. By signing fair trade agreements and adopting standard subcontracting contracts, the Group prevents unfair or unlawful practices. A dedicated department oversees these efforts, actively promoting partner collaboration and shared growth.

In 2024, the Group enhanced its supply chain ESG policies through comprehensive upgrades. Based on ESG assessment results, Soulbrain developed tailored follow-up management plans for each supplier to drive tangible improvements. An ESG assessment system was also established within the company’s procurement platform (SRM), incorporating formal ESG compliance requirements and adding dedicated ESG criteria. These measures enable Soulbrain Group to proactively manage supply chain ESG risks while building a structured support system to strengthen supplier sustainability.



Strategy

Supply Chain ESG Management Policy

To strengthen sustainable partnerships with its suppliers, Soulbrain Group has established a Supply Chain ESG Management Policy and systematically manages ESG risks across its entire supply chain in accordance with this framework.

The policy is based on Version 8.0 of the Responsible Business Alliance (RBA) Code of Conduct, as well as the principles of the International Labour Organization (ILO) and the Organisation for Economic Co-operation and Development (OECD). It clearly defines the ESG behavioral standards that suppliers are expected to follow across five key areas: labor, health and safety, environment, ethics, and management systems. Additionally, Soulbrain requires suppliers to sign a Supplier Code of Conduct Compliance Pledge, affirming their understanding of and commitment to these ESG standards during the contract process.

1. Purpose
This policy aims to help Soulbrain and its suppliers establish safe working environments, uphold the dignity and respect of all workers, and operate in an environmentally responsible and ethical manner across both domestic and international operations.

2. Application Scope
This policy applies not only to Soulbrain and its direct suppliers but also to all upstream suppliers providing raw materials and goods. All suppliers are required to implement the provisions of this policy at their worksites, maintain verifiable records and documentation, and ensure that both managers and employees clearly understand its contents. Soulbrain may conduct site visits to verify compliance and request corrective actions as needed.

3. Soulbrain Supply Chain ESG Code of Conduct
1) Labor (prohibiting forced and child labor and ensuring full compliance with labor-related laws)
2) Health and safety (creating a safe and healthy working environment)
3) Environment (minimizing negative impacts on local communities, the environment, and natural resources)
4) Ethics (prohibiting bribery, corruption, extortion, and embezzlement)
5) Management system (establishing a management system in accordance with norms)
6) Supply chain management

4. Assessment
Soulbrain evaluates compliance with the Soulbrain Supply Chain ESG Code of Conduct through formal assessments based on its internally established Supply Chain ESG Evaluation Standards. These assessments are conducted to verify effective implementation across the supplier network.

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



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RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Strategy

Conflict and Responsible Minerals Policy

Soulbrain Group complies with the OECD Due Diligence Guidance for Responsible Supply Chains and has integrated a Conflict and Responsible Minerals Management Policy into its procurement procedures. This policy ensures transparent sourcing and risk-based oversight across the supply chain.

To identify and manage potential upstream supply chain risks, Soulbrain has established a structured annual assessment process that monitors suppliers’ sourcing practices for conflict and responsible minerals. In line with global standards, the company identifies high-risk suppliers and implements formal procedures to request risk mitigation measures.

To promote responsible sourcing, Soulbrain requires suppliers to enter into a Conflict Minerals and Responsible Minerals Policy Compliance Commitment with their upstream partners, disclose sourcing information transparently, and obtain certification through the Responsible Minerals Assurance Process (RMAP).

In the first half of 2025, the company is building a due diligence framework that incorporates the OECD guidelines and policies from the Responsible Minerals Initiative (RMI). Formal due diligence procedures will be implemented based on this framework moving forward.

Case – Responsible Mineral Sourcing

As concerns grow over human rights violations, child labor, and environmental degradation associated with mineral extraction, responsible mineral sourcing throughout the supply chain has become increasingly important.

Soulbrain Group manages not only 3TG minerals (tin, tantalum, tungsten, and gold) sourced from the Democratic Republic of Congo (DRC) and neighboring countries but also includes other high-risk minerals—such as cobalt and lithium—linked to potential human rights or environmental issues during mining and procurement.

To ensure responsible sourcing, we require our suppliers to submit a signed pledge confirming the non-use of conflict and high-risk minerals and conduct regular compliance reviews. These efforts are part of our ongoing initiative to strengthen transparency and build a more accountable mineral supply chain.

Soulbrain Conflict Minerals/Responsible Minerals Sourcing Policy¹⁾

1. Procurement Policy

Soulbrain is committed to upholding its responsibility to both humanity and the environment. Through the establishment of a responsible supply chain, the company aims to address major social concerns—including human rights violations, environmental degradation, and the financing of armed conflict—arising from mineral extraction in high-risk areas such as conflict zones in Africa, Asia, and the Middle East.

2. Conflict Minerals/Responsible Minerals Targets and Organizations

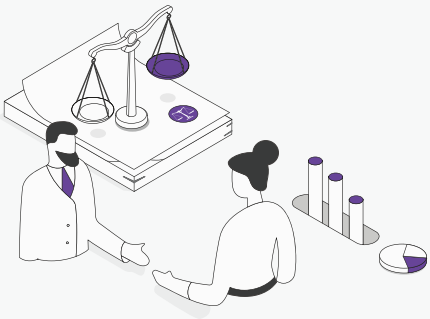
A. Conflict minerals: refer to the four major minerals (3TG) mined in 10 African countries

- Covers: Tin, Tantalum, Tungsten, and Gold

B. Responsible miners: include minerals beyond 3TG that are sourced in ways that do not fund conflict and are mined with respect for human rights, the environment, and social responsibility.

- Covers: Cobalt, Mica, Zinc, Aluminum, Copper, Lithium, Nickel, Magnesium

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



[Soulbrain Conflict and Responsible Minerals Policy](#)

1) Policy Excerpt

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Risk Management

Supply Chain ESG Assessment

Supplier Assessment and Management Process

To systematically manage supplier ESG risks, Soulbrain Group has established and operates an annual Supply Chain ESG Assessment Process.

Assessment targets are selected based on criteria such as supplier size, annual purchase volume, and supply chain significance. Assessments are conducted through the Soulbrain Purchasing System (SRM) and are based on ESG Code of Conduct standards. Final ratings are determined by combining the supplier’s self-assessment with Soulbrain’s internal assessment and supplemented with on-site audit findings when necessary.

Suppliers with low ratings are classified as high-risk and are required to establish and implement corrective and risk mitigation plans, which are then continuously monitored for improvement.

In 2024, Soulbrain upgraded its ESG assessment system and developed new assessment standards. A total of 28 suppliers were identified as assessment targets. Among these, 12 suppliers underwent assessments—3 through on-site audits and 9 through document-based assessments.

To ensure effective follow-up, a post-assessment management process was introduced, enabling the company to systematically monitor corrective action implementation. Assessment results are managed using a grading system. As part of its supplier support program, incentives such as free product support were provided to the two top-performing suppliers. Additionally, ESG policies, standard templates, and training materials were distributed to all suppliers to strengthen ESG capabilities across the supply chain.

soulbrain SRM System

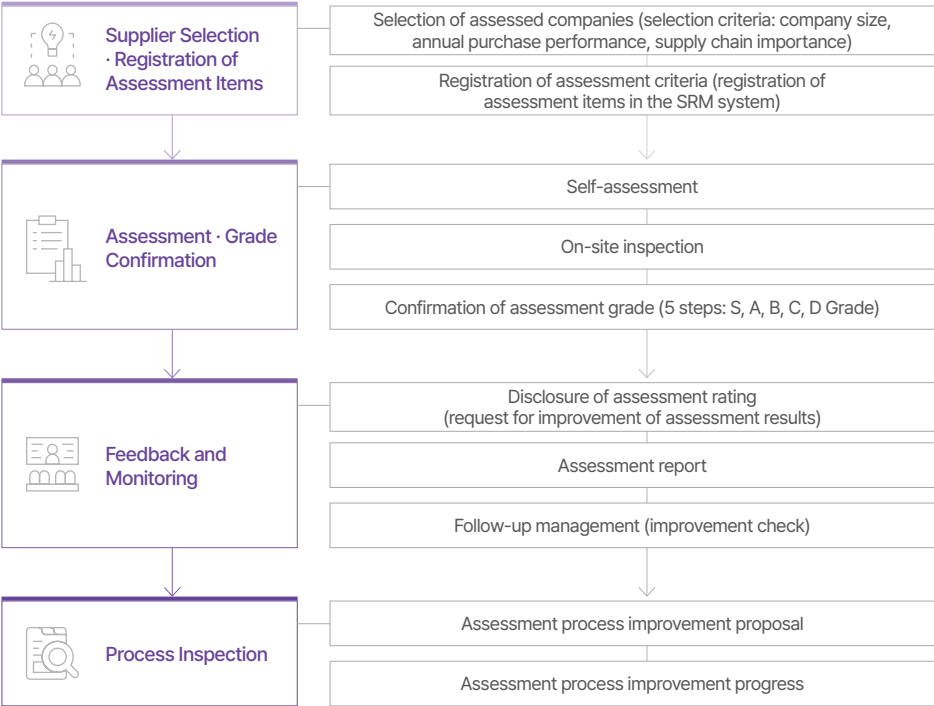


Supply Chain ESG Assessment Criteria

Soulbrain Group has established a standardized process to assess suppliers' compliance with the ESG Code of Conduct and conducts assessments based on this framework.

The Supplier Assessment Form is structured around five key areas: labor, health and safety, environment, ethics, and management systems. In 2024, the evaluation criteria were enhanced to include 46 questions for document-based assessments and 55 questions for on-site due diligence, enabling a comprehensive assessment of suppliers’ sustainability practices and ESG performance.

Supply Chain ESG Assessment Process



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RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Activities and Performance


Fair Trade Practices

Soulbrain Group is reinforcing fair and transparent trading practices by strengthening trust with suppliers. The Four Fair Trade Practices are embedded across supplier selection and contract execution and are formalized in internal regulations. To prevent unfair transactions and unlawful conduct, we sign fair trade agreements and adopt standard subcontracting contracts. We are also building a risk management process covering identification, mitigation, post-monitoring, and reporting to the Board of Directors. This enables systematic management of both financial and non-financial risks, including those related to fair trade. Soulbrain Group will continue to foster healthy, sustainable partnerships and avoid any abuse of dominant position.


Prevention of Unfair Trade and Unfair Competition




Conclusion of desirable contracts through periodic revision of standard contracts



Confirmation and execution of the prohibition of giving and receiving gifts to and from all employees



Operate a channel for reporting employee irregularities or unfair trade through the Online Whistleblowing Channel



Implementation of unfair trade prevention education

4 Practices for Fair Trade

🔗 4 Practices for Fair Trade



Fair Trade Education

Soulbrain Group conducted unfair trade prevention training during the first half of 2024. From April to May 2024, Soulbrain Group provided training for all employees on regulations and cases of improper trading, insider trading, and market manipulation. 70 employees from Soulbrain Holdings and 929 from Soulbrain completed the training, achieving completion rates of 83.3% and 83.5%, respectively. In September, advanced training on fair trade violations was held for employees in finance, accounting, planning, R&D, and sales. It was completed by 33 employees from Soulbrain Holdings and 36 from Soulbrain. Soulbrain Group will continue regular training to strengthen fair trade awareness and foster a transparent trading culture.

Unfair Trade Prevention Education

Content	Date	Participants	Category	Completed Participants
Regulations and cases of improper trading, insider trading, and market manipulation	April–May 2024	All employees	Soulbrain Holdings	70 persons (83.3%)
			Soulbrain	929 persons (83.5%)
Training centered on unfair trade violation cases	September 2024	Finance, accounting, planning, R&D, and sales department executives	Soulbrain Holdings	33 persons
			Soulbrain	36 persons



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RESPONSIBLE SUPPLY CHAIN MANAGEMENT

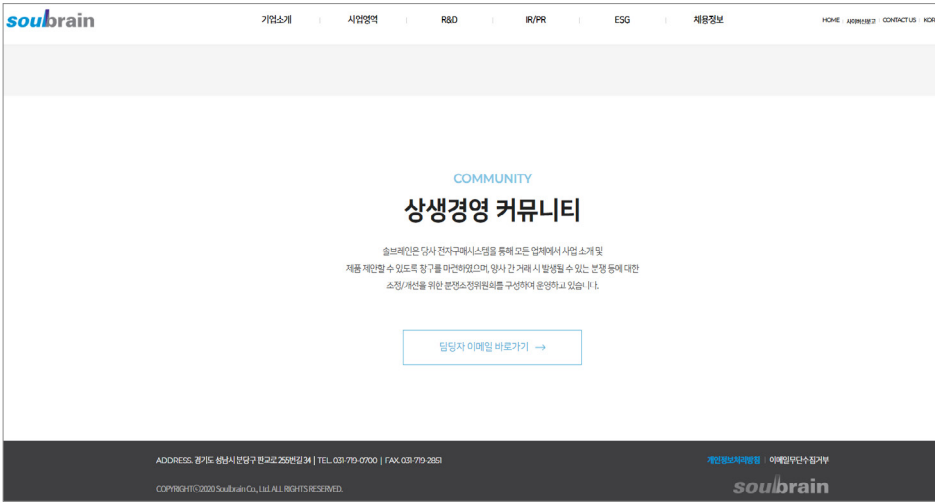
Activities and Performance

Enabling Supplier Communication

Soulbrain Group operates various communication channels to strengthen trust and promote partner collaboration with suppliers. Through the SRM system's cyber reporting tool and the Partner Collaboration Community on the official website, suppliers can provide feedback on transactions, compensation, and payments, or report inappropriate behavior.

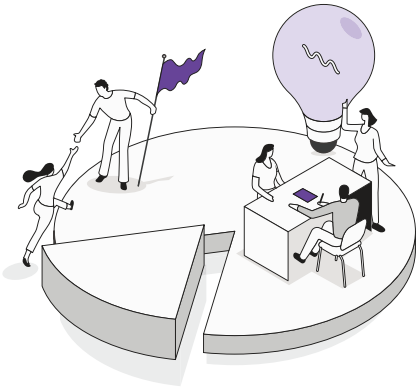
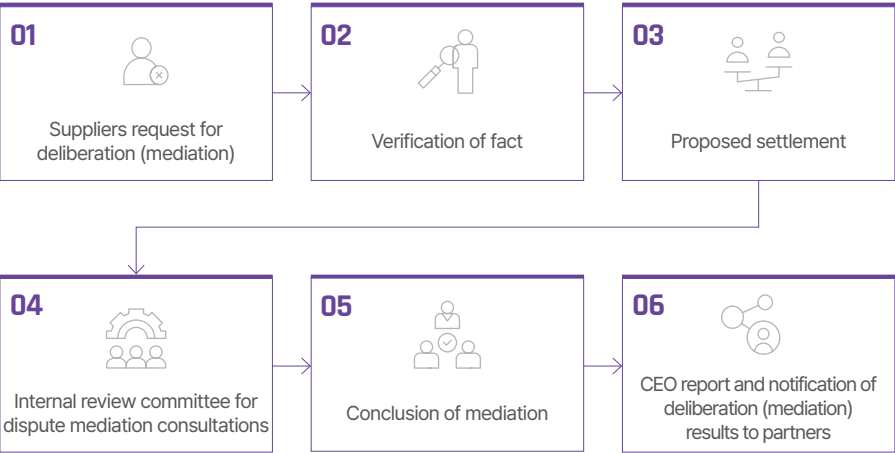
To address disputes, the company also operates a Dispute Resolution Committee to ensure smooth conflict resolution and reinforce supplier trust.

In 2024, no grievances or complaints were reported, reflecting effective communication and strong mutual trust. Soulbrain Group will continue to expand its communication channels and foster transparent, trust-based partnerships.



Partner Collaboration Community on the Official Website

Subcontracting Dispute Mediation Process



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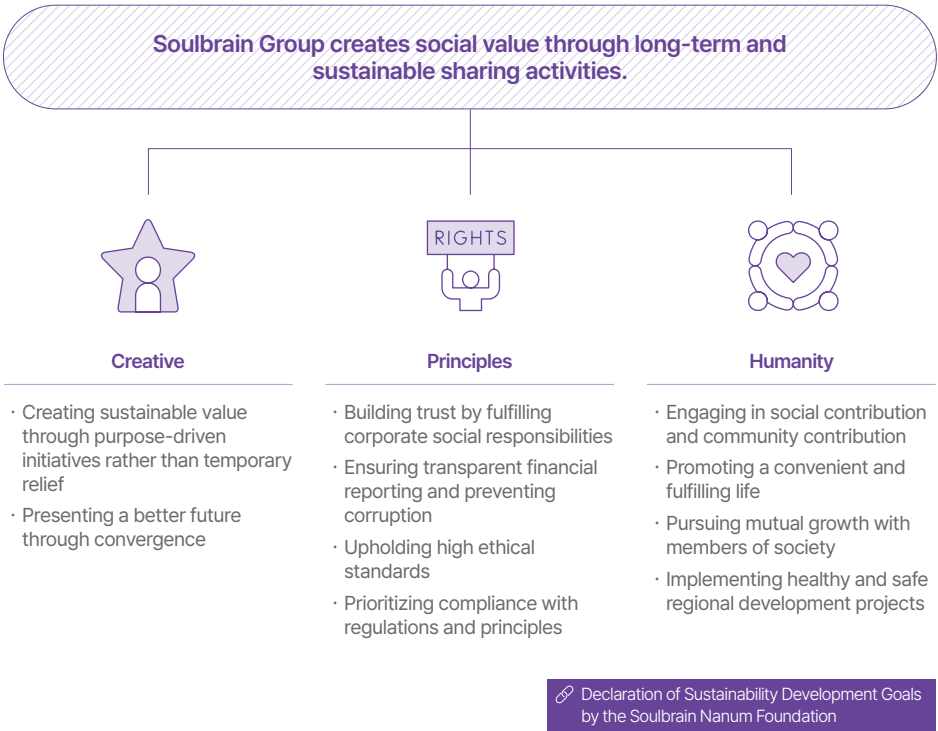
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COMMUNITY CONTRIBUTION

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, we strive 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.



COMMUNITY CONTRIBUTION

Risk Management

Mitigation of Negative Impacts on Local Communities

Soulbrain Group prioritizes the safety and sustainability of communities surrounding its operations and actively implements risk management measures. We identify potential environmental and social risks in advance and have established communication systems to minimize them. Feedback is gathered through channels such as our website and meetings, and we promptly address any reported concerns. We also strengthen preparedness for emergencies—including fires, explosions, and chemical leaks—by regularly sharing information on hazardous facilities and providing safety guidelines to residents. This information is communicated at least once a year via the website, resident representatives, and public hearings. To assist elderly residents during emergencies, we have established a regional mobility support bus plan and are reinforcing cooperation systems with local communities. Soulbrain Group remains committed to building a sustainable and trust-based relationship through systematic management of environmental and social risks.



Activities and Performance

Mid/Long-Term Goals

Soulbrain Group embraces "sharing" as a core management principle and puts responsible, sustainable management into practice through the Soulbrain Group Nanum Foundation. We focus on protecting vulnerable groups and nurturing future talent as key priorities. To go beyond short-term aid, we have established and are systematically implementing mid- to long-term goals that support self-sustaining, long-term growth.

Mid/Long-Term Goals for Social Contribution

Short-Term Goals (Until 2025)	Mid-Term Goals (From 2026)	Long-Term Goals (From 2027)
<ul style="list-style-type: none">• Increase social contribution spending by 5% compared to 2023• Identify campaigns and employee activities related to water, plastic, and climate/environmental issues	<ul style="list-style-type: none">• Increase social contribution spending by 10% compared to 2023• Conduct campaigns and employee activities related to water, plastic, and climate/environmental issues	<ul style="list-style-type: none">• Increase social contribution spending by 15% compared to 2023• Continue campaigns and employee activities related to water, plastic, and climate/environmental issues



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COMMUNITY CONTRIBUTION

Activities and Performance

Social Contribution Activities

Since its establishment in 2013, the Soulbrain Group Nanum Foundation has actively promoted sustainable social contribution through a range of programs, including the Seokho Scholarship Program, SOULBOX Support Project, and the revenue-generating business 'The Lounge.' Moving beyond simple donations, the Foundation has consistently focused on enhancing the quality of welfare, culture, and education in local communities, thereby reinforcing a foundation for mutual growth. In 2024, the Foundation carried out a total of 23 social contribution initiatives, with expenditures amounting to approximately KRW 520 million.

Seokho Scholarship Program

Since initiating its donation to Sungkyunkwan University in 2007, Soulbrain Group has operated the "Soulbrain Seokho Scholarship Program" as a flagship initiative to provide stable learning environments for students marginalized from educational opportunities and to systematically nurture local talent.

The program offers educational support to middle and high school students in Gongju and Paju who demonstrate outstanding academic achievement and exemplary conduct, identifying and cultivating future talent. In particular, it provides practical assistance to students facing financial hardship to help them continue their studies. The scholarship program has also been extended to include university students majoring in science in the Seoul Metropolitan Area and Chungcheongnam-do Province, fostering a growing network among recipients. Soulbrain Group remains committed to supporting local talent development and promoting equitable access to education.

Soulbrain Seokho Scholarship – Middle and High School Students

- Provides academic support for students from socially vulnerable groups who demonstrate strong academic potential and require financial assistance
- Supports learning activities to help students maintain stable academic progress
- Operates customized talent development programs to help students realize their dreams and abilities

Soulbrain Seokho Scholarship – University and Graduate Students

- Provides scholarships to students from national, private, or vocational universities and graduate schools, selected based on self-reliance, academic excellence, or special talents
- Evaluates academic performance and personal development each semester to select outstanding candidates, offering tailored support for tuition and learning assistance

Fostering Local Talent and Ensuring Equal Educational Opportunities

- Provision of scholarships and research funding
- Establishment of development funds for related academic fields

Strengthening the Role and Reputation of the Foundation

- Promoting cooperation based on mutual respect

Establishing Key Directions to Enhance the Quality and Impact of Scholarship Initiatives

- Discovering new scholarship initiatives and developing programs in collaboration with local communities and businesses

Establishment of a Scholarship Resource Network

- Building networks among scholarship recipients and fostering a virtuous cycle within the local community
- Diversifying scholarship programs and offering multi-purpose, tailored scholarship support

Development of Future-Oriented Scholarship Initiatives

- Adjusting the direction and scale of programs to prepare for future societal needs
- Securing outstanding talent in industry through academia-industry cooperation
- Providing long-term and stable support to high-potential students from low-income backgrounds

Expansion of Stable and Sustainable Scholarship Funds and Management Systems

- Provision of scholarships and research funding, and establishment of development funds for related academic fields

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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—including daily necessities, clothing, and food—to vulnerable and low-income members of local communities.

Rooted in the Group’s corporate philosophy, SOULBOX embodies a spirit of heartfelt sharing, delivering warmth and sincerity to neighbors in need. Since 2018, the Group has collaborated with Gongju City to implement the “Gongju City Maternity Celebration SOULBOX” initiative, which provides essential items to families with newborns, helping to foster a childbirth- and parenting-friendly community. The Group continues to broaden the scope of this initiative by supplying baby care SOULBOX packages to child welfare agencies and facilities for single mothers, thereby expanding its support to encompass a wide range of individuals in need of social care.



SOULBOX Support Project

Revenue-Generating Business - The Lounge

Soulbrain Group operates an in-house cafeteria and the Italian restaurant ‘The Lounge’ as part of a participatory social contribution model rooted in ethical consumption. All profits generated from these venues are reinvested into community contribution activities, fostering a virtuous cycle of giving. The Lounge also serves as the venue for the ‘SOUL Sharing Table’ program, where children from nearby community and childcare centers are invited to enjoy nutritious meals free of charge—providing them with a memorable and meaningful experience. Guided by the value of “easy, enjoyable, and delicious sharing,” Soulbrain Group remains dedicated to creating sustainable social value.



SOUL Sharing Table

Sponsorship Program for the Vulnerable in Gongju

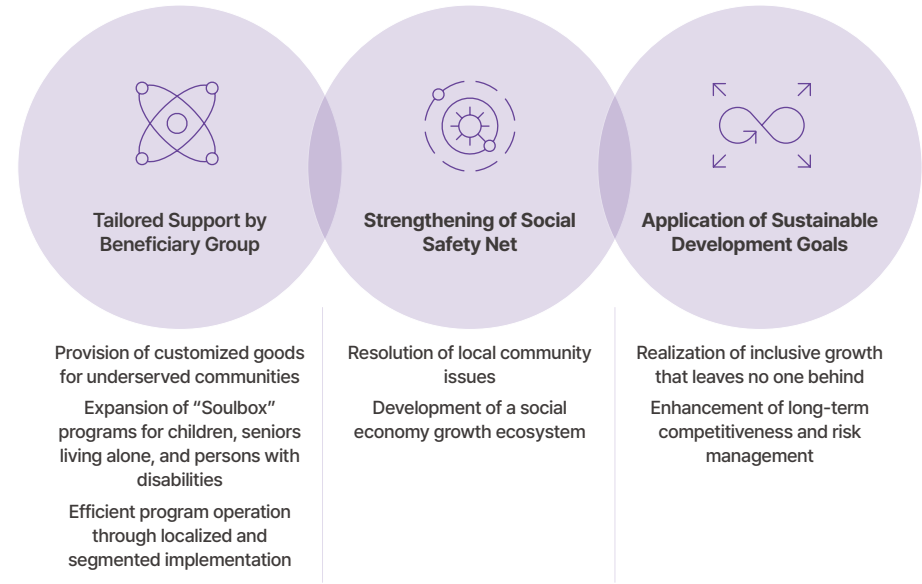
Soulbrain Group actively engages with local communities surrounding its business sites to create shared value. In 2024, the Group provided fire safety supplies to vulnerable residents in Gongju City, donated essential goods to a local youth center, and sponsored home appliances for community villages. Soulbrain Group will continue to pursue social contribution efforts that promote mutual growth with local communities.



Provision of Supplies to Gongju Youth Center



Provision of Fire Safety Equipment to Vulnerable Groups in Gongju



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INTERNALIZATION OF HUMAN RIGHTS MANAGEMENT

Governance

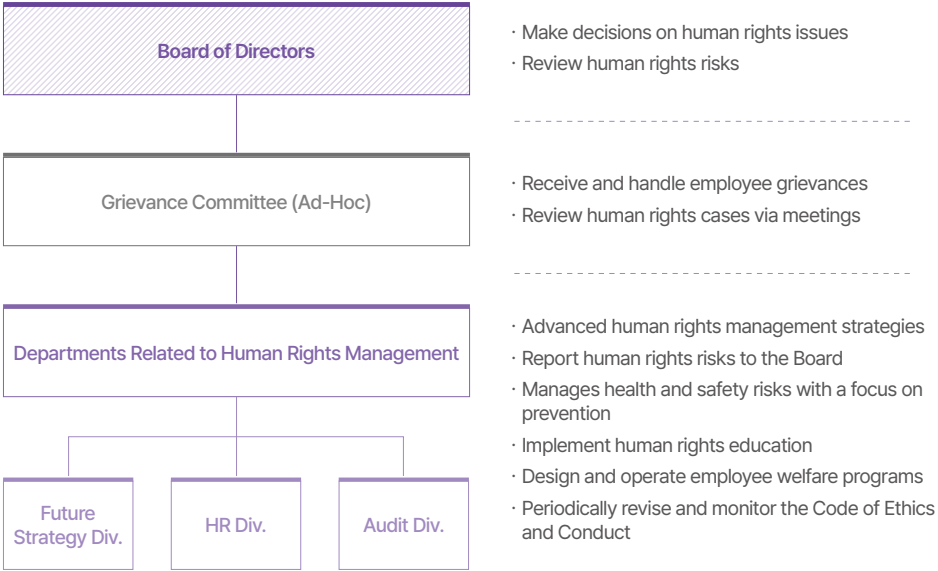
Human Rights Management Promotion System

To ensure the effective implementation of human rights management, the Board of Directors—the highest decision-making body—along with key executives, leads dedicated working-level councils to deliberate on critical human rights issues. These include identifying and responding to human rights violations and establishing or revising internal regulations.

The Future Strategy Div. proactively identifies and analyzes global best practices in human rights management and shares insights systematically with relevant departments. This initiative helps embed a human rights-centered organizational culture throughout the company and supports the development of strategic direction and execution.

The HR Div. reinforces the importance of human rights through mandatory legal training and awareness programs, while continuously enhancing welfare policies that improve the working environment. These efforts serve as a foundational element for implementing human rights management practices.

The Audit Div. establishes and distributes the company's Code of Ethics and Code of Conduct, encouraging voluntary compliance. These guidelines promote responsible and ethical decision-making by all employees across their day-to-day operations.



Strategy

Human Rights Management Policy

Soulbrain Group recognizes the inherent dignity and unique value of all stakeholders—including employees, domestic and overseas affiliates, partners, suppliers, customers, and local communities—and is committed to building a safe and sustainable working environment as a responsible company that respects human rights. We adhere to international human rights and labor standards such as the Universal Declaration of Human Rights, ILO Core Conventions, and OECD Guidelines for Multinational Enterprises. Based on these principles, we have established and are continuously strengthening our human rights management policy.

In 2025, the Group expanded its existing human rights policy—previously centered on its key operating entity—to a comprehensive, group-wide framework. The new policy includes detailed guidelines to prevent major human rights risks, including forced labor, child labor, discrimination, and the exclusion of vulnerable groups. It also defines procedures for grievance resolution, human rights risk assessments, and corrective actions. This policy applies across all business sites and throughout the global value chain.

Led by the ESG Committee, the CEO and relevant departments oversee the policy's development, implementation, and performance monitoring. Through ongoing engagement with diverse stakeholders, Soulbrain Group is committed to the practical realization of human rights management.

Soulbrain Group Human Rights Management Policy¹⁾

1. Purpose
Soulbrain Group (the “Company”) affirms its clear responsibility to respect and protect the human rights of all employees 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 practices human rights management based on respect for labor principles recommended by the International Labour Organization (ILO) and ratified by national governments. The Company views the prevention of human rights violations and the fulfillment of its responsibilities across the entire value chain as core elements of its corporate social responsibility. In doing so, the Company is committed not only to preventing incidents related to this Human Rights Management Policy but also to ensuring that it is not complicit in or supportive of any form of human rights violations.

2. Application Scope
This Human Rights Management Policy applies comprehensively to all employees of the Company, as well as to its domestic and overseas affiliates, partners, suppliers, customers, and local communities across the entire value chain. The Company enforces this policy at all global business sites and group entities, ensuring that human rights standards are clearly communicated across its partner and supplier networks. Through ongoing monitoring, the Company actively identifies, evaluates, and improves upon potential risks related to human rights and labor practices throughout its operations and supply chain.

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

1) Policy Excerpt [Soulbrain Group Human Rights Management Policy](#) [Soulbrain Human Rights Management Policy](#)



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INTERNALIZATION OF HUMAN RIGHTS MANAGEMENT

Risk Management

Human Rights Impact Assessment

Soulbrain Group regularly conducts human rights impact assessments to identify and address potential risks across its operations. When risks are detected, the Company promptly implements corrective actions and shares outcomes with relevant departments to strengthen overall human rights standards. In the first half of 2025, Soulbrain Holdings’ Talent Management Team assessed all employees using a diagnostic checklist. Among 12 evaluation areas, three showed relatively high potential risks: Prohibition of Discrimination and Harassment, Prohibition of Forced Labor, and Worker Support. Follow-up measures are planned, and the scope of assessments will expand from 2026. In the second half of 2024, Soulbrain’s EX Team conducted a similar assessment across 16 items. A potential risk was identified in Humane Treatment, which will be addressed annually in alignment with global guidelines. Soulbrain Group will continue to perform regular assessments to ensure effective human rights management and enhance protection company-wide.

Human Rights Risk Management Process



Soulbrain Holdings Human Rights Impact Assessment Results for the First Half of 2025

Category	Assessment Item	Likelihood of Occurrence	Impact
1	Prohibition of Discrimination and Harassment	High	High
2	Prohibition of Forced Labor	High	High
3	Worker Support	Low	High
4	Protection of Employee Personal Information	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 Compensation	Low	Medium
9	Protection of Local Community Property Rights	Low	Medium
10	Community Engagement	Low	Medium
11	Workplace Safety Management	Low	Low
12	Labor Union Operations	Low	Low

Soulbrain Human Rights and Labor Risk Assessment Results for the Second Half of 2024 Out of 5 points

Category	Assessment Item	Average Score
Chapter 1	Prohibition of Forced Labor	4.5
Chapter 2	Protection of Underage Workers	5
Chapter 3	Compliance with Working Hours	5
Chapter 4	Wages and Benefits	5
Chapter 5	Humane Treatment	4
Chapter 6	Prohibition of Discrimination	5
Chapter 7	Maternity Protection	5



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INTERNALIZATION OF HUMAN RIGHTS MANAGEMENT

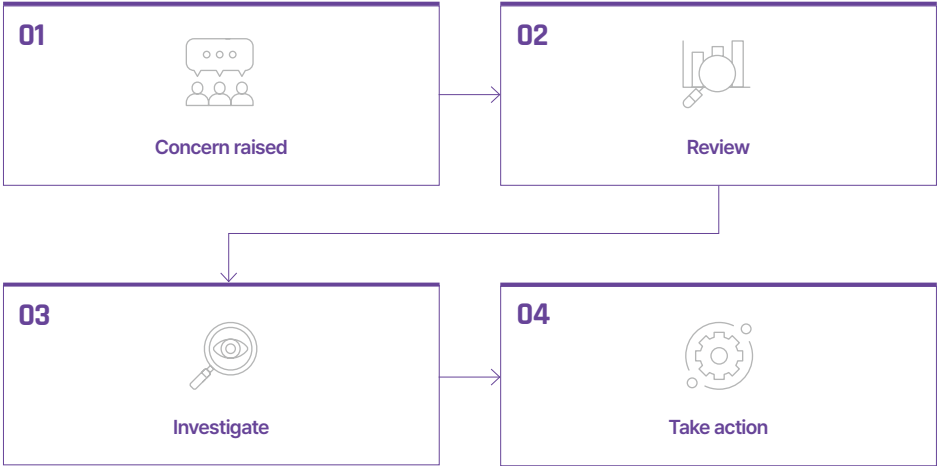
Risk Management

Human Rights Grievance Mechanism

We operate a transparent and reliable human rights reporting system to protect all stakeholders—including employees, domestic and overseas affiliates, partners, suppliers, customers, and local communities—from violations such as workplace harassment, sexual harassment, and forced labor. Reports can be submitted via multiple channels, including a Online Whistleblowing Channel, email, and offline methods. All cases are addressed in accordance with internal grievance procedures to ensure appropriate and timely action.

As of 2024, Soulbrain Holdings recorded zero human rights-related reports, while Soulbrain received three. All cases were promptly and appropriately resolved, achieving a 100% resolution rate.

Process to Handle Human Rights Violation Concerns



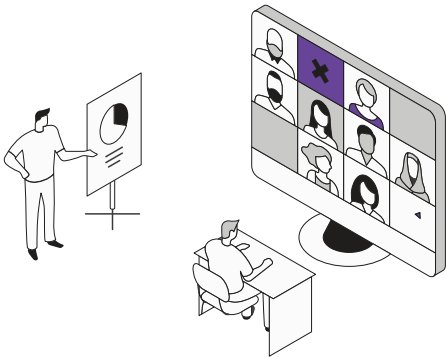
Activities and Performance

Mid/Long-Term Goals

Soulbrain Group has set a roadmap to strengthen human rights management by 2027, focusing on regularizing, improving, and reinforcing its system. The goal is to prevent risks such as workplace harassment and labor rights violations and to ensure responsible practices are firmly embedded across the organization.

Mid/Long-Term Goals for Human Rights Management

2025	2026	2027
Regularize human rights management <ul style="list-style-type: none">Set up a human rights risk management cycleCreate a risk rating modelTake improvement actions	Improve human rights management <ul style="list-style-type: none">Extend the scope of human rights risk managementStrengthen proactive risk management	Reinforce the human rights management system <ul style="list-style-type: none">Maintain grievance resolution to build trustStrengthen supply chain practices through verification of supplier human rights management practice (full-scale assessment)



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INTERNALIZATION OF HUMAN RIGHTS MANAGEMENT

Activities and Performance

Human Rights Training





Soulbrain Group respects the fundamental rights of all employees and conducts regular company-wide human rights training to proactively prevent potential risks. These programs go beyond legal compliance, aiming to enhance human rights awareness and foster a culture of mutual respect, diversity, and inclusion across the organization.

The Group offers ongoing training on key human rights topics—including the prevention of sexual harassment, disability awareness, and child labor—targeted at all employees. These efforts are reinforced through complementary initiatives such as anti-harassment campaigns, helping to promote a culture of meaningful human rights protection in the workplace.

In 2025, the Group plans to introduce a new training program on Diversity, Equity, and Inclusion (DEI) to further deepen understanding of human rights and embed DEI values throughout the organization.

Soulbrain Group will continue to lead organization-wide education initiatives to cultivate a culture of respect for human rights and contribute to a positive, inclusive work environment.

Human Rights Training Provided in 2024

Training	Topic	Soulbrain Holdings		Soulbrain	
		Completed participants (persons)	Completion hours (hours)	Completed participants (persons)	Completion hours (hours)
 Prevention workplace harassment	Cases of workplace harassment, definition under the Workplace Harassment Prohibition Act and response measures	81	247.25	1,181	3,571.50
 Prevention of sexual harassment at work	Cases and prevention of sexual harassment				
 Improvement in perceptions on disability	Sharing of best practices, lectures by instructors with visual impairments, and act on the employment promotion and vocational rehabilitation of persons with disabilities				
 Child labor awareness training	Child labor condition and awareness training				



Human Rights Training Program



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EXPANSION OF TALENT DEVELOPMENT

Strategy

HR Philosophy

Soulbrain Group adheres to a principle-driven approach, seeking individuals with both integrity and creativity. Our ideal talent demonstrates ethical responsibility, strict compliance with rules and principles, and the ability to think freely and innovatively to explore future technologies.

Talent Recruitment

Soulbrain Group is committed to building a fair and transparent hiring culture that offers growth opportunities to diverse talent. We strictly eliminate discrimination based on factors unrelated to job performance—such as gender or educational background—and ensure equal opportunities for all applicants.

We also identify future talent early through academic-industry partnerships with specialized universities and support practical skill development through internships and training programs. Furthermore, we actively recruit individuals with disabilities and veterans, working to foster an inclusive organizational culture where diverse individuals can grow together.

Moving forward, we will continue to strengthen our structured and inclusive recruitment system to attract talent with both capability and potential.

Ideal Soulbrain Employee



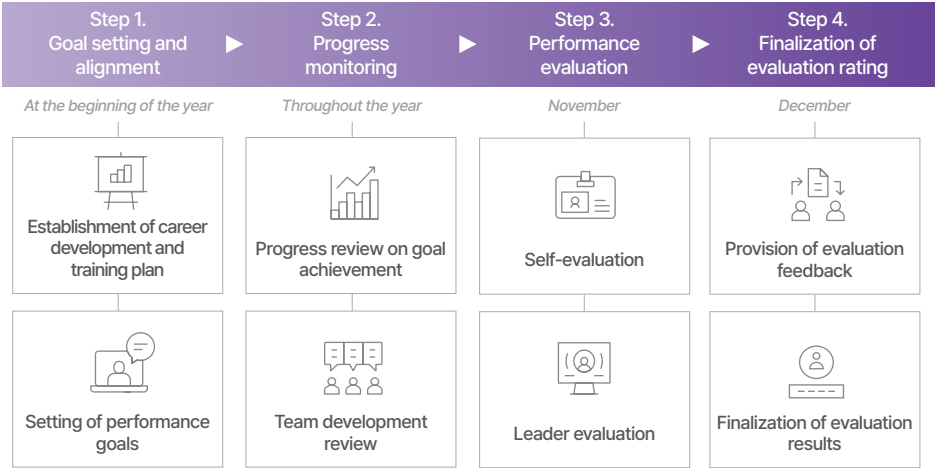
Fair Evaluation and Compensation

Soulbrain Group operates a strategic performance management system that closely links the creation of sustainable organizational outcomes with the development of employee competencies. At the beginning of each year, in-depth one-on-one interviews between leaders and team members are conducted to establish individual career development directions and annual performance goals. These goals are systematically tracked throughout the year, with periodic reviews and adjustments made as needed.

The “Development Review” process is built on mutual feedback between leaders and employees, encouraging open dialogue not only on performance results but also on collaboration styles and work approaches. This fosters individual growth and contributes to the overall advancement of team capabilities. At the end of the year, a comprehensive evaluation is carried out that encompasses both quantitative achievements and qualitative factors such as attitude, contribution, and innovation throughout the performance cycle.

Furthermore, one-on-one interviews are integrated across the entire performance management process. Post-review surveys are also conducted to assess the effectiveness of these discussions, enabling Soulbrain Group to strengthen leadership quality and continuously refine its talent development framework.

Performance Management Process



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EXPANSION OF TALENT DEVELOPMENT

Strategy

Employee Competency Development

Soulbrain Group operates ongoing strategic talent development programs to strengthen global leadership in advanced industrial core materials and enhance competitiveness in future industries.

Soulbrain Holdings delivers a variety of timely training programs—including digital transformation (DT) education to improve strategic problem-solving skills—to help the Group adapt to rapidly changing industry conditions and maintain a competitive edge. Internal instructors are utilized to embed job-specific expertise and continuously strengthen in-house capabilities. Leadership development is also a key focus, emphasizing performance management and coaching. Training covers the full performance cycle, including goal setting, midterm reviews, and evaluations. Personalized coaching based on individual strength assessments helps leaders align personal strengths with organizational goals. To reinforce employees' understanding and alignment with the company's vision and strategic direction, we create and share content showcasing company-wide initiatives and real-life employee practices. Team-level internalization activities are conducted to ensure consistent application of core values across operations. In addition, we host workshops and organizational culture programs to promote cross-functional collaboration and address siloed work practices.

Competency Development Activity	Details
Strengthening job expertise	<ul style="list-style-type: none">· Implementation of specialized training to respond to rapidly changing external environments· Provide DT training to improve data-based decision-making and strategic problem-solving skills· Providing timely internal and external training opportunities to strengthen job expertise
Leadership development	<ul style="list-style-type: none">· Strengthen leadership capabilities through performance management and team leader coaching programs· Support leaders in their roles by providing training for each stage of performance management, including goal setting, mid-term review, and performance evaluation· Identify leaders' strengths through diagnostic assessments and provide personalized coaching based on individual strengths
Organizational culture improvement	<ul style="list-style-type: none">· Develop content and team-based activities to enhance employees' understanding of the company's vision and strategic goals· Establish systems that support the internalization of key organizational directions, enabling consistent execution of tasks across the organization· Operate workshops and collaboration-focused programs to promote interdepartmental cooperation and mitigate silo effects

Soulbrain designs role-specific training programs based on the KSA framework (Knowledge, Skill, Attitude) derived from detailed job analysis. By clearly defining the scope, delivery methods, and evaluation procedures, the company ensures a structured and effective learning environment. In alignment with its annual talent development strategy, Soulbrain offers a diverse range of internal and external learning opportunities to drive tangible performance outcomes. To support leadership development along the career pathway, Soulbrain provides tailored programs for both current managers and high-potential employees preparing for future leadership roles. For managers, training focuses on essential competencies such as communication and labor relations, which are critical to leading teams effectively. For future managers, the program emphasizes expanding their perspective from individual contribution to organizational leadership, with structured education in organizational diagnostics, operational strategy, and change management. In response to the demands of a global business environment, Soulbrain also actively promotes foreign language training. To strengthen global competencies, the company provides English and Chinese conversation programs, using various formats such as online learning platforms and group-based conversation sessions during work hours. These delivery methods are designed to match participant profiles and goals, increasing both engagement and training effectiveness.

Competency Development Activity	Details
Strengthening job expertise	<ul style="list-style-type: none">· Designing education and training opportunities based on KSA (Knowledge, Skill, Attitude), which is established based on a systematic job analysis of major job groups.· Systematic operation by clearly stipulating the scope, method, and evaluation procedures of training.· Proactively identify necessary training in accordance with the annual human resource development strategy and provide customized learning opportunities through various channels both internally and externally.
Leadership development tailored to career paths	<ul style="list-style-type: none">· For current managers: Practical leadership training focused on communication and labor management competencies· For future managers: Training on strategy, organizational analysis, and change management to build a comprehensive understanding of organizational operations
Foreign language training	<ul style="list-style-type: none">· Providing English and Chinese conversation training to strengthen employees' global competencies· Flexible operation through online platforms or group conversation sessions during work hours



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EXPANSION OF TALENT DEVELOPMENT

Strategy

ESG Training Program

Soulbrain Group is committed to strengthening employees’ understanding of ESG management and enhancing their ability to respond effectively to ESG issues. In March 2024, the Group launched training sessions covering ESG fundamentals and implementation practices across the environmental (E), social (S), and governance (G) areas specific to Soulbrain. In the second half of the year, department-specific online training was developed and implemented to reflect practical, job-related contexts. The program was initially provided to annual salaried employees and relevant departments across Soulbrain Holdings, Soulbrain, and overseas subsidiaries and sites (MI, HU, E&I, and Xi'an), and was later made accessible via the internal bulletin board to allow all employees to learn at their convenience. Soulbrain Group will continue to offer phased, department-tailored ESG training to further enhance group-wide ESG competency and deepen employee engagement and understanding.

Training	Topic	Timeline	Target	Target Participants (persons)		Completed Participants (persons)	Completion Rate
Soulbrain's ESG Management Story for Soulbrain Employees	Understanding ESG, characteristics of each ESG area and case studies, Soulbrain's ESG priorities and task progress status	March ~ May 2024	- Soulbrain Holdings/Soulbrain/Overseas Subsidiaries and Sites (MI, HU, E&I, Xi'an) Annual Salary Employees	Soulbrain Holdings Co., Ltd. ¹⁾	82	80	97.56%
				Soulbrain Co., Ltd. ²⁾	422	421	99.76%
				Soulbrain MI, Inc. ³⁾	8	8	100%
				Soulbrain HU Kft.	4	4	100%
				Soulbrain E&I Malaysia SDN BHD	1	1	100%
				Soulbrain (Xi'an) Electronic Materials Co., Ltd.	5	5	100%
[Together with ESG] Is ESG Urgent Only for Electrolytes? Is the Semiconductor Sector Still Lagging Behind?	- Soulbrain's response to client ESG requirements - LCA and CDP overview and Soulbrain implementation - ESG evaluation (RBA) - Internal client request intake system via <i>Works</i> and ESG information access through website	October ~ November 2024	- Soulbrain Business Division - Overseas Subsidiaries and Sites (MI, HU, E&I, Xi'an) Annual Salary Employees - Soulbrain Group ESG Council Members	Soulbrain Holdings Co., Ltd.	7	7	100%
				Soulbrain Co., Ltd.	75	62	82.67%
				Soulbrain MI, Inc. ³⁾	10	10	100%
				Soulbrain HU Kft.	5	5	100%
				Soulbrain E&I Malaysia SDN BHD	1	1	100%
				Soulbrain (Xi'an) Electronic Materials Co., Ltd.	7	7	100%
[Together with ESG] Customer-Driven ESG Management Requirements for Soulbrain's Suppliers	- The need for ESG management of Soulbrain suppliers - Soulbrain client's supplier ESG management cases	October ~ November 2024	- Soulbrain Purchasing Department - Soulbrain Partner Collaboration Team - Soulbrain Group ESG Council Employees	Soulbrain Holdings Co., Ltd.	7	7	100%
				Soulbrain Co., Ltd.	44	35	79.54%

1) 2 out of 3 executive directors of Soulbrain Holdings Co., Ltd. completed the training
2) All 2 executive directors of Soulbrain Co., Ltd. completed the training
3) Including annual salary employees at Soulbrain MI, Inc., Indiana Plant, USA



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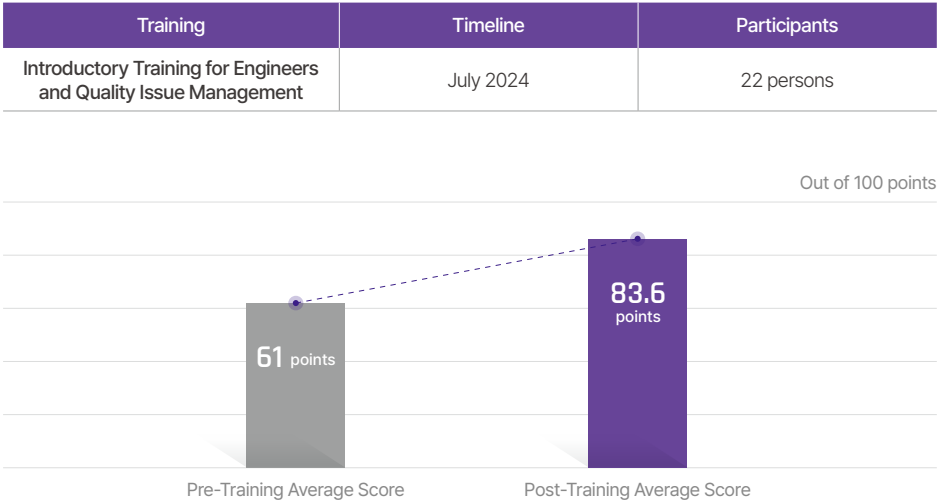
EXPANSION OF TALENT DEVELOPMENT

Strategy

Training Program Effectiveness Management

Soulbrain Group is committed to enhancing the quality of its training programs by implementing effectiveness-based management practices. We measure learning outcomes and behavioral changes in major internal courses, and actively use these insights to improve training content and design new programs. This approach strengthens both the strategic impact and operational efficiency of our learning initiatives. In 2024, we reinforced the evaluation system for job-specific training. All newly developed programs included mandatory achievement assessments, with effectiveness measured through pre- and post-training tests and self-evaluation tools. In the "Introduction to Engineering and Quality Issues" course, for example, the average score of 22 participants increased from 61 to 83.6, reflecting a gain of 22.6 points. Going forward, Soulbrain Group will continue to enhance the effectiveness and relevance of both internal and external training programs by integrating achievement-based and job application evaluations.

Soulbrain Training Program Effectiveness - Learning and Behavioral Evaluation



Training	Topic	Satisfaction Score in 2024
Job Training	<div>· Operate internal training programs and online platforms to enhance employees' job expertise and work efficiency</div> <div>· Curriculum: Job competency enhancement</div>	4.4/5 points
Level-Based Training	<div>· Provide role-based and leadership training tailored to different organizational levels</div> <div>· Curriculum: Performance management training for managers, coaching training for team leaders, etc.</div>	4.5/5 points
Language Training	<div>· Offer language programs to strengthen employees' global competencies</div> <div>· Curriculum: Offline language courses and AI-powered language learning apps</div>	4.4/5 points



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EXPANSION OF TALENT DEVELOPMENT

Strategy

Creating Flexible Work Environment

Soulbrain Holdings provides diverse and practical welfare programs to ensure employee well-being and promote work-life balance. To reduce the burden of meal expenses, the company operates an in-house cafeteria during weekday lunches and offers meal allowances for evening shifts and holiday work when the cafeteria is closed. For housing support, low-interest loans are available through the Employee Welfare Fund to ease the financial burden when signing a housing contract.

In addition, the company supports work-family balance through childcare working hour reductions with no time limit, childcare leave, spouse/self parental leave, and infertility leave as part of the company's maternity protection leave, all aimed at fostering a family-friendly workplace.

Soulbrain Holdings Welfare and Benefits Programs ¹⁾

Category	Area of support	Description
Infrastructure	In-house cafe	Operate in-house cafes
	Cafeteria	Provide employees with meals
Major welfare and benefits programs	Housing loan	Provide housing loans for residential stability
	Employee health care	Provide comprehensive health checkups for employees and their family member (1 person)
		Support for medical expenses related to illness and injury
	Tuition support	Provide kindergarten, elementary/middle/high school and university tuition support and admission congratulatory money for employees' children
	Refreshment leave	Support for 3-day leave
	Long-term service leave	5-day leave support and celebration incentives
	Support for family events	Provide a birthday day-off and congratulatory money
		Support for various family events such as condolence payments, leave, and wreaths
	Rest support	Provide summer leave and leave allowances separate from annual leave
		Support for the use of affiliated condominiums and resort facilities
	Others	Welfare points for company anniversary and national holidays, group accident insurance coverage

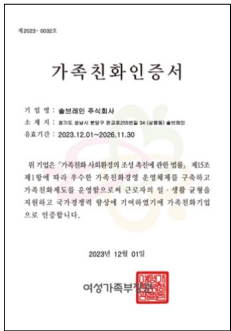
1) Made available equally for permanent and temporary employees

Soulbrain is committed to creating a flexible and inclusive work environment that allows employees to balance work and life while pursuing continuous growth. Customized systems are in place according to job type—for example, a fixed-time discretionary work system has been introduced for research roles to ensure autonomy and focus in R&D tasks. To support employees with childbirth and parenting, Soulbrain offers a range of family-friendly programs, including spouse parental leave, infertility leave, childcare leave, childcare working hour reductions with no time limit, and financial support for partnered daycare services. These efforts have led to certification as a family-friendly company. Going forward, Soulbrain will continue to respect employees' diverse lifestyles and expand support for work, family, and personal development—driving talent acquisition and long-term growth.

Soulbrain Welfare and Benefits Programs ²⁾

Category	Area of support	Description
Infrastructure	In-house cafe	Operate in-house cafes at the Pangyo Headquarters and the Gongju Plant
	Employee cafeteria	Provide employees with meals across the entire operations
	Health care room	Take care of employee health with the help of dedicated nurses
	Gym	Indoor gym, outdoor sports field
	Dormitory	Make dormitories available for employees living far away from their workplace
Major welfare and benefits programs	Housing loan	Provide housing loans for residential stability
	Health checkup	Provide comprehensive health checkups for employees and their family member (1 person)
	Tuition support	Provide kindergarten, elementary/middle/high school and university tuition support and admission congratulatory money for employees' children
	Summer vacation	Provide summer vacation leaves and allowances apart from annual leave
	Birthday celebration	Provide a birthday day-off and congratulatory money
	Long-term employee benefits	Provide vacation and congratulatory money for employees reaching their 3rd, 5th, 7th, 10th, 15th, 20th, 25th, and 30th year at the Company
	Support for family events	Provide financial support and leave for various family events
	Resorts	Support for the use of affiliated condominiums and resort facilities
	Others	Welfare points for company anniversary and national holidays, group accident insurance coverage, operate commuter buses, and provide work uniforms, etc.

2) Made available equally for permanent and temporary employees



Family-Friendly Business Certificate



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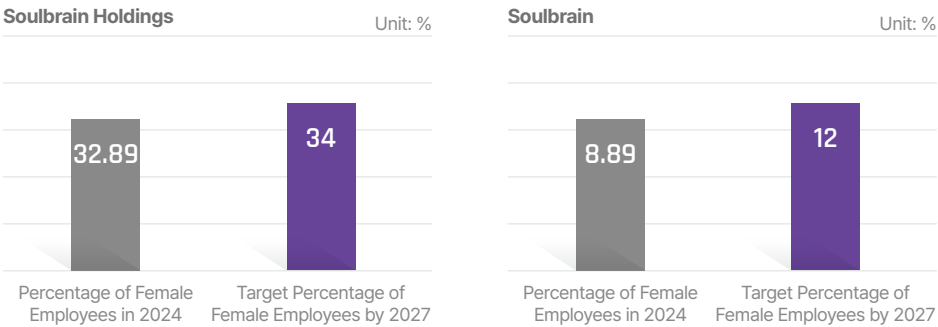
EXPANSION OF TALENT DEVELOPMENT

Activities and Performance

Mid/Long-Term Goals

Soulbrain Group recognizes that workforce diversity is a core foundation that enhances organizational agility and competitiveness. As part of our efforts to foster an inclusive workplace culture and expand diversity in our workforce, we have designated the increase in female representation as a key initiative within our diversity strategy. By 2027, Soulbrain Holdings aims to raise the proportion of female employees to 34%, and Soulbrain targets 12%.

Mid/Long-Term Goals for Employee Diversity



Workplace Engagement Survey ¹⁾

Soulbrain Group conducts a workplace engagement survey every two years to enhance employee engagement and productivity. The survey evaluates organizational effectiveness across 15 categories, including working conditions, communication, and relationships with supervisors and colleagues. Results are used to prioritize HR and labor policies and to derive tailored management strategies for each organizational unit.

In 2023, 745 employees responded to the survey, and the results guided continuous improvements to the working environment. In 2025, we plan to implement an upgraded survey and analysis methodology with a refined indicator system to measure core areas such as emotional well-being, communication, behavior, and engagement in an integrated manner. In particular, metrics related to engagement and behavior are expected to be used as key indicators for predicting potential turnover and performance outcomes, helping to proactively identify human capital risks.

1) Not conducted in 2024 due to biennial implementation.

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 all decisions made through these discussions are applied equally to all employees.

In 2024, the council’s consultations led to practical improvements in working conditions and welfare policies, including an increase in summer vacation allowances, improved limits and terms for the in-house employee welfare fund, and enhanced support for health checkups. Soulbrain Group will continue to communicate openly with employees through the One-Heart Council and foster a culture of mutual trust and shared growth.



Soulbrain Holdings One-Heart Council



Soulbrain One-Heart Council



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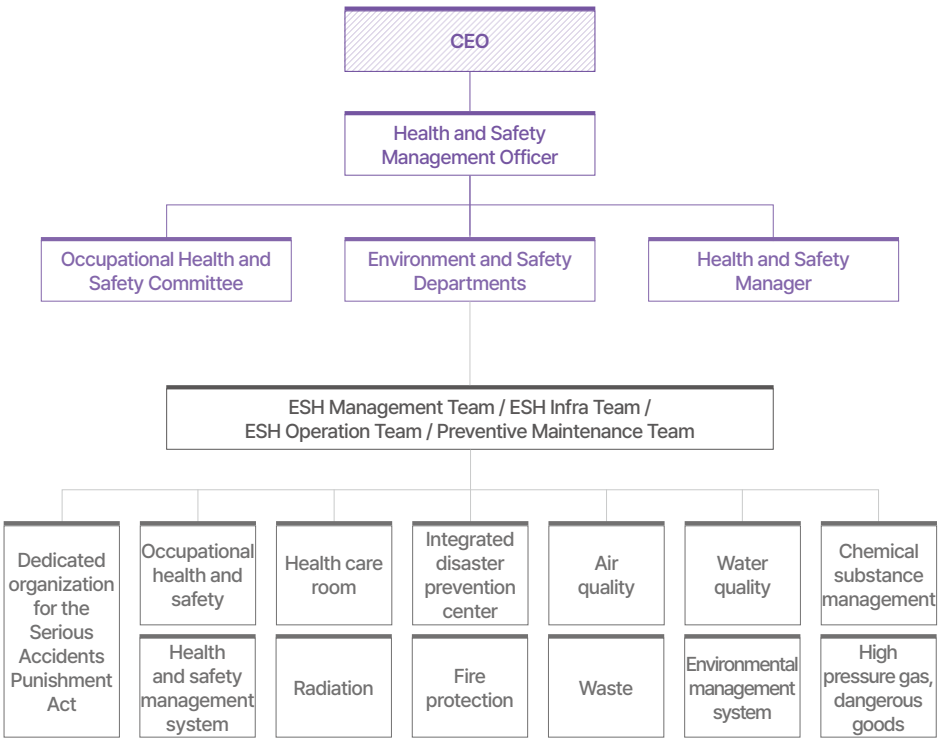
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STRENGTHING HEALTH AND SAFETY MANAGEMENT

Governance

Soulbrain Group has established and operates a dedicated health and safety organization under the direct supervision of the CEO.

By implementing a company-wide management system integrated within each department, we strive to enhance our health and safety management capabilities and build a workplace where all employees can work safely and healthily.



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.

The Council develops and implements response plans for identified issues, followed by reviews of implementation to ensure effective execution. In 2024, the Council addressed 23 agenda items, including discussions on 12 major topics and the sharing of updates to relevant regulations, such as amendments to subordinate legislation under the Occupational Health and Safety Act.

Through these ongoing efforts, Soulbrain Group is committed to continuously enhancing its health and safety management capabilities.



STRENGTHING HEALTH AND SAFETY MANAGEMENT

Strategy

Health and Safety Management Policy

Soulbrain Group has established a safety management policy, which is publicly disclosed through its official website. Based on this policy, the Group communicates a clear direction for fostering a safe working environment and preventing workplace accidents across the organization. Furthermore, the scope of the policy explicitly extends to include external stakeholders, including suppliers and the local community.

Soulbrain places the highest priority on the health and safety of its employees, customers, and local communities. We are committed to fostering a safe and healthy workplace through the continuous enhancement of health and safety practices.

- 1. Top priority on life and safety as a management goal**
We value the life and safety of our employees and stakeholders as our top priority business goal in our entire business conduct.
- 2. Compliance with health and safety laws and internal regulations**
We strictly comply with pertinent laws and internal regulations for health and safety, and establish and implement our own standards that exceed the legal requirements.
- 3. Continuous identification and improvement of potential hazards**
We proactively invest in safety management and continuously identify potential risks as part of our daily routine to ensure workplace safety on par with the highest standards.
- 4. Operation of emergency response plans and health promotion activities**
We establish and implement emergency response plans and health promotion activities in preparation for accidents and illnesses.
- 5. Active participation in health and safety activities**
All employees fulfill their role and responsibility to establish a culture of safety, and actively consult on and participate in health and safety activities.
- 6. Transparent disclosure of health and safety information**
We disclose health and safety information transparently to our employees and stakeholders.
- 7. Support for supplier companies and local communities**
We provide suppliers and community stakeholders with full support to improve their health and safety.

This policy applies to all business sites of Soulbrain Co., Ltd., all employees working at Soulbrain, and all stakeholders who cooperate in our business areas.

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

[Soulbrain Health and Safety Management Policy](#)

Risk Management

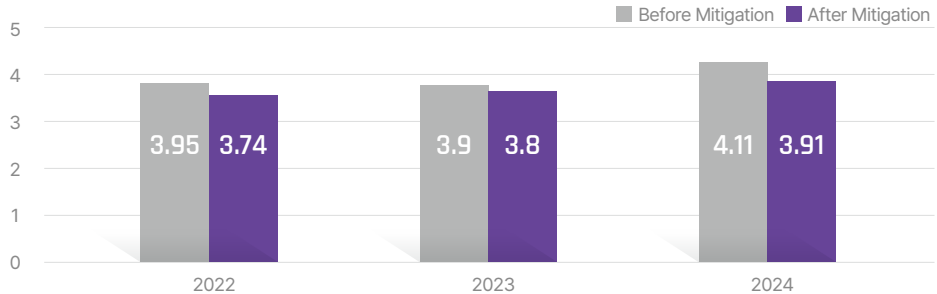
Risk Assessment

Soulbrain Group conducts risk assessments to proactively prevent accidents and systematically manage health and safety risks. These assessments identify potential hazards, establish mitigation measures, and guide the implementation of risk-reduction actions. Regular evaluations are performed across work activities, chemical substances, and production processes. Additional assessments—such as Job Safety Analysis (JSA), process change reviews, and near-miss analyses—are conducted as necessary. To ensure accuracy, process-specific personnel are designated to lead each assessment based on their in-depth operational knowledge. These efforts are extended to on-site partners, with support provided for their own risk assessments and direct investments made in areas requiring improvement. Soulbrain Group remains committed to continuously enhancing its health and safety management systems to protect all stakeholders.

Health and Safety Risk Assessment Process



Effectiveness of Health and Safety Risk Assessment – Change in Risk Level



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STRENGTHING HEALTH AND SAFETY MANAGEMENT

Risk Management

Regular Risk Assessment Results in 2024

Type of assessment	Completion of improvement by target of assessment							
	Soulbrain	Improvement identified	Improvement completed	Improvement completion rate	Supplier	Improvement identified	Improvement completed	Improvement completion rate
Work Risk Assessment (KRAS)	59 departments for manufacturing, research, support, and administration	56	56	100%	12 partner companies handling security, cleaning, cafeteria, PM, and facility management	16	16	100%
Chemical Hazard Risk Assessment (CHARM)	25 departments using chemical substances	26	26	100%	6 companies using chemical substances	9	9	100%
Process Risk Assessment (K-PSR)	2 departments related to process management	0	0	-	-	-	-	-

Emergency Action Plan

To ensure a prompt and structured response to health and safety incidents, Soulbrain Group has established an Emergency Action Plan and maintains a comprehensive response system. Based on department-level risk assessments, we predefine the potential scope of impact for each incident and develop corresponding response measures. Emergency drills are conducted twice a year, both during the day and at night, to maintain operational readiness.

For serious incidents with wide-ranging impact or potential effects on external stakeholders, detailed accident scenarios are developed, and annual comprehensive drills are carried out under the leadership of the Disaster Countermeasures Headquarters to strengthen crisis response capabilities. Joint training sessions are also conducted with partner companies, and pre-training on emergency procedures is provided to ensure all stakeholders can respond swiftly and effectively in the event of an emergency.



Emergency Drills by Scenario

Activities and Performance

Mid/Long-Term Goals

Soulbrain Group establishes and implements annual action plans to achieve its ongoing goal of zero workplace accidents. Through initiatives such as strengthening the health and safety management system, conducting self-assessments under the Serious Accident Punishment Act, and developing and evaluating health and safety promotion plans, we work to eliminate hazardous and harmful factors across our worksites. We have obtained ISO 45001 certification for four business sites and continue to strengthen the operation of our health and safety management system. Soulbrain remains firmly committed to realizing a “zero industrial accident workplace” where no one gets injured.

Health and Safety Performance in 2024



Mid/Long-Term Goals for Health and Safety

	Goal	Maintain zero occupational injury rates	
	Strategy	2025	Raise safety awareness and response capabilities through continuous training and strengthening training programs
		2026	Introduce advanced safety technology and strengthen ongoing monitoring to fully establish a preventive safety management system
		2027	Achieve P-grade designation for process safety reports and establish a sustainable safety system
	Strategy	Achieve zero work-related illnesses through robust health management	
		2025	Establish health-related data and improve awareness to strengthen health management
		2026	Operate preventive health management programs and system establishment
		2027	Foster a safety culture and expand employee participation Pursue sustainable health management in alignment with ESG management

STRENGTHING HEALTH AND SAFETY MANAGEMENT

Activities and Performance

Health and Safety Training

Soulbrain regularly provides 16 health and safety training programs, including all legally mandated courses. To protect our workforce, we develop and deliver monthly online training sessions on key topics such as Material Safety Data Sheets (MSDS), Process Safety Management (PSM), and the safe handling of high-pressure gases. To reduce injury rates among new employees, we conduct monthly group training and up to 112 hours of comprehensive instruction before job placement. This includes case-based training tailored to job functions, on-site safety tours, CPR training, and firefighting drills, in addition to statutory training. In 2024, Soulbrain achieved a 100% completion rate for all health and safety training programs. We will continue to enhance our curriculum to strengthen risk awareness and response capabilities across the organization.

Health and Safety Training Program

Type	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
	Training to prepare for chemical spills	Semi-Annually
	High-pressure gas safety training	Monthly
On-Demand training	Specialized training for disaster prevention personnel	Semi-Annually
	Training for new employees	Provided upon recruitment
	Training upon changes in work content	Provided when there is a change in job duties
	Special safety training	Provided upon commencement of specific tasks
	GHS MSDS	Provided MSDS is updated
Job Training	Health and safety personnel training	Upon appointment / Every 2 years
	Safety manager training	Upon appointment / Every 2 years
	Health manager training	Upon appointment / Every 2 years
	Supervisor training	Annually
	Training for personnel and technical staff managing hazardous chemicals	Biennially

Health Promotion Program

Employee Health Promotion Program

Soulbrain Group implements a variety of initiatives to prevent employee illnesses and promote overall health. We conduct cerebrovascular disease awareness programs aimed at helping employees recognize early warning signs and improve their health management practices. These efforts focus on the prevention and management of key precursor conditions such as hypertension, diabetes, dyslipidemia, and obesity, with the objective of reducing the proportion of employees classified as high or highest risk for cerebrovascular diseases. Additionally, through our in-house CPR expert training program, we have established a response pipeline that enables swift and accurate first aid during emergencies, thereby improving the survival rate for individuals experiencing cardiac arrest. Soulbrain Group will continue to enhance employees’ quality of life and foster a healthy workplace through the sustained operation of health promotion programs.



CPR Specialist Training Program



Cerebrovascular Disease Prevention Campaign

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STRENGTHING HEALTH AND SAFETY MANAGEMENT

Activities and Performance

Work Environment Management

Work Environment Measurement Management

Soulbrain Group conducts biannual work environment assessments—in both the first and second half of each year—to systematically manage hazardous factors in the workplace.

The assessments cover physical and chemical elements, including hazardous substances, dust, and noise. When exposure levels exceed 50% of the legally mandated limits for specific chemicals, immediate engineering controls are implemented. Moreover, even for results that fall below regulatory thresholds, we proactively evaluate the need for further improvements.

By comprehensively assessing the overall health and safety implications of the workplace, we continue to enhance working conditions. Soulbrain Group remains committed to building a safe and healthy work environment through a proactive, preventative approach to occupational health and safety management.

2024 Work Environment Improvement Results

Category	Improvement Requests (cases)	Improvements Completed (cases)	Improvement Rate (%)
Yong-in R&D Center	1	1	100%
Gongju Plant	3	3	100%
Paju Plant	3	3	100%

Investigation of Hazardous Factors in Musculoskeletal Burden Tasks

Soulbrain Group conducts both regular and ad-hoc assessments to prevent musculoskeletal disorders associated with repetitive tasks and high physical workloads. Based on these evaluations, we implement improvement measures to eliminate or reduce identified risk factors. In addition, we provide medical consultations and individualized management programs—such as stretching exercises—based on the results of employee symptom surveys to support both prevention and recovery.

We remain committed to minimizing workplace hazards through continuous assessments and targeted interventions, ensuring a safer and healthier environment for all employees.

Musculoskeletal System Prevention Management

Year	Investigation Target		Improvement Plan
2021	Gongju Plant	6 Tasks	- Instructions on Stretching Methods, Distribution of Protective Bands
	Paju Plant	14 Tasks	- Reestablishment of Work Standards, Operation of Health Care Room (Physical Therapy) - Use of Conveyor Belts, Installation of Air Robots
2023		5 Tasks	- Training on Musculoskeletal Burden Tasks (Not Applicable to Musculoskeletal Burden Tasks)
2024		1 Task	- Additional Workforce Allocation



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STRENGTHING HEALTH AND SAFETY MANAGEMENT

Activities and Performance

Health and Safety Management for Suppliers

Soulbrain holds a monthly Health and Safety Council with both regular and non-regular partner companies to share safety-related information—including training and accident cases—and to collect and discuss feedback from partners. In 2024, a total of 24 requests were submitted through the council, including training implementation and environmental improvements, all of which were resolved, achieving a 100% resolution rate. Prior to contracting, we assess whether potential suppliers have established and implemented health and safety management systems, selecting only those with the capacity to prevent occupational accidents. Post-selection, we conduct semi-annual safety evaluations for all suppliers. Based on the results, we implement systematic inspections—including rotational, joint, and routine inspections—to prevent incidents and enforce necessary improvements. In addition, we maintain continuous communication and information sharing through a dedicated partner portal to further strengthen collaboration.

Supplier Health and Safety Assessment in 2024

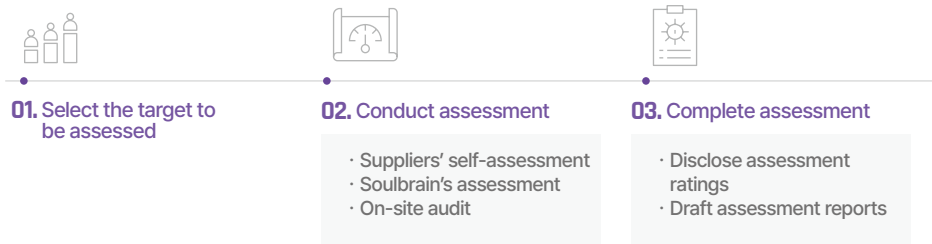
To manage health and safety risks across the supply chain, Soulbrain conducts annual evaluations of its suppliers based on predefined criteria, including company size, annual purchase volume, and strategic importance. The evaluation covers emergency response measures, industrial accidents and illnesses, and industrial hygiene, with results classified into five risk tiers. Identified improvement items are communicated to all suppliers, and those deemed high risk are required to submit risk mitigation plans, which are subsequently monitored.

To further enhance suppliers’ safety and health management capabilities, we plan to implement qualified supplier assessments. In addition to the annual evaluations, quarterly joint health and safety audits are conducted to assess safety conditions, identify improvement areas, and implement corrective measures. In 2024, these inspections resulted in 48 improvement items, all of which were resolved, achieving a 100% completion rate.

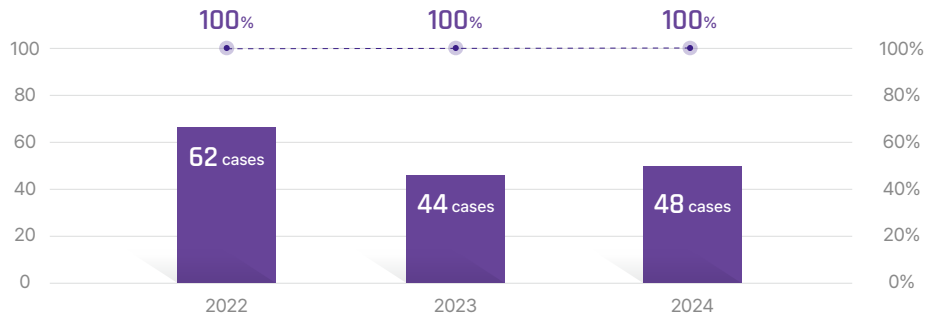


Supplier Health and Safety Council

Supplier Health and Safety Assessment Process



Joint Health and Safety Audit Results¹⁾ – Cases Requiring Improvement, Improvement Rates



1) Includes Pangyo Headquarters, Gongju Plant, Paju Plant



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ADVANCEMENT OF GOVERNANCE STRUCTURE

Composition of the Board of Directors

Soulbrain Group promotes trust-based corporate operations through transparent decision-making and responsible management, while reinforcing its governance structure to support long-term sustainability. To ensure transparency and independence in governance, the Group continues to improve the operational efficiency of its Board of Directors and has established internal control and oversight systems that uphold accountability and fairness in major management decisions.

As the highest decision-making body, the Board of Directors is structured to reflect both expertise and independence. The Board of Soulbrain Holdings consists of three executive directors and one independent director, while Soulbrain's Board comprises two executive directors and one independent director. To enhance board efficiency, Chung Ji Wan (Chairman) and Park Young Soo (CEO)—both executive directors—serve as the respective Chairs of the Board for Soulbrain Holdings and Soulbrain.

Ensuring Independence and Transparency of the Board of Directors

To strengthen the independence of the Board of Directors, Soulbrain Group appoints independent directors who have had no transactional relationships with the largest shareholder or its affiliates within the past three years. The Boards of Soulbrain Holdings and Soulbrain maintain a high level of independence and expertise, enabling fair and transparent decision-making on key management matters. Both boards actively perform their supervisory roles to prevent conflicts of interest and uphold sustainable corporate governance.

In compliance with the Commercial Code and internal regulations, directors with vested interests in specific agenda items are restricted from exercising their voting rights. This mechanism proactively mitigates conflicts of interest. Moreover, directors are appointed through resolutions adopted at the general shareholders' meeting, requiring approval by a majority of attending shareholders and at least one-quarter of the total issued shares. This process enhances the legitimacy of board appointments and serves as a foundation for transparent governance and the protection of shareholder rights.

Improving Expertise and Diversity of the Board of Directors

Soulbrain Group operates a dedicated training and support system to enhance the expertise and decision-making capabilities of its independent directors. In 2024, as a KOSDAQ-listed company, the Group provided training on unfair trading practices in the capital market to strengthen the foundation for responsible and transparent board governance. Additionally, Soulbrain Group operated an Independent Director Business Support Organization to assist with key management activities, including shareholders' meetings and Board operations.

Director	Name	Gender	Career	Tenure	
Soulbrain Holdings	Executive Director	Chung Ji Wan	Male	· Chair, Board of Directors · Current) Chairman, Soulbrain Holdings Co., Ltd.	3 years 2024.03~2027.03
	Executive Director	Chung Hyun Suk	Male	· Current) Vice Chairman, Soulbrain Holdings Co., Ltd. · Current) Co-CEO, Soulbrain Holdings Co., Ltd. · Former) Employee at Samsung SDI Co., Ltd.	3 years 2025.03~2028.03
	Executive Director	Chung Moon Ju	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 2024.03~2027.03
	Independent Director	Kim Hong Gab	Male	· Current) Independent Director, Soulbrain Holdings Co., Ltd. · Former) Chairman of the Board, Korea Local Finance Association	3 years 2025.03~2028.03
Soulbrain	Executive Director	Park Young Soo	Male	· Chair, Board of Directors · Current) CEO, Soulbrain Co., Ltd. · Former) Employee at Samsung Advanced Institute of Technology, Samsung Electronics	3 years 2025.03~2028.03
	Executive Director	Youn Suk Hwan	Male	· Current) Head of Production Division, Soulbrain Co., Ltd.	3 years 2024.03~2027.03
	Independent Director	Yang Gil Ho	Male	· Current) Independent Director, Soulbrain Co., Ltd. · Former) Branch Manager, National Agricultural Cooperative Federation (NACF)	3 years 2023.03~2026.03



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ADVANCEMENT OF GOVERNANCE STRUCTURE

Board of Directors Operation

Soulbrain Group convenes regular and ad-hoc Board of Directors (BOD) meetings to ensure timely and fair decision-making on key management matters.

In 2024, Soulbrain Holdings held 23 board meetings to deliberate and resolve 32 agenda items, while Soulbrain convened 15 meetings, addressing 17 items. All resolutions are made with the attendance of more than half of the directors and require majority approval of those present, thereby reinforcing independent and rational governance.

To further improve transparency and fairness in board operations, the Group revised its articles of association at the March 2025 Annual General Meeting to mandate that directors be notified at least seven days in advance of each scheduled meeting.

Board of Directors Meetings Held in 2024

Category	Meetings held	Decision item	Attendance rate of Executive Directors	Attendance rate of Independent Directors
Soulbrain Holdings	23 meetings	32 items	100%	100%
Soulbrain	15 meetings	17 items	100%	100%

Key Board Resolutions in 2024 for Advancement of Governance Structure

Category	Date	Details
Soulbrain Holdings	June 28, 2024	- Report on the Progress of ESG Management Initiatives - Report on Additional Disclosure Measures to Enhance Board Transparency - Approval of Amendments to the Board of Directors Regulations - Approval of the Introduction and Implementation Plan for Board and Independent Director Evaluations
	December 18, 2024	- Report on the 2024 Anti-Corruption Management Review
Soulbrain	March 20, 2024	- Approval of the 2024 Health and Safety Management Plan (2023 ESH Management Performance)
	June 28, 2024	- Approval of ESG Management Progress Report - Approval of Additional Disclosure Measures to Enhance Governance Transparency - Approval of the ESG Management Vision and Strategy - Approval of Amendments to the Board of Directors Regulations - Approval of the Introduction and Implementation Plan for Board and Independent Director Evaluations
	December 19, 2024	- Report on the 2024 Anti-Corruption Management Review

Establishment of ESG Committee and Compensation Committee

In April 2025, Soulbrain Group established an ESG Committee and a Compensation Committee within the Board of Directors, enhancing the expertise and independence of decision-making related to sustainable management strategies and executive compensation.

The ESG Committee is responsible for reviewing and making final decisions on the overall ESG management of the Group, including the establishment, implementation, monitoring, and improvement of ESG goals, policies, and strategies. In the first half of 2025, the ESG Committee deliberated on a total of five agenda items—four resolutions and one report—for both Soulbrain Holdings and Soulbrain. The Compensation Committee is also expected to serve as a foundation for ensuring transparency and objectivity in executive compensation through the establishment of a fair and reasonable compensation system.

ESG Committee and Compensation Committee

Category		Committee composition
ESG Committee	Soulbrain Holdings	Chung Moon Ju, CEO (Chair), Chung Hyun Suk, CEO, Kim Hong Gab, Independent Director
	Soulbrain	Youn Suk Hwan, Executive Director (Chair), Yang Gil Ho, Independent Director
Compensation Committee	Soulbrain Holdings	Chung Ji Wan, Executive Director, Kim Hong Gab, Independent Director
	Soulbrain	Park Young Soo, CEO, Yang Gil Ho, Independent Director

Key Resolutions of the ESG Committee in 2025

Category	Date	Number of Agendas		Agenda Details
Soulbrain Holdings	2025.04.29	5 Total Agenda Items	4 Approval Agenda Items	- Appointment of the Chairperson of the ESG Committee - Approval of the 2025 Group ESG Organizational Goals and Task Definition Operation Plan - Approval of 2024 Environmental, Health & Safety Performance and 2025 Plans of Major Affiliates - Approval of 2024 Carbon Neutrality Performance and 2025 Plans of Major Affiliates
			1 Report Agenda Item	- Report on the 2025 Group Sustainability Report Publication Plan and Double Materiality Assessment Results
Soulbrain	2025.04.29	5 Total Agenda Items	4 Approval Agenda Items	- Appointment of the Chairperson of the ESG Committee - Approval of the 2025 Group ESG Organizational Goals and Task Definition Operation Plan - Approval of 2024 Environmental, Health & Safety Performance and 2025 Plan - Approval of 2024 Carbon Neutrality Performance and 2025 Plan
			1 Report Agenda Item	- Report on the 2025 Group Sustainability Report Publication Plan and Double Materiality Assessment Results



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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.

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ADVANCEMENT OF GOVERNANCE STRUCTURE

Board Assessment and Maintenance

Since 2024, Soulbrain Group has implemented an evaluation system for all members of the Board of Directors, including independent directors. Annual self-evaluations are conducted through surveys, with the results reported to the Board of Directors. These outcomes serve as a basis for improving board effectiveness and advancing performance-based governance, thereby strengthening the transparency and accountability of the company's governance structure.

Additionally, director remuneration is administered within the scope approved at the General Meeting of Shareholders and in accordance with implementation standards set by the Board of Directors. Soulbrain Group remains committed to advancing its corporate governance by continuously enhancing board operations and establishing mid- to long-term plans based on evaluation results.

Board Assessment Items

Evaluation Target	Item	Description
All directors	Composition of the Board	· Board's competency, expertise, and experience · Director succession, appointment, and recruitment · Board's independence
	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 leadership · Adequacy of key strategy and goal reviews · Management oversight and check
Independent directors	Participation	· Active participation in Board operations
	Expertise	· Holding and using expertise and experiences
	Operational contribution	· Focused discussion of key matters · Fulfillment of director roles and responsibilities · Expressing key opinions on proposed agenda items · Exclusion of personal interests and development of ethics awareness · Assuming mediator roles

Board Assessment Results in 2024

Category		Evaluation Score (Out of 5 Points)	Converted Score (Out of 100 Points)
Soulbrain Holdings	Total	4.4	88
	Composition	4.0	80
	Operation	4.4	88
	Performance	4.7	94
Soulbrain	Total	4.7	94
	Composition	4.4	89
	Operation	4.7	93
	Performance	4.9	98

Independent Director Assessment Results in 2024

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
Soulbrain	Total	4.6	91
	Participation	4.5	90
	Expertise	4.5	90
	Operational Contribution	4.6	92



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ADVANCEMENT OF GOVERNANCE STRUCTURE

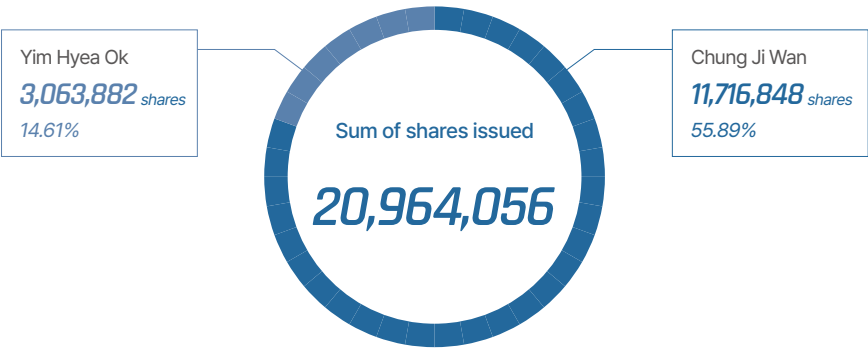
Enhancing Shareholder Value

Shareholder Composition and Overview

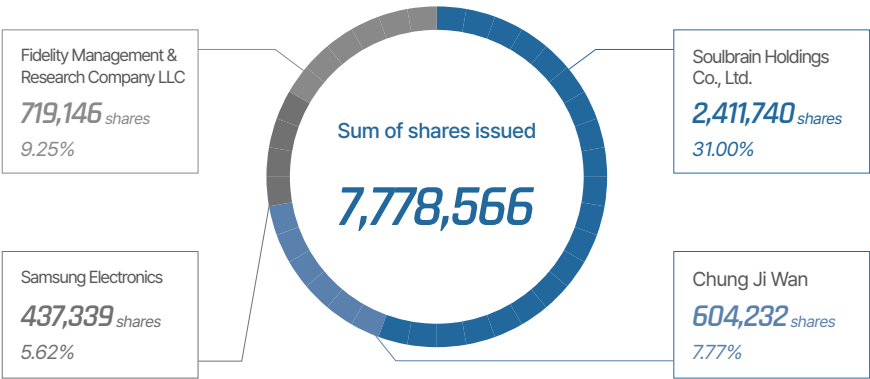
As of December 31, 2024, Soulbrain Holdings and Soulbrain had a total of 20,964,056 and 7,778,566 issued shares, respectively, all of which are common shares. Soulbrain Holdings holds voting rights on 20,402,240 shares, excluding 561,816 treasury shares, while Soulbrain holds voting rights on 7,743,142 shares, excluding 35,424 treasury shares.

Soulbrain Group guarantees the equitable provision of one vote per share to all shareholders and endeavors to actively incorporate the voices of minority shareholders alongside those of major shareholders. Moving forward, the Group remains committed to enhancing shareholder value and realizing transparent and accountable corporate governance.

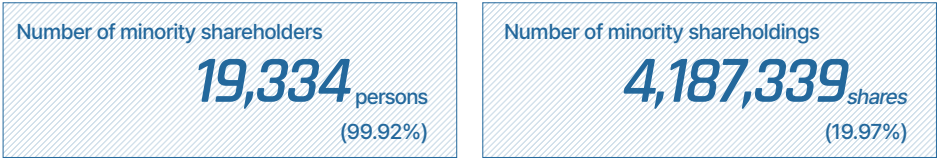
Soulbrain Holdings Shareholders with 5% or More Ownership



Soulbrain Shareholders with 5% or More Ownership



Overview of Soulbrain Holdings Minority Shareholding



Overview of Soulbrain Minority Shareholding



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ADVANCEMENT OF GOVERNANCE STRUCTURE

Shareholder Return Policy

Soulbrain Group has established and consistently implemented a sound and rational dividend policy that reflects its financial stability and management strategy, with the goal of enhancing shareholder value. Soulbrain Holdings maintains a stable dividend payout policy of at least 30% of earnings per share in cash dividends and continues to reinforce its financial foundation to support future dividend growth. In 2024, the company distributed a total of KRW 4.488 billion in dividends, achieving a dividend payout ratio of 44%.

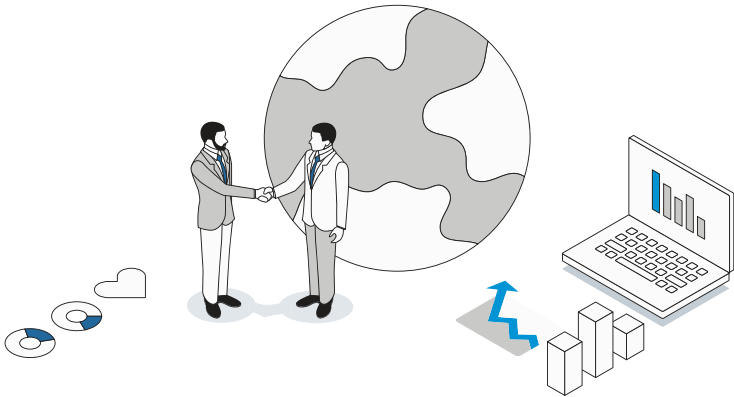
Soulbrain has also set a minimum dividend policy of KRW 2,000 per share as part of its disclosed enterprise value enhancement plan. In 2024, the company declared a dividend of KRW 2,300 per share, amounting to a total payout of KRW 17.809 billion.

Dividends Paid

Category	Unit	Soulbrain Holdings			Soulbrain		
		2022	2023	2024	2022	2023	2024
Total dividends	KRW 100 million	35.12	41.32	44.88	155.09	154.86	178.09
Dividend per share	KRW	170	200	220	2,000	2,000	2,300
Dividend payout ratio	%	5.47	4.54	7.64	9.53	11.88	15.04
Cash dividend yield	%	0.7	0.4	0.7	0.90	0.67	1.38

Facilitating Shareholder Communication

Soulbrain Group operates a range of communication channels to foster trust-based engagement with shareholders. To enhance accessibility to corporate information, we maintain a dedicated Investor Relations (IR) section on our website and offer a multilingual platform to support overseas investors. To ensure the effective exercise of shareholder rights, we have implemented an electronic voting system for the General Meeting of Shareholders, enabling participation without physical limitations. Detailed instructions for electronic voting are provided in the notice of convocation of the general meeting of shareholders. Soulbrain Group remains committed to strengthening a transparent and strategic communication infrastructure and will continue to advance reliable shareholder dialogue.



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ENHANCEMENT OF ETHICAL MANAGEMENT SYSTEM

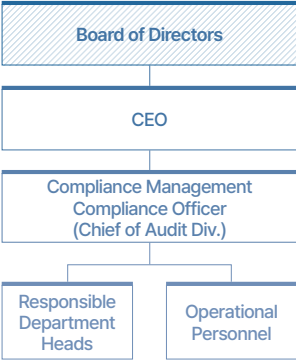
Soulbrain Group has established a company-wide compliance management system grounded in the principles of ethical management and continues to implement systematic initiatives to ensure its effective operation. By consistently upholding responsible, principle-based practices across all areas of business, the Group has built strong trust with customers, employees, and local communities—laying the foundation for sustainable and inclusive growth. Based on these core values, we are further strengthening our compliance capabilities to foster a global compliance culture and reinforce our reputation as a trusted company among stakeholders both in Korea and abroad.

Governance

Soulbrain Group began strengthening its compliance management system by obtaining ISO 37001 certification for anti-bribery management in 2021. In 2025, the scope was expanded to ISO 37301 for compliance management, further advancing the Group’s systematic approach. The Board of Directors approved the appointment of the Compliance Officer and the compliance policy. Operational managers were designated across departments to support enterprise-wide risk management. Identified risks undergo follow-up measures and effectiveness reviews, with outcomes reflected in compliance KPIs and reported transparently to the Board on an annual basis.

[🔗 Compliance Management Policy](#)

Organizational Chart for Our Compliance Management System



Compliance Officer

Soulbrain Group is actively building a Compliance Program (CP) framework to advance ESG management and embed a sustainable culture of ethics and compliance. As part of this initiative, compliance control standards have been enacted, and a dedicated Compliance Officer has been appointed. The officer leads key efforts to promote ethical management, including company-wide compliance training, as well as systematic inspection and monitoring to ensure adherence to the established standards.

Category	Soulbrain Holdings	Soulbrain
Name	Kim Tae Il	Lee Chang Ho
Current Positions	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 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 Strategy & Cooperation Office, Samsung Electronics
Date of Board resolution	2025.2.28	2025.2.28
Disqualifications	Not applicable	Not applicable

Supporting Organization

Category	Soulbrain Holdings	Soulbrain
Department (Team) Name	Legal Affairs Div.	Compliance Team
Number of employees (persons)	3 persons	3 persons
Position (Tenure)	Executive Vice President 1 person (6 months) Manager 1 person (2 months) Staff 1 person (1 year)	Executive Vice President 1 person (6 months) Manager 1 person (7 years) Manager 1 person (7 years)

Key Activities and Plans

Soulbrain Holdings	Task	Content	Date
	Ongoing tasks	Ongoing review of key contracts and legal documents	Ongoing
	Establish internal regulations	Establishment of compliance control standards	2025.02.
	Internal training	Training on laws such as the Mutually Beneficial Cooperation Act	2025.05.
	Board operations	Development and implementation of board governance enhancement plans	2025.01.~2025.12.
	Compliance	ISO certification audits	2025.03.~2025.09.
Soulbrain	Legal compliance audits	Legal compliance review for holding company and business group	2025.01.~2025.12.
	Task	Content	Date
	Ongoing tasks	Pre- and post-review of contracts and key legal documents	Ongoing
	Establish internal regulations	Establishment of compliance control standards	2025.02.
	Internal training	Training on subcontracting and unfair competition prevention laws	2025.05.
	Board operations	Development and implementation of board governance enhancement plans	2025.01.~2025.12.
	Compliance	ISO certification audits	2025.03.~2025.09.
	Legal compliance audits	Fair trade compliance checks for affiliates	2025.01~2025.12.

Strategy

Ethical Management Policy

Soulbrain Group has established and globally enforces an Employee Code of Ethics and Code of Conduct to ensure responsible decision-making rooted in ethical consistency across diverse business situations. In 2024, the Group reinforced its ethical framework by integrating anti-corruption clauses—explicitly prohibiting fund misappropriation, misuse, document falsification, and false reporting—and by introducing formal procedures for reporting potential conflicts of interest in business activities. To stay responsive to evolving stakeholder expectations and social demands, the Code is regularly reviewed and updated. All revisions are disclosed transparently through the company website and internal groupware, ensuring continuous employee access to the most current standards.

[🔗 Employee Code of Ethics](#) [🔗 Employee Code of Conduct](#)



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ENHANCEMENT OF ETHICAL MANAGEMENT SYSTEM

Risk Management

Compliance Risk Management

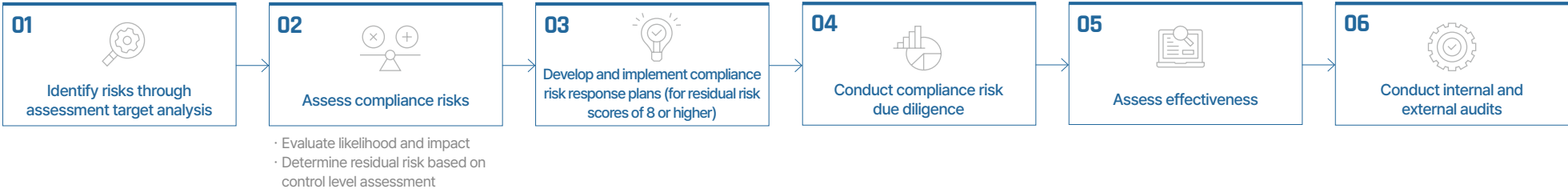
Soulbrain Group is advancing its company-wide compliance risk management system through the adoption of ISO 37301, the international standard for compliance management. Each department systematically maintains a register of applicable laws and regulations, which serves as the basis for identifying and assessing risks at the item level.

For all risks with a residual score of 8 or higher, response plans are mandatorily established. The effectiveness of these control measures is periodically reviewed to ensure their proper operation within the organization.

In 2025, Soulbrain Holdings identified 117 compliance risks and Soulbrain identified 202. As a result, 31 and 41 improvement plans were developed, respectively, and are scheduled for implementation in the second half of the year. Each department is actively executing its respective measures, thereby further enhancing enterprise-wide compliance capabilities and strengthening the internal control system.

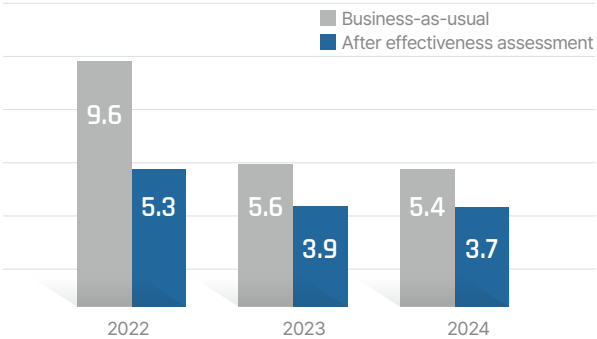
Category		Soulbrain Holdings	Soulbrain
Risk management	Identified risk	117 cases	202 cases
	Improvement tasks	31 cases	41 cases

Compliance Risk Management Process

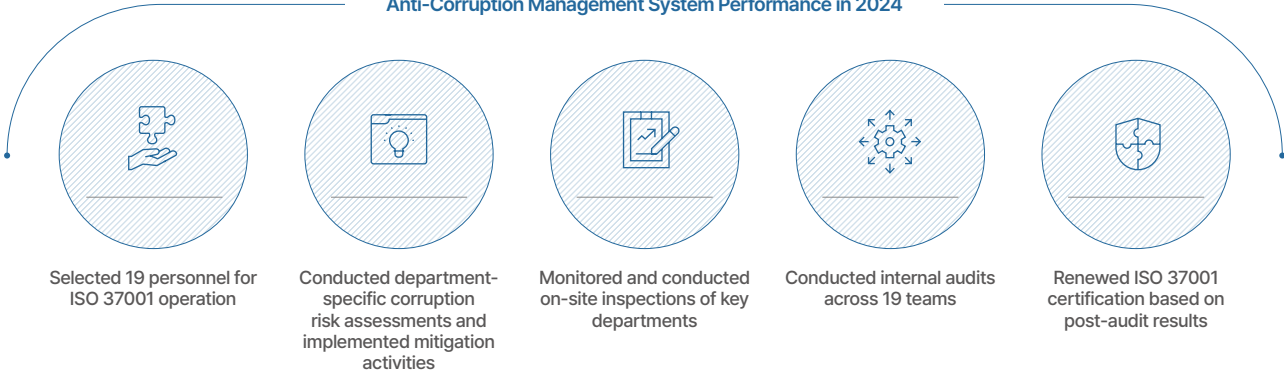


Effectiveness of Compliance Risk Management
– Change in Residual Risk Levels

Unit: Score



Anti-Corruption Management System Performance in 2024



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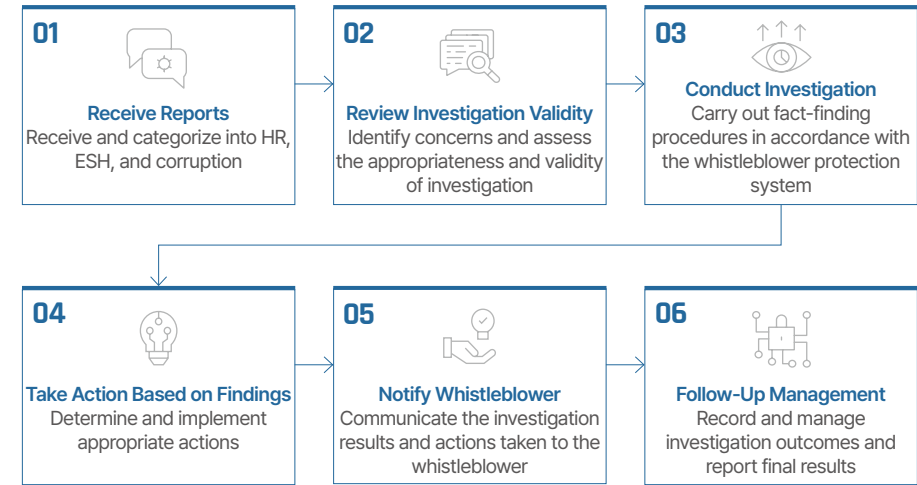
Risk Management

Operating Ethical Whistleblowing Channels

Soulbrain Group operates an Online Whistleblowing Channel accessible to both employees and external stakeholders, ensuring a safe and confidential platform for reporting any illegal or unethical conduct related to the company. To protect whistleblower autonomy, the system supports both real-name and anonymous submissions. Reporters may track the progress and outcomes of their cases—via phone or email for real-name reports, and through a dedicated bulletin board for anonymous ones. All procedures are governed by internal regulations, with strict safeguards in place to protect the whistleblower's identity and prevent any form of disadvantage or discrimination. In 2024, Soulbrain Holdings and Soulbrain received three and seven reports, respectively. All cases were addressed in full accordance with the established reporting and response protocols.

Category		Soulbrain Holdings	Soulbrain
Online whistleblowing channel	Number of cases	3	7
	Number of cases handled	3	7

Whistleblowing Handling Process



Activities and Performance

Compliance and Ethics Training

To embed a culture of compliance across the Group, Soulbrain Group annually develops and delivers a dedicated compliance and ethics training program for executives and employees, including those at affiliates. The program is structured around the Employee Code of Ethics and Code of Conduct—core pillars of the Group's ethical management policy—and equips participants with the knowledge to understand and apply relevant internal regulations and legal standards in their daily responsibilities. It also includes case-based learning on key social issues, such as anti-corruption, from an ethical perspective. In 2024, the program focused on strengthening awareness of anti-corruption regulations. Employees conducted self-assessments to examine country-specific issues and the Group's compliance standards, and received practical training on key laws such as the Conflict of Interest Prevention Act, the Improper Solicitation and Graft Act, and the Protection of Public Interest Whistleblowers Act. In 2024, 79 out of 79 employees of Soulbrain Holdings and 438 out of 438 employees of Soulbrain participated in the compliance training, achieving a 100% completion rate. Feedback from post-training satisfaction surveys is reflected in the design of future programs.

Ethics Training Provided in 2024

Category	Soulbrain Holdings	Soulbrain
Training	Compliance and ethical management training in 2024	
Date	August 2024	
Topic	Understanding the Conflict of Interest Prevention Act, exploring the Improper Solicitation and Graft Act in everyday life, importance of reporting corruption and how to report it	
Target/Participants	79 persons / 79 persons	438 persons / 438 persons
Completion rate	100%	100%



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STRENGTHENING OF INFORMATION SECURITY AND PERSONAL DATA PROTECTION

Governance

Soulbrain Group formulates an annual information security operation plan under the oversight of the Chief Information Security Officer (CISO) to enhance its information security management system. This plan is systematically implemented by the Information Strategy Team, which plays a central role in continuously improving the Group's security posture.

To assess its overall security capabilities, the Group conducted the National Core Technology Information Protection Status Survey and developed targeted improvement plans to address identified vulnerabilities. It also established an internal approval system—led by the Information Protection Committee and the National Core Technology Information Protection Council—to ensure systematic reporting and oversight of key security issues and management practices.

Looking ahead, Soulbrain plans to obtain ISO 27001 certification to build and validate a robust system for information security and personal data protection.



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

Strategy

Information Security Policy

As a company possessing national core technologies, Soulbrain Group has established and operates a comprehensive set of information security policies, guidelines, and industrial technology protection standards. To protect critical management and technical information assets, as well as industrial technologies, we conduct annual reviews of relevant laws and regulations and continuously refine our policies and guidelines. Compliance with these information security standards is enforced for all stakeholders, including employees and partner companies.

Soulbrain's Information Security Regulations⁴⁾

1. Purpose

These regulations serve as the highest-level standard for information security at Soulbrain Holdings and its affiliates (hereinafter referred to as "the Company"). The primary objective is to ensure the security of information processed within the Company's information systems and, ultimately, to support and expand the Company's business foundation.

This policy also establishes the Company's core principles for protecting critical information assets against threats such as unauthorized access, misuse, damage, falsification, or leakage. It ensures compliance with applicable laws and regulations concerning intellectual property rights and personal data protection, as well as other contractual obligations.

2. Scope of Application

These regulations apply to the Company's IT infrastructure used in business operations, including all employees, contract workers, and personnel from external vendors. They cover all business activities involving the use of the Company's information systems and assets, including national core technologies. Unless otherwise specified by mandatory laws and regulations related to personal data and information security—such as the Industrial Technology Protection Act, the Personal Information Protection Act, and the Information Communications Network Act—these matters shall be governed by the provisions set forth in this regulation.

4) Excerpt from internal regulations



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Strategy

Soulbrain Information Security Policy¹⁾

Article 1 (Purpose)

The purpose of this policy is to define the general procedures and methods for handling information security operations at Soulbrain Holdings Co., Ltd. and its affiliates (hereinafter referred to as the “Company”), and to ensure the following:

1. (Ensuring Confidentiality and Integrity) A series of activities must be carried out to securely protect internal company information from unauthorized leakage, destruction, or tampering caused by internal or external intrusions via information and communications networks.

2. (Ensuring Availability) A series of activities must be undertaken to ensure the stable operation of the information environment—including networks, information systems, and databases—as well as applications, in order to provide uninterrupted information services.

3. (Ensuring Adequate Authentication and Access Control) Individuals authorized to use information systems must be granted appropriate access, while unauthorized individuals must be completely restricted from access under any circumstances, through a series of control measures.

1) Excerpted from internal policy

Data Privacy Management System

Soulbrain Group enforces a comprehensive personal information protection framework by applying its Security Management Regulation, Personal Information Protection Regulation, and Internal Management Plan across all stages of personal data processing.

Consent for the collection and use of personal information is obtained through standardized procedures, such as consent forms that clearly outline the types of data collected, intended purposes, retention periods, and any third-party sharing. Individuals are also informed of their right to refuse consent, ensuring transparency and supporting informed decision-making.

Risk Management

Information Security Risk Assessment

Information Security Risk Internal Audit

To strengthen internal risk management, Soulbrain Group conducts comprehensive security audits at least once a year, encompassing personnel, physical assets, key protection zones, and information systems.

These audits include both unannounced and scheduled inspections. Unannounced audits, conducted twice a year at each business site, help raise company-wide security awareness in line with internal security policies. Scheduled audits are conducted annually to assess and improve the security management system, based on the inspection checklist provided by the National Intelligence Service and the Industrial Security Association.

Security Vulnerability Assessment

Soulbrain Group regularly inspects vulnerabilities in its information systems and source code using automated tools and conducts proactive risk assessments to address both internal and external threats. Simulated hacking exercises are also performed using the latest techniques to identify and promptly address potential security gaps.

As part of its mid- to long-term strategy, the Group is advancing its vulnerability response systems and strengthening internal capabilities to build a highly reliable information protection framework.



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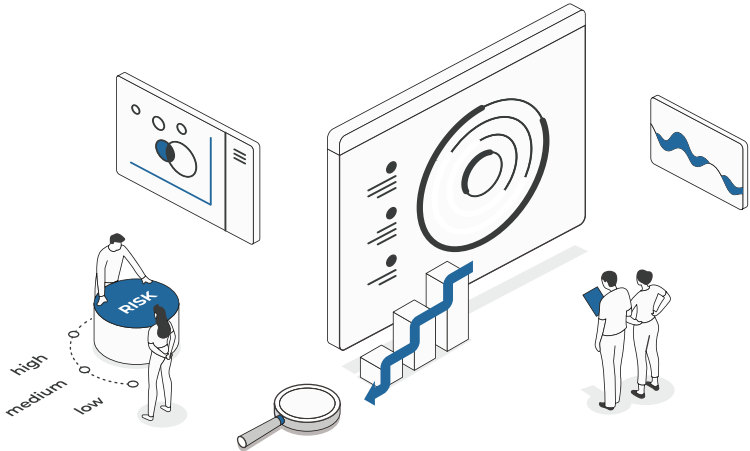
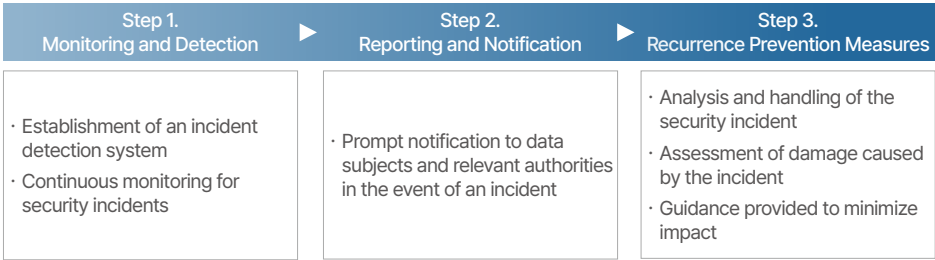
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STRENGTHENING OF INFORMATION SECURITY AND PERSONAL DATA PROTECTION

Activities and Performance

Security Incident Response Procedures

Soulbrain Group has established a proactive response framework and standardized procedures to address serious incidents, such as breaches of personal information. In the event of a data leak, the Group promptly notifies affected individuals and relevant authorities in accordance with the Personal Information Protection Act. Key details—including the type of data compromised, the time and cause of the incident, mitigation guidance, and contact information for the responsible department—are communicated through internal bulletins and documented in the Group’s Breach, Disaster, and Failure Response Manual.



Information Security Response Action

Document Management System

To ensure the secure management of critical documents, Soulbrain Group designates physical storage areas as “control zones” and conducts monthly inspections to manage access and usage. For digital documents, the Group implements a range of security solutions—including watermarking, Digital Rights Management (DRM), Data Loss Prevention (DLP), and spam-blocking systems—to prevent information leakage. These measures allow for precise access control and proactively mitigate the risk of document misuse or abuse, while continuously enhancing the Group’s technology-driven information security infrastructure.

Third-Party Data Protection System Operation

Soulbrain Group enforces systematic protection measures through an integrated security solution to safeguard enterprise-wide information assets, including third-party data. To this end, the Group operates a centralized security log management system and prevents unauthorized access through firewalls, Intrusion Prevention Systems (IPS), and Network Access Control (NAC). In addition, multi-layered security controls—such as print and electronic document protection, media control, and antivirus solutions—are implemented to prevent internal data leakage. The Group continuously enhances the effectiveness of its protection systems to maintain a robust information security framework.



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STRENGTHENING OF INFORMATION SECURITY AND PERSONAL DATA PROTECTION

Activities and Performance

Raising Information Security Awareness

Soulbrain Group conducts a range of training and inspection activities to enhance employee awareness of information security and strengthen practical response capabilities.

In 2024, all employees—including those handling national core technologies—received security training. Key personnel also participated in on-site and online courses offered by the Korea Association for Industrial Technology Security (KAITS) to study real cases of industrial technology leakage. Additionally, each department performs monthly on-site inspections and PC security checks to proactively identify and manage information security risks.

To further reinforce readiness, the Group conducts regular mock drills to improve response to technology leaks and cyberattacks. Going forward, the Group plans to provide semiannual training on various cyber threats, including ransomware, based on programs from the Korea Association for Industrial Technology Security (KAITS) and the Korea Internet & Security Agency.

Security Awareness Training

To strengthen security awareness and foster a security-conscious culture, Soulbrain Group publishes the “Soulbrain Security Newsletter” on a quarterly basis and conducts regular security training sessions led by department heads. In addition, the Group has established a security policy to safeguard trade secrets related to national core technologies and strategic industries. Company-wide annual online training is also conducted, focusing on case-based analysis to prevent security incidents.

Training Exercise for Malicious Email Response

Soulbrain Group conducts quarterly phishing simulation training to prevent the infiltration and spread of malicious code. To further strengthen endpoint security, the Group has established a dedicated response system and operates an integrated security framework that addresses various threat vectors—including harmful websites and spam email blocking, network access control, document protection, and media control.

Information Security and Data Privacy Training Programs

Target	Training	Topic
Personnel Handling National Core Technology	Security training for personnel handling national core technology	· Introduction to the national core technology system and designation status by sector · Security management plans for personnel responsible for national core technologies · Response plans in the event of a national core technology leak
	Security training for current employees	· Roles of general employees in security management · Security obligations and rules for general employees
All Employees	Leaks by insiders	· Case studies of technology leaks by insiders · Prevention measures for technology leaks by insiders
	Leaks by outsiders	· Case studies of leaks by outsiders · Prevention and response measures for leaks by outsiders · Precautionary measures to avoid leaks by outsiders
	Leaks by cyber attacks	· Type of cyber attacks · Learning countermeasures through cyber attack case analysis · Prevention and implementation of security practices of cyber attacks
	Accidental leaks	· Case studies of accidental leaks · Management and prevention of accidental leaks · Understanding legal measures related to leaks
	Leaks during telework	· Case studies of technology leaks during telework · Security rules to follow during telework
Security Offenders	Training for security offenders	· Types and examples of internal security incidents · Disciplinary actions and procedures for security violations
New Hires	Security training for new hires	· Raising security awareness among new hires
Employees Nearing Retirement	Security training for employees nearing retirement	· Risks of technology leakage due to retirement or job change · Security compliance requirements for employees nearing retirement
Overseas Business Travelers	Industry security rules for overseas business travel	· Security guidelines to follow during overseas business travel
Affiliate Employees	Affiliate security training	· Security training for current employees, leaks by insiders/outside, leaks by cyber attacks, accidental leaks, and leaks during telework
Security Managers	Professional training for security managers	· Roles and key responsibilities of information security managers and administrators



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SUSTAINABILITY POLICIES

Soulbrain Holdings

Soulbrain Holdings Information Security Regulation
Soulbrain Holdings Privacy Policy
Soulbrain Group Human Rights Management Policy

Soulbrain

Soulbrain Environmental Management Policy
Soulbrain Occupational Health and Safety Management Policy
Soulbrain Low-Carbon Green Growth Management Policy
Soulbrain Quality Management Policy
Soulbrain Information Security Regulation
Soulbrain Privacy Policy
Soulbrain Human Rights Management Policy

Environmental	Social	Governance
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Soulbrain Holdings Compliance Management Policy
Soulbrain Holdings Code of Ethics for Employees
Soulbrain Holdings Code of Conduct for Employees

Soulbrain Human Rights and Labor Code of Conduct
Soulbrain Supply Chain ESG Management Policy
Soulbrain Supply Chain ESG Code of Conduct
Soulbrain Conflict Minerals and Responsible Minerals Sourcing Policy
Soulbrain Compliance Management Policy
Soulbrain Code of Ethics for Employees
Soulbrain Code of Conduct for Employees



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ENVIRONMENTAL

GHG Emissions^{1) 2)}

Category		Unit	2022	2023	2024
Scope 1	Domestic	tCO ₂ -eq	13,555.53	10,271.22	10,046.28
	Overseas ³⁾	tCO ₂ -eq	940.10	991.33	859.95
Scope 2	Domestic	tCO ₂ -eq	41,731.86	43,898.73	38,185.11
	Overseas	tCO ₂ -eq	2,138.51	2,230.30	1,805.47
Total GHG emissions (Scope 1 & 2)	Domestic	tCO ₂ -eq	55,287.39	54,169.95	48,231.40
	Overseas	tCO ₂ -eq	3,078.61	3,221.63	2,665.42
GHG emissions intensity ⁴⁾	Domestic	tCO2-eq/KRW billion	65.30	77.84	70.09
	Overseas	tCO2-eq/KRW billion	13.67	24.82	16.80

1) Due to the designation under the Target Management System, the calculation boundary has been revised, leading to the reassessment of data and resulting in changes to the 2022 and 2023 figures

2) Domestic scope of calculation: Gongju Plant, Paju Plant, Headquarters & Central R&D Center, Yong-in R&D Center, and Daejeon R&D Center / Overseas scope of calculation: Michigan Corporation, Indiana Plant, and Hungary Corporation

3) Scope 1 emissions are not applicable to the Michigan Corporation

4) From 2024, the revenue of Soulbrain Holdings and Soulbrain has been integrated, resulting in a change in the baseline figures for calculating intensity metrics

GHG Emissions Reduction^{5) 6)}

Category	Unit	Domestic		
		2022	2023	2024
Total reductions achieved	tCO ₂ -eq	-	1,117.43	5,938.56
Total reduction rate	%	-	2.02	10.96

5) Due to the designation under the Target Management System, the calculation boundary has been revised, leading to the reassessment of data and resulting in changes to the 2022 and 2023 figures

6) Scope of calculation: Gongju Plant, Paju Plant, Headquarters & Central R&D Center, Yong-in R&D Center, and Daejeon R&D Center

Energy Consumption^{7) 8)}

Category				Unit	2022	2023	2024	
Direct energy consumption	Stationary combustion	City Gas (LNG)	Domestic	TJ (Terra Joule)	264.69	200.00	195.35	
		Diesel		TJ (Terra Joule)	0.00	0.03	0.04	
	Mobile combustion	Gasoline		TJ (Terra Joule)	1.40	1.59	1.61	
		Diesel		TJ (Terra Joule)	0.67	0.38	0.49	
		LPG		TJ (Terra Joule)	-	-	0.01	
	Total			TJ (Terra Joule)	266.76	202.00	197.50	
	Indirect energy consumption	Electricity		TJ (Terra Joule)	857.72	903.19	795.20	
Steam		TJ (Terra Joule)		36.49	114.58	101.87		
Total		TJ (Terra Joule)		894.21	1,017.77	897.07		
Renewable energy consumption				TJ (Terra Joule)	0.75	0.64	0.72	
Total energy consumption				Domestic	TJ (Terra Joule)	1,161.72	1,220.40	1,095.29
				Overseas	TJ (Terra Joule)	24.31	25.71	26.11
Energy consumption intensity ⁹⁾				Domestic	TJ/KRW billion	1.37	1.75	1.59
				Overseas	TJ/KRW billion	0.11	0.20	0.16

7) Due to the designation under the Target Management System, the calculation boundary has been revised, leading to the reassessment of data and resulting in changes to the 2022 and 2023 figures

8) Scope of calculation: Gongju Plant, Paju Plant, Headquarters & Central R&D Center, Yong-in R&D Center, and Daejeon R&D Center

9) From 2024, the revenue of Soulbrain Holdings and Soulbrain has been integrated, resulting in a change in the baseline figures for calculating intensity metrics



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ENVIRONMENTAL

Waste Generation

Category		Unit	2022	2023	2024	
Hazardous waste generated		ton	19,455.00	11,305.00	12,177.74	
Hazardous waste intensity ¹⁾		ton/KRW billion	22.98	16.24	17.70	
Hazardous waste treatment by method	Incineration	ton	386.00	311.00	291.34	
	Neutralization	ton	6,821.00	3,810.00	2,830.11	
	Concentration by evaporation	ton	5,822.00	3,038.00	3,515.15	
	Others	ton	-	-	-	
	Recycling	ton	6,426.00	4,147.00	5,541.14	
General waste generated		ton	7,452.00	4,412.00	3,616.60	
General waste intensity ¹⁾		ton/KRW billion	8.80	6.34	5.26	
General waste treatment by method	Incineration	ton	-	-	-	
	Neutralization	ton	-	-	-	
	Concentration by evaporation	ton	-	-	-	
	Others	ton	23.00	1.00	0.37	
	Recycling	ton	7,428.00	4,411.00	3,616.23	
Total waste generated		Soulbrain	ton	26,907.00	15,717.00	15,794.34
		Michigan Corporation	ton	647.20	628.60	382.70
		Indiana Plant	ton	-	-	267.37
Amount of waste recycled ²⁾	Amount recycled	Soulbrain	ton	13,854.00	8,558.00	9,317.00
		Michigan Corporation	ton	49.50	49.50	49.50
		Indiana Plant	ton	-	-	18.87
	Recycling rate	Soulbrain	%	51.49	54.45	58.99
		Michigan Corporation	%	9.00	9.00	9.00
		Indiana Plant	%	-	-	7.06

1) From 2024, the revenue of Soulbrain Holdings and Soulbrain has been integrated, resulting in a change in the baseline figures for calculating intensity metrics

2) In the case of the Hungary Corporation, general waste is managed under government jurisdiction, and therefore data is not available

Water Withdrawal ³⁾

Category				Unit	2022	2023	2024
Total water withdrawal	Domestic			ton	516,854.00	482,777.76	415,770.00
	Overseas			ton	6,661.40	4,566.60	4,689.60
Water withdrawal intensity ⁴⁾	Domestic			ton/KRW billion	610.49	693.72	604.20
Water withdrawal by site	Domestic	Soulbrain Headquarters	Tap water	ton	15,701.00	16,505.00	18,789.00
			Groundwater	ton	-	-	-
		Gongju Plant	Tap water	ton	342,070.00	279,836.00	279,836.00
			Groundwater	ton	47,765.00	51,358.00	13,584.00
		Paju Plant	Tap water	ton	9,861.00	1,559.00	1,627.00
			Industrial water	ton	95,365.00	130,377.76	98,061.00
		R&D Center	Tap water	ton	6,092.00	3,142.00	3,873.00
			Groundwater	ton	-	-	-

3) Due to the exclusion of Soulbrain RASA (Gongju Plant) under the organizational boundary of the Greenhouse Gas Target Management System, the value for tap water consumption has changed

4) From 2024, the revenue of Soulbrain Holdings and Soulbrain has been integrated, resulting in a change in the baseline figures for calculating intensity metrics



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ENVIRONMENTAL

Water Consumption¹⁾

Category			Unit	2022	2023	2024
Water consumption by site	Domestic	Soulbrain Headquarters	ton	15,701.00	16,505.00	18,789.00
		Gongju Plant	ton	538,467.00	451,386.00	367,052.00
		Paju Plant	ton	116,732.00	135,989.76	100,654.00
		R&D Center	ton	6,092.00	3,142.00	3,873.00
Total water consumption ²⁾	Domestic		ton	676,992.00	607,022.76	490,368.00
	Overseas		ton	6,661.40	4,566.60	4,689.60
Water consumption intensity ³⁾	Domestic		ton/KRW billion	799.63	872.25	712.61
	Overseas		ton/KRW billion	29.58	35.18	29.55
Water reuse by site	Domestic	Soulbrain Headquarters	ton	-	-	-
		Gongju Plant	ton	148,632.00	120,192.00	73,632.00
		Paju Plant	ton	11,506.00	4,053.00	966.00
		R&D Center	ton	-	-	-
Total water reused	Domestic		ton	160,138.00	124,245.00	74,598.00

1) Due to the exclusion of Soulbrain RASA (Gongju Plant) under the organizational boundary of the Greenhouse Gas Target Management System, the value for tap water consumption has changed
2) Total water consumption = Total water withdrawn + total water reused
3) From 2024, the revenue of Soulbrain Holdings and Soulbrain has been integrated, resulting in a change in the baseline figures for calculating intensity metrics

Wastewater Discharge

Category		Unit	2022	2023	2024
Total wastewater discharge	Domestic	ton	202,678.00	201,732.00	159,219.00
	Overseas	ton	19.60	15.60	278.89

Air Pollutant Emissions

Category		Unit	Domestic		
			2022	2023	2024
Nitrogen oxides (NOx)	Emissions	ton	15.84	2.99	2.21
	Emissions intensity ⁴⁾	ton/KRW trillion	18.71	4.30	3.22
Sulfur oxides (SOx)	Emissions	ton	0.02	0.00	0.00
	Emissions intensity ⁴⁾	ton/KRW trillion	0.02	0.00	0.00
Particulate matter	Emissions	ton	2.20	2.17	1.02
	Emissions intensity ⁴⁾	ton/KRW trillion	2.60	3.12	1.48
Total hydrocarbons (THC)		ton	3.07	1.54	1.71
Hydrogen chloride (HCl)		ton	0.27	0.22	0.16
Hydrogen fluoride (HF)		ton	0.07	0.04	0.06
Ammonia (NH ₃)		ton	0.09	0.57	0.21

4) From 2024, the revenue of Soulbrain Holdings and Soulbrain has been integrated, resulting in a change in the baseline figures for calculating intensity metrics

Water Pollutant Discharge

Category	Unit	Domestic		
		2022	2023	2024
TOC discharge	ton	1.69	1.41	1.30
BOD discharge	ton	1.64	1.05	1.73
SS discharge	ton	1.06	0.55	0.48
Water pollutant discharge intensity ⁵⁾	ton/KRW trillion	5.19	4.33	5.10

5) From 2024, the revenue of Soulbrain Holdings and Soulbrain has been integrated, resulting in a change in the baseline figures for calculating intensity metrics

Use and Release of Hazardous Chemicals

Category	Unit	Domestic		
		2022	2023	2024
Total use	ton	384,107.00	88,484.00	81,319.45
Total release ⁶⁾	ton	717.00	590.00	593.29
Chemical leak incidents	cases	0	0	0

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



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ENVIRONMENTAL

Environmental Compliance

Category	Unit	Domestic		
		2022	2023	2024
Number of non-compliance cases	cases	0	0	2
Number of sanctions imposed	cases	0	0	2
Total amount of penalties imposed	KRW million	0.00	0.00	0.48

Eco-Friendly Vehicles Owned

Category	Unit	Soulbrain Holdings			Soulbrain		
		2022	2023	2024	2022	2023	2024
Conventional vehicles	vehicles	2	2	1	6	6	8
Eco-friendly vehicles (EVs, hydrogen)	vehicles	1	1	1	18	24	26
Percentage of eco-friendly vehicles in corporate fleet vehicles	%	33.33	33.33	50.00	75.00	80.00	76.47
Total vehicle purchases	KRW million	46.79	0.00	0.00	621.84	500.80	160.82
Purchase of eco-friendly vehicles ¹⁾	KRW million	46.79	0.00	0.00	621.84	317.49	47.76
Percentage of eco-friendly vehicles in total vehicle purchases	%	100.00	0.00	0.00	100.00	63.40	29.70

1) EVs, Electric forklifts

Eco-Friendly Revenue

Category	Unit	Soulbrain Holdings			Soulbrain		
		2022	2023	2024	2022	2023	2024
Eco-friendly revenue ²⁾	KRW million	268,132.00	376,713.00	177,410.00	198,868.00	117,129.00	87,961.00
Percentage of eco-friendly revenue	%	47.45	56.94	34.42	18.23	13.88	10.19

2) Calculation criteria: Revenue from secondary battery material business

Eco-Friendly Investment

Category	Unit	Domestic		
		2022	2023	2024
Eco-friendly investments made	KRW million	6,712.00	3,405.00	337.79

Key Environmental Certifications

Category	Unit	Domestic		
		2022	2023	2024
ISO 14001	sites	2	2	2
ISO 50001	sites	1	1	2



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SOCIAL

Workforce ¹⁾

Category		Unit	2022	2023	2024	
Total employees		Soulbrain Holdings	persons	79	88	76
		Soulbrain	persons	1,383	1,195	1,192
		Michigan Corporation	persons	60	44	42
		Indiana Plant	persons	-	-	19
		Hungary Corporation	persons	42	71	61
By gender	Male	Soulbrain Holdings	persons	50	59	51
		Soulbrain	persons	1,274	1,092	1,086
		Michigan Corporation	persons	-	-	-
		Indiana Plant	persons	-	-	-
		Hungary Corporation	persons	33	57	48
	Female	Soulbrain Holdings	persons	29	29	25
		Soulbrain	persons	109	103	106
		Michigan Corporation	persons	-	-	-
		Indiana Plant	persons	-	-	-
		Hungary Corporation	persons	9	14	13
Number of permanent employees	Male	Soulbrain Holdings	persons	42	46	39
		Soulbrain	persons	1,116	1,032	987
		Michigan Corporation	persons	-	-	-
		Indiana Plant	persons	-	-	-
		Hungary Corporation	persons	33	46	38
	Female	Soulbrain Holdings	persons	27	28	25
		Soulbrain	persons	90	97	91
		Michigan Corporation	persons	-	-	-
		Indiana Plant	persons	-	-	-
		Hungary Corporation	persons	9	14	13
	Total	Soulbrain Holdings	persons	69	74	64
		Soulbrain	persons	1,206	1,129	1,078
		Michigan Corporation	persons	60	44	42
		Indiana Plant	persons	-	-	19
		Hungary Corporation	persons	42	60	51
Percentage of permanent employees	Male	Soulbrain Holdings	%	60.87	62.16	60.94
		Soulbrain	%	92.54	91.41	91.56
	Female	Soulbrain Holdings	%	39.13	37.84	39.06
		Soulbrain	%	7.46	8.59	8.44
	Total	Soulbrain Holdings	%	87.34	84.09	84.21
		Soulbrain	%	87.20	94.48	90.44
		Michigan Corporation	%	100.00	100.00	100.00
		Indiana Plant	%	-	-	100.00
		Hungary Corporation	%	100.00	84.51	83.61

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

Category			Unit	2022	2023	2024
Number of temporary ^{2) 3)} employees	Male	Soulbrain Holdings	persons	8	13	12
		Soulbrain	persons	158	60	99
		Michigan Corporation	persons	-	-	-
		Indiana Plant	persons	-	-	-
		Hungary Corporation	persons	-	11	10
	Female	Soulbrain Holdings	persons	2	1	-
		Soulbrain	persons	19	6	15
		Michigan Corporation	persons	-	-	-
		Indiana Plant	persons	-	-	-
		Hungary Corporation	persons	-	-	-
	Total	Soulbrain Holdings	persons	10	14	12
		Soulbrain	persons	177	66	114
		Michigan Corporation	persons	-	-	-
		Indiana Plant	persons	-	-	-
		Hungary Corporation	persons	-	11	10
Percentage of temporary employees	Male	Soulbrain Holdings	%	80.00	92.86	100.00
		Soulbrain	%	89.27	90.91	86.84
	Female	Soulbrain Holdings	%	20.00	7.14	-
		Soulbrain	%	10.73	9.09	13.16
	Total	Soulbrain Holdings	%	12.66	15.91	15.79
		Soulbrain	%	12.80	5.52	9.56
		Michigan Corporation	%	-	-	-
		Indiana Plant	%	-	-	-
		Hungary Corporation	%	-	15.49	16.39
Employees by age group	Under 30	Soulbrain Holdings	persons	10	9	6
		Soulbrain	persons	297	196	153
	30~50	Soulbrain Holdings	persons	62	67	61
		Soulbrain	persons	1,022	964	988
	Over 50	Soulbrain Holdings	persons	7	12	9
		Soulbrain	persons	64	35	51
Employee diversity	Percentage of female employees	Soulbrain Holdings	%	36.71	32.95	32.89
		Soulbrain	%	7.88	8.62	8.89
	Female managers ⁴⁾	Soulbrain Holdings	persons	1	1	1
		Soulbrain	persons	2	2	2
	Percentage of female managers	Soulbrain Holdings	%	5.56	4.76	6.25
		Soulbrain	%	3.20	3.30	2.86
	Veterans	Soulbrain Holdings	persons	-	-	-
		Soulbrain	persons	25	20	18
	Employees with disabilities	Soulbrain Holdings	persons	-	-	-
Soulbrain		persons	21	13	15	



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SOCIAL

New Hires

Category	Unit	Soulbrain Holdings			Soulbrain		
		2022	2023	2024	2022	2023	2024
New permanent employees	persons	11	7	7	34	31	18
Young adults ¹⁾	persons	6	3	4	25	31	9
Female	persons	3	1	1	6	9	6
People with disabilities	persons	0	0	0	0	1	0
Talent outside the Seoul metropolitan region ²⁾	persons	5	1	2	20	15	10
High school graduates	persons	0	0	0	1	2	0
Total new hires ³⁾	persons	13	10	8	124	46	151

1) Under 35
2) Recruited outside the Seoul metropolitan region (excluding Seoul and Gyeonggi): Based on final academic background, including regional campuses and universities of science and technology
3) Total recruits including temporary positions

Turnover

Category		Unit	Soulbrain Holdings			Soulbrain		
			2022	2023	2024	2022	2023	2024
Voluntary turnover	Male	persons	7	2	8	140	75	64
	Female	persons	2	1	2	15	5	10
Voluntary turnover by age group	Under 35	persons	2	1	4	119	52	48
	35~50	persons	6	2	6	30	22	25
	Over 50	persons	1	0	0	6	6	1
	Total	persons	9	3	10	155	80	74
Total voluntary turnover	Total	persons	9	3	10	155	80	74
Voluntary turnover rate ⁴⁾	Total	%	11.84	3.80	13.16	11.30	5.78	6.21
Average tenure ⁵⁾	Total	years	5.40	5.80	5.90	6.70	7.80	7.30

4) Due to the separate disclosure of data for Soulbrain Holdings, the data for Soulbrain has been recalculated, Voluntary turnover rate = Number of voluntary leavers in the year / total number of employees in the year (calculation methodology revised in 2024)
5) Based on annual reports

Parental Leave

Category		Unit	Soulbrain Holdings			Soulbrain		
			2022	2023	2024	2022	2023	2024
Employees eligible for parental leave ⁶⁾	Male	persons	19	17	15	315	326	268
	Female	persons	3	3	3	22	23	20
	Total	persons	22	20	18	337	349	288
Employees who took parental leave	Male ⁷⁾	persons	0	0	0	16	29	11
	Female	persons	1	1	1	2	7	5
	Total	persons	1	1	1	18	36	16
Return-to-work rate after parental leave ⁸⁾	Male	%	-	-	-	93.70	96.20	94.12
	Female	%	100.00	100.00	100.00	100.00	100.00	100.00
	Total	%	100.00	100.00	100.00	94.40	96.90	95.45
Retention rate after return from parental leave ⁹⁾	Male	%	-	-	-	67.00	82.00	90.91
	Female	%	100.00	100.00	100.00	100.00	100.00	0.00
	Total	%	100.00	100.00	100.00	77.00	85.00	76.92

6) Pursuant to Article 19-1 of the Equal Employment Opportunity and Work-Family Balance Assistance Act
7) Employees who resigned within 30 days after applying for parental leave are excluded
8) Percentage of employees who returned to work after parental leave in the concerned year
9) Percentage of employees who worked 12 months or longer out of employees who returned to work after parental leave in the preceding year

Retirement Pension

Category		Unit	Soulbrain Holdings			Soulbrain		
			2022	2023	2024	2022	2023	2024
Retirement pension assets under management		KRW million	1,045.35	1,300.80	1,245.49	8,079.41	10,614.98	7,672.00
Participation by plan type	DB	persons	0	0	0	-	-	-
	DC ¹⁰⁾	persons	73	81	88	1,400	1,364	1,139
	Total	persons	73	81	88	1,400	1,364	1,139

10) 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 Relationships

Category	Unit	Soulbrain Holdings			Soulbrain		
		2022	2023	2024	2022	2023	2024
Number of labor-management council and health & safety committee meetings	meetings	4	4	4	8	8	16



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SOCIAL

Training and Development Performance ¹⁾

Category				Unit	2022	2023	2024
Number of employees trained ²⁾	Domestic	Soulbrain Holdings	Male	persons	84	55	57
			Female	persons	54	27	26
			Total	persons	138	82	83
		Soulbrain	Male	persons	1,196	1,161	1,061
			Female	persons	214	101	95
			Total	persons	1,410	1,262	1,156
	Overseas	Michigan Corporation	Total	persons	60	44	42
		Indiana Plant	Total	persons	-	-	19
		Hungary Corporation	Total	persons	42	64	64
Average training hours per employee ³⁾	Domestic	Soulbrain Holdings	Male	hours	19.45	22.96	24.70
			Female	hours	24.16	25.52	46.69
			Total	hours	21.29	23.80	31.59
		Soulbrain	Male	hours	26.36	12.63	16.17
			Female	hours	30.14	25.88	27.84
			Total	hours	26.93	13.69	17.13
Total training hours	Domestic	Soulbrain Holdings		hours	2,939.60	1,952.00	2,622.00
		Soulbrain		hours	37,969.80	17,276.00	19,802.00
Total training expenditure ⁴⁾	Domestic	Soulbrain Holdings		KRW million	43.00	33.00	79.00
		Soulbrain		KRW million	260.00	183.00	277.00
Average training expenditure per employee	Domestic	Soulbrain Holdings		KRW 1,000/ person	311.36	402.44	951.81
		Soulbrain		KRW 1,000/ person	184.42	145.01	239.62
Training satisfaction score ⁵⁾	Domestic	Soulbrain Holdings		points	4.12	4.38	4.42
		Soulbrain		points	4.12	4.38	4.42

1) Restated the Soulbrain 2022 and 2023 data due to change in calculation criteria
2) Including resignations
3) Total training hours/number of employees: Irrelevant to the total number of employees who received training
4) Due to the separation of data between Soulbrain Holdings and Soulbrain, the 2022 data has been restated
5) Based on satisfaction with internal training (excluding external training), the data has been aggregated without distinction between Soulbrain Holdings and Soulbrain

Employee Performance Evaluation and Career Development Assessment

Category			Unit	2022	2023	2024	
Employees receiving regular performance and career development reviews	Soulbrain Holdings	Total	persons	75	80	75	
		Male	persons	48	54	51	
			%	64.00	67.50	68.00	
		Female	persons	27	26	24	
			%	36.00	32.50	32.00	
		Permanent employees	persons	65	68	63	
			%	86.67	85.00	84.00	
		Temporary employees	persons	2	1	1	
			%	2.67	1.25	1.33	
		Executives	persons	8	11	11	
			%	10.67	13.75	14.67	
	Soulbrain	Total	persons	1,373	1,184	1,111	
		Male	persons	1,269	1,084	1,016	
			%	92.43	91.55	91.45	
		Female	persons	104	100	95	
			%	7.57	8.45	8.55	
		Permanent employees	persons	1,207	1,119	1,040	
			%	87.91	94.51	93.61	
		Temporary employees	persons	146	44	52	
			%	10.63	3.72	4.68	
		Executives	persons	20	21	19	
			%	1.46	1.77	1.71	
	Michigan Corporation			persons	60	44	42
	Indiana Plant			persons	-	-	19
	Hungary Corporation			persons	42	60	51



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SOCIAL

Human Rights Management

Category		Unit	Soulbrain Holdings			Soulbrain		
			2022	2023	2024	2022	2023	2024
Ethics training	Number of sessions held	sessions	1	1	1	1	1	1
	Number of participants	persons	71	83	79	431	464	438
	Total training hours	hours	71.00	83.00	79.00	431.00	464.00	438.00
	Average training hours per participant	hours	1.00	1.00	1.00	1.00	1.00	1.00
Human rights training	Number of sessions held	sessions	3	3	4	3	3	4
	Number of participants	persons	83	90	81	1,393	1,251	1,181
	Total training hours	hours	249.00	270.00	247.25	4,179.00	3,753.00	3,571.50
	Average training hours per participant	hours	3.00	3.00	3.05	3.00	3.00	3.02

Grievance Handling

Category		Unit	Soulbrain Holdings			Soulbrain		
			2022	2023	2024	2022	2023	2024
Grievances resolved ¹⁾	Grievances submitted	cases	15	18	16	15	18	23
	Resolution rate	%	73.33	72.22	81.25	73.33	72.22	78.26
Human rights-related grievances	Grievances submitted	cases	0	0	0	1	2	3
	Resolution rate	%	-	-	-	100.00	100.00	100.00
Supplier grievances resolved	Grievances submitted	cases	-	-	-	0	0	0
	Resolution rate	%	-	-	-	-	-	-
Supplier health and safety grievances resolved	Grievances submitted	cases	-	-	-	6	5	24
	Resolution rate	%	-	-	-	100.00	100.00	100.00

1) Due to the separate disclosure of data from Soulbrain Holdings, the data for Soulbrain has been recalculated accordingly

Occupational Health and Safety Management

Category		Unit	Soulbrain Holdings			Soulbrain		
			2022	2023	2024	2022	2023	2024
On-site safety inspections	Total number of inspections	inspections	3	14	15	648	772	465
	Number of inspections per site	inspections	3	14	15	648	772	465
	Number of non-compliant sites identified	inspections	9	29	98	653	977	521
Deployment of safety managers	Percentage of permanent employees	%	100.00	100.00	100.00	100.00	100.00	100.00
Utilization of employee health checkups	General health checkups ²⁾	persons	64	67	76	1,405	1,307	1,117
	Occupational health checkups ²⁾	persons	8	9	19	1,595	1,738	1,398
	Comprehensive health checkups	persons	25	25	26	690	549	354
Utilization of health counseling services		persons	-	-	31	11,996	4,141	3,755

2) Include duplicates of general and special checkups; General health checkups are regularly provided by the employer for worker health management, while Occupational health checkups are provided to concerned workers only, before and after assignment

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

Category		Unit	2022	2023	2024
Workplaces covered by the occupational health and safety management system	Certification rate	%	100.00	100.00	100.00
	Coverage rate of workplaces	%	50.00	100.00	100.00
Employees covered by the occupational health and safety management system	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 operations



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SOCIAL

Occupational Injury and Illness Management

Category			Unit	2022	2023	2024
Employee injuries	Work-related injury rate	Soulbrain Holdings	%	0.00	0.00	0.00
		Soulbrain	%	0.22	0.00	0.34
		Michigan Corporation	%	0.00	0.00	0.00
		Indiana Plant	%	-	-	0.00
		Hungary Corporation	%	0.00	0.00	0.00
	Injury frequency rate (IFR) ¹⁾	Soulbrain Holdings	%	0.00	0.00	0.00
		Soulbrain	%	0.91	0.00	1.42
	Lost time injury frequency rate (LTIFR) ²⁾	Soulbrain Holdings	%	0.00	0.00	0.00
		Soulbrain	%	0.60	0.00	1.42
		Michigan Corporation	%	47.36	0.00	23.45
		Indiana Plant	%	-	-	0.00
		Hungary Corporation	%	17.08	10.34	29.59
	Total recordable injury rate (TRIR) ³⁾	Soulbrain Holdings	%	0.00	0.00	0.00
		Soulbrain	%	0.12	0.00	0.28
Contractor employee injuries	Work-related injury rate	Soulbrain	%	0.00	0.00	0.02
	Injury frequency rate (IFR) ¹⁾	Soulbrain	%	0.00	0.00	0.10
	Lost time injury frequency rate (LTIFR) ²⁾	Soulbrain	%	0.00	0.00	1.51
	Total recordable injury rate (TRIR) ³⁾	Soulbrain	%	0.00	0.00	0.00
Number of high-consequence work-related injuries		Soulbrain	incidents	0	0	0
Number of work-related injuries and illnesses among employees	Male	Soulbrain	incidents	3	0	4
	Female	Soulbrain	incidents	0	0	0
	Total	Soulbrain Holdings	incidents	0	0	0
		Soulbrain	incidents	3	0	4
		Michigan Corporation	incidents	6	0	2
		Indiana Plant	incidents	-	-	0
		Hungary Corporation	incidents	1	1	3

1) Injury frequency rate (IFR) = Number of injuries / total hours worked per year * 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

Occupational Health and Safety Training

Category	Unit	Soulbrain Holdings			Soulbrain		
		2022	2023	2024	2022	2023	2024
Total employees who completed training	persons	226	258	276	19,248	14,973	22,760
Number of training courses ⁴⁾	courses	5	4	5	9	11	23

4) Soulbrain increased the number of training programs in 2024 compared to 2023 by segmenting risk assessment training and enhancing education on safety awareness

Supply Chain ESG Management ⁵⁾

Category	Unit	Domestic		
		2022	2023	2024
Suppliers assessed for ESG performance	suppliers	-	8	12
Suppliers subject to on-site audits	suppliers	-	3	3
Number of suppliers who signed the Supplier Code of Conduct	suppliers	0	1	7
Total number of new suppliers	suppliers	7	14	6
Number of suppliers whose contracts were terminated due to significant negative social impact	suppliers	0	0	0
Number of suppliers subject to corrective action for significant negative social impact	suppliers	0	0	0

5) Conducted starting from 2023

CSR Performance

Category	Unit	Domestic			
		2022	2023	2024	
Donations received ⁶⁾	KRW million	1,689.02	1,077.20	886.34	
CSR expenses (including community engagement, energy welfare, and mutual growth support)	KRW million	1,269.57	863.76	516.78	
Revenue-generating programs (e.g., The Lounge, in-house cafes)	KRW million	306.00	125.00	135.85	
Employees enrolled in Nanum membership ^{7) 8)}	Soulbrain Holdings	persons	23	26	13
	Soulbrain	persons	160	170	120
Average contribution per employee ⁸⁾	Soulbrain Holdings	KRW/person	15,217.39	14,423.08	30,769.23
	Soulbrain	KRW/person	10,343.75	10,794.12	10,625.00

6) Donations made to the Soulbrain Nanum Foundation through donations made by employees who are Nanum members, corporate donations, and other one-off donation and charity events
7) Employees at Soulbrain Holdings and Soulbrain who make monthly donations to the Soulbrain Nanum Foundation
8) Data recalculated separately for Soulbrain Holdings and Soulbrain employees

Community Engagement and Investment

Category		Unit	Domestic		
			2022	2023	2024
Community volunteering and donations	Number of activities	activities	28	30	22
	Amount donated	KRW million	1,269.57	863.76	516.78
Donations to partner organizations		number of donations	28	30	22
Purchase of Onnuri gift certificates ⁹⁾		KRW million	8.50	8.20	3.00

9) Figures adjusted due to unit error in the previous year



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GOVERNANCE

Board of Directors

Category		Unit	Soulbrain Holdings			Soulbrain		
			2022	2023	2024	2022	2023	2024
Board activities	Number of board meetings held	meetings	21	22	23	13	15	15
	Number of agenda items approved	items	26	28	32	12	15	17
	Number of ESG-related agenda items	items	2	2	5	2	3	7
	Average attendance of non-executive directors	%	100.00	100.00	100.00	100.00	100.00	100.00

Sites Assessed for Corruption Risks

Unit		Unit	Soulbrain Holdings			Soulbrain		
			2022	2023	2024	2022	2023	2024
Corruption risk assessment	Number of sites assessed ^{1) 2)}	sites	1	1	1	4	4	4
	Percentage of sites assessed ³⁾	%	100.00	100.00	100.00	100.00	100.00	100.00
	Corrective actions taken in response to significant corruption risks	actions	0	0	0	0	0	0

1) Pangyo Headquarters, Gongju Plant, Paju Plant and Yong-in R&D Center
2) Due to the joint use of the Pangyo Headquarters by Soulbrain Holdings and Soulbrain, the relevant data has been reflected in both entities
3) Based on domestic sites

Anti-Corruption and Ethical Management

Category		Unit	Soulbrain Holdings			Soulbrain		
			2022	2023	2024	2022	2023	2024
Ethics and anti-corruption training	Percentage of employees who completed ethics training	%	100.00	100.00	100.00	100.00	100.00	100.00
	Percentage of governance body members who received anti-corruption training	%	60.00	100.00	80.00	50.00	100.00	100.00
	Percentage of employees who received 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	9	3	9	3	7
	Confirmed corruption cases	cases	0	0	0	1	0	0
	Disciplinary actions for corruption cases	cases	0	0	0	0	0	0
	Legal action taken against unfair trade practices ⁴⁾	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	0	0	0	0	0
Monitoring status	Number of reports to Online whistleblowing channel	cases	9	9	3	11	4	7
	Disciplinary actions for violations of ethical management	cases	0	0	0	1	0	0
	Corrective actions after audits	cases	14	22	7	14	49	2

4) Based on disciplinary actions taken across the board



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ECONOMIC

Economic Performance Distribution

Category	Unit	Soulbrain Holdings			Soulbrain		
		2022	2023	2024	2022	2023	2024
Corporate income taxes paid to the government	KRW million	19,054.38	25,030.91	23,106.75	-47,188.67	-50,342.26	-24,701.53
Total payments to employees (wages, welfare, and benefits)	KRW million	119,841.33	106,020.92	116,745.40	128,898.60	133,376.35	130,494.19
Payments to outsourced suppliers (e.g., subcontracting costs)	KRW million	24,905.09	36,312.17	25,001.19	12,347.55	17,078.99	15,876.26
Donations	KRW million	108.51	77.10	123.97	1,477.72	816.50	534.50
Payments to material suppliers (material costs)	KRW million	250,846.46	308,998.07	182,643.20	605,639.53	425,592.14	435,155.27
Interest payments to financial institutions (interest rate)	KRW million	9,731.08	2,000.90	18,229.00	224.62	-	-

R&D and Patent

Category		Unit	Domestic		
			2022	2023	2024
R&D investment	Outsourced R&D expenses	KRW million	0.00	0.00	0.00
	In-house R&D expenses	KRW million	23,951.83	22,841.46	26,581.89
	Total	KRW million	23,951.83	22,841.46	26,581.89
	Number of R&D personnel	persons	104	111	126
Patents registered	Research projects	cases	40	40	52
	Industrial property rights (patent)	cases	98	71	92

Statements of Financial Position

Category		Unit	Soulbrain Holdings			Soulbrain		
			2022	2023	2024	2022	2023	2024
Assets	Current assets	KRW million	349,057.79	356,074.50	356,256.36	458,877.30	345,056.04	521,491.18
	Non-current assets	KRW million	1,340,223.28	1,428,863.39	1,640,364.91	476,029.92	650,386.84	646,722.96
	Total assets	KRW million	1,689,281.07	1,784,937.90	1,996,621.27	934,907.22	995,442.87	1,168,214.13
Liabilities	Current liabilities	KRW million	301,572.15	360,221.95	394,654.95	127,596.02	71,113.53	123,720.34
	Non-current liabilities	KRW million	205,924.21	160,536.22	110,830.72	8,071.89	5,507.18	7,157.94
	Total liabilities	KRW million	507,496.36	520,758.18	505,485.68	135,667.91	76,620.71	130,878.28
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	2,227,903.03	2,315,321.47	2,369,957.31	344,289.66	459,143.44	562,094.53
	Other components of equity	KRW million	-1,613,370.92	-1,610,015.81	-1,586,903.30	24,032.72	24,376.81	38,413.82
	Total equity	KRW million	1,181,784.71	1,264,179.72	1,491,135.59	799,239.31	918,822.16	1,037,335.85



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ECONOMIC

Statements of Comprehensive Income

Category		Unit	Soulbrain Holdings			Soulbrain		
			2022	2023	2024	2022	2023	2024
Consolidated revenue		KRW million	565,106.28	661,555.10	515,379.50	1,090,867.45	844,029.12	863,356.16
Revenue	Domestic	KRW million	17,209.52	17,440.81	15,171.17	829,417.68	678,489.46	672,961.02
	Overseas	KRW million	7,025.43	12,950.54	33,445.00	218,150.74	116,839.32	125,256.38
Cost of sales		KRW million	-401,947.51	-447,868.41	-332,080.14	-793,061.16	-650,949.83	-616,966.94
Gross profit		KRW million	163,158.77	213,686.68	183,299.36	297,806.29	193,079.29	246,389.22
Selling and administrative expenses		KRW million	-89,661.45	-92,725.37	-102,947.01	-90,755.62	-59,590.91	-78,440.46
Operating profit		KRW million	73,497.32	120,961.32	85,313.45	207,050.67	133,488.38	167,948.76
Other non-operating income		KRW million	19,118.80	27,574.12	32,685.12	31,485.41	33,336.07	31,305.56
Other non-operating expenses		KRW million	-39,633.01	-26,944.70	-21,442.96	-27,714.41	-15,987.70	-10,971.09
Finance income		KRW million	3,203.35	6,694.12	15,433.63	9,057.07	14,055.16	25,970.99
Finance costs		KRW million	-12,584.60	-25,298.67	-32,284.29	-4,435.86	-3,588.25	-859.84
Profit before income tax		KRW million	64,611.18	103,016.64	82,522.63	215,442.89	161,303.66	167,121.35
Income tax expense		KRW million	-5,071.90	-19,589.44	-26,781.61	-47,769.95	-30,348.28	-47,509.47
Profit for the year		KRW million	59,539.29	83,427.20	55,741.02	167,672.93	130,955.38	119,611.88
Attributable to owners of the parent company		KRW million	64,189.46	91,027.79	58,768.16	162,793.52	130,363.03	118,437.37
Attributable to non-controlling interests		KRW million	-4,650.18	-7,600.59	-3,027.13	4,879.42	592.36	1,174.51
Other comprehensive income for the year		KRW million	13,733.72	3,567.57	56,154.83	-1,724.30	344.10	14,388.09
Gain (loss) on foreign currency translation		KRW million	14,336.94	4,206.72	49,605.83	-1,724.30	344.10	14,440.78
Total comprehensive income for the year		KRW million	73,273.01	86,994.76	111,895.85	165,948.63	131,299.48	133,999.97
Controlling interests		KRW million	77,501.03	94,552.87	115,016.96	161,069.22	130,707.13	132,474.38
Non-controlling interests		KRW million	-4,228.03	-7,558.11	-3,121.11	4,879.42	592.36	1,525.59
Earnings per share attributable to owners of the parent								
Basic earnings (loss) per share		KRW 1,000	3.11	4.41	2.85	20.97	16.83	15.30
Diluted earnings (loss) per share		KRW 1,000	3.11	4.41	2.85	20.97	16.83	15.30
Net profit margin ¹⁾		%	10.54	12.61	10.82	15.37	15.52	13.85
Equity turnover ratio ²⁾		%	47.82	52.33	34.56	136.49	91.86	83.23

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



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ECONOMIC

Statements of Cash Flows

Category	Unit	Soulbrain Holdings			Soulbrain		
		2022	2023	2024	2022	2023	2024
Cash flow from operating activities	KRW million	-5,340.13	99,474.20	85,127.74	190,815.19	221,045.86	262,345.36
Cash flow from operations	KRW million	11,192.98	131,873.84	112,513.15	236,503.67	261,833.34	277,692.23
Interest received	KRW million	1,440.91	4,106.35	6,965.33	1,807.96	9,619.52	8,738.88
Interest paid	KRW million	-10,038.46	-18,793.10	-18,242.46	-307.77	-82.73	-80.84
Income tax paid	KRW million	-19,054.38	-25,030.91	-23,106.75	-47,188.67	-50,324.26	-24,701.53
Cash flow from investing activities	KRW million	-73,317.06	-125,401.05	-90,095.61	-146,011.70	-214,975.75	-175,689.92
Increase in other receivables	KRW million	-13.00	-119.00	-3,435.60	0.00	-515.00	-12.13
Decrease in other receivables	KRW million	265.00	1,022.00	5,149.83	12,397.06	0.00	0.00
Net increase (decrease) in other financial assets	KRW million	-11,203.01	-33,542.28	8,658.68	-64,223.15	41,559.71	-88,299.95
Acquisition of property, plant and equipment	KRW million	-43,579.35	-131,562.73	-89,216.35	-94,037.42	-129,366.66	-95,501.81
Disposal of property, plant and equipment	KRW million	8,674.43	39,098.06	505.83	219.75	499.77	4,603.27
Acquisition of investment properties	KRW million	0.00	-362.22	-17.50	0.00	-515.11	0.00
Acquisition of intangible assets	KRW million	-3,851.45	-234.48	-449.06	-846.29	-20.27	0.00
Receipt of government grants	KRW million	0.00	1,873.63	148.06	478.35	381.95	520.70
Acquisition of equity investments in associates	KRW million	-11,769.36	-2,454.69	-3,003.82	0.00	-127,100.13	0.00
Increase in non-controlling interests	KRW million	600.00	0.00	500.00	0.00	100.00	0.00
Decrease from business combination	KRW million	44,196.77	0.00	-3,426.23	0.00	0.00	0.00
Cash flow from financing activities	KRW million	25,740.15	47,829.73	-1,602.63	-44,080.69	-13,472.09	-17,189.02
Repayment of borrowings	KRW million	-31,271.84	-99,880.07	-220,442.14	-23,313.93	0.00	0.00
Paid-in capital increase of subsidiary	KRW million	0.00	0.00	159,956.10	0.00	9,800.00	0.00
Repayment of lease liabilities	KRW million	-4,313.62	-5,551.26	-6,800.47	-1,872.26	-1,755.46	-1,702.73
Dividends paid	KRW million	-3,099.24	-3,909.58	-4,397.06	-16,466.97	-18,949.05	-15,486.28
Acquisition of treasury stock	KRW million	0.00	0.00	-9,870.86	-2,427.53	-2,567.58	0.00
Net increase (decrease) in cash and cash equivalents	KRW million	-52,917.04	21,902.88	-6,570.50	722.81	-7,401.98	69,466.42
Cash and cash equivalents at the beginning of year	KRW million	153,787.66	102,481.93	124,004.39	168,689.08	167,741.41	160,827.49
Effect of exchange rate changes on cash and cash equivalents	KRW million	1,611.32	-380.42	13,356.13	-1,670.48	488.06	11,320.60
Cash and cash equivalents at the end of year	KRW million	102,481.93	124,004.39	130,790.01	167,741.41	160,827.49	241,614.51



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GRI INDEX

GRI Standard 2021	
Overview	Soulbrain Group reports on sustainable management practices in accordance with the GRI Standards for the period from January 1, 2024 to December 31, 2024. (Including some information in 2025)
Apply GRI Standard	GRI 1: Foundation 2021
Applicable GRI Sector Standards	As of the publication of the report in June 2025, 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	72, 73, 74, 77, 78, 79, 80	
2-5	External assurance	90-91	
2-6	Activities, value chain and other business relationships	8-10	
2-7	Employees	76	
2-8	Workers who are not employees	76	
2-9	Governance structure and composition	58-60	
2-10	Nomination and selection of the highest governance body	58-60	
2-11	Chair of the highest governance body	58-60	
2-12	Role of the highest governance body in overseeing the management of impacts	14, 58-60	
2-13	Delegation of responsibility for managing impacts	14, 59	
2-14	Role of the highest governance body in sustainability reporting	59	
2-15	Conflicts of interest	58	
2-16	Communication of critical concerns	59	
2-17	Collective knowledge of the highest governance body	58	
2-18	Evaluation of the performance of the highest governance body	60	
2-19	Remuneration policies	-	Soulbrain Holdings Annual Report p. 206-299, Soulbrain Annual Report p.223-226
2-20	Process to determine remuneration	-	Soulbrain Holdings Annual Report p. 206-299, Soulbrain Annual Report p.223-226
2-21	Annual total compensation ratio	-	Did not disclose due to managerial decision
2-22	Statement on sustainable development strategy	7	
2-23	Policy commitments	71	
2-24	Embedding policy commitments	22, 44, 47, 54, 65, 71	

Topic	GRI Standards	Page	Note
2-25	Processes to remediate negative impacts	43, 65	
2-26	Mechanisms for seeking advice and raising concerns	43, 65	
2-27	Compliance with laws and regulations	81	
2-28	Membership associations	-	No involvement in association activities
2-29	Approach to stakeholder engagement	17	
2-30	Collective bargaining agreements	50	

Topic	GRI Standards	Page	Note
GRI 3: Material Topics			
3-1	Process to determine material topics	15	
3-2	List of material topics	15	
3-3	Management of material topics	16	
GRI 201: Economic Performance			
201-1	Direct economic value generated and distributed	82	
201-2	Financial implications and other risks and opportunities due to climate change	26	
201-3	Defined benefit plan obligations and other retirement plans	77	
GRI 205: Anti-Corruption			
205-1	Operations assessed for risks related to corruption	81	
205-2	Communication and training about anti-corruption policies and procedures	65, 81	
205-3	Confirmed incidents of corruption and actions taken	81	
GRI 206: Anti-Competitive Behavior			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	81	
GRI 302: Energy			
302-1	Energy consumption within the organization	72	
302-3	Energy intensity	72	
302-4	Reduction of energy consumption	27	



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GRI INDEX

Topic	GRI Standards	Page	Note
GRI 303: Water and Effluents			
303-1	Interactions with water as a shared resource	29	
303-2	Management of water discharge-related impacts	29, 74	
303-3	Water withdrawal	73	
303-4	Water discharge	29, 74	
303-5	Water consumption	74	
GRI 305: Emissions			
305-1	Direct (Scope 1) GHG emissions	72	
305-2	Energy indirect (Scope 2) GHG emissions	72	
305-4	GHG emissions intensity	72	
305-5	Reduction of GHG emissions	72	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	74	
GRI 306: Waste			
306-1	Waste generation and significant waste-related impacts	21	
306-2	Management of significant waste-related impacts	21, 28	
306-3	Waste generated	73	
306-4	Waste diverted from disposal	73	
306-5	Waste directed to disposal	73	
GRI 308: Supplier Environmental Assessment			
308-2	Negative environmental impacts in the supply chain and actions taken	32-35	

Topic	GRI Standards	Page	Note
GRI 401: Employment			
401-1	New employee hires and employee turnover	77	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	49	
401-3	Parental leave	77	
GRI 403: Occupational Health and Safety			
403-1	Occupational health and safety management system	51-55, 79	
403-2	Hazard identification, risk assessment, and incident investigation	51-55	
403-3	Occupational health services	54-55	
403-4	Worker participation, consultation, and communication on occupational health and safety	51	
403-5	Worker training on occupational health and safety	54, 80	
403-6	Promotion of worker health	54	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	56	
403-8	Workers covered by an occupational health and safety management system	52, 79	
403-9	Work-related injuries	80	
403-10	Work-related ill health	80	
GRI 404: Training and Education			
404-1	Average hours of training per year per employee	78	
404-3	Percentage of employees receiving regular performance and career development reviews	45, 78	
GRI 405: Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	58	
GRI 406: Non-Discrimination			
406-1	Incidents of discrimination and corrective actions taken	79	
GRI 414: Supplier Social Assessment			
414-2	Negative social impacts in the supply chain and actions taken	32-34	
GRI 416: Customer Health and Safety			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	21, 74	



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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	72p
	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	25p, 26p
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)	74p
Energy Management	RT-CH-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	72p
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	73p, 74p
	RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Zero incidents
	RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	29p
Hazardous Waste Management	RT-CH-150a.1	Total amount of hazardous waste generated, percentage recycled	73p
Community Relations	RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	38p
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	80p
	RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	51-56p
Product Design for Use-phase Efficiency	RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	75p
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	30p
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	21p, 27p, 52p
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)	53p, 80p
	RT-CH-540a.2	Number of transport incidents	Not applicable
Activity Metrics	RT-CH-000.A	Production by reportable segment	Soulbrain Holdings Annual Report p. 21, Soulbrain Annual Report p. 15



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TCFD INDEX

Core Elements	Recommendations	Page
 Governance	a) Describe the board's oversight of climate-related risks and opportunities.	24p
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	24p
 Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	25-26p
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	25-26p
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	25-26p
 Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	26p
	b) Describe the organization's processes for managing climate-related risks.	25-26p
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	26p
 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.	26p
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	26p, 72p
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	25-26p



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THIRD-PARTY ASSURANCE STATEMENT

Overview

The British Standards Institution (hereinafter referred to as the "Assurer") was requested to verify the Soulbrain Holdings and Soulbrain's (hereinafter referred to as the "Soulbrain") 2024 Sustainability Report (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 the 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 the 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 2024 included in the Report, some data of 2025 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]
201-1~3, 205-1~3, 206-1, 302-1,3&4, 303-1~5, 305-1,2,4,5&7, 306-1~5, 308-2, 401-1~3, 403-1~10, 404-1~3, 405-1, 406-1, 414-2, 416-2

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 Headquarters 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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*soul*brain

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THIRD-PARTY ASSURANCE 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.

Inclusivity: Stakeholder Engagement and Opinion
Soulbrain has identified employees, business partners, customers, investors/shareholders, NGOs, and local communities as its key stakeholders. The company operates a variety of stakeholder-specific communication channels and defines clear engagement cycles for each group. Through its stakeholder engagement process, Soulbrain collects diverse perspectives and expectations from core stakeholder groups. Material issues derived from these interactions are incorporated into sustainability-related decision-making. These processes are transparently disclosed in the company's sustainability report.

Materiality: Identification and reporting of material sustainability topics
Soulbrain has developed a double materiality assessment process in alignment with the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), in order to formulate its sustainability strategy and identify key reporting issues. Through the analysis of its value chain and stakeholder expectations, the company identified a comprehensive pool of potential issues and conducted both an impact materiality assessment (evaluating social and environmental impacts) and a financial materiality assessment (evaluating financial implications). As a result, seven material issues were selected and publicly disclosed in the report.

Responsiveness: Responding to material sustainability topics and related impacts
Based on the results of its double materiality assessment, Soulbrain has analyzed the risks and opportunities associated with each key material issue through its "Management Plans for Key Issues" framework. The company has disclosed its specific objectives and response strategies for each issue. In addition, it has defined the organizational approach and management practices for addressing each issue, and has reported key activities and performance outcomes related to each topic in its sustainability report.

Impact: Impact of an organization's activities and material sustainability topics on the organization and stakeholders
Soulbrain has established a process to identify and evaluate the impact on organizations and stakeholders related to key material issues. The results of the analysis of impact, risk, and opportunity factors for key material issues are used in decision-making to establish response strategies for each issue, and the process is disclosed through reports.

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 discloursers 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. The Soulbrain Holdings 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.

[Type 2 Disclosures]
205-1~3, 206-1, 302-1,3&4, 303-1~5, 305-1,2,4&5, 306-1~5, 308-1&2, 403-1~10, 414-1&2

Recommendations and Opportunity for improvement

The Assurer provides the following observations to the extent that they do not affect the assurance opinion;

- Soulbrain has reported the impacts and response strategies for each material sustainability issue in a systematic manner aligned with the applicable reporting standards. With the anticipated adoption of global sustainability disclosure standards (ESRS and IFRS S1/S2), it is recommended that the company enhance its ESG disclosure capabilities to a global level by conducting risk and opportunity assessments based on financial materiality, clearly defining the roles and responsibilities of governance in ESG management, and integrating these into its enterprise risk management framework.
- Based on its materiality assessment, Soulbrain has identified greenhouse gas (GHG) management and climate change response as key material issues, and has disclosed its strategy and performance related to carbon neutrality under the banner of "Greener Soulbrain to 2050 Net-Zero." To further enhance the effectiveness of its climate strategy, it is recommended that the company incorporate a long-term mitigation plan for value chain-based Scope 3 emissions within its broader climate roadmap.

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: 19/06/2025
For and on behalf of British Standards Institution (BSI):
BSI representative


Sangwoo Nam, Lead Assurer (LCSAP)


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 829792

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GREENHOUSE GAS EMISSIONS VERIFICATION STATEMENT

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. 2024-155 provided by Ministry of Environment, Republic of Korea)
- Verification Guidelines for the Operation of the Greenhouse Gas Emission Trading System (No. 2024-169 provided by Ministry of Environment, Republic of Korea)
- For matters not specified in other guidelines, refer to 2006 IPCC Guidelines, 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.

2024 GHG Emissions (Scope1, Scope2)

Year	Scope 1	Scope 2	Total
2024	10,046.284	38,185.112	48,230

- ※ GHG emissions are based on the summary verification report dated May 12, 2025.
- ※ Decimal place is not considered when calculating the emission of each workplace.

June 09, 2025

Dongmin Moon

KOREAN STANDARDS ASSOCIATION



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Soulbrain Holdings

KCGS (Korea Institute of Corporate Governance and Sustainability)

Year	Integrated	Environmental	Social	Governance
2024	B+	B+	A+	B
2023	C	B+	B+	D
2022	C	C	B+	C

Sustinvest

Year	Overall ESG Rating
2024	A
2023	AA
2022	BB

Soulbrain

KCGS (Korea Institute of Corporate Governance and Sustainability)

Year	Integrated	Environmental	Social	Governance
2024	B+	B+	A+	B
2023	B	B+	B+	C
2022	C	C	B+	C

Sustinvest

Year	Overall ESG Rating
2024	A
2023	A
2022	BB

CDP

Year	Climate Change	Water Security
2024	C	C
2023	C	-



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AWARDS AND RECOGNITIONS

Year	Company	Award Name
2025	Soulbrain Co., Ltd.	Received the Minister of Environment 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.	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 2021 Samsung Electronics Best Contribution Award



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