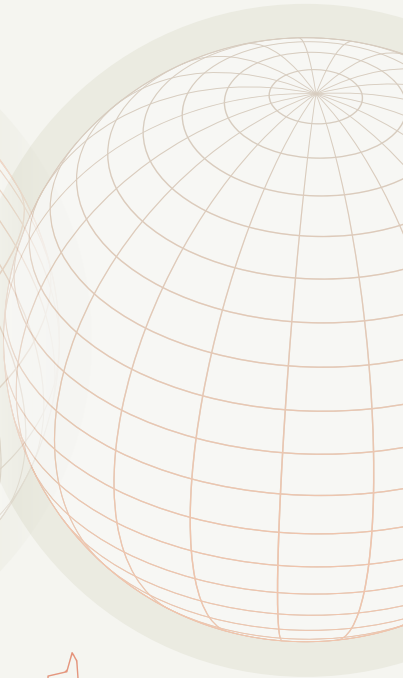
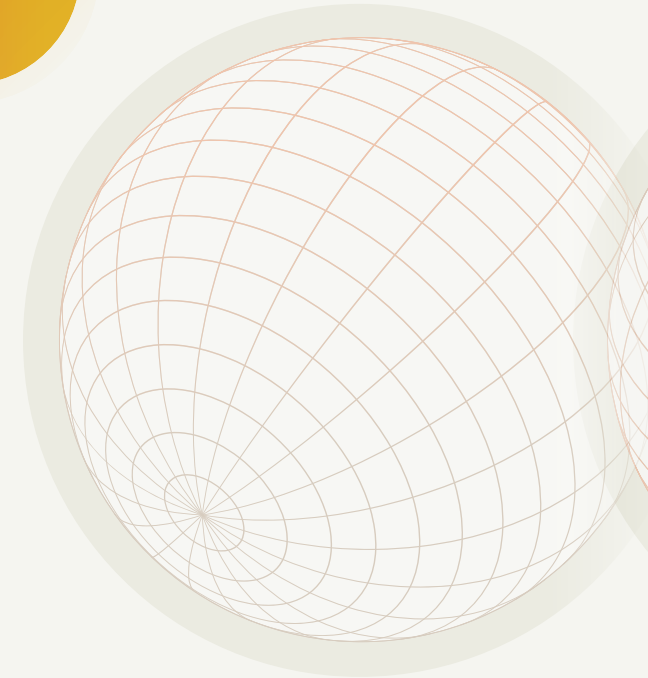
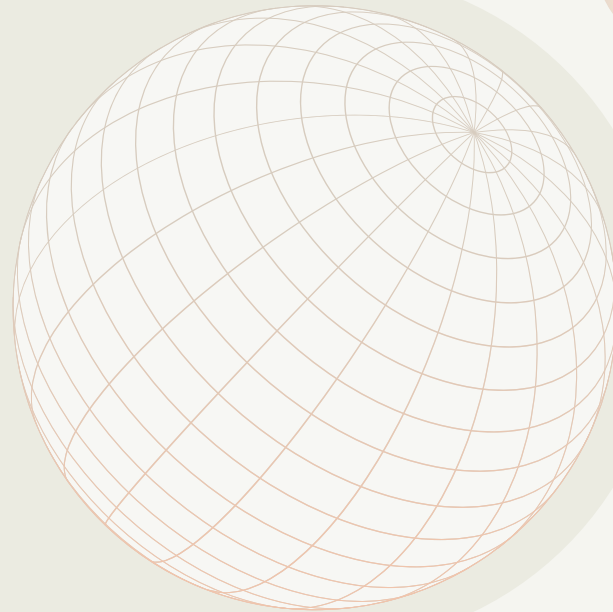




2024 NONGSHIM SUSTAINABILITY REPORT



ABOUT THIS REPORT

This is the fourth Sustainability Report containing ESG strategies, activities, goals, and plans Nongshim pursues. Nongshim will continue to communicate transparently with stakeholders about its sustainability management through the publication of its annual sustainability report.

Reporting standard

The report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, a global standard for sustainability reporting. In addition, it includes disclosures on sustainability issues impacting corporate finance, reflecting the Processed Foods Standard of the Sustainability Accounting Standards Board (SASB).

Reporting period and scope

The reporting period of this report is from January 1, 2024 to December 31, 2024, with some major achievements from the first half of 2025 also included. It covers Nongshim's all domestic business sites, and for some achievements, it includes overseas business sites as well. Where overseas business site data is included, it is indicated separately.

Assurance

The report has undergone third-party assurance by LRQA, an independent assurance agency, to ensure the reliability and completeness of the writing process and data.

Reporting limitations

This report has been prepared to communicate Nongshim's sustainability management activities, ESG strategies and performance to stakeholders. It includes key information and plans as of the publication date. The report may contain forward-looking statements regarding future business strategies, greenhouse gas reduction targets, energy management plans, and ESG-related operational initiatives. Such statements may be identified by terms such as “expect,” “pursue,” “anticipate,” “plan,” “goal,” “strategy,” or “estimate.”

Such forward-looking statements are based on reasonable assumptions and expectations as of the reporting date. However, actual results may differ due to various uncertainties beyond Nongshim's control or measurement capabilities, including changes in economic conditions, market and competitive dynamics, legal and regulatory frameworks, technological advancements, climate change, and other environmental factors. Therefore, the expectations or projections outlined in this report are not guaranteed to materialize, and stakeholders are advised to exercise caution and avoid placing undue reliance on these forward-looking statements.

Some non-financial information and ESG-related data included in this report have been verified by a third party to enhance reliability; however, not all data have undergone external assurance. Unless otherwise required by law or regulation, Nongshim assumes no obligation to revise or update the forward-looking statements contained in this report in light of new information, future events, or other developments. Stakeholders are encouraged to consider these factors when referencing the information presented herein.

2024 NONGSHIM SUSTAINABILITY REPORT

Published by Nongshim
(Sindaebang-dong) 112, Yeouidaebang-ro,
Dongjak-gu, Seoul

Published on June 30, 2025

Inquiries Nongshim ESG Management Team
Tel +82-2-827-3736
Website www.nongshim.com
Email kihbb918@nongshim.com



TABLE OF CONTENTS

↘	INTRODUCTION	
	CEO Message	004
	Company Overview	005
	Business Overview	008
	Global Network	012
↘	SUSTAINABILITY FUNDAMENTALS	
	ESG Management System	015
	Global Initiatives	017
	Stakeholder Engagement	018
	Materiality Assessment	019
	2024 ESG Highlights	023

↘	SUSTAINABILITY PERFORMANCE	
	PLANET	
	Environmental Management System	026
	Climate Crisis Response	028
	Resource Circulation	033
	Environmental Impact Reduction	037
	PEOPLE	
	Sustainable Supply Chain Management	044
	Safety and Health	049
	Respect for Human Rights	053
	Community Investment	059
	PROSPERITY	
	Food Safety and Quality	062
	Customer-oriented Management	066
	Information and Data Security	071
	Securing The Next Growth Drivers	073
	PRINCIPLES OF GOVERNANCE	
	Sound Governance	076
	Compliance and Ethical Management	079
	Risk Management	083

↘	APPENDIX	
	ESG Factbook	085
	ESG Policy Book	096
	GRI Content Index	114
	TCFD Index	116
	SASB Index	117
	Awards and Memberships	118
	Third-party Assurance Statement	119

Interactive User Guide

This report is published as an interactive PDF format that includes functions such as moving to associated pages and shortcuts to related web-sites.



Cover



Go back



Search



Previous View



Next View



Navigate to the webpage
or download

* The Report contains some photos that are not directly related to Nongshim's activities.

CEO Message

Dear stakeholders,

As we close the Year of Gapjin (2024, Year of the Dragon in the traditional Korean calendar) and welcome the Year of Eulsa (2025, Year of the Snake—a year symbolizing hope and renewed momentum—I extend my sincere gratitude for your continued interest and unwavering support.

In 2024, despite various internal and external challenges—including global economic uncertainty, geopolitical risks, and subdued consumer sentiment in the domestic market—Nongshim achieved KRW 3.4 trillion in sales and KRW 163.1 billion in profit, thanks to the dedication and hard work of all our employees.

Although profitability declined due to reduced margins in the domestic operations, we remained steadfast in building a strong foundation for a sustainable future.

As Nongshim celebrates its 60th anniversary in 2025, we have embraced “Global Change & Challenge” as our guiding management theme. Under this direction, we will dedicate our full efforts to strengthening market strategies both domestically and internationally while accelerating the establishment of a solid foundation for sustainable growth.

In particular, we are committed to advancing our sustainability management framework across Environmental (E), Social (S), and Governance (G) dimensions, as we take meaningful steps toward becoming a responsible global company that grows in harmony with future generations.

To this end, Nongshim will focus on the following three strategies.

First, we will actively pursue opportunities in global markets in response to slowing growth and intensifying competition in the domestic market.

By developing products tailored to local consumer needs, introducing eco-friendly packaging, strengthening supply chain sustainability, and building a globally competitive marketing framework, we aim to expand the sustainable value of the Nongshim brand worldwide.

Second, we will improve the profitability of our domestic business and further strengthen the foundation for sustainable management.

Within our domestic operations, we will drive innovation in profit models while deepening commitment to sustainability through initiatives such as enhancing energy efficiency, expanding eco-friendly production processes, and developing responsible products. The resources saved through these efforts will be reinvested into our global growth initiatives, creating a virtuous cycle.

Third, we will concentrate our full capabilities on achieving “Vision 2030.”

Through this vision, Nongshim aims to double its sales and operating profit margin by 2030 and increase the share of overseas sales to 61%. To realize these goals, we will expand our business centered on seven key global markets and integrate ESG values—including climate action, respect for human rights, and an inclusive organizational culture—into our strategies, thereby solidifying our position as a sustainable global enterprise.

2025 will mark a meaningful milestone as we prepare for the next 60 years of Nongshim. On our journey to become a “Global F&B Lifestyle Leader,” we will continue to advance a mature sustainability management system and uphold our commitment to fulfilling our social responsibilities. We look forward to your continued support as Nongshim embarks on its next chapter of growth and transformation.

Thank you.



June 2025
Byung-hak Lee, CEO

INTRODUCTION



CEO Message

Company Overview

Business Overview

Global Network

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Company Overview

Company Overview

Company Name	Nongshim Co., Ltd.	Chief Executive Officer (CEO)	Byung-hak Lee
Establishment Date	September 18, 1965	Business Areas	Ramyun, Snacks, Beverages, Import Brands, Home Meal Replacements, etc.
Production Plants	Domestic (7): Anyang, Anseong, Asan, Gumi, Busan, Noksan, Poseung Overseas (6): Shanghai, Qingdao, Shenyang, Yanbian, LA (2)		
Overseas Subsidiaries	United States, Canada, Japan, China, Australia, Vietnam		

No. of Employees

5,536



Operating Profit

KRW83.7billion



Capital Stock

KRW30.4billion



Sales Revenue

KRW3.0trillion





VISION 2030

In 2025, Nongshim proudly celebrates its 60th anniversary. Over six decades, the company has grown into a leading food company in Korea through relentless effort and bold innovation. Today, The company stands at the threshold of a new chapter, preparing to take a greater leap onto the global stage.

As part of this journey, the company has announced Vision 2030 and redefined its purpose, the fundamental reason for Nongshim’s existence. More than simply providing products, Nongshim aspires to a brand that connects through delicious moments.

Through persistent innovation and global expansion, the company will keep growing as a brand trusted and loved by consumers worldwide.



INTRODUCTION

CEO Message

 **Company Overview**

Business Overview

Global Network

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX



2024 NONGSHIM
SUSTAINABILITY REPORT

Company Overview

Financial Information Summary

Financial Performance (Unit: KRW 100 million)

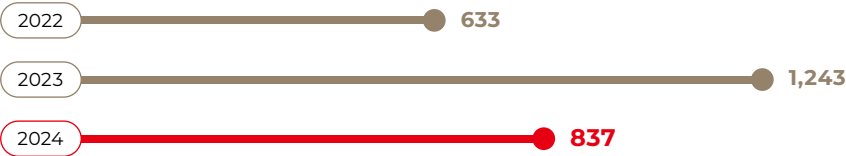
Financial Performance	FY2022	FY2023	FY2024
Total Sales	23,960	26,054	30,430
Operating profit	633	1,243	837
Net profit	772	1,150	1,033

* Non-consolidated basis

• Total Sales (Unit: KRW 100 million)



• Operating profit (Unit: KRW 100 million)



• Net profit (Unit: KRW 100 million)



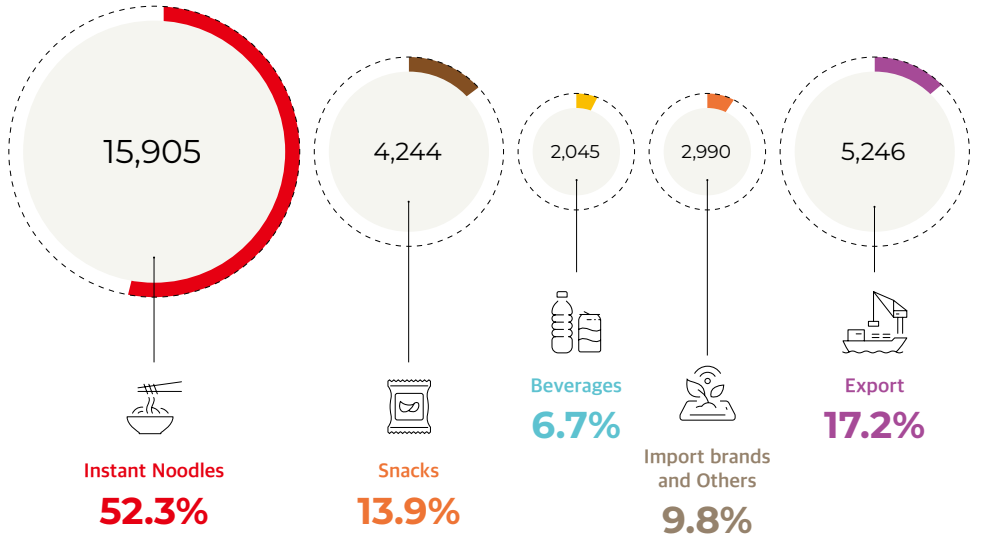
* Unconsolidated; Sales exclude sales allowances.

Performance by Business Division (Unit: KRW 100 million)

Sales by Business Division	FY2022	FY2023	FY2024
Instant Noodles	14,250	15,618	15,905
Snacks	3,839	4,328	4,244
Beverages	2,023	2,214	2,045
Import brands and Others	2,693	2,819	2,990
Export	3,857	4,016	5,246

* Non-consolidated basis

Sales Breakdown (Unit: KRW 100 million)



* Non-consolidated basis

INTRODUCTION

CEO Message

Company Overview

Business Overview

Global Network

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Company Overview

HISTORY

1965~	
Sep. 1965	Founded Lotte Industrial Co., Ltd.
Sep. 1965	Developed Lotte Ramyun
Jan. 1966	Completed the Daebang Plant for ramyun production
Sep. 1967	Completed the Busan Dongnae Plant for ramyun production
Jul. 1968	Developed Walsunma
Sep. 1969	Received the Special Prize at the 9th National Product Exhibition (Minister of Agriculture and Forestry Award)
Feb. 1970	Developed Korea's first instant Jjajangmyeon
Oct. 1970	Developed Beef Ramyun
Nov. 1971	Completed a snack plant within Daebang Plant
Dec. 1971	Developed Korea's first snack, Shrimp Crackers
Oct. 1975	Developed Nongshim Ramyun
Jan. 1976	Completed the Jusang (Sasang) Plant
Jun. 1976	Listed on the stock market through an Initial Public Offering (IPO)
Dec. 1976	Completed the Anyang Plant
Mar. 1978	Changed company name to Nongshim Co., Ltd.
Jul. 1980	Developed Korea's first fresh potato snack, Potato Chip
Mar. 1981	Established Nongshim Kellogg, a joint venture with Kellogg's USA
Aug. 1981	Opened an office in Tokyo, Japan
Nov. 1981	Developed Bowl Noodle Soup
Apr. 1982	Completed the Anseong Soup Base Plant
Nov. 1982	Developed Neoguri and Yukgaejang Bowl Noodles
Sep. 1983	Developed Ansongtangmyun
Mar. 1984	Developed Chapagetti
Aug. 1984	Opened an office in the United States
Mar. 1985	Selected as an official noodle supplier for the 1986 Asian Games and the 1988 Seoul Olympics
Oct. 1986	Launched Shin Ramyun
Feb. 1987	Opened an office in Hong Kong
Oct. 1988	Secured a 60% share in the domestic ramyun market
Nov. 1988	Awarded USD 10 Million Export Merit Tower on 25th Trade Day-a first in the instant noodle industry
1990~	
Jan. 1991	Developed Nongshim Corporate Identity (CI)
Sep. 1991	Completed the Gumi Plant
May. 1992	Completed the Asan Snack Plant
Oct. 1992	Shin Chun-ho appointed as the Chairperson of Nongshim Group
Jan. 1993	Established Nongshim Data System Co., Ltd.
Apr. 1995	Imported Volvik, Welch's Juice, coconut juice, and Danish ham for local distribution
Jan. 1997	Acquired certification from the Korea Laboratory Accreditation Scheme (KOLAS)
Jul. 1997	Established Nongshim Engineering

Sep. 1997	Established Nongshim Planning Co., Ltd.
Sep. 1997	Completed the Shanghai Plant in China
Jul. 1998	Completed the Qingdao Plant in China
Mar. 1999	Established the Shenyang Plant in China
Jul. 1999	Founded the Nongshim Shin Ramyun Cup World Baduk Championship
Jul. 1999	Activated the Gumi Plant, a state-of-the-art production plant for the 21st century
2000~	
Dec. 2000	Obtained integrated ISO 14001 certification for five plants
Nov. 2002	Completed the second Qingdao Nongshim Plant in China
Jul. 2003	Established Nongshim Holdings Co., Ltd.
Dec. 2003	Domestic Nongshim noodle sales exceeded KRW 1 trillion (KRW 1,002.2 billion)
Jun. 2005	Completed the Nongshim Los Angeles Plant
Apr. 2007	Completed the Noksan Plant
Jul. 2007	Completed the R&D Center (Doyeon Hall, Seongmu Hall)
Jan. 2008	Declared Vision 2015
Sep. 2008	Completed the Shanghai Jinshan Plant
Dec. 2009	Acquired the Consumer Complaint Management System (CCMS) Certification
2010~	
Dec. 2010	Selected as "World Class Korean Products" by the Ministry of Knowledge Economy for Nongshim Ramyun brands
Mar. 2011	Received the Presidential Commendation at the 12th Export Tower Awards by the Ministry of Food, Agriculture, Forestry and Fisheries
May. 2011	Obtained the "Authorized Economic Operator (AEO)" certification from the Korea Customs Service for exports and imports
Dec. 2011	Obtained the "Hazard Analysis and Critical Control Points (HACCP)" designation for all Nongshim plants and products
Jun. 2012	Signed the "Fair Trade and Mutual Growth Convention"
Oct. 2012	Recognized as the Best Company in the food industry category by the Dow Jones Sustainability Index (DJSI) for five consecutive years
Feb. 2013	Became the first Korean food company to engage in direct transactions with Walmart in the United States
Sep. 2015	Marked Nongshim's 50th founding anniversary
Dec. 2015	Recorded KRW 10 trillion cumulative sales for Shin Ramyun (as of the end of 2015)
Oct. 2016	Marked the 30th anniversary of Shin Ramyun's launch

Aug. 2017	Became the first Korean food product (Shin Ramyun) to be distributed in all Walmart stores in the United States
Aug. 2018	Marked the 35th Anniversary of Ansongtangmyun, surpassing 15 billion units of cumulative sales
Oct. 2018	Celebrated the 20th Anniversary of the Nongshim Shin Ramyun Cup Baduk Championship
Dec. 2018	Set a record in overseas sales (USD 760 million)
2020~	
Jul. 2020	Shin Ramyun Black selected as "the world's best instant noodles" by The New York Times
Dec. 2020	Founded the Nongshim RedForce eSports team
Dec. 2020	Received the Presidential Commendation on the 25th Consumer Day
Jan. 2021	Full-scale launch of Veggie Garden, a vegan brand
Mar. 2021	Began fostering young farmers, a first in the food industry
Jul. 2021	Appointed Shin Dong-won as the Chairperson of Nongshim Group
Sep. 2021	Gumi Plant obtained FSSC 22000 certification
Oct. 2021	Shin Ramyun and Chapagetti listed among the best instant noodles by New York Magazine
Apr. 2022	Commenced operation of the second plant in the United States
May. 2022	Opened a vegan restaurant Forest Kitchen
Jul. 2022	Published the Nongshim Sustainability Management Report
Sep. 2022	Received the Prime Minister's Commendation on Resource Circulation Day
Nov. 2022	Exported smart farm (vertical farm) solutions to Oman for the first time
Dec. 2022	Awarded in the CCM Hall of Fame category by the Fair Trade Commission
Mar. 2023	Signed an MOU on export of smart farms to Saudi Arabia
Apr. 2023	Baeksan Artesian Water received the Grand Prize at the Monde Selection in Belgium
Apr. 2023	Received the Smart Farm Prize at the first K-Food+ Export Tower Awards
2024~	
Jan. 2024	- Launched Muktakgang Big Bowl Noodles and Potato Chips Muktak Cheongyang Mayo Flavor - Shin Ramyun achieved KRW 2 trillion in domestic and international sales for two consecutive years
Feb. 2024	- Launched Lifill Derma Collagen Biotin Max
Mar. 2024	- Launched Welch's Zero Cherry Strawberry

Apr. 2024	- Launched Chupa Chups Milk Soda Zero and Mentos Sparkling Water - Launched Gourmet Potato Black Pepper Crab Flavor - Operated the "Chapagetti Snack Bar" pop-up store to commemorate the 40th Anniversary of Chapagetti - Launched Chapagetti The Black - Baeksan Artesian Water won the Grand Prize at the Belgium Monde Selection for two consecutive years - Launched Spicy and Savory Baehongdong Big Bowl Noodles
May. 2024	- Launched Potato Chips with Dried Pollack Gochujang Mayo Flavor
Jun. 2024	- Operated the "Saeukkang Adventure in Whale Island" pop-up store - Started selling goods at France's E.Leclerc and Carrefour
Jul. 2024	- Launched Marashanguri Big Bowl Noodles - Launched Salt Bread Bakery Snack Raspberry Bread - Opened the "Neoguri's Ramyun Shop" K-Ramyun experience store in Myeongdong - Operated the "Nongshim pop-up store" at Carrefour Paris, France
Aug. 2024	- Launched Potato Chips Oldies Taco Flavor - Announced the establishment of the Noksan Export-Only Plant - Selected for the Smart Farm Export Promotion (Saudi Arabia) Project
Sep. 2024	- Opened the Myeongdong K-Ramyun experience store "K-Ramyun Supermarket"
Oct. 2024	- Launched Shin Ramyun Toomba Big Bowl Noodles - Operated the "Shin Ramyun Pop-up Store" in Tokyo, Japan - Achieved the highest grade in the Shared Growth Index for six consecutive years - Launched Shin Ramyun Toomba Packaged Noodles - Launched Baeksan Artesian Water Limited Edition with proceeds donated to charity - Relocated Shin Ramyun to the Soup Section at Walmart, United States
Nov. 2024	- Hosted the "Han River in NYC with SHIN RAMYUN" event in New York, United States - Launched Lifill Multivitamin Compact for Women - Launched Salt Bread Snack Garlic Bread - Launched Chapagetti The Black Bowl - Launched Baehongdong Bibim Noodles Winter Edition
Dec. 2024	- Launched Lifill Empty Shot - Received the 2024 Korea Shared Growth Grand Prize

INTRODUCTION

CEO Message

Company Overview

Business Overview

Global Network

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX



2024 NONGSHIM
SUSTAINABILITY REPORT

Business Overview

INSTANT NOODLE BUSINESS

As Korea's leading food company, Nongshim brings happiness and value to dining tables across the world. Renowned for exceptional taste and quality, Nongshim's instant noodles rank among the world's top food brands and continue to be celebrated as iconic K-Food products loved by consumers globally.

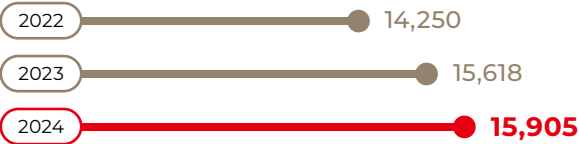
Market share in the domestic instant noodle market

56.3%

Shin Ramyun's domestic sales growth rate

4%

Noodles Sales Trend
(in KRW 100 million)



In 2024, Nongshim recorded approximately KRW 1.34 trillion in sales from the Shin Ramyun brand, demonstrating strong performance in both domestic and global markets. Shin Ramyun maintained its position as the No. 1 brand in the domestic market. Notably, the launch of Shin Ramyun Toomba—a bold new product blending spicy heat with creamy richness—was a remarkable success, selling 19 million units within just three months and gaining enthusiastic support from younger consumers. Nongshim continues to introduce health-conscious products, enabling a broader range of consumers to enjoy ramyun without burden. By developing wellness-focused offerings—such as non-fried noodles and vegan products—the company aims to provide balanced choices that align with health trends, while creating differentiated value in the instant noodle market.



In North America, Shin Ramyun has firmly established itself as a premium noodle brand, achieving an 8% year-over-year increase in sales. In Europe, it continues to strengthen its presence in the premium segment, while in Southeast Asia, its combination of affordability and high quality has been well received by consumers. Nongshim is steadily expanding its market share by advancing localized marketing strategies and developing products tailored to regional tastes. To strengthen global competitiveness, the company is enhancing its production and quality control systems through AI-driven smart factory technologies and big data analytics. Aligned with ESG management principles, the company is also promoting sustainable growth by adopting eco-friendly packaging and implementing carbon-reducing production processes. Building on the success of 2024, the company will continue to expand across both domestic and global markets, striving to lead global food culture through product innovation and the exploration of new markets.



INTRODUCTION

CEO Message

Company Overview

Business Overview

Global Network

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Business Overview

SNACK BUSINESS

Nongshim plans to secure new growth drivers through strategic partnerships and focus on developing new categories for long-term growth. As a result of these efforts, Nongshim’s snack business is expected to continue its steady growth both domestically and internationally.

Annual sales of Shrimp Crackers

KRW100billion

Cumulative sales of Dried Pollack Crackers

38million packs

Snacks Sales Trend

(in KRW 100 million)



In 2024, Nongshim’s snack business firmly established itself as a second growth engine alongside instant noodles, delivering strong results in both domestic and international markets. In the domestic market, Nongshim’s snack products maintained steady popularity, with Shrimp Crackers retaining their position as the nation’s favorite snack and holding the No. 1 market share. Dried Pollack Crackers achieved cumulative sales of 38 million packs, securing a strong foothold in the adult snack segment. Related products—such as Potato Chip Dried Pollack Cheongyang Mayo Flavor and Dried Pollack Crackers Big Bowl Noodles—also delivered strong performance. The BbangBuJang series, inspired by bakery-style snacks, continued to resonate with consumers, expanding its lineup to include Salted Bread, Chocolate Bread, Raspberry Bread, and Garlic Bread.



Shrimp Crackers has strengthened its presence in the North American market through major distribution channels such as Amazon and Walmart, riding the K-snack wave. In China and Southeast Asia it has established itself as a representative Korean snack, expanding consumer touchpoint through localization strategies and diverse flavor offerings. Nongshim has deepening brand affinity by developing products tailored to overseas consumer tastes and new package designs, as well as strengthened online sales by utilizing e-commerce platforms. The company has actively launched innovative products that align with health trends and exploring new flavor variations for existing snacks.



INTRODUCTION

CEO Message

Company Overview

Business Overview

Global Network

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Business Overview

BEVERAGE BUSINESS

Nongshim's beverage business is preparing for a new leap based on quality and trust and is building strong brand recognition through active communication.

No-label Baeksan Artesian Water's Sales Ratio in 2024

42%

Beverages Sales Trend

(in KRW 100 million)



Baeksan Artesian Water has established itself as Nongshim's flagship product in the premium bottled water market, renowned for its purity and natural mineral content. It has grown into a trusted brand among consumers both in Korea and abroad. In overseas markets, it is recognized as eco-friendly and high-quality bottled water brand, expanding its distribution channels and demonstrating Nongshim's commitment to ESG principles through the use of sustainable packaging. Welch's gained strong popularity among younger generations and families, thanks to its variety of fruity flavors and healthy brand image. The brand further strengthened awareness among its target audience through engaging communication channels, including digital campaigns and pop-up store activations, and TV advertisements.



Capri-Sun successfully retained its existing customer base in the children's beverage segment while attracting new consumers through marketing strategies aimed at health-conscious parents. In the sports drink category, Power O2, an oxygen-infused beverage, continues to grow in popularity. In the tea beverage market, Ito En Oi Ocha, known for its authentic green tea flavor, has also earned strong interest and loyalty. Nongshim's beverage business is delivering greater value to consumers by focusing not only on sales performance, but also on eco-friendly management and wellness-oriented trends. Looking ahead Nongshim will continue to advance in the beverage market building on quality and trust while further strengthening its position as a global F&B leader.



INTRODUCTION

CEO Message

Company Overview



Business Overview

Global Network

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Business Overview

IMPORT BRANDS & OTHERS

Nongshim is committed to delivering new experiences to customers as it strives to realize its vision of becoming a “Global F&B Lifestyle Leader.”

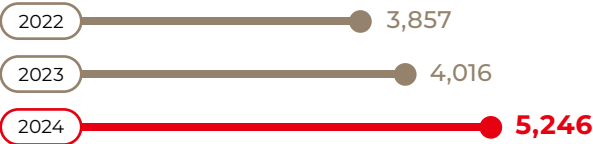
Sales growth of import brands and other businesses

6%

Sales growth of export business

31%

Export Sales Trend
(in KRW 100 million)



Nongshim has successfully introduced variety of globally trending products to the domestic market and remains committed to delivering new experiences to customers through future-focused food innovations. By importing a diverse portfolio of internationally renowned brands—such as Kellogg’s, Pringles, Tulip ham, House Curry, Chupa Chups, Mentos, Smucker’s, Jif, and Lindt Chocolate.

In addition, Nongshim’s health supplement brand, Lifill, continues to deliver strong results, aligns with modern consumers’ focus on wellness and healthier lifestyles. “Lifill” has continued to grow as a premium health supplement brand, and in 2024, it further expanded its product lineup with the launch of the Derma Collagen series, Multi-Vitamin Compact for Women, and Bi-eum Shot. Building on its domestic success, Lifill is now preparing to enter the global market, with an initial focus on Asia and North America.

Through brand messaging that emphasizes health and wellness, Lifill aims to pioneer new markets and become a key growth driver for Nongshim’s global expansion.



Nongshim is actively entering the Middle Eastern market through the construction of a K-Smart Farm in Saudi Arabia.

Selected for the “*Smart Farm Export Activation Program*,” hosted by the Ministry of Agriculture, Food and Rural Affairs and organized by the Korea Agriculture Technology Promotion Agency, Nongshim is establishing and operating a Korean-style pilot greenhouse the country.

Through this initiative, Nongshim will represent Korean smart farm technology in the region, showcasing its accumulated expertise to the local market. The smart farm will adopt a hybrid model that combines vertical farming and glass greenhouses—both in high demand in the Middle East. Leafy vegetables such as frilled ice lettuce and kale will be grown in the vertical farm, while cherry tomatoes, cucumbers, and bell peppers will be cultivated in the greenhouse and distributed through the existing sales network of Nongshim’s local partner in Saudi Arabia.

With this project, Nongshim aims to highlight the excellence of Korean smart farm technology in the Middle East and ultimately establish a smart farm industry cluster that serves as a strategic gateway to the global market.



INTRODUCTION

CEO Message

Company Overview

Business Overview

Global Network

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

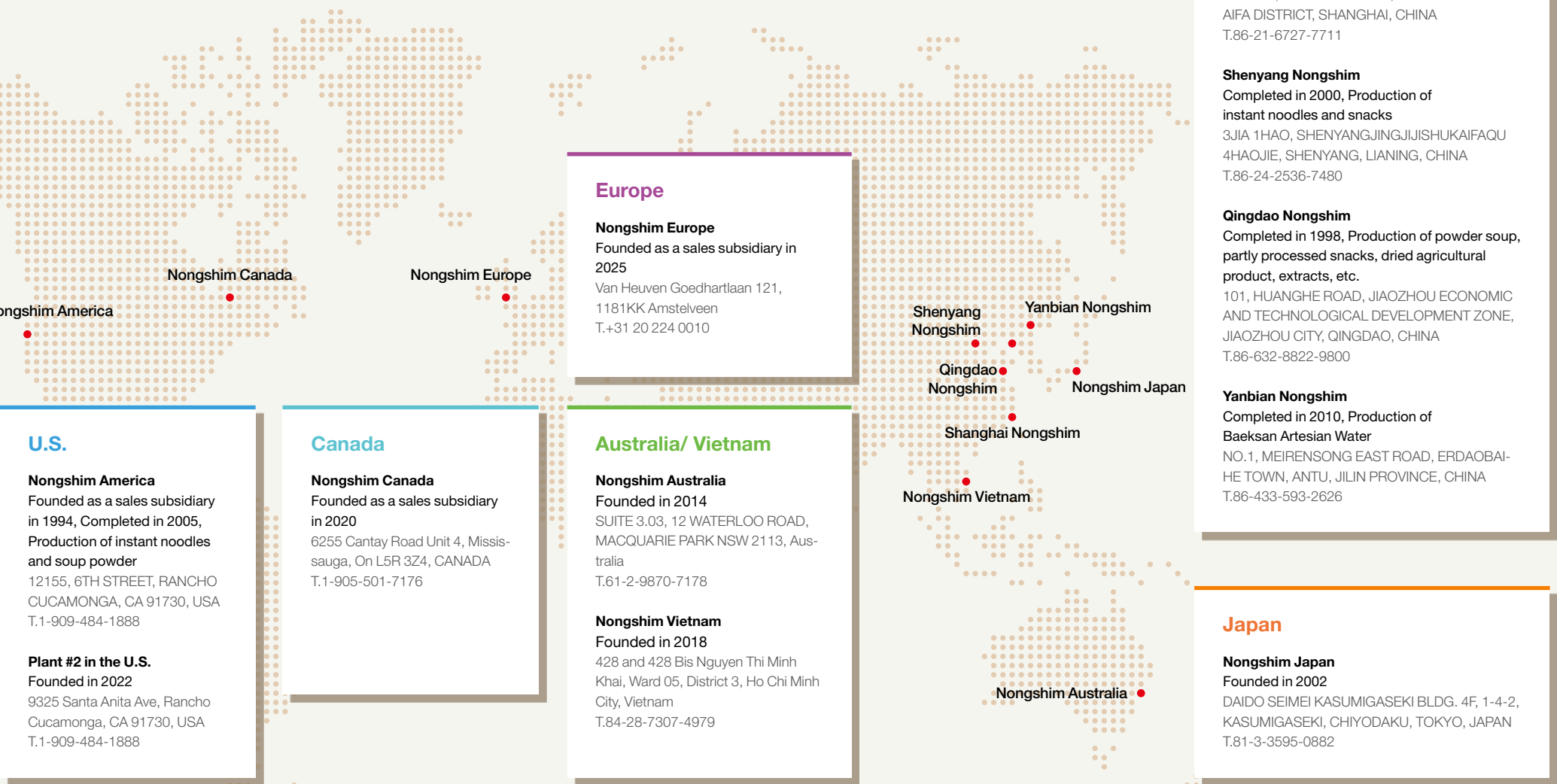


NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Global Network

As Korea's leading food company, Nongshim brings happiness to dining tables around the world. With outstanding taste and quality, Nongshim's diverse range of instant noodles stands proudly alongside global food brands and has become a beloved icon of food culture worldwide.



INTRODUCTION

- CEO Message
- Company Overview
- Business Overview

↘

Global Network

SUSTAINABILITY FUNDAMENTALS

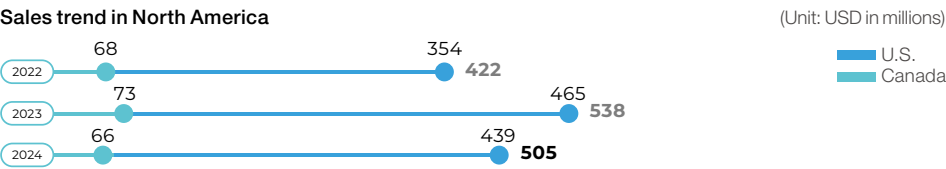
SUSTAINABILITY PERFORMANCE

APPENDIX



NORTH AMERICA

Nongshim continues to achieve steady growth in North America, solidifying the region’s role as a key market for global expansion. Premium instant noodle products such as Shin Ramyun and Seng Seng Udon have maintained strong popularity, while the launch of new products aligned with global taste trends has garnered positive responses from consumers. By leveraging a stable supply chain based on local production, Nongshim has enhanced its competitiveness through premium offerings and differentiated quality. In addition, the company is strengthening its presence in the North American market at the forefront of the K-Food trend by expanding local distribution networks and actively utilizing digital marketing. Nongshim is actively driving growth in the region by strengthening its efforts to penetrate the U.S. Hispanic and Mexican markets.



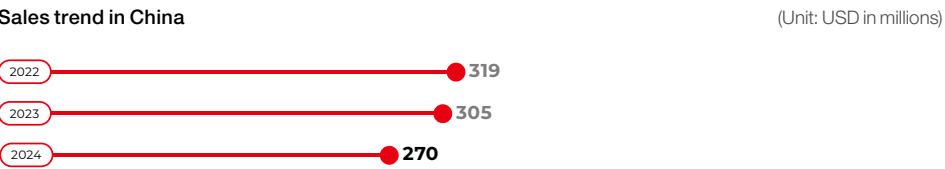
JAPAN

In Japan, Nongshim is effectively engaging consumer interest through experiential marketing and pop-up store events. By operating Shin Ramyun pop-up stores in major cities, the company has provided opportunities for consumers to sample and experience its products firsthand—focusing not only on product delivery, but also on conveying brand value and enjoyment. These initiatives have been particularly well-received by younger generations, helping to strengthen brand loyalty. Additionally, Nongshim is broadening Shin Ramyun’s presence in the CVS (convenience store) channel, catering not only to consumers who prefer spicy flavors but also to those seeking milder options—enabling the company to meet diverse tastes and pursue segmented market strategies. Through these efforts, Nongshim continues to enhance its competitiveness in the Japanese market.



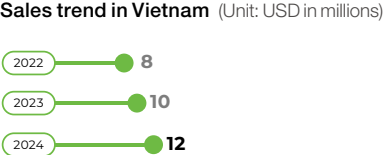
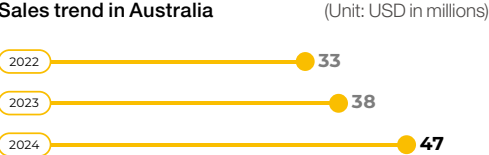
CHINA

China is one of the world’s largest noodle markets, and Nongshim is expanding its consumer base by effectively capitalizing on the growing popularity of K-Food and rising demand for premium instant noodle products. In particular, in response to rapidly evolving distribution trends, the company has diversified its packaging and product sizes—such as mini cup noodles and small-pack snacks—and is steadily entering the fast-growing offline discount snack store channel. In the online market, the company has completed preparations for full-scale collaboration with its e-commerce partner Ubay and is working to strengthen its cooperative framework. In particular, the company is actively utilizing live commerce via social media platforms to both engage with younger consumers and boost sales. Backed by these strategies, Nongshim continues to maintain stable revenue in China while reinforcing its position as a key hub for global market expansion.



AUSTRALIA-VIETNAM

In Australia, Nongshim is broadening its consumer base through a diverse product lineup—including Shin Ramyun, Chapaggetti, Neoguri, and Yukgaejang—while strengthening promotional efforts by installing dedicated displays and conducting test sales in partnership with major retailers. These efforts have helped solidify the company’s leading position in the premium instant noodle market and drive steady growth. Vietnam remains a strategically important market in Nongshim’s expansion across Asia, with consistent sales growth recorded in 2024. The company’s core product lineup, led by Shin Ramyun, continues to resonate strongly with local consumers who favor spicy flavors. The company is enhancing brand presence through tailored product development and leveraging key distribution networks. Looking ahead, the company plans to expand beyond modern retail to further penetrate traditional retail channels.



INTRODUCTION

- CEO Message
- Company Overview
- Business Overview

Global Network

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

SUSTAINABILITY FUNDAMENTALS

ESG Management System

Global Initiatives

Stakeholder Engagement

Materiality Assessment

2024 ESG Highlights



ESG Management System

ESG Management Strategy

PURPOSE

ESG VISION

STRATEGIC PILLARS &
KEY INITIATIVES



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

ESG Management System

Global Initiatives

Stakeholder Engagement

Materiality Assessment

2024 ESG Highlights

SUSTAINABILITY PERFORMANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

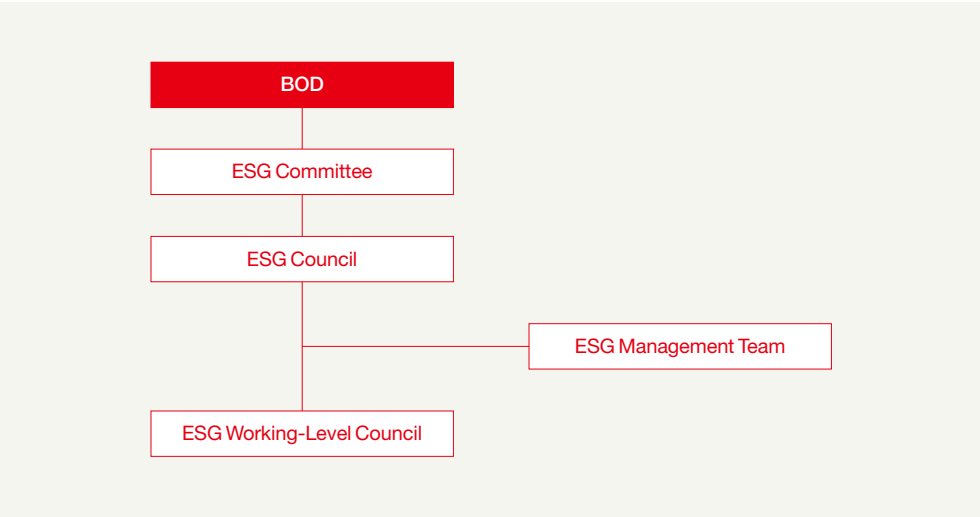
ESG Management System

ESG Governance

To effectively implement ESG management, Nongshim has established a structured governance system that ensures transparency in corporate decision-making and continuously builds stakeholder trust. The ESG Committee, comprising one inside director and three outside directors, is responsible for setting the strategic direction of ESG management and reviewing and approving key agenda items.

Based on the ESG materiality assessment reviewed by the Board of Directors, Nongshim sets priorities for its ESG strategies and develops, manages, and monitors corresponding action plans. In 2024, five ESG-related agenda items were submitted to the Board and the ESG Committee for in-depth discussion.

ESG Governance Organization



To further reinforce its ESG governance framework, the ESG Council, consisting of the CEO and C-level executives, evaluates the significance of ESG strategies and key issues, and either reports to the Committee or makes decisions directly. In addition, the ESG Working-Level Council, comprising representatives from relevant departments, is responsible for formulating ESG strategies into actionable plans and executing them.

In addition the ESG Management Team serves as the central operating unit supporting both the ESG Council and the ESG Working-Level Council. It plays a leading role in key ESG initiatives such as climate change response, biodiversity protection, sustainable supply chain management, and the fulfillment of social responsibilities. Through active collaboration and execution across departments, Nongshim continues to advance its ESG management, strengthening the Company's long-term sustainability.

2024 ESG Committee Agenda

Date	Agenda	Notes
March 22, 2024	Enhancement of Supply Chain Sustainability	ESG Committee
March 22, 2024	Publication of the 2023 Sustainability Report	ESG Committee
June 12, 2024	Implementation of Product Carbon Footprint Certification	BOD
December 18, 2024	Outcome of the 2024 Carbon Neutral Facility Support Program	ESG Committee
December 18, 2024	Establishment of Nongshim's Sustainable Raw Materials Management Policy	ESG Committee

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

ESG Management System

Global Initiatives

Stakeholder Engagement

Materiality Assessment

2024 ESG Highlights

SUSTAINABILITY PERFORMANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Global Initiatives

Initiatives in Alignment with the UN SDGs

Nongshim is committed to passing down a clean environment and a sustainable society to future generations by engaging in a wide range of activities aligned with the United Nations Sustainable Development Goals (SDGs). Through its ESG management practices, Nongshim actively addresses global challenges such as food security, climate change, and responsible consumption, thereby contributing to the realization of the UN SDGs.

Realization





Goal 1. No poverty

Food Bank, Happy Fund, and Emergency Food Pack



Goal 2. Zero hunger

Building a sustainable supply chain and the smart farm (vertical farm) business



Goal 3. Good health and well-being

Support for pediatric cancer patients and vegan and health-functional food businesses



Goal 4. Quality education

Win-Win Academy programs



Goal 5. Gender equality

Declaration and implementation of the human rights policy



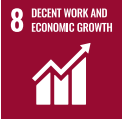
Goal 6. Clean water and sanitation

Baeksan Artesian Water (bottled water) business and food safety/sanitation management



Goal 7. Affordable and clean energy

Expansion of renewable energy use and switching to high-efficient-energy facilities



Goal 8. Decent work and economic growth

Implementation of the agreement to resolve polarization between large enterprises and SMEs, N.Start Program, and young farmer support project



Goal 9. Industry, innovation and infrastructure

Shared growth programs and win-win cooperation with rural and fishing villages



Goal 10. Reduced inequalities

HALAL and RSPO certifications



Goal 11. Sustainable cities and communities

Building a resource circulation system and expanding the recycled material use



Goal 12. Responsible consumption and production

Green Packaging Story and the Sustainable Packaging Policy (3R)



Goal 13. Climate action

Achieving the GHG reduction target



Goal 15. Life on land

A business to conserve biodiversity (support for beekeeping farms)



Goal 16. Peace, justice and strong institutions

Implementation of the fair trade agreement and compliance/ethical management

<

017

>

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

ESG Management System

Global Initiatives

Stakeholder Engagement

Materiality Assessment

2024 ESG Highlights

SUSTAINABILITY PERFORMANCE

APPENDIX

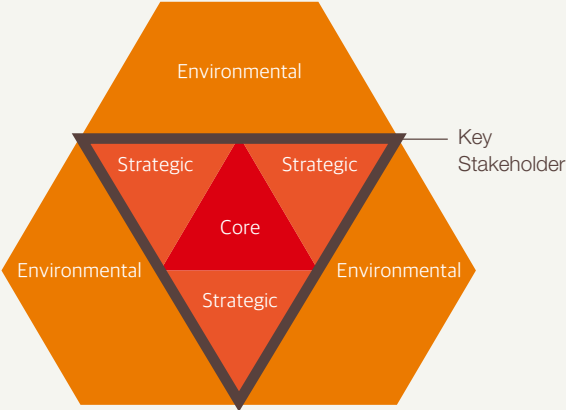
NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Stakeholder Engagement

Recognizing the importance of communication with stakeholders for sustainable management, Nongshim makes every effort to meet stakeholders' expectations and interests. The company classifies stakeholders depending on its legal, financial, and operational responsibilities and the degree of impact, which are the criteria for categorizing stakeholders presented by ISO 26000. It defines employees, customers shareholders investors, suppliers, local communities, governments, and related organizations as key stakeholders. Nongshim operates various online and offline channels for transparent communication with key stakeholders, proactively listens to their voices, and reflects them in management activities. The company will continue to maintain a healthy relationship of trust with stakeholders through authentic communication.

Identification of Key Stakeholders



Category	Definition	Stakeholder Group
Core stakeholders	Stakeholders essential for corporate survival	Customers and employees
Strategic stakeholders	Stakeholders essential to the company in response to specific issues	Shareholders and investors, suppliers, local communities, government and related organizations
Other (Environmental) stakeholders	Stakeholders other than the core and strategic stakeholders	Media, peer groups, and experts

* Key stakeholders: Core and strategic stakeholders

Communication Channels and Issues of Interest by Key Stakeholder Group

Stakeholders	Issues of Interest	Communication Channels	Our Activities
Customers	· Food and service quality · Listening to customer opinion · Protection of personal information	· Nongshim website / SNS · Housewives monitors · Nongshim Funsters	· Enhancing food safety and quality management (e.g., food safety information management using machine learning) · Launching products and brands considering nutrition and health · Developing products reflecting customer opinions · Strengthening information and data security
Employees	· Recruitment and talent development · Healthy organizational culture · Work-life balance · Promotion of compensation and welfare · Handling of employee grievance	· Recruitment briefing session · N-Zin (in-house webzine) · CEO Letter · K-infostation (anonymous bulletin board) · Labor-Management Council · Grievance Handling Center	· Expanding talent-nurturing education · Running welfare programs for work-life balance · Enhancing employee communication · Conducting human rights impact assessments
Shareholders and Investors	· Enhancing corporate value · Risk management · Transparent information disclosure · Communication on ESG issues	· General shareholders' meeting · Management disclosure · IR activities · Sustainability Report	· Transparent management disclosures · Risk monitoring and response processes · Management by risk type
Suppliers	· Supplier selection and management · Fair trade and shared growth · Enhancement of communication with suppliers · Comprehensive supplier ESG evaluation	· Discussion meetings with suppliers · Workshops with suppliers · Win-Win seminars · Win-Win academy · Visit-counseling	· Conducting comprehensive supplier evaluation · Financial support (e.g., advance payments) · Capacity building (consulting, visit-counseling, training, technical support)
Local Communities	· Social contribution using core competencies · Fulfillment of corporate social responsibility · Support for the socially underprivileged	· Social Contribution Steering Committee · Social contribution activities · Nongshim website	· K-Intangible Cultural Heritage Support Program · Support for pediatric leukemia and cancer patients · Young Farmer Nurturing Program
Governments and Related Organizations	· Compliance with laws and regulations · Transparent tax payment	· Discussion meetings on policies · Network of associations and organizations (e.g., Korea Food Industry Association)	· Compliance · Participation in government policy

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

ESG Management System

Global Initiatives

Stakeholder Engagement

Materiality Assessment

2024 ESG Highlights

SUSTAINABILITY PERFORMANCE

APPENDIX



Materiality Assessment

Overview of Materiality Assessment

Nongshim performs an annual double materiality assessment to address stakeholder expectations related to sustainability and to identify issues with significant external impacts or financial relevance. In 2023, the company conducted a Focus Group Interview (FGI) with an external evaluation team composed of subject matter experts, including lawyers, labor attorneys, climate change specialists, and consumer advocates. This session aimed to assess the impacts, risks, and opportunities associated with ten key reporting topics. In 2024, an internal evaluation team comprising employees from relevant departments was formed to carry out an FGI on the same topics reviewed the previous year. To evaluate both impact and financial materiality, each topic was assessed against six criteria: scale, scope, remediability, likelihood, magnitude, and time horizon. Based on the assessment results, the most material sustainability issues were identified and reflected in the content of our Sustainability Report.

* Double materiality assessment: A framework outlined in the EU Corporate Sustainability Reporting Directive (CSRD), which considers both impact materiality—the significance of a topic's social and environmental effects—and financial materiality—its influence on a company's financial performance—when determining key sustainability issues.

Materiality Assessment Process

Step 1

Deriving a list of sustainability topics



Composition of a sustainability-related issue pool through internal/external environmental analysis

- Media research
- Review of material topics from benchmark companies
- Review of sustainability-related global standards: GRI, SASB, IFRS S1&S2, ESRS, TCFD
- Review of ESG metrics: MSCI, KCGS, Sustainvest

Step 2

Analyzing impacts, risks, and opportunities



Analysis of each sustainability-related issue's characteristics through IRO*

- Analysis of Nongshim's major business activities by sustainability-related issues
- Analysis of results and impact of major business activities
 - Impact materiality: Identification of positive/negative impacts per sustainability-related issue, actual/potential impacts, and key stakeholders affected
 - Financial materiality: Classification of risks/opportunities, risk types, and financial impact (positive/negative) by sustainability-related issue

* IRO: Impact, Risk, and Opportunity

Step 3

Prioritizing



Materiality assessment by sustainability-related issue

- Composition of an expert assessment team with expertise in each sustainability issue
- Assessment of impact and financial materiality by topics on a 5-point scale (Assessment period: March 5-12, 2025)
- Materiality assessment by sustainability topic on a 5-point scale
 - Impact materiality: assessing scale, scope, and remediability
 - Financial materiality: assessing the likelihood, magnitude and time horizon

Step 4

Validating and reporting



Verification of material topics derived through prioritization and selection of topics to report

- Internal review and final selection: Finalizing material topics after review by departments and management
- Integration of material topics with Sustainability Report topics

* The ESG Committee reviews and approves Nongshim's top material sustainability issues each year.

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

ESG Management System

Global Initiatives

Stakeholder Engagement

Materiality Assessment

2024 ESG Highlights

SUSTAINABILITY PERFORMANCE

APPENDIX



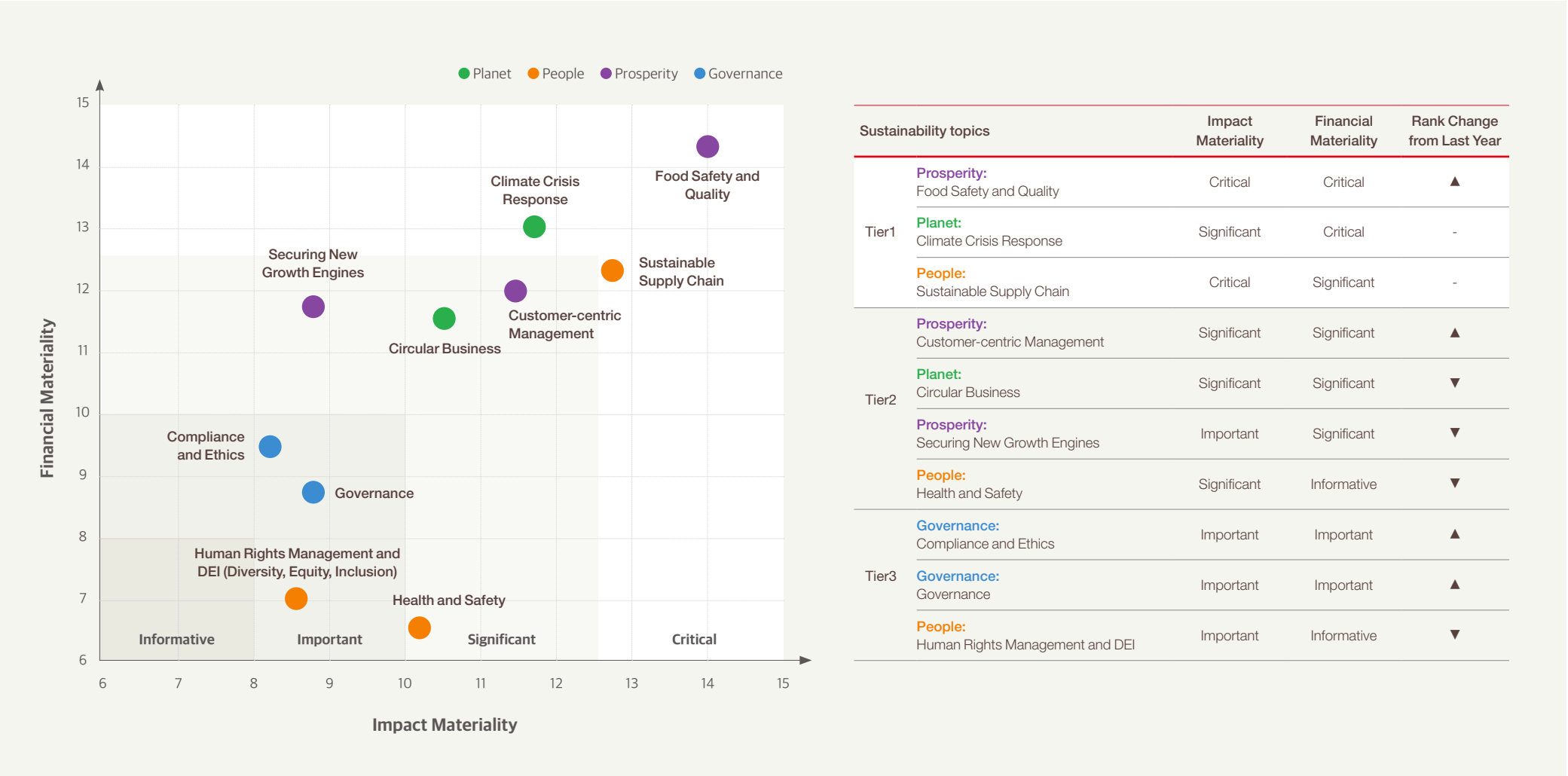
NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Materiality Assessment

Nongshim identifies sustainability-related topics through both internal and external environmental analyses. Following evaluations by the IRO and reviews by the executive team, the top three material sustainability issues are ultimately selected.

Materiality Assessment Results



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

ESG Management System

Global Initiatives

Stakeholder Engagement

↘ **Materiality Assessment**

2024 ESG Highlights

SUSTAINABILITY PERFORMANCE

APPENDIX



Materiality Assessment

Nongshim analyzed both the impact materiality and financial materiality of 10 sustainability topics by assessing their scale, scope, remediability, likelihood, magnitude, and time horizon. As a result, the top material topics for 2024 were identified as Food Safety and Quality, Climate Crisis Response, and Sustainable Supply Chain. Notably, Climate Crisis Response and Sustainable Supply Chain were designated as top priorities for a fourth consecutive year, while Food Safety and Quality returned to the list after a one-year gap. Nongshim reviewed its governance, strategy, risk management, and performance related to these key topics, and reported the results in this year's Sustainability Report.

Nongshim's 2024 Material Topics

● Critical ◐ Significant ◑ Important ◒ Informative ○ Minimal

Sustainability Topics	Business Activities and Outcomes	Topic-specific Attributes				Impact Materiality	Financial Materiality
		Impact Characteristics		Risk / Opportunity Characteristics			
		Positive / Negative	Actual / Potential	Risk / Opportunity	Financial Impact		
Top Material Topics Food Safety and Quality 	• Detection of hazardous substances or foreign materials in food products can lead to consumer health risks and increased costs related to product disposal and compensation. • Labeling errors or omission of mandatory information may confuse consumers and damage brand credibility.	Negative	Actual and Potential	Risk	(-)		
Top Material Topics Climate Crisis Response 	• Rising carbon credit prices and tightening global regulations are increasing costs associated with greenhouse gas reduction, including investment in technologies, equipment, and emissions management across the supply chain. • Supply instability and price volatility of raw materials are raising production costs, along with additional investments required for eco-friendly transitions. • Reduced agricultural output and logistical disruptions are heightening negative impacts on global supply chains and food security.	Negative	Actual and Potential	Risk	(-)		
Top Material Topics Sustainable Supply Chain 	• Geopolitical conflicts and abnormal weather patterns are destabilizing raw material supply chains, leading to increased procurement costs and potential disruptions to production. • As regulations on human rights, environmental, and safety issues within supply chains tighten, companies face greater accountability; violations can result in reputational damage and legal risks.	Negative	Actual and Potential	Risk	(-)		
	• Establishing a food safety crisis response process and utilizing machine learning for food safety information management and monitoring enables rapid response and minimizes consumer harm in emergencies. • Enhancing food safety through expanded training on food safety and quality standards for suppliers, maintaining and strengthening global food safety certifications, and implementing a company-wide quality monitoring system.	Positive	Actual	Opportunity	(+)		
	• Accelerating technological innovation in response to climate change (e.g., vertical farming, seed development) helps secure a stable supply of raw materials. • The introduction of high-efficiency equipment and expansion of renewable energy use are helping improve energy efficiency and reduce carbon emissions.	Positive	Actual	Opportunity	(+)		
	• Financial, technological, and educational support for suppliers and young farmers is improving supply stability and quality while addressing youth unemployment and rural aging through fostering the next generation of agricultural talent. • Enhancing supply chain sustainability through comprehensive ESG assessments and follow-up measures helps to reduce long-term costs and strengthen compliance capabilities.	Positive	Actual	Opportunity	(+)		

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

ESG Management System

Global Initiatives

Stakeholder Engagement

↘
Materiality Assessment

2024 ESG Highlights

SUSTAINABILITY PERFORMANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Materiality Assessment

Critical

Significant

Important

Informative

Minimal

Sustainability Topics	Business Activities and Outcomes	Topic-specific Attributes				Impact Materiality	Financial Materiality
		Impact Characteristics		Risk / Opportunity Characteristics			
		Positive / Negative	Actual / Potential	Risk / Opportunity	Financial Impact		
Customer-centric Management	• Failure to adequately respond to consumer changes and feedback may lead to customer attrition, declining sales, weakened brand competitiveness, and deteriorating online reputation.	Negative	Potential	Risk	(-)		
	• Expanding global and online customer touchpoints and implementing customer engagement programs enhance customer satisfaction, strengthen product competitiveness, and broaden customer experiences and choices.	Positive	Actual	Opportunity	(+)		
Circular Business	• Introducing eco-friendly packaging may increase capital expenditure and cost burden, and carry risks of quality issues or declining brand trust during the transition.	Negative	Actual and Potential	Risk	(-)		
	• Adopting sustainable packaging technologies and establishing local circular resource systems contribute to waste reduction and improved recycling rates, positively supporting the transition to a circular economy and environmental protection.	Positive	Actual	Opportunity	(+)		
Securing New Growth Engines	• Inadequate response to sustainable consumption trends or business model transformation could result in diminished profitability and a decline in brand value, consumer, and investor trust.	Negative	Potential	Risk	(-)		
	• Strengthening investment in sustainable new businesses (e.g., smart farms, alternative proteins, low-carbon and vegan foods) and expanding global markets contribute to enhanced brand value, broader consumer bases, and long-term growth.	Positive	Actual	Opportunity	(+)		
Health and Safety	• Insufficient industrial safety management and lack of physical and psychological health protection in the workplace can lead to reduced productivity, legal/financial risks, and loss of organizational trust.	Negative	Actual and Potential	Risk	(-)		
	• Advancing safety and health management systems and promoting employee health and welfare help protect workers, stabilize the organization, and foster a healthy workplace culture.	Positive	Actual	Opportunity	(+)		
Compliance and Ethics	• Employee misconduct, unethical behavior, or ESG regulation violations may result in legal penalties, financial losses, and decreased stakeholder trust.	Negative	Potential	Risk	(-)		
	• Preventive efforts such as ethics training, whistleblower systems, and internal audits help mitigate corruption risks and ensure compliance with global ethical standards.	Positive	Actual	Opportunity	(+)		
Governance	• Lack of board independence or transparency in related-party and internal transactions can hinder fair decision-making, create conflicts of interest, and lead to legal risks and loss of corporate credibility.	Negative	Potential	Risk	(-)		
	• Contributing to the establishment of a sustainable governance structure and long-term corporate value enhancement by adhering to the principles of board expertise, independence, and diversity; strengthening transparent decision-making through the operation of the ESG Committee; and safeguarding shareholder rights.	Positive	Actual	Opportunity	(+)		
Human Rights Management and DEI (Diversity, Equity, Inclusion)	• Insufficient inclusion of social minorities or failure to improve human rights practices at overseas operations may lead to lower employee satisfaction, talent loss, and legal/social criticism.	Negative	Potential	Risk	(-)		
	• Establishing a human rights policy (2025), expanding recruitment of women and persons with disabilities, ensuring equal promotion opportunities, and protecting stakeholder rights across the value chain promote satisfaction, diversity, and prevention of human rights risks.	Positive	Actual	Opportunity	(+)		

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

ESG Management System

Global Initiatives

Stakeholder Engagement

Materiality Assessment

2024 ESG Highlights

SUSTAINABILITY PERFORMANCE

APPENDIX



2024 ESG Highlights



Support for holders of National
Intangible Cultural Heritage
(K-Intangible Heritage with Nongshim)



Achieved the highest grade
in the Win-Win Growth Index
for six consecutive years



100% completion
rate of customer feedback
improvement tasks



Physical risk analysis conducted
at major domestic and international sites



Shin Ramyun Light certified
by Carbon Trust



Investment in nine
greenhouse gas reduction facilities



Introduction of Food QR codes
(17 products in total)



ESG assessment conducted on 153 domestic
and overseas suppliers



Use of recycled materials from aseptic packaging
(Seng Seng Udon pouch)

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

ESG Management System

Global Initiatives

Stakeholder Engagement

Materiality Assessment

2024 ESG Highlights

SUSTAINABILITY PERFORMANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

SUSTAINABILITY PERFORMANCE

Nongshim is committed to the vision of pursuing sustainability for the environment and people by increasing the enjoyment of a meal, and carries out a wide range of initiatives across four key ESG pillars: Planet, People, Prosperity, and Principles of Governance.

PLANET

Environmental Management System | Climate Crisis Response | Resource Circulation | Environmental Impact Reduction

PEOPLE

Sustainable Supply Chain Management | Safety and Health | Respect for Human Rights | Community Investment

PROSPERITY

Food Safety and Quality | Customer-oriented Management | Information and Data Security | Securing The Next Growth Drivers

PRINCIPLES OF GOVERNANCE

Sound Governance | Compliance and Ethical Management | Risk Management



PLANET

ISO 14001 certification

All production sites
(Anyang, Anseong, Asan, Gumi, Busan, Noksan, Poseung)



1,912tons

Reduction in plastic packaging



KRW 154.5 billion

Eco-friendly sales revenue (environmentally certified products,
sustainable packaging, and sustainable raw materials usage)



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE



PLANET

Environmental Management System

Climate Crisis Response

Resource Circulation

Environmental Impact Reduction

PEOPLE

PROSPERITY

PRINCIPLES OF GOVERNANCE

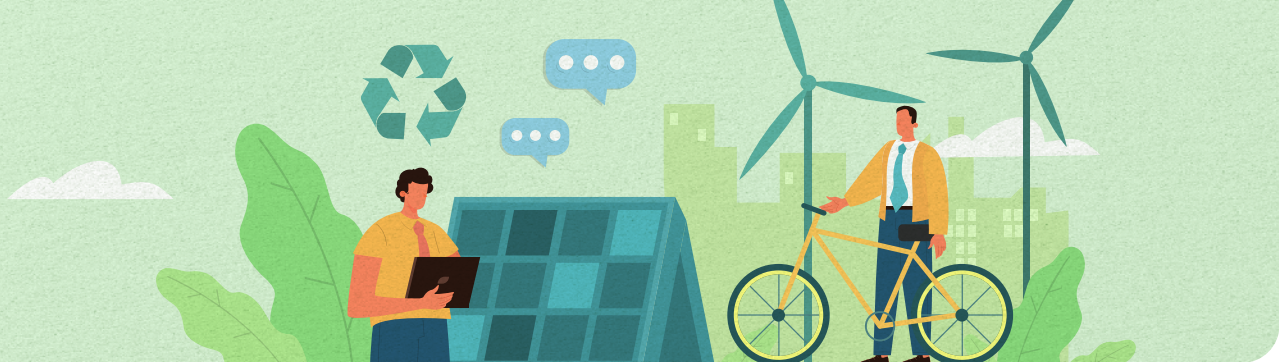
APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Environmental Management System



Environmental Management Policy

Environmental Policy

Nongshim declares that it adopts and abides by environmental management to preserve a clean environment and pass on a better future to the next generations.

- 1 Continuous environmental improvement activities should be conducted through preventive measures.
- 2 Repay society and customers by making good products in a good environment.

Practical Tasks for Environmental Management

- 1 Nongshim is committed to conserving resources and energy, and continuously strives to reduce greenhouse gas and other emissions.
- 2 Nongshim minimizes the generation of environmental pollutants through active pollution prevention throughout manufacturing and voluntarily participates in activities to protect the surrounding ecosystem.
- 3 Nongshim complies with environmental laws and creates and faithfully implements in-house standards that are stricter than legal ones.
- 4 Nongshim thoroughly identifies and evaluates the environmental impacts and legal requirements related to its activities, products, and services.
- 5 Nongshim will continue implementing practical tasks to complete its environmental management system.



Environmental Management Strategy

Based on Nongshim's environmental policy and company-wide environmental guidelines, the company manages a variety of implementation activities under three strategic directions: climate change, resource circulation, and communication.



Climate Change Response

- Implementation of 2030 greenhouse gas reduction targets
- Energy savings and maximized efficiency
- Expansion of renewable energy use



Resource Circulation

- Sustainable packaging strategy (3R)
- Support for building resource circulation systems
- Strengthening collaboration on circular business initiatives



Communication

- Transparent disclosure of environmental information
- Sharing of the Green Packaging Story
- Environmental campaigns and volunteer activities



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE



PLANET

Environmental Management System

- Climate Crisis Response
- Resource Circulation
- Environmental Impact Reduction

PEOPLE

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Environmental Management System

Environmental Management System

Nongshim has established an environmental management system to implement its environmental policy and action plans. As of December 2024, all production sites have been certified with ISO 14001, signifying a robust environmental management framework, and four of these sites maintain Green Company certification.



All production sites (Anyang, Anseong, Asan, Gumi, Busan, Noksan, Poseung) in 2024

ISO 14001 certification

Four certified sites (Anyang, Anseong, Gumi, Busan) in 2024

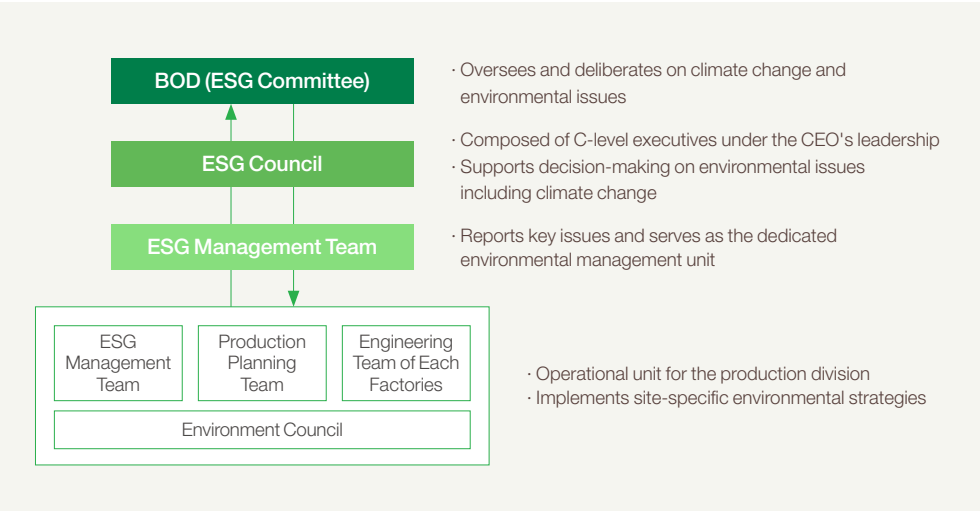
Green Company Certification

* as of end of 2024



Governance

Nongshim recognizes the risks and opportunities that climate change poses to corporate management and is fully committed to minimizing the environmental impact of its business operations. To this end, Nongshim has established a governance structure to systematically manage climate change and other environmental issues while enhancing company-wide execution capabilities. The Board of Directors and the ESG Committee serve as the highest decision-making bodies for environmental issues. The ESG Management Team, as the dedicated environmental management unit, communicates with production departments through the Environment Council to develop, implement, and monitor environmental initiatives.



2024 Board of Directors and ESG Committee Environmental Agenda Items

Date	Agenda	Notes
June 12	Implementation of product carbon footprint certification	BOD
December 18	Outcome of the 2024 Carbon Neutral Facility Support Program	ESG Committee

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE



PLANET

Environmental Management System

Climate Crisis Response

Resource Circulation

Environmental Impact Reduction

PEOPLE

PROSPERITY

PRINCIPLES OF GOVERNANCE

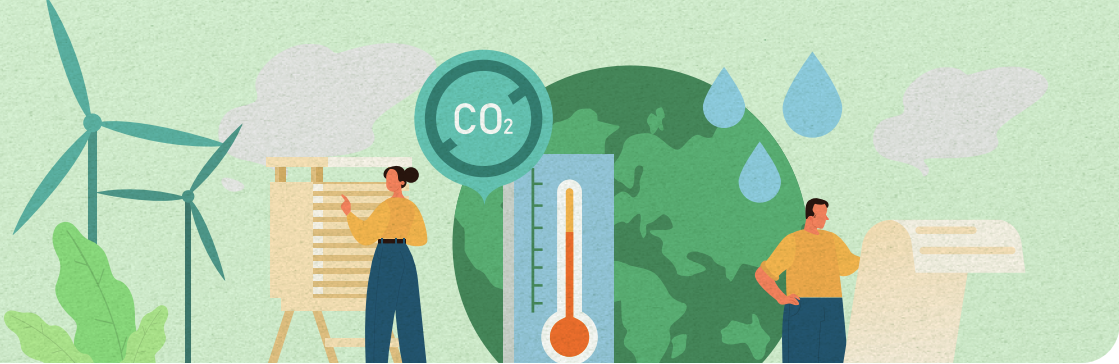
APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Climate Crisis Response



Strategy

Nongshim recognizes that global warming caused by human activity has a significant impact across the entire value chain of the food industry. In response, Nongshim has established a climate risk management and disclosure framework aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and continues to refine its greenhouse gas reduction strategies and targets. Climate-related risks are categorized into transition risks and physical risks. Among transition risks, policy and regulatory changes are identified as having the most significant impact, considering both likelihood and financial magnitude. In contrast, while physical risks are assessed as having lower likelihood, they are expected to have substantial financial consequences-such as supply chain disruptions and production halts-should they materialize.

● High

● Moderate-High

● Moderate

● Moderate-Low

● Low

Risk Type	Specific Risk	Financial Impact	Response Strategy	Likelihood			Financial Magnitude		
				Short term (within 3 years)	Medium term (3-7 years)	Long term (over 7 years)	Short term (within 3 years)	Medium term (3-7 years)	Long term (over 7 years)
Transition Risks	Policy / Regulation	· Strengthened GHG emission regulations, stricter plastic (packaging) regulations, mandatory climate-related disclosures, and tighter greenwashing regulations	· Increased costs for regulatory compliance · Higher expenses for recycling contributions and carbon credits	· Responding through expanded use of renewable energy to comply with policies and reduce energy costs · Implementing a 3R strategy for sustainable packaging	●	●	●	●	●
	Technology	· Need for development and adoption of new carbon-reducing technologies	· Increased capital investment in technology · Increase in production costs	· Investment in high-efficiency facilities and renewable energy technologies	●	●	●	●	●
	Market	· Rising consumer demand for eco-friendly products and increased environmental requirements from client companies	· Costs related to product renewal and portfolio adjustments · Rising costs of eco-friendly packaging	· Expanding use of sustainable packaging and carbon footprint-certified products · Increasing development of plant-based ingredient products	●	●	●	●	●
	Reputation	· Damage to corporate and brand image related to environmental performance, negative evaluation by stakeholders	· Decline in ESG ratings leading to reduced brand value and sales drop	· Regular publication of sustainability reports and strengthening ESG disclosures · Increasing investment in environmentally friendly products and technologies	●	●	●	●	●
Physical Risks	Acute	· Physical damage caused by irregular weather events such as heatwaves, heavy rain, and typhoons	· Production disruptions due to plant shutdowns and incurring recovery costs	· Diversification of raw material sourcing · Establishment of risk response manuals	●	●	●	●	●
	Chronic	· Rising global temperatures and increasing frequency of extreme climate events	· Volatility in raw material prices, rising cooling costs, and increased costs to address supply delays	· Promotion of new businesses such as smart farms and alternative meats · Diversification of raw material sourcing and operation of predictive systems to manage raw material supply risks	●	●	●	●	●

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

Environmental Management System

Climate Crisis Response

Resource Circulation

Environmental Impact Reduction

PEOPLE

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Climate Crisis Response

Nongshim seeks to identify new opportunities through effective responses to climate change. In particular, we view maximizing resource efficiency in energy and packaging, diversifying our product portfolio and business domains as key to strengthening organizational resilience against climate impacts.

● High

● Moderate-High

● Moderate

● Moderate-Low

● Low

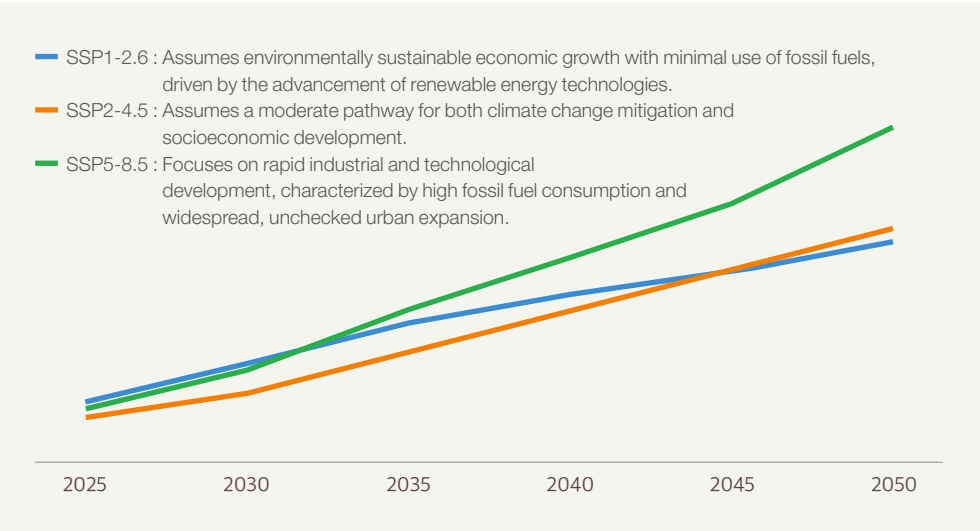
Opportunity	Response Strategy	Financial Impact	Materiality (Impact)		
			Short term (within 3 years)	Medium term (3–7 years)	Long term (over 7 years)
Resource Efficiency	Enhancing energy efficiency, promoting the 3R strategy for sustainable packaging	Reduction in operating costs, improved cost competitiveness	●	●	●
Energy Resources	Introduction of high-efficiency equipment and expansion of renewable energy use	Reduction in energy costs, improvement in long-term profitability	●	●	●
Products and Services	Strengthening eco-friendly product portfolio to enhance corporate image	Increase in brand value, new customer acquisition driven by ESG-friendly brand perception	●	●	●
Market	Development of new markets through summer-season products and smart farms, etc.	Revenue diversification and creating opportunities for market expansion	●	●	●
Resilience	Creating opportunities through product portfolio diversification	Revenue diversification and creating opportunities for market expansion	●	●	●

Physical Risk

To quantitatively assess the physical risks of climate change, Nongshim conducted a climate risk scenario analysis using ClimateScore Global by Jupiter Intelligence, targeting major domestic and international production sites. The analysis covered three sites: the Noksan Plant in Korea, Plant No.1 in the U.S., and the Shanghai Plant in China. Financial impacts were assessed through 2050 under scenarios SSP1-2.6, SSP2-4.5, and SSP5-8.5, which account for socio-economic and technological factors. The analysis included both acute risks (flood, high wind/typhoon, heavy rainfall, wildfire) and chronic risks (heatwave).

According to the results, under the SSP5-8.5 scenario, the Noksan Plant is expected to experience the highest loss from high winds/typhoons by 2050, estimated at approximately KRW 950 million. The Shanghai Plant faces similar risks, with projected losses of around KRW 580 million. For the U.S. Plant No.1, the primary threat is wildfire, with estimated damages of about KRW 150 million.

In total, the combined financial losses across the three sites are expected to increase continuously through 2100. Under the SSP2-4.5 scenario, losses temporarily decrease until 2030 but rise again through 2100. After 2045, projected damages under SSP2-4.5 exceed those under SSP1-2.6.



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

↓

PLANET

Environmental Management System

Climate Crisis Response

Resource Circulation

Environmental Impact Reduction

PEOPLE

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX

Climate Crisis Response

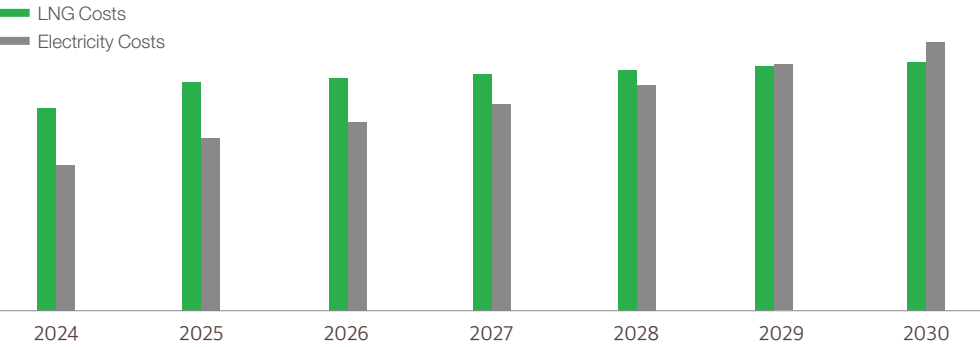
Transition Risk

Nongshim systematically analyzes transition risks that may arise during the shift toward carbon neutrality and estimates the associated financial impact. In particular, the cost burden associated with the rising prices of major energy sources-liquefied natural gas (LNG) and electricity-which account for approximately 87% of total emissions, along with increased production volumes and the purchase of carbon credits, is expected to intensify.

Based on an analysis of projected emissions reflecting LNG and electricity price trends and production volumes by plant, energy costs in 2030 are expected to increase by 48.5% compared to 2024. To mitigate this financial impact, Nongshim plans to actively enhance energy efficiency and expand investments in renewable energy.

Forecast of Energy Costs by Major Energy Source (Unit: KRW 100 million)

Category	LNG Costs	Electricity Costs
2024	365.0	262.7
2025	411.6	310.7
2026	419.3	340.2
2027	426.5	372.0
2028	433.6	406.3
2029	440.7	443.5
2030	447.8	484.0



Risk Management

Nongshim recognizes the various risks and opportunities posed by climate change and manages them as key issues for corporate sustainability. In particular, climate-related risks are classified as a subcategory of environmental risk-one of Nongshim’s eight enterprise-wide risks-and are systematically identified, assessed, and managed within the company’s integrated risk management process. Nongshim continuously monitors global regulatory trends and climate disclosure requirements and is focused on identifying potential risks and business opportunities related to climate change across the organization. Identified climate-related risks and opportunities are subject to evaluation and assessment based on their impact and likelihood. These evaluations comprehensively consider their potential significance for business operations, corporate strategy, and financial performance. If the current sales growth trend continues, energy consumption and greenhouse gas emissions are expected to increase through 2030. Accordingly, Nongshim is conducting in-depth analyses of short-, medium-, and long-term impacts based on projected emissions and is formulating and implementing specific response measures. Each business department regularly reviews identified climate risks and opportunities and incorporates the findings into the company-wide risk management system. Significant climate risks and opportunities are reported to the ESG Committee and serve as key inputs for executive decision-making.

Climate Change Risk Management Process



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

↓

PLANET

Environmental Management System

Climate Crisis Response

Resource Circulation

Environmental Impact Reduction

PEOPLE

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX

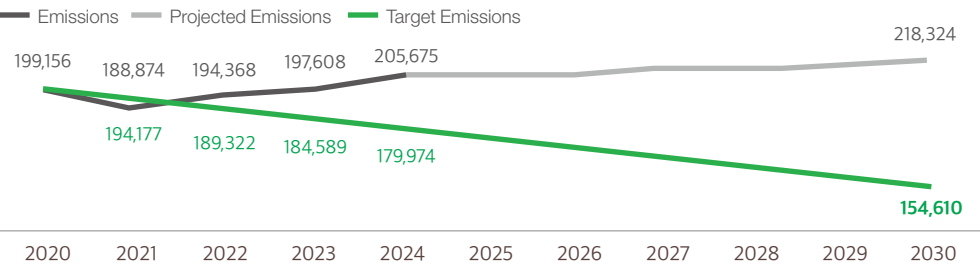
Climate Crisis Response

Indicators and Targets

Nongshim is committed to global efforts to mitigate global warming and has established a greenhouse gas (GHG) emissions reduction target for 2030. Based on 2020 levels, the company aims to reduce emissions by 22.4% by 2030. If any issue arises that could impact emissions by more than 5%, the reduction target will be revised accordingly.

Indicators	Unit	2022	2023	2024	2024 Target	2030 Target
GHG Emissions (Scope 1+2)	tCO ₂ eq	194,368	197,608	205,676	179,974	154,610
GHG Intensity per Production Unit	tCO ₂ eq per ton of product	0.4007	0.3986	0.4018	-	-
Energy Consumption	TJ	3,579	3,629	3,779	3,292	2,828

Mid- to Long-Term GHG Reduction Target



* as of end of 2024

GHG Reduction Efforts

Expansion of investment in emission-reduction facilities

As part of its proactive response to reducing greenhouse gas (GHG) emissions, Nongshim continues to expand investments in emissions-reducing facilities by participating in government-sponsored energy efficiency improvement programs. In 2024, the company upgraded equipment such as air compressors and refrigeration units to high-efficiency inverter types, achieving tangible reductions in emissions. A total of nine facility improvement projects were implemented under these programs, resulting in a GHG reduction of approximately 1,166.8 tCO₂eq for the year. This outcome reflects Nongshim's efforts toward improving energy efficiency and transitioning to a low-carbon production system. Since 2018, the cumulative reduction has reached 20,007 tCO₂eq.

2024 GHG Reduction Facility Investment Details

Year	Site	Facility Investment for GHG Reduction	GHG Reduction (tCO ₂ eq)	Investment Amount (KRW 100 million)
2024	Anyang	Upgrade of inverter-type aging refrigeration unit	169.0	2.8
		Upgrade of inverter-controlled air compressor	171.0	1.7
	Anseong	Upgrade of dryer for turbo air compressor	38.2	1.8
		Upgrade of inverter-controlled air compressor	232.0	2.9
	Poseung	Upgrade of inverter-controlled air compressor	23.0	0.4
	Busan	Upgrade of inverter-type refrigeration unit for cup noodles	153.9	1.8
		Upgrade of inverter-controlled air compressor	248.0	2.6
	Noksan	Upgrade of inverter-controlled refrigeration unit	46.0	1.1
		Upgrade of dehumidification efficiency in pneumatic equipment	85.7	0.6
Total			1,166.8	15.7

* The reduction estimates are based on greenhouse gas emissions including CO₂, CH₄, and N₂O, and include Scope 2 emissions calculated using the Baseline methodology, a third-party project-based approach.

* Only verified reduction amounts from projects conducted since 2018 that have completed third-party verification are included.

2025 GHG Reduction Equipment Investment Plan

Year	Site	Equipment Investment for GHG Reduction
2025	Anyang	Upgrade of inverter-type soft water refrigeration unit
	Anseong	Upgrade and replacement of refrigeration unit for cooling process on thick noodle high-speed line
		Upgrade and replacement of high-efficiency soft water cooling refrigeration unit
	Gumi	Upgrade and replacement of high-efficiency air compressor
	Busan	Upgrade and replacement of mixing water refrigeration unit
	Noksan	Replacement of high-efficiency chiller for emulsifier on the non-fried noodle line
		Installation of inverter-type screw compressor

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

↘	PLANET
	Environmental Management System
	Climate Crisis Response
	Resource Circulation
	Environmental Impact Reduction
	PEOPLE
	PROSPERITY
	PRINCIPLES OF GOVERNANCE

APPENDIX



2024 NONGSHIM
SUSTAINABILITY REPORT

Climate Crisis Response

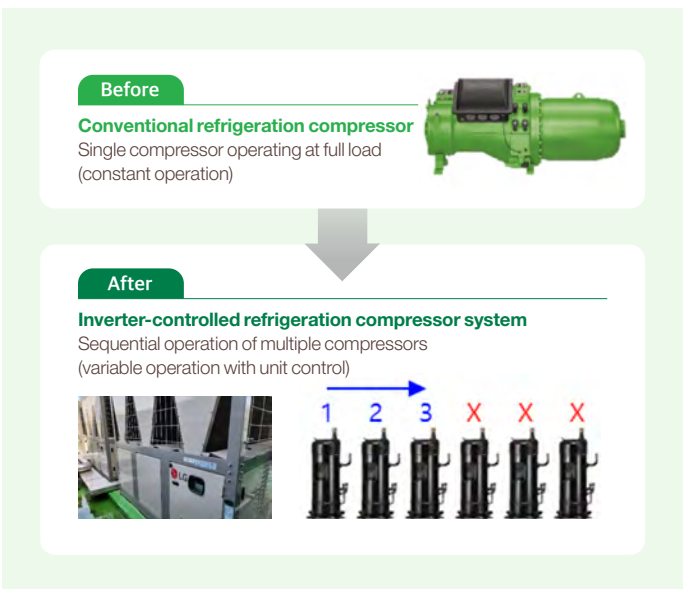
Introduction of high-efficiency equipment

Efficiency improvement of adsorption-type dryer, Noksan Plant

As part of its efforts to improve energy efficiency, Nongshim's Noksan Plant upgraded the desiccant in its adsorption dryer system from a single-type to a dual-type configuration. By adopting a dual-type desiccant, the drying process could be flexibly controlled, resulting in a more than twofold extension of the process cycle and a significant improvement in energy efficiency. As a result, the plant achieved approximately a 50% reduction in electricity consumption under the same production conditions.

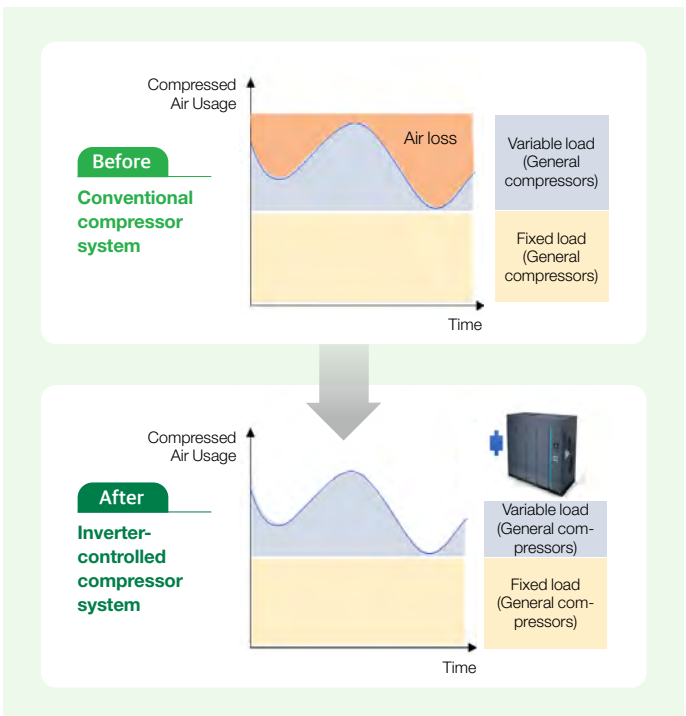
Upgrade of inverter-type refrigeration unit for aging room, Anyang Plant

Recognizing unnecessary energy losses caused by traditional refrigeration systems with compressors running continuously regardless of load, Nongshim introduced inverter-controlled refrigeration units. These units adjust compressor load dynamically based on production volume and seasonal temperature variations. When load requirements are met, the remaining compressors automatically shut down. This upgrade effectively reduced electricity usage by eliminating energy waste.



Upgrade of inverter-controlled air compressors, Busan Plant

Nongshim has introduced inverter-controlled air compressors that produce only the necessary amount of compressed air based on actual on-site demand. This has reduced equipment load and operating time, minimizing energy waste and lowering electricity consumption.



HIGHLIGHT

Carbon Trust Certification for Shin Ramyun Light



Nongshim obtained the Reduced CO₂ Label from the Carbon Trust for its Shin Ramyun Light in December 2024. This Label demonstrates a verified life cycle product carbon footprint, measuring the total greenhouse gas emissions generated by a product (Cradle-to-grave). It shows that the product's carbon emissions are reducing year-on-year, and that the company has committed to achieving ongoing footprint reductions with reduction plans in place. The Label has been achieved in South Korea and in 29 markets globally.



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE



PLANET

- Environmental Management System
- Climate Crisis Response**
- Resource Circulation
- Environmental Impact Reduction

PEOPLE

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



Resource Circulation



Sustainable Packaging

3R Strategy

To minimize the environmental impact of its products and contribute to building a circular economy, Nongshim has implemented a 3R (Reduce, Recycle, Replace) strategy aimed at improving the environmental performance of packaging throughout its entire lifecycle. Based on this strategy, the company has established mid- to long-term improvement plans tailored to each packaging material and structure, and is conducting research and development to enhance packaging sustainability while ensuring food safety.

Strategic Direction and Goals of 3R Strategy

Strategy	Implementation Direction	Indicators and Targets
Reduce 	- Optimize and lightweight existing packaging materials - Remove or replace unnecessary packaging materials - Minimize the use of ink and disposable items	[Reduction of plastic packaging materials] 2024 Target: 2,000 tons 2024 Performance: 1,912 tons 2030 Target: 4,908 tons
Recycle 	- Simplify multi-layer film materials (uni-materialization) - Upward-standardize the recyclability rating¹⁾	[Level of difficulties in ease of recycling]²⁾ 2024 Target: Less than 2% 2024 Performance: 4.4% 2030 Target: Less than 1%
Replace 	- Expand the use of recyclable materials - Switch plastic materials to paper materials - Apply biodegradable materials	[No. of improvements] 2024 Target: 15 cases 2024 Performance: 8 cases 2030 Target: 15 cases

1) The Ministry of Environment in Korea evaluates the recyclability of packaging materials using a four-tier rating system: “Excellent – Good – Fair – Difficult.”

2) To more accurately measure the use of packaging classified as “Difficult” to recycle, the assessment standard will be changed from SKU-based to weight-based starting in 2025. Based on weight, the proportion of “Difficult” grade packaging in 2024 was 0.17%.

Strategic Direction by Packaging Type

Film Packaging Materials

For Nongshim’s core product categories such as instant noodles and snacks, film packaging is primarily used. As of 2024, the financial impact of film packaging is estimated at approximately KRW 5 billion, accounting for about 55% of total packaging volume by weight.

While film packaging uses less plastic than other forms, it often incorporates multi-layer composite materials to provide the barrier properties required for food safety. However, these complex structures can hinder recycling efforts by lowering the quality of recovered materials.

In response, Nongshim has established and is progressively implementing an environmental improvement strategy for the materials and structure of its film packaging, based on the 3R framework (Reduce, Reuse, Recycle).

Improvement Directions

- 1 Optimize packaging dimensions to reduce material usage **Reduce**
- 2 Convert composite materials into mono-materials to improve recyclability **Recycle**
- 3 Explore the feasibility of alternative packaging materials such as recycled-content film, paper packaging, and biodegradable materials **Replace**

PET Bottles

Nongshim uses PET bottle packaging for its beverage products such as Baeksan Artesian Water, Welch’s Soda, and Oi Ocha. As of 2024, PET bottles account for approximately KRW 1 billion in financial impact and make up about 30% of total packaging by weight. While providing consumers with reliable product quality, Nongshim is also conducting research and development with consideration for environmental impact.

Improvement Directions

- 1 Expansion of label-free products **Reduce** **Recycle**
- 2 Promotion of lightweight bottle designs **Reduce**
- 3 Operation of programs to support the collection of transparent PET bottles **Recycle**

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

↘	PLANET
	Environmental Management System
	Climate Crisis Response
	Resource Circulation
	Environmental Impact Reduction
	PEOPLE
	PROSPERITY
	PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

GREEN PACKAGING STORY

Story 1
Mono-material film packaging

BbangBuJang # Chochung U-Gua # Welch's Soda PET Bottle Label

Nongshim is actively advancing mono-material film packaging to improve the recyclability of its product packaging and strengthen resource circularity. In October 2024, Nongshim expanded the application of olefin-based mono-material packaging to two snack products, PpangBuJang and Chochung U-Gua, replacing conventional multi-layer composite materials.

Previously, the packaging used vapor-deposited PET, known for its excellent oxygen and moisture barrier properties. However, this material posed challenges in recycling, as it could not be extruded during the process. To overcome this, Nongshim independently developed a high-barrier vapor-deposited OPP film, enabling all five layers of the packaging to be made from olefin-based materials, thereby significantly enhancing recyclability.

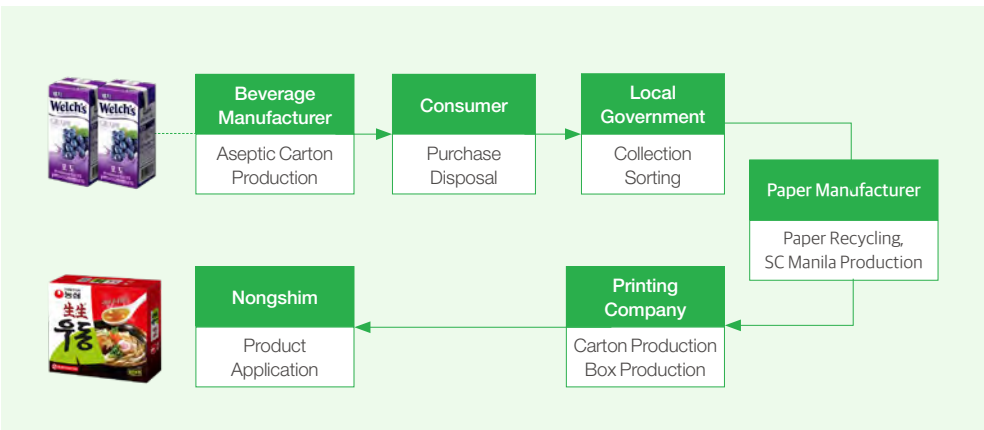
In parallel, Nongshim has also been working to simplify material composition in its beverage packaging. The label material for Welch's Soda PET bottles was transitioned from a composite of OPP and synthetic paper to a single OPP material. This change has improved recyclability, reduced production defect rates, and enhanced supply stability, ultimately contributing to improved recycling efficiency and resource circulation.

Originally, synthetic paper labels were favored for their visual appeal, including light-blocking properties and the pearlized texture. To maintain this aesthetic, Nongshim developed advanced printing techniques that replicate the look and feel using a mono-material OPP label. As a result, the company has maintained high print quality while progressively expanding the application—starting with the 600 mL Welch's Soda, and extending to the 1.5 L and 300 mL products.



Story 2
Use of recycled materials from aseptic cartons

Seng Seng Udon



As part of its commitment to building a sustainable resource circulation system, Nongshim has developed and implemented cartons made from recycled aseptic packaging in its product packaging. This initiative represents a practical example of repurposing waste materials and reflects Nongshim's proactive and concrete efforts to transition toward a circular economy.

Although the aseptic packaging market has been steadily growing, recycling rates remain low due to the complex multi-material structure. In particular, the aluminum layer, which accounts for approximately 4% of the total material composition, poses a significant challenge during recycling processes, resulting in very low domestic recycling rates.

To address this structural challenge and enhance resource circularity, Nongshim has partnered with other obligated producers of aseptic packaging and paper manufacturers to promote aseptic carton recycling. Used aseptic cartons from its beverage products, such as Welch's Drink, are collected and processed in collaboration with Hansol Paper, leading to the development of APR SC 350 g, a recycled pulp-based material. This material is now used in the carton packaging of Nongshim's Fresh Udon product.

- INTRODUCTION
- SUSTAINABILITY FUNDAMENTALS
- SUSTAINABILITY PERFORMANCE
 - PLANET
 - Environmental Management System
 - Climate Crisis Response
 - Resource Circulation
 - Environmental Impact Reduction
 - PEOPLE
 - PROSPERITY
 - PRINCIPLES OF GOVERNANCE

GREEN PACKAGING STORY

Story 3

Lightweighting of PET Bottles

Welch's 300

As part of its strategy to reduce the environmental impact of product packaging, Nongshim is actively promoting the lightweighting of PET bottles. In January 2025, the weight of the PET bottle for Welch's Soda 300 mL was reduced from 27 g to 24 g, resulting in an estimated annual reduction of approximately 1.7 tons of plastic, thereby helping to lower environmental impact.

During the lightweighting process, the bottle's shape and structure were carefully designed to maintain strength and durability, while ensuring the product's pressure resistance and shelf life.

This initiative is not limited to the 300 mL bottle. Nongshim is also exploring and applying additional lightweighting measures for other beverage sizes, including the 600 mL Welch's Soda, and continues to pursue technological innovations and material improvements to develop more eco-friendly packaging.



Story 4

Development of 100% Water-Based Flexographic Printed Packaging

Dakdari Snack

In May 2025, Nongshim transitioned the printing method for its Dakdari Snack packaging from gravure to flexographic printing, reducing volatile organic compound (VOC) emissions. This packaging represents the first case in Korea to use 100% water-based flexographic printing.

While flexographic printing posed challenges in terms of color reproduction and design expression compared to gravure printing, Nongshim developed a flexo-specific Endless design to maintain design continuity and carried out multiple iterations of printing plate adjustments. These efforts optimized printing quality and color accuracy.

Additionally, the new packaging underwent production plant testing to ensure both operational efficiency and process stability.



Endless
Design Application

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE



PLANET

- Environmental Management System
- Climate Crisis Response
- Resource Circulation
- Environmental Impact Reduction

PEOPLE

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



Resource Circulation

Expansion of Resource Circulation

Establishment of PET Bottle Resource Circulation System

Nongshim has established and operates a transparent PET bottle collection and recycling system to maximize the value of waste resources and strengthen its resource circulation framework. Since 2022, Nongshim has been operating unmanned PET bottle collection machines, and as of the end of 2024, a total of 2.2 tons of PET bottles have been collected. In addition, PET bottles generated at the company's headquarters are provided free of charge to contracted recycling partners. The collected transparent PET bottles are processed into high-quality recycled materials and reintroduced into the packaging manufacturing process for Nongshim products. Since 2021, the total volume of recycled PET materials used in product packaging has reached 44.2 tons, contributing to the revitalization of the recycling market.

Baeksan Artesian Water PET Bottle Recycling Process



Waste Management

Byproducts Recognized as Circulating Resources

Nongshim effectively manages food by-products generated during its production processes to promote resource circulation. In particular, by utilizing the circulating resource recognition system provided by the Ministry of Environment, the company obtains Certificates of Circulating Resources for by-products generated during noodle and snack manufacturing. Through this initiative, Nongshim not only reduces regulatory obligations related to waste disposal but also prevents resource wastage and contributes to the advancement of a circular economy.

2025 Status of By-products Certified as Circulating Resources

Site	Type	Certification Period
Anyang	Other plant-based residues (noodles, snacks)	December 17, 2022 – December 16, 2027
	Waste cooking oil	October 18, 2024 – October 17, 2027
Gumi	Other plant-based residues (noodles, snacks)	June 4, 2023 – June 3, 2028
Busan	Other plant-based residues (noodles, snacks)	December 29, 2023 – December 28, 2026
Noksan	Other plant-based residues (noodles)	July 31, 2021 – July 31, 2026*
	Waste synthetic resins (noodle trays)	July 31, 2021 – July 31, 2026

* Correction to the certification period for "Other plant-based residues (noodles)" at Noksan Plant: July 3, 2026
→ July 31, 2026

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE



PLANET

- Environmental Management System
- Climate Crisis Response
- Resource Circulation**
- Environmental Impact Reduction

PEOPLE

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

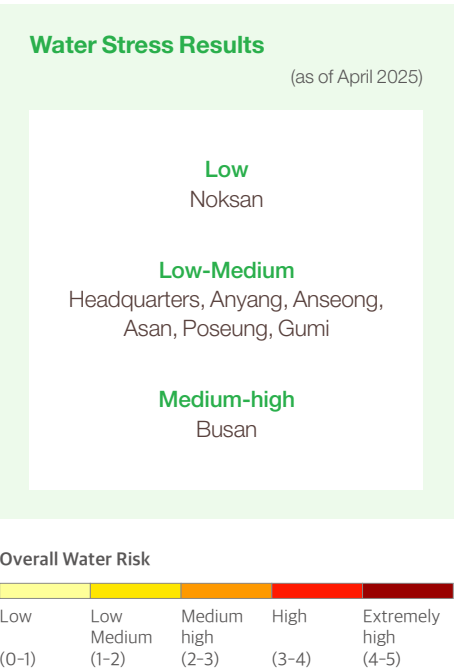
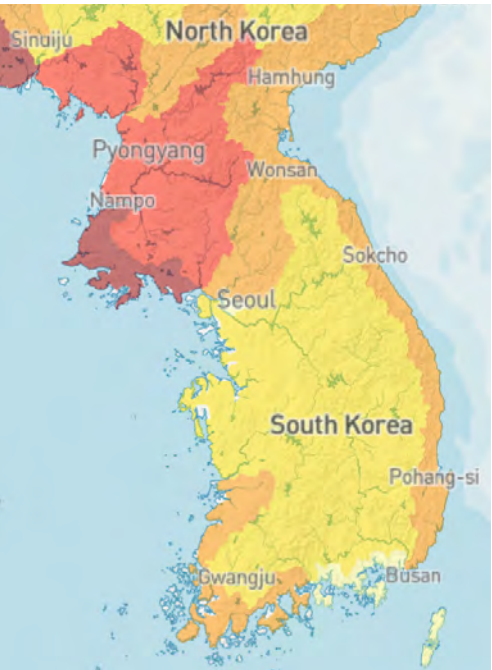
Environmental Impact Reduction



Water Resource Management

Water Risk Management

Nongshim has established site-specific Task Force Teams (TFTs) to optimize and reduce water consumption. These efforts include upgrading equipment and processes, optimizing cleaning methods, and introducing water-saving nozzles. Each site conducts monthly analyses and evaluations of water usage intensity, using these results to drive continuous improvement and manage water-related risks.



Nongshim also utilizes the Aqueduct Water Risk Atlas by the World Resources Institute (WRI) to monitor water scarcity risks across all of its domestic business sites. According to the analysis, water risk levels at each site have generally declined compared to the previous year. The Busan Plant was identified as having the highest water risk, categorized as Medium–High. Based on these assessments, Nongshim continues to implement site-specific risk mitigation measures and customized water management strategies.

Reduction of Water Pollutant Discharges

Nongshim relies primarily on groundwater and municipal water sources at each plant location. The company rigorously monitors the discharge of water pollutants through regular water quality inspections. Wastewater is managed under internal standards that are stricter than legal requirements, and all effluents undergo biological and chemical treatment before safe discharge. In particular, Nongshim’s Anyang Plant invested in expanding the capacity of its oil-water separator in the wastewater system to five times its original size in order to enhance treatment efficiency and operational stability. This upgrade allows for more effective removal of oil contaminants before they enter the wastewater treatment system, significantly reducing the treatment load and enhancing the overall stability of pollutant management. Nongshim remains committed to minimizing its impact on water environments through ongoing facility upgrades and pollutant reduction initiatives, supporting the sustainable preservation of water resources.

Water Intake and Usage by Business Site (2024)

(Unit: tons)

Category		Anyang	Anseong	Asan	Gumi	Busan	Noksan	Poseung	Head quarters	Hotel Nongshim
With-drawal	Municipal water	723,608	145,692	183,911	262,134	236,778	76,345	26,150	32,318	372,696
	Groundwater	-	140,758	192,518	-	-	-	-	3,489	353
Usage	Total Water Usage	122,966	95,629	58,794	141,530	40,840	34,803	16,444	35,594	373,049

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE



PLANET

- Environmental Management System
- Climate Crisis Response
- Resource Circulation

Environmental Impact Reduction

PEOPLE

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Environmental Impact Reduction

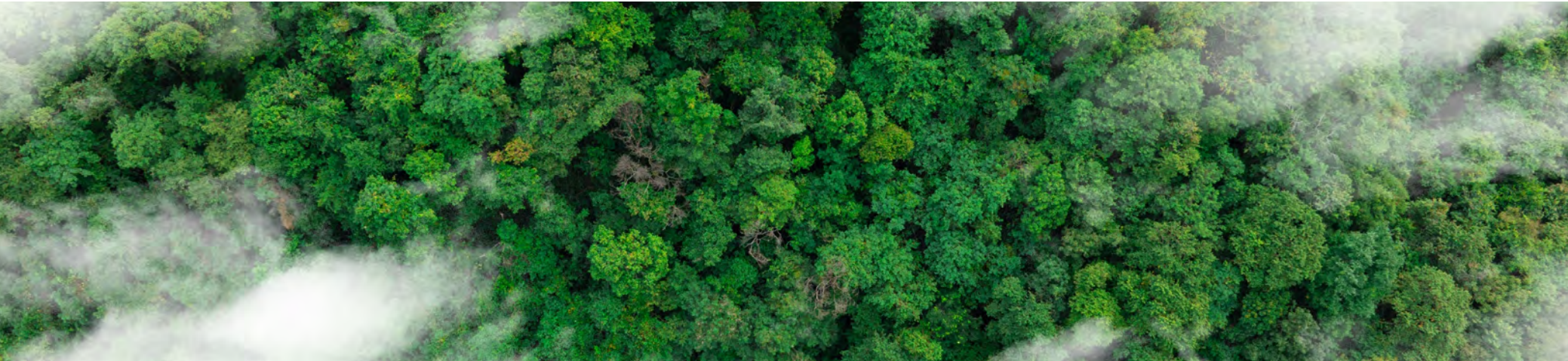
Air Pollutant Management

To minimize air pollutant emissions from its business operations, Nongshim has established a proactive environmental management system, conducting regular self-monitoring and pollutant analysis. The company operates advanced air pollution control facilities in accordance with strict internal standards and continuously monitors emissions through a real-time monitoring system. In particular, Nongshim uses the Tele-Monitoring System (TMS)* to monitor and analyze real-time air pollutant emissions at key production sites. This enables the company to comply with legal standards while carrying out voluntary improvement activities. Additionally, the company has adopted low-NOx burners at all plant boilers to effectively reduce nitrogen oxide (NOx) emissions. These eco-friendly systems suppress NOx generation during combustion, enhance energy efficiency, and contribute to air quality improvement. Nongshim remains committed to minimizing environmental impact by continuously adopting advanced air pollution reduction technologies.

*Plants equipped with TMS: Anyang, Anseong, Busan

Chemical Substance Management

Nongshim ensures the safe and systematic management of chemical substances used in ingredient analysis, thereby minimizing their impact on both the environment and human health. All chemical substances in use are registered in Material Safety Data Sheets (MSDS), which are updated regularly to reflect the latest information. Based on these records, management logs are created and maintained to ensure transparent tracking of usage history. The company regularly monitors the volume of chemical substances used and carefully manages inventory to prevent unnecessary usage. Routine inspections of handling facilities are conducted to ensure safety and to prevent leakage or environmental contamination. In particular, Nongshim monitors changes in ingredient analysis results and reduces the testing frequency for items with a low likelihood of exceeding legal limits. This strategy minimizes the use of chemicals to only what is necessary, and the company continues efforts to reduce excessive use of certain substances. Through these practices, Nongshim actively promotes the responsible use of chemicals with a strong emphasis on environmental protection and safety.



PLANET

- Environmental Management System
- Climate Crisis Response
- Resource Circulation

Environmental Impact Reduction

PEOPLE

PROSPERITY

PRINCIPLES OF GOVERNANCE



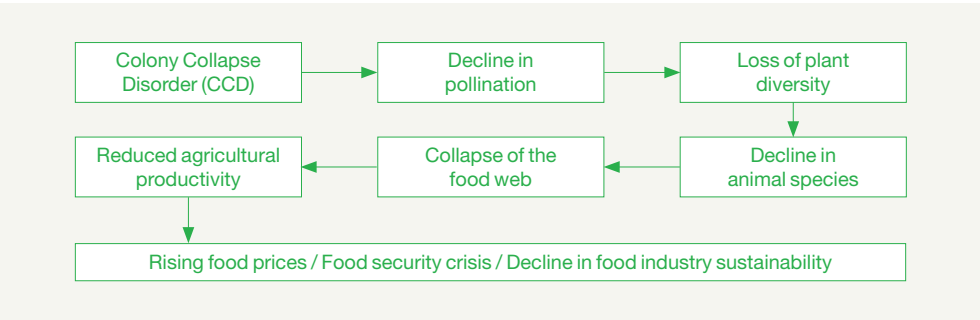
Environmental Impact Reduction

Biodiversity Conservation

The recent global decline in honeybee populations is increasingly recognized as a serious environmental issue that may lead to reduced agricultural productivity and biodiversity. Honeybees are key species in ecosystems, facilitating pollination for major crops and contributing to approximately 70% of global food production.

A decrease in honeybee populations can trigger a chain reaction of ecological disruptions, including reduced pollination, loss of plant diversity, declines in animal species, collapse of food webs, and decreased agricultural productivity. These disturbances may ultimately result to economic losses, rising food prices, and food security—posing significant risks to the food industry.

Ecological chain reaction triggered by colony collapse disorder



Colony Collapse Disorder (CCD) refers to a phenomenon in honeybee ecosystems where worker bees abandon the hive and do not return, leaving behind only the queen and larvae, which ultimately leads to the collapse of the entire colony. This phenomenon is attributed to factors such as rapid climate change, excessive pesticide use, and the spread of harmful viruses. CCD poses a significant threat to global food security and biodiversity.

To address this ecological crisis as well as labor shortages facing aging rural communities, Nongshim has signed a partnership agreement with the National Institute of Agricultural Sciences and the Korea Beekeeping Cooperative. Through this collaboration, Nongshim supports local beekeepers. Additionally, by using domestically produced acacia honey as a key ingredient in its popular snack product Honey Twist Snack, the company actively contributes to revitalizing rural economies.

Nongshim's 2024 Biodiversity Conservation Support Initiatives

1

Planting Nectar-Producing Trees
Planted a total of 450 trees across six nectar-producing species (Aphananthe aspera, Hovenia dulcis, Acacia, Bee-bee Tree, Aralia elata, Phellodendron amurense)



2

Distribution of Bee Disease Diagnostic Kits
Conducted diagnosis of over 10 bee diseases in collaboration with bee veterinarians (100 beekeeping households)



3

Support for Smart Beekeeping Equipment
Provided assistance for the adoption of smart beekeeping equipment (10 beekeeping households)



4

Mentoring Support
Fostered young beekeepers by matching them with experienced beekeeping mentors





INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

↓	PLANET
	Environmental Management System
	Climate Crisis Response
	Resource Circulation
	Environmental Impact Reduction
	PEOPLE
	PROSPERITY
	PRINCIPLES OF GOVERNANCE

APPENDIX



Environmental Impact Reduction

Environmental Management Training for Employees

Nongshim conducts regular environmental training for operational staff to ensure the systematic implementation and continuous improvement of its environmental management system. In particular, the company offers internal auditor training based on ISO 14001 standards, designed to strengthen both theoretical knowledge and practical skills. Graduates of the program play a key role in conducting internal environmental audits annually. Through this process, any nonconformities identified are promptly addressed with corrective actions, enhancing the overall effectiveness of the system.

Training Overview

Objective: Enhance the competencies of environmental management system practitioners

Date: July 26, 2024

Organizer: Korea Foundation for Quality

Participants: Total of 21 employees

Eco-Friendly Social Contribution

Earth Day (April 22) Campaign

Nongshim holds an annual environmental campaign in celebration of Earth Day. In 2024, the company promoted awareness of climate action by introducing the “10 Climate Actions in the Workplace,” emphasizing that small, everyday actions can make a meaningful difference in addressing the climate crisis.

All production sites participated in a lights-out event on Earth Day to highlight the importance of energy conservation. Additionally, company cafeterias at the Anyang, Anseong, and Gumi plants served low-carbon meals, allowing employees a firsthand experience of the need to transition to a low-carbon society.

Local Community Environmental Cleanup Activities

Nongshim's business sites regularly carry out environmental cleanup initiatives to help maintain a pleasant local community environment. Employees at the headquarters contribute by conducting annual litter-picking activities at Boramae Park.

In 2025, Nongshim expanded its community engagement by participating in the Seoul International Garden Expo, hosted by the Seoul Metropolitan Government, and establishing the “Nongshim Garden” within a designated section of the park where the event was held to increase urban green spaces and provide residents with a place for relaxation.

Additionally, the Anyang Plant conducts routine cleanup activities in its surrounding neighborhoods, while the Noksan Plant actively removes waste from nearby ecological parks.



Earth Day (April 22) Campaign Nongshim Garden in Boramae Park

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

↓	PLANET
	Environmental Management System
	Climate Crisis Response
	Resource Circulation
	Environmental Impact Reduction
	PEOPLE
	PROSPERITY
	PRINCIPLES OF GOVERNANCE

APPENDIX



Environmental Impact Reduction

Eco-Friendly Sales

To reduce the environmental impact of its products, Nongshim actively promotes sales of eco-friendly certified products and items that use sustainable packaging. In 2024, the company established criteria for tracking eco-friendly sales, including products with environmental certifications, items rated as “Excellent” in recyclability, and products made using sustainable materials. As of the end of December 2024, total sales from the eco-friendly product category amounted to approximately KRW 154.5 billion.

Eco-Friendly Sales Criteria and Revenue

Criteria	Category	2024 Sales Revenue (KRW 100 million)
Environmental Certifications	Carbon Trust-certified products ¹⁾	191.3
Packaging Sustainability	Products with “Excellent” recyclability rating ²⁾	157.8
Use of Sustainable Materials	Products using RSPO-certified ingredients ³⁾	1,196.3
Total		1,545.5

1) Products certified by the Carbon Trust for reduced carbon footprint

2) Products using packaging materials rated “Excellent” in recyclability by the Korea Environment Corporation

3) Products using raw materials certified by the Roundtable on Sustainable Palm Oil (RSPO) for sustainable palm oil use

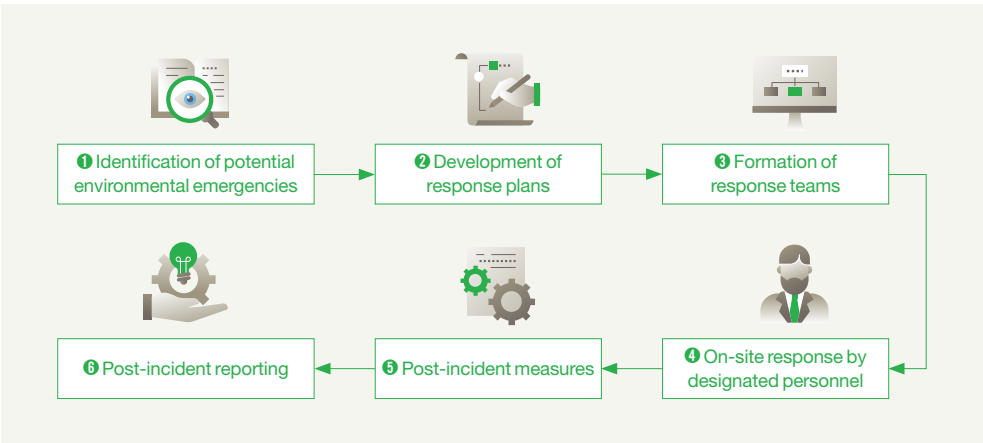


Environmental Accident Prevention and Response Process

Nongshim operates a systematic management system to prevent environmental accidents and ensure swift response in the event of an incident. In accordance with ISO 14001 internal processes, the company establishes more than three potential environmental accident scenarios annually. Based on these scenarios, targeted training and real-world response drills are conducted for relevant departments.

These drills are conducted sequentially according to an annual plan, focusing on enhancing response capabilities so that immediate action can be taken when actual incidents occur. Nongshim identifies high-risk scenarios and conducts scenario-specific training programs. Representative examples include drills for containment and emergency recovery in the event of pollutant leakage, as well as response training for hazardous chemical spills. Each exercise is designed to simulate initial emergency response, prevention of contaminant spread, and post-incident recovery procedures. To minimize damage in the event of an environmental accident, Nongshim has established a six-step emergency response process encompassing the entire response cycle—from incident identification to post-incident actions and reporting. This process is regularly reviewed and refined to ensure effectiveness. Through this approach, Nongshim aims not only to comply with legal requirements but also to proactively manage risks and prevent environmental accidents.

Six-Step Emergency Response Process



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE



PLANET

- Environmental Management System
- Climate Crisis Response
- Resource Circulation

Environmental Impact Reduction

PEOPLE

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



Environmental Impact Reduction

Compliance with Environmental Regulations

Nongshim systematically identifies and manages risks related to environmental regulations by regularly reviewing key domestic environmental laws. The company develops tailored response strategies for each law and implements them across its business sites to ensure both compliance and proactive risk mitigation.

Relevant Law	Key Requirements	Compliance Strategy
Act on the Promotion of Saving and Recycling of Resources	• Submission of packaging shipment/import records and payment of recycling charges under the Extended Producer Responsibility (EPR) scheme • Product packaging design in compliance with the Standards for Packaging Materials and Methods • Reporting of manufacturing/import volumes and payment of waste disposal charges under the Waste Disposal Charge System • Evaluation and reporting of recyclability grades under the packaging material composition and structure evaluation system • Mandatory use of recycled PET materials for PET bottles	• Packaging sustainability enhancement based on the 3R strategy (Reduce, Recycle, Replace) • Proper payment of recycling charge & incentives through use of recycled materials • Strengthening of data management on packaging volume and recyclability grades • Monitoring of packaging material composition and structure for legal compliance • Elimination of food safety risks related to packaging materials
Standards and Specifications for Utensils, Containers and Packages	• Management of safety, quality, and recyclability of utensils and packaging materials	
Act on Promotion of Transition to Circular Economy and Society	• Response to the Waste Disposal Charge System	• Promotion of the expansion of items eligible for Circular Resource Certification to support the recycling of incinerated waste
Water Environment Conservation Act	• Compliance with effluent standards for water pollutants, maintenance of operational records of non-point source pollution reduction facilities, and reporting of the performance of outsourced wastewater treatment	• Management of pollutant concentrations based on stricter internal standards, with regular monitoring and documentation
Clean Air Conservation Act	• Compliance with air pollutant emission standards, reporting of refrigerant usage, submission of finalized air emissions statements, and regular self-monitoring	• Routine inspection and maintenance of emission and treatment facilities
Wastes Control Act	• Legally compliant waste treatment and reporting of disposal performance by site	• Operation of a legally compliant waste management system, including treatment procedures and mandatory reporting
Act on Liability for Environmental Damage and Relief Thereof	• Renewal of environmental liability insurance	• Enrollment and renewal of environmental liability insurance for all business sites
Act on the Allocation and Trading of Greenhouse-Gas Emissions Permits	• Submission of greenhouse gas emissions statements and allowances, reporting of additional allocations or cancellations, and submission of emissions calculation plans	• Strengthening of monitoring of greenhouse gas emissions and third-party verification • Establishment of greenhouse gas reduction strategies and targets • Response to emissions trading and paid allocations
Environmental Technology and Industry Support Act	• Response to environmental information disclosure requirements	• Implementation of integrated management of environmental data company-wide and assurance of site-level disclosure compliance

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE



PLANET

Environmental Management System

Climate Crisis Response

Resource Circulation

Environmental Impact Reduction

PEOPLE

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



2024 NONGSHIM
SUSTAINABILITY REPORT

PEOPLE

153 Suppliers

Supply Chain ESG Assessment (Including Overseas Suppliers)



97.7%

Improved Risk Assessment Performance



2024 Korea Win-Win
Growth Awards

Awarded the Grand Prize in the Win-Win Cooperation Program category



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET



PEOPLE

Sustainable Supply Chain Management

Safety and Health

Respect for Human Rights

Community Investment

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Sustainable Supply Chain Management



Governance

Nongshim is committed to strengthening the sustainability of its supply chain by establishing a structured governance system. The ESG Management Team, which is responsible for shared growth and win-win cooperation, operates the Subcontract Deliberation Committee, led by key decision-makers, and the Shared Growth TF, composed of working-level staff. The Subcontract Deliberation Committee is structured to enable direct and prompt reporting to the CEO. For mid- to long-term critical issues, matters are either reported to or submitted as agenda items for resolution by the ESG Committee.

Governance Structure



[Full Text of the Nongshim Supply Chain ESG Management Policy](#)

Supply Chain ESG Management Policy

Nongshim has established the Nongshim Supply Chain ESG Management Policy to build a sustainable supply chain and is reinforcing responsible business practices with its suppliers in alignment with this policy. In line with this policy, the company enacted a Supplier Code of Conduct in 2023 and introduced a Sustainable Raw Material Management Policy in 2024, further strengthening its ESG management framework for suppliers. Nongshim and its suppliers comply with relevant domestic and international laws and standards and continue to collaborate toward building a transparent and trustworthy supply chain.

[Supplier Code of Conduct](#)

Supply Chain Code of Conduct

Based on the Supply Chain ESG Management Policy, Nongshim has established fundamental principles for key areas such as human rights, safety, the environment, and ethics, and requires its suppliers to comply with these principles. All suppliers entering into new contracts or renewing existing agreements are required to comply with this Code. Furthermore, access to Nongshim's Procurement Information System (PIS) for product transactions is granted only upon agreement to the Pledge to CSR and Fair/Transparent Trade.

[Sustainable Raw Materials Policy](#)

Sustainable Raw Materials Management Policy

In December 2024, Nongshim introduced its Sustainable Raw Materials Management Policy to further reinforce its supplier ESG management system and promote the preservation and creation of value in the areas of human rights, safety, environment, and ethics throughout the supply chain. This policy applies to all suppliers doing business with Nongshim and their entire value chains, outlining the recognition of risks and management approaches for key raw materials.

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

Sustainable Supply Chain Management

Safety and Health

Respect for Human Rights

Community Investment

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Sustainable Supply Chain Management

Strategy

Supply Chain Sustainability Management Strategy

Nongshim systematically manages ESG risks across its supply chain based on its ESG management policy to foster sustainable growth with its suppliers. The company regularly assesses the ESG performance of its suppliers, provides tailored consulting and training, and offers practical support in areas requiring improvement. Going forward, Nongshim remains committed to practicing ESG management in collaboration with its suppliers to achieve shared growth and build a sustainable supply chain.



Shared Growth Programs

With the slogan, "The growth of suppliers is Nongshim's competitiveness," Nongshim operates a variety of financial and non-financial support programs to promote shared growth with its suppliers. To support the stable operations of its suppliers, the company offers financial assistance while also implementing a wide range of non-financial initiatives aimed at enhancing ESG capabilities, improving quality and productivity, and driving technological innovation.

Each year, Nongshim actively incorporates feedback from its suppliers through close communication, continuously developing and operating customized shared growth programs that offer tangible support. The company will continue expanding support to foster mutually beneficial partnerships with its suppliers.

Supplier Support Overview

Technology Cooperation Support for raw material composition analysis: 1,226 cases R&D-type shared benefit initiatives: 5 cases On-site diagnosis and technical support: 82 companies Support for raw material producers: 20 farms	Financial Support Cash payments: KRW 275.7 billion Advance payments to raw material producers: KRW 2.3 billion Operation of Win-Win Fund: KRW 17 billion
Management Support ESG consulting support: 20 companies Industrial safety support: 9 companies	HR Management Support Win-Win Academy and training support: 314 participants Recruitment-related support: 6 companies

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

Sustainable Supply Chain Management

Safety and Health

Respect for Human Rights

Community Investment

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



Sustainable Supply Chain Management

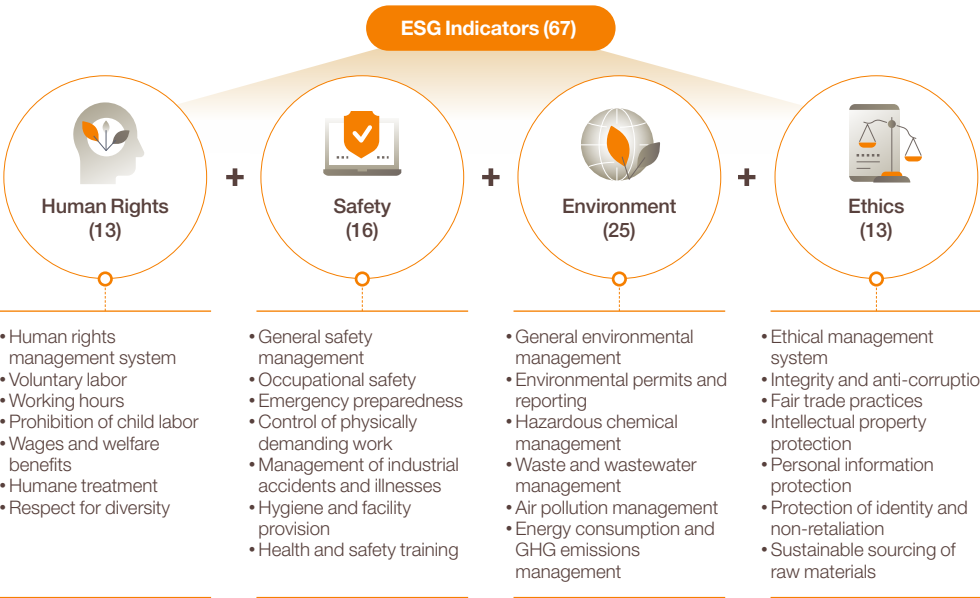
Supply Chain ESG Assessment

To enhance suppliers' ESG capabilities, Nongshim requested ESG self-assessments from 152 domestic suppliers, of which 142 responded. Based on the results, detailed evaluations by area and key points for improvement were shared with the suppliers. Nongshim identified 20 suppliers requiring enhanced ESG performance and provided tailored training and consulting support. Additionally, training programs were conducted to raise ESG awareness and understanding among suppliers, while continued efforts were made to support safety-related equipment needs.

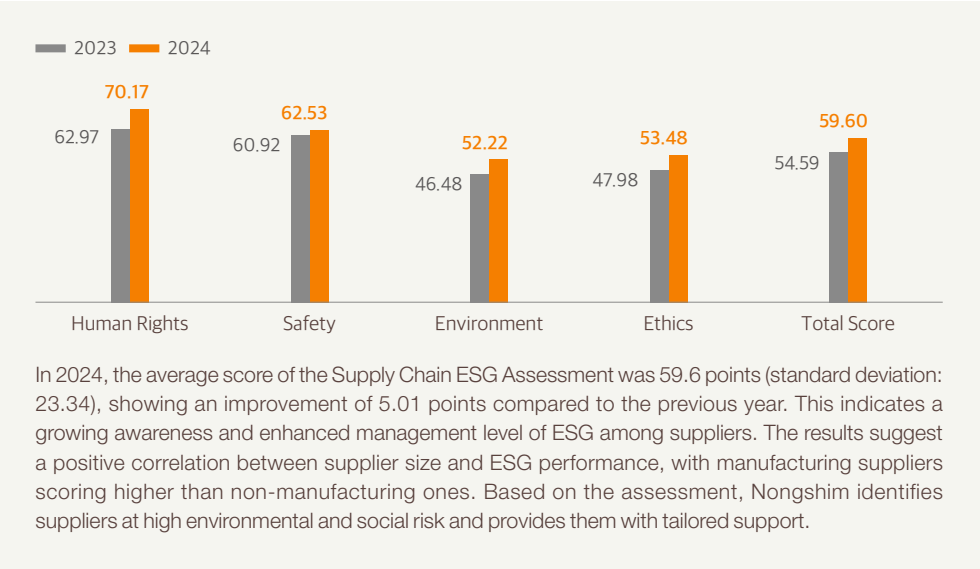
Strengthening ESG Capabilities in the Supply Chain	2024 Target	2024 Result	Achievement Rate
ESG self-assessment	150 companies	142 companies	94.6%
Training and consulting support*	20 companies	20 companies	100%

* Based on the results of the Supply Chain ESG Assessment, tailored ESG training and consulting were provided to suppliers identified as high-risk in areas such as human rights, safety, environment, and ethics.

Supply Chain ESG Evaluation Indicators



Supply Chain ESG Evaluation Results (2023 vs. 2024)



Supplier ESG Support Programs

Nongshim conducts the Supply Chain ESG Assessment for its suppliers and takes follow-up actions based on the results. To enhance suppliers' ESG management capabilities, the company provides educational programs through the Win-Win Academy and ESG Seminars. In addition, based on assessment outcomes, Nongshim identifies suppliers requiring risk mitigation support and operates targeted programs such as providing safety equipment and covering inspection costs.

ESG Training for Suppliers	2024
Suppliers participating in ESG training on Win-Win Academy	11 companies
Suppliers participating in ESG seminars	49 companies
Suppliers supported for forklift safety equipment installation	7 companies
Suppliers supported for safety inspection costs	2 companies

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

Sustainable Supply Chain Management

Safety and Health

Respect for Human Rights

Community Investment

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX

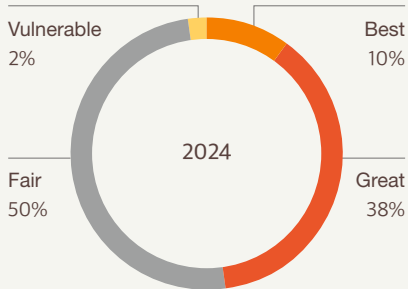


Sustainable Supply Chain Management

Supplier Comprehensive Evaluation

To promote sustainable collaboration with its suppliers, Nongshim systematically manages and prevents potential risks throughout the transaction process. The company regularly monitors supplier sustainability risks based on six core indicators: ESG, hygiene, quality, material criticality, credit rating, and participation in shared growth programs. Based on evaluation results, suppliers are categorized into five performance tiers, which inform follow-up actions such as incentives or improvement measures. In addition, Nongshim operates both financial support programs and tangible and intangible capacity-building initiatives to promote the long-term growth and development of its suppliers.

2024 Supplier Comprehensive Evaluation Results



Category	No. of Suppliers	Percentage
Best	16	10%
Great	60	38%
Fair	78	50%
Vulnerable	3	2%
Trade Suspension	0	0%

Follow-Up Actions Based on Evaluation Results



Incentives

- Provided welfare points and commendation certificates to 10 companies



Capacity Building

- Offered free IPM (Integrated Pest Management) diagnostics to 3 companies
- Conducted ESG on-site audits and consulting for 20 companies



Improvement Measures

- Issued environmental hygiene improvement requests to 82 companies
- ESG self-assessment reports from 142 companies

Risk Management

Establishing a Fair Trade System

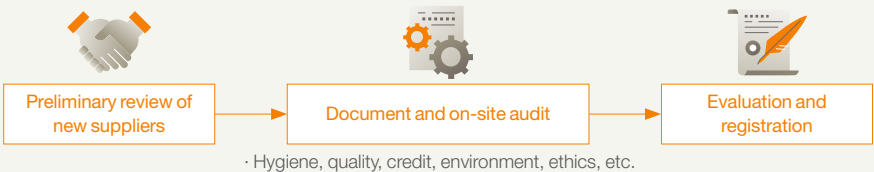
Nongshim adheres to the standard subcontract agreement established by the Korea Fair Trade Commission to ensure fair subcontracting practices with its suppliers. Additionally, to strengthen mutual cooperation between large enterprises and SMEs, the company has institutionalized the “Four Key Fair Trade Practices” as internal regulations. These principles guide supplier selection and all stages of the transaction process, placing the highest priority on fairness.

Four Key Fair Trade Practices

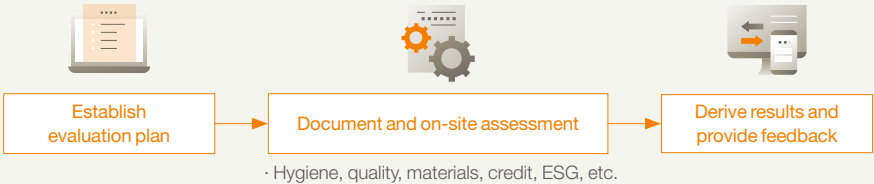
- Practices for the fair selection of suppliers
- Practices for fair contracts to promote mutual cooperation between large enterprises and SMEs
- Practices for proper issuance and retention of documents in subcontracting transactions
- Practices for the establishment and operation of the Subcontract Deliberation Committee

Supplier Selection and Evaluation

New suppliers (ongoing)



Comprehensive evaluation (once a year)



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET



PEOPLE

Sustainable Supply Chain Management

Safety and Health

Respect for Human Rights

Community Investment

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Sustainable Supply Chain Management

Key Supply Chain Risks and Management Measures

Nongshim has identified the following key risks in its supply chain and their potential financial impacts.

Key Risk	Time Horizon	Potential Financial Impact	Management Measures
Supply Stability	Mid-/Long-term	• Disruptions in raw material supply leading to production delays and revenue loss	• Mutual communication through an integrated procurement system • Reflect results in comprehensive supplier evaluations • Diversification and monitoring of key material supply lines
Raw and Submaterial Price Volatility	Short-/Mid-term	• Decreased profitability due to rising procurement costs	• Continuous monitoring and optimization of supply and demand processes • Price forecasting and early warning system for key materials
Food Safety	Short-/Mid-/Long-term	• Production delays and increased inspection costs • Losses due to product recalls and legal sanctions	• Regular hygiene diagnostics and support • Ongoing training and sharing of regulatory updates • Real-time communication and monitoring via supplier channels • Reflect results in comprehensive supplier evaluations
Environment and Human Rights	Mid-/Long-term	• Reduced investment, reputational damage, and increased supply chain management costs due to ESG risks	• Identification and management of high-risk suppliers through ESG assessments • Reflect results in comprehensive supplier evaluations

Supplier Reporting and Grievance Handling Process

Nongshim operates various communication channels to facilitate smooth communication and prompt issue resolution with its suppliers. Through the company website and the Procurement Information System (PIS), suppliers can submit inquiries, reports, and requests for dispute resolution. In addition, Nongshim actively conducts annual on-site consultations and face-to-face engagements to enable more direct and practical communication. In 2024, no reports or grievances were submitted online, while 35 cases were received and addressed through in-person consultations.



On-site Consultations
19 companies



Feedback collected through on-site consultations
35 cases



In-person training & seminars
2 sessions

2024 Key Raw Material Usage

(Unit: tons)

Wheat flour	218,345
Potato starch	44,179
Tapioca starch	2,266

2024 Palm Oil Procurement

(Unit: KRW million, %)

Palm oil procurement	59,274
RSPO-certified procurement amount	3,482
RSPO-certified procurement ratio	5.9%

Indicators and Targets

Nongshim systematically manages its sustainable supply chain practices by setting key indicators such as the number of suppliers assessed through the Supply Chain ESG Assessment, the number of suppliers subject to on-site ESG inspections, and the results of the Win-Win Growth Index. In 2024, the scope of ESG assessments was expanded to include not only domestic but also overseas suppliers, and on-site inspections were conducted for 20 domestic suppliers. Furthermore, Nongshim earned the highest rating in the Win-Win Growth Index for the sixth consecutive year, reflecting its ongoing efforts to build horizontal, mutually beneficial relationships with suppliers.

Category	Unit	2024	2025 Target
No. of suppliers assessed through the Supply Chain ESG Assessment	No. of companies	142 (Domestic) 11 (Overseas)	146 (Domestic) 35 (Overseas)
No. of suppliers subject to on-site ESG inspections	Companies	20	24
Win-Win Growth Index Rating	Grade	Best	Best

HIGHLIGHT

Achieved the highest grade in the Win-Win Growth Index for six consecutive years

In October 2024, Nongshim was awarded the highest rating in the 2023 Win-Win Growth Index Assessment announced by the Korea Commission for Corporate Partnership. This marks the sixth consecutive year that Nongshim has maintained the highest rating since 2018, earning the title of “Honorary Company with the Highest Rating.” This represents the longest streak of such recognition in the food industry and reflects external acknowledgment of Nongshim’s continued efforts toward mutual growth and responsible partnerships with its suppliers.



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

Sustainable Supply Chain Management

Safety and Health

Respect for Human Rights

Community Investment

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



2024 NONGSHIM
SUSTAINABILITY REPORT

Safety and Health



Safety and Health Management System

Safety and Health Management Policy

Guided by the slogan “Safety First,” Nongshim places occupational safety and health as the top priority in all management decision-making. To promote the health and well-being of all employees and create a safe and pleasant working environment, each department carries out continuous improvements and preventive actions. In line with this commitment, Nongshim has established the following safety and health management policy and is faithfully implementing it across all operations.

 Safety and Health Policy

Safety First

All facilities, equipment, processes, and technologies shall be developed considering safety and health and applied first in all areas of business activities.

Proactive Participation

The company provides appropriate resources for safety and health, and employees develop safety awareness and practical ability through training.

Compliance with Regulations

All employees must strictly comply with safety and health laws and company regulations.

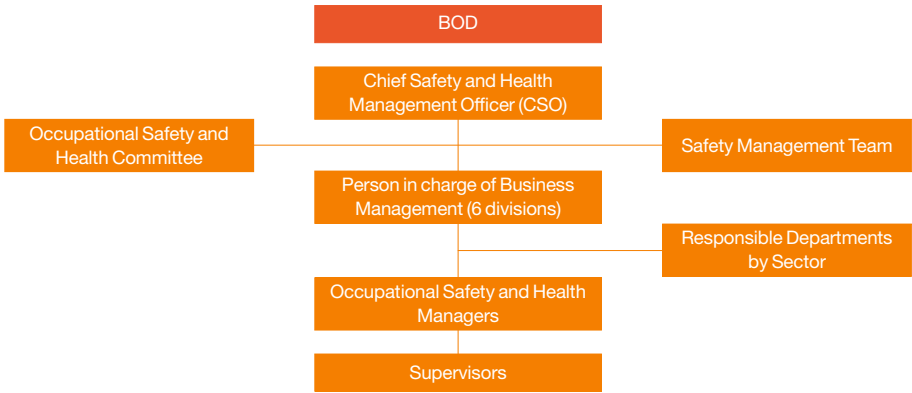
Continuous Improvement

The company establishes safety and health goals and plans, and conducts continuous improvement activities.

developing targeted prevention measures. In addition, the results of the safety and health goals are shared via internal bulletin boards and other communication channels to raise safety awareness among all employees and to foster a culture of voluntary safety practices across the organization.

Safety and Health Management Organization

Nongshim operates a comprehensive company-wide safety and health governance system under the leadership of the Chief Safety and Health Management Officer (CSO), who holds ultimate responsibility for corporate-wide safety and health management. Under the CSO, the dedicated Safety Management Team oversees safety and health initiatives across all business sites. Each year, the company establishes company-wide safety and health goals and detailed site-specific action plans, which are reported to and approved by the Board of Directors. Quarterly, the Occupational Safety and Health Committee-composed equally of employer and employee representatives—convenes to deliberate and formulate policies on key industrial safety and health matters, including accident prevention measures. The established policies and actions are shared with each site's Safety and Health Manager and employees, ensuring field-oriented safety and health activities are implemented systematically.



Establishment of Safety and Health Objectives

To build and internalize a safety-oriented management system, Nongshim’s Safety Management Team establishes quantitative performance indicators each year and conducts ongoing monitoring and management to achieve the goals across all business sites. In 2024, with the goal of reducing industrial accidents by 50%, each site developed and implemented its own safety and health action plan. As a result, the number of industrial accidents decreased by 29% compared to the previous year. Beginning in 2025, the goal is continuously elevated to “zero industrial accidents” and maintained through 2030. To achieve this ambitious target, Nongshim has enhanced its safety and health framework by increasing the number of performance indicators from 15 to 22, breaking down accident occurrences into more specific metrics such as accident rate and severity, and

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET



PEOPLE

Sustainable Supply Chain Management

Safety and Health

Respect for Human Rights

Community Investment

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Safety and Health

Safety and Health Management System (ISO 45001)

Nongshim maintains ISO 45001 certification across all of its production sites in Korea. This Occupational Health and Safety Management System (OHSMS) applies to both Nongshim employees and non-employee workers. Based on this system, all production sites conduct regular assessments to identify potential risks and implement corrective actions in a systematic manner, thereby continuously enhancing the OHSMS framework.

Process Safety Management (PSM) System

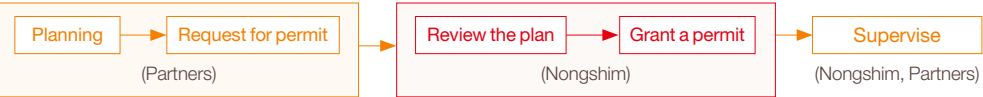
To prevent major industrial accidents such as hazardous material leaks, fires, and explosions, Nongshim conducts regular inspections and evaluations every four years. As of the end of 2024, all four factories subject to Process Safety Management (PSM) reporting requirements (Anyang, Anseong, Gumi, and Busan) have maintained an “S (Satisfactory)” rating.

Site Inspections and Corrective Actions

Nongshim conducts semiannual inspections across its 19 business sites nationwide to evaluate the adequacy of its safety and health management systems and assess compliance with relevant laws and internal standards. Based on the inspection results, necessary improvements are identified and either addressed immediately or incorporated into mid-to long-term action plans for systematic follow-up. High-risk factors with high potential for serious accidents are prioritized for corrective action. Required actions may include employee education and training, facility upgrades, procedural improvements, and reinforcement of work processes. Post-implementation reviews are conducted to verify the effectiveness of each measure. Through these efforts, Nongshim strives to continuously enhance workplace safety and foster a zero-accident environment.

Permit to Work (PTW)

At Nongshim, the Permit to Work system is implemented for general or non-routine tasks with a high risk of industrial accidents. This procedure is designed to prevent hazards such as fire, explosion, leakage, suffocation, falls, and electric shock. The system aims to clearly define responsibilities and authority, identify potential site-specific hazards prior to the task, and establish preventive measures to minimize the risk of workplace accidents.



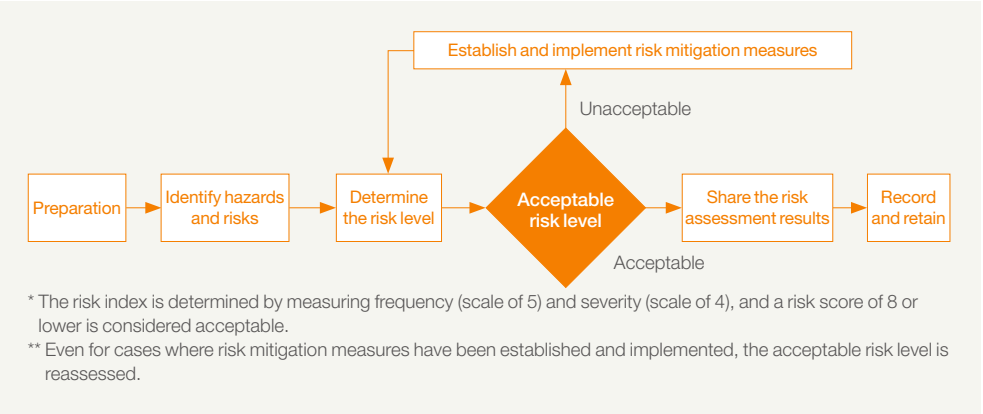
Risk Assessment

Nongshim identifies and systematically analyzes hazardous and risk factors associated with all equipment and processes used by employees and suppliers through a structured risk assessment process.

This enables an objective diagnosis of risk levels and the selection and implementation of optimal accident prevention measures tailored to each site’s specific conditions. Post-implementation, the effectiveness of these measures is verified through regular reassessments, and continuous improvements are pursued.

To ensure all risks remain below acceptable levels, regular monitoring is conducted, with proactive accident prevention set as a top priority in strengthening the overall safety management system. In 2024, Nongshim published a “Risk Assessment Casebook,” summarizing improved practices. This was shared across all production sites and suppliers to enhance the execution of risk assessments and strengthen safety capabilities organization-wide.

Risk assessment process



2024 Risk Assessment Performance

Business Site	Assessment Cases	Hazards Identified	Improvements Implemented	Implementation Rate (%)
Business Management	250	50	50	100
Production	4,444	189	181	95.8
Logistics	853	100	100	100
Other Sites	252	16	16	100
Total	5,799	355	347	97.7

* For items that require facility improvements or are not immediately actionable, sequential improvements and follow-up management are being conducted.

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

Sustainable Supply Chain Management

Safety and Health

Respect for Human Rights

Community Investment

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Workplace Safety and Health Management Activities

Emergency Evacuation Drills

Nongshim plans and conducts emergency evacuation drills at the workplace and process unit levels to ensure that employees can evacuate quickly and safely in the event of unexpected accidents or disasters. Evacuation routes and exits are checked in advance, and response procedures are practiced to enhance actual emergency response capabilities. In addition, realistic training is carried out based on various scenarios simulating disaster situations, followed by feedback and evaluations to identify and implement improvements.

Right to Stop Work

Nongshim has established clear standards and procedures that allow employees to stop work at their discretion when there is a risk of industrial accidents, and to report the situation to their supervisor afterward. It is also explicitly stated that no disadvantageous treatment shall be given to employees who suspend work for reasonable and justifiable reasons.

Accident Investigation and Recurrence Prevention Measures

Across all worksites, Nongshim ensures a prompt response, thorough investigation of root causes, and the establishment of preventive measures to avoid recurrence of similar incidents when an accident occurs. Appropriate medical treatment and follow-up support are also provided to affected individuals. Upon an incident, the relevant supervisor and department head promptly assess the situation and analyze both the immediate and underlying causes. Feedback is then collected from workers in the same process area to devise effective recurrence prevention measures. The supervisor and department head are responsible for implementing the measures. Furthermore, the Chief Safety and Health Management Officer monitors the implementation status of preventive measures and ensures their effective execution by taking additional actions when necessary. This approach enables Nongshim to maintain a systematic and accountable response framework while continuously reinforcing practical, field-oriented prevention efforts.



Safety and Health Communication

Nongshim systematically implements procedures to gather feedback from employees and workers of suppliers to effectively address concerns related to occupational safety and health. Each business site operates various channels-such as safety and health councils, joint inspections, and QR code-based suggestion systems-to directly collect feedback from workers. Collected feedback is reviewed and discussed by the responsible departments and then linked to practical improvement measures. Furthermore, results of the actions taken are communicated back to the workers to build trust on-site and foster a safety culture based on voluntary participation. Nongshim also actively utilizes its internal groupware safety and health bulletin board to raise awareness and prevent workplace accidents among all employees and workers of suppliers. This platform features nationwide accident analysis reports, safety alerts, and safety card news, making a wide range of safety and health materials accessible to all employees and strengthening safety awareness across the company.

Handling Safety and Health-related Grievances

To effectively address safety and health-related grievances from employees and workers of suppliers, Nongshim implements structured procedures at each worksite to collect feedback through activities such as safety and health council meetings and joint inspections. The feedback gathered is discussed among relevant departments and linked to practical accident prevention measures, leading to field-oriented improvements in workplace safety and health.

2024 Employee Feedback Outcomes

Worksite	Business Management	R&D	Production	Logistics	Hotel	Total
No. of Feedback Collected	36	8	705	703	26	1,478
No. of Improvements Implemented	36	6	323	676	26	1,067
Implementation Rate (%)	100	75	45.8	96.2	100	72.2

※ All feedback from workers was reviewed, and necessary improvements were identified and implemented accordingly.



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Safety and Health

Safety and Health Training

Nongshim provides regular safety and health training to all employees to enhance awareness and proactively address potential hazards and occupational diseases. Each workplace is staffed with safety and health professionals who undergo regular job-specific training in accordance with relevant laws and regulations. In addition, specialized training is conducted for employees engaged in hazardous tasks and those handling hazardous chemicals, tailored to the specific risks of their work. Nongshim also supports employees seeking to expand their safety and health knowledge by offering training subsidies and educational materials through the in-house training center.

Supplier Safety Management

Nongshim prioritizes the health and safety of all workers involved in subcontracting, service, and consignment operations, establishing and operating rigorous standards and procedures to that end. In particular, the company is committed to ensuring the safety of supplier employees who are stationed at or regularly work within its business sites. During the supplier selection process, Nongshim applies evaluation criteria based on Chapter 5 of the Occupational Safety and Health Act (prevention of industrial accidents in subcontracting) and Article 4 of the Serious Accidents Punishment Act (establishment and implementation of a safety and health management system), giving preference to suppliers with strong safety and health competencies. Additionally, for contract renewals with stationed suppliers and when signing contracts with new suppliers, the company uses a safety and health evaluation form to assess their management capabilities in advance. Based on the results, Nongshim either awards extra points during contract evaluation or implements necessary measures to support the enhancement of the supplier's safety capabilities. The company also conducts semiannual evaluations of each supplier's safety and health competencies, and for high-risk suppliers, follow-up actions and improvement support are carried out to strengthen their safety standards.

Worker Health Promotion Program

Nongshim is committed to promoting the health of its employees, supplier workers, and other stakeholders, as well as preventing occupational diseases. To prevent and manage work-related illnesses that may occur at business sites, the company provides regular health checkups for all employees. In addition, workers exposed to hazardous factors or working night shifts undergo special medical examinations. Based on the results, additional health measures are taken, such as health consultations, provision and guidance on the use of protective equipment, and follow-up examinations.

Nongshim also supports both physical safety and mental well-being through various initiatives: ergonomic improvements to prevent musculoskeletal disorders, psychological counseling services for mental health care, and preventive measures to cope with heat waves and cold spells. In-house health care and rest facilities are operated to provide emergency response and basic treatment, supporting employee recovery. Furthermore, the company operates a variety of health promotion programs across all worksites for both employees and supplier workers. Programs such as metabolic syndrome screenings, health campaigns, and participatory challenges—based on voluntary engagement—contribute not only to reducing illness and safeguarding health, but also to enhancing job satisfaction and fostering a healthier working environment across the organization.

Psychological Counseling Program

In accordance with Article 41 of the Occupational Safety and Health Act, Nongshim actively implements preventive measures to protect the mental health of emotional labor workers. In particular, the company focuses on managing and alleviating stress caused by customer service tasks by providing regular training based on a response manual for malicious complaints and a mental health protection guide for emotional labor. These efforts are complemented by stress relief programs and health impairment prevention training tailored to the specific nature of customer-facing roles. Additionally, Nongshim operates a psychological counseling program called Happy Mint for all employees. This program offers professional counseling on various psychological concerns such as job-related stress, interpersonal relationships, organizational adjustment, and family issues, thereby contributing to mental well-being and fostering a healthy organizational culture.



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

Sustainable Supply Chain Management

Safety and Health

Respect for Human Rights

Community Investment

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



2024 NONGSHIM
SUSTAINABILITY REPORT

Respect for Human Rights



Human Rights Management System

Human Rights Policy

Human Rights Policy

Nongshim complies with international human rights standards, including the UN Guiding Principles on Business and Human Rights, the UN Global Compact, the Universal Declaration of Human Rights, and the OECD Guidelines for Multinational Enterprises. In addition, the Company respects the labor principles recommended by the International Labour Organization (ILO) and ratified by national governments. To reinforce its commitment to human rights management, Nongshim revised its Human Rights Policy in April 2025. The updated policy, approved by the ESG Committee, includes more concrete implementation measures than the previous declaration.

Mid- to Long-Term Human Rights Goals

To systematically assess and strategically manage its human rights practices, Nongshim aims to achieve and maintain an average Human Rights Impact Assessment score of 90% or higher by 2030. The assessment comprises eight categories, each with detailed indicators tailored to the needs of vulnerable stakeholder groups.

Human Rights Impact Assessment Indicators

Human Rights Management System Establishment (Shareholders and Investors)	Occupational Safety Assurance (Employees and Suppliers)
Non-Discrimination in Employment (Employees)	Responsible Supply Chain Management (Suppliers)
Guarantee of Freedom of Association and Collective Bargaining (Employees)	Guarantee of Environmental Rights (Local Communities)
Prohibition of Forced Labor and Child Labor (Employees)	Protection of Consumer Rights (Customers)

Human Rights Impact Assessment

Nongshim conducts regular assessments based on its human rights impact indicators to manage potential human rights issues that may arise in the course of business operations. Human rights risks are identified within each assessment area, and appropriate corrective actions are taken to address the identified issues.

Category	Assessment & Key Findings	Improvement Measures
Human Rights Management System	• Need to revise the human rights policy	• Revised human rights policy
Non-Discrimination in Employment	• Need to expand recruitment policies to reflect diversity	• Expanded overseas internship programs
Occupational Safety Assurance	• Need to assess and relieve job stress	• Operated Happy Mint psychological counseling program
Responsible Supply Chain Management	• Need to expand supplier ESG evaluation scope • Need to increase RSPO-certified palm oil use	• Conducted human rights due diligence for 11 overseas suppliers
Local Communities Human Rights Protection	• Need to promote environmental protection and local economic revitalization	• Conducted environmental cleanup activities at Boramae Park • Participated in Seoul International Garden Expo
Consumer Human Rights Protection	• Need to strengthen consumer rights protection • Need to improve personal data protection capabilities	• Established consumer rights protection policy • Established personal information protection policy

* Human rights impact assessment score reflecting these improvement measures: 96.8% (as of the end of 2024)

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET



PEOPLE

Sustainable Supply Chain Management

Safety and Health

Respect for Human Rights

Community Investment

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Respect for Human Rights

Human Rights Promotion Activities

Employee Human Rights Training

To foster a happy and horizontal organizational culture, Nongshim provides all employees with regular training on sexual harassment prevention and disability awareness training. The company strictly prohibits discrimination based on nationality, gender, religion, race, educational background, or place of origin, and ensures equal opportunities for all in recruitment, promotion, training, and compensation based on fairness and transparency. In addition, strict principles prohibiting child labor and forced labor are applied across all worksites.

Workplace Harassment Prevention Efforts

Nongshim has established regulations to prevent and address workplace harassment, ensuring a safe working environment for all employees and dispatched workers. Anyone who becomes aware of workplace harassment may report the incident, which is then formally investigated and addressed in accordance with the procedures stipulated in the company’s internal regulations.

Human Rights-Related Grievance Reporting Channels and Operations

Nongshim operates both online and offline grievance channels to collect and address human rights-related concerns and feedback from all stakeholders, including employees and supplier workers. Significant issues among the submitted cases are reported at monthly information meetings attended by management, where widespread complaints or hidden grievances are brought to light, and solutions are explored to inform organizational culture improvement efforts. Additionally, all submitted grievances are periodically reviewed based on quantitative data such as the number of cases handled annually, processing time, and resolution rate.

External Stakeholders

- Report via company website
- Mail submission
- Email submission

Internal Stakeholders

- Personnel Team (Head Office)
- Labor-Management Cooperation Team (Anyang Plant)
- Plant Operations Team (each plant)
- Online anonymous suggestion bulletin board

Talent Recruitment

The Right People for Nongshim

Over the past 60 years, Nongshim has consistently sought to nurture individuals who “achieve results through Personality and Professionalism.” Guided by the founding philosophy that “a company is its people, and fostering and appropriately placing the right talent is the key to Nongshim’s future,” the company remains dedicated to developing what it defines as “Nongshim-style talent.” As a global food culture company committed to contributing to human happiness beyond Korea, Nongshim actively recruits global talent who embody both Personality and Professionalism and is devoted to cultivating them through a systematic development process.

Diversity-Conscious Recruitment

To advance as a global food company, Nongshim has been operating an internship program since 2024 for international students from Thailand and India. This program offers opportunities to gain on-site experience and tackle practical tasks, helping participants grow into future leaders of the food industry. In 2025, the program will expand to include international students from Brazil, with the aim of fostering innovative ideas grounded in diverse cultural perspectives.

Diversity and Equal Opportunity

Category		Unit	2024
Female managers (P2 level or above)	No. of female managers	Persons	106
	Proportion of female managers	%	6.1
Employees with disabilities	No. of employees with disabilities	Persons	97
	Proportion of employees with disabilities	%	1.8
Veteran employees	No. of veteran employees	Persons	67
	Proportion of veteran employees	%	1.2

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

Sustainable Supply Chain Management

Safety and Health

Respect for Human Rights

Community Investment

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Respect for Human Rights

HIGHLIGHT

Nongshim Exciting Symphony: A Music Troupe of Individuals with Developmental Disabilities

In May 2023, Nongshim established the music troupe Nongshim Exciting Symphony to enhance the pride of individuals with developmental disabilities and promote a culture of social inclusion. Initially composed of 18 members, the troupe expanded to 21 members by 2024. Equipped with a wide range of instruments-including piano, flute, cello, electric guitar, drums, saxophone, and pansori-the troupe has performed actively at various internal and external events, including the fall concert at the Head Office commemorating Nongshim's founding anniversary in 2023 and the spring concert at the Anyang Plant in 2024. The Nongshim Exciting Symphony fosters a sense of professionalism and pride among its performers while also helping Nongshim employees deepen their understanding of disability inclusion.



Performance Evaluation and Compensation

To ensure fair and systematic human resource management, Nongshim operates a dual-track performance evaluation system composed of performance appraisal and competency assessment. For the performance appraisal, team leaders set organizational goals, while individual contributors establish personal goals at the beginning of the year. A mid-year review is conducted in July, followed by a final evaluation at year-end. Evaluations are finalized through assessments by the first-, second-, and third-line managers, using a five-tier relative rating scale (O, E, M, B, N). Evaluation procedures and application vary by position level. For staff, evaluation ends with a first-line absolute assessment by the department head. Rather than focusing on ratings, the emphasis is on coaching and development based on comprehensive evaluator comments. For managers, a second-line relative evaluation is added, and results are considered in promotion reviews. For senior managers, evaluations are finalized through a third-line review conducted by division heads. The results are reflected in differentiated base salary increases, providing tangible rewards for high performers. Through this system, Nongshim fosters a performance-driven motivational structure. The competency assessment applies to senior manager-level employees and above, using a biennial 360-degree evaluation format, distinguishing between managerial and non-managerial roles. Quantitative scores and qualitative evaluations are conducted across various leadership competencies, and the results are used in leadership appointments and talent pipeline management.



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET



PEOPLE

Sustainable Supply Chain Management

Safety and Health

Respect for Human Rights

Community Investment

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Respect for Human Rights

Fostering Future Talent

Nongshim is committed to cultivating talent capable of proactive problem-solving and creative thinking. Based on its core talent philosophy, the company offers a variety of training programs designed to strengthen leadership, job-specific expertise, and global competencies.

Fostering Talent for the Future

Developing leaders who get things done

Strengthening organizational competitiveness in a changing, competitive environment and securing a stable pool of leaders for the future



Fostering job experts

Developing professional human resources to achieve business goals and sustainable growth



Fostering global experts

Fostering global business talent and strengthening their competencies to lead the global food industry



Building an engaging organizational culture

Improving the way one works in response to internal/external environmental changes and creating an environment where one can become engaged in the organization



Strengthening self-directed learning

Developing and supporting self-directed learning systems



Key Talent Development Programs

Category	Program	Content
Leadership	Leadership Training for Team Leaders	Strengthening skills such as coaching/feedback/emotion management so that team leaders can motivate members
	Leadership Development Center (LDC) courses	Individual competency analysis and reflection through simulated case analysis
	Leadership training for each position	Learning the necessary roles for each position and leadership capabilities to put them into practice
	Next-generation leader development courses	Learning core subjects at business school (economics, strategy, human resources organization, financial accounting, etc.)
Job skill improvement	Common Job Academy	Request-based training programs to strengthen common job skills
	On-the-job training	Support for on-the-job training to develop practical skills such as R&D, production, and sales
Global training	Language courses	Strengthening language skills and cultivating a global mindset
	Global talent development courses	Strengthening language skills, intercultural understanding, and practical business capabilities
	Head Office - Exchange programs for overseas subsidiaries	Sharing business knowledge and skills through training between the head office and overseas subsidiaries
Onboarding	Onboarding courses for new hires	Understanding the company history and core values, experiencing core tasks for each job, and cultivating related knowledge
	Mentoring & onboarding buddy program	Providing soft-landing support by pairing new employees with existing staff through 1:1 matching (mentoring for new hires and onboarding buddies for experienced hires)
	Jump-Up courses	Self-examining the company life for the past year and establishing a vision for a leap forward
Self-directed learning	Online self-learning	Building competencies, such as job skills, leadership, and global skills using the learning platform (NS-Campus)
	In-house Creator System	Strengthening members' content production capabilities to share job knowledge and strengthen internal communication
	Special Lectures	Providing learning opportunities in the latest management trends as well as in economics, society, and the humanities

Employee Training and Development

Category	Unit	2022	2023	2024
Total Employee Training Expenditure	KRW million	1,601.4	2,311.5	3,121.3
Average Training Cost per Employee	KRW / person	400,740	510,142	729,280

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET



PEOPLE

Sustainable Supply Chain Management

Safety and Health

Respect for Human Rights

Community Investment

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Respect for Human Rights

Team-Based Organizational Capability Development Programs

Nongshim operates various workshop programs to foster a healthy and positive organizational culture and to enhance team-level capabilities that lead to improved performance. In 2024, team workshops were conducted based on individual strength assessments, promoting understanding of diversity among team members and encouraging effective mutual communication. Moving forward, Nongshim plans to continue designing and operating a variety of programs to support team capability development.



Common Job Academy

The Common Job Academy is a training program designed to help employees develop foundational competencies that contribute to improving job performance. It offers a wide range of themes, from basic skills essential for job functions to courses that help employees stay updated on emerging trends. All Nongshim Group employees are free to enroll in the courses. In 2024, the curriculum included courses on generative AI, Notion, office applications (OA), and business speech. A follow-up survey conducted among participants revealed a high rate of actual application in the workplace, indicating improvements in both job performance and task execution capabilities.

Training Program Effectiveness Evaluation Results

(Based on a 5-point scale)



* The training programs received scores of 4 or higher out of 5, indicating meaningful results in terms of practical application on the job.

Healthy Organizational Culture

Creating a Family-Friendly Work Environment

Nongshim offers flexible work schedules to help employees balance their work and family life. The flex-time work system, which was first introduced in July 2022 for male and female employees during the childcare period, will be expanded to all employees starting in January 2025. In addition, the company designates the third Friday of every month as a “Happy Day,” allowing employees to leave work one hour early to spend more time with their families. In addition, to promote the health and workplace convenience of employees during pregnancy and childbirth, Nongshim introduced a policy in July 2024 to provide Baeksan Artesian Water monthly, and grants one day of paid leave when an employee’s child enters elementary school, thereby fostering a family-friendly work environment.

Employee Welfare Programs

Pregnancy • Subfertility treatment leave • Shortened work hours • Leave for medical examination of unborn child	Childcare • Provide Baeksan Artesian Water during pregnancy/childbirth • Congratulatory money for the child's school entrance* • Shortened work hours during the childcare period* • In-house daycare center
Childbirth • Leave before and after childbirth • Miscarriage/stillbirth leave • Congratulatory money for childbirth* • Paternity leave	Others • Flex-time work system* • Happy Day* • Happy Mint service*

* Support systems that exceed legal standards
[Congratulatory money for Childbirth] Applicable to all employees regardless of the number of children
[Congratulatory money for the child's school entrance] Applicable to all employees whose child enters elementary/middle/high school
[Flex-time Work System] Flexible work schedules for all employees
[Happy Day] Shortened work hours every third Friday for work-life balance
[Happy Mint Service] Provides psychological counseling to all employees

INTRODUCTION
SUSTAINABILITY FUNDAMENTALS
SUSTAINABILITY PERFORMANCE
PLANET
PEOPLE
Sustainable Supply Chain Management
Safety and Health
Respect for Human Rights
Community Investment
PROSPERITY
PRINCIPLES OF GOVERNANCE
APPENDIX

Respect for Human Rights

Establishing a Harmonious Labor–Management Relationship

Labor Union Status

In accordance with the Trade Union and Labor Relations Adjustment Act, Nongshim guarantees the right of any eligible employee to freely form or join a labor union. The labor union at Nongshim autonomously defines the scope of eligible members under its own bylaws, and employees who fall within this scope are ensured the right to voluntarily join the union based on their own will.

Operation of the Labor–Management Council

The Labor–Management Council plays a central role in establishing fair labor–management relations based on “participation and cooperation,” promoting sound corporate development and fostering a quality work environment. Nongshim also maintains a structured system of online and of-fline grievance channels to gather employee feedback and concerns, which are actively reflected in enhancements to HR and welfare policies.

Date	Agenda
Mar. 25	Employee life-sharing campaign to support children with cancer, etc.
Jun. 20	Employee wage increase, etc.
Sep. 19	Issuance of long-service medals, etc.
Dec. 12	Winter season safety accident prevention

Notification of Important Matters

When making changes to the rules of employment that affect working conditions, Nongshim gathers feedback in advance from both the labor union and general employees, conducts explanatory sessions, and proceeds with formal consent procedures before finalizing any changes. Additionally, the Labor–Management Council is held quarterly to maintain and continuously improve employees' working conditions.



Community Investment



Philosophy of Social Contribution

Nongshim is committed to making a positive impact in the world through small acts of kindness. Nongshim's philosophy of social contribution is rooted in the core objective of realizing sustainable management through eco-friendly economic activities and active fulfillment of social responsibilities, while contributing to the development of local communities. To achieve this, Nongshim focuses its social contribution efforts on three key areas, striving to fulfill its role as a long-standing company that grows alongside the community.

Implementation Framework

Under the slogan "Making the world a better place to live with Nongshim," Nongshim is actively engaged in social contribution activities in partnership with local communities. These activities are largely organized into three main categories and are implemented through company-wide programs leveraging Nongshim's core competencies, as well as initiatives led by the Head Office and individual plants.

Making the world a better place to live with Nongshim

A More Livable World, Together with Nongshim



Key Focus Areas of Nongshim's Social Contribution Activities

- First,** Nongshim implements initiatives that empower its employees to engage in voluntary service activities.
- Second,** as a leading food company, Nongshim develops CSR programs that leverage its expertise to give back to society.
- Third,** Nongshim takes a sincere interest in local communities and pursues social contribution activities that foster mutual development alongside them.



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET



PEOPLE

Sustainable Supply Chain Management

Safety and Health

Respect for Human Rights

Community Investment

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



Community Investment

Implementation Organization

As a global food company committed to promoting health and happiness alongside its customers, Nongshim launched the Nongshim Social Contribution Group in March 2007 and has since grown together with local communities through sharing and participation in volunteer activities for neighbors and society.

Centered around its Steering Committee, the Nongshim Social Contribution Group organizes dedicated teams at the Head Office and each regional business site. These teams develop annual social contribution plans tailored to the characteristics of each site and systematically carry out activities in collaboration with local communities.



Local Community Risk Management

Since 1982, Nongshim has contributed to revitalizing the local economy by stably purchasing approximately 400 tons of Grade 1 kelp from Wando annually for use in its Neoguri products. Recognizing that changes to the supply chain of this key ingredient could negatively impact the local economy—such as reduced seafood sales and declining income—Nongshim signed a win-win co-operation agreement with Wando-gun in October 2022 to prevent such risks.

Following this agreement, Nongshim has actively participated in the local urban regeneration New Deal project in Hwamok-ri, Geumil-eup, promoted the use and marketing of regional seafood products, and supported local tourism revitalization. In recognition of these efforts, Nongshim received a commendation at the 2024 Wando Kelp Festival in May 2024. Through this initiative, Nongshim has successfully identified and mitigated regional economic risks stemming from its business operations and implement both preventive and effective mitigation actions.



Awarded for contribution at the Wando Kelp Festival

Neoguri character installed next to the Statue of Jang Bogo in Wando-gun

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

Sustainable Supply Chain Management

Safety and Health

Respect for Human Rights

Community Investment

PROSPERITY

PRINCIPLES OF GOVERNANCE

APPENDIX



2024 NONGSHIM
SUSTAINABILITY REPORT

PROSPERITY

Introduction of Food.QR

17 types of ramyun/snack products



100%

Voice of Customer (VOC) Improvement Task Completion Rate



N-START

Banryo-daum, Goody Wave Club



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE



PROSPERITY

Food Safety and Quality

Customer-oriented Management

Information and Data Security

Securing The Next Growth Drivers

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Food Safety and Quality



Governance

Food Safety and Quality Management System

Nongshim operates the Food Safety Office under the Global R&D Division to ensure systematic food safety management. The Food Safety Office comprises the Food Safety Team, Food Safety Research Team, Quality Assurance Team, and Customer Consultation Team.



Nongshim's Quality Management Policy

We provide reliable food and services to improve customers' quality of life.

- 1 Providing the best quality service for customer satisfaction
- 2 Manufacturing safe foods for the health and well-being of customers
- 3 Enhancing quality through continuous improvement activities
- 4 Complying with laws and achieving quality objectives

Strategy

Major Food Safety and Quality Risks and Management Measures

Nongshim identifies and manages major risks related to food safety and quality. The company strengthens quality control to prevent risks in advance and reinforces processes to ensure strict compliance with legal standards. In addition, Nongshim swiftly monitors and responds to global food issues to minimize potential impact.

Key Risks	Stakeholders	Potential Financial Impact (Risk)	Management Measures
Quality Issues	Customers, Suppliers	• Decline in brand trust due to quality issues (e.g., health risks to customers) • Financial losses from product disposal and recalls	• Strengthened incoming inspections of suppliers • Regular hygiene audits and support • Real-time information sharing and monitoring through supplier communication channels
Regulatory Non-Compliance	Customers, Government Agencies	• Fines due to legal sanctions • Decline in corporate credibility due to consumer health issues (e.g., allergens)	• Strengthened monitoring system for regulatory enactments and revisions • Enhanced review process for food labeling
Inadequate Monitoring for Food Safety Information	Customers, Suppliers	• Delayed awareness of global food issues (e.g., recalls, hazard detection) resulting in failure to act promptly	• Advanced collection and analysis system for food safety issues to enable preemptive prevention • Reinforced response processes for issue occurrence

Food Safety and Quality Certifications

All plants acquired the industry-first HACCP certification

Anseong, Gumi, and Busan plants acquired FSSC 22000 certification

Production Division acquired ISO 14001/45001 certification

Nongshim acquired ISO 9001

Busan Plant acquired MUI and KMF HALAL certifications

Busan Plant acquired RSPO SCC certification

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

PROSPERITY

Food Safety and Quality

Customer-oriented Management

Information and Data Security

Securing The Next Growth Drivers

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

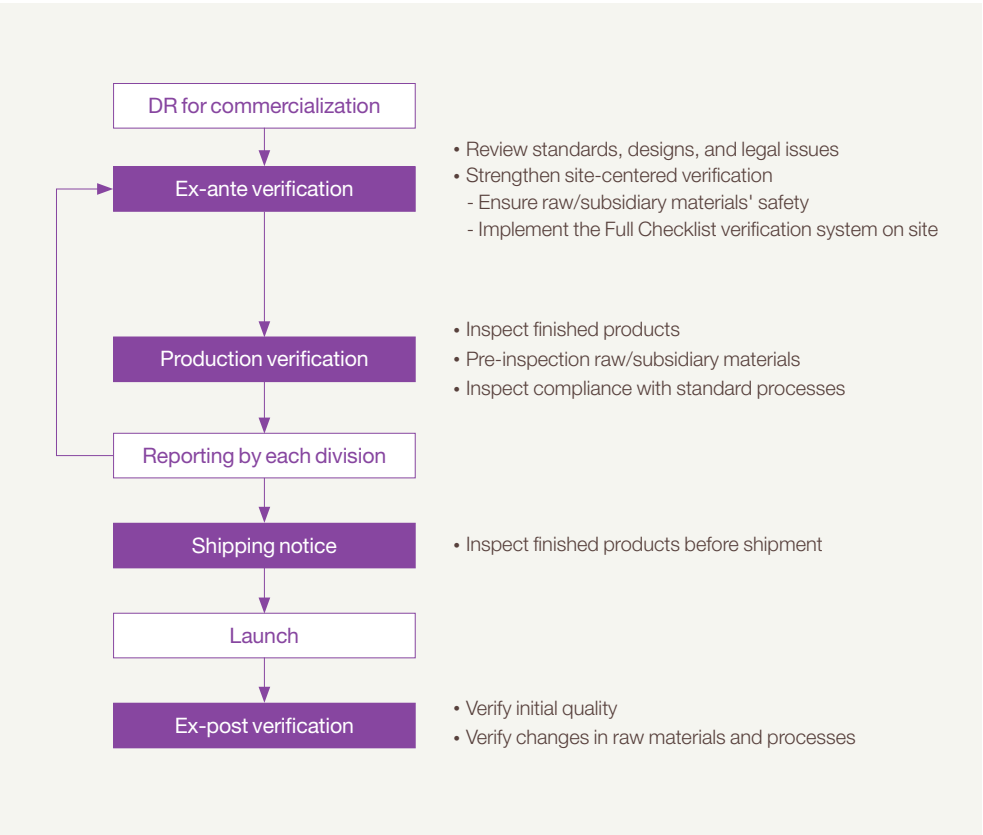
Food Safety and Quality

Risk Management

Process to Assure Quality and Safety of Products

To ensure the quality of all newly launched products, Nongshim conducts pre-safety verification and quality validation during production following the DR* for Commercialization. In addition, quality is secured through final product shipment inspections and post-launch verifications to prevent any quality issues both before and after product release.

* DR (Design Review): Meetings with relevant departments to confirm details before a product launch



HIGHLIGHT

Application of AI Technology to Production Sites

To ensure food safety and quality, Nongshim continues to promote innovation by integrating AI technology into its production processes. In 2024, the company introduced an AI-based object recognition program that uses an artificial neural network trained on hundreds of thousands of product images. This system can detect abnormalities in product appearance—such as packaging defects, printing errors, and pattern inconsistencies—in real time. As a result, defective products can be identified and removed in advance, significantly enhancing product quality and reliability. In addition, AI is used to precisely inspect and control product-specific characteristics such as noodle thickness, count, and weight. The AI system also oversees inspection of noodle and soup shapes, as well as expiration date printing. This enables a highly precise and consistent quality management system across the entire production process. Nongshim will continue to drive quality innovation through the convergence of digital transformation and food safety technologies, striving to establish itself as a trusted leader in food culture that delivers safe and reliable products to global markets.



Application of Deep Learning Technology in the Production Process

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

PROSPERITY

Food Safety and Quality

Customer-oriented Management

Information and Data Security

Securing The Next Growth Drivers

PRINCIPLES OF GOVERNANCE

APPENDIX



Food Safety and Quality

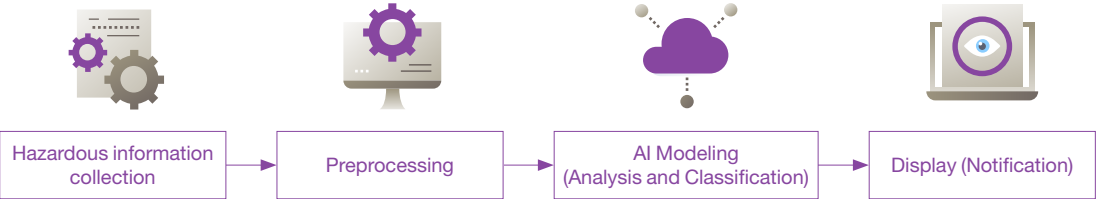
SNS Automatic Monitoring System of Nongshim (SAMSON)

To prevent consumer misunderstanding caused by misleading advertisements and to strengthen transparency in marketing activities, Nongshim has developed and operates SNS Automatic Monitoring System Of Nongshim (SAMSON), a digital technology-based system for automatically monitoring misleading advertising on social media. Previously, all advertising content had to be manually monitored, which limited the scope of surveillance due to time and resource constraints and made prompt responses difficult. To address these challenges, Nongshim is advancing the SAMSON system by detecting SNS content with potential false or exaggerated claims based on keyword analysis, thereby blocking risks more effectively.

Safety Information Management System Of Nongshim (SIMSON)

As global food safety hazard information continues to grow, the Ministry of Food and Drug Safety (MFDS) has strengthened its management and supervision, and domestic food safety management policies are also changing rapidly. In response, Nongshim has introduced an AI-based hazardous food monitoring system to enhance its capabilities for preemptive monitoring and response. The company has established a machine learning-based food safety information management system (SIMSON, Safety Information Management System of Nongshim), which enables it to detect global food safety issues in advance and respond efficiently. For example, in the event of a pesticide residue issue in a specific raw material overseas, the SIMSON system allows the company to promptly identify the relevant information and work with its suppliers to ensure the safety of the raw material.

Establishment of an Automated System for the Entire Risk Information Monitoring Process



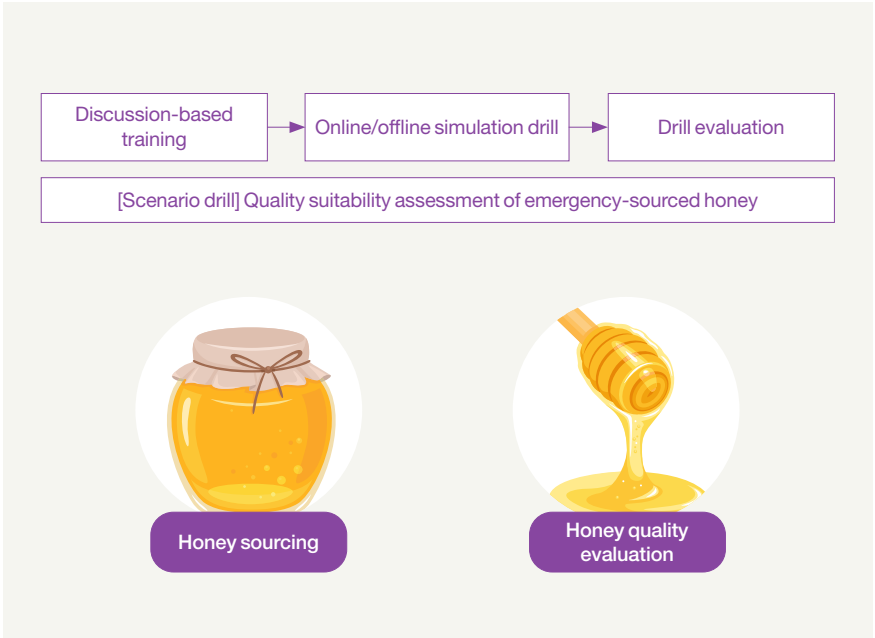
Domestic/Overseas Food Safety Hazard Information Collected in 2024

21,066 cases

Mock Drills on Food Safety Crisis and Response

To proactively respond to potential food safety crises, Nongshim identifies plausible risk scenarios in advance and conducts mock drills based on them. In 2024, a crisis response drill was carried out under the scenario of “pesticide residues detected in honey imported from China, resulting in a forced recall of Snack A.” Six departments participated in the drill, executing a total of 16 crisis response tasks. The simulation involved practical response strategies and enabled systematic management and resolution of the crisis based on realistic scenarios, such as rapid collection of product samples through offline channels, securing alternative honey sources distributed domestically, and verifying the safety of substitute ingredients. Through this exercise, Nongshim strengthened its response capabilities to food safety crises and assessed the effectiveness of its company-wide crisis management system.

Mock drill process



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE



PROSPERITY

Food Safety and Quality

Customer-oriented Management

Information and Data Security

Securing The Next Growth Drivers

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Food Safety and Quality

Introduction of the Real-Time Food Information Service (Food QR)

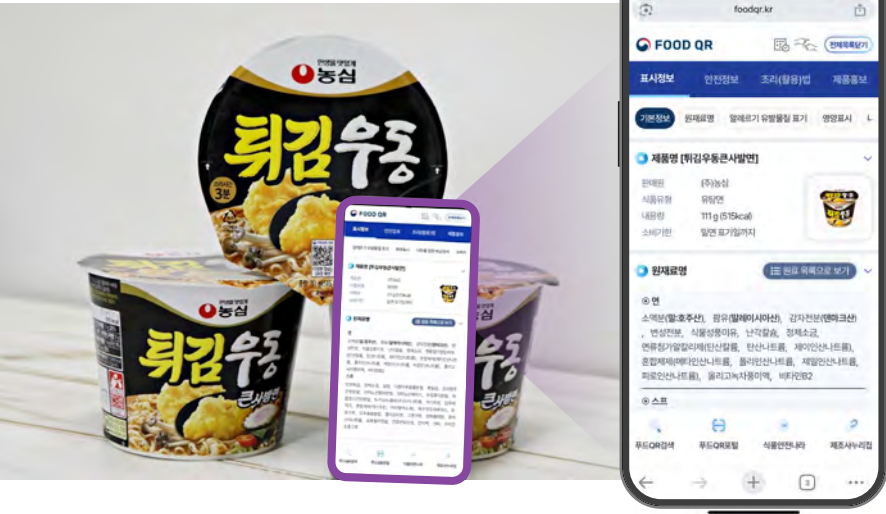
To make it easier and faster for consumers to access food safety information using their mobile phones, Nongshim has adopted the real-time food information service (Food QR), a program implemented by the Ministry of Food and Drug Safety. Food QR maintains the features of the QR system for the visually impaired, which has been in operation since 2023, while additionally providing detailed food safety information. In 2024, Food QR was applied to a total of 17 products—12 types of cup noodles and 5 types of snacks. When consumers scan the QR code printed on the product with a mobile device, they are directed to a webpage that provides detailed information such as ingredient lists, allergen content, nutrition facts, safety precautions, handling instructions, and customer service contacts.

Cup noodles (12 types)

Shin Ramyun Big Bowl, Shin Ramyun Cup, Shin Ramyun Black Bowl, Spicy Shrimp Big Bowl, Spicy Shrimp Cup, Fried Udon Big Bowl, Fried Udon Cup, Yukgaejang Big Bowl, Sarigomtang Big Bowl, Chapagetti Stir-fry, Sichuan Style White Jjamppong Bowl, Anchovy Kal Guk Soo Bowl

Snacks (5 types)

Gamjakkang, Jjolbyeong Spicy Flavor, Jjolbyeong BBQ Flavor, Jjolbyeong Ansongtangmyun Flavor, Jjolbyeong Chapagetti Flavor



Operation of Food Safety Communication Channel with Suppliers

To establish a real-time information-sharing system for food safety with its suppliers, Nongshim operates a dedicated communication channel based on the Kakao Business Platform. As of 2024, a total of 114 representatives from 61 suppliers have joined the channel to exchange information in real time. Nongshim continues to encourage participation through documentation and on-site audits. The channel is used to share information on food safety issues, training materials, and regulatory updates with all suppliers. In addition, for key issues such as questions about manufacturing equipment or on-site inspection schedules, Nongshim provides tailored responses through one-on-one communication.

Dedicated Quality Consultation Channel



Indicators and Targets

Indicator	Unit	2024 Performance	2024 Target
No. of recalls	Cases	0	0
Percentage of products pre-evaluated for food safety and quality impact	%	100	100

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

PROSPERITY

Food Safety and Quality

Customer-oriented Management

Information and Data Security

Securing The Next Growth Drivers

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Customer-oriented Management



Customer-oriented Management System

Customer-oriented Management Strategy

| Promotion Direction |

Nongshim seeks to create genuine value from the customer’s perspective by closely observing the diverse moments in their lives—whether it’s a short break in a busy day, joyful time shared with loved ones, or a peaceful moment alone. Through the unique power of food, the company aims to transform ordinary days into special moments and connect people with one another, taking the lead in shaping a new food culture.

Consumer Rights Protection Policy

 Consumer Rights Protection Policy

To protect consumer rights and provide reliable products and services, Nongshim established the Policy for the Protection of Consumer Rights and Interests in May 2025 and has implemented it company-wide.



Current Status of Policy for the Protection of Consumer Rights and Interests

Implementation of Consumer-Centered Management (CCM)

- Maintain a VOC improvement task completion rate of over 90%
- Improve products and services based on customer feedback



Basic Principles of Consumer Rights Protection

- Provide safe products and services
- Provide accurate information and promptly handle consumer complaints



Quality Management Policy

- Operate quality management systems and strengthen food safety
- Continuously improve by reflecting customer feedback



Risk Due Diligence Process

- Identify risk factors and conduct regular monitoring
- Establish countermeasures and preventive actions based on likelihood of occurrence



Customer Feedback Collection and Remedy

- Operate various communication channels
- Promptly analyze cases, provide compensation, and establish recurrence prevention measures



Customer-oriented Management

Customer-Centric Management Activities

VOC Performance

Nongshim analyzes VOC received through its integrated customer system to identify improvement tasks aimed at enhancing customer satisfaction, and continuously strives to improve product quality and service. In addition, meaningful VOC cases are visualized in the form of card news and posted monthly on the company’s intranet to share customer feedback company-wide.

VOC Submissions in 2024

Category	Inquiry	Complaint	Suggestion	Compliment	Total
No. of cases	10,443	3,466	2,113	131	16,158

Mid- to Long-Term Goals

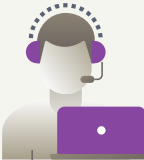
To lead Consumer-Centered Management (CCM), Nongshim has set a mid- to long-term goal of maintaining a “90% or higher completion rate of VOC-based improvement tasks” by 2030. To achieve this, the company has developed and is implementing annual action plans. In 2024, Nongshim achieved a 100% completion rate by enhancing its VOC management system. Furthermore, in 2025, the company declared its commitment to strengthening consumer trust and satisfaction by establishing an internal policy for consumer rights protection and ensuring its systematic implementation.

VOC Improvement Task Completion Rate



* Among the feedback received through the VOC system, items identified as requiring improvement are classified into grades A, B, and C, and corresponding improvement tasks are carried out.

- Grade A: Cases requiring company-wide improvement and review, such as facility investments (e.g., container/material changes)
- Grade B: Urgent issues that require prompt decisions and actions (e.g., large-scale manufacturing claims)
- Grade C: Matters deemed in need of improvement among customer complaints/suggestions (e.g., labeling revisions, new product proposals)



VOC-Based Improvement Example



Nongshim received complaints regarding the zipper packaging used for large-sized snacks. The company identified the root cause and applied a redesigned package that includes intuitive usage instructions to enhance the customer experience.

Consumer-Centric Management (CCM)

Nongshim has been certified for CCM for eight consecutive times since 2009, in recognition of its efforts to build and operate a consumer-focused management system that promotes a consumer-oriented corporate culture and enhances consumer welfare.



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE



PROSPERITY

Food Safety and Quality

Customer-oriented Management

Information and Data Security

Securing The Next Growth Drivers

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Customer-oriented Management

Customer Feedback and Complaint Channels

To actively listen to customers and reflect their voices in management, Nongshim collects and manages VOC through a variety of channels. These include traditional methods such as phone calls, mail, and the company website, as well as non-traditional channels such as chat consultations and social media. A multi-channel communication system has been established to ensure accessibility and convenience for consumers. Collected VOCs are systematically managed through an integrated customer response system—from reception and resolution to data management and performance analysis. This enables rapid resolution of customer complaints and contributes to improvements in product quality and service.

Customer Consultation Handling Process



Standards for Consumer Dispute Resolution and Compensation for Damages

Nongshim has established systematic standards and procedures to ensure fair compensation and prompt resolution of disputes arising from product quality or service-related issues. In particular, Nongshim adheres to the Consumer Dispute Resolution Criteria announced by the Korea Fair Trade Commission, which outline specific compensation criteria-such as exchange or refund-based on the type of consumer damage. When a legitimate claim is identified, resolution, such as exchanges or refunds, is carried out in accordance with these standards. These standards specify compensation scope and methods in advance for various types of damage, including product defects, labeling or advertising errors, quality issues, and safety concerns during use, thereby ensuring consumers can receive remedies in a transparent and fair manner. Nongshim publishes these standards through its Sustainability Report and official website and has established a guidance system to ensure consumers are clearly informed of the existence of the policy and its procedures. In addition to handling general VOC inquiries, Nongshim has implemented an official set of resolution standards specifically for consumer damage resulting from defects in products or services. The company actively applies these standards in practice and will continue to monitor and strengthen their enforcement to further protect consumer rights.

Industry-Academia-Research MOU with Chungnam National University

Department of Consumer Science

In 2024, Nongshim signed an industry-academia collaboration agreement with the Department of Consumer Science at Chungnam National University to promote consumer-centric values and mutual growth. The purpose of the agreement is to allow students to freely experience Nongshim's products and services as part of their “Consumer Satisfaction and Service (CS)” curriculum and to identify various ideas and improvement plans to enhance satisfaction among the 2030 generation. Through this program, Nongshim gained a foundation for analyzing consumer needs from the perspective of university students and more actively reflecting the demands of the next generation of consumers.



Noodle Poodle

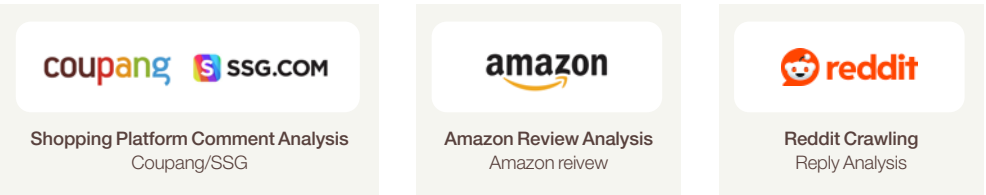
Campus Tour

Offline Events

Nongshim Mall Subscription Service

Automated Customer Review Analysis Program

In 2023, Nongshim developed an online review collection and analysis program to gain an honest and unfiltered view of customer reactions. By comparing external VOC data with internal VOC data, the company derives more refined and effective insights and applies them to improve product quality and service. Beginning in 2024, with the expansion of its overseas business, Nongshim extended its data collection channels to international platforms. Whereas previous analysis had been limited to domestic platforms such as Naver Store and Coupang, the scope has now expanded to global platforms including Reddit and Amazon. This enhancement allows for broader analysis of consumer feedback both at home and abroad, strengthening the foundation for improving customer satisfaction and product competitiveness in global markets.



coupang S SSG.COM

Shopping Platform Comment Analysis
Coupang/SSG

amazon

Amazon Review Analysis
Amazon reivew

reddit

Reddit Crawling
Reply Analysis

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

PROSPERITY

Food Safety and Quality

Customer-oriented Management

Information and Data Security

Securing The Next Growth Drivers

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Customer-oriented Management

Customer Satisfaction Survey Execution

Nongshim conducts customer satisfaction surveys to proactively identify and prevent potential violations of consumer rights. These surveys assess risk factors related to consumer complaints, unmet expectations, and dissatisfaction with services—areas where consumer rights could be compromised. Valuable customer feedback is reflected in efforts to improve product quality and services. Going forward, Nongshim plans to periodically evaluate the effectiveness of these corrective actions by analyzing changes in satisfaction levels after implementation.



Method: QR code-based survey

Format: Survey using a 5-point Likert scale and short open-ended responses

Survey Items: Customer service (speed, expertise, satisfaction, resolution) and repurchase intention

Customer support satisfaction score: 97.1



Redefining R&R for Overseas Customer Inquiries

To enhance global customer satisfaction, Nongshim is restructuring its overseas customer service operations. By supporting the establishment of overseas VOC systems and fostering seamless communication between headquarters and overseas subsidiaries, the company aims to continuously improve product quality and service.

Nutrition and Health Promotion

Efforts to Enhance the Health Value of Products

Nongshim is making continuous efforts to enhance the nutritional value of its products in line with global health trends. In response to evolving consumer needs, Nongshim strives to expand consumer choice by developing a variety of products that prioritize not only taste and convenience but also health.

The company is expanding its development of health-oriented foods, such as low-calorie products with reduced carbohydrates and fat, products fortified with vitamins and minerals, and those made with plant-based ingredients. Through various R&D activities, including the study of functional ingredients, Nongshim is strengthening the health value of processed foods. In addition, the company has established its own nutritional management system to actively support consumers in maintaining a healthier diet.

Product Nutrition Management System

Nongshim is building a company-wide nutritional database to systematically manage the nutritional composition of each product. Based on this system, the nutritional value of products is evaluated and used to continuously improve them through nutritional quality monitoring.

A nutrition evaluation stage is also incorporated into the new product development process, with nutrition design guidelines established for each product category. These guidelines are developed using the Nutrient Profiling System (NPS), which sets classification criteria and identifies key nutrients for focused management, with the goal of promoting the systematic development of health-oriented processed foods.

Nongshim is also implementing step-by-step improvement plans, including setting nutritional targets for its products and expanding its portfolio of healthy product lines, to meet consumer expectations for healthier processed food options.

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

PROSPERITY

Food Safety and Quality

Customer-oriented Management

Information and Data Security

Securing The Next Growth Drivers

PRINCIPLES OF GOVERNANCE

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Customer-oriented Management

Product Development in Line with Healthy Consumption Trends

| Health-Oriented Products That Pursue Taste and Nutrition |

Delicious Non-Fried Noodles

A Variety of Non-Fried Products

- Nongshim continues to develop a range of “non-fried” noodle products that are lower in calories yet still flavorful, allowing consumers to enjoy them without compromise.
- Nongshim has continued to launch non-fried options like Shin Ramyun Light, Jjawang Non-Fried, Ramyun King Kim Tong Kkae, Anchovy Kal Guk Soo, Doongji Naeng Myun, and Hooroorook Kal Guk Soo, as well as Chapagetti The Black and Bae Hong Dong.



Light and Easy, Noodle Fit

Noodle Fit (Spicy Udon Flavor / Kaguri Flavor / Chapaguri Flavor / Kimchi Cup Noodles Flavor / Yukgaejang Cup Noodles Flavor / Fried Udon Flavor)

- Noodle Fit is designed for the 20s–30s demographic interested in dieting and weight management, offering a noodle meal with only 135 kcal or less per serving, even when the broth is fully consumed.
- Contains 1,500 mg of dietary fiber to support effective dietary management.



Welch's Zero

Welch's Zero (Grape / Orange / Shine Muscat / Cherry Strawberry)

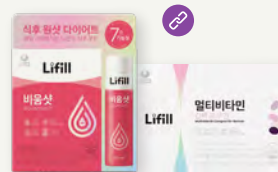
- A zero-calorie carbonated juice drink that retains Welch's signature refreshing fruity flavor while offering a lighter, cleaner taste.
- With the launch of the Cherry Strawberry flavor, consumers can now enjoy a broader variety of flavors to suit their preferences.



Basic Health (Blood Sugar, Body Fat, Immunity, etc.)

Lifill B:Oom SHOT

- A product formulated with seven functional benefits, including MFDS-approved ingredients such as indigestible maltodextrin and green coffee bean ethanol extract.
- Convenient liquid form for easy consumption



Lifill Multi-Vitamin Compact for Women

- A multivitamin designed for women, containing 22 essential nutrients.
- Ultra-compact multipack for convenient intake

Inner Beauty (Skin Health)

Derma Collagen (Signature / Biotin Max / Chewy Jelly Stick)

- Ultra-low molecular collagen with a molecular weight of 173 Daltons for high absorption
- Proven to improve 12 skin health indicators, including hydration, wrinkles, elasticity, and UV protection
- Variety of products available to suit different consumption preferences



Joint Health

Joint Essen Krill

- Individually recognized health functional food designed to support joint health
- Combines three key ingredients, including krill oil, in optimal ratios to maximize effectiveness
- Refreshing lime flavor with no fishy smell; small-sized capsules for easy swallowing



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

PROSPERITY

Food Safety and Quality

Customer-oriented Management

Information and Data Security

Securing The Next Growth Drivers

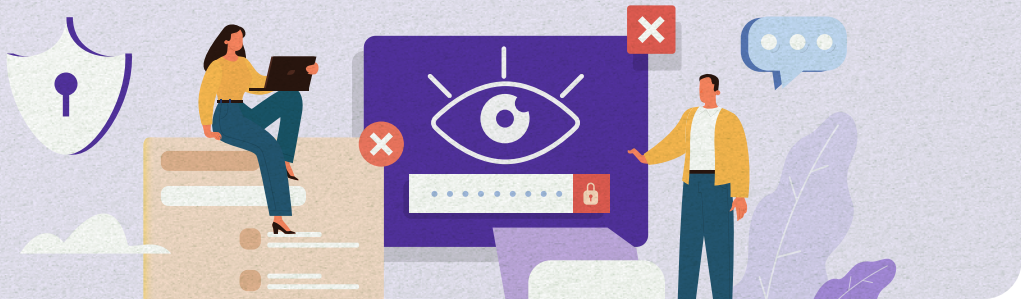
PRINCIPLES OF GOVERNANCE

APPENDIX



2024 NONGSHIM
SUSTAINABILITY REPORT

Information and Data Security

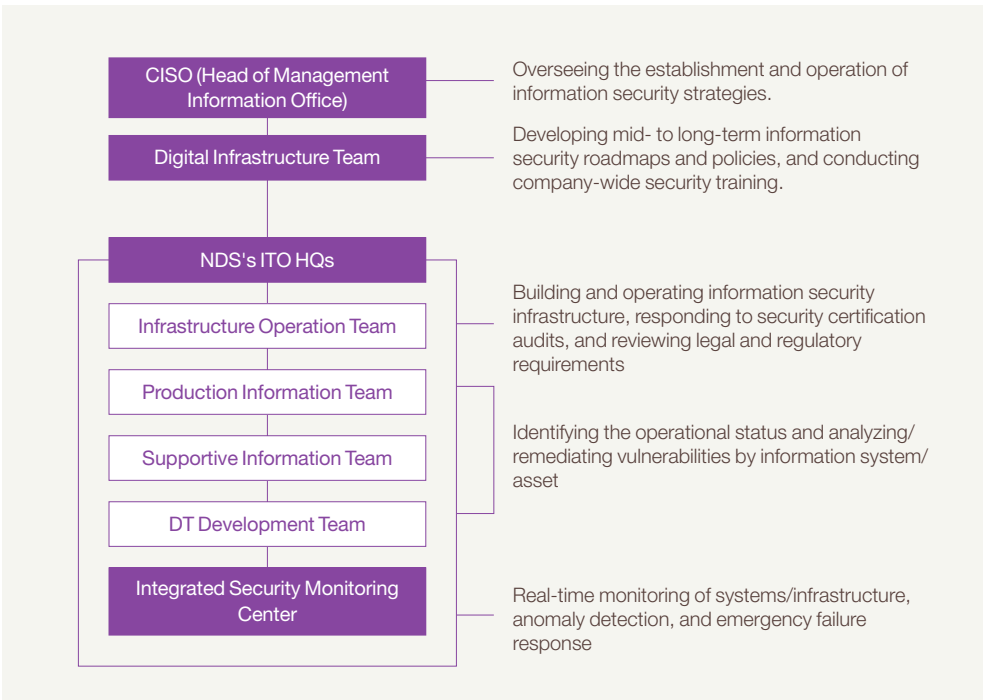


Information and Data Security System

Information and Data Security Organization

Nongshim has established a comprehensive information and data security framework to safeguard the confidentiality and integrity of customer personal information and business data. Led by the Chief Information Security Officer (CISO), who brings specialized expertise in system and data security, a dedicated information protection team is systematically organized and actively managed.

 Information Security and Personal Data Protection Policy



Information System Operations

The operation and management of Nongshim's information systems and data are outsourced under a service contract with NDS, the IT services affiliate of the Nongshim Group. NDS has obtained internationally recognized information security certifications, including ISO/IEC 27001 (Information Security Management System) and ISMS (Information Security Management System) certification. These certifications demonstrate NDS's compliance with domestic and international information security laws and regulations, ensuring a high level of security reliability and minimizing information protection risks. Through the certification process, NDS continuously verifies and enhances its internal information security management system and protection measures, further strengthening the robustness of its security framework.



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE



PROSPERITY

Food Safety and Quality

Customer-oriented Management

Information and Data Security

Securing The Next Growth Drivers

PRINCIPLES OF GOVERNANCE

APPENDIX



Information and Data Security

Information and Data Security Enhancement Activities

With the rapid changes in the security environment and advancements in technology, treats targeting the theft of personal data within companies are increasing daily. In response, Nongshim is implementing a variety of information security enhancement activities.

Status and Level Diagnosis

To safeguard customers' personal information, Nongshim regularly reviews its personal data collection and retention practices. The company ensures compliance with processing periods, collection and usage scope, and storage standards outlined in its Terms of Use and Privacy Policy while maintaining appropriate protective measures. Additionally, Nongshim conducts simulated phishing email training more than four times a year for all employees to evaluate overall security awareness and shares the results company-wide. The effectiveness of risk mitigation effort is quantified through internal training and inspections.

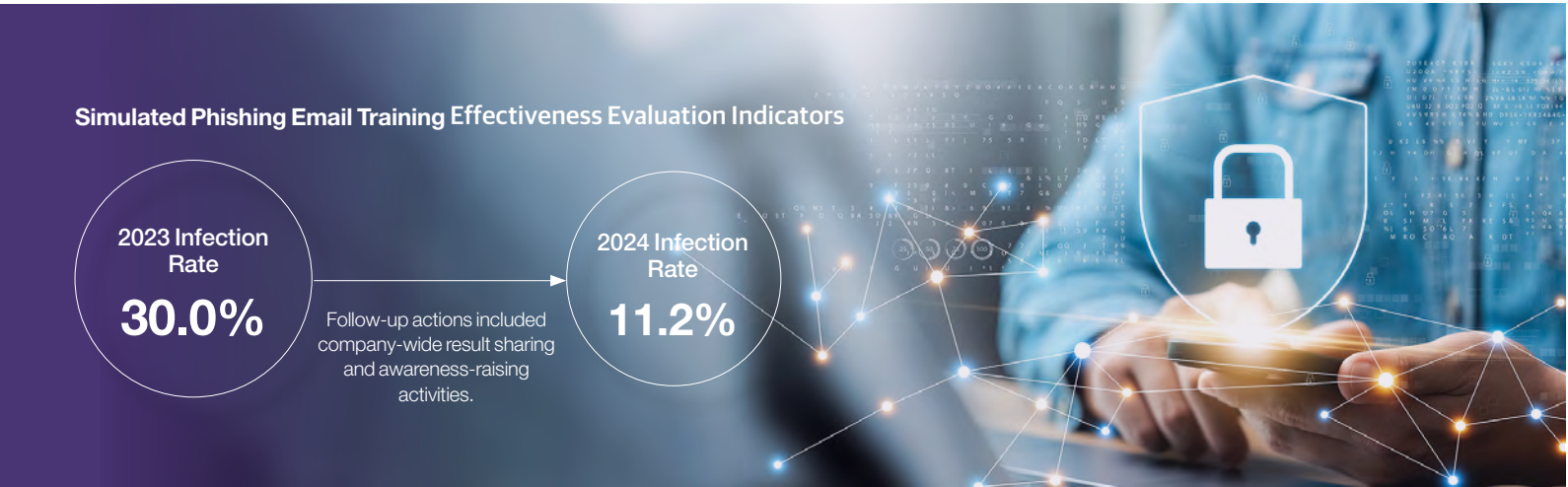
As a result, the phishing the phishing infection rate among employees dropped significantly from 30.0% in 2023 to 11.2% in 2024—a reduction of approximately 18.8 percentage points—reflecting the impact of enhanced security campaigns and policy improvements. Going forward, the company will continue to quantitatively assess the effectiveness of its information security measures through ongoing simulations and system diagnostics.

Employee Information Security Training and Campaigns

To raise security awareness among employees, Nongshim conducts annual personal information protection training. In the event of internal or external information security incidents, relevant information is promptly shared through campaigns and security bulletins to heighten vigilance against potential threats.

Advancement of the Information Security System

In response to increasingly sophisticated security threats, Nongshim continues to strengthen its internal information protection framework. In 2024, the company refined and upgraded its email security policies to block advanced spam attacks. In 2025, it plans to strengthen the security incident reactions process to ensure prompt initial responses and prevent further damage in the event of security breaches, distributing the updated protocol to all responsible personnel. Additionally the company revised its ***“Information Security and Personal Data Protection Policy”*** to establish a more systematic internal management standards and is working to extend the security system framework to its suppliers.



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE



PROSPERITY

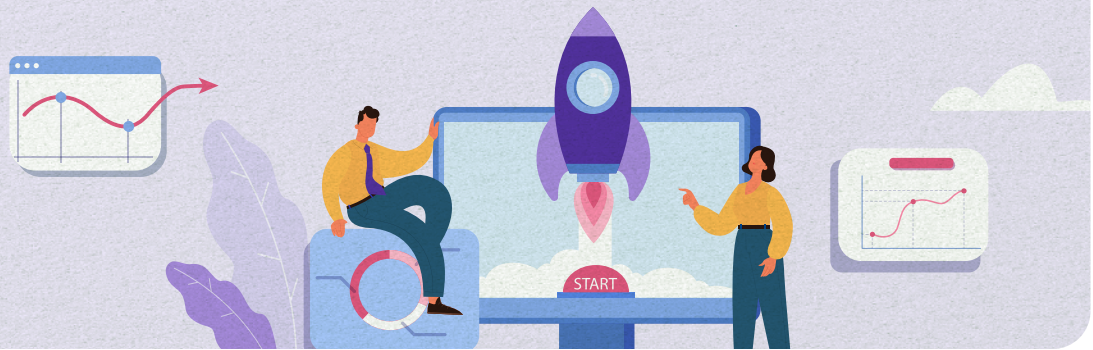
- Food Safety and Quality
- Customer-oriented Management
- Information and Data Security**
- Securing The Next Growth Drivers

PRINCIPLES OF GOVERNANCE

APPENDIX



Securing The Next Growth Drivers



Open Innovation as the Next Growth Driver

Open Innovation

Nongshim actively utilizes open innovation to foster new business opportunities. By investing in startups in various fields that can innovate the future food industry, we are working to secure potential business opportunities and create business models that lead to growth. Open innovation is a method for Nongshim to discover solutions that can innovate the food value chain, from product planning and research to catering to customers. Startups can propose collaborations and request investments anytime through the Nongshim Open Innovation website.



N-START: an in-house venture program

N-START introduction

N-START is the flagship open innovation program within the company. It serves to facilitate and execute new business opportunities within Nongshim, as well as promoting a culture of challenge and growth. Since 2018 N-START was a launchpad for testing and executing new business ideas, reinforcing an action-first company culture. If a N-START business item succeeds, the in-house startup is promoted to a permanent team. And if the project fails, the team members go back to their original departments within Nongshim with valuable experience in end-to-end business overview, continuing their professional growth. Up until now, three N-START teams have been promoted as permanent Nongshim teams (health functional food, smart farming, Nongshim online mall). In 2024, two additional in-house startup teams have been launched, further expanding Nongshim's future business potentials. Selected employees receive various benefits such as overseas trips, bonuses, personnel evaluation benefits, and mentoring from accelerators.



SYNERGY

Innovative business that can be combined with Nongshim's existing business areas



- **Healthcare**
Innovative technologies to facilitate a healthy lifestyle
- **Sustainable solutions**
Green packaging, upcycling
- **New materials**
Healthy, Alternative
- **D2C logistics solutions**
Quick commerce, cold chain, last-mile solutions

POTENTIAL

Business areas with high growth potential and scalability



- **Alternative proteins and cultured meat**
Innovative technology to develop sustainable alternative food
- **Smart farm**
Novel solution to address climate change and innovate agriculture industry
- **Digital transformation**
Innovative value creation by utilizing DT and AI technologies

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE



PROSPERITY

- Food Safety and Quality
- Customer-oriented Management
- Information and Data Security

Securing The Next Growth Drivers

PRINCIPLES OF GOVERNANCE

APPENDIX



2024 NONGSHIM SUSTAINABILITY REPORT

Securing The Next Growth Drivers

Introduction to In-House Startup Teams

Banryo-daum Team # Pet Supplements Banryo-daum is a brand created by three pet-lovers in Nongshim, offering trustworthy supplements for beloved companions. After meeting with over 400 pet owners, the team launched new products in 2024 designed to support joint and cartilage health (Joint Support), eye and liver health (Clear Eyes), and digestive health (Probiotics). Banryo-daum uses functional ingredients approved by the MFDS to maximize efficacy, and emphasizes transparency by clearly labeling the content and origin of each ingredient. To accommodate pets with meat allergies, sweet potatoes are used as the main ingredient, and flavorings are meat-free with Nongshim's innovative food ingrediets. Banryo-daum aspires to grow into a brand “for every pet owner and every pet,” built on genuine communication. * Banryo-daum : Korean brand name that means 'the other half'.  	Goody Wave Club Team # Traditional Liquor The Goody Wave Club team has made traditional Korean liquor fun with a twist of Nongshim. By incorporating Nongshim's popular snack brands, the team developed makgeolli (Korean rice wine) and highball products reinterpreting traditional Korean liquor in a fun way. Products like “Honey Twist Makgeolli” and “Corn Snack Makgeolli” were created in collaboration with small local breweries and PET bottle manufacturers, using local ingredients. This noble effort was recognized by the government as well, with the 2024 Korea Shared Growth Awards. In addition, the team launched Goody Wave Club Highballs, a modern reinterpretation of traditional distilled liquors such as Moonbaesool and Misang. The brand and characters have been developed wholly by the team members.  
---	---

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

PROSPERITY

- Food Safety and Quality
- Customer-oriented Management
- Information and Data Security

Securing The Next Growth Drivers

PRINCIPLES OF GOVERNANCE

APPENDIX



2024 NONGSHIM
SUSTAINABILITY REPORT

PRINCIPLES OF GOVERNANCE

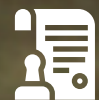
12 times

No. of Board Meetings Held



1,323 Persons

No. of Participants in Ethics Management Training



Zero

No. of Serious Violations Resulting in Fines

0

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

PROSPERITY



PRINCIPLES OF GOVERNANCE

Sound Governance

Compliance and Ethical Management

Risk Management

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Sound Governance

BOD Composition and Operation

Nongshim is committed to establishing a transparent and rational governance structure, striving for decision-making based on stakeholder capitalism. The Board of Directors continuously enhances its expertise, independence, and diversity to provide long-term value to all stakeholders, including shareholders, and to strengthen sustainable business practices.

As of the end of March 2025, Nongshim’s Board consists of three inside directors and four outside directors, maintaining an outside director ratio of 57.1%. Chairman Dong-won Shin continues to serve as the Chair of the Board, drawing on his extensive experience and expertise gained from serving in key roles such as Head of Strategic Management Office and Vice Chairperson. The Board convenes both regular meetings—held at least once per quarter—and ad hoc meetings as needed. In 2024, the Board held a total of 12 meetings, during which 40 agenda items were discussed.

BOD Operations

Indicator		Unit	2022	2023	2024
No. of Agenda Discussed		Cases	51	44	40
No. of Board Meetings Held		Times	15	13	12
Attendance Rate	Inside Director	%	97.8	92.3	94.4
	Outside Director	%	100	98	93.8

BOD Composition and Expertise Matrix

(as of March 2025)

Category	Name	Date of Birth	Gender	Tenure	Position	Responsibility (Major Career)	Skills and Experience					
							Leadership / Management	Production	Finance / Accounting	Policy	Food Engineering	Law
Inside Directors (3)	Dong-won Shin	January 1958	M	Sep. 1988 – Mar. 2027	Chairperson	· Current Chairperson of the Board, Nongshim	●					
	Byung-hak Lee	September 1959	M	Mar. 2022 – Mar. 2028	CEO, Nongshim	· Current CEO of Nongshim		●				
	Cheong-yong Hwang	December 1961	M	Mar. 2023 – Mar. 2026	Vice President	· Current Head of Management Division, Nongshim	●		●			
Outside Directors (4)	Hee-hwan Lee	February 1961	M	Mar. 2025 – Mar. 2028	Outside Director	· Former Deputy CEO, EY Han Young Corporation			●			
	Dong-gyeol Byun	December 1948	M	Mar. 2021 – Mar. 2027	Outside Director	· Former Partner at Yoon & Yang						●
	In-hong Yeo	November 1957	M	Mar. 2021 – Mar. 2027	Outside Director	· Former CEO of Korea Agro-Fisheries & Food Trade Corporation				●		
	Ji-yeon Kim	December 1974	F	Mar. 2021 – Mar. 2027	Outside Director	· Current Professor, Department of Food Science and Technology, Seoul National University of Science and Technology					●	

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

PROSPERITY

PRINCIPLES OF GOVERNANCE

Sound Governance

Compliance and Ethical Management

Risk Management

APPENDIX



Sound Governance

Board Expertise, Independence, and Diversity

Nongshim is committed to ensuring the independence, expertise, and diversity of its Board of Directors. To enhance independence, majority of the Board consists of outside directors. These outside directors are recommended and appointed through a rigorous verification process conducted by the Outside Director Nomination Committee. During this process, no discrimination is made based on gender, region, educational background, disability, or nationality. Instead, the focus is placed on verifying expertise in key areas such as leadership, manufacturing, finance and accounting, policy, food engineering, and law.

Outside Director Appointment Process



Background of Appointment of Outside Directors

Name	Major Career Experience	Background of Appointment
Hee-hwan Lee	Former Deputy CEO, EY Han Young Corporation	• Possesses extensive practical experience as an accounting expert • Served as an outside director and auditor at other listed companies
Dong-gyeol Byun	Former Partner at Yoon & Yang	• Possesses legal expertise based on experience as a judge and lawyer • Experienced in legal affairs and serving as an outside director at listed companies
In-hong Yeo	Former CEO of Korea Agro-Fisheries & Food Trade Corporation	• Policy expert with experience as Vice Minister of the Ministry of Agriculture, Food and Rural Affairs • Global business expert with experience as CEO of the Korea Agro-Fisheries & Food Trade Corporation
Ji-yeon Kim	Current Professor, Department of Food Science and Technology, Seoul National University of Science and Technology	• Expert in food engineering with extensive knowledge in food ingredients and functional food research • As a female director, provides fresh insights that contribute to the diversity of the Board

Board Committees

Nongshim operates four subcommittees under the Board of Directors: the Management Committee, Audit Committee, Outside Director Nomination Committee, and ESG Committee. Each committee is composed of members with relevant expertise, aligned with the unique roles and functions of the respective committee, to ensure the efficient and effective operation of both the Board and its subcommittees.

Board Subcommittees

Subcommittee	Members	Main Roles	2024 Committee Operation Performance		
			No. of meetings held	No. of agenda items discussed	Attendance rate (%)
ESG Committee	Byung-hak Lee (Inside director)* In-hong Yeo (Outside director) Ji-yeon Kim (Outside director) Dong-gyeol Byun (Outside director)	Deliberates and resolves ESG strategic directions and material ESG issues	2	4	75
Audit Committee	Hee-Hwan Lee (Outside director)* In-hong Yeo (Outside director) Ji-yeon Kim (Outside director) Dong-gyeol Byun (Outside director)	Audits the company's operation independently	6	12	100
Outside Director Nomination Committee	Dong-won Shin (Inside director) Byung-hak Lee (Inside director)* Cheong-yong Hwang (Inside director) Hee-Hwan Lee (Outside Director) In-hong Yeo (Outside director) Ji-yeon Kim (Outside director) Dong-gyeol Byun (Outside director)	Determines details on recommendation and qualification review of outside director candidates	1	1	100
Management Committee	Dong-won Shin (Inside director) Byung-hak Lee (Inside director)* Cheong-yong Hwang (Inside director)	Resolves matters delegated by the BOD and deliberates issues before submitting them to the BOD	5	10	100

* Mark: Chairperson

Bolstering BOD Competencies

Nongshim stipulates in its Board of Directors regulations and Audit Committee regulations that board members have the authority to obtain expert assistance at the Company's expense.



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Board Evaluation and Compensation

Nongshim determines the limit of director remuneration at the Annual General Meeting (AGM). The remuneration limit approved at the 2024 AGM was KRW 6.8 billion, and the actual total remuneration paid amounted to KRW 3.17 billion. Currently, the Board of Directors and individual directors are not subject to separate evaluations.

2024 Director Remuneration (Units: persons, KRW thousand)

Category	No. of Persons	Total Payment
Remuneration limit	7	6,800,000
Registered Directors (Inside)	3	3,002,665
Outside Director	4	168,000
Total remuneration	7	3,170,665

Annual Compensation for the Highest Payee and Employees (Unit: KRW thousand)

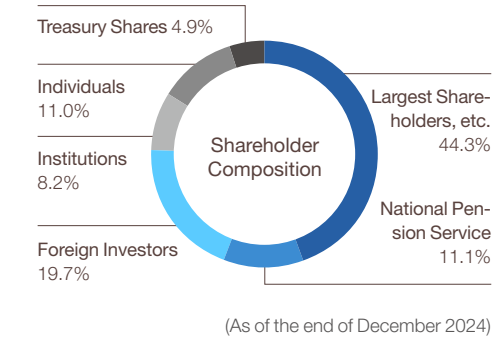
Highest payee's annual compensation	1,732,732
Employee's annual compensation (median)	55,777
Highest to median ratio (times)	31.1

Rate of Increase in Annual Compensation for the Highest Payee and Employees

Rate of increase in the highest payee's compensation	2.5%
Rate of increase in the employee's annual compensation (median)	2.4%
Highest to median ratio (times)	1.0

Shareholders' Composition

As of the end of December 2024, Nongshim's total number of issued shares was 6,082,642. Excluding 300,020 treasury shares, the number of outstanding shares with voting rights stood at 5,782,622. The largest shareholder is Nongshim Holdings, which owns 32.72% of the total shares. The combined ownership stake of the largest shareholder and affiliated persons is 44.3%.



Shareholders' Rights Protection

Shareholders' Return Policy

As part of its efforts to enhance shareholder value, Nongshim has increased its dividend per share from KRW 4,000 to KRW 5,000 starting in 2023. Dividend-related information is disclosed transparently through the Electronic Disclosure System, and finalized decisions approved by the Board of Directors are reported at the General Meeting of Shareholders. In March 2025, at the annual General Meeting of Shareholders, Nongshim approved an amendment to its Articles of Incorporation to separate the record date for voting rights (December 31) from the dividend record date. Furthermore, in April, the company announced a mid- to long-term shareholder return policy to improve predictability for shareholders regarding dividends.

Electronic Voting System

Since 2021, Nongshim has implemented an electronic voting system, allowing shareholders who are unable to attend the General Meeting in person to conveniently exercise their voting rights.

Preventing and Mitigating Conflicts of Interest

To ensure independence and transparency, Nongshim's Audit Committee is composed entirely of four outside directors and strengthens oversight and checks on management. The committee plays a key role in preventing and mitigating potential conflicts of interest among board members in advance. Transactions involving affiliated parties are conducted only after obtaining prior approval from the Board of Directors and are managed transparently through continuous post-transaction monitoring. In accordance with Article 398 of the Commercial Act, inter-affiliate transactions are pre-approved by the BOD in December of the preceding year. Additionally, pursuant to Article 26 of the Monopoly Regulation and Fair Trade Act, large-scale internal transactions undergo separate BOD resolutions and are disclosed in advance. The ESG Management Team, as the responsible working-level unit, continuously monitors for discrepancies between pre-approved resolutions and actual transactions, and if necessary, submits revised resolutions to the BOD for approval.

* Information on affiliates' BOD members was disclosed in [Section 2. Directors and BOD Operations {ESG}] (dated May 23, 2025) on the Disclosure of the Current Status of Large-scale Business Groups. Transactions between affiliates and affiliated persons were disclosed in [Section 7. Transactions between affiliates and affiliated persons] on the same disclosure statement.
** No cross-ownership between suppliers and other stakeholders exists.

- PLANET
- PEOPLE
- PROSPERITY

PRINCIPLES OF GOVERNANCE

- Sound Governance
- Compliance and Ethical Management
- Risk Management



Compliance and Ethical Management



Compliance and Ethical Management System

To practice compliance management, Nongshim has systematically established a range of internal regulations. These include the “Criteria for Compliance Support,” “Delegation of Authority Regulations,” “Legal Management Regulations,” and the “Nongshim Code of Ethical Conduct,” which together clarify the company’s management policy, organizational operations, and standards for task execution—supporting employees in performing their duties in a rational and compliant manner. To enhance accessibility and practical application, all related regulations are posted on the internal portal, allowing employees to quickly reference and apply them to their work.

Among these, the “Nongshim Code of Ethical Conduct” serves as a key behavioral standard for implementing the “Nongshim Declaration of Compliance” and the “Criteria for Compliance Support,” providing clear guidance on the ethical requirements that all employees must observe, particularly in the conduct of external affairs.

Compliance Management Policy



All employees at Nongshim comply with domestic and overseas laws and corporate compliance standards in conducting business activities and practice the following principles.

- 1 We practice compliance in our business, strive to improve compliance awareness, and practice good behavior.
- 2 We follow the company’s compliance support criteria and conduct legal and contract reviews routinely.
- 3 We strictly comply with all laws and regulations in providing information and services to customers.
- 4 We understand and comply with laws regarding intellectual property rights, personal information, food, and the environment.
- 5 We do not engage in acts that violate laws and regulations, even if such acts protect the company’s interests.
- 6 We do not follow bad practices; we notify the company when becoming aware of illegal activities.
- 7 We do not engage in unfair trade practices or joint actions during business performance.
- 8 We do not engage in embezzlement, breach of trust, conflict of interests with the company, or insider trading.
- 9 We never divulge business secrets learned while performing our duties but practice security routinely.
- 10 We do not offer to or receive illicit economic benefits, such as bribes, money, and entertainment, from domestic or foreign public officials and influential persons in connection with our work.

CEO, Nongshim

Compliance and Ethics Management Enhancement Activities

Compliance and Ethics Training

Nongshim conducts regular compliance training to enhance employees’ awareness of legal compliance and to prevent legal risks. Compliance training is conducted for employees in relevant departments, focusing on practical legal issues necessary for their day-to-day work, based on the results of self-inspections and on-site inspections, as well as recent legal and regulatory trends. In 2024, training sessions were held on the Fair Trade Act and the Subcontracting Act to raise awareness among employees regarding the importance of fair trade. Notably, on October 25, 2024, training on the Subcontracting Act was conducted for relevant departments, including the Corporate Planning Team, ESG Management Team, Procurement Team, and Marketing Division. This served as an opportunity to improve the legal understanding and compliance response capabilities of employees in charge of subcontracting practices.



Training for Departments Handling Subcontracting

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

PROSPERITY



PRINCIPLES OF GOVERNANCE

Sound Governance

Compliance and Ethical Management

Risk Management

APPENDIX



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Compliance and Ethical Management

Self-Inspections and On-Site Inspections

To proactively prevent legal risks and establish a culture of compliance within the organization, Nongshim conducts semiannual self-inspections based on a structured checklist. These self-inspections are managed internally, enabling the early identification and response to potential legal issues. In addition, regular on-site inspections are carried out to verify the implementation of improvement measures identified during the self-inspections, with the results reported to the BOD.

Self- and On-Site Inspections

Period	Key Inspection Items
Semiannual Self-Inspections	- Regular implementation of safety and health training - Compliance with procedures for obtaining consent for personal data collection
On-Site Inspection	- Compliance with the Subcontracting Act and Fair Trade Act in supplier management - Compliance with the Serious Accidents Punishment Act and the Occupational Safety and Health Act - Protection measures for intellectual property rights and trade secrets

Legal Review and Information Provision

To support the lawful execution of duties by operational departments, Nongshim provides advance legal reviews, shares quarterly updates on legislative revisions, and distributes intellectual property reports. In addition, the company continuously monitors laws and government policies to revise standard contract templates and update relevant internal regulations. Nongshim also promotes improvements identified during business processes.

Legal Review and Information Provision Overview

Category	Details	Remarks
Newly added clauses related to the Win-Win Cooperation Act and the Subcontracting Act	Newly added clause on supply price linkage	April 2024
Shared legislative trend	Provided updates on revisions to the Fair Trade Act, Subcontracting Act, and Occupational Safety and Health Act, etc.	Quarterly in 2024
Amended internal regulation	Amended delegation of authority regulations to reflect changes in the business environment	May 2024

Identification and Assessment of Corruption Risks

As part of its commitment to ethical and compliance management, Nongshim operates the Management Consulting Team, a dedicated internal audit organization. The team is structured to maintain independence from other departments and conducts audits across the headquarters, domestic subsidiaries, and overseas entities.

Internal audits are carried out systematically according to an annual audit plan established at the end of each year. This plan assesses the risk of fraud in departments based on the results of previous audits. Departments where deficiencies are identified are required to prepare implementation plans to address the issues. The Management Consulting Team monitors the execution of these corrective actions in accordance with the implementation and annual plans.

In addition to regular audits, special audits are conducted as needed to address fraud risks identified through reports and whistleblowing. This enables swift response to unforeseen risks and reinforces a preventive audit system. Nongshim remains committed to strengthening the foundation of ethical management through independent and effective internal audits and to continuously enhancing stakeholder trust.



INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

PROSPERITY



PRINCIPLES OF GOVERNANCE

Sound Governance

Compliance and Ethical Management

Risk Management

APPENDIX



Compliance and Ethical Management

Internal Control Activities

Internal Control Organization

Nongshim designs and operates an internal accounting control system pursuant to Article 8 of the Act on External Audit of Stock Companies to prepare and disclose reliable accounting information, and maintains a dedicated organization for its systematic management.

The company establishes and applies internal control activities that identify financial risks across business processes and reduce the risk of fraud. Personnel in charge of internal control inspect the operation of the internal accounting control system annually and report the results to the Annual General Meeting (AGM), the Board of Directors (BOD), and the Audit Committee.

Also, since 2023, Nongshim has managed and operated the internal accounting control system based on consolidated financial statements, and therefore also inspects the operating status of the internal accounting control systems of consolidated subsidiaries on an annual basis.



Internal Accounting Control System

The company conducts regular inspections of the internal accounting control system every year, and the inspection process is divided into two tracks: the design evaluation, which assesses the appropriateness of control activity design, and the operation evaluation, which assesses the effectiveness of its implementation.

The design evaluation selects a specific transaction as a sample and traces the transaction flow—from initiation to its reflection in the financial statements—based on supporting evidence, to review the identification of related risks and the adequacy of control design.

The operation evaluation reviews all evidence for sampled transactions occurring during the fiscal year to assess whether the responsible personnel carried out control activities in accordance with relevant regulations and procedures.

The 2024 inspection of the internal accounting control systems of Nongshim and its consolidated subsidiaries confirmed that domestic and overseas systems were effectively designed and operated from the perspective of materiality.

Evaluation Results of Internal Accounting Control System Operation

Fiscal Year	Company Evaluation	Audit Committee	External Auditor	Remarks
2022	Unqualified	Unqualified	Unqualified	Non-consolidated basis
2023	Unqualified	Unqualified	Unqualified	
2024	Unqualified	Unqualified	Unqualified	



Compliance and Ethical Management

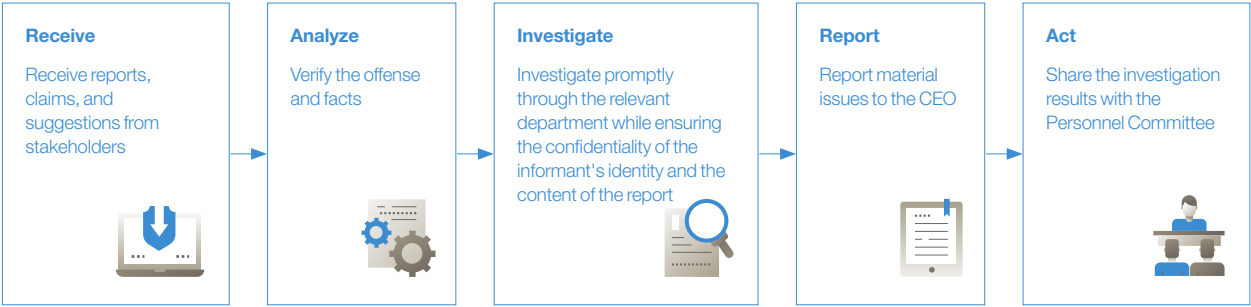
Compliance- and Ethics-Related Whistleblowing

Overview of the Whistleblowing System

Nongshim operates whistleblowing systems to ensure fair and transparent corporate management and to build trust with stakeholders. The system is open to all stakeholders of Nongshim, including employees, and is managed to allow free and convenient use. We also collect and reflect stakeholders’ opinions on any inconveniences or areas for improvement in the operation of the whistleblowing system.

Reports may cover a wide range of issues, including employee misconduct, disputes in transactions with suppliers, and negative impacts on the environment and society. All reports received are handled through a transparent process. The identity of the informant and the content of the report are strictly kept confidential. For any confirmed violations, disciplinary measures are taken in accordance with relevant regulations. However, reports that are false or intended to defame, infringe on personal privacy, or are based on unverified rumors are excluded from processing.

Report Receiving and Handling



Matters subject to reporting

- Facts on employees' embezzlement, misappropriation, and bribery
- Obtaining unfair profits by the inadequate use of company assets and information
- illegal business handling by employees
- Listening to suppliers' opinions (reports, suggestions, requests, and transaction dispute mediation)
- Negative impacts on the environment and society

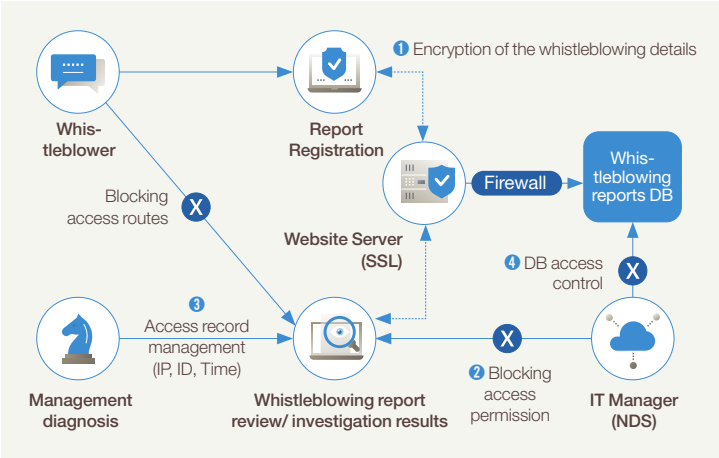
Reporting channels

- Website**
https://sso.nongshim.com/nongshim/management/compliance/register
- Email**
nsaudit@nongshim.com
- Mail**
Management Consulting Team,
(Nongshim Building, 112 Yeouidaebang-ro, Dongjak-gu, Seoul)

Whistleblowers' Reports Received and Handled in 2024 (Unit: cases)

Category	No. of Cases Received	No. of Disciplinary Actions Taken
Embezzlement	-	-
Sexual Harassment	-	-
Verbal Abuse	-	-
Others	2	-
Total	2	-

Security Management for Whistleblowing



Category	Report Received
Encryption of the whistleblowing details	The information the informant enters is encrypted and transmitted
Access permission management	Inquiry/review of whistleblower reports: Separate management of accessible accounts (IDs)
Access record management	Access history management: Recording accessors' IP, ID, and the time of access
DB access control	Restriction of direct access to DB and record management by system administrators (NDS)
Information management within the firewall	Physical security on DB for whistleblower report registration and review history: Located within the in-house firewalls

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

PROSPERITY

PRINCIPLES OF GOVERNANCE

Sound Governance

Compliance and Ethical Management

Risk Management

APPENDIX

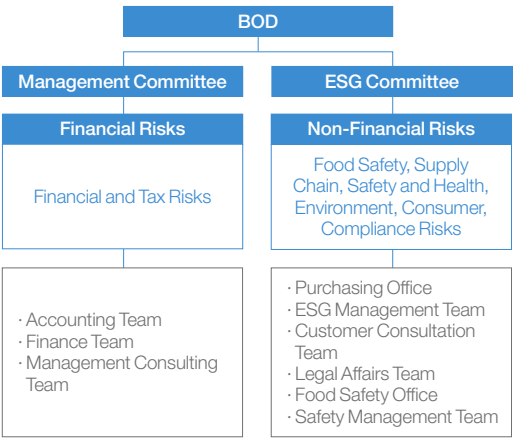


Risk Management



Risk Management System

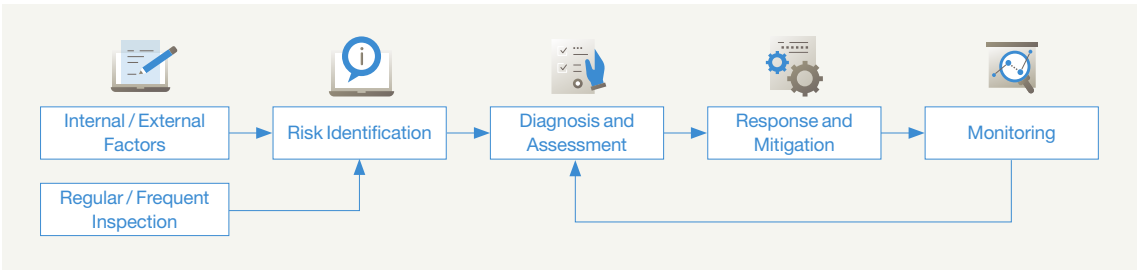
Nongshim identifies financial and non-financial risks that may affect business performance and has established an effective response system. Within the Board of Directors, the Management Committee and ESG Committee conduct integrated risk management activities centered on eight key risks. For each risk, a responsible department is designated to establish an implementation system based on response scenarios, enabling swift and accurate responses.



Risk Management Process

Nongshim has established and operates an integrated risk management process to prevent risks in advance and manage them systematically. After identifying potential risks that could affect overall business operations, we assess and evaluate risk levels based on the likelihood of occurrence and potential impact. Response and improvement measures are then implemented according to priority. Follow-up monitoring is conducted on the implemented measures to evaluate the effectiveness of risk responses and continuously strengthen the company's enterprise-wide risk response capabilities.

Key Risk Management Process



Key Risk Management Directions

Risk Type		Responsible Department	Key Roles
Financial	Financial	Finance Team	• Monitor domestic and international market fluctuations • Ensure flexible fund management and financial soundness
	Tax	Accounting Team	• Comply with tax laws and regulations • Establish a global tax management system
Non-Financial	Food Safety	Food Safety Office	• Thorough control of raw materials, processing, and distribution • Minimize consumer harm in the event of risk occurrence • Comply with food safety-related laws and regulations
	Supply Chain	Purchasing Office	• Forecast and respond to raw material price volatility • Manage raw material quality • Manage raw material sustainability (environment, human rights, etc.)
	Safety and Health	Safety Management Team	• Conduct inspections to prevent workplace accidents • Operate employee health promotion programs
	Environment	ESG Management Team	• Manage and reduce greenhouse gas emissions • Reduce packaging material usage and improve recyclability • Comply with environmental regulations
	Customer	Customer Consultation Team	• Establish and monitor integrated customer complaint management system • "Voice of Customer" card news
	Compliance	Legal Affairs Team	• Conduct compliance support inspections and employee training • Provide legal review and information

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

PLANET

PEOPLE

PROSPERITY

PRINCIPLES OF GOVERNANCE

Sound Governance

Compliance and Ethical Management

Risk Management

APPENDIX



2024 NONGSHIM
SUSTAINABILITY REPORT

APPENDIX

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX



ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

ESG Factbook

Environmental

GHG Emissions¹⁾

A~C

Classification	Unit	2022	2023	2024
Direct Emissions (Scope 1)	tCO ₂ eq	88,477	90,620	91,981
Indirect Emissions (Scope 2)	tCO ₂ eq	105,926	107,023	113,730
GHG Emissions Intensity (Scope 1)	tCO ₂ eq/ ton of production	0.182	0.183	0.180
GHG Emissions Intensity (Scope 2)	tCO ₂ eq/ ton of production	0.218	0.216	0.222
GHG Reduction ²⁾	tCO ₂ eq (cumulative)	8,090	13,425	20,007

1) Calculated by referring to the Guidelines for Emissions Reporting and Certification of the Greenhouse Gas Emissions Trading Scheme. Including CO₂/CH₄/N₂O. No biogenic CO₂. GWP is based on AR2 100 years. The integrated method of GHG emissions is calculated using an operational control approach. The calculated total emissions were rounded off to the decimal point; thus, they may differ from the sum of the emissions. Cumulative reduction by GHG reduction projects since 2018.

Performance data has been revised (from 13,985 tons to 13,425 tons) due to the exclusion of the greenhouse gas reduction outcome from the 2023 project, following delays in the inverter-controlled air compressor project at the Anyang Plant.

[Scope of environmental data collection]

A: HQs and seven domestic production plants, B: Hotel Nongshim,
C: Others (logistics centers, sales offices, and catering business sites)

Energy Consumption¹⁾

A~C

Classification		Unit	2022	2023	2024
Electricity ²⁾		TJ	1,562	1,562	1,638
Steam		TJ	330	334	380
Energy Consumption	City Gas	TJ	1,648	1,699	1,731
	Gasoline	TJ	33	30	27
	Diesel	TJ	33	31	32
	Propane	TJ	8	6	4
Self-generated Renewable Energy		TJ	0.9	6.0	7.7
Total Energy Consumption ³⁾		TJ	3,579	3,629	3,779
Energy Consumption Intensity		TJ/ton of production	0.0074	0.0073	0.0074
Worksites Using Renewable Energy		Sites (cumulative)	2	2	2

1) Energy consumption is calculated according to the Guidelines for Reporting and Certification of GHG Emissions Trading Scheme. Differences may occur in the totals due to significant figure rounding.

2) Electricity energy use was calculated at 9.6 MJ/kWh, using country-specific data for net calorific values, and renewable energy consumption is calculated using 3.6 MJ/kWh. (Energy usage data for 2022 and 2023 have been revised.)

3) Energy consumption is calculated according to the Guidelines for Reporting and Certification of GHG Emissions Trading Scheme. Differences may occur in the totals due to significant figure rounding.

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX



ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Environmental

Energy Savings¹⁾

A~C

Classification	Unit	2022	2023	2024
Electricity Savings	TJ	49	52	24
Fuel Savings	TJ	11	5	-
Total Energy Savings	TJ	60	57	24

1) The energy that is unnecessary or no longer used in performing the same process or task. It does not include savings resulting from reduced production capacity or outsourcing.

Packaging Materials Usage

A~C

Classification	Unit	2022	2023	2024
Annual Packaging Materials Usage ¹⁾	Ton	28,179	28,609	28,194
Recycled Raw Material Usage	Ton	16	10	5
Plastic Packaging Materials Usage ²⁾	Ton	1,634	1,990	1,912

1) It is calculated based on the packaging material shipment/import data reported to the Korea Environment Corporation.
2) The reduced amount of plastic packaging materials refers only to the result achieved through improvement tasks since 2018.

[Scope of environmental data collection]
A: HQs and seven domestic production plants, B: Hotel Nongshim,
C: Others (logistics centers, sales offices, and catering business sites)

Water Withdrawal

A~B

Classification	Unit	2022	2023	2024
Total Water Withdrawal	Ton	2,191,193	2,243,702	2,396,749
Waterworks (industrial + residential water)	Ton	1,915,141	1,950,618	2,059,632
Underground Water	Ton	276,052	293,084	337,118
Water Withdrawal Intensity	Ton/production ton	4.517	4.526	4.683

Wastewater Discharge Management

A~B

Classification	Unit	2022	2023	2024
Wastewater Discharge	Ton	1,365,951	1,408,522	1,477,100
Wastewater Discharge Intensity	Ton/production ton	2.816	2.841	2.886

Water Consumption

A~B

Classification	Unit	2022	2023	2024
Water Consumption	Ton	825,242	835,180	919,649



Environmental

Waste Generation Statistics

A~B

Classification		Unit	2022	2023	2024
General Waste	Recycling	Ton	18,829	19,903	20,398
	Incineration	Ton	2,497	2,406	2,346
	Landfill	Ton	383	401	362
	Others	Ton	0	0	0
	Subtotal	Ton	21,708	22,711	23,106
Designated Waste	Recycling	Ton	52	44	27
	Incineration	Ton	82	145	126
	Landfill	Ton	3	7	1
	Others	Ton	0	0	0
	Subtotal	Ton	136	196	155
Total		Ton	21,844	22,907	23,260
Waste Generation Intensity		Ton/production ton	0.0450	0.0462	0.0454

[Scope of environmental data collection]
A: HQs and seven domestic production plants, B: Hotel Nongshim,
C: Others (logistics centers, sales offices, and catering business sites)

Air Pollutant Emissions

A

Classification		Unit	2022	2023	2024
Air Pollutant Emissions	NOx ¹⁾	Ton	36.6	34.2	42.5
	SOx	Ton	0.24	1.82	1.84
	Dust	Ton	3.63	4.26	4.25
	Total	Ton	40.5	40.3	48.6

1) The data has been revised as some business sites changed the data reporting standard from the Statement of Confirmed Emissions to SEMS measurement values starting in 2023.

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

↓

ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



Social

Employees

Classification		Unit	2022	2023	2024
Total Employees (Regular Employees) ¹⁾	Total	Persons	5,256	5,447	5,525
	Male	Persons	2,348	2,421	2,508
	Female	Persons	2,908	3,026	3,017
By Gender	Male	Persons	2,348	2,421	2,508
	Female	Persons	2,908	3,026	3,017
By Position	Executives	Persons	41	43	41
	P1 (Senior Manager)	Persons	613	641	654
	P2 (Manager)	Persons	368	375	391
	P3 (Manager)	Persons	313	287	279
	P4 (Staff)	Persons	247	227	280
	PE (Staff)	Persons	88	118	143
	Technical job	Persons	2,273	2,421	2,433
	General job	Persons	1,313	1,335	1,302
Permanent Employees	Male	Persons	2,327	2,399	2,489
	Female	Persons	2,878	2,990	3,003
	Total	Persons	5,205	5,389	5,492
Temporary Employees	Male	Persons	21	22	19
	Female	Persons	30	36	14
	Total	Persons	51	58	33

1) No non-guaranteed hours employees or part-time employees (based on year-end headcount).

Workers Who Are Not Employees

Classification		Unit	2022	2023	2024
Workers Who Are Not Employees	Male	Persons	827	827	825
	Female	Persons	366	358	402
	Total	Persons	1,193	1,185	1,227

New Employment

Classification		Unit	2022	2023	2024
Total New Employees	Total	Persons	1,455	1,387	1,034
By Age	Under 30	Persons	608	622	479
	30–50	Persons	768	733	540
	Over 50	Persons	79	32	15
Percentage by Age	Under 30	%	41.8	44.8	46.3
	30–50	%	52.8	52.8	52.2
	Over 50	%	5.4	2.3	1.5
By Gender	Male	Persons	465	317	306
	Female	Persons	990	1,070	728
Percentage by Gender	Male	%	32.0	22.9	29.6
	Female	%	68.0	77.1	70.4

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX



ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Social

Turnover and Retirement

Classification		Unit	2022	2023	2024
Total No. of Employee Turn-over and Retirements Total Persons	Total	Persons	1,181	1,194	1,058
By Age	Under 30	Persons	507	511	389
	30–50	Persons	549	545	531
	Over 50	Persons	125	138	138
Percentage by Age	Under 30	%	42.9	42.8	36.8
	30–50	%	46.5	45.6	50.2
	Over 50	%	10.6	11.6	13.0
By Gender	Male	Persons	262	253	287
	Female	Persons	919	941	771
Percentage by Gender	Male	%	22.2	21.2	27.1
	Female	%	77.8	78.8	72.9
Voluntary Turnover Rate ¹⁾		%	20.3	19.6	17.3
Involuntary Turnover Rate ¹⁾		%	2.2	2.4	1.8

1) Data for 2022 and 2023 has been revised due to a change in the turnover rate calculation method (the denominator was changed from total number of turnovers to total number of employees).

Collective Agreement

Classification		Unit	2022	2023	2024
Collective agreement	No. of Employees Subject to Collective Agreement ¹⁾	Persons	5,166	5,389	5,492
	Percentage of Employees Subject to Collective Agreement	%	98.3	98.9	99.4

1) All employees are subject to collective bargaining, except contract workers.

Parental Leave

Classification		Unit	2022	2023	2024
Employees That Were Entitled to Parental Leave	Male	Persons	473	524	497
	Female	Persons	258	263	261
	Total	Persons	731	787	758
Employees Who Took Parental Leave	Male	Persons	18	24	15
	Female	Persons	69	94	55
	Total	Persons	87	118	70
Employees Who Returned to Work After Parental Leave (A)	Male	Persons	16	20	13
	Female	Persons	64	81	49
	Total	Persons	80	101	62
Employees Subject to Re-turn to Work After Parental Leave (B)	Male	Persons	18	24	15
	Female	Persons	69	94	55
	Total	Persons	87	118	70
12-Month Work Retention After Parental Leave (C)	Male	Persons	16	18	12
	Female	Persons	60	73	48
	Total	Persons	76	91	60
Rate of Return to Work After Parental Leave (A/B*100)	Male	%	88.9	83.3	86.7
	Female	%	92.8	86.2	89.1
	Total	%	92.0	85.6	88.6
Ratio of 12-Month Work Retention After Parental Leave (C/B*100)	Male	%	88.9	75.0	80.0
	Female	%	87.0	77.7	87.3
	Total	%	87.4	77.1	85.7

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX



ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Social

Diversity and Equal Opportunity

Classification		Unit	2022	2023	2024
Percentage by Gender	Male	%	45	44	45
	Female	%	55	56	55
Percentage by Age	Under 30	%	20	19	18
	30–50	%	60	59	59
	Over 50	%	20	22	23

Employees subject to the OSH (Occupational Safety and Health) management system

Classification		Unit	2022	2023	2024
Externally Audited OSH Management System	No. of Employees Subject to the Externally Audited OSH	Persons	-	3,004	3,048
	Percentage of Employees Subject to the Externally Audited OSH	%	-	55.1	55.2
	No. of Workers Who Are Not Employees Subject to the Externally Audited OSH	Persons	-	469	506
	Percentage of Workers Who Are Not Employees Subject to the Externally Audited OSH	%	-	39.6	41.2
Internally Audited OSH Management System	No. of Employees Subject to the Internally Audited OSH	Persons	5,256	5,447	5,525
	Percentage of Employees Subject to the Internally Audited OSH	%	100	100	100
	No. of Workers Who Are Not Employees Subject to the Internally Audited OSH	Persons	1,193	1,185	1,227
	Percentage of Workers Who Are Not Employees Subject to the Internally Audited OSH	%	100	100	100

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX



- ESG Factbook
- ESG Policy Book
- GRI Content Index
- TCFD Index
- SASB Index
- Awards and Memberships
- Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Social

Occupational Injuries and Illnesses

Classification		Unit	2022	2023	2024
Occupational Injuries for Employees	No. of Injuries ¹⁾	Cases	18	22	15
	Injury Rate ²⁾	-	0.3425	0.4039	0.2715
	Injury Frequency Rate (IFR) ³⁾	-	3.4247	4.0389	2.7149
	Lost Time Injury Frequency Rate (LTIFR) ⁴⁾	-	1.5496	1.8276	1.2285
	Severe Accidents	Cases	0	0	0
Occupational Injuries for Non-Employees	No. of Injuries ¹⁾	Cases	9	9	7
	Injury Rate ²⁾	-	0.7544	0.7595	0.5705
	Injury Frequency Rate (IFR) ³⁾	-	7.5440	7.5949	5.7050
	Lost Time Injury Frequency Rate (LTIFR) ⁴⁾	-	3.6269	3.6514	2.7428
	Severe Accidents	Cases	0	1	0
Occupational Illnesses for Employees	No. of Illnesses	Cases	1	0	0
Occupation-al Illnesses for Non-Employees	No. of Illnesses	Cases	0	0	0

1) Number of incidents requiring treatment of three or more days. In 2024, work-related injuries included fractures, sprains, and strains.

2) Industrial Accident Rate = (Number of Injured Workers / Number of Regular Employees) * 100

3) IFR = (Number of Injured Workers / Annual Number of Workers) * 1,000

4) LTIFR = (Number of Lost Time Injuries / Total Working Hours) * 1,000,000

Employee Training

Classification	Unit	2022	2023	2024
Total Time Spent on Training	Hours	92,163	118,103	152,007
Male	Hours	66,241	77,604	102,809
Female	Hours	25,922	40,499	49,198
Office Job	Hours	91,799	108,909	119,904
Technical Job	Hours	364	9,194	32,103
Training Hours per Employee ¹⁾	Hours/Person	23.1	26	35.5
Training Hours per Male Employee	Hours	32.5	34.4	47.3
Training Hours per Female Employee	Hours	13.2	17.6	23.3

1) Training hours per employee are calculated for office employees and technical employees (excluding service and contract employees).

Supplier Environmental Assessment

Classification	Unit	2022	2023	2024
No. of Suppliers Assessed for Environmental Impacts	Cases	146	150	142
No. of Suppliers Identified as Having Significant Actual and Potential Negative Environmental Impacts	Cases	0	0	0
Percentage of Suppliers Agreeing to Take Improvement Measures for Significant Environmental Impacts Based on Environmental Impact Assessment Results	%	0	0	0
Percentage of Suppliers Whose Business Relationship Was Terminated Because of Their Significant Environmental Impact Found in Environmental Impact Assessment	%	0	0	0

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX



ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



Social

Support for Shared Growth with Suppliers

Classification		Unit	2022	2023	2024
Training and Education		Persons	440	356	314
Financial Support	Advance Payment Amount	KRW 100 million	37	31	23
	Win-Win Fund Performance	KRW 100 million	63	95	115
	Cash Payment Amount	KRW 100 million	2,690	2,774	2,757
	Other Support	KRW 100 million	9	8	5.3
Technical Support		Cases	1,306	1,218	1,228
Quality and Sanitation Support		Cases	160	155	159
Safety and Health Support		Companies	92	21	9

Safety and Health for Consumers and Products

Classification		Unit	2022	2023	2024
Assessment of Safety and Health Impacts of Products and Services	Percentage of Key Products and Services That Received Assessment	%	100	100	100
Incidents of Non-Compliance Concerning the Safety and Health Impacts of Products and Services	Fines or Penalties on Violating Regulations	Cases	0	2	1 ¹⁾
	Warnings on Violating Regulations	Cases	1	1	0
	Violation of Voluntary Codes	Cases	0	0	0

1) Follow-up measures completed for unreported adverse events related to health functional foods.

Customer Information Security

Classification		Unit	2022	2023	2024
Complaints Received Concerning Breaches of Customer Privacy		Cases	0	0	0
Total No. of Identified Leaks, Thefts, or Losses of Customer Data		Cases	0	0	0

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX



ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Governance

BOD Composition

(as of the end of March 2025)

Classification		Unit	2022	2023	2024
By Gender	Male	%	85.7	85.7	85.7
	Female	%	14.3	14.3	14.3
By Age	Under 30	%	0	0	0
	30–50	%	14.3	14.3	0
	Over 50	%	85.7	85.7	100

Compliance with Laws and Regulations¹⁾

Classification		Unit	2022	2023	2024
Serious Violations Subject to Monetary Sanctions		Cases	0	0	0
Serious Violations Subject to Non-Monetary Sanctions		Cases	0	0	0
Significant Violations During the Current Reporting Period	Total No. of Violations	Cases	0	1	0
	Amount of Fine	KRW million	0	79	0
Serious Violations During the Previous Reporting Period	Total No. of Violations	Cases	0	0	0
	Amount of Fine	KRW million	0	0	0

1) “Serious Violation” is defined as a case in which a fine of KRW 10 million or more or criminal punishment is imposed.
For cases other than fines, refer to “XI.3. Sanctions of 2023 Nongshim Business Report.”

Anti-Competitive Practices

Classification		Unit	2022	2023	2024
No. of Legal Actions Taken Regarding Unfair Trade Practices Such as Acts That Hinder Competition, Monopolistic Behavior, Etc.		Cases	0	0	0

Anti-Corruption

Classification		Unit	2022	2023	2024
Confirmed Incidents of Corruption and Actions Taken	No. of Confirmed Incidents of Corruption	Cases	0	0	0
	No. of Confirmed Incidents in Which Employees Were Dismissed or Disciplined for Corruption	Cases	0	0	0
	Number of Confirmed Incidents When Contracts With Business Partners Were Terminated or Not Renewed Due to Violations Related to Corruption	Cases	0	0	0
Ethical Training Hours per Employee		Hours	3.5	2	2
Employees Who Completed Ethical Training		Persons	386	1,358	1,323
Violations of the Code of Conduct or Laws by Employees	Total No. of Violations	Cases	0	0	0
	Conflicts of Interest	Cases	0	0	0
	Investment Activities Including Securities	Cases	0	0	0
	Violation of Fair Trade	Cases	0	0	0
	Violation of Critical Information Management	Cases	0	0	0
	Receipt of Bribes and Hospitality	Cases	0	0	0
	Violation of External Activity Rules	Cases	0	0	0
	Violation of Money Laundering Prohibition	Cases	0	0	0
Measures Against Violation of the Code of Conduct by Employees	Pay Cut	Cases	5	0	15
	Reprimand	Cases	0	0	9
	Caution	Cases	0	0	0
	Others	Cases	1	1	6

↓

ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



Financial Performance

Creation of Economic Value

Classification		Unit	2022	2023	2024
Sales	Consolidated	KRW million	3,129,065	3,410,559	3,438,731
Net Profit Before Tax	Consolidated	KRW million	158,841	231,128	217,816
Net Profit	Consolidated	KRW million	116,034	171,469	157,630

Distribution of Economic Value

Classification		Unit	2022	2023	2024
Shareholders & Investors	Dividends	KRW million	23,130	28,913	28,913
Employees	Wage	KRW million	284,906	304,879	324,230
	Welfare Benefits	KRW million	215	313	406
Government	Corporate tax	KRW million	23,163	35,960	34,737
Local Communities	Investment in Local Communities	KRW million	2,362	11,926	1,995
Suppliers	Purchase & Service Cost	KRW million	2,021,308	2,147,441	2,244,693

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX



ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Financial Performance

Consolidated Comprehensive Income Statement

Classification	Unit	2022	2023	2024
Revenue	KRW	3,129,065,208,087	3,410,559,367,259	3,438,730,857,998
Cost of Sales	KRW	2,229,502,633,084	2,375,319,699,349	2,473,188,669,478
Gross Profit	KRW	899,562,575,003	1,035,239,667,910	965,542,188,520
Selling and Administrative Expenses	KRW	787,389,718,287	823,174,924,455	802,468,256,590
Operating Profit	KRW	112,172,856,716	212,064,743,455	163,073,931,930
Other Income	KRW	57,300,423,332	17,636,963,989	31,486,211,230
Other Expenses	KRW	18,740,735,162	17,492,770,117	4,394,784,669
Financial Income	KRW	31,216,056,127	35,272,755,942	46,943,460,807
Financial Expenses	KRW	22,654,996,510	15,820,660,202	19,152,755,746
Equity Method Loss	KRW	(453,005,396)	(532,620,462)	(140,157,321)
Profit Before Income Tax	KRW	158,840,599,107	231,128,412,605	217,815,906,231
Income Tax Expenses	KRW	42,807,029,089	59,659,187,729	60,185,592,028
Profit for the Year	KRW	116,033,570,018	171,469,224,876	157,630,314,203
Other Comprehensive Income	KRW	25,631,034,905	(17,031,610,978)	105,882,734,171
Total Comprehensive Income	KRW	141,664,604,923	154,437,613,898	263,513,048,374

Consolidated Statement of Financial Position

Classification	Unit	2022	2023	2024
Current Assets	KRW	1,208,524,614,820	1,419,816,691,135	1,743,739,590,775
Non-Current Assets	KRW	1,826,193,920,727	1,814,934,735,323	1,853,721,979,927
Total Assets	KRW	3,034,718,535,547	3,234,751,426,458	3,597,461,570,702
Current Liabilities	KRW	616,485,543,701	696,493,722,736	678,174,791,731
Non-current Liabilities	KRW	102,892,813,182	97,455,942,545	246,711,649,514
Total liabilities	KRW	719,378,356,883	793,949,665,281	924,886,441,245
Total Equity Attributable to Owners of the Parent Company	KRW	2,304,167,408,738	2,430,227,733,796	2,672,015,203,505
Non-Controlling Interests	KRW	11,172,769,926	10,574,027,381	559,925,952
Total Equity	KRW	2,315,340,178,664	2,440,801,761,177	2,672,575,129,457

* Information on subsidiaries can be found in the notes to the consolidated financial statements in the Business Report.

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX



ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Supplier Code of Conduct	Human Rights Policy	Supply Chain ESG Management Policy	Sustainable Raw Materials Management Policy	Consumer Rights Protection Policy	Information Security and Personal Data Protection Policy	Health and Safety Policy	Environmental Management Policy
--------------------------	---------------------	------------------------------------	---	-----------------------------------	--	--------------------------	---------------------------------

ESG Policy Book

Supplier Code of Conduct

1. Overview

A. Purpose of the Code of Conduct

Nongshim, guided by the corporate philosophy of “contributing to a better life through superior products and services,” is committed to enriching the lives of internal and external customers and contributing to the happiness of people around the world.

This Code of Conduct aims to emphasize legal compliance and establish a sustainable supply chain. Nongshim expects all suppliers engaged in business relationships with the company to strictly adhere to relevant laws and regulations. Furthermore, each supplier is required to uphold the highest standards in areas such as ethics, environment, human rights, safety, and management systems. Nongshim hopes that by complying with this Code of Conduct, suppliers can grow into socially respected companies and pursue mutual growth alongside Nongshim.

This Code of Conduct is based on global standards, including the ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights (UNGPs), and sets out the requirements that suppliers must observe in the areas of ethics, environment, human rights, safety, and management systems. In cases where this Code differs from local laws and regulations, the stricter standard shall take precedence.

B. Scope of Application

This Code of Conduct applies to all suppliers in a contractual relationship with Nongshim, as well as their employees. Suppliers must comply with this Code in all business activities with Nongshim. In addition, suppliers are expected to ensure that not only their own operations but also any transactions with third-party subcontractors adhere to this Code of Conduct.

C. Responsibilities and Roles of Suppliers

All suppliers of Nongshim are required to comply with this Code in their management decisions and overall business operations. Nongshim, or a third-party agency authorized by Nongshim, reserves the right to inspect and audit compliance with this Code within the scope permitted by law. Based on the results of such inspections and audits, Nongshim may recommend corrective actions for identified risks. Suppliers must conduct regular self-assessments and develop and implement risk mitigation plans to address violations discovered through audits or inspections. Nongshim expects suppliers to faithfully fulfill their social responsibilities in accordance with this Code of Conduct and hopes to build a stronger partnership through its implementation. This Code does not encompass all obligations of suppliers and may be reviewed and revised periodically to maintain a sustainable supply chain. The full text of this Code of Conduct is available on Nongshim’s official website (www.nongshim.com), and further inquiries can be directed to the relevant department within Nongshim (ESG Management Team).

2. Ethics

Suppliers must comply with Nongshim’s Code of Ethical Practice.

A. Transparent Management and Anti-corruption

- ① Supplier executives and employees must comply with the laws and regulations of the countries in which they operate and uphold the highest standards of transparency and integrity in all business relationships.
- ② Suppliers must accurately document and disclose information related to labor, safety and health, environmental management, business operations, corporate governance, and financial structure in accordance with local laws, regulations, and common industry practices.
- ③ Supplier executives and employees must not engage in bribery, unfair competitive practices, embezzlement, solicitation, or influence peddling by exploiting their professional position. They must not seek unfair compensation by taking advantage of others' weaknesses or vulnerabilities.
- ④ Supplier executives and employees must adhere to monitoring and enforcement procedures against corruption, unethical conduct, kickbacks, and improper entertainment, and must voluntarily practice ethical behavior.

B. Legal Compliance

- ① Suppliers must comply with all laws applicable to their business activities.
- ② Suppliers must regard legal requirements as the minimum standard to uphold.
- ③ Suppliers must notify Nongshim of any issues related to the goods and services they provide, particularly those concerning health and safety. This obligation supports Nongshim in maintaining compliance with global regulations.

C. Quality and Safety Management

- ① Suppliers must aim to create customer value through safe and reliable products. To this end, they must establish and maintain systems to set and achieve policies and objectives for quality management.
- ② In particular, suppliers that directly handle food products must prioritize customers and strictly comply with relevant laws and regulations, including standards for hazardous substances related to product safety and quality management, as well as local legal requirements.
- ③ Suppliers must implement comprehensive quality and safety management activities throughout the entire process—from raw material handling to product shipment—to ensure product safety for customers.
- ④ Suppliers must be capable of conducting preventive quality and safety measures by operating various food safety certification systems, investing in facilities, and providing training to workers.



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Supplier Code of Conduct	Human Rights Policy	Supply Chain ESG Management Policy	Sustainable Raw Materials Management Policy	Consumer Rights Protection Policy	Information Security and Personal Data Protection Policy	Health and Safety Policy	Environmental Management Policy
--------------------------	---------------------	------------------------------------	---	-----------------------------------	--	--------------------------	---------------------------------

D. Prevention of Conflicts of Interest

- ① Suppliers must responsibly perform their duties in accordance with established business regulations.
- ② Supplier executives and employees must not promise or propose any alternative means to obtain unfair or inappropriate benefits in the course of business. This includes actions that harm the company for personal gain or using third parties to obtain private benefits.
- ③ Supplier executives and employees must comply with local laws and regulations when handling matters related to fair trade, and must adhere to standards for fair advertising and competition.

E. Prevention of Unfair Trade and Anti-Competitive Practices

- ① Suppliers must comply with fair trade laws and standards in every country where they conduct business.
- ② Suppliers must not engage in unfair trade practices that could undermine fair competition by abusing a dominant market position or a superior bargaining position. They must also not make unfair agreements with other businesses to restrict competition regarding product or service prices, supply volume, sales regions, or transaction terms (e.g., price fixing, group boycotts, exclusive dealing arrangements).
- ③ Suppliers must not obtain information from competitors, partners, or other organizations through illegal means, nor should they use or disclose information unlawfully obtained by the company or third parties.

F. Prevention of Counterfeit Raw and Subsidiary Materials

- ① Suppliers must not produce or use unauthorized raw materials or sub-materials, nor may they use or distribute counterfeit raw or sub-materials.
- ② Suppliers must regularly inspect their workplaces to ensure that counterfeit raw or sub-materials are not being used or produced. If any are identified, they must immediately notify the relevant government authority or clients.
- ③ Suppliers must make efforts to ensure that the raw and sub-materials they produce are used and distributed in accordance with the intended business purpose and contract terms.

G. Compliance with Export Restrictions

- ① Suppliers must comply with the export-related laws and international regulations of each country.
- ② Suppliers must not engage in transactions with countries, regions, or individuals subject to export restrictions or economic sanctions.
- ③ Suppliers must assess their compliance with export control and economic sanction regulations and cooperate with Nongshim's efforts to monitor such matters when necessary.

H. Information Disclosure

- ① Suppliers must record and disclose information related to business activities, performance, and financial structure based on applicable laws and regulations on information disclosure, as well as industry practices. Falsification or misrepresentation of records and practices within the supply chain is strictly prohibited.

I. Information Protection

- ① Suppliers must not disclose the trade secrets or confidential information of clients or business partners without authorization. Any information obtained in the course of business must not be retained or used without prior approval or consent.
- ② Suppliers must not infringe upon or unlawfully use the intellectual property of clients or business partners, including patents, software, designs, and trademarks. They must take appropriate measures to protect technical data,

information, and intellectual property obtained in the course of business, regularly verify for any infringement of intellectual property rights, and ensure that the transfer of technologies and know-how is carried out in a manner that protects such rights.

- ③ Suppliers must collect and use personal information only within the scope of its intended purpose and retention period. Any changes to such matters require prior consent. Furthermore, systematic measures must be taken to protect the personal information of all stakeholders involved in business operations, and the handling and use of personal information must comply with local data protection laws and be managed accordingly.

J. Whistleblower Protection and Prohibition of Retaliation

- ① Suppliers must implement whistleblower protection procedures that ensure anonymity and confidentiality for whistleblowers as guaranteed by law, and must prevent any disadvantage resulting from such disclosures.

K. Responsible Sourcing of Minerals and Raw Material

- ① Suppliers must establish procedures to identify the smelters and countries of origin of all minerals and raw materials, including conflict minerals¹⁾ such as tin, tungsten, tantalum, and gold, as well as other responsible minerals.
- ② Suppliers must establish procedures to identify the origin of raw materials such as palm oil, cotton, and tomatoes.
- ③ Through these procedures, suppliers must make efforts to verify²⁾ whether any serious human rights violations, ethical misconduct, or negative environmental impacts are associated with the smelters or countries of origin of the minerals and raw materials.
- ④ Suppliers that primarily handle minerals or raw materials must verify-through internal audits or third-party certifications-that the mining, collection, production, and processing of such materials are not associated with human rights violations, ethical breaches, or adverse environmental impacts.
- ⑤ If suppliers reasonably suspect that the raw materials or minerals they use have been illegally sourced, negatively impact the environment, or procured through unethical means, they must establish policies to prohibit the use of such materials.
- ⑥ In accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, suppliers must not, under any circumstances, use minerals or raw materials from specified origins (such as tin, tantalum, tungsten, and gold) within Nongshim's supply chain.
- ⑦ Upon Nongshim's request, suppliers must provide relevant supporting documents such as certificates of origin.

L. Prohibition of Support for Illegal Armed Groups

- ① Suppliers must not directly or indirectly support non-governmental armed groups or public or private security organizations engaged in illegal activities.

1) These refer to the four major minerals produced in conflict-affected regions of Africa (including the Democratic Republic of the Congo and 10 neighboring countries), which are associated with human rights violations, child labor, and other social issues during the mining process, and raise international concern due to the use of mineral export revenues in funding civil wars and conflicts.

2) Under a U.S. Securities and Exchange Commission (SEC) rule enacted in 2012, listed companies are required to publicly disclose the use of conflict minerals in their products. In 2015, the European Parliament mandated that importers and others report the origin of minerals and the results of due diligence on related issues to the relevant national authorities.

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Supplier Code of Conduct	Human Rights Policy	Supply Chain ESG Management Policy	Sustainable Raw Materials Management Policy	Consumer Rights Protection Policy	Information Security and Personal Data Protection Policy	Health and Safety Policy	Environmental Management Policy
--------------------------	---------------------	------------------------------------	---	-----------------------------------	--	--------------------------	---------------------------------

M. Responsible Participation in Political Activities

- ① Nongshim and its suppliers operate as non-partisan organizations with no political affiliations and do not directly or indirectly support any specific political party. Nongshim and its suppliers do not provide monetary contributions to political parties, candidates, or public officials.
- ② Suppliers must comply with all applicable laws and regulations related to political activities.
- ③ Only individuals who fully understand the relevant rules and the company's official stance on key issues may interact with public officials on behalf of the supplier.

N. Ethics Channel

- ① If you have any questions regarding ethical management, you may use the following channels:
 - TEL: 02-820-7114
 - E-mail: nsaudit@nongshim.com
 - Mailing address: Management Consulting Team, Nongshim Building, 112, Yeoui-daebang-ro, Dongjak-gu, Seoul, Korea
 - Website: <https://sso.nongshim.com/nongshim/management/compliance/register?partner=Y>

3. Environment

A. Establishment of Environmental Management Systems

- ① Suppliers must comply with the environmental laws and regulations of each country in which they operate and must acquire and maintain all necessary environmental permits related to business operations. They must also comply with all operational and reporting requirements associated with such permits.
- ② Suppliers must operate an environmental management system³⁾ composed of organizational structure, planning, procedures, and performance monitoring to mitigate the environmental impacts of their business operations.

B. Protection of Biodiversity

- ① In accordance with the Convention on Biological Diversity, suppliers must ensure sustainable production and consumption. They must take biodiversity into consideration across all key processes of their business operations and product/service life cycle (design, production, use, recycling, disposal, etc.) and develop and implement methods to minimize adverse impacts on biodiversity.

C. Sustainable Procurement of Raw Materials

- ① Suppliers must reduce environmental impact in the procurement of food ingredients and strive to procure them in a safer and more stable manner.
- ② As natural resources are essential to maintaining ecosystems, suppliers must always consider environmental impact when conducting business activities. Business operations must prohibit deforestation and promote the conservation of water and land resources.

D. Energy Use and Greenhouse Gas Emissions Management

- ① Suppliers must establish a system for measuring energy consumption and both direct and indirect greenhouse gas emissions across the organization and individual business sites.
- ② Suppliers must continuously seek cost-effective methods to reduce energy consumption and minimize greenhouse gas emissions, while also exploring ways to improve energy efficiency.

E. Water Resource Management

- ① Suppliers must establish a system to measure water usage and wastewater discharge.
- ② Suppliers must make efforts to reduce water consumption. In addition, discharged water pollutants must be managed according to legal standards or internal standards that exceed regulatory requirements.

F. Air Pollutant Management

- ① Suppliers must establish a system to measure emissions of air pollutants.
- ② Suppliers must minimize air pollutant emissions through appropriate methods. Emissions must also be managed according to legal standards or internal standards that exceed regulatory requirements.

G. Waste Management

- ① Suppliers must establish a system to measure waste generation.
- ② Suppliers must use appropriate methods to minimize waste that is sent to landfill or incineration. They must also strive to increase the reuse and recycling of waste and to recover discarded raw materials and parts.
- ③ Suppliers must consider the entire lifecycle of the products they manufacture and work to minimize the environmental impact of landfill and incineration.

H. Chemical Substance Management

- ① Suppliers must ensure that chemicals handled during business operations are safely transported, stored, used, and disposed of. In addition, information identifying the hazards and toxicity of these substances must be properly labeled or disclosed, and local regulations that prohibit or restrict the use and handling of certain substances must be observed.
- ② Suppliers must make efforts to verify whether harmful substances to human health or the environment are included⁴⁾ in raw materials or components that they procure, produce, sell, or distribute.

3) ISO 14001 Standard, etc. (The ISO 14001 standard is an international standard for Environmental Management Systems (EMS) established by the International Organization for Standardization (ISO) to promote continuous improvement in environmental performance across all phases of business activities. Companies may obtain third-party certification to verify that their environmental management aligns with this standard.)

4) Matters related to the EU Restriction of Hazardous Substances Directive (RoHS) in electrical and electronic equipment (2006), etc.

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Supplier Code of Conduct	Human Rights Policy	Supply Chain ESG Management Policy	Sustainable Raw Materials Management Policy	Consumer Rights Protection Policy	Information Security and Personal Data Protection Policy	Health and Safety Policy	Environmental Management Policy
--------------------------	---------------------	------------------------------------	---	-----------------------------------	--	--------------------------	---------------------------------

I. Pollution Prevention and Resource Efficiency

- ① Suppliers must reduce waste pollutants by improving the efficiency of production and maintenance processes. Reduction processes may include, but are not limited to, substituting raw materials, recycling and reusing materials, and enhancing the efficiency of resource use.

J. Compliance with Environmental Product Regulations

- ① Suppliers must comply with local laws and regulations regarding product-related environmental requirements, including recycling and disposal labeling as well as restrictions or prohibitions on the use of certain substances.

4. Human Rights

A. Wages and Welfare Benefits

- ① Suppliers must comply with the laws and systems of each country and pay wages on designated dates. Wage and deduction details must be provided in payslips written in a language that employees can understand.
- ② Suppliers must recognize that a pleasant working environment contributes to the physical and mental well-being of employees and must make efforts to establish such an environment.
- ③ Suppliers must strive to operate welfare benefit programs aimed at improving the quality of life of their employees.
- ④ Suppliers must conduct mandatory training required by the laws and systems of each country. Additionally, they should make efforts to support employees' career development and competency enhancement.

B. Working Hours Management

- ① Suppliers must comply with the statutory working hours of each country where they conduct business, and rest periods must be included in working hours management.
- ② In cases of overtime work, appropriate compensation must be provided, and all overtime work must be performed voluntarily with the consent of employees.
- ③ Suppliers must guarantee at least one day off per week for their employees.

C. Humane Treatment

- ① Suppliers must respect the privacy of their employees and refrain from giving unnecessary work instructions outside of working hours.
- ② Suppliers must provide prior notice and obtain voluntary consent when collecting personal information from employees.
- ③ Suppliers must not engage in or tolerate harsh or inhumane treatment of employees, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, verbal abuse, or unreasonable restrictions in the workplace. Threats or intimidation must also be strictly prohibited.
- ④ Suppliers must prohibit workplace harassment⁵⁾ that causes physical or mental suffering or worsens the working environment by exploiting one's position or relationship within the workplace beyond the reasonable scope of duties. Upon request, appropriate actions such as changing the work location or reassigning the victimized employee must be taken. Disciplinary actions or relocation measures must be imposed on the perpetrator as necessary.
- ⑤ Suppliers must prohibit and prevent harassment and bullying⁶⁾ behaviors, including but not limited to the following examples:
- i. Yelling at others, mocking, ridiculing, or belittling behavior.
 - ii. Actions that pose physical or psychological threats.

- iii. Excessive supervision or making inappropriate or demeaning remarks.
 - iv. Abuse of authority or power by those in senior positions.
 - v. Unjust exclusion of colleagues from meetings or discussions.
- ⑥ Suppliers must adopt a zero-tolerance policy toward the following types of harassment and bullying behavior:
- i. Acts of harassment, sexual harassment, bullying, or intimidation.
 - ii. Threats or retaliation against individuals who raise concerns.
 - iii. Falsely accusing someone of harassment or bullying.
 - iv. Joking about violence.
 - v. Carrying personal weapons on company premises or in company vehicles.
- ⑦ Suppliers must establish and clearly communicate regulations and procedures to ensure the humane treatment of employees.

D. Guarantee of Freedom of Association

- ① Suppliers must guarantee employees the right to organize or join employee councils or labor unions in accordance with local laws. Employees must also have the right to associate with other employees for collective bargaining and peaceful assembly, as well as the right not to engage in such activities.
- ② Suppliers must not engage in discrimination, retaliation, intimidation, or harassment related to union activities. Suppliers must ensure that employees and their representatives can freely share opinions with management regarding working conditions and company policies.
- ③ Suppliers must engage in sincere consultation with employee representatives on matters of collective bargaining.

E. Contribution to Communities

- ① Suppliers must not treat employees unfairly in employment, promotion, compensation, training, or any other aspect based on race, skin color, age, gender, sexual orientation, ethnicity, disability, health status, pregnancy, religion, political opinion, union membership, nationality, or marital status. In addition, unless required by local laws or for workplace safety reasons, suppliers must not require medical examinations from employees or job applicants that could be used as a basis for discrimination.
- ② Suppliers must not discriminate in wage payment or the administration of benefit programs.
- ③ Suppliers must not require qualifications that are irrelevant to job performance in the recruitment or hiring process.
- ④ Even in the absence of employee representatives, suppliers must allow individual employees to freely present suggestions related to collective bargaining matters.

5) Refers to inappropriate or unhealthy behavior that infringes upon an individual's dignity or creates a threatening or hostile atmosphere due to gender, citizenship, family status, race, age, religion, sexual orientation, disability, or other legally protected characteristics.

6) Refers to inappropriate or unhealthy verbal, physical, or other forms of behavior by one or more individuals toward another person or group in the workplace and/or employment process that could reasonably be considered to undermine the individual's dignity.

INTRODUCTION
SUSTAINABILITY FUNDAMENTALS
SUSTAINABILITY PERFORMANCE
APPENDIX
ESG Factbook
ESG Policy Book
GRI Content Index
TCFD Index
SASB Index
Awards and Memberships
Third-party Assurance Statement

Supplier Code of Conduct	Human Rights Policy	Supply Chain ESG Management Policy	Sustainable Raw Materials Management Policy	Consumer Rights Protection Policy	Information Security and Personal Data Protection Policy	Health and Safety Policy	Environmental Management Policy
--------------------------	---------------------	------------------------------------	---	-----------------------------------	--	--------------------------	---------------------------------

G. Prohibition of Child Labor

- ① Suppliers must, in principle, prohibit all forms of child labor, and must require legal documentation such as identification cards or birth certificates to verify the age of employees and job applicants.
- ② Suppliers must comply with the ILO Minimum Age Convention and must not employ individuals below the minimum legal working age as defined by local laws.
- ③ If employing young workers, suppliers must not assign them to high-risk tasks that could pose safety or health hazards (including extended or night shifts) and must ensure that their access to education is not restricted due to work obligations.
- ④ Suppliers must not source products or services from vendors involved in child labor or in violation of relevant laws. If such practices are discovered, appropriate actions must be taken.
- ⑤ If operating an internship or apprenticeship program, suppliers must manage such individuals separately from regular employees and ensure compliance with local laws.

H. Prohibition of Forced Labor

- ① Suppliers must assign employees to work in compliance with the labor standards laws of each country in which they operate and must prohibit all forms of forced labor or compulsory work against the will of employees.
- ② Suppliers must not require the submission of identification cards, passports, or visas that could restrict employees' personal activities, nor may they subject employees to physical or psychological coercion such as assault, threats, or confinement for the purpose of forced labor.
- ③ Suppliers must not source products or services from vendors involved in forced labor through physical or mental coercion or debt bondage. If such practices are identified, appropriate actions must be taken.
- ④ Suppliers must not charge employees any recruitment-related fees during the hiring process.

5. Safety

A. Establishment of Occupational Health and Safety Management System

- ① Suppliers must comply with the occupational safety and health laws and regulations of the countries in which they operate and must obtain and maintain all necessary safety-related permits required for business operations.
- ② Suppliers must operate an occupational safety and health management system⁷⁾ composed of organization, planning, procedures, and performance monitoring to prevent safety and health incidents related to business operations.
- ③ Suppliers must provide safety and health training to employees in a language they understand. This training must be conducted regularly, including prior to job assignment, and safety and health information must be posted in visible areas within the workplace.

7) Standards such as ISO 45001 and KOSHA 18001: These systems establish occupational health and safety management principles based on the employer's autonomous policy. They include planning, implementation, inspection, and evaluation to enable continuous improvement of the safety and health framework. Internationally, ISO 45001 is established by the International Organization for Standardization (ISO), while KOSHA 18001 is a Korean model developed by the Korea Occupational Safety and Health Agency.

B. Safety Management of Machinery, Equipment, and Facilities

- ① Suppliers must regularly inspect and assess the safety of hazardous or dangerous machinery, equipment, and facilities within the workplace.
- ② Suppliers must take preventive measures by eliminating physical hazards in advance and through appropriate design, engineering and administrative controls, preventive maintenance, and safe work procedures.
- ③ Suppliers must install and manage safety devices, protective barriers, emergency equipment, and other controls to prevent safety accidents caused by the use of hazardous or dangerous machinery, equipment, and facilities in the workplace.
- ④ Suppliers must manage the workplace to ensure employees are not exposed to potential safety hazards. These hazards may include chemicals, electricity and other energy sources, fire, vehicles, and fall risks.
- ⑤ Suppliers must provide personal protective equipment (PPE) to safeguard individual employees. PPE must be provided in a manner that is easy and convenient to use, and must be maintained and managed so that it functions effectively.

C. Emergency Response

- ① Suppliers must establish plans to prepare for emergencies such as natural disasters, infectious disease outbreaks, fires, and safety accidents. In addition, suppliers must have manuals that outline procedures for reporting, response, and follow-up actions in the event of an emergency.
- ② Suppliers must conduct regular training and drills in accordance with the laws of the country in which they operate and their own emergency response plans and manuals, in order to ensure emergency preparedness.
- ③ Suppliers must be equipped with emergency evacuation routes, guidance lights, fire detectors, fire alarms, and firefighting equipment to prepare for emergencies. The proper functioning of such facilities must also be checked regularly.

D. Incident Management

- ① Suppliers must establish procedures and systems to prevent, manage, track, and report occupational accidents or illnesses. These systems must include provisions for encouraging employees to report abnormalities, classifying and recording occupational accidents and illnesses, providing necessary medical treatment, and implementing corrective measures to address root causes and facilitate employees' return to work.
- ② In the event of an occupational accident or serious illness, suppliers must immediately suspend the relevant work and take necessary actions such as evacuating employees.
- ③ Suppliers must investigate the causes of occupational accidents or serious illnesses and make efforts to develop improvement measures.

E. Control of Physically Demanding Work

- ① Suppliers must identify, assess, and control tasks that place excessive physical burdens on employees, such as manual labor, lifting or repeatedly handling heavy objects, prolonged standing, and highly repetitive or physically strenuous assembly work.

F. Safety Inspections

- ① Suppliers must conduct regular safety risk assessments of the workplace to determine whether employees are exposed to accident risks or hazardous factors. The assessment results must be communicated to employees, and technical or administrative actions must be taken to address improvement requirements. If hazardous factors are not sufficiently controlled, appropriate personal protective equipment (PPE) must be provided to employees.

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Supplier Code of Conduct	Human Rights Policy	Supply Chain ESG Management Policy	Sustainable Raw Materials Management Policy	Consumer Rights Protection Policy	Information Security and Personal Data Protection Policy	Health and Safety Policy	Environmental Management Policy
--------------------------	---------------------	------------------------------------	---	-----------------------------------	--	--------------------------	---------------------------------

- ② Based on the results of the safety risk assessments, suppliers must provide employees with information on accident risks and hazardous factors in the workplace. This information must be written in a language that employees can understand and be made readily accessible.
- ③ Suppliers must not assign pregnant employees or young workers to high-risk tasks related to safety and health. In addition, suppliers must strive to create a work environment that does not place undue burden on socially vulnerable employees, such as persons with disabilities and migrant workers.

G. Health Management

- ① Suppliers may provide employees with rest areas, toilets, and dining facilities and must make efforts to maintain cleanliness in such facilities.
- ② If suppliers provide dormitories for employees, they must be equipped with appropriate emergency exits, safety signs, lighting, heating and cooling systems, fire prevention equipment, ventilation, personal lockers or private spaces, and reasonable access control. Measures must also be in place to restrict access by unauthorized persons.
- ③ Suppliers must conduct regular general or special health check-ups for employees in accordance with the health examination laws of the country in which they operate. If necessary, based on the results of the health check-ups, suppliers must take actions such as adjusting the employee’s workspace, reassigning tasks, or reducing working hours.

6. Management System

A. Establishment of Management System

- ① Suppliers must establish a management system to ensure compliance with this Code of Conduct, relevant laws and regulations related to business operations, and customer requirements. The representative must regularly review the operation of the management system and continuously improve it.
- ② Suppliers must communicate their commitment to implementing this Code of Conduct or an equivalent level of social responsibility both internally and externally.
- ③ Suppliers must share their commitment to this Code of Conduct or an equivalent level of social responsibility internally through CEO messages, internal guidelines, and bulletin boards. It is also recommended that they disclose such commitment externally via websites, business reports, and promotional materials.

B. Compliance with Laws and External Requirements

- ① Suppliers must understand the latest laws, regulations, and customer requirements relevant to their operations and must develop and implement processes to apply them to their business activities.

C. Appointment of Responsible Personnel

- ① Suppliers must designate a working-level employee responsible for social responsibility activities.
- ② Suppliers must appoint a manager to oversee the planning and implementation of social responsibility activities.
- ③ Suppliers must support the working-level employee and the manager in regularly reviewing and evaluating the performance goals and implementation plans for social responsibility activities.

D. Risk Assessment

- ① Suppliers must make an effort to identify potential risks related to ethics, environment, human rights, and safety in the course of their business operations.
- ② If a significant risk is identified, suppliers must develop and implement measures to mitigate it.

E. Education and Communication

- ① Suppliers must make an effort to educate employees on the contents of this Code of Conduct, as well as relevant laws and regulations in order to promote compliance.
- ② Suppliers must share the implementation plans and outcomes of the items contained in this Code of Conduct with their employees, subcontractors, and customers.

F. Information Management

- ① Suppliers must accurately record and manage information related to the status and risks in the areas of ethics, environment, human rights, and safety.
- ② If disclosure of such information is requested by the laws of the country of operation, industry associations, or major customers with whom the business has contracts—and unless otherwise restricted by law—suppliers must make efforts to disclose such information transparently.

G. Grievance Handling System

- ① Suppliers must operate a grievance handling system that allows employees to report any violations of laws or regulations in the areas of ethics, environment, human rights, or safety, or if they believe their rights and interests have been infringed.
- ② Suppliers must establish procedures to collect employee feedback regarding the application criteria and conditions of this Code of Conduct, and to encourage improvements. Suppliers must also protect employees from unfair treatment such as dismissal, threats, retaliation, or ridicule for reporting or whistleblowing. The identity of whistleblowers must be kept strictly confidential.

H. Subcontractor Management

- ① Suppliers must encourage subcontractors involved in the planning, design, sales, and manufacturing processes of products or services to manage aspects of ethics, environment, human rights, and safety.
- ② If suppliers confirm that a subcontractor has violated laws or regulations in the areas of ethics, environment, human rights, or safety, or becomes aware of related risks, they must make efforts to recommend and induce improvements.

I. Compliance with the Code

- ① Suppliers must provide information on their compliance with this Code of Conduct and level of implementation upon written assessments or on-site visits by Nongshim or a third party designated by Nongshim.
- ② Suppliers must prepare and maintain appropriate documentation⁸⁾ to demonstrate compliance with this Code of Conduct. Such documents must reflect the actual status and facts of business operations.
- ③ Suppliers must make efforts to establish and implement corrective action plans in a timely manner to address deficiencies or violations identified through written assessments or on-site inspections related to this Code of Conduct.

June 2023

8) “Appropriate documentation” includes materials such as: workplace safety and health regulations prepared in accordance with Article 25 (Preparation of Safety and Health Management Regulations) of the Occupational Safety and Health Act; records of industrial accidents and occupational illnesses prepared under Article 10 (Publication of the Number of Industrial Accidents) of the same Act; rules of employment prepared and filed in accordance with Article 93 (Preparation and Reporting of Rules of Employment) of the Labor Standards Act; wage records prepared in accordance with Article 48 (Wage Ledger and Written Wage Statement) of the same Act; and other documents-such as a Code of Ethics compliance agreement, emergency response manual, work hour logs, and workplace environment measurement results-that are relevant to the requirements of this Code of Conduct and may serve as supporting evidence in implementation assessments.

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



Human Rights Policy

1. Purpose

This policy aims to ensure that Nongshim upholds international human rights standards, including the UN Guiding Principles on Business and Human Rights, the UN Global Compact, the Universal Declaration of Human Rights, and the OECD Guidelines for Multinational Enterprises. In addition, it is based on the labor principles recommended by the International Labour Organization (ILO) and ratified by individual countries. Through this policy, Nongshim is committed to practicing responsible human rights management by protecting the rights of all stakeholders, including employees and suppliers, and fostering a culture of respect for human rights across all business activities.

2. Scope of Application

This policy applies to all Nongshim employees and workers in the value chain, including those employed by suppliers. Nongshim also encourages its suppliers and other stakeholders to comply with this policy and seeks to promote joint efforts for the protection and advancement of human rights.

3. Fundamental Principles

(1) Fostering a Culture of Human Rights Respect

- 1) Nongshim establishes principles and procedures to protect and respect human rights within the workplace and across the value chain, ensuring that all employees and partner supplier workers understand and comply with them.
- 2) Nongshim operates various reporting channels to allow all stakeholders, including employees, to freely raise human rights-related concerns.

(2) Prevention of Violence and Harassment

- 1) Nongshim prohibits all forms of workplace sexual harassment, physical or mental violence, and harassment, and establishes prevention and response systems to ensure protection for victims.
- 2) Nongshim strives to create a safe working environment from external threats to protect stakeholders and respect their privacy and dignity.

(3) Non-discrimination and Respect for Diversity

- 1) Nongshim prohibits all forms of discrimination based on gender, age, nationality, race, disability, religion, political views, sexual orientation, or social status.
- 2) Nongshim promotes diversity and inclusion and endeavors to protect the rights of socially marginalized groups and expand their employment opportunities.

(4) Freedom of Association and the Right to Collective Bargaining

- 1) Nongshim respects the freedom of employees to join labor unions and engage in collective bargaining, and strictly prohibits retaliation or any form of disadvantage based on such actions.
- 2) Nongshim strives to continuously improve the working environment through sincere dialogue with labor unions and employee representatives.

(5) Prohibition of Forced and Child Labor

- 1) Nongshim does not tolerate any form of forced labor, human trafficking, or modern slavery.
- 2) Nongshim complies with national labor laws and international standards regarding the working conditions and minimum age for employment of minors, and prohibits child labor that does not meet legal requirements.

(6) Creation of a Safe and Healthy Workplace

- 1) Nongshim conducts regular inspections and provides training to protect the health and safety of employees, and continuously strives to prevent hazardous or risky conditions in advance.
- 2) Nongshim establishes practical measures to prevent industrial accidents and complies with occupational safety and health standards.

(7) Product Transparency, Consumer Health, and Right to Choose

- 1) Nongshim ensures consumer access to safe and healthy food and beverages, and strives to provide them at reasonable prices.
- 2) Nongshim guarantees that consumers can make informed and reasonable choices by providing transparent and detailed product information.

(8) Responsible Supply Chain Management

- 1) Nongshim requires suppliers within the value chain to comply with Nongshim's human rights policy, and supports them in identifying and improving any human rights violations.
- 2) Nongshim works to prevent business activities that pose risks of human rights violations and takes prompt corrective actions when such violations occur.

(9) Protection of Local Communities' Rights

- 1) In conducting business activities and sourcing raw materials, Nongshim respects local residents' rights to land, access to clean water, and environmental and ecosystem protection.
- 2) Nongshim continuously assesses the environmental and social impacts on local communities and strives to minimize any negative effects.

(10) Grievance Mechanism and Protection for Whistleblowers

- 1) In the event of a human rights violation, Nongshim provides appropriate remedies to the affected individuals and prohibits any form of retaliation.
- 2) Nongshim improves the accessibility of reporting and resolution procedures related to human rights violations and promptly implements remedial measures for victims.

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



NONGSHIM

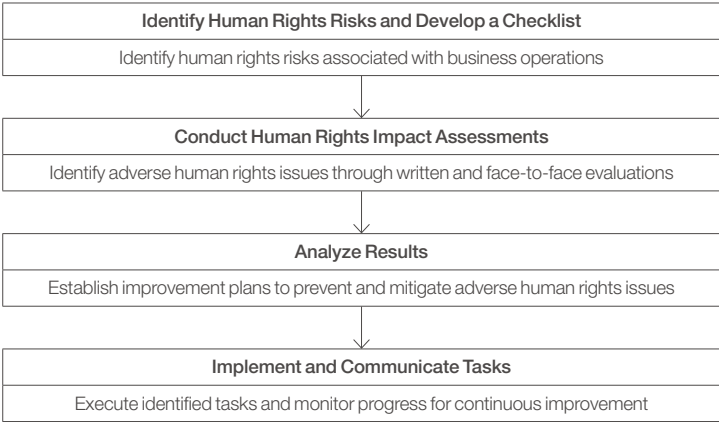
2024 NONGSHIM
SUSTAINABILITY REPORT

4. Implementation Measures

(1) Human Rights Due Diligence and Impact Assessment

- 1) Nongshim regularly conducts human rights due diligence across its business sites and value chain to identify potential human rights risks and establish preventive measures.
- 2) Based on the results of human rights impact assessments, Nongshim continuously improves its human rights management system.

[Human Rights Due Diligence Process]



(2) Human Rights Education and Awareness

- 1) Nongshim provides regular human rights training for all employees and supplier workers to foster a culture of respect for human rights.
- 2) Nongshim offers separate training programs for executives and managers to help them understand the importance of human rights management and put it into practice.

(3) Response to Human Rights Violations and Remedy Procedures

- 1) In cases where human rights violations are identified, Nongshim protects the rights of the affected individuals through prompt and effective action.
- 2) Nongshim operates accessible reporting procedures for victims, and all reports are handled under strict confidentiality.

(4) Strengthening Stakeholder Engagement and Communication

- 1) Nongshim actively incorporates stakeholder feedback during the implementation of its human rights policy and collaborates with suppliers and external organizations to seek the best measures to protect human rights.
- 2) Information and key achievements related to the human rights policy are transparently disclosed through sustainability reports and other channels.

This policy shall take effect as of May 1, 2025.

Date of enactment: April 1, 2023
Date of revision: [1st] May 1, 2025
Reviewed by: ESG Management Team
Approved by: ESG Committee



Supply Chain ESG Management Policy

1. Purpose

Nongshim is committed to building a sustainable supply chain that upholds its social and environmental responsibilities. As a company that sources raw and subsidiary materials from domestic and international suppliers, Nongshim has established this Supply Chain ESG Management Policy (hereinafter referred to as "this Policy") to promote mutual cooperation and shared growth with its partner suppliers. This Policy is based on global standards such as the International Labour Organization (ILO) labor standards, the OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights (UNGPs). It reflects Nongshim's commitment to contributing to the sustainable development of the global community.

2. Scope of Application

Through this Policy, Nongshim establishes plans to address potential risks and pursues continuous improvement. This Policy applies to all suppliers that provide products or services to Nongshim, or otherwise enter into contracts for transactions, as well as their subcontractors.

3. Building a Sustainable Supply Chain

(1) Sustainable Procurement

Nongshim purchases products and services with consideration for sustainability in terms of environmental, social, and governance (ESG) factors, in order to establish a sustainable supply chain system. Nongshim seeks to engage in transactions with suppliers that comply with environmentally friendly manufacturing processes, socially responsible labor conditions, and ethical business practices. Nongshim may request documentation verifying that the products and services provided by suppliers have been produced and developed in accordance with ESG standards, and suppliers must comply with such requests.

(2) Incorporating ESG Factors in the Selection of New Suppliers

Nongshim considers ESG factors when selecting new suppliers. Preference is given to suppliers that demonstrate strong performance in areas such as labor and human rights, safety and environmental management, and social impact, thereby fostering partnerships that contribute to a sustainable supply chain.

(3) Sustainable Raw Material Procurement

Nongshim procures sustainable raw materials to minimize environmental impact and contribute to the creation of social value. By using eco-friendly materials, utilizing renewable energy, and sourcing raw materials with social values in mind, Nongshim enhances sustainability. In particular, the company tracks and manages the production and sourcing of palm oil, tomatoes, sugarcane, shrimp, coffee, and other products to ensure there are no violations related to human rights, safety, the environment, or ethics, and strives to conserve biodiversity, forests, land, and water resources.

(4) Responsibilities of Suppliers

Nongshim and any third party designated by Nongshim may, within the limits of the law, inspect and audit whether suppliers are complying with the Supplier Code of Conduct and the contents of this Policy. Suppliers must establish and implement corrective action plans for any risks identified through such inspections.

4. Supplier Code of Conduct

Nongshim strives to fulfill its corporate philosophy of contributing to a better life through better products and services in cooperation with our suppliers. In this endeavor, Nongshim has established the Supplier Code of Conduct to promote the creation of a sustainable industrial ecosystem. This Code calls on suppliers to ensure a safe working environment, practice ethical business conduct, respect workers' human rights, and protect the environment.

(1) Scope of Application

The Nongshim Supplier Code of Conduct applies to all suppliers that have contractual relationships with Nongshim, as well as their employees. Suppliers must comply with this Code in all business activities with Nongshim. In addition, suppliers must require their own suppliers and third-party partners involved in their business activities to comply with this Code.

(2) Structure

The Nongshim Supplier Code of Conduct consists of five core areas—Ethics, Environment, Human Rights, Safety, and Management Systems—with a total of 48 detailed items. Suppliers must meet the minimum requirements specified by Nongshim in each of these areas.

Area	Subcategory
Ethics	Transparent management and anti-corruption, legal compliance, quality and safety control, prevention of conflicts of interest, prevention of unfair trade and anti-competitive practices, prevention of counterfeit raw and subsidiary materials, compliance with export restrictions, information disclosure and protection, whistleblower protection and prohibition of retaliation, responsible sourcing of raw materials, prohibition of support for illegal armed groups, responsible political engagement, and ethical reporting channels
Environment	Establishment of an environmental management system, biodiversity protection, sustainable procurement of raw materials, management of energy use and greenhouse gas emissions, water resource management, air pollutant control, waste management, chemical management, prevention of environmental pollution and enhancement of resource efficiency, and compliance with product-related environmental regulations
Human Rights	Provision of wages and benefits, working hours management, humane treatment, freedom of association, contribution to the community, prohibition of discrimination (promotion of diversity), prohibition of child labor, and prohibition of forced labor
Safety	Establishment of a safety and health management system, safety management of machinery, equipment, and facilities, emergency preparedness, accident management, control of physically demanding work, safety inspections, and health management
Management System	Establishment of management systems, compliance with laws and external requirements, designation of responsible personnel, risk assessment, education and communication, information management, operation of grievance mechanisms, management of subcontractors and lower-tier suppliers, and compliance with the Code.

INTRODUCTION
SUSTAINABILITY FUNDAMENTALS
SUSTAINABILITY PERFORMANCE
APPENDIX
ESG Factbook
ESG Policy Book
GRI Content Index
TCFD Index
SASB Index
Awards and Memberships
Third-party Assurance Statement

5. Supply Chain ESG Evaluation System

Nongshim operates a structured evaluation process to identify ESG risks in its suppliers and eliminate them through preventive and mitigating actions.



(1) Identification of evaluation targets and establishment of evaluation plan

Nongshim selects suppliers for ESG evaluation by applying criteria such as purchase volume, irreplaceability, and risk factors identified through prior screening related to sustainability. An evaluation plan is then established for these suppliers, and the schedule and method of evaluation are communicated in advance.

(2) Supply chain ESG self-assessment

Nongshim conducts regular ESG self-assessments for suppliers to assess the level of ESG management implementation and to identify potential risks. The assessment covers five areas defined in Nongshim's Supplier Code of Conduct and global supply chain evaluation initiatives: Ethics, Environment, Human Rights, Safety, and Management Systems. After the assessment, suppliers are encouraged to identify and implement improvement tasks for any insufficient areas, with ongoing monitoring to ensure risk mitigation.

(3) Supply chain ESG on-site assessment

On-site evaluations are conducted as needed based on factors such as transaction volume, dependency level, prior screening, and self-assessment results. These evaluations are carried out by objective third-party organizations and are used to assess the supplier's ESG performance and compliance, helping to identify both potential and existing ESG risks.

(4) Preventive and mitigating actions for risks

Based on the results of self-assessments and on-site evaluations, Nongshim identifies potential or actual ESG risks and requires suppliers to implement corrective actions. Suppliers receiving such requests must take action to eliminate the risks. Nongshim regularly monitors the progress of these actions and continues to support the removal of ESG risks across the supply chain.

(5) Reflection of evaluation results and support for supplier capacity building

Nongshim reflects the results of self-assessments and on-site evaluations in the overall supplier evaluations that affect purchasing decisions, thereby promoting the advancement of ESG management among its suppliers. Nongshim also operates various ESG capacity-building programs to help suppliers improve their ESG performance. Through initiatives such as the Win-Win Academy and support for safety, health, and hygiene, Nongshim strengthens supplier capabilities and supports areas of improvement, working toward the establishment of a sustainable supply chain. Nongshim will continue to enhance supplier ESG capabilities through the diversification of support programs and other effective measures.

6. Transparency and Reporting

Nongshim ensures transparency of information related to supply chain ESG and provides timely reports to external stakeholders. By disclosing ESG performance and related information, the company builds trust with stakeholders. The company complies with external reporting requirements and regularly discloses Nongshim's supply chain ESG performance. This process involves continuous communication with stakeholders and the collection of feedback through grievance channels.

This policy takes effect on May 1, 2025.

Date of enactment: June 1, 2023.

Date of revision: [1st] May 1, 2025

Reviewed by: ESG Management Team

Approved by: ESG Committee

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Sustainable Raw Materials Management Policy

1. Background and Purpose

Nongshim is committed to becoming the No.1 global food company that creates social value across the entire chain. We aim to procure ethical and sustainable raw materials to deliver safe and healthy products to our customers. Additionally, we seek partnerships with suppliers who uphold environmentally friendly manufacturing processes, socially responsible labor conditions, and ethical business practices. Nongshim Sustainable Raw Materials Management Policy is based on global standards such as the ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights (UNGPs). This policy reflects our efforts to contribute to the sustainable development of global society. It outlines the current status of sustainable sourcing by raw material type and explains our approach. Furthermore, it emphasizes our commitment to biodiversity conservation and maximizing traceability of raw materials.

2. Scope of Application

The Nongshim Sustainable Raw Materials Management Policy addresses raw materials with potential social and environmental impacts, including palm oil, tomatoes, and seafood. This policy applies to all suppliers doing business with Nongshim, as well as suppliers within the value chain that provide key raw and subsidiary materials. These suppliers must comply with this policy. Nongshim, or a third party designated by Nongshim, may inspect and audit suppliers within the legally permissible scope to ensure compliance with this policy. Suppliers are required to establish and implement corrective action plans to address any identified risks.

3. Governance

Nongshim is committed to managing environmental and social risks and risks that may arise throughout the entire production process—including the sourcing, transportation, manufacturing, and logistics of raw and subsidiary materials. To manage all potential risks arising from supplier relationships, Nongshim has strengthened its governance structure by establishing bodies such as the ESG Committee under the Board of Directors and the Subcontract Deliberation Committee. In addition, Nongshim operates a clear raw materials management process, including the establishment of this Sustainable Raw Materials Management Policy.

Establish the Sustainable Raw Materials Management Policy → Communicate the policy to suppliers during contracting → Conduct supply chain audits and inspections → Identify risks → Develop and implement corrective action plans

4. Communication Channels for Raw Materials

Nongshim collects various types of input from suppliers-including reports, suggestions, inquiries, requests, and dispute resolution-through its website, PIS, and in-person consultations. Suppliers can use these diverse communication channels to engage with Nongshim on matters related to the use of sustainable raw materials.

5. Sustainable Raw Material Procurement

1) Palm Oil

Palm oil is one of Nongshim’s key raw materials used in the manufacturing process. Palm oil with low traceability and unverified origin may pose risks such as deforestation and forced labor. Nongshim is committed to the sustainable sourcing of palm oil through Roundtable on Sustainable Palm Oil (RSPO) certification. The company plans to expand the share of certified palm oil purchases while promoting labor rights protection, minimizing environmental pollution, and preventing deforestation.

2) Tomatoes

As one of Nongshim’s major raw materials, tomatoes are closely monitored for traceability to ensure humane and environmentally responsible production. Tomatoes carry potential labor-related risks depending on the growing region, and may also pose environmental concerns due to pesticide and chemical fertilizer use. Nongshim encourages sourcing from producers certified under standards such as Global Good Agricultural Practices (Global G.A.P.), which ensure food safety, environmental protection, and worker welfare. These efforts contribute not only to the sustainability of tomatoes but also to the Company’s commitment to responsible management.

3) Seafood (Including Shrimp)

Seafood, including shrimp, is one of the primary raw materials used throughout Nongshim’s value chain. Unsustainable fishing practices may lead to risks in terms of human rights and environmental impacts. Nongshim promotes the procurement of certified sustainable seafood through programs such as ASC, MSC Fisheries, and MSC CoC. By adopting independently verified standards concerning fisheries resources, ecosystem impacts, and fishery operations, Nongshim aims to help replenish declining marine resources and preserve the marine environment.

4) Beef

Beef production and manufacturing practices may involve potential risks such as deforestation or violations of agricultural workers’ rights. Nongshim encourages its suppliers to implement practices that protect the environment, such as pasture and feed management and land and biodiversity conservation. In addition, Nongshim will expand the sourcing of raw materials produced in accordance with animal welfare principles to meet consumer expectations and provide healthier, safer food options.

INTRODUCTION
SUSTAINABILITY FUNDAMENTALS
SUSTAINABILITY PERFORMANCE
APPENDIX
ESG Factbook
ESG Policy Book
GRI Content Index
TCFD Index
SASB Index
Awards and Memberships
Third-party Assurance Statement

5) Salt

The ocean, a major source of salt, plays a vital role in regulating global warming and mitigating extreme weather, while supporting a vast ecosystem. Nongshim strives to prevent ocean pollution and harm to the marine ecosystem in the operation of salt farms and salt procurement. Furthermore, the company is committed to promoting sustainable salt production practices without infringing on the rights of fishery workers and related businesses.

6) Sugarcane

Sugarcane harvesting for raw sugar production can have various environmental impacts. To prevent issues such as soil degradation caused by the indiscriminate use of chemical fertilizers and deforestation due to excessive resource consumption, Nongshim collaborates with suppliers to assess environmental impacts and implement pollution prevention measures. These efforts include encouraging the use of certified raw materials, such as those compliant with Bonsucro standards, and managing pesticide and fertilizer usage.

Revision History

(ver.1.0) Preliminary version published in December 2024

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

ESG Factbook



ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Consumer Rights Protection Policy

1. Purpose

Nongshim places its customer-centric vision and values-“To contribute to the enriched lives of internal and external customers”-as the top priority and practices Consumer Centered Management (CCM) based on its code of conduct: “To provide products and services that customers can trust.” This Consumer Rights Protection Policy (hereinafter “this Policy”) has been established and is implemented to manage potential risks across the organization, protect consumer rights, and effectively resolve consumer complaints and damages as part of Nongshim’s commitment to CCM.

2. Consumer Rights Protection Policy

Nongshim implements the following Consumer Rights Protection Policy based on the voluntary participation and commitment of all employees, both domestic and international.

[Consumer Rights Protection Policy]

To lead Consumer Centered Management (CCM), Nongshim sets a mid-to-long-term goal of “Maintaining a Voice of Customer (VOC) Completion rate of 90% or higher by 2030” and hereby declares its commitment to complying with the following Consumer Rights Protection Policy.

1. Set and disseminate the Customer-Centered Management (CCM) vision
2. Share the key Voice of the Customers (VOCs) to improve products and services
3. Enhance claim response capabilities and establish a risk mitigation strategy
4. Establish a food safety response system and conduct simulation drills

3. Scope of Application

This policy applies to all employees and business sites of Nongshim. Nongshim encourages its business partners and related suppliers to comply with this policy to promote the sharing and dissemination of its Consumer Centered Management (CCM) practices.

4. Basic Principles for Consumer Rights Protection

- (1) Nongshim provides reliable food and safe services to ensure that consumers do not suffer harm to life, health, or property due to its products and services.
- (2) Nongshim delivers accurate and honest information about all its products and services to support informed consumer choices.
- (3) Nongshim actively collects consumer suggestions and complaints, and responds promptly and sincerely to legitimate requests for exchanges or returns.
- (4) Nongshim ensures that employees understand the purpose and necessity of this policy and provides relevant training.

5. Quality Management Policy for Consumer Rights Protection

- (1) Nongshim establishes a quality management policy and operates a company-wide quality management system to manufacture safe food for consumers’ health and well-being.
- (2) To provide the highest quality products and services, Nongshim operates an integrated customer response system, listens closely to the voice of the customer, and continuously improves its products and services based on consumer feedback.
- (3) Nongshim uses automated information management and monitoring systems to continuously manage food safety information provided to consumers and does not provide false or exaggerated information.
- (4) When necessary, Nongshim follows the standards for consumer dispute resolution announced by the Korea Fair Trade Commission to process compensation procedures related to its products.
- (5) Nongshim complies with all relevant laws and regulations concerning consumer rights protection and publicly discloses its consumer rights protection policy through the company website and business reports.

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

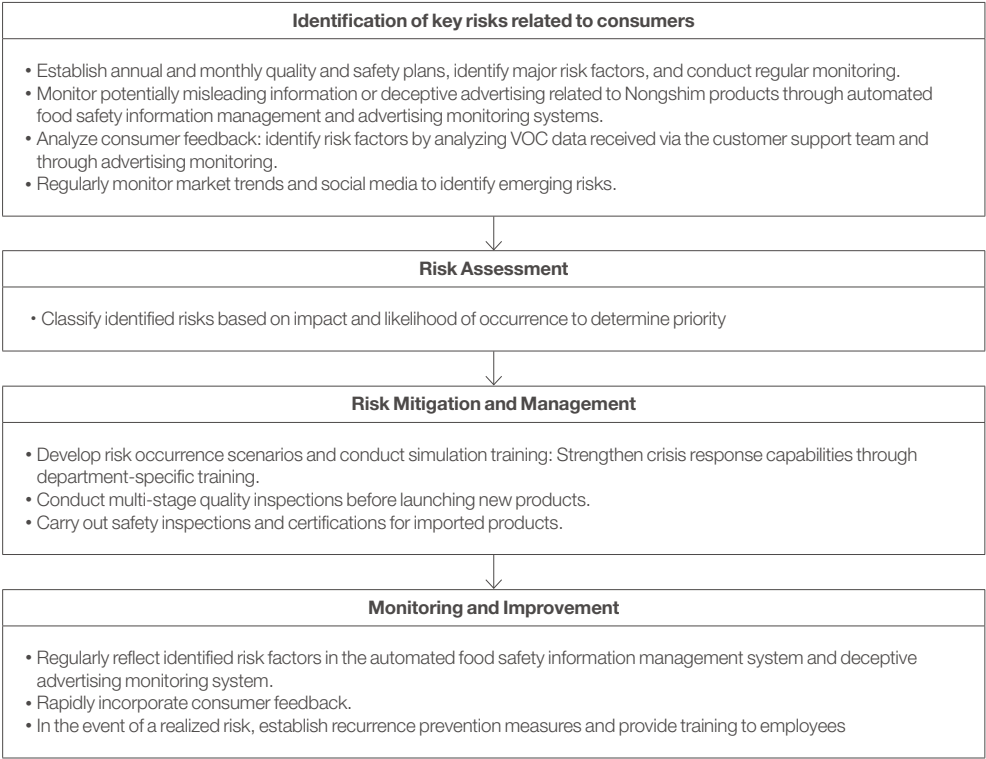
Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

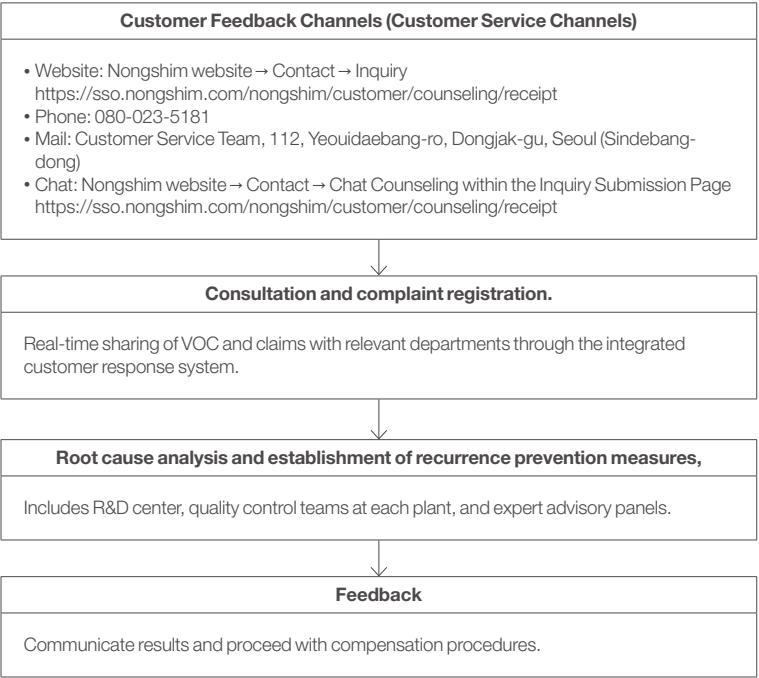
6. Risk Due Diligence Process



*Executing Department for Risk Due Diligence: Food Safety Office

7. Customer Feedback and Damage Relief Process

Nongshim systematically manages the entire process from identifying consumer complaints to resolution. To prevent recurrence and strengthen trust with consumers, the following feedback and damage relief process is implemented:



This policy takes effect on May 1, 2025.

Date of enactment: May 1, 2025
Reviewed by: Customer Service Team
Approved by: ESG Committee

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Information Security and Personal Data Protection Policy

1. Purpose

Nongshim Co., Ltd. (hereinafter “Nongshim”) has established and implements this Information Security and Personal Data Protection Policy (hereinafter “this Policy”) to thoroughly manage risks such as information leakage and breaches that may arise during business activities, and to safeguard its information assets and personal data.

2. Scope of Application

This Policy applies to all employees and all business sites of Nongshim. Nongshim encourages its business partners and relevant suppliers in transactional relationships to comply with this Policy so that its reach may be extended.

3. Basic Principles of Information Security and Personal Data Protection

- (1) Nongshim complies with international information security standards and relevant domestic and international laws, and strives to protect its information assets, including core technologies and know-how that serve as the source of its competitiveness, to secure and maintain global competitiveness.
- (2) All employees of Nongshim recognize that they are individually responsible for information security and will continuously participate in training and education to improve the overall level of information protection.
- (3) Nongshim establishes and implements standards for granting, changing, and revoking access rights to personal data processing systems. It records and manages access logs, including access dates and processing details, of users who access such systems.
- (4) Nongshim collects personal data for clearly specified purposes and uses it within the scope of consent obtained from the data subject, while minimizing privacy infringement.
- (5) Nongshim strictly supervises and trains those who handle personal data, identifies security vulnerabilities, and implements ongoing management measures to ensure the security of personal data.

4. Implementation Measures

(1) Information Security Management System

- 1) Nongshim will comply with domestic and international laws and regulations, as well as international standards related to information security.
- 2) Nongshim will establish and operate an information security management system to ensure the stable operation of information systems and to minimize losses from security incidents.
- 3) Nongshim will establish and operate control procedures to manage security risks, and conduct regular monitoring and review of information security activities.
- 4) Nongshim will provide regular information security training to all employees and establish a continuous inspection system to ensure the effectiveness of information security measures.

(2) Personal Data Protection Measures

- 1) Nongshim will comply with domestic and international laws and regulations, as well as international standards related to personal data protection.
- 2) Nongshim will establish protective measures for each stage of personal data processing—including collection, retention, use, provision, and destruction, and safeguard the rights of data subjects throughout the entire process.
- 3) Nongshim will manage personal data securely by implementing appropriate technical, administrative, and physical safeguards proportional to the likelihood and severity of potential infringement on the rights of data subjects.
- 4) Nongshim will disclose matters related to the processing of personal data, including its privacy policy, through its website, and ensure that data subjects' rights, such as the right to request access, are upheld.

(3) Roles of Officers Responsible for Information Security and Personal Data Protection

- 1) Establish and implement plans for information security and personal data protection, and regularly audit and improve current practices and compliance.
- 2) Identify and assess information security risks, and develop corresponding information security measures.
- 3) Manage human, physical, and informational resources related to the processing of personal data.

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement

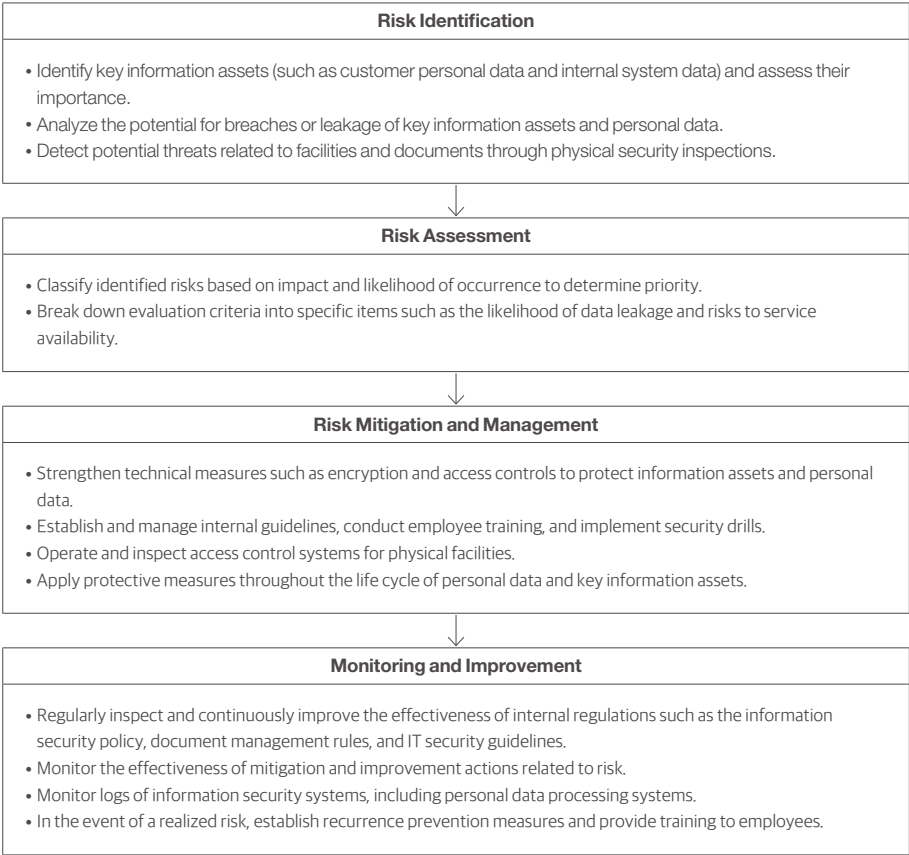


NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

5. Risk Due Diligence Process

Nongshim establishes and implements methods and criteria to identify and assess risks related to information security and personal data protection, conducting regular risk evaluations and improvements as follows:



*Responsible officer for risk due diligence: Personal information protection officer

6. Complaint Handling Process for Personal Data Breaches, etc.

Nongshim addresses complaints related to information and personal data protection promptly through the channels below. The process includes receipt and verification of complaints, root cause analysis and resolution planning, notification of results, and follow-up actions.

- 1) Customer Service Department: Customer Consultation Team
Phone: 080-023-5181
Email: ask@nongshim.com
- 2) Recruitment Department: Personnel Team
Email: recruit@nongshim.com
- 3) Personal Data Management Department: Digital Infrastructure Team
Email: nei9510@nongshim.com

1. This policy shall be enforced from May 1, 2025.
2. The details under this policy shall comply with the internal "Information Security Policy Manual."

Date of enactment: May 1, 2025

Reviewed by: Digital Infrastructure Team

Approved by: ESG Committee

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Health and Safety Policy

1. Purpose

Nongshim is committed to faithfully complying with all safety and health-related laws and standards. The company aims to promote the physical and mental well-being of employees and supplier workers by providing a safe and healthy work environment and fostering a sustainable culture of safety.

2. Scope of Application

This policy applies to all Nongshim employees and supplier workers. Nongshim also strongly encourages its suppliers and stakeholders to comply with this policy and promotes safety and health management as a core value.

3. Safety Management Policy

All employees of the Nongshim Group uphold the slogan “Safety First” and place safety and health as the top priority in all management decisions. To create a safe and pleasant work environment that protects the health and well-being of all employees, the company faithfully implements its safety and health management policy through continuous improvement and preventive activities in each area of operation.

4. Fundamental Principles

(1) Creating a Safe Working Environment

- 1) Identify potential hazards and risk factors in the workplace in advance, and implement practical and effective measures to eliminate or prevent them.
- 2) Establish safety rules to ensure workers can perform tasks safely, and ensure all employees and supplier workers can easily understand and comply with them.

(2) Prevention-Oriented Safety Management

- 1) Systematically record and manage safety-related issues, set improvement targets for major problems, and implement them.
- 2) Adopt a proactive safety management approach that prioritizes accident prevention over post-incident corrective measures.

(3) Promoting Worker Health

- 1) Provide regular health checkups and lifestyle improvement programs to protect the health of employees and supplier workers.
- 2) Operate psychological counseling services and stress prevention programs to support mental health and stress management, and provide referrals to professional assistance when necessary.

(4) Fostering a Safety Awareness Culture

- 1) Transparently share information related to safety and health management with stakeholders and actively incorporate feedback from the field to continuously improve policies and procedures.
- 2) Strengthen safety and health standards through collaboration with suppliers and actively encourage worker participation.

5. Implementation Measures

(1) Hazard Management and Preventive Actions

- 1) Conduct systematic assessments of hazardous and risk factors on a regular basis and take specific response actions based on the assessment results to manage those risks.
- 2) Reassess the effectiveness of all response measures to continuously eliminate and prevent potential hazards.

(2) Strengthening the Safety and Health Management System

- 1) The Board of Directors and management recognize the importance of the safety and health management system and actively participate in its oversight and management, adopting it as a core organizational priority.
- 2) Provide regular safety and health education and training for employees and supplier workers.

(3) Emergency Response Planning

- 1) Establish clear procedures and action guidelines to ensure swift response in emergency situations, and conduct regular training to enhance emergency response capabilities.

(4) Fostering a Safety Culture

- 1) Conduct ongoing education and awareness campaigns to embed safety and health practices into the corporate culture.
- 2) Motivate all employees and supplier workers to take ownership of safety and health.

This policy takes effect on May 1, 2025.

Date of enactment: May 1, 2025
Reviewed by: Safety Management Team
Approved by: ESG Committee

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Environmental Management Policy

1. Purpose

Nongshim Co., Ltd. (hereinafter "Nongshim") recognizes the importance of environmental management and, in pursuit of sustainable development, has established the following Environmental Management Policy based on domestic and international environmental laws, regulations, and international standards. This policy serves as the foundation for implementing environmental management and is supported by specific operational procedures set forth in this Environmental Management Policy (hereinafter "this Policy").

2. Environmental Principles and Environmental Management Action Plans

Nongshim aims to implement the following environmental principles and environmental management action plans through the voluntary participation and commitment of all domestic and overseas employees.

Environmental Policy

Nongshim declares that it adopts and abides by environmental management to preserve a clean environment and pass on a better future to the next generations.

- ① Continuous environmental improvement activities should be conducted through preventive measures.
- ② Repay society and customers by making good products in a good environment.

Practical Tasks for Environmental Management

- ① Nongshim is committed to conserving resources and energy, and continuously strives to reduce greenhouse gas and other emissions.
- ② Nongshim minimizes the generation of environmental pollutants through active pollution prevention throughout manufacturing and voluntarily participates in activities to protect the surrounding ecosystem.
- ③ Nongshim complies with environmental laws and creates and faithfully implements in-house standards that are stricter than legal ones.
- ④ Nongshim thoroughly identifies and evaluates the environmental impacts and legal requirements related to its activities, products, and services.
- ⑤ Nongshim will continue implementing practical tasks to complete its environmental management system.

This Policy applies to all employees and business sites of Nongshim. Nongshim also encourages related suppliers and partners in its value chain to comply with this Policy to ensure its wider implementation.

4. Environmental Management Principles

Nongshim is committed to minimizing environmental pollution across its operations and supply chain under the principles of "continuous environmental improvement through preventive measures" and "giving back to society and customers through better products enabled by a better environment." The following detailed environmental management plans guide these efforts:

(1) Resource Conservation and Energy Reduction

- 1) Nongshim will promote the use of sustainable packaging materials and implement initiatives to minimize waste at business sites to conserve resources and encourage recycling.

- 2) Nongshim will record and manage its energy consumption, conduct systematic monitoring, and implement various energy-saving initiatives to improve energy efficiency.

(2) Reduction of Emissions, Including Greenhouse Gases

- 1) Nongshim will make continuous efforts to reduce emissions, including greenhouse gases generated from its operations, in order to actively respond to climate change.

(3) Environmental Protection Across the Product Life Cycle

Nongshim will strive to prevent pollution and minimize the generation of environmental pollutants throughout the entire product lifecycle—from production to distribution and disposal—and will actively participate in activities to protect the surrounding ecosystem.

(4) Compliance with Environmental Laws and Regulations

- 1) Nongshim will identify and comply with environmental laws and regulations related to food production and distribution. Furthermore, it will establish stricter internal environmental standards beyond legal requirements and ensure their company-wide implementation to uphold its commitment to environmental protection.
- 2) Nongshim will identify environmental risks arising from product manufacturing and distribution, service provision, and other business activities, and thoroughly manage them by identifying and complying with the relevant legal requirements.

5. Implementation Plan for the Completion of the Environmental Management System

- (1) Nongshim's CEO and executive management are responsible for establishing the environmental management system and overseeing the formulation and revision of environmental policies, setting environmental goals, reviewing performance, and identifying environmental risks to ensure the effective implementation of environmental management.
- (2) The ESG Management Team leads environmental management. On a quarterly basis, the team compiles and manages the implementation status, performance outcomes, and newly identified environmental risks. It also establishes emission reduction targets for energy use and carbon emissions and monitors related mitigation efforts.
- (3) Nongshim conducts environmental management and climate change-related training and campaigns for all employees and stakeholders to raise awareness of environmental protection and support the completion of the environmental management system.

This policy is effective from May 1, 2025.

Date of enactment: May 1, 2025
Reviewed by: ESG Management Team
Approved by: ESG Committee

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

GRI Content Index

GRI 1: Foundation	Notes
Statement of Use	Nongshim reports information for the period from January 1, 2024, to December 31, 2024, in accordance with the GRI Standards 2021.
GRI Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	As of June 2025, there are no GRI Sector Standards for food manufacturing sector.

GRI 2: General Disclosures 2021

GRI Standard 2021	Indicators	Page
The organization and its reporting practices	2-1 Organizational details	5-6, 12-13
	2-2 Entities included in the organization's sustainability reporting	2 ¹⁾
	2-3 Reporting period, frequency, and contact point	2
	2-4 Restatements of information	36, 85, 87, 89
	2-5 External assurance	119-120 ²⁾
Activities and workers	2-6 Activities, value chain, and other business relationships	8-13
	2-7 Employees	88
	2-8 Workers who are not employees	88
Governance	2-9 Governance	76-77
	2-10 Highest governance structure and composition	76-77
	2-11 Nomination and selection of the highest governance body	76
	2-12 Chair of the highest governance body	16, 77
	2-13 Delegation of responsibility for managing impacts	16, 77
	2-14 Role of the highest governance body in sustainability reporting	16, 77
	2-15 Conflicts of interest	78

GRI Standard 2021	Indicators	Page
Governance	2-16 Communication of critical concerns	16, 19
	2-17 Collective knowledge of the highest governance body	77
	2-18 Evaluation of the performance of the highest governance body	78
	2-19 Remuneration policies	78
	2-20 Process to determine remuneration	78
	2-21 Annual total compensation ratio	78
Strategy, Policies, and Practices	2-22 Statement on sustainable development strategy	4
	2-23 Policy commitments	96-113
	2-24 Embedding policy commitments	44-48, 53-54
	2-25 Processes to remediate negative impacts	50-51, 54, 80-82
	2-26 Mechanisms for seeking advice and raising concerns	54, 82
	2-27 Compliance with laws and regulations	93
	2-28 Membership of associations (initiatives)	118
Stakeholder Engagement	2-29 Approach to stakeholder engagement	18
	2-30 Collective bargaining agreements	89

1) According to page 50 of the 2024 Business Report (List of Subsidiaries Included in the Consolidated Financial Statements), Nongshim is the only company included in the information disclosures of this report.

2) The ESG Committee of Nongshim approved the commissioning of a third-party assurance for the Sustainability Report.

INTRODUCTION
SUSTAINABILITY FUNDAMENTALS
SUSTAINABILITY PERFORMANCE
APPENDIX
ESG Factbook
ESG Policy Book
GRI Content Index
TCFD Index
SASB Index
Awards and Memberships
Third-party Assurance Statement

GRI Content Index

GRI 3: Material Topics 2021

GRI Standard 2021	Indicators	Page
GRI 3: Material Topics 2021	3-1 Process to determine material topics	19-20
	3-2 List of material topics	20-22

Material 1. Food Safety and Quality

GRI Standard 2021	Indicators	Page
GRI 3: Material Topics 2021	3-3 Management of Material Topics	62-65
Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	63, 92
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	92

Material 2. Climate Crisis Response

GRI Standard 2021	Indicators	Page
GRI 3: Material Topics 2021	3-3 Management of Material Topics	28-32
GRI 302: Energy 2016	302-1 Energy consumption within the organization	85
	302-3 Energy intensity	85
	302-4 Reduction of energy consumption	86
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	85
	305-2 Energy indirect (Scope 2) GHG emissions	85
	305-4 GHG emissions intensity	85
	305-5 Reduction of GHG emissions	85

Material Issue 3. Sustainable Supply Chain

GRI Standard 2021	Indicators	Page
GRI 3: Material Topics 2021	3-3 Management of Material Topics	44-48
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	91
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	92

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Category	TCFD Recommendation	Page
Governance	a) Describe the board's oversight of climate-related risks and opportunities	26-27
	b) Describe management's role in assessing and managing climate-related risks and opportunities	
Strategy	a) Describe the climate-related risks and opportunities the organization has over the short, medium, and long term	28-30
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks	30
	b) Describe the organization's processes for managing climate-related risks	
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	
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	31, 85
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

ESG Factbook

ESG Policy Book

GRI Content Index



TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Topics	Code	Accounting Metric	Page & Remarks
Energy Management	FB-PF-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	p.85
Water Management	FB-PF-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	p.37
	FB-PF-140a.2	Number of incidents of non-compliance associated with water quantity and quality permits, standards, and regulations	1Cases
	FB-PF-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	p.37
Food Safety	FB-PF-250a.3	(1) Total number of notices of food safety violation received, (2) percentage corrected	p.92
	FB-PF-250a.4	(1) Number of recalls issued and (2) total amount of food product recalled	N/A
Health & Nutrition	FB-PF-260a.1	Revenue from products labelled and/or marketed to promote health and nutrition attributes	KRW 143.5 billion ¹⁾
	FB-PF-260a.2	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	p.69-70
Product Labeling & Marketing	FB-PF-270a.3	Number of incidents of non-compliance with industry or regulatory labelling and/or marketing codes	N/A
	FB-PF-270a.4	Total amount of monetary losses as a result of legal proceedings associated with labelling and/or marketing practices	N/A
Packaging Lifecycle Management	FB-PF-410a.1	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	p.33, 86
	FB-PF-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	p.33-36
Environmental & Social Impacts of Ingredient Supply Chain	FB-PF-430a.1	Percentage of food ingredients sourced that are certified to third-party environmental or social standards, and percentages by standard	p.48

1) Calculate the total sales revenue of Dried Noodles, Noodle Fit, and Welch's Zero products.

INTRODUCTION
SUSTAINABILITY FUNDAMENTALS
SUSTAINABILITY PERFORMANCE
APPENDIX
ESG Factbook
ESG Policy Book
GRI Content Index
TCFD Index
SASB Index
Awards and Memberships
Third-party Assurance Statement



Awards and Memberships

Major Awards

Date	Awarded by	Details
January 2024	World Packaging Organisation (WPO)	[Nongshim] Won the main award in the food category at the 2024 WorldStar Packaging Awards
January 2024	Korea Consumer Forum	[Nongshim Taekyung Veggie Garden] Won the 2024 Korea First Brand Award in the vegan category
April 2024	Korea Broadcasting System (KBS)	[Nongshim] Received the Special Award at the KBS 119 Awards Ceremony
April 2024	Monde Selection, Belgium	[Nongshim Baeksan Artesian Water] Won the Grand Prize in the bottled water category at the Monde Selection, Belgium for the second consecutive year
May 2024	Wando Geumil Fisheries Cooperative	[Nongshim] Received a merit award at the Wando Kelp Festival
December 2024	Korea Package Design Association	[Nongshim] Won the Gold and Silver prizes at the Korea Package Design Awards
December 2024	Korea Commission for Corporate Partnership	[Nongshim] Won the Grand Prize in the Coexistence and Cooperation Program category at the 2024 Korea Co-Prosperity Awards Ceremony

Association Memberships

Korea Chamber of Commerce and Industry	New Society Institute	Korea Food Industry Association	Korea Listed Companies Association
Korea Employers Federation	Korea AEO Association	Korea Securities Depository	Korea Food Service Federation
The Federation of Korean Industries	Korea Exchange	Green Company Council	World Instant Noodles Association (WINA)

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index



Awards and Memberships

Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

Third-party Assurance Statement

LRQA Independent Assurance Statement

Relating to Nongshim Co., Ltd.’s Sustainability Report for the calendar year 2024

This Assurance Statement has been prepared for Nongshim Co., Ltd. in accordance with our contract but is intended for the readers of this Report.

Terms of engagement

LRQA was commissioned by Nongshim Co., Ltd. (Nongshim abbreviated) to provide independent assurance on its ‘2024 Nongshim Sustainability Report’ (“the report”) against the assurance criteria below to a moderate level of assurance and materiality of professional judgement using AccountAbility’s AA1000AS v3, where the scope was a Type 2 engagement.

Our assurance engagement covered Nongshim’s operations and activities in Korea and specifically the following requirements:

- Evaluating adherence to the AA1000 AccountAbility Principles¹ of Inclusivity, Materiality, Responsiveness and Impact
- Confirming that the report is in accordance with GRI Standards 2021²
- Evaluating the accuracy and reliability of data and information related to performance indicators on material topics listed in the GRI Content Index

Our assurance engagement excluded the data and information of Nongshim’s suppliers, contractors and any third-parties mentioned in the report.

LRQA’s responsibility is only to Nongshim. LRQA disclaims any liability or responsibility to others as explained in the end footnote. Nongshim’s responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of Nongshim.

¹ <https://www.accountability.org>
² <https://www.globalreporting.org>



LRQA’s Opinion

Based on LRQA’s approach nothing has come to our attention that would cause us to believe that Nongshim has not, in all material respects:

- Met the requirements above
- Disclosed accurate and reliable performance data and information as all errors or omissions identified during the assurance engagement were corrected
- Covered all the issues that are important to the stakeholders and readers of this report.

The opinion expressed is formed on the basis of a moderate level of assurance and at the materiality of the professional judgement of the verifier.

Note: The extent of evidence-gathering for a moderate assurance engagement is less than for a high assurance engagement. Moderate assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a moderate assurance engagement is substantially lower than the assurance that would have been obtained had a high assurance engagement been performed.

LRQA’s approach

LRQA’s assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Assessing Nongshim’s approach to stakeholder engagement to confirm that issues raised by stakeholders were captured correctly. We did this through reviewing documents and associated records.
- Reviewing Nongshim’s process for identifying and determining material issues to confirm that the right issues were included in their Report. We did this by benchmarking reports written by Nongshim and its peers to ensure that sector specific issues were included for comparability. We also tested the filters used in determining material issues to evaluate whether Nongshim makes informed business decisions that may create opportunities that contribute towards sustainable development.

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

ESG Factbook

ESG Policy Book

GRI Content Index

TCFD Index

SASB Index

Awards and Memberships

Third-party Assurance Statement



2024 NONGSHIM
SUSTAINABILITY REPORT

Third-party Assurance Statement



- Auditing Nongshim's data management systems to confirm that there were no significant errors, omissions or mis-statements in the report. We did this by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal verification. We also spoke with those key people responsible for compiling the data and drafting the report.
- Checking whether GHG emissions in the report matched the results that had been verified by the third-party assurance provider.
- Reviewing additional evidence made available by Nongshim at its headquarters in Seoul.

Observations

Further observations and findings, made during the assurance engagement, are:

- **Inclusivity:** We are not aware of any key stakeholder groups that have been excluded from Nongshim's stakeholder engagement process.
- **Materiality:** We are not aware of any material issues concerning Nongshim's sustainability performance that have been excluded from the report. It should be noted that Nongshim has established extensive criteria for determining which issue/aspect is material and that these criteria are not biased to the company's management.
- **Responsiveness:** Nongshim has established and transparently disclosed its GHG emissions reduction targets through 2030. Moving forward, it is expected that Nongshim will set and report longer-term goals, including net zero or carbon neutrality, and expand the scope of its emissions management to include Scope 3 GHG emissions.
- **Impact:** Nongshim has established and operated a system to identify and manage the environmental and social impacts of its supply chain to ensure responsible sourcing.
- **Reliability:** Nongshim's data management system for the selected indicators are well defined.

LRQA's standards, competence and independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity assessment – Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This verification engagement is the only work undertaken by LRQA for Nongshim and as such does not compromise our independence or impartiality.

Tae-Kyoung Kim Dated: 2 June 2025

LRQA reference: SEO00001025



LRQA Lead Verifier
On behalf of LRQA
2nd Floor, T Tower, 30, Sowol-ro 2-gil, Jung-gu,
Seoul, Republic of Korea

INTRODUCTION

SUSTAINABILITY FUNDAMENTALS

SUSTAINABILITY PERFORMANCE

APPENDIX

- ESG Factbook
- ESG Policy Book
- GRI Content Index
- TCFD Index
- SASB Index
- Awards and Memberships



Third-party Assurance Statement



NONGSHIM

2024 NONGSHIM
SUSTAINABILITY REPORT

