ORION 2025 ESG Report

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Overview

About This Report

Report Overview

Based on its ethical management policy announced in 2015, Orion promotes ESG management to achieve sustainable corporate growth and fulfill its social responsibilities, and discloses its key ESG activities and performance to ensure transparent communication with stakeholders. This report details Orion's ESG management framework, major activities, performance, and future plans. Orion will continue to strengthen its ESG management by reflecting the expectations and demands of its stakeholders and strive to create sustainable value.

01. Reporting Standards

This report was prepared in accordance with the GRI Standards 2021 and references the SASB (Processed Foods) standards to reflect industry-specific characteristics. It was also prepared in alignment with the requirements of the domestic sustainability disclosure system and IFRS S1 and S2 (KSSB Standards).

02. Reporting Period

This report covers Orion's ESG management activities and performance from January 1, 2025, to December 31, 2025. For certain key achievements and activities, the most up-to-date information available at the time of publication is included.

03. Reporting Cycle

Orion regularly shares its ESG management progress and key achievements with stakeholders, and continuously discloses relevant information through its website and various reports.

04. Reporting Scope and Boundary

This report was prepared based on Orion's consolidated financial statements, and includes key ESG performance figures for consolidated subsidiaries. Any changes to the reporting scope or calculation criteria are noted separately.

05. Report Verification

This report has been verified to a limited extent by an independent third-party verification agency to ensure its reliability and objectivity, and the verification results are included in the appendix to this report.

Contact Information

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Message from the CEO

Dear Orion Stakeholders,

It is deeply meaningful for us to publish Orion's first ESG report.

Since declaring our commitment to ethical management in 2015, Orion has upheld corporate ethics as our most important management value and laid the foundation for sustainable growth. Based on a transparent and fair corporate culture, we have built trust with our employees, customers, business partners, shareholders, and local communities, and engaged in efforts to conserve the environment, while consistently striving to fulfill our corporate social responsibilities.

The year 2025 marks the 10th anniversary of Orion's declaration of ethical management. Over the past decade, ethical management has served as an unwavering principle and the core foundation of sustainable management along Orion's journey of growth into a global comprehensive food company. This ESG report is particularly meaningful as it represents our first step toward systematically documenting our sustainable management activities and achievements to date and sharing our future direction with our stakeholders.

Going forward, Orion will continue to pursue sustainable growth based on ethics and trust by strengthening our differentiated product competitiveness, practicing responsible environmental management, and fostering a healthy industrial ecosystem that supports mutual growth with our business partners.

First, we will continue our pursuit of sustained growth in the global market by leveraging our differentiated product competitiveness. To meet consumer demand for health and quality, we are expanding our range of health, functional, and premium products and continuing to invest in research and development as well as production capabilities. Furthermore, based on a rigorous food safety and quality management system, we will provide products that consumers can trust and use safely, while creating a better customer experience.

At the same time, we will strengthen the foundation for sustainable growth through responsible environmental management.
Orion is continuously enhancing its management systems to address climate change and expand resource recycling, and is promoting various environmental management activities, including reducing greenhouse gas emissions, expanding the use of renewable energy, and adopting eco-friendly facilities and packaging materials. Through these efforts, we will fulfill our corporate environmental responsibilities while planning and introducing initiatives to create sustainable value for future generations.

Furthermore, we will build a sustainable supply chain to grow together with our business partners.
Orion has strived to create a healthy industrial ecosystem that fosters mutual growth with all business partners, in areas spanning from raw material procurement to production, logistics, and sales. Guided by principles of ethical management, we will establish a culture of fair and transparent transactions and create sustainable value to support our business partners with capacity building and mutual growth.
Marking the 10th anniversary of our ethical management as a new starting point, Orion aims to elevate our sustainability performance to the next level. Grounded in ethics and trust, we will fulfill our social responsibilities, seek growth as a company that earns even greater trust from our customers and society, and build a sustainable future together with our stakeholders.

We ask for your continued interest and support as Orion moves forward on this journey.
Thank you.

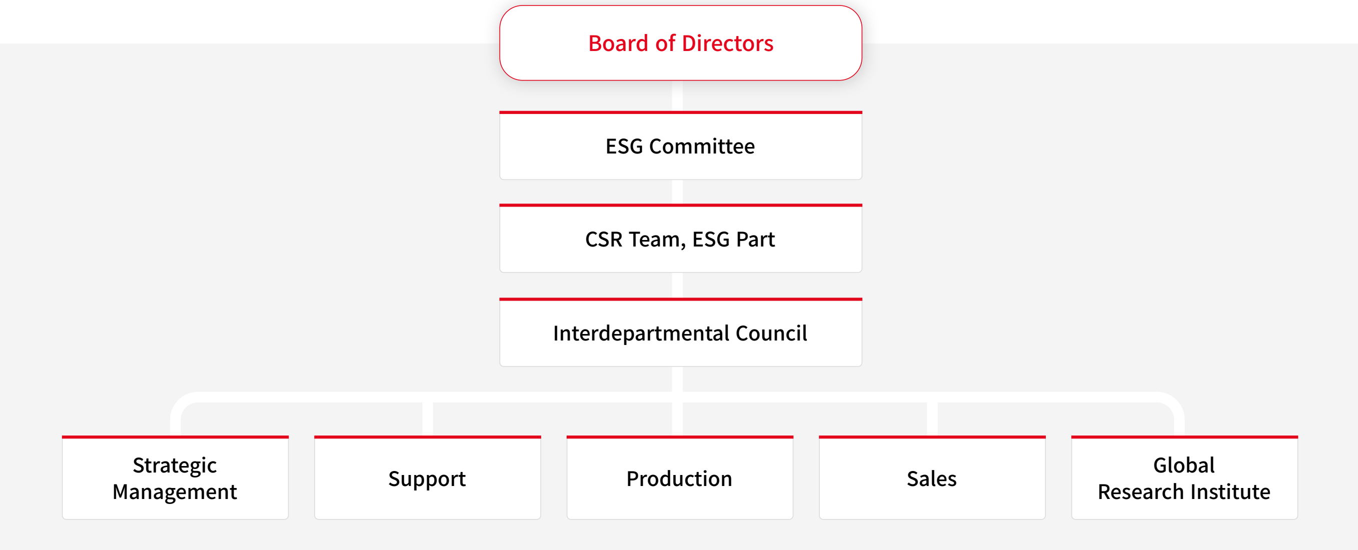
Seung-joon, Lee, CEO, ORION Corp.
S. J. Lee

ESG Management System

ESG Governance

Based on its group management principle of ethical management, Orion is promoting ESG management to achieve sustainable corporate growth and fulfill its social responsibilities. Guided by the philosophy of ethical management, we operate an ESG governance system centered on the ESG Committee, established under the Board of Directors. The ESG Committee is responsible for deliberating on and overseeing key ESG policies, strategies, mid- to long-term goals, and core initiatives. Based on the ESG Committee's direction and decisions, the dedicated ESG organization (CSR Team) oversees the implementation of ESG management measures and conducts activities to foster an ethical corporate culture, promote ethical management initiatives tailored to each stakeholder group, and manage ESG performance. Additionally, the CSR Team leads an inter-departmental council comprising relevant departments, such as HR, Quality and Safety, and Global Procurement, to implement key ESG initiatives, including eco-friendly management, creation of sustainable supply chains, and social contribution. Orion is strengthening the execution of its ESG management through organic collaboration among the ESG Committee, the CSR Team, and relevant departments. Moving forward, we plan to continuously enhance our ESG governance framework to reinforce sustainable management and build trust with stakeholders.

ESG Governance Framework



In 2025, led by the ESG Committee, Orion reviewed key issues and initiatives in the areas of environment, society, governance, and ethical management. The ESG Committee deliberated on major ESG agenda items, such as key eco-friendly performance and ethical supply chain management systems, thereby enhancing the execution of the sustainability management framework.

Key Agenda Items of the 2025 ESG Committee

Date	Agenda Item
July 15, 2025	Approval of ESG Performance for the First Half of 2025 and Plans for the Second Half
May 20, 2025	Approval of Donation to the Jeju Province Mutual Prosperity Fund in 2025
January 24, 2025	Report on ESG Performance for 2024 and Plans for 2025

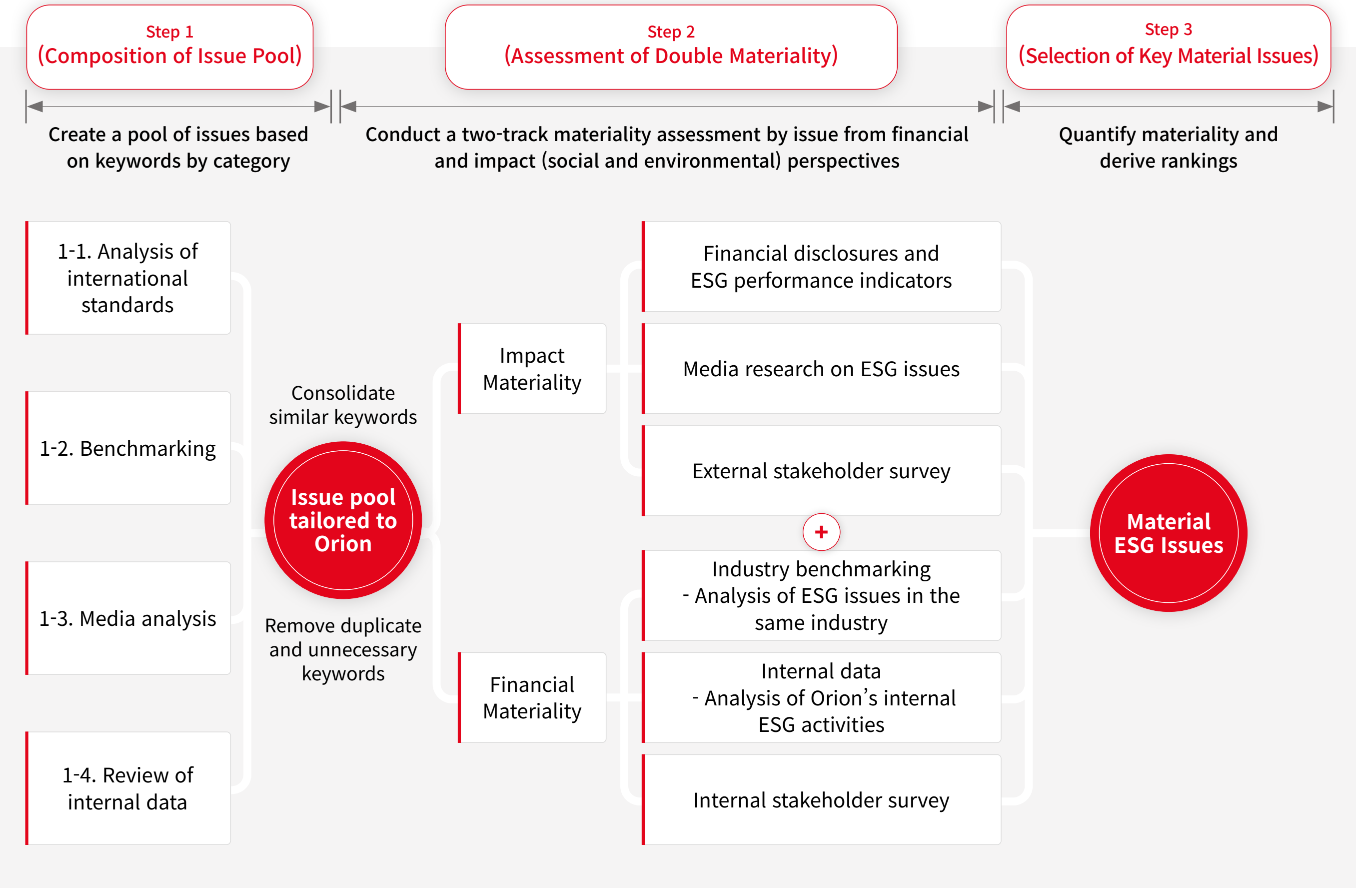
ESG Materiality Assessment

Double Materiality Assessment Process

Double Materiality Assessment Overview

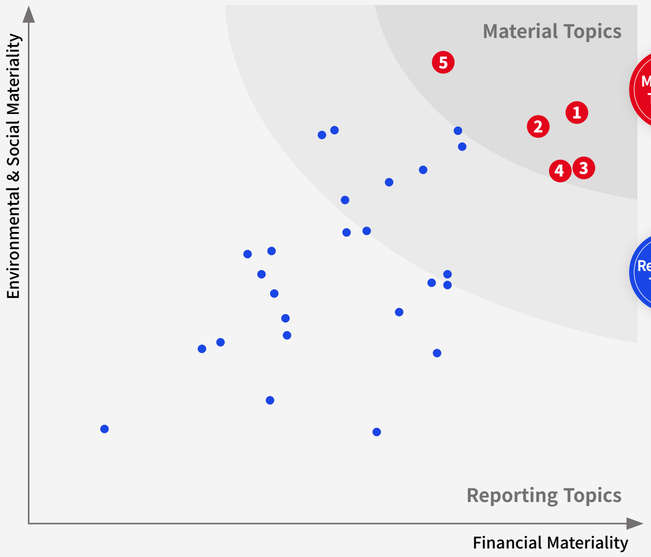
Orion conducted a double materiality assessment to systematically identify and manage key issues related to sustainable management. Based on the "GRI Standards 2021," we conducted a comprehensive analysis of the impact of our business activities on the environment and society, as well as the impact of changes in the external environment on the company's financial value. To this end, we reviewed business activities, industry characteristics, domestic and international disclosure standards (GRI, ESRS and SASB), ESG trends, and industry regulations extensively to identify key issues. Additionally, we conducted a stakeholder survey to gather opinions on environmental and social impacts as well as financial impacts. We then assessed the materiality of these issues based on the scale, scope, and probability of their occurrence, as well as the level of financial impact, and selected the final material issues by reflecting the priority and materiality (Tier) of each issue.

Double Materiality Assessment Process



Double Materiality Assessment Results

Through the double materiality assessment, Orion comprehensively analyzed environmental and social impacts as well as financial impacts to identify key ESG issues. Based on the assessment results, we prioritized these key issues and have integrated them into our ESG strategy and sustainability management initiatives.



Category	Issues(Topics)
Environment	1 Climate Change Response (Energy Conservation and Greenhouse Gas Reduction)
Environment	2 Reducing the Environmental Impact of Packaging Materials
Customers and Products	3 Strengthening Product Safety and Quality Control
Business	4 R&D and Product Innovation
Governance	5 Ethical Management and Compliance
Sustainable Supply Chain	6 Sustainable Raw Material Procurement
Environment	7 Water Conservation and Wastewater Discharge Management
Sustainable Supply Chain	8 Establishing a Sustainable Supply Chain Management System
Business	9 Strengthening Global Competitiveness and Diversifying Distribution Channels
Governance	10 Enhancing Transparency in Corporate Governance
Employees	11 Safety and Health Management and Promotion of a Safety Culture
Local Community	12 Promoting Strategic Social Contribution Activities Linked to Our Business
Employees	13 Strengthening Human Rights Management
Customers and Products	14 Responding to Customer Complaints(VoC) and Strengthening Service Accountability

Stakeholder Engagement and Communication

Orion engages in ongoing communication with various stakeholders to promote responsible business practices. We gather stakeholder feedback through various communication channels and strive to incorporate these inputs into our business operations.

Category	Key Areas of Interest	Communication and Engagement	Activity Status
Employees	• Respect and protection of employees • Creation of a safe work environment • Talent development and capacity building • Enhancement of communication and satisfaction among employees	• Internal intranet and Anonymous Reporting System • Internal and external training programs • On-site communication sessions such as briefings and town hall meetings	• Awards and recognition programs for excellence in ethical business practices • Support for training and capacity building • Operating various family-friendly policies and employee benefit programs
Customers	• Activities to ensure customer satisfaction and protect customer rights • Compliance with quality and safety standards, and promotion of health and nutrition • Strong product development and technological competitiveness • Enhanced personal information management and security	• Orion website • Orion social media • Customer service center and consumer inquiries	• Improving products and services based on VOC (Voice of the Customer) • Operating various channels for receiving customer feedback, such as phone, website, and social media to receive customer feedback • Providing more accurate product information
Business Partners	• Establishment of a transparent and fair transaction system • Win-win growth • Stronger support for and communication with suppliers and retailers	• Win-Win Cooperation Portal • Meetings with suppliers/ retailers • Supplier/retailer satisfaction surveys	• Quality, technology, education, and financial aid, joint technology development • Site visits and in-person feedback sessions • Providing guidance on the Code of Conduct to business partners and assisting with ESG assessments
Shareholders and Investors	• Transparent disclosure of corporate information • Shareholder rights protection • Fair provision of information	• Annual General Meeting of Shareholders • Orion website	• Convening shareholders' meetings • Quarterly and annual IR activities
Society and Environment	• Sharing warm affection (support programs for underprivileged children and teenagers) • Sharing green affection (environmental and community contribution activities)	• Seoul Volunteer Center • Community Chest of Korea • Ministry of National Defense (Training for Army, Navy, Air Force, and Marine Corps recruits) • World Vision	• Support programs for the emotional and character development of children and teenagers • Donating products to disaster-stricken areas

Ethical Management

Ethical Management System

Introduction and History of Ethical Management

In 2015, Orion Group declared "Ethical Management" as a key management policy, and all of its subsidiaries are working together to achieve sustainable growth and fulfill the company's social responsibilities through business activities grounded in compliance and ethics.

2015
- Declared the adoption of ethical management
- Introduced ethical management systems
- Implemented ethical management trainings by job level

2016
- Introduced/expanded ethical management to overseas entities and subsidiaries
- Established an organization dedicated to win-win growth with suppliers

2017
- Selected/managed Ethics Practice Leaders for each subsidiary
- Developed social contribution activities by subsidiary/business site

2018
- Established a global ethical management system (evaluation/monitoring/system, etc.)
- Achieved "Excellent" rating in the Win-Win Growth Index
- Conducted a workshop for group executives on ethical management

2019
- Established groupwide ethical standards and practice guidelines
- Awarded "Best" company prize in fair-trade agreement compliance evaluation

2020
- Reinforced/strengthened global environmental management
- Introduced ethical management for new subsidiaries (Orion India, Orion Jeju Yongamsoo)
- Won a presidential award in the carbon neutrality category at the National Quality Control Circle Competition

2021
- Orion and Orion Holdings earned integrated ESG ratings of "A"
- Established a global carbon emission integration management system for all subsidiaries
- Created a dedicated organization for eco-friendly management and partnerships with retailers
- Received Prime Minister's award in the carbon neutrality category at the National Quality Innovation Awards

2022
- Set up an ESG Management System (including the formation of an ESG Committee)
- Obtained the Environmental Management System (ISO14001) certification
- Selected as a company with outstanding disclosure of corporate governance reports

2023
- Voluntary cultural transformation initiatives led by Ethics Practice Leaders
- Enhanced communication with suppliers/retailers (in-person meetings, etc.)
- Awarded "Green Technology Certification" and "Green Technology Product Verification"
- Appointed a Compliance Officer and established a Compensation Committee
- Received a social contribution award

2024
- Enhanced global ethical management practices (global workshops, reinforced training, etc.)
- Expanded Corporate Social Responsibility (CSR) activities and awards (Korea Volunteer Award, etc.)
- Strengthened shareholder value (dividend policy, improved dividend procedures, etc.)

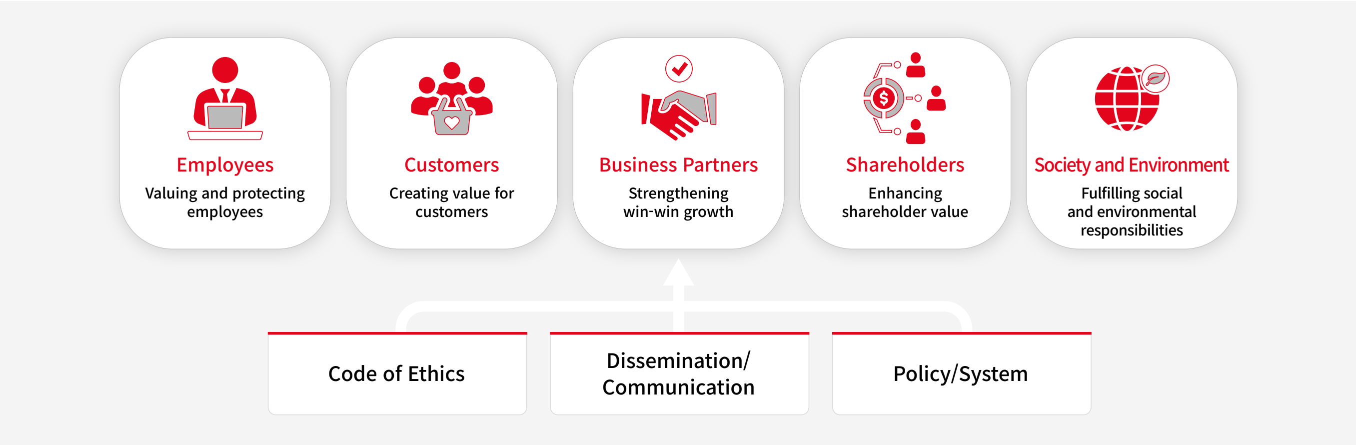
2025
- Celebration of the 10th anniversary of Ethical Management
- Declared the new Code of Ethics (ORION Global Code of Ethics)
- Established the ethical business conduct standards
- Expanded eco-friendly management and certifications (installation of solar panels, recognition of circular resources, etc.)
- Established a supply chain ESG management system

2026
- Reformed the ethical management system
- Reformed the ethical management/ESG performance evaluation system
- Expanded ESG management for subsidiaries

Ethical Management Framework

Based on the "Ethical Management" principles declared in 2015, all entities within the Orion Group are committed to achieving sustainable corporate growth and fulfilling social responsibilities. Centered around dedicated ethical management organizations (CSR Team) established within each entity, we strive to foster an ethical corporate culture and promote tailored ethical management activities for each stakeholder group.

Activities by Stakeholder Group



Code of Ethics

In 2025, marking the 10th anniversary of the introduction of ethical management, Orion announced the new "ORION Global Code of Ethics," which consists of a "Slogan," "Key Guidelines," and "Practical Guidelines." Based on the Code of Ethics, we will further advance our ethical management practices to fulfill our roles and responsibilities as a global company.

ORION Global Code of Ethics

Slogan

Right Way, Better Life, Better Future

Key Guidelines

- Do the Right Thing & Be the Best
- Make Life Better
- Move Forward Together

Practical Guidelines

Practices for ORION Employees

- Be Compliant & Ethical
- Be Transparent
- Be Reasonable
- Be Respectful
- Be Responsible

Practices for Stakeholders

Employees	• Take care of our Employees
Customers	• Focus on Customer value
Business Partners	• Grow with Business partners
Shareholders	• Enhance Shareholder value
World	• Contribute to Society & the Environment

ORION

Appendix: Guidelines for Ethical Decision-Making

Policy/System

Anonymous Reporting System

Orion operates an Anonymous Reporting System that allows employees and all external stakeholders to report unethical practices related to work activities. The system is operated and managed by an independent specialized organization, and the anonymity of all reporters, including their identities and the details of their reports, is strictly guaranteed through IP tracking prevention and log deletion features.

(25 cases reported in 2025, 100% of cases resolved)

Reportable Conduct

- Violations of general laws and regulations
- Embezzlement and misappropriation
- Bribery, solicitation, and inappropriate requests for entertainment
- Unfair trade practices
- Manipulation and disclosure of inside information
- Words and behaviors that infringe on human rights

Reporting and Consultations

To consult and make an inquiry	E-Mail	TEL
Orion CSR Team	orioncsr@orionworld.com	02-710-6292

Visit the Anonymous Reporting System website

Voluntary Full Disclosure System

Orion has introduced a Voluntary Full Disclosure System to protect its employees and maintain a fair, transparent partnership with external stakeholders.

Category	Description
Disclosure system for reports of receiving money, valuables, and gifts	A system that enables employees to report when they have received money, valuables, and gifts due to unavoidable circumstances * 「The Principle of Prohibition on Acceptance of Gifts Regardless of Reasons or the Amount」
Disclosure system for non-arm's length transactions	A system designed to enhance the transparency and fairness of business transactions by encouraging employees to report when non-arm's length relationships are established with existing or new suppliers
System for disclosing receipts of external lecture fee	A system that encourages employees to donate 50% of any monetary compensation they receive for activities such as lectures or consulting that use company information.

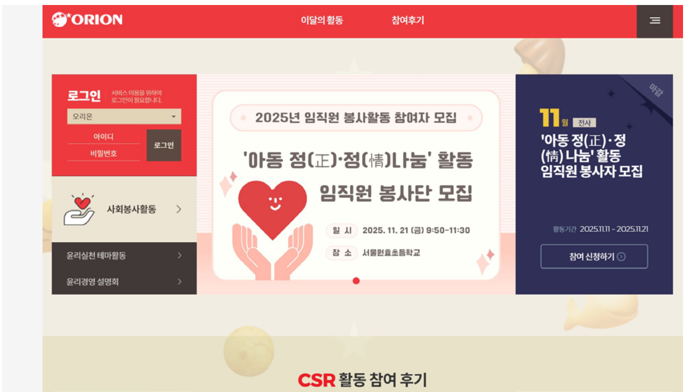
Incident Disclosure System and Preventive Actions

All Orion subsidiaries operate an Incident Disclosure System to share knowledge with relevant departments and respond quickly to major incidents, such as issues with products, HR affairs, accidents, and security. In addition, we are strengthening our incident prevention system by analyzing incident data to identify risk factors for each business area and managing potential risks proactively through Weak Point Management.

CSR Activity Participation System

Orion operates the CSR Activity Participation System to effectively guide and systematically manage ethical management activities. Through this system, we provide information on major activities in which employees can participate, such as volunteer activities and activities themed around ethical practices.

Visit the CSR Activity Participation System website



Major Activities

Briefings and Meetings on Ethical Management

As part of our efforts to promote ethical management and communication throughout the company and create consensus among Orion employees, we hold regular company-wide briefings, executive town hall meetings, and on-site meetings.

Selection and Operation of the Ethical Practice Leader

To strengthen the execution of ethical management across our business operations, all subsidiaries select and manage key personnel from each team as Ethics Practice Leaders. These leaders are responsible for planning and implementing cultural transformation initiatives based on the ethical management policy and employee suggestions, playing a pivotal role in driving and anchoring an ethical corporate culture throughout the company.

Identification, Dissemination, and Commendations for the Best Practices in Global Ethical Management

We are establishing and implementing ethical management action plans tailored to the specific operations of each subsidiary and organization, while identifying and sharing best practices from these subsidiaries and organizations. At the end of the year, we select and present a Grand Prize and the Ethical Leadership Award.

Assessment and Monitoring on Ethical Management

We incorporate the Ethical Management Index into the KPI performance evaluations for all employees on a semi-annual basis to check and complement the level of ethical management practices at each subsidiary. We also conduct an annual “Employee Perception Survey on Ethical Management” and a “Satisfaction Survey” targeting employees, suppliers and retailers to identify areas requiring improvement and reflect them in our future plans.

Anti-Corruption Measures

Anti-Corruption Principles

Orion has established the “Basic Ethics for Employees” and the “Guidelines for Ethical Decision-Making,” which outline our principles for preventing corruption. We prohibit, regardless of the reason, any acts involving the provision of money, gifts, entertainment, hospitality, personal favors, or financial transactions to internal or external stakeholders. We also provide a set of “Guidelines for Fair and Transparent Business Conduct” to prevent conflicts of interest that may arise during the performance of duties and to ensure that employees prioritize the company’s interests above all other considerations.

Anti-Corruption and Ethical Management Training

Since the introduction of ethical management in 2015, Orion has been conducting case-based, tailored training programs that reflect the characteristics of each job level and role, with the aim of strengthening employees’ understanding of and ability to practice anti-corruption and ethical management.

Onboarding (new/experienced employees)
Training on anti-corruption principles and the code of ethics

Company-wide ethical management training
Training on how to handle ethical dilemmas, including conflicts of interest, fair trade, and anti-corruption, etc.

Leadership training (part heads/head of sales offices)
Ethical leadership training

Training for promoted employees
Case-based anti-corruption training

Employees

Human Rights Management

Human Rights Management Governance

Human Rights Management Organization

To prevent and address human rights risks, Orion implements its human rights management policies and reviews related issues through a committee involving decision-makers from major departments, management meetings, and working-level meetings led by the dedicated human rights management department. The roles and responsibilities of the committee, management meetings, and working-level meetings include: 1) reviewing the establishment and revision of human rights management policies; 2) conducting human rights risk assessments and recommending corrective actions based on the assessment results; 3) directing investigations into human rights violations and deliberating on remedial measures; and 4) addressing other matters deemed necessary for the protection of human rights. In addition, Orion operates a dedicated human rights management department to carry out tasks, such as 1) formulating human rights management implementation plans; 2) assessing and managing human rights impacts and risks; 3) conducting prevention and improvement activities; and 4) overseeing training and communication initiatives.

Human Rights Management Organization	Roles and Responsibilities
CEO	Highest-level decision-making on human rights matters
Human Rights Committee (Consultative body of relevant departments)	Decision-making on human rights management issues and performance review
HR Team (Dedicated human rights management department)	Establishing and operating the human rights management system
HR: Oversee/implement human rights management and conduct human rights training CSR: Dedicated ESG department, operate reporting channels Legal: Review/verify legal risks and provide legal support Operational Units: Participate in impact assessments and implement corrective measures	Establishing management indicators by area and conducting on-site audits, Identifying human rights risks and deriving improvement measures, Internal and external reporting and disclosure, human rights training

Human Rights Management Strategy

Human Rights Management Policy

Under the Global Code of Ethics—"Taking care of our employees, focusing on customer value and growing with business partners"—Orion has established a human rights management policy to ensure respect for the human rights of all stakeholders and to manage and prevent human rights issues that may arise during business operations. Orion supports and complies with the international human rights standards set forth in the "Universal Declaration of Human Rights," the "United Nations Guiding Principles on Business and Human Rights," and the "OECD Guidelines for Multinational Enterprises." This policy applies to all Orion employees and those of its overseas subsidiaries, as well as to the employees of business partners, including suppliers. Unless there are specific exceptions stipulated by local laws, the organization's articles of incorporation, or internal rules, all of our employees shall perform their duties in accordance with this policy.

Seung-joon Lee, CEO, ORION Corp.

Orion Human Rights Management Policy

Mid- to Long-Term Goals for Human Rights Management

Objective	Protecting the human rights of all employees and stakeholders and fostering a culture of mutual respect		
Category	Short-term (2024–2025)	Medium-term (2026–2030)	Long-term (2030–)
Mid- to Long-Term Goals	• **Establishing a human rights management system** - Formulate a human rights management policy - Strengthen the response system for human rights issues and provide human rights training for employees • **Managing workforce diversity** - Percentage of female managers: 22.4% by 2025 - Percentage of female employees: 29.2% by 2025	• **Enhancing the human rights management system** - Expand the application scope from major business sites to all business sites - Strengthen the human rights risk management system (including human rights impact assessments, etc.) • **Expanding workforce diversity** - Percentage of female managers: 24% by 2030 - Percentage of female employees: 33% by 2030	• **Expanding the human rights management system** - Expand the application scope to major subsidiaries • **Establishing a human rights management culture** • **Continued expansion of workforce diversity** - Percentage of female managers: 24% or higher - Percentage of female employees: 33% or higher

Human Rights Management Risk Management

Human Rights Risk Management System

Orion operates a management system based on our human rights management policy to respect the human rights of all employees and to prevent and manage related risks. We regularly conduct employee ethical management perception surveys and leadership assessments to examine human rights issues and potential risks within the organization and thereby identify human rights risks and issues early on. Based on the survey results, we identify areas requiring improvement and implement follow-up measures. In addition, we operate various permanent grievance handling channels, such as an Anonymous Reporting System, a Workplace Harassment Reporting Center, and a mind care service to ensure that employees can freely raise human rights grievances or concerns. The dedicated human rights management department collaborates with relevant departments to review and address reported issues promptly and fairly, while continuously conducting improvement activities and monitoring to prevent recurrence.

Human Rights Risk Management Framework

Human Rights Management Policy
- Identify human rights risks and issues

Regular Survey (Once a year)
- Survey on employees' perception of ethical management
- Leadership assessment

Permanent Channels (Human rights grievance handling channel)
- Anonymous Reporting System
- Workplace Harassment Reporting Center
- Mind care service

Actions and Improvements
- Review by the dedicated department and relevant departments
- Implementation of corrective measures
- Recurrence prevention and monitoring

Human Rights Risk Management Activities

Human Rights Grievance Handling Channels

Orion operates various channels to ensure that stakeholders are protected from human rights violations and unethical conduct that may occur both inside and outside the company and have their rights restored. Anyone who has personally experienced or witnessed a human rights violation can report the matter and request support through the relevant channels.

Anonymous Reporting System

We operate an "Anonymous Reporting System" that allows employees and all external stakeholders to report unethical conduct. The system is operated and managed by an external specialized agency, and the anonymity of reporters is strictly guaranteed through features that prevent IP tracking and delete log records. (25 cases reported in 2025, 100% of cases resolved)

Workplace Harassment Reporting Center

Orion has operated the "Workplace Harassment Reporting Center" since 2019 to protect our employees in accordance with the Workplace Harassment Prevention Act. We have established procedures to conduct investigations based on reported incidents, provide protective measures for victims, and take appropriate actions against perpetrators.
(1 case reported in 2025, resolution completed)

Mind Care Services

Orion provides "Mind Care Services," an integrated psychological support program designed to help employees enjoy a happy daily life. Through this program, we address psychological issues caused by stress and other factors, and help employees perform their duties efficiently.
(Utilized by 40 employees in 2025 for a total of 120 sessions)

Human Rights Management Training for Employees

Orion conducts human rights management training to enhance employees' understanding of human rights management and foster a culture rooted in respect for diversity. This promotes the prohibition of discriminatory practices among employees, encourages active reporting of human rights violations, and fosters a culture of respect for human rights.

Additionally, Orion discloses details of its human rights management activities through communication channels such as its website to ensure that stakeholders, including employees, can easily access and clearly understand this information.

Company-wide Human Rights Management Training System

Segmentation by Target Audience		Key Content
Mandatory Legal Training	Customized Training	
All employees	Executives	Leadership training, compliance-related manager ER training, etc.
	Team heads and part heads	
	Working-level staff	Training on preventing workplace harassment and sexual harassment, disability awareness training, etc.

Human Rights Management Metrics and Targets

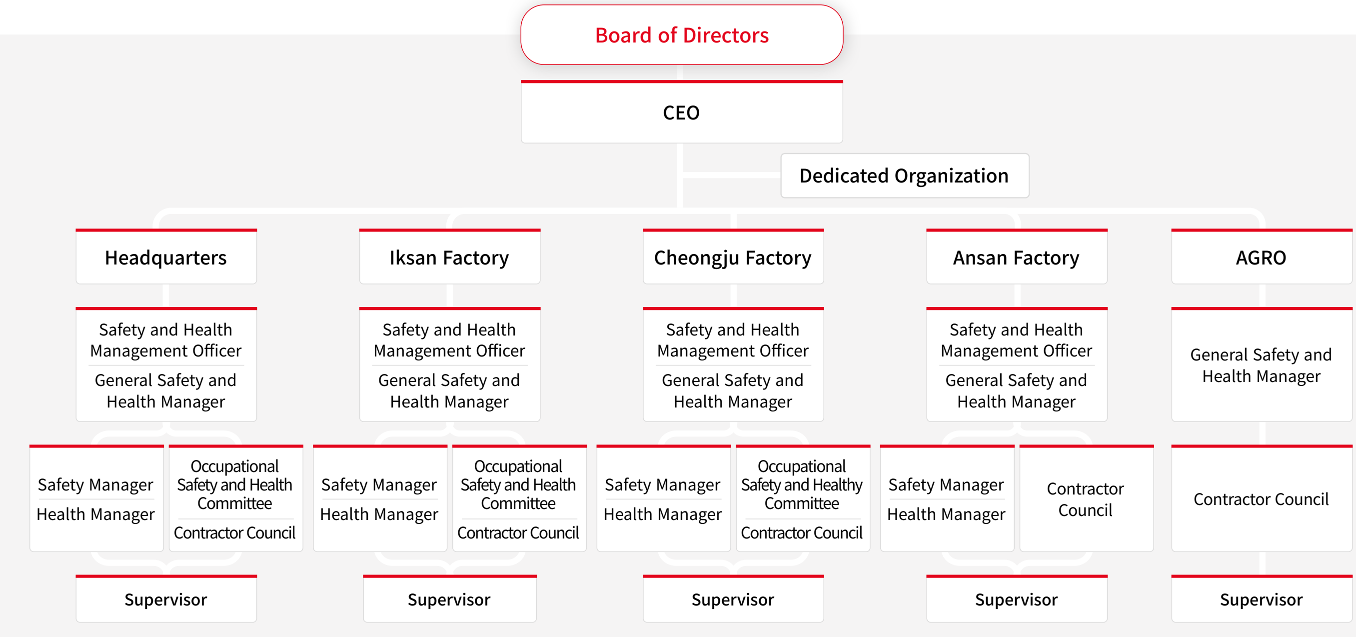
Category	Short-term (2024–2025)	Medium-term (2026–2030)	Long-term (2030–)
Description	• **Establishing a human rights management system** - Formulate a human rights management policy - Strengthen the response system for human rights issues and provide human rights training for employees • **Managing Workforce Diversity** - Percentage of female managers: 22.4% by 2025 - Percentage of female employees: 29.2% by 2025	• **Enhancing the human rights management system** - Expand the application scope from major business sites to all business sites - Strengthen the human rights risk management system (including human rights impact assessments, etc.) • **Expanding workforce diversity** - Percentage of female managers: 24% by 2030 - Percentage of female employees: 33% by 2030	• **Expanding the human rights management system** - Expand the application scope to major subsidiaries • **Establishing a human rights management culture** • **Continuing to expand workforce diversity** - Percentage of female managers: 24% or higher - Percentage of female employees: 33% or higher

Safety and Health

Safety and Health Governance

Establishing Safety and Health Management Governance

In accordance with the "Industrial Safety and Health Act" and the "Act on the Punishment of Serious Accidents," Orion's CEO assumes overall responsibility for company-wide safety and health management. Centered around a dedicated organization (HR Team, Safety and Health Part), we have established and operate an integrated safety and health governance system that encompasses all business sites. We appoint a Safety and Health Management Officer and a General Safety and Health Manager for each site to conduct risk assessments and safety and health activities tailored to the site's specific characteristics. Every year, we establish company-wide safety and health goals and detailed implementation plans, which are reported to and approved by the Board of Directors. Additionally, we hold a quarterly Occupational Safety and Health Committee where labor and management jointly discuss and resolve key matters, such as measures to prevent industrial accidents. We also share established policies across all business sites to ensure that field-centered safety and health activities are implemented in a systematic manner.



Occupational Safety and Health Management Strategy

Occupational Safety and Health Management Policy

Achieving a zero-accident workplace by fostering a safety culture among employees and creating a pleasant work environment

01. [Compliance with Laws and Regulations] Maintaining compliance with occupational safety and health laws and regulations and striving to exceed regulatory requirements
Based on employees' commitment to compliance, we ensure that workers engage in autonomous occupational safety and health activities. Further, we implement safety and health measures and training to promote a culture of adherence to fundamental principles.

02. [Inspection and Prevention] Ensuring the safety of employees and contractors by proactively identifying and addressing potential risks
We build a safe workplace by inspecting and eliminating inherent hazards, thereby protecting lives, minimizing property damage, and maximizing work efficiency.

03. [Environmental Improvement] Creating an environment that sustains a safe and pleasant workplace
We continuously promote activities for employee health and workplace environment improvements to achieve a zero-accident workplace.

Seung-joon Lee, CEO, ORION Corp.

Mid- to Long-Term Goals for Safety and Health Management

To achieve its vision of becoming a “comprehensive food company that leads the safety culture,” Orion has established the strategic directions of “preventing industrial accidents” and “fostering a safety culture,” and is formulating and implementing mid- to long-term goals accordingly.

<table>
<tr><th colspan="2">Vision</th><th colspan="2">A comprehensive food company that leads the safety culture</th></tr>
<tr><td colspan="2">Direction</td><td>Preventing industrial accidents</td><td>Fostering a safety culture</td></tr>
<tr><td rowspan="2">Mid- to Long-Term Goals</td><td>Quantitative</td><td>• Continuously reducing the industrial accident rate
<table><tr><td>Year</td><td>2024</td><td>2025~2027</td><td>2028</td></tr><tr><td>Target</td><td>0.5% or less</td><td>0.38% or less</td><td>0.27% or less</td></tr></table>• Ensuring 100% compliance with mandatory requirements under the relevant laws and regulations</td><td>• Establishing an occupational safety and health management system through obtaining the ISO 45001 certification
• Enhancing employee awareness of safety and health matters → 100%</td></tr>
<tr><td>Qualitative</td><td>• Making efforts to fundamentally eliminate industrial accident risks (Comprehensive inspection and improvement of protective measures)
• Conducting safety and health assessments and improvements through cross-checks across business sites, in addition to risk assessments (involving safety and health managers (or designated personnel) from other workplaces, operational staff, and workers, etc.)</td><td>• Conducting employee awareness campaigns through training, rewards, and safety guidelines (signs, posters, etc.)
• Expanding outreach activities, such as on-site group training and briefings, beyond legal requirements
• Conducting intensive feedback surveys at workplaces where high-risk accident types (such as entrapment) have occurred</td></tr>
</table>

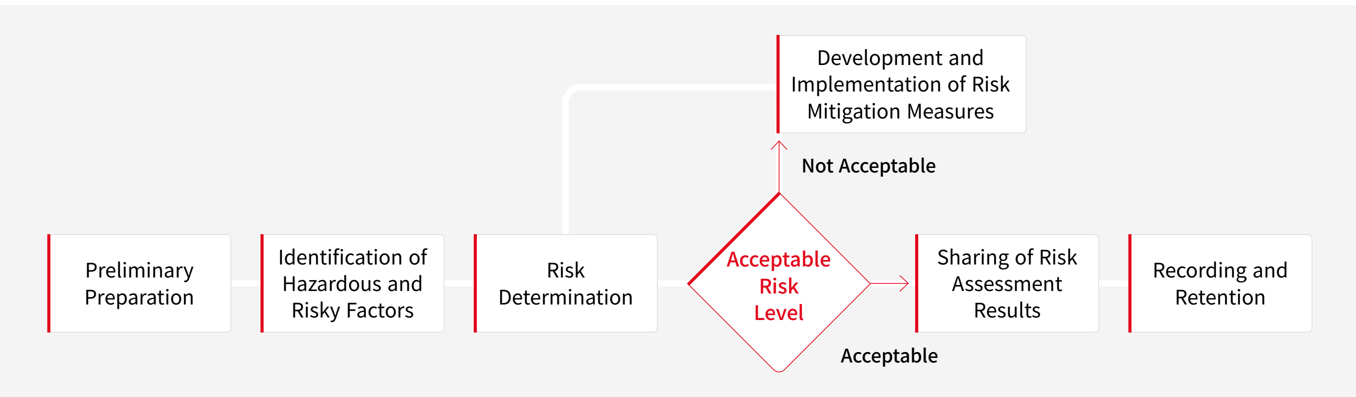
Safety and Health Risk Management

Safety and Health Risk Management System

Risk Assessment

Based on its risk assessment process, Orion identifies and analyzes hazardous and risky factors in facilities and processes. Based on this, we select and implement optimal accident prevention measures for each business site, verify their effectiveness and, when necessary, pursue improvements. Furthermore, we are strengthening our safety management system by conducting regular monitoring and other activities, with proactive accident prevention as our top priority.

Risk Assessment Process



* Risk determination indicators are measured using a three-tier assessment method (high, medium, low) to evaluate acceptable risk levels.
** The acceptable risk level is reassessed even for cases where risk mitigation measures have been developed and implemented.

Permit to Work (PTW) System

Orion implements a Permit to Work (PTW) procedure to prevent workplace accidents such as fires, explosions, leaks, suffocation, falls, and electric shocks. Through this system, we clarify responsibilities and authorities for each task and minimize the likelihood of industrial accidents by identifying on-site hazards and establishing preventive measures prior to commencing operations.

Worker-Participatory Risk Assessment Activities

Orion operates risk assessment and safety improvement activities with direct employee participation. We gather employee feedback regularly through ongoing risk assessments and suggestion boxes, and share the identified risk factors and improvements with all employees via bulletin boards and training materials.

Key Improvements

1. Preventing collision risks through the installation of forklift safety devices (2026)

On-site workers raised concerns that the paths of forklifts and workers intersected during logistics operations, creating a risk of collision. In response, we enhanced worker awareness and prevented collision risks by reducing forklift speeds, installing warning lights, and implementing an AI-based human detection system.

2. Preventing slip hazards by installing non-slip footrests on lift trucks (2025)

Sales representatives used the QR code on the safety and health suggestion box to report that the footrests on lift trucks were slippery, posing a risk of falling when getting on or off the lift truck. In response, we installed non-slip footrests on lift trucks to prevent slips and falls.

3. Providing safety shoes to mitigate slip and fall risks (2024~)

Employees reported that there was a risk of falling due to slippery floors in certain work areas. In response, we provided safety shoes with excellent slip-resistant properties. Additionally, we strengthened fall prevention efforts by posting “Caution: Slippery Floor” signs throughout the workplace and by conducting safety training before commencement of work.

Guidelines for the Evaluation and Management of Safety and Health Personnel

Orion is enhancing the effectiveness of the workplace safety and health management system by operating internal management guidelines tailored to the characteristics of on-site operations. We conduct regular inspections and evaluations by Safety and Health Management Officers at least once every half-year to verify compliance with the Act on the Punishment of Serious Accidents and other relevant occupational safety and health laws and regulations. Based on the evaluation results, we implement improvement measures, which are continuously monitored by the Safety and Health Part.

Key Safety and Health Activities

Orion strives to create a safe working environment for its employees and maintains strict compliance with relevant laws and regulations.

Job-Specific Education and Training

To ensure workplace safety and health, Orion appoints and conducts job-specific training for key managers, including Safety and Health Management Officers, General Safety and Health Managers, safety/health managers and supervisors, while providing legally required safety and health education for all employees. To foster safety awareness among employees, we have established a dedicated safety and health page on our corporate groupware, which serves as a platform to share safety and health management policies, regulations and guidelines, accident case studies, and best practices. Additionally, we solicit employee feedback on safety and health through a suggestion box (QR code).

Employee Health and Hazard Inspection/Improvement Measures

To promote employee health, Orion conducts various health-related activities, including workplace environment measurements, assessments of musculoskeletal risk factors, and health examinations (general, specialized, and pre-placement). We also implement workplace risk assessments, through which employees identify, evaluate, and address hazardous and risky factors. In addition, we strive to create a safe and pleasant working environment by implementing team- and task-specific risk identification and self-inspections across all business sites, spanning facility safety checks to hygiene inspections at communal dining facilities.

Organizational Activities, Including the Establishment of Consultative Bodies

Orion has established site-specific consultative bodies such as the Industrial Safety and Health Committee to perform safety and health management and oversee safety and health prevention activities for contracted projects (joint inspections, consultative councils, and patrol inspections). We are also striving to improve workplace safety and health through trilateral dialogue among the employer, employees, and subcontractors. Through these efforts, we proactively identify on-site risk factors and continuously enhance our safety and health standards.

Health Management Programs for Employees and Suppliers

Orion operates various health management programs to foster a healthy work environment. In addition to regular health checkups for employees, we conduct special health examinations for workers exposed to physical and chemical hazards to prevent occupational diseases and workplace accidents. In addition, we provide basic healthcare services such as health counseling and the provision of over-the-counter medications for members of subcontracting companies, and encourage them to participate in health promotion programs. Furthermore, we have opened our on-site welfare facilities to employees of our partner companies so that they can use them as well.

Emergency Evacuation Drills

Orion plans and conducts emergency evacuation drills at the workplace and at the work unit level to ensure that employees can evacuate quickly and safely in the event of an unexpected accident or disaster. We strive to strengthen our ability to respond to actual accidents by inspecting evacuation routes and exits in advance and practicing response procedures for emergency situations. In addition, we conduct realistic drills based on various scenarios by simulating disaster situations, and after each drill, we identify areas requiring improvement and make necessary adjustments through feedback and evaluation.

Right to Stop Work

Orion explicitly stipulates in its Safety and Health Management Regulations that employees may stop work and report to their supervisors if there is a risk of an industrial accident, and we ensure that employees face no adverse consequences for work stoppages based on reasonable grounds.

Mutual Cooperation for Safety and Health with Suppliers

Orion has participated in the "Safety and Health Win-Win Cooperation Project between Large Enterprises and SMEs," organized by the Ministry of Employment and Labor and the Korea Occupational Safety and Health Agency to strengthen win-win cooperation in safety and health management with suppliers and local SMEs. In 2025, Orion formed a consortium with suppliers to carry out various safety and health initiatives, including safety and health consulting and the provision of personal protective equipment. In recognition of these efforts, we were designated as an outstanding enterprise in safety and health management, ranking within the top 10% nationwide among all participating workplaces. Going forward, we plan to continue improving safety and health standards throughout the entire supply chain by fostering win-win growth with our suppliers.

Safety and Health Inspections Led by the Chief Safety and Health Officer

Orion conducts regular safety and health inspections led by the CEO (Chief Safety and Health Officer). The CEO visits the worksites in person once a quarter to inspect major risk factors, and identifies and implements improvement measures, thereby strengthening the effectiveness of safety and health management. By doing so, we are building a proactive risk management system under the leadership of senior management.

Working-Level Safety and Health Council

Orion operates a working-level safety and health council composed of safety and health managers from each business site to share safety and health issues and prevent the recurrence of similar accidents. The council conducts monthly site visits on a rotation basis through the various facilities. During these visits, the council shares accident cases and mitigation measures from each site, performs cross-checks of on-site safety and health practices, and reviews compliance with safety and health obligations. Through this process, we disseminate best practices across sites and proactively identify and address on-site risk factors, thereby continuously improving the company-wide safety and health level.

Safety and Health Management Metrics and Targets

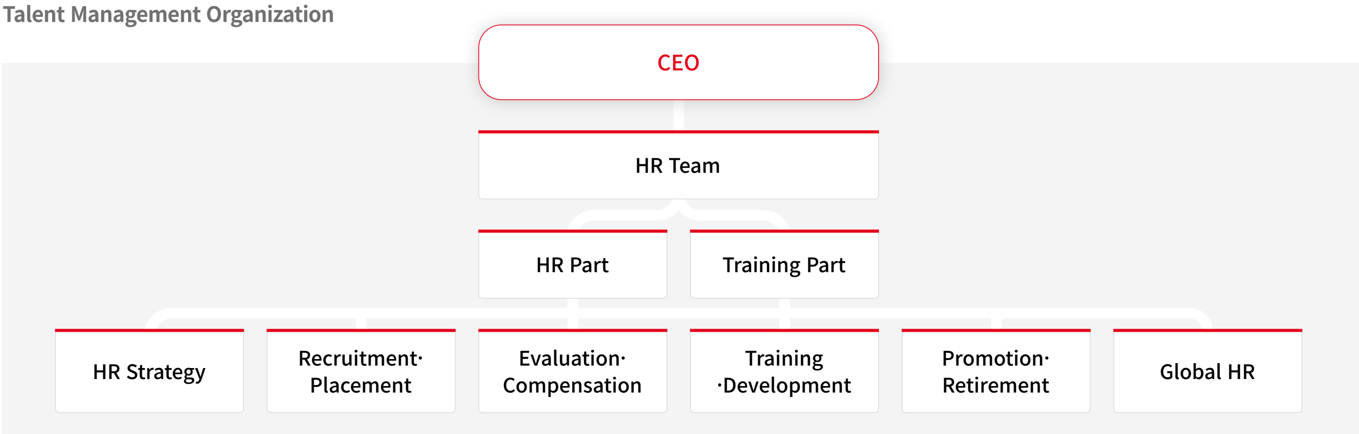
<table>
<tr><td rowspan="3">Industrial Accident Rate</td><td>2023</td><td>2024</td><td>2025</td></tr>
<tr><td>0.60%</td><td>0.19%</td><td>0.51%</td></tr>
<tr><td colspan="3">* Four industrial accidents that occurred in 2024 were recognized in 2025, and are thereby being reflected in the 2025 industrial accident rate.</td></tr>
<tr><td>Supplier Industrial Accident Rate</td><td colspan="3">Supplier industrial accident rate in 2025 (two major companies)
• OURHOME (Orion headquarters branch): 0.00%
• S-TEC PLUS: 0.41%</td></tr>
<tr><td>Grievance Resolution Rate for Suppliers</td><td colspan="3">Supplier safety and health grievance resolution rate in 2025: 100% (11 cases)
• Orion listens to safety and health-related grievances and implements corrective measures through the “Supplier Safety and Health Council” every month.</td></tr>
</table>

Talent Management

Talent Management Governance

To support the sustainable growth of our global confectionery business, Orion operates an HR governance system centered on the headquarters HR organization that encompasses domestic and international business sites as well as global subsidiaries. The headquarters HR organization serves as an HR control tower, establishing company-wide HR strategies and operational guidelines, and building global HR operational standards and management systems. In addition, we support our business units with stable workforce management across all HR functions, including recruitment, placement, evaluation, compensation, training, promotion, and retirement management. For overseas subsidiaries, we provide HR operational support tailored to each country's business environment and regulations, while maintaining a consistent HR management system based on global standards. Orion focuses on fostering talent that leads the market by building a unique competitive edge through innovative thinking and approaches based on "Only ORION," and supports the development of employees' competencies and the strengthening of global business competitiveness throughout the entire process from recruitment to development, evaluation, and compensation.

Talent Management Organization



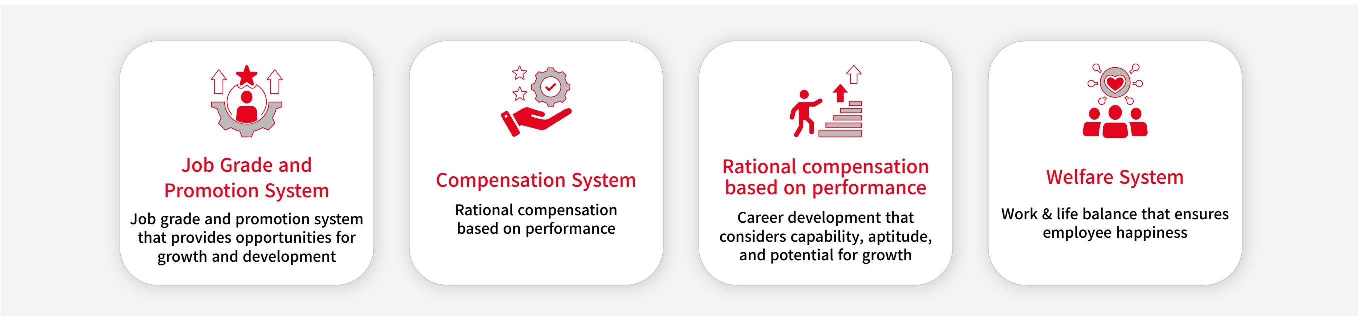
Talent Management Strategy

New Hires and Development

In addition to strengthening its employer branding, Orion fulfills its social responsibility regarding employment by recruiting and fostering outstanding new employees through annual rolling and open recruitment processes.

HR System

Orion operates a performance-oriented HR system to ensure the company's sustainable growth and the competency enhancement of our employees.



Human Capital Development

Orion pursues a talent development system that aligns the core of its business competitiveness with the growth of its people and links the development of employees' capabilities to organizational performance. To this end, we operate systematic training programs aimed at enhancing employees' job performance and organizational capabilities, and we support customized training based on the needs of both the organization and individuals. Furthermore, grounded in our management policies and a commitment to ethical and compliance-driven management, we are cultivating talent capable of delivering sustained performance through a competency-based training system designed to improve basic aptitudes, leadership competencies, and job-specific skills.

Employee Training System

<table>
<tr><th colspan="2">Target</th><th>Executive</th><th>Senior Department Head</th><th>Department Head</th><th>Senior Manager</th><th>Manager</th><th>Senior Assistant</th><th>Assistant</th><th>New Hire</th><th>Common (All levels)</th></tr>
<tr><td rowspan="5">Basic competencies</td><td>Entry-level</td><td>Executive orientation</td><td colspan="6">Orientation for experienced hires – Introductory training – On-the-Job training – Mentoring – Training for employees in their second year</td><td>Training for employees in their second and third year</td><td>New hire orientation - On-the-Job training - Mentoring</td><td rowspan="14">Online training center (Online training/ book-based learning/ telephone foreign language/ microlearning)</td></tr>
<tr><td rowspan="4">Common</td><td colspan="7">Mandatory legal training (sexual harassment prevention/disability awareness improvement/ personal information protection/ safety and health /anti-bullying)</td><td></td></tr>
<tr><td colspan="7">Special lectures for employees (ethical management/compliance/economic outlook/trends/ market changes/understanding AI, etc.)</td><td></td></tr>
<tr><td rowspan="2">Language training for executives</td><td colspan="6">In-house language training (English/Chinese/Vietnamese)</td><td></td></tr>
<tr><td colspan="6">Global talent dispatch training (foreign languages/cross-cultural training)</td><td></td></tr>
<tr><td rowspan="5">Leadership competencies</td><td rowspan="3">Level</td><td>Newly appointed executives (AMP)</td><td colspan="6">Training for promoted employees (by job level)</td><td></td></tr>
<tr><td rowspan="4">Leadership forum (external organizations)</td><td rowspan="2"></td><td colspan="3">OBS (Orion MBA)</td><td colspan="2" rowspan="2"></td><td rowspan="2"></td></tr>
<tr><td colspan="3">MBA program (external university)</td></tr>
<tr><td rowspan="2">Leader</td><td colspan="4">Part head leadership training / new part head training</td><td colspan="2" rowspan="2"></td><td rowspan="2"></td></tr>
<tr><td colspan="4">Sales office manager leadership training/new sales office manager training</td></tr>
<tr><td colspan="2" rowspan="4">Job-specific competencies</td><td rowspan="3">Management forum (external organizations)</td><td colspan="6">The-Link (understanding the work of related departments)</td><td rowspan="4"></td></tr>
<tr><td colspan="6">Job-specific training by organization/department</td></tr>
<tr><td colspan="6">Job-specific workshops by organization/department</td></tr>
<tr><td>Training outsourced to external organizations</td><td colspan="6">Training outsourced to external organizations</td></tr>
</table>

Major Employee Training Programs

Category	Target	Details	Implementation
Onboarding	New/experienced employees	• New employee orientation - On-the-Job training (OJT) - Mentoring • Training for employees in their second and third year • Orientation for experienced hires-Introductory training-On-the-Job training	Year-round
Global talent development	Eligible employees	• Global talent dispatch training (cross-cultural training/foreign languages) • In-house language courses	Year-round
Leadership training	Promoted employees	• Three courses for senior assistants/managers and senior managers/department heads • Course for promoted employees in sales/PS positions • Courses for promoted employees in production/technical positions	March ~ April
	Key talent	• OBS program (Orion Business School, in-house MBA) • MBA program (Yonsei University AMBA program, outsourced)	June ~ October
	New leaders	• Training for new sales office managers • Training for new part heads	Year-round
	Part heads, sales office managers	• Leadership program for part heads • Leadership program for sales office managers	Year-round
Job expertise	The-LINK (Understanding the work of related departments)	• Training on the operations of Production, Quality & Safety, and Legal Affairs Teams	March ~ November
	Department-specific training	• Special lectures on strengthening product competitiveness (marketing/R&D/overseas/new business) • Special lectures/bootcamps on AI applications (marketing/new business) • Organizational culture improvement training (F&B)	Year-round
	External training programs	• Training in finance, HR, trade, strategy, quality, etc. by external institutions	Year-round
	All employees	• Online training center (Online training/book-based learning/telephone foreign language/ microlearning)	Year-round

Management of Talent Risks

Promoting Labor-Management Communication

Orion regularly holds town hall meetings and roundtables to strengthen communication between top management and employees, and strives to incorporate employees' concerns and difficulties into management activities. In addition, we hold briefings on key management issues, such as ethical management, business performance, and HR systems, and convene regular labor-management councils at each business site to enhance employees' understanding and strengthen transparency and trust throughout the organization. Moving forward, we plan to continue expanding various communication channels to strengthen the foundation of trust among employees and build an organizational culture based on mutual respect and participation.

Category	2025 Labor-Management Council
Number of labor-management council meetings held	4 business sites, once per quarter
Number of agenda items	103 items
Agenda item resolution rate	100%

*Headquarters (including Sales), Cheongju/Iksan/Ansan Factories

Talent Management Indicators and Targets

Employee Training Performance Indicators

Area	Category	2023	2024	2025
Employee education and training	Number of participants (persons)	1,429	1,484	1,521
	Total training hours (H)	68,585	82,981	87,860
	Training hours per person (H)	48	56	57
	Total training cost (KRW 10,000)	75,500	86,800	77,400
	Training cost per person (KRW 10,000)	52	58	51
	Training satisfaction (on a 5-point scale)	4.6	4.5	4.6

Measurement Indicators for Training Effectiveness

Orion measures the effectiveness of its training programs by surveying key participants, including working-level staff in administrative, research, and sales management roles, as well as leaders (part heads, team heads, and executives) to assess the degree of improvement in employees' job performance following their participation in annual training and development activities (using a 5-point Likert scale). The results are reported to the management and shared with leaders in operational units to refine the following year's training plans and initiatives for team member development.

Category	Measurement	Measurement method	Training effectiveness (positive response rate)
Leaders (Part head and above)	Measuring changes following participation in annual training and development activities 1. Improvement in job competencies 2. Enhanced understanding of company strategy 3. Improved communication and understanding of work among employees	Likert 5-point scale	84%
Team members (working-level staff)			65%

Employee Satisfaction

Employee Satisfaction Strategy

Organizational Culture Assessment System

Orion strives to foster an ethical corporate culture and a positive work environment for its employees in accordance with its ethical management policy. By conducting organizational culture assessments across various departments, including HR, training, and ESG, we precisely measure employee satisfaction and strategically implement the identified improvement initiatives to simultaneously enhance employee satisfaction and organizational transparency.

- **Employee perception survey on ethical management (ESG Part)**

  Conduct an annual "Ethical Management Perception Survey" for employees across all subsidiaries to continuously improve the practice and cultural level of ethical management.

- **Leadership assessment (HR Part)**

  Conduct an annual multi-faceted leadership assessment for employees to enhance managerial competencies and improve organizational culture, and assess leadership levels and provide feedback based on objective and rational evaluations.

- **Employee training feedback survey (Training Part)**

  Conduct a customized survey to gather feedback from leaders and team members in order to identify their needs and perceptions regarding training and incorporate this information into the training plan for the coming year and improvements to the training system.

A Culture of Respect for DE&I

Orion has internalized a corporate culture that upholds respect for diversity, equity, and inclusion (DE&I). To put this principle into practice, we implement DE&I-conscious management through various initiatives, including talent recruitment, training support, and improvements to the work environment.

Category	Description
Recruitment	• Expanding employment through the creation of new positions for people with disabilities (e.g., customer service centers), number of hires, etc.
Training support	• Operating mentoring programs to support experienced hires with organizational adaptation and networking / Onboarding programs for experienced hires • Ensuring 100% completion of mandatory legal training on diversity and inclusion for all employees
Human rights protection	• Operating a "Workplace Harassment Reporting Center" to foster a culture free of workplace harassment, gender discrimination, and sexual harassment
Improving the Work Environment	• Implementing a work-from-home system for employees with disabilities

Employee Benefits

Orion strives to be a company that provides the best welfare programs and benefits to boost employees' happiness. While enabling employees to dedicate themselves to both the company's and their own personal growth to ensure financial stability, we support a variety of employee benefits to help them enjoy a fulfilling life through healthy hobbies and leisure activities.

Employee Benefits

- Welfare points/welfare mall, tuition assistance, support for medical expenses/health checkups, congratulatory/condolence payments and leave, dining allowance, condo discounts, free on-site cafeteria, discounts on company products, etc.

Work Systems/Programs

Orion fosters a people-centered organizational culture so that employees can grow alongside the company and lead stable, happy lives. To this end, we strengthen work systems that support work-life balance and foster a communication culture based on mutual respect, while offering fair compensation and implementing family-friendly policies to enhance employee engagement and satisfaction.

Policies/Programs	Description
Work-life balance	Operating systems to improve employees' work-life balance and create flexible working conditions
	• Family day, flexible work arrangements, "PC-off" policy, bridge holidays/special leave, and compensatory time off, etc.
Employee communication	Fostering understanding of company policies and gathering feedback and concerns through regular, horizontal communication between management and employees
	• Town hall meetings with top management, briefings on ethical management, business performance, and HR policies, on-site discussions, and labor-management council meetings, etc.
Reward system	Operating programs to recognize employees who have contributed to the company's growth and development and to motivate them
	• Awards for excellence in ethical management practices, long-service awards, new product development awards, merit awards, etc.
Maternity protection	Promoting a culture that encourages childbirth and child-rearing, ensuring the safety and protection of expectant mothers, and implementing child-rearing support programs
	• Childbirth congratulatory payments, pregnancy congratulatory gifts, mom's rooms, spousal maternity leave, reduced working hours during pregnancy and childcare, childcare leave, family care leave, etc.

Employee Satisfaction Indicators

Score (Points)

Category	2023	2024	2025
Employee perception survey on ethical management (converted to a 100-point scale)	77	78	78
Trend in average scores for company-wide leadership assessment (7-point scale)	5.59	5.66	5.64

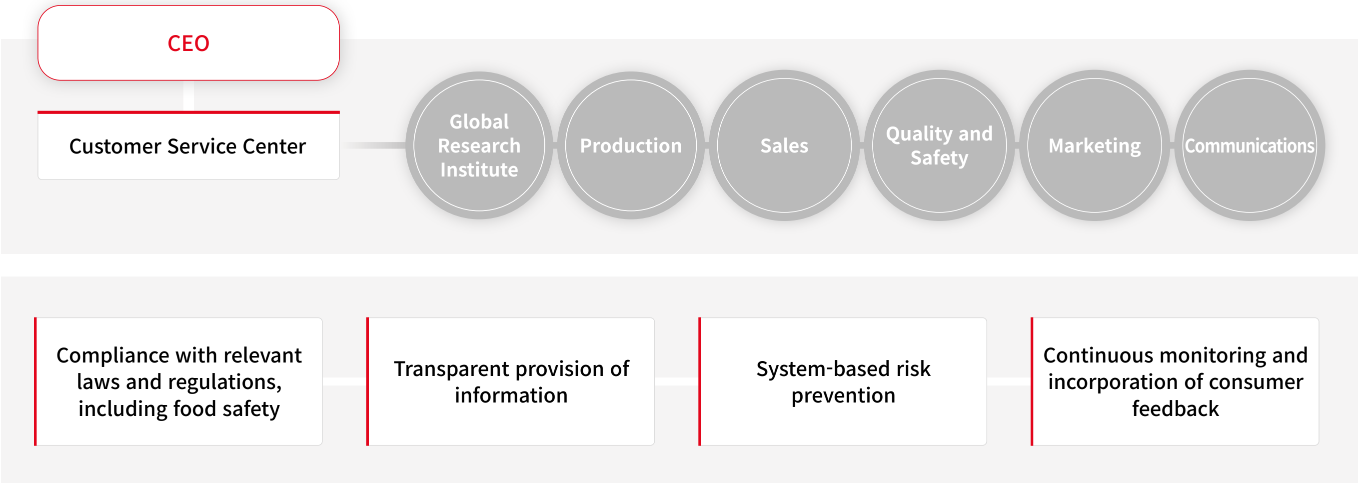
Customers

Consumer-Oriented Management

Consumer-Oriented Management Governance

Consumer-Oriented Management System

Orion pursues consumer-oriented management as the core principle for all corporate management activities and operates a collaborative system among relevant departments to ensure that consumer feedback leads to improvements in products and services. We systematically collect and analyze voices of the customer (VOC) to incorporate them into key areas such as quality, service, product safety, information provision, and after-sales service. We manage these processes to respond promptly and responsibly to consumer needs while strengthening the protection of consumer rights and interests. We plan to steadily pursue improvement initiatives to enhance customer satisfaction and trust.



Internal Control System

Orion operates an internal management system to promptly and systematically resolve customer complaints. We have established a collaborative framework among the customer center, which serves as the lead department for customer inquiries, the customer consultation organization, and relevant departments to share and manage customer feedback and complaints. We also remain committed to protecting customers' rights and improving service quality through continuous preventive activities and corrective measures.

Consumer-Oriented Management Strategy

Consumer Rights Protection Policy

Based on consumer-oriented management, Orion actively reflects consumer needs and expectations in product and service improvements and strives to realize customer value. With customer satisfaction as a core value, we listen to customer feedback, provide accurate and reliable information, strengthen trust with consumers through various communication channels, and continuously work to protect consumer rights.

Consumer-Oriented Management

- Realization of customer value
  - Enhancement of consumer satisfaction
  - Provision of accurate labeling
- Product safety principles
  - Proactive food safety measures
  - Strengthen hygiene and safety

Seung-joon Lee, CEO, ORION Corp

Commitment to Protecting Consumer Rights and Interests

01 We are always all ears for the customer’s point of view.

02 We try to actively reflect even minor opinions shared by the customer.

03 We quickly identify the causes of customer complaints and give clear feedback.

04 We resolve the complaints that have occurred so that they do not recur, and do our best to prevent them.

05 We provide compensation for complaints received according to relevant regulations.

Risk Management for Consumer-Oriented Management

Enhancement of Consumer Satisfaction

Orion operates a customer service center to receive consumer complaints, feedback, and ideas through various channels, including phone calls and our website, and is committed to enhancing customer satisfaction. Received consumer feedback and complaints are promptly shared with the relevant departments via an internal system and are used to analyze root causes and drive improvement initiatives. Furthermore, we continuously reflect consumer needs and expectations into product and service improvements, striving to realize customer satisfaction through customer-oriented quality enhancement.

Voice of the Customer (VOC) and Handling Process

Orion collects and responds to customers' voices (VOC) via multiple channels. According to established procedures, customer feedback is shared company-wide, handled, and addressed in compliance with internal regulations. Furthermore, we reflect VOC in new product development and product quality improvement to build a virtuous cycle of customer satisfaction.

VOC Handling Status

Orion receives customers' voices, including consumer opinions, suggestions, and complaints, through various channels such as telephone, website, and social media, and operates a swift and systematic response process. Over the past three years, we have maintained a 100% VOC handling rate and completed follow-up actions and responses for all VOCs received.

Category	2023	2024	2025
VOC handling rate	100%	100%	100%

Customer Satisfaction Improvement Program through Enhanced Customer Consultation

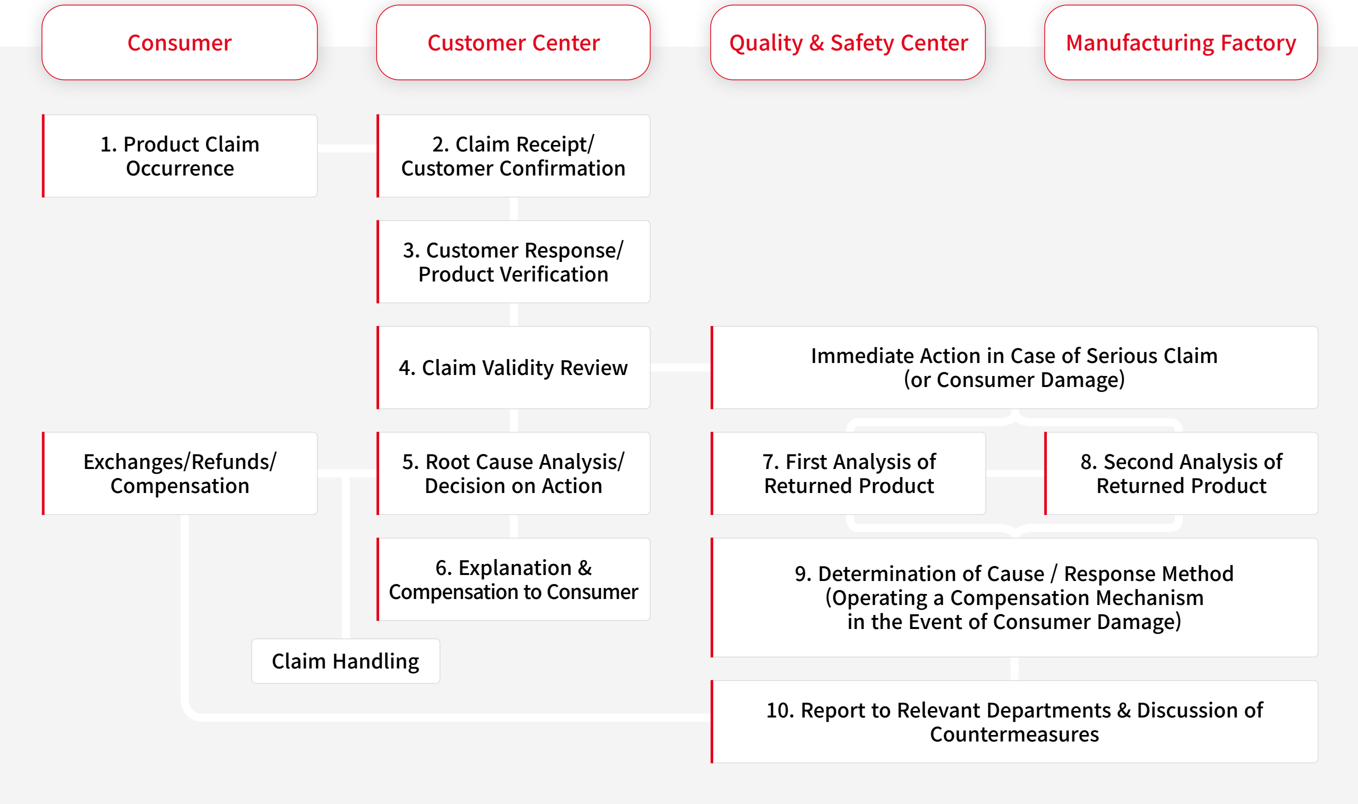
Orion regularly conducts external expert evaluations of our customer service to improve communication with customers and enhance service quality. Based on the evaluation results, we provide individualized training to address areas requiring improvement, thereby enhancing the quality of customer consultations and improving customer service. Additionally, we provide regular product training to our in-house experts to ensure that customers receive clear and easy-to-understand product consultations.

Customer Information Security Policy

Orion's consumer information and data are strictly managed in accordance with the Personal Information Protection Act. Secure access is implemented in our internal business systems to prevent the leakage of personal information. Only authorized users are permitted access. Additionally, we collaborate with the IT Part on a regular basis to address information security risks.

Operation of a Consumer Damage Compensation Organization

We follow the Fair Trade Commission's consumer dispute resolution standards to ensure that fair remedies are available to consumers who have suffered damage due to our products. Whenever a customer complaint arises, relevant internal departments, such as Production, Marketing, Public Relations, Quality and Safety, and Legal Affairs, work together as a company-wide consultation group. Through a structured strategy, we respond quickly through cause analysis, determination of compensation amounts and methods, legal action, and feedback mechanisms. Additionally, our production facilities take immediate corrective action to prevent recurrence and protect consumers.



Damage Compensation Organization and Compensation Standards

Orion's Customer Service Center drives improvement measures on customer complaints and acts as a damage compensation organization when customers have a grievance about damages. Once the grievance is received, we propose resolution standards pursuant to the Notice No. 2021-7 by the Fair Trade Commission.

Consumer Dispute Resolution Standards (Fair Trade Commission Notice No. 2021-7, Confectionery)

Topics	Resolution Standards
1. Lacking content or amount 2. Deteriorated, discolored & moldy food 3. Expiration of shelf life 4. Contaminated with foreign substance	Exchange the product with a new one or provide refunds
5. Side effects 6. Accidents caused by damaged containers, etc.	Compensate for medical expenses, related costs, or income loss

Risk Management Activities Related to Consumer Rights

Orion operates consumer complaint management standards to prevent violations of consumer rights and systematically identifies and assesses risk factors related to product safety and quality. Received consumer feedback is classified into three risk levels (Level 1~3) based on severity and managed accordingly.

In addition to operating daily and monthly reporting systems based on risk levels, Orion implements a step-by-step management process for serious claims, ranging from immediate reporting to root cause analysis, implementation of corrective actions, and verification of improvement results. Furthermore, in the event of consumer damage, we follow the Korea Fair Trade Commission's "Consumer Dispute Resolution Standards" to implement prompt and fair compensation procedures. Further, we transparently disclose our exchange and refund policies on our website to protect consumer rights and interests. We ensure prompt handling and follow-up for all received VOCs, maintaining a 100% VOC handling rate over the past three years. Through these efforts, we continuously strengthen product safety and consumer trust while operating a reliable consumer response system.

STEP 1	STEP 2	STEP 3	STEP 4
Collection and identification of risk factors	Risk assessment and classification	Risk mitigation measures	Monitoring and follow-up management
• Receive VOCs by channel • Identify product safety and quality risk factors	• Classify risk levels (Level 1~3) based on severity	• Develop and implement improvement plans • Respond to consumers	• Verify improvement results and take follow-up measures to prevent recurrence

Claims Reduction Activities

Orion is continuously working on activities to reduce claims. In addition to resolving claims, we conduct follow-up investigations and implement various measures to prevent future occurrences.

Claim reception	Analysis, inspection, and consumer compensation	Future prevention system
Identify claim details	Investigate claims and identify causes (production line checks)	Regular monitoring
	Compensate consumers based on the identified causes	

Claim Prevention System

We develop a monitoring plan based on claims received over the past three years and conduct regular production line inspections using a scheduled calendar. Through proactive prevention of potential claims, we ensure safer products.

Quality Inspection System

We have systematized our quality inspections for the entire production process from raw materials to finished products in order to address consumer quality-related requests received through VOC.

VOC	Selection of Management Point	Quality Monitoring	Production Reflection

Distribution Environment Assessment

We conduct regular assessments of the distribution environment to ensure that the quality secured through our quality inspection system is maintained until the product reaches the consumer. In order to ensure the quality of our products, we conduct regular as well as random inspections of retailers, sales offices, and logistics warehouses.

Examples of Improvements Based on Consumer Feedback

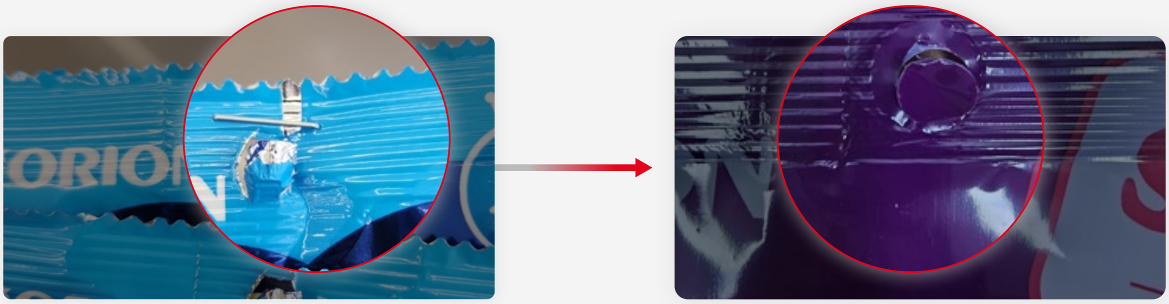
Improvement of safety precautions for consumer safety

Added choking hazard warnings to bite-sized jelly products

Additional note
Be careful not to swallow the product without chewing it.

Improvement to consumer convenience

Improvements have been made to reduce the inconvenience experienced by retailers due to tears in the punched holes of jelly product hangers.



Consumer-Oriented Management Metrics and Targets

Mid- to Long-Term Goals for Consumer-Oriented Management

We plan to establish and pursue the following phased objectives to implement consumer-oriented management more systematically in the future.

Short-term(~2026)	Mid-term (2026~2030)	Long-term(2030~)
Revise standard response manuals and improve consultation quality to ensure consistent service	Develop chatbot guidance and create infographic posts to reduce wait times for frequently asked questions	Establish a company-wide product quality improvement process linked to Voice of the Customer (VOC) data
Maintain a 100% VOC handling rate		

Food Safety and Quality Control

Food Safety and Quality Control Governance

Dedicated Food Safety and Quality Control Organization

The Quality and Safety Center operates a safety and quality control system that covers the entire process, from raw materials to the final product. Based on scientific validation, the center analyzes the quality and safety of raw materials and products, and supports product quality control and improvement using data collected from the production sites. Additionally, the center helps secure consumer trust through risk management in compliance with food regulations.

Dedicated Quality and Safety Organization

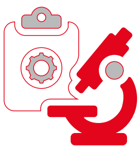
Orion Global Research Institute

- R&D Team
  - Quality Control: Data-driven quality control, supplier management
- Quality & Safety Center
  - Food Safety: Food and safety analyses
  - Food Regulations: Management of food regulatory compliance risks

Food Safety and Quality Control Strategy

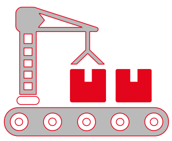
Product Safety Principles

In accordance with the Orion Food Safety System, Orion is committed to providing safe products at all stages, from product development and production to distribution and sales.



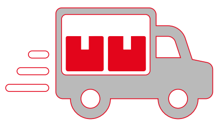
R&D

- Select safe raw materials
- Inspect suppliers and support improvement efforts
- Proactively eliminate hazards



Production

- Inspect production sites (GQAS)
- Obtain and maintain food safety certification
- Inspect finished products for hazards

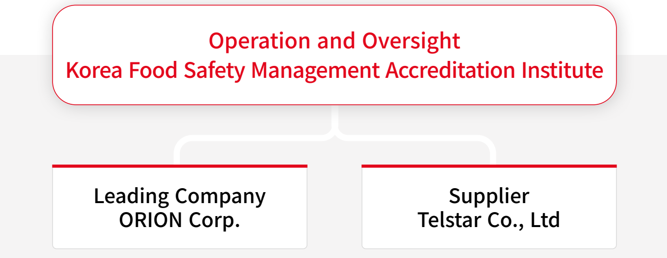


Distribution and Sales

- Manage product distribution safety
- Conduct sampling inspections of products in distribution
- Provide accurate information

Implementation of a Smart HACCP System

To strengthen food safety management, Orion has been participating in the government's support program for leading companies, administered by the Ministry of Food and Drug Safety, since 2024 to establish a Smart HACCP system and promote the digital transformation of food safety management systems.



GOVERNMENT-SUPPORTED PROJECT MANAGEMENT STRUCTURE

SMART HACCP LOGO

Food Safety and Quality Risk Management

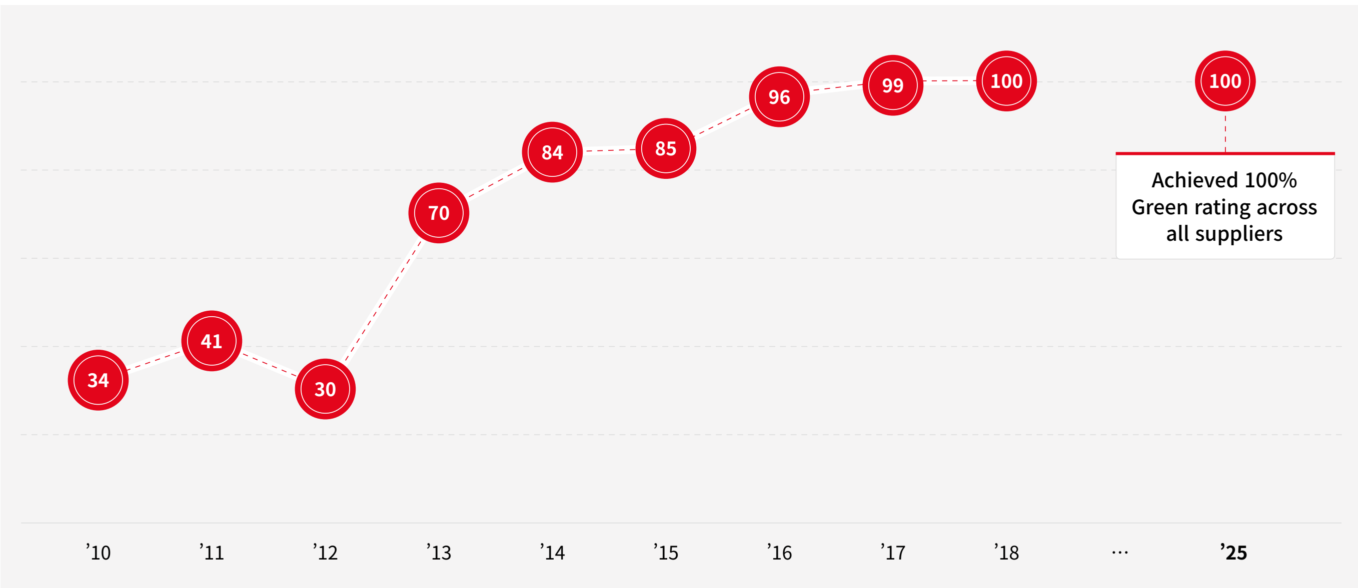
Proactive Food Safety Measures

Orion conducts thorough analysis and monitoring throughout the entire process, from the raw material stage to the point where products are sold to consumers, in order to proactively prevent food safety incidents. We are committed to providing safe food to consumers through a variety of systems designed to ensure food safety.

Verification of Supplier Raw Material Quality

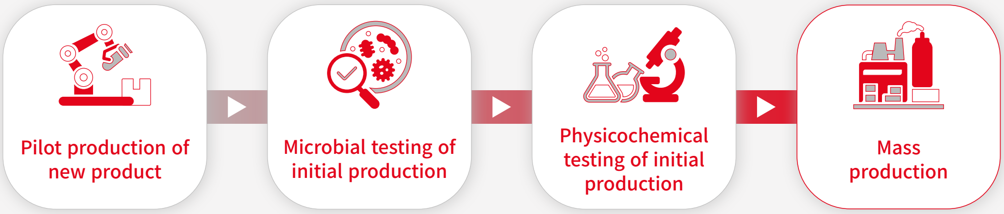
Orion systematically assesses and manages the quality and safety levels of its suppliers starting from the stage of procuring raw materials.

<Green Rate Achievement (All Partners)>



New Product Quality and Safety Checks

Prior to launching new products, Orion conducts hygiene and quality compliance tests on the raw materials used in the product to verify their compliance with legal standards and internal quality control requirements, as well as their safety.



Annual Food Safety Inspection Calendar

Since 2012, Orion has established and implemented an annual food safety inspection plan to provide safe products to consumers.

Food Safety Inspection Activities

Orion operates the Global Food Safety Audit (GSA) system to increase safety at all production locations. We appoint and train specialized auditors to conduct annual food safety inspections at all domestic and international factories and use the results to identify areas requiring improvement. Additionally, we operate a “Food Safety Calendar” to ensure the safety of distributed products and raw materials. Throughout 2025, we conducted approximately 1,700 microbial and physicochemical analyses.

Hygiene and Safety Enhancement Activities

Orion is engaged in various initiatives to provide consumers with safer products through enhanced hygiene and safety measures. We have achieved HACCP certification and FSSC22000 certification across all production lines. Additionally, we participate in the AIB Global Audit Program, where our trained internal auditors perform self-inspections of all production lines to strengthen hygiene and safety further.

Food Safety Certificate Status

Our factories in Korea and abroad maintain strict food safety certifications that meet international standards.

Country	No. of factories	Certification
Korea	2	FSSC22000, HACCP
China	4	FSSC22000
Vietnam	2	FSSC22000, HALAL
Russia	2	FSSC22000

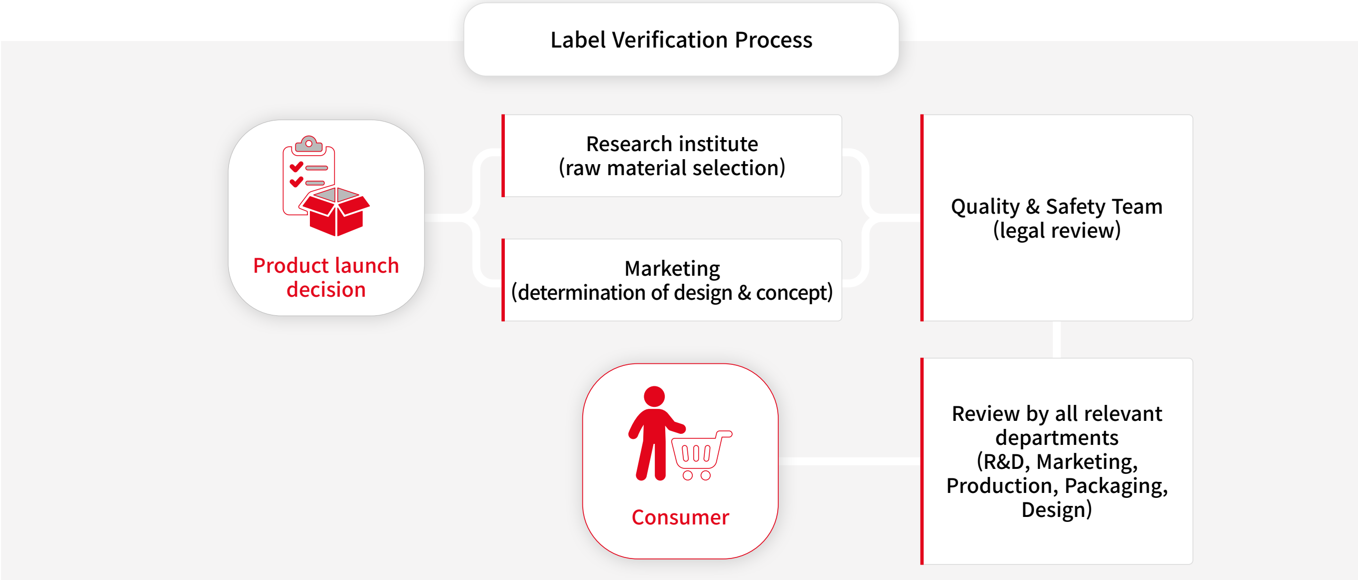
Win-Win Growth (Supporting Food Hygiene and Safety for Suppliers)

Orion regularly provides hygiene and safety improvement support to our raw material suppliers.

On-site support for hygiene and safety improvement

Accurate Product Information Provision

Orion operates the Food Labeling Information (FLI) system to provide accurate information to consumers and conducts proactive monitoring to ensure compliance with food labeling and advertising regulations. Additionally, we review raw materials, nutritional information, and marketing materials regularly to ensure the provision of accurate product information to consumers.

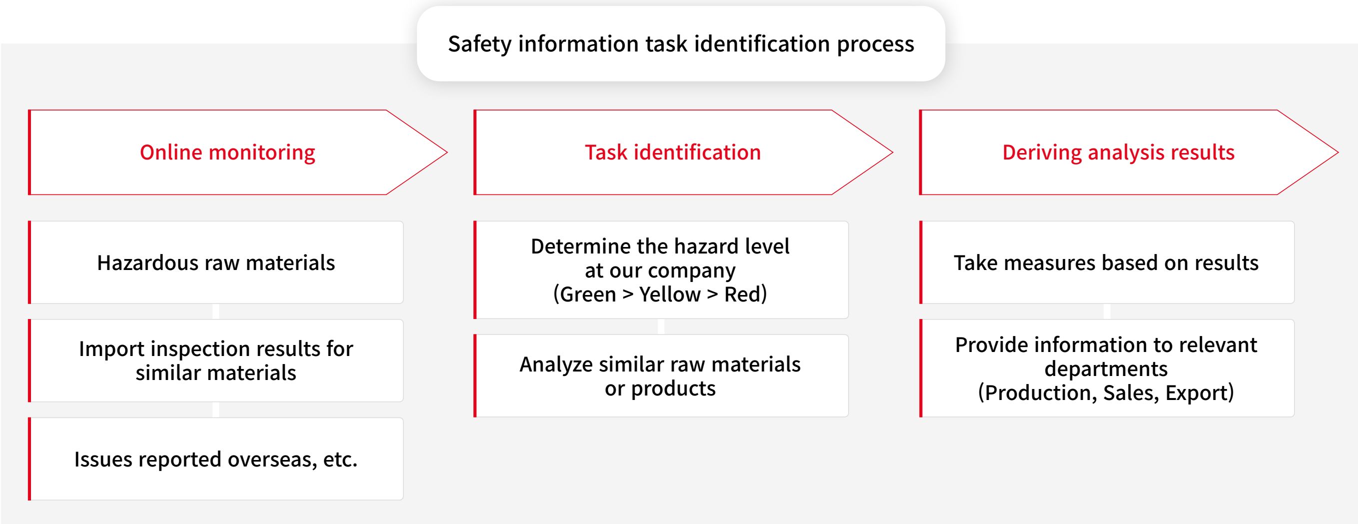


Digitization of Label Verification Process

Orion digitized the entire label verification process in 2020 and applied the process to subsidiaries in China and Vietnam, and subsequently expanded the system to export products in 2024.

Food Safety Information Monitoring

Orion monitors domestic and international food safety information to provide consumers with safe food, and proactively prevents potential hazards through inspections covering the entire process from raw materials to packaging and labeling, as well as product recall inspections.



Selection of Safety Information Tasks

Orion monitors domestic and international food safety information provided by the National Food Safety Information Service to derive tasks and ensure product safety proactively.

Sharing Reports

We analyze the identified tasks, ensure safety, share the findings with relevant departments, and implement preventive measures.

Food Safety and Quality Control Metrics and Targets

Key KPIs for Food Safety and Quality Control

The Quality and Safety Center pursues proactive, data-driven risk prevention and the establishment of an integrated management platform that complies with global standards as its core principles. Accordingly, it manages performance around four key pillars: food safety risk management, quality system improvement, supplier management, and global support.

Proactive Risk Response

To prevent food safety incidents, we establish hazard control standards and strengthen our risk detection system through the development of a raw material database (DB) and change management processes.

Regulatory Compliance and Integrity

With the goal of achieving "zero" (0) violations of food safety regulations, we are enhancing the effectiveness of our risk prevention measures.

System Enhancement

We are transitioning to a data-driven quality control system by establishing an integrated quality and safety platform.

Ensuring Supply Chain Safety

We are improving the quality, hygiene, and safety management standards of our suppliers to minimize quality and food safety risks caused by external factors.

Strengthening Global Capabilities

We aim to secure world-class quality competitiveness by reorganizing our global quality and safety management system and strengthening our response capabilities.

R&D and Product Innovation

R&D Governance

Dedicated R&D Organization

Orion's dedicated R&D organization operates an integrated R&D system centered on three pillars: the Development Division, the Future Product Development Division, and the Quality and Safety Center, all under the Global Research Institute, with the aim of strengthening product competitiveness and enhancing consumer value. Through technical exchanges among these research organizations, we continuously advance our capabilities to develop products tailored to global consumer characteristics, respond to market trends, lay the foundation for future growth, and ensure consistent quality.

Orion Global Research Institute

Development Part
- Securing global competitiveness through development of new products
- Optimizing the quality and technology of existing products

Future Product Development Part
- Conducting product research based on new businesses and technologies
- Developing health-oriented food products

Quality and Safety Center
- Conducing scientific verification of product quality and safety
- Managing risks related to food regulations

R&D and Product Innovation Strategy

Directions for R&D and Product Innovation

As a global comprehensive food company, Orion is committed to four core pillars of R&D: product development based on innovative technology; global localization strategies; the expansion of health-oriented and functional products; and the reinforcement of quality and safety management. Through these efforts, we provide consumers with differentiated product experiences and healthy, trustworthy products.

Technology Innovation in Product Manufacturing

We focus on creating new textures and structures to deliver unique and enjoyable experiences. A prime example is "Turtle Chips," which features a multidimensional, innovative texture through a four-layer structure made possible by our proprietary technology. Similarly, "Almeng-ee" utilizes center-filling technology to create a distinct contrast in texture between the outer layer and the interior. Such innovations in processing technology serve as a key driver for enhancing product competitiveness while increasing consumer satisfaction.

Localized R&D

We are driving the development of customized products by conducting detailed analyses of the culinary cultures and consumer preferences in major overseas markets, including China, Vietnam, Russia, and India. We continuously introduce flavors optimized for local dietary habits and tastes to meet consumer needs. Through our localized R&D strategy, we respond flexibly to the diverse demands of the global market and build consistent brand trust.

R&D of Health & Wellness Product Lines

We provide consumers with convenient and balanced nutritional solutions based on scientific data. With products like “Dr. You,” which is high in protein and essential nutrients, we help consumers supplement their daily nutrition. We also offer healthy, whole-food-based meal replacement products centered on Market O Nature’s granola series. Additionally, we are responding to the healthy pleasure trend by introducing “Mygummy Zero” and “Vitamin Mygummy,” which add nutritional value to our existing mega-brands.

Development of Low-Sugar Whole Barley Granola

Orion has pursued the development of an improved low-sugar whole barley granola product to meet consumers’ growing demand for health-oriented foods. Using proprietary heat control technology and a barley puffing process, we successfully developed a product that meets the three key development indicators: “low-sugar,” “sugar alcohol-free,” and “maintaining the same palatability as standard products.” As a result, this offering secured strong brand trust as a “reliable low-sugar product” among our highly engaged target consumers. Despite its low sugar content, the product has driven sales growth within the stagnant granola category by offering flavor and price competitiveness on par with conventional products.
Furthermore, we have set a new standard for premium family breakfasts by offering safe food options free of the side effects of sugar alcohol, and we are contributing to the spread of a healthy food culture by differentiating our ingredients, including expanding the use of locally grown barley. Moving forward, we plan to strengthen our dominance in the low-sugar granola market by developing a lineup with enhanced functionality, going beyond simple sugar reduction to provide tangible health benefits such as post-meal blood sugar management, and by creating new products that highlight the natural flavors of grains.

Redefining Low-Sugar Granola

The granola market has long relied on its "healthy" image for growth, but it reached a turning point due to criticism that it was high in sugar and highly processed. In particular, sugar alcohols, which were promoted as an alternative to low-sugar products, caused digestive issues and other discomforts among certain consumer groups, prompting the market to demand fundamental solutions for reducing sugar. To address these market demands, Orion embarked on research aimed at simultaneously fulfilling the competing values of “low sugar” and “palatability.” To control the browning and burnt taste caused by the alternative sweetener allulose at high temperatures, we applied a precision baking method that involves slow, prolonged baking at a low temperature of 120°C. Additionally, by using barley instead of the conventional oats and employing a high-hydration process, we maximized the distinctive nutty flavor and light texture, thereby securing a competitive edge in quality that sets it apart from existing products.

Ensuring Safety and Trust through Quality Inspection

The Quality and Safety Center verifies the quality compliance of new raw materials and conducts pre-launch inspections to ensure compliance with legal standards, internal control criteria, and safety requirements before releasing new products. We also establish an annual food safety inspection plan to proactively eliminate hazards in the entire process from raw materials to finished products, providing consumers with safe products.

Health and Nutrition

Health and Nutrition Governance

Major departments, including Marketing and the Research Institute, are collaborating to establish product launch and marketing standards and plans that consider consumer health and nutrition, such as reducing sugar, sodium, and saturated fat, and minimizing additives, and are laying the groundwork for healthy product development research linked to KPIs.

Health and Nutrition Strategy

Dr. You and Market O Nature

In response to growing social demand for healthy diets and balanced nutrition, Orion has been strengthening its approach to everyday nutrition design, centered on the Dr. You and Market O Nature brands.

Delicious Health Design, Dr. You

Based on the brand slogan "Delicious Health Design," the Dr. You brand offers a line of healthy and delicious foods. Under this brand, we have formulated and launched products like energy bars and protein bars to provide the nutrition needed for daily activities such as exercise and studying. In 2021, we launched the "Dr. You PRO" brand for fitness professionals and have expanded its product line to include drinks and powders to meet diverse health needs.

Premium Meal Replacement Brand, Market O Nature

Market O Nature is Orion's meal replacement brand that captures the authentic and healthy flavors of natural ingredients, offering a balanced meal option through its grain-, fruit-, and nut-based "O! Granola."
Going beyond simply expanding the product lineup, we are building a sustainable business foundation from an ESG perspective by promoting a healthy food culture, strengthening our product portfolio with a focus on low-sugar and high-protein options, and advancing our manufacturing capabilities centered on whole ingredients.

Status of Activities

In 2025, we focused on strengthening the core product competitiveness of Dr. You and Market O Nature.

Dr. You	Market O Nature
• Launched Korea's first protein drink containing 40g of protein (2024) • Launched the "Strawberry" protein drink (2025) • Launched two types of pouch-style "protein shakes" designed for greater portability and ease of consumption • Launched low-sugar energy bars	• O! Granola Oat "Whole Nuts" and "Real Chocolate" became the first Korean products to win 3 Stars (highest rating) at the 2025 International Taste Institute (ITI) World Food & Beverage Awards • Launched "O! Granola Oat Low-Sugar"

Key Achievements

Dr. You

Leading the Health Food Market through the Success of High-Protein, Low-Sugar Product Lines

Dr. You set a new market standard by achieving the No. 1 spot in protein drink sales in 2025 with its “40g Protein Drink,” which meets criteria for high protein content, great taste, and low sugar. Additionally, the “Energy Bar Low-Sugar,” which delivers both taste and nutrition despite its low sugar content, effectively met health-conscious consumers’ demand for a convenient nutritional snack before and after exercise.

Market Differentiation and Expansion of Sales Base

Dr. You has secured a distinctive competitive advantage in the segmented health food market through its clear product positioning as a high-protein brand. In line with the specific needs of health-conscious consumers and increasing access to sustainable and healthy diets, the brand contributes to the creation of medium- and long-term business and social value for the company.

Market O Nature

Addressing Demand for Low-Sugar Products and Strengthening Positioning as a Meal Replacement

Market O Nature launched “O! Granola Oat Low-Sugar,” which significantly reduced the sugar content to just 1 gram per serving (30g), and sold 1 million packs within just one year of its launch. Additionally, in March 2026, we launched “One Meal Bar,” a high-protein, high-fiber bar containing multibiotics, providing busy modern consumers with a convenient meal replacement option. Market O Nature’s One Meal Bar transcends the limitations of existing nutrition bars and presents a new paradigm for the meal replacement bar market. Moving away from the conventional chocolate- or nut-based formulations, it employs a new baking-based method that results in a golden-brown exterior and a soft interior. As the first meal replacement bar to feature a low-sugar design with sugar content reduced to just 1g, Market O Nature’s One Meal Bar sets the standard for next-generation meal replacement bars that satisfy taste, texture, and health.

Enhancing Premium Brand Value

Market O Nature’s two “O! Granola Oat” varieties won the remarkable achievement of winning a 3-Stars at the 2025 International Taste Institute (ITI) World Food & Beverage Awards, thereby strengthening their price competitiveness and brand equity as premium products.

Health and Nutritional Risk Management

Orion provides consumers with accurate information by labeling allergens, for new product launches as well as when ingredients are changed after launch. Additionally, we carefully manage ingredients with potential allergenic properties within our factories. Furthermore, Orion maintains a strict policy prohibiting the use of GMO raw materials and is preparing to secure compliance with the upcoming mandatory GMO full labeling system.

Health and Nutrition Metrics and Targets

Target Activities	• Continuously expand the health-oriented product portfolio centered on Dr. You and Market O Nature • Strengthen product design focused on low sugar, high protein, and whole ingredients • Enhance consumer satisfaction by considering taste, nutrition, and convenience of consumption from the product development stage onward • (Domestic market) Steadily expand demand based on brand awareness and trust (Overseas market) Expand growth potential through brand management tailored to local distribution channels and consumer characteristics • Enhance sustainable brand management systems by strengthening quality and safety; product safety; and consumer communication	• Establish a joint venture with the National Federation of Fisheries Cooperatives to ensure the continued growth of the seaweed industry • Lead the global health food market by strengthening manufacturing and export capabilities for high-value-added seaweed products

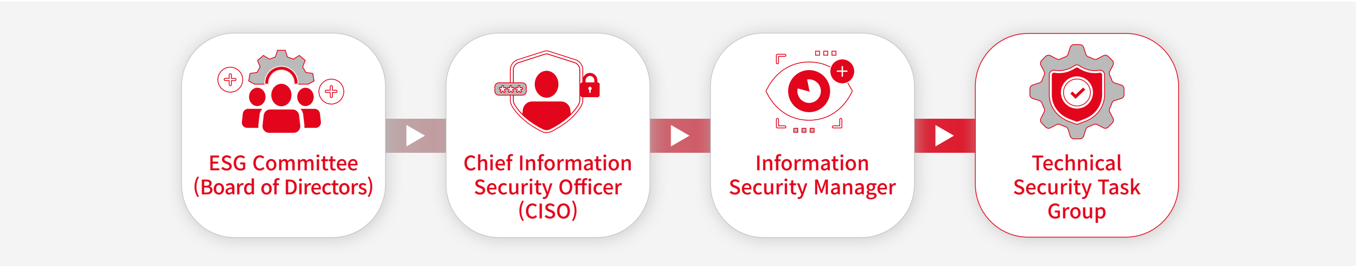
Information Security

Information Security Governance

Information Security Management System

Orion has appointed a Chief Information Security Officer (CISO) and a Chief Privacy Officer (CPO) to establish and strengthen an effective information security management system, and is implementing technical and physical security measures to prevent cyber threats and personal data breaches. In addition, we plan to expand and strengthen our relevant organizational structure to enhance information security management

Information Security Organization



Information Security Strategy

Information Security Policy

Orion has established information security guidelines to safely protect and manage customers' personal information and the company's critical information assets, and is continuously implementing information security measures. We comply with relevant regulations and update our privacy policy on a regular basis. We periodically review the status of personal information processing through a dedicated privacy officer to ensure compliance with operational regulations, and we are implementing security solutions to prevent the leakage of the company's core R&D assets. In addition, we have established information security regulations and maintain and manage related guidelines to systematically manage customer information and information assets.

Seung-joon Lee, CEO, ORION Corp.

Information Security Regulations

Internal Management Plan (Personal Information Protection Policy)	Personal Information Handling Guidelines	Application Security Guidelines (Secure System Development Guidelines)
Information System Security Management Guidelines	Information System Backup Policy Regulations	

Information Security Risk Management

Information Protection/Security Enhancement Activities

Protection of Information Assets

Orion prevents the external leakage of critical information assets by implementing document access control and information leakage prevention features to strengthen the protection of R&D information assets. Additionally, we operate a real-time monitoring system covering all company-wide information assets, including employee PCs and servers, to protect them from various cyber threats such as malware and ransomware. Furthermore, we enhance security through authentication and encrypted communications for external access, thereby safely controlling access to information assets.

Personal Information Protection

We conduct regular internal audits and continue to implement measures to address vulnerabilities to strengthen the security of personal information. Furthermore, we provide regular training for employees who handle personal information to raise their security awareness and concurrently conduct company-wide awareness campaigns through the internal groupware system.

Ensuring Information System Continuity

We conduct quarterly system inspections (security patches) to minimize system downtime and strengthen system stability through continuous monitoring. In addition, we utilize specialized cloud services for critical information systems to strengthen security against external threats and ensure business continuity. We address security vulnerabilities through enhanced specialized security services and conduct periodic crisis response drills to ensure swift recovery in the event of a system failure.

Conducting Cyber Crisis Response Simulation Drills

We participate in cyber crisis response simulation exercises organized by Korea Internet & Security Agency (KISA) to strengthen our response capabilities against various types of cyber threats. In 2025, we participated in two such exercises, enhancing our employees' security management and technical skills to improve our ability to respond to risks of data breaches and system failures. Through these efforts, we ensure business continuity, prevent financial losses, practice responsible management, and enhance stakeholder trust.

Phishing Email Training

We conducted phishing email training to raise awareness among employees at our Korean subsidiary regarding security and the reporting of security incidents. Through two training sessions held in the first and second halves of the year, we sent phishing emails mimicking the latest phishing trends to 1,351 employees in the first half and 1,360 employees in the second half of the year. We also streamlined our reporting and response processes by establishing a reporting channel within the groupware system and maintaining a request management log.

DDoS Incident Response Drill

We conducted a DDoS **attack drill targeting the websites of our headquarters and affiliates to reinforce our ability to respond to related disruptions. By doing so, we established response procedures for systems without DDoS defenses and developed improvement plans to address identified shortcomings.

* Target systems: [First half of the year] Orion groupware, [Second half of the year] Orion Jeju Yongamsoo integrated business system website
** DDoS: An attack in which multiple computers simultaneously flood a specific server or website with traffic to paralyze the service

Penetration Testing

Orion conducted live penetration testing and inspections of our website to proactively respond to increasingly sophisticated cyber threats. We carried out high-level penetration testing with the support of award winners from international hacking competitions, and identified the causes of the security vulnerabilities discovered during the exercise and implemented emergency measures.

Web Vulnerability Assessment Service

We inspected externally accessible public service websites for vulnerabilities related to servers, ports, expired certificates, and other areas, and implemented necessary corrective measures.

IT Asset Vulnerability Assessment

From October to November 2025, Orion conducted an emergency security audit to identify company-wide IT assets and pinpoint externally exposed assets. Additionally, we identified areas requiring improvement by assessing vulnerabilities in exposed assets and verified the backup and recovery capabilities of core systems. Going forward, we plan to enhance IT asset management by operating a continuous identification process for externally exposed assets, ensuring ongoing updates, and conducting regular security audits.

IT Asset Audit and Identification of Internet-Facing Endpoints

To accurately assess the status of IT assets, we conducted on-site audits at all business sites, including headquarters, factories, and logistics centers. The audits followed a procedure involving verification of physical assets, validation of identification information, and cross-checking with system data. Changes identified during this process were reflected in the system to ensure the consistency of asset information. Furthermore, we separately identified assets with external internet connections to strengthen the accuracy and level of control in company-wide IT asset management.

IT Asset Vulnerability Assessment

We assessed vulnerabilities in IT assets connected to the internet to evaluate the security level of externally exposed assets. PCs and laptops were inspected based on key security items such as accounts, passwords, and updates, while servers were assessed for vulnerabilities by an external specialized agency. Based on the results of these assessments, we implemented measures to address vulnerabilities, such as blocking unnecessary services and configuring access controls.

Backup Switchover Drill

We conducted backup and recovery drills targeting the database servers of the asset management system. Through these drills, we verified that recovery would be completed within 5 minutes in the event of a failure in the cloud environment. This allowed us to assess our disaster recovery capabilities and strengthen our management framework to ensure service continuity.

Information Security Metrics and Targets

Core Information Security KPIs

Number of Customer Data Breaches and DDoS Attacks

Category	2023	2024	2025
Customer data breaches	0	0	0
System hacking	0	0	0
DDoS attacks	0	0	0

Privacy Officer and User Training (once a year)/Security Audits for Employees

Category	2023	2024	2025
Conduct training for employees who handle personal information	O	O	O
Security audit for employees	O	O	O

Mid- to Long-Term Information Security Goals

Orion is committed to protecting information security and personal data by establishing detailed annual objectives aimed at improving information security and strengthening protection systems.

2025
Security status assessments/training, policy implementation

1. Assessment of security status
   - Conduct asset inventory and identify internet-facing endpoints
   - Conduct vulnerability assessments of IT assets

2. Security training
   - Conduct cyberattack response training
   - Conduct disaster and failure recovery training

3. Policy management
   - Establish technical and administrative regulations for cloud server security

2026
Security enhancement/legal compliance

1. Security enhancement
   - Detect threats and respond in real-time
   - Establish a policy-based automated response system
   - Implement role-based access control (RBAC)
   - Apply the principle of least privilege
   - Expand security investments
   - Introduce security solutions and replace outdated equipment

2. Legal compliance
   - Manage legal requirements comprehensively
   - Incorporate security regulatory policies

2027
Security enhancement for personal information, AI, and OT

1. Strengthening personal information protection
   - Ensure transparency for data subjects
   - Collection and restriction of sensitive personal information
   - Enhance personal information disposal policy

2. Strengthening AI Security
   - Introduce safety mechanisms for generative AI
   - Implement an AI security framework

3. Strengthening OT Security
   - Enhance the security of workplace infrastructure

Business Partners

Sustainable Supply Chain

Supply Chain Management Governance

Orion reports the planning and implementation results of supply chain sustainability management activities, including supply chain ESG assessments and management support programs, to the ESG Committee under the Board of Directors, and strives to improve these initiatives through continuous deliberation and oversight of key matters. The ESG Committee discusses the direction and performance of key ESG areas, such as supply chain management, win-win cooperation, and fair trade, and incorporates these into management activities.

ESG Committee

CEO

Global Procurement Team, CSR Team

Sustainable Supply Chain Strategy

Supply Chain Policy

Orion respects its business partners, including suppliers and retailers, and pursues win-win growth based on fair and transparent business relationships. To achieve sustainable growth together with its business partners, Orion manages supply chain risks related to ethical management, human rights, safety and health, and the environment. In addition, Orion has established the Business Partners Code of Conduct to promote responsible ESG management in collaboration with its business partners. Going forward, Orion will continue to strengthen sustainable supply chain management by conducting ESG assessments, providing management support, and fostering win-win cooperation with its business partners.

1. Scope of Application (Scope of Due Diligence)
This policy applies equally to the employees of headquarters and all domestic and international business sites of ORION Corp. and entities in the downstream supply chain that have a direct contractual relationship with the company, including business partners.

2. Organization in Charge of Audit and Management Entities
The Global Procurement Team and the CSR Team have been designated as the departments exclusively responsible for managing the company's supply chain ESG risk audit process. Audit results and key management updates are regularly reported to the CEO (or a committee under the Board of Directors) for management and oversight.

3. Supply Chain Risk Audit Process
Once a year, Orion conducts a four-step audit process to proactively identify major ESG risks that may arise within our supply chain and to support our business partners in making improvements.

STEP 1. Planning and Selection of Business Partners: At the beginning of each year, we identify and select key business partners to undergo audits and priority management by comprehensively considering factors such as transaction volume; and duration, importance, and necessity of the business relationship.

STEP 2. Evaluation and Audit: We conduct self-assessments of environmental, social, and governance (ESG) areas for selected key business partners using ESG evaluation metrics aligned with global guidelines. For high-risk business partners identified as having a high level of potential risk through the self-assessment, we conduct additional on-site audits.

STEP 3. Analysis of Results and Identification of Improvement Tasks: Based on the results of the self-assessment, internal evaluation, and on-site audit, we analyze the vulnerabilities of each business partner and provide support, such as consulting, by assigning effective, customized improvement tasks and implementation deadlines.

STEP 4. Implementation Review and Follow-Up Measures: We re-evaluate and monitor the implementation of improvement tasks by high-risk business partners on an annual basis. We provide incentives, such as year-end rewards, to business partners with excellent track records of continuous improvement. For business partners whose improvements are insufficient, we actively support them by jointly analyzing the causes and establishing and implementing improvement plans through ongoing communication.

Seung-joon Lee, CEO, ORION Corp. S. J. Lee

Establishment of the Business Partner Code of Conduct

Orion has established a sustainable supply chain management system to provide consumers with products that offer economic, social, and environmental value. To help all business partners conduct their operations in accordance with relevant laws and ethical standards and fulfill their social and environmental responsibilities, Orion has established and operates the "Orion Business Partner Code of Conduct," which reflects global standards and guidelines.

Business Partner Code of Conduct

Supply Chain Risk Management

Supply Chain ESG Assessment and Management Support

To strengthen sustainability across the supply chain, Orion conducts ESG assessments and provides management support for its business partners. Starting in 2025, we have been promoting self-assessments among our business partners through a joint supply chain ESG initiative in collaboration with the Korea Food Industry Association. We are also evaluating the ESG performance of key business partners through third-party verification and systematically identifying ESG risks in areas such as ethical management, human rights, occupational safety and health, and the environment. To help mitigate and improve ESG risks in the supply chain, Orion also offers consulting services and training programs to business partners, while implementing a variety of programs to support win-win growth in various areas such as quality, technology, education, and finance.

Selection of key business partners

- Partners under win-win growth agreements
- Transaction volume and importance
- Need for ESG management (Addressing ESG risks and regulatory requirements)

ESG assessment and verification

- Partners' self-assessment
- Third-party verification (e.g. on-site inspections)

ESG management support

- Comprehensive consulting services
- On-site ESG coaching
- Issuance of ESG certificates

Monitoring and management

- Review of improvement actions
- Ongoing monitoring of implementation

ESG Support Program for Business Partners

Orion conducts ESG assessments of its business partners within the supply chain and, based on the assessment results, implements support programs, such as training and consulting, to strengthen their ESG capabilities.

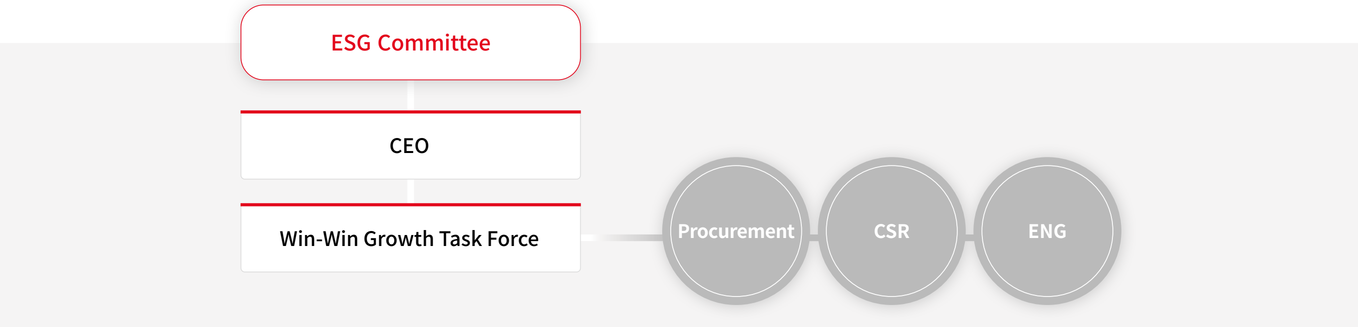
Business partner ESG support program	2025 Results
ESG training for business partners (online and offline)	4 companies
ESG assessment and on-site audit consulting (standard/advanced)	4 companies
Non-financial incentives: ESG management level certification and awards for outstanding companies	3 case

Win-Win Growth

Win-Win Growth Governance

Dedicated Organization for Win-Win Growth

Since 2016, Orion has operated a dedicated organization for win-win growth and implemented various activities to promote win-win growth with our suppliers based on fair trade. We have formed this dedicated organizational structure centered on the Win-Win Growth Task Force (TF), which reports key mid- to long-term issues to the ESG Committee, or submits them as agenda items for resolution, and continuously promotes mutual cooperation initiatives.



Win-Win Growth and Fair Trade Strategy

Establishing a Fair and Transparent Trading Environment

Orion builds mutual trust with its suppliers based on fair and transparent transactions and strives for mutual growth. Furthermore, we adhere to fair trade principles and continuously refine relevant systems to foster a sound trading culture across the industry. We operate various internal control and prevention systems to strengthen our fair trade framework. In additions, Orion proactively prevents unfair trading practices such as bribery, the acceptance of money or gifts, and price fixing through the Anonymous Reporting Center. In 2018, we became the first company in the confectionery industry to introduce an open bidding system, thereby enhancing transparency in the supplier selection process. Furthermore, in 2021, we revised the "Guidelines on Fair Selection (Registration) of Suppliers" to strengthen the objectivity and fairness of supplier registration and evaluation criteria.

Constant Reinforcement of the Fair Trade System

- Operation of the Anonymous Reporting Center → Prevention of unfair trade practices, such as bribery, acceptance of money or gifts, and price fixing
- Adoption of an open bidding system for the first time among Korean confectionery businesses (2018)
- Revision of the "Guidelines on Fair Selection (Registration) of Suppliers" (2021)

Adoption of FTC's Four Major Fair Trade Practices

Orion has adopted and implemented the four major fair trade practices for compliance with subcontracting laws established by the Fair Trade Commission, and based on these, we have established a fair subcontracting system with our suppliers.

Establishment of Fair Trade Compliance Policies for Employees

Orion has established and implements a fair trade policy and guidelines within its Code of Ethics to ensure that all employees across the entire organization comply with fair trade laws and ethical standards. This policy covers areas such as win-win growth and fair trade with business partners, fair business conduct, clear separation of business and personal matters, protection of internal information, and reporting of unethical conduct, and all employees shall adhere to these as fundamental principles when performing their duties. Further details can be found in the "Orion Code of Ethics" and "Appendix: Guidelines for Ethical Decision-Making."

Guidelines for Ethical Decision-Making

Identification and Selection of Suppliers

Orion identifies and selects suppliers based on the following criteria:

- Possession of the "Certificate of Excellence in ESG for SMEs" issued by the Korea Commission for Corporate Partnership
- Possession of certifications (e.g., HACCP, ISO) related to environmental and social indicators under sustainable management (ESG)
- Possession of relevant professional licenses required by applicable laws and regulations
- Financial soundness of the supplier, as assessed by an external professional evaluation agency
- History of violations of relevant laws, such as the Subcontracting Act, over a specified period
- Track record of technology development and possession of facilities related to the transaction

Support Program for Win-Win Growth with Suppliers

Orion operates various support programs that provide tangible assistance to suppliers to foster win-win growth.

- **Benefit sharing system:** joint R&D activities and benefit sharing

[Development of eco-friendly packaging material]

- Green Technology Certificate from the Ministry of Environment: Reduces carbon emissions by 42%
- Joint patent application: new technology on manufacturing ethanol ink
- Sales of Orion suppliers: increased from KRW 400 million in 2016 to KRW 1.3 billion in 2025

- **Financial support programs**
  - Operation of a KRW 10 billion mutual growth fund, operation of a mutual growth payment system
- **Productivity improvement support programs**

Program	Support details
Expansion of sales channels	Support for transportation and sample customs fees to facilitate entry into overseas markets and export sales
Quality improvement	Machine and equipment support for quality improvement, and support for technology protection, including technology escrow
Energy reduction	Support for introducing energy-saving machines and equipment, and obtaining eco-friendly certifications (e.g., ISO)
Education and training	Training on quality, sanitary practices, technical guidance and food safety, and operation of an online training platform

Win-Win Growth and Fair Trade Risk Management

Fair Trade Education for Employees

To enhance awareness regarding the importance of fair trade and prevent unfair trading practices, Orion is implementing differentiated fair trade education tailored to job roles for our employees, led by the compliance support organization (Legal Affairs Team) as follows:

Training on fair trade related to the Fair Agency Transactions Act (2025)	Training on the Fair Trade Act and Subcontracting Act, as well as training on dealing with suppliers (2023)
For departments responsible for retailers and field staff (5 sessions in total)	For employees of research institutes, factories and procurement departments, and those dealing with ENG suppliers

Communication and Consultation Channels with Suppliers

Orion operates various communication and consultation channels to establish a cooperative framework with suppliers based on mutual growth. We foster mutual understanding and trust through ongoing communication channels, such as roundtable meetings with suppliers, supplier satisfaction surveys, on-site visits to gather feedback, and the Win-Win Cooperation Portal. We also strive to prevent fair trade risks that may arise during business transactions by actively listening to our suppliers' opinions and concerns. Based on this approach, we build fair and sustainable cooperative relationships and practice win-win growth with our suppliers.

Orion Win-Win Cooperation Portal

Orion Win-Win Cooperation Portal

Win-Win Growth and Fair Trade Metrics

Win-Win Growth Index and Fair Trade Agreement Compliance Evaluation Results

Orion has achieved an "Excellent" rating in the Win-Win Growth Index Evaluation for three consecutive years and has received the "Best" rating in the Fair Trade Agreement Implementation Evaluation for seven consecutive years.

"Excellent" rating on Win-Win Growth Index Evaluation	"Best" grade in Fair Trade Agreement Compliance Evaluation
(2017~2018, 2020, 2022~2024) *2019, 2021: "Good"	(Best grade for seven consecutive years: 2018~2024)

Key Support Initiatives for Win-Win Growth with Suppliers

Program	Support Performance	Performance Year
Expansion of sales channels	• Domestic market support: sales volume for new raw material supply: 37 companies, KRW 3 billion • Overseas market support: 7 companies, KRW 29.5 billion	2025
Quality improvement	• Food hygiene and quality control guidance: 45 companies, 55M/D • Technical guidance for product development: 15 companies, 55M/D • Packaging material improvement technical guidance: 55 M/D for 8 companies, 10 M/D	2025
	• Technology protection (joint patent applications): ① Development of eco-friendly ink - Seongbo Ink ② Optimization of low-relief copper plates - Handu Package • Support for technology protection storage costs: ③ Support for renewal costs of newly stored technology materials	Accumulated results (2017 to 2025)
Energy reduction	• Eco-friendly management: ① Rational packaging for the smart package project ② Joint development of eco-friendly packaging materials ③ Introduction of eco-friendly printing equipment • Reduction of harmful substances in printing processes: Hydrocarbon emissions reduced by 83% ▼, volatile organic compounds reduced by 75% ▼, ink and solvents usage reduced by 23% ▼	Accumulated results (2014 to 2025)
Education and training	• Technical support for new product development: 15 cases of technical support implemented • Free transfer and commercialization of intellectual property rights: 1 case • Agricultural technology training: conducted 2 sessions for 27 farmers • ESG assessment/consulting services: 4 companies	2025

Achievements in Improving Communication with Suppliers and Retailers

Year	Support details
2023	Roundtable meetings with suppliers and retailers in 2023 (February, April) - Suggestion resolution rate: 100% (37 out of 37 cases were addressed)
2024	Roundtable meetings with suppliers and Retailers in 2024 (July, December) - Suggestion resolution rate: 100% (77 out of 77 cases were addressed)
2025	Roundtable meetings with suppliers and Retailers in 2025 (December) - Suggestion resolution rate: 100% (11 out of 11 cases were addressed)

Win-Win Prosperity with Retailers

Governance for Win-Win Prosperity with Retailers

Dedicated Organization for Retailers

Orion operates a dedicated organizational structure centered on the Mutual Prosperity TF for Retailers to foster win-win cooperation with retailers and establish a culture of fair trade. The task force oversees the formulation and implementation of relevant policies and drives practical improvement initiatives through collaboration with related departments. The Sales Department monitors operational status and gathers feedback on field challenges based on direct communication with retailers, while the CSR Team plans and manages support policies from the perspective of win-win growth and social responsibility. Additionally, the Legal Affairs Team is responsible for monitoring compliance with fair trade laws and regulations and proactively preventing risks. Through this organic collaboration between various departments, we are strengthening the foundation of trust with our retailers and building a fair and sustainable supply chain management system.

Strategy for Win-Win Prosperity with Retailers

Win-Win Prosperity with Retailers

Orion fosters and practices a culture of fair trade to promote win-win prosperity with our retailers. As recommended by the Fair Trade Commission, we have introduced a standard retail contract for the food and beverage industry and we also sign and implement fair trade contracts. Additionally, we have established the Basic Principles for Trade with Retailers and enacted the Guidelines for Fair Trade with Retailers, which have been incorporated into our internal regulations. Furthermore, we have set up a Dispute Settlement Deliberation Committee to handle disputes quickly, and formed a dedicated organization to guarantee the rights and interests of retailers. Furthermore, we operate a mutual growth fund to provide financial support, as well as benefits, such as support for promotional events to boost sales and employee welfare programs.

Retailer Support Policies

Orion operates a comprehensive support program covering finance, sales, and employee benefits to support its retailers' stable business operations and sustainable growth. We have established a mutual growth fund to provide funding at interest rates lower than market rates and thereby improve access to financing. In addition, Orion supports the development and execution of sales strategies to boost retailers' sales, and provides assistance with various distribution and sales activities, such as promotional planning, facility support, and accounts receivable management, to strengthen our partners' market competitiveness and drive tangible sales growth. Furthermore, we offer a range of employee benefits to enhance the working environment and the welfare of retailers' employees. Orion plans to continue comprehensively expanding financial assistance, business capacity building, and welfare support to further strengthen the foundation for mutual prosperity with our retailers.

Fund Size	Interest rate discount	Loan period	Loan cap	Eligibility
KRW 10 billion	-1.6%	1 year	KRW 500 million	Retailers recommended by Orion

Risk Management for Win-Win Prosperity with Retailers

Operating Communication and Consultation Channels with Retailers

Orion duly provides various communication channels to form horizontal partnerships with retailers. We proactively employ online communication channels, such as the sales management system and the win-win cooperation portal, and conduct meetings, briefings, and surveys to listen to the voice of our retailers.

Orion Win-Win Cooperation Portal

Orion Win-Win Cooperation Portal

Retailer Win-Win Prosperity Metrics

Major Support Performance for Win-Win Prosperity with Retailers

Items	Details	Highlights of Support Performance in 2025
Funeral items	- Delivery of funeral items and supplies	9 cases
Wreath support	- Support for wedding and funeral wreaths	26 cases
Holiday gifts	- Provision of holiday gift sets	2 times (Lunar New Year/Chuseok)
Uniform support	- Distribution of uniforms	Twice a year (spring/fall and summer uniforms)
Safety shoe support	- Support for safety shoes to prevent work-related injuries	1 time
Insect and rodent control support	- Provision of hygiene inspection services for retailers with warehouse facilities	1 time
Winter gear support	- Distribution of winter gloves (to prevent cold-related illnesses)	1 time
Heat illness prevention supplies	- Support for electrolyte supplements for prevention of heat-related illness	1 time
Birthday gifts	- Support for birthday gifts for retail store owner	All retail stores that have signed a contract

Shareholders

Corporate Governance

Corporate Governance Charter

Orion is preparing for the next phase of global expansion through substantial growth, as we continue to work with our shareholders to create greater corporate value.

ORION Corp. operates the company with a board-centered approach to offer tasty and quality products at reasonable prices. The Board of Directors performs the company's management decision-making and oversight functions to prevent corporate insolvency. Through this, the company strives to protect the interests of its stakeholders, including shareholders, employees, customers, business partners, and the local community.
Based on these fundamental management principles, the company hereby declares the "ORION Corp. Corporate Governance Charter" as follows, with the aim of further strengthening ESG-centered management going forward.

Corporate Governance Report

Orion has been selected as the "Excellent Corporation of 2022 KOSPI Market Corporate Governance Report Disclosure" organized by the Korea Exchange. The Corporate Governance Report provides details related to corporate governance, such as shareholder rights, the composition and operation status of the Board of Directors and the Audit Committee, and the independence of the external auditor. Orion received excellent reviews for its faithful and clear disclosure of the current state of its governance structure and its efforts to improve shareholders' rights and interests by clarifying the company's overall governance and improvement plans. Orion will continue its efforts to increase shareholder value while disclosing its management activities fairly and clearly.

Corporate Governance Report

Selection of "Excellent Corporation of 2022 KOSPI Market Corporate Governance Report Disclosure"

Shareholder Value Enhancement

Protection of Shareholder Rights and Fair Information Disclosure

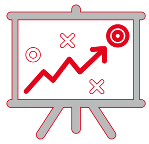
We operate diverse systems designed to ensure shareholders' rights in accordance with standards specified in the Articles of Incorporation and relevant laws. Pursuant to Article 26 of the Articles of Incorporation, we follow the principle of granting one vote per share to all shareholders and pay cash dividends once a year to return value to shareholders. Additionally, we provide monthly provisional results before publishing our quarterly reports in the interests of fair disclosure to enable our shareholders and potential investors to enhance their understanding.

Guaranteed voting rights of shareholders

- Announcement of the notice of convocation four weeks prior to the Annual General Meeting of Shareholders
- Participation in a voluntary program to promote the decentralization of the Annual General Meeting of Shareholders (introduction of e-voting, encouragement of proxy voting)
- Exercise of shareholders' proposal rights (for shareholders holding 1% or more of outstanding shares)

Disclosure of the dividend policy

- Disclosure of dividend policy for three years, including dividend scale and plans (on website)
- Dividend payment of at least 20% of consolidated net income attributable to controlling interests (excluding one-time and non-recurring gains and losses) (valid until the 2026 fiscal year)



Increased communication with shareholders

- Fair disclosure of interim performance by major country (monthly)
- Regular presentation of company performance for institutions and investors (monthly, quarterly)
- Roundtable discussions led by the CEO, with institutions such as securities firms
- Expansion of disclosure in English for foreign shareholders and investors

ORION Corp. Dividend Information

Dividend Policy

Dear Shareholders,
We would like to express our gratitude to our shareholders for your interest and support for Orion.
Since our spin-off, we have been pursuing rigorous operational restructuring to achieve sustainable growth by strengthening our core competitiveness, while also exploring various measures to enhance shareholder value.
Our shareholder return policy is based on the fundamental principles of providing stable cash dividends based on the company's performance and enhancing shareholder returns from a long-term perspective through the continuous growth of corporate value.
Accordingly, we announced a dividend policy funded by 20% to 60% of the free cash flow (FCF) from our 2022 separate financial statements, and have consistently increased our dividend payouts each year. Furthermore, we have communicated and reviewed our shareholder return policy through various channels to enhance shareholder value.
As part of these improvement efforts, Orion has announced a new dividend policy for the next three years (2024~2026), aimed at increasing the shareholder return rate and the predictability of dividends, under which we will allocate at least 20% of net income, as reported in our consolidated financial statements, to dividends.
We hope that this announcement of our dividend policy will enhance the predictability of dividends for our shareholders. In the event of any future adjustments to our dividend policy, we will disclose the details and communicate with our stakeholders to gather a wider range of opinions, and we will strive to present improved shareholder return plans.
We kindly ask for your unwavering interest and encouragement.

ORION Corp.
CEO Seung-joon Lee

Dividend Policy Guidelines

Dividend scale	• At least 20% of consolidated net income attributable to controlling interests (excluding one-time and non-recurring gains and losses)
Dividend plan	• Dividend period: to be maintained for at least the next 3 years (Fiscal Years 2024~2026) to ensure dividend stability • Review of dividend plan: review the plan continuously in light of changes in the business environment, investments, and business performance • Communication of dividend policy: disclose details and communicate with shareholders in the event of any adjustments to the dividend policy
Type	• Cash dividends
Schedule	• Annual dividend (paid within one month from the date of the Annual General Meeting of Shareholders)

Dividend Details

(Unit: 100 million won)

Category	2025	2024	2023	2022	2021	2020	2019	2018	2017
Face value (KRW)	500	500	500	500	500	500	500	500	500
Controlling interest net income (consolidated basis)	3,827	5,246	3,766	3,924	2,577	2,676	2,156	1,399	756
Total dividends	1,384	988	494	376	296	296	237	237	237
Dividend per share (KRW)	3,500	2,500	1,250	950	750	750	600	600	600
Dividend payout ratio (consolidated basis)	36.2%	25.9%(*1)	13.1%	9.6%	11.5%	11.1%	11.0%	17.0%	31.4%
Dividend yield	2.8%	2.4%	1.1%	0.7%	0.7%	0.6%	0.6%	0.5%	0.6%
Achievement rate against target(*2)	181.0%	129.5%	-						

(*1) For the 2024 dividend payout ratio of 25.9%, the net income used as the basis for calculating the payout ratio was determined by excluding non-recurring gains related to the investment in LigaChem Biosciences from the 2024 consolidated net income attributable to controlling interests of KRW 524 billion.
(*2) The current three-year dividend policy for 2024~2026 (consolidated dividend payout ratio of 20% or higher) is applied. For the period of 2017~2023, the achievement rate against the target is not stated due to the application of the previous dividend policy, under which the dividend scale was calculated based on 20% to 60% of non-consolidated free cash flow (FCF).

Orion Holdings Dividend Information

Dividend Policy

We would like to express our deepest gratitude to all our shareholders for your continued interest and support for the Orion Group.
Despite the challenges posed by a global economic slowdown and persistent inflation, all affiliates of the Orion Group are steadfastly pursuing growth strategies based on strong profitability, differentiated products, and competitive sales capabilities. Under our profit-oriented management system, we remain committed to sustainable and responsible growth. Rooted in our management philosophy of offering tasty, quality products at reasonable prices, Orion Group will continue to provide consumers around the world with products they can trust, while pursuing healthy, long-term growth. Orion Holdings' shareholder return policy is centered on delivering stable cash dividends based on the Group's performance, while striving to enhance shareholder value through continuous corporate growth.
We aim to maintain a stable dividend policy that takes into account investments in new business areas to drive future growth, as well as our cash flow and overall business environment. Based on increased dividend income from Orion affiliates, growing royalties from strong overseas sales, and rising rental income, we plan to distribute a dividend of at least KRW 800 per share annually over the next three years, within the limits of our distributable earnings. All members of our management team are fully committed to maintaining a stable level of dividends over the mid- to long-term, in line with shareholders' expectations. We will continue to enhance our shareholder return policies and ensure transparency by regularly disclosing dividend-related information and engaging in active investor relations.
We sincerely thank our shareholders once again for your unwavering support and trust, and we kindly ask for your continued interest and encouragement in the future.

Orion Holdings
CEO Inn-chul Hur

Dividend Policy Guidelines

Dividend scale	• Our dividend decisions are based on the fundamental principle of ensuring stable dividends grounded in the Group's performance, while maximizing corporate value to enhance shareholder returns. - We determine an appropriate dividend level through a comprehensive review of investment plans, cash flow, financial structure, dividend stability, and the overall business environment, with the goal of enhancing shareholder value. - We aim to maintain a predictable and stable level of dividends over the mid to long term. - The total dividend amount and payout ratio will be gradually increased within the scope of distributable earnings.
Dividend plan	• Period: At least KRW 800 per share annually for the next three fiscal years (2025~2027) • Review: To be reviewed regularly based on dividend income from affiliates and investment results to expand shareholder returns • Communication: Shareholder return policies, including the dividend policy, will be shared through IR activities and our official website.
Type	• Cash dividends
Schedule	• Annual payment

Dividend Details

Item	Unit	2025	2024	2023	2022	2021	2020	2019
Face value/ share	KRW	500	500	500	500	500	500	500
Net Income (consolidated basis)	KRW 1 million	120,964	160,636	85,624	102,967	85,985	77,512	48,379
Earnings per share (consolidated basis)	KRW	2,011	2,670	1,423	1,712	1,429	1,289	804
Total cash dividends	KRW 1 million	66,172	48,125	45,117	42,110	33,107	25,114	23,116
Dividend payout ratio	% compared to net income	54.7	30.0	52.7	40.9	38.5	32.4	47.8
Dividend yield	%	4.9	5.3	4.9	4.4	4.7	4.7	3.8
Cash dividend per share	KRW	1,100	800	750	700	650	650	650

Internal Control

Risk Management

Enterprise-wide Risk Management System

Orion identifies and analyzes risks across all non-financial and financial areas, taking into account changes in the internal and external environment as well as stakeholder requirements to systematically identify and effectively respond to enterprise-wide risks. In addition, Orion assigns management responsibilities to specific departments to establish and implement appropriate response and management measures based on the level of risk. In particular, major risks that could significantly impact financial soundness, food safety, or brand value are immediately reported to the Chief Executive Officer (CEO) and the Board of Directors to facilitate decision-making and responses at the executive level. Furthermore, we continuously strengthen our enterprise-wide risk management system by implementing proactive measures under the leadership of the responsible departments to prevent the recurrence of risks and mitigate potential risks.

Category	Non-financial risks										Financial risks
Risk type	Food safety	Safety and health	HR /Human rights	Legal	Corruption and mismanagement	Media /Reputation	Information protection/ Security	Supply chain	Environment	ESG	Finance
Responsible department	Quality safety	Safety health	HR	Legal Affairs	Operations Audit	Communication	IT	Procurement	Production	ESG	Finance

Risk Management Response Activities

Non-Financial Risk Management

Category	Risk factors	Key response activities
Food safety	Possible occurrence of incidents related to raw material quality and food safety	Managing stability of raw material quality at partner companies and food safety based on GSA, HACCP, and FSSC22000
Safety and health	Possible occurrence of industrial accidents and hazardous or dangerous conditions in the workplace	Operating risk assessment and the permit to work (PTW) system, and promoting worker-participatory safety improvement activities
HR/Human rights	Possible occurrence of human rights violations and issues related to organizational culture	Conducting regular surveys, operating ongoing grievance channels, preventing workplace harassment and providing mind care services
Legal	Possible occurrence of legal compliance risks	Conducting compliance control activities, compliance audits, compliance training for employees, etc.
Corruption and mismanagement	Possible occurrence of risks resulting from incidents, accidents, and inadequate internal controls	Operating an incident reporting system and preventive measures
Media/Reputation	Possible damage to reputation due to negative public opinion and external issues	Monitoring media and online channels and responding promptly to issues
Information protection/security	Possible occurrence of personal data breaches and cybersecurity incidents	Performing system inspections and monitoring, conducting information security training and operating an incident response system
Supply chain	Possible occurrence of inadequate ESG and supply chain management by partner companies	Operating the mutual growth portal, conducting roundtables and satisfaction surveys, and establishing a win-win cooperation framework
Environment	Tighter environmental regulations and increasing demands to address climate change	Obtaining ISO 14001 certification, analyzing climate change risks, and developing response strategies
ESG	Stricter ESG disclosure requirements and domestic and international regulations	Monitoring ESG regulations and operating a system for managing key issues

Financial Risk Management

The Finance Team performs control activities to manage financial risks, including controls against financial fraud, disclosure management, and audits of overseas subsidiaries' financial statements. Additionally, the team manages the Group's financial soundness and operational risks through regular reviews of the status of major global assets and accounts receivable.

Category	Details	Remarks
1. Controls against financial fraud	• Implement internal control activities carried out by the company to address risks of financial fraud, such as embezzlement - Specify and disclose the details of implementation activities, timing, and results in the report on the operation of the Internal Control over Financial Reporting (in the annual report)	Operational Report on Internal Control over Financial Reporting (Attached)
2. Disclosure management regulations	• Review relevant operational procedures and management matters to ensure that all of the company's disclosures are accurate, fair, and timely in accordance with applicable laws and regulations - Define disclosure control activities and operational matters, specify the disclosure officer and the responsible organization	Disclosure Information Management Regulations (Attached)
3. Regular operations audit (financial closing review)	• Conduct regular audits, including financial closing reviews of major domestic and overseas subsidiaries - Financial closing reviews for subsidiaries in China, Vietnam, Russia, and India (on an ad hoc basis)	-
4. Status check of major global assets	• Review the Group's tangible asset management status (semi-annually) - Establish a system for comprehensive on-site audits of each subsidiary (at the headquarters level), manage audit checklists, and develop plans for the utilization of idle assets, etc. • Report the status of the Group's trade receivables (quarterly) - Outstanding trade receivables by subsidiary, factors affecting changes, and aging analysis	-

Compliance

Compliance Governance

Orion has appointed a Compliance Officer and established a compliance support organization since 2023 to enhance the effectiveness of its compliance management. The Compliance Officer and the compliance support organization continuously monitor compliance with compliance control standards and relevant laws and regulations, and consistently review and monitor major legal risks. In addition, we operate our compliance management system systematically by reporting the operational status of compliance control activities and key inspection results to the Board of Directors at least once a year.

Board of Directors

Compliance Officer

Compliance Support Organization
Legal Affairs Team

Compliance Strategy

Orion has established a compliance system and implements relevant policies to ensure fair and transparent business operations. In 2023, we enacted compliance control standards to strengthen our compliance management, and these standards are applied to all business operations and work-related activities of employees. Furthermore, we conduct annual compliance control activities across all departments to identify and assess department-specific risks to manage company-wide compliance risks, and we continuously monitor compliance regulatory trends and key issues. We also conduct systematic compliance education and training programs to ensure that employees can proactively recognize and appropriately address legal risks that may arise during the course of their work. We conduct regular annual inspections, as well as ad hoc and special inspections as needed, to strengthen the effectiveness of our compliance management.

Compliance Risk Management

Compliance Risk Management Activities

Category	Key activities for 2025
Compliance inspections	Advisory services on retailer operations; participation in Fair Trade Commission briefings on the Fair Agency Transactions Act; compliance support for the establishment of Orion Suhyup; inspection of compliance with labor standards, laws, and regulations at factories and legal relationships with subcontractors; review of the legality of passing on losses resulting from lowest price policies under the Act on Fair Transactions in Large Retail Business
Compliance training	Compliance training for new hires, intellectual property law training, Fair Agency Transactions Act training, publication of compliance newsletters, and other mandated training such as occupational safety and health training
Compliance system	Classification and integrated management of major legal risks through the operation of a specialized legal management system

Proactive Management of Legal Risks Related to Labeling and Advertising

Orion has established and operated the Fair Trade Compliance Manual since 2025 to ensure compliance with labeling and advertising laws and regulations. We review the appropriateness of advertisements and promotional materials based on a self-assessment checklist that enables us to proactively identify major legal risks, such as false or exaggerated claims, deceptive advertising, unfair comparisons, and defamatory advertising. Furthermore, we continuously incorporate amendments to relevant laws and regulations as well as review criteria to prevent legal risks, and we are strengthening our compliance risk management system by conducting preliminary reviews of expressions that could potentially mislead consumers.

Tax System

Tax Strategy

As a global comprehensive food company, Orion upholds “honest tax payment” as a core management value. We faithfully comply with tax laws and regulations in major production and sales hubs, including Korea, China, Vietnam, Russia, and India, and protect the interests of shareholders and stakeholders by establishing a transparent tax system.

- Global tax compliance: We comply with the tax laws and faithfully fulfill our tax obligations at all of our global business sites (including Korea, China, Vietnam, Russia, and India).
- Prevention of tax avoidance: We do not use tax havens that lack legal substance for the purpose of tax avoidance, nor do we seek tax benefits through artificial transaction structures.
- Enhancement of tax transparency: We ensure the objectivity of our tax information through regular audits by external auditors, and we enhance transparency by annually disclosing the calculation criteria and breakdown of our corporate income tax expenses via the Financial Supervisory Service’s electronic disclosure system.

Tax Risk Management

Tax Risk Management Framework

- Risk identification and assessment: We continuously monitor amendments to the tax law, government policy trends, administrative rulings, and judicial precedents to analyze their potential impact on management decision-making
- Elimination of uncertainty: We minimize tax risks and make reasonable tax decisions by seeking advice from external professional agencies regarding changes in the international tax environment or tax matters with ambiguous interpretations.
- Compliance with faithful tax payments: Placing the highest priority on the timeliness and accuracy of tax filings, we strictly adhere to payment deadlines and ensure tax transparency by systematically documenting supporting evidence for all transactions.

(Unit: KRW million)

Category	2023	2024	2025
Income tax expense (benefit)	149,574	134,617	161,792
Adjustment to current income tax for prior periods	(4,144)	5,199	212
Deferred income tax expense (benefit) resulting from the recognition and reversal of temporary differences	(10,072)	18,327	(5,653)
Total income tax effect related to items recognized in net income for the period	153,358	158,143	156,351
Current income tax related to items recognized directly in equity	(322)	844	(396)
Total income tax expense (benefit)	135,036	158,987	155,955

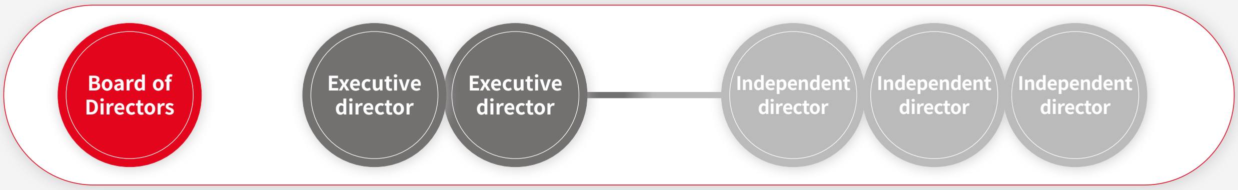
Board of Directors

Board of Directors Composition

Orion operates a business model with the Board of Directors at the center to maximize its core value of “offering tasty, quality products at reasonable prices.” As the highest decision-making body with both management decision-making and oversight functions, the Board performs its duties transparently and reasonably to responsibly drive the company’s sustainable growth. Through this, Orion aims to maximize value for stakeholders, including shareholders, employees, customers, business partners, and the local community, and achieve sustainable growth.

Board of Directors

The Board of Directors consists of a total of five members: two executive (inside) directors and three independent (outside) directors.



Orion

Executive directors

CEO
Seung-joon Lee

- Director appointment date: March 2025
- Term: 3 years, Chairman (since March 2025)
- Head & the President of the Global Research Institute, ORION Corp.
- Former Vice President of the Global Research Institute, ORION Corp.
- Former Senior Managing Director of the Global Research Institute, ORION Corp.

Executive Director
Inn-chul Hur

- Director appointment date: March 2026
- Term: 3 years (since March 2026)
- Vice Chairman of ORION Corp.
- Former President of Emart Corporation
- Former President of Management Strategy Office, Shinsegae Group

Independent directors

Independent Director
Seung-kwon Roh

- Director appointment date: March 2025
- Term: 2 years (since March 2025)
- Attorney at Bae, Kim & Lee
- Chief Prosecutor of Daegu District Public Prosecutor’s Office

Independent Director
Hyun-kyu Lee

- Director appointment date: March 2026
- Term: 2 years (since March 2026)
- CEO of Arim Tax Corporation
- Former Commissioner of Incheon Regional Tax Office

Independent Director
Chan-youp Song

- Director appointment date: March 2026
- Term: 2 years (since March 2026)
- Attorney at Lee & Ko Law Firm
- Former Chief Prosecutor of Seoul Eastern District Prosecutors’ Office

Orion Holdings

Executive directors

CEO
Inn-chul Hur

- Director appointment date: March 2026
- Term: 3 years, Chairman (since March 2024)
- Vice Chairman of Orion Holdings Corp
- Former President of Emart Corporation
- Former President of the Management Strategy Office at Shinsegae Group

Executive Director
Seong-kyu Park

- Director appointment date: March 2026
- Term: 3 years (since March 2026)
- Head of Management Support at Orion Holdings Corp.
- Former Managing Director of Finances, Management Support at Emart Corporation
- Former Managing Director of Finances in the Management Strategy Office at Shinsegae Group

Independent directors

Independent Director
Hye-kyung Park

- Director appointment date: March 2023
- Term: 2 years (since March 2025)
- Professor at Department of Food and Nutrition, College of Life Science, Yonsei University
- Chairman of Food Nutrition Safety Bureau, Korea FDA

Independent Director
Jae-hyeon Lim

- Director appointment date: March 2026
- Term: 2 years (since March 2026)
- Senior Advisor, Bae, Kim & Lee LLC
- Former Commissioner of Korea Customs Service

Independent Director
Gyun-mi Kim

- Director appointment date: June 2026
- Term: 2 years (since June 2026)
- Visiting Professor at the Department of Communication & Media, EWHA WOMANS UNIVERSITY
- Editor and Head of Editorial Department, Seoul Newspaper

Board of Directors Skills Matrix

In response to stakeholders' requests for information about the expertise and diversity of Orion's Board of Directors, the company's highest decision-making body, and to enhance the transparency of its corporate governance, Orion has introduced the Board Skills Matrix (BSM) to disclose information on the capabilities, qualifications, and diversity of its board members. The BSM was designed considering our company's specific characteristics, including leadership, financial and accounting competencies, ESG and safety-related competencies, and expertise in the food industry.

Orion

Program	Inn-chul Hur	Seung-joon Lee	Seung-kwon Roh	Hyun-kyu Lee	Chan-youp Song
Year of Initial Appointment	2017	2022	2023	2026	2024
Leadership	●	●		●	●
Organizational Management	●	●			
Investment/M&A	●				
Industry/Economy	●	●			●
Finance/Accounting/Tax	●			●	●
Production/R&D		●			
Distribution/Marketing	●	●			
Audit			●	●	●
Legal			●		●
Risk Management and Internal Controls	●	●	●	●	●
Communications /Stakeholder Relations	●	●	●	●	●

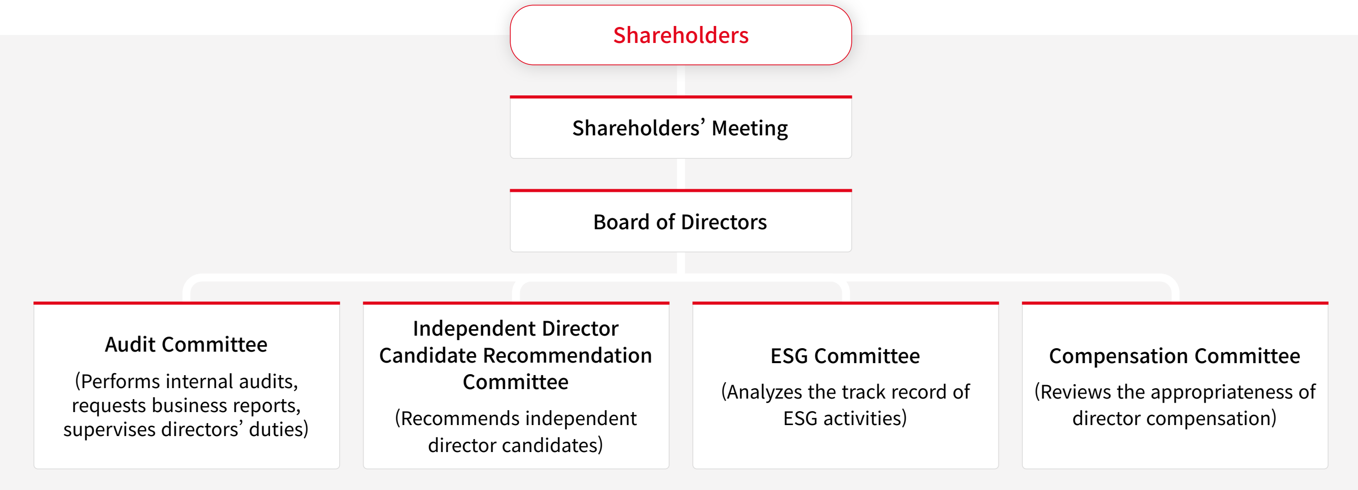
Orion Holdings

Program	Inn-chul Hur	Seong-kyu Park	Hye-kyung Park	Jae-hyeon Lim	Gyun-mi Kim
Year of Initial Appointment	2015	2017	2023	2026	2024
Leadership	●	●			
Organizational Management	●	●			
Investment/M&A	●	●			
Industry/Economy	●	●	●		●
Finance/Accounting/Tax	●	●		●	
Audit			●	●	●
Legal				●	
Risk Management and Internal Controls	●	●	●	●	●
Communication /Stakeholder Relations	●	●	●	●	●

BOD Committees

Composition of BOD Committees

Orion has established and operates a total of four committees within the Board of Directors. These committees include the Audit Committee, which promotes fair and transparent auditing; the Independent Director Candidate Recommendation Committee, which recommends candidates for the position of independent directors based on fair and objective standards; the ESG Committee, which strengthens ESG activities based on ethical management; and the Compensation Committee, which aims to ensure the appropriateness and transparency of director compensation. The Board of Directors' authority and regulations can be found on the Orion and Orion Holdings websites.



Orion

● Chairperson ○ Member

Member	Audit Committee			Independent Director Candidate Recommendation Committee	ESG Committee	Compensation Committee
	Performs internal audits	Requests business reports	Supervises directors' duties	Recommends independent director candidates	Analyzes the track record of ESG activities	Reviews the appropriateness of director compensation
Seung-joon Lee (Chairman)					○	○
Inn-chul Hur				○		
Seung-kwon Roh	○	○	○	●	○	
Hyun-kyu Lee	○	○	○		●	●
Chan-youp Song	●	●	●	○		○

Orion Holdings

● Chairperson ○ Member

Member	Audit Committee			Independent Director Candidate Recommendation Committee	ESG Committee	Compensation Committee
	Performs internal audits	Requests business reports	Supervises directors' duties	Recommends independent director candidates	Analyzes the track record of ESG activities	Reviews the appropriateness of director compensation
Inn-chul Hur (Chairman)				○		
Seong-kyu Park					○	○
Hye-kyung Park	○	○	○	●		
Jae-hyeon Lim	●	●	●		○	○
Gyun-mi Kim	○	○	○	○	●	●

Authority and Regulations of the Board of Directors

BOD Agenda (Authority)

We are enhancing the transparency of ESG-related decision-making by disclosing the Board of Directors' roles and authorities, as well as key agenda items, on our website.

- Orion BOD Agenda
- Orion Holdings BOD Agenda
- Orion Articles of Incorporation
- Orion Holdings Articles of Incorporation
- Orion BOD Operation Policy
- Orion Holdings BOD Operation Policy
- Orion Audit Committee Operation Policy
- Orion Holdings Audit Committee Operating Policy
- Orion Independent Director Candidate Recommendation Committee Policy
- Orion Holdings Independent Director Candidate Recommendation Committee Policy
- Orion ESG Committee Policy
- Orion Holdings ESG Committee Policy
- Orion Corporate Governance Report
- Orion Holdings Corporate Governance Report
- Orion Compensation Committee Policy
- Orion Holdings Compensation Committee Policy

BOD Activities

Orion discloses the details of agenda items for each board meeting, the reports and approval status of those items by executive and independent directors, and the board members' attendance rates.

- Orion BOD Activity Report
- Orion Holdings BOD Activity Report

Fair Director Appointment Process

Orion operates the Independent Director Candidate Recommendation Committee composed of two independent directors and one executive director to enhance the transparency of the independent director appointment process. By ensuring that a majority of the committee consists of independent directors, we secure both independence and objectivity. The committee selects the most suitable candidates for the position of independent directors by giving balanced consideration not only to the candidates' expertise, integrity, and independence but also to the business environment and diversity within the board. Furthermore, in line with the 2025 Amendment to the Commercial Act, Orion laid the groundwork for introducing the "cumulative voting system" by amending the Articles of Incorporation (through a special resolution) at the Annual General Meeting of Shareholders held in March 2026. We have also strengthened shareholder rights by revising provisions to limit the combined voting rights of the largest shareholder and related parties to 3% when appointing audit committee members, and established a corporate governance framework that ensures the board's independent oversight function and a balanced composition.

Orion Holdings

Ensuring Gender Diversity

As a publicly listed company with total assets of KRW 2 trillion or more as of the end of the previous fiscal year, we comply with Article 165-20 of the Capital Markets Act (Special Provision on Gender Diversity) by ensuring that the Board of Directors is not composed entirely of a single gender. We ensured gender diversity on the Board of Directors by appointing independent director Hye-kyung Park through a resolution at the Annual General Meeting of Shareholders on March 23, 2023, and independent director Gyun-mi Kim through a resolution at the Extraordinary General Meeting of Shareholders on June 5, 2025.

Environmental

Eco-Friendly Management

Eco-Friendly Management Governance

Orion has established the “ESG Committee” under the Board of Directors, granting the committee the authority to deliberate on major ESG issues and initiatives, as well as make company-wide decisions. We also set up a Green Task Force (TF) under the ESG Part of the CSR Team, as a dedicated organization for ESG issues, to formulate and implement eco-friendly management strategies company-wide. Eco-friendly management strategies devised this way are adopted by production (each factory), ENG, and general affairs organizations responsible for implementing environmental initiatives. Details of progress and performance are regularly reported to the ESG Committee for management and oversight.

Board of Directors

ESG Committee
ESG decision-making body

CSR Team, ESG Part
Dedicated organization for ESG issues

Green TF
Responsible for making and implementing eco-friendly management practices

Production
(Cheongju/Iksan/Ansan Factories)

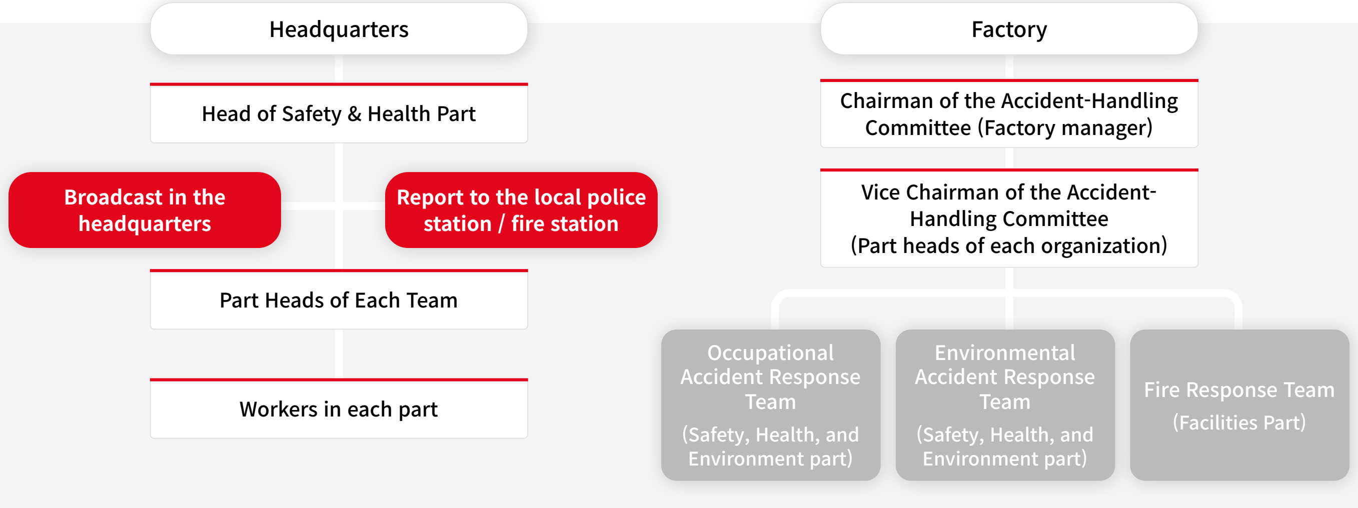
ENG

General Affairs

Environmental Risk Management Organization

Accident-Handling System

Orion operates an incident response system tailored to the specific characteristics of each business site to effectively manage risks at its headquarters and factories.



Environmental Accident Response

In the event of an environmental accident, Orion promptly disseminates information through its emergency contact network and immediately activates the system to report to relevant agencies. Led by a dedicated accident response organization, we implement on-site control, prevent the spread of contamination, perform emergency restoration, and adopt measures to minimize damage. Following an incident, we continuously improve our emergency response system by analyzing the cause, establishing measures to prevent recurrence, and documenting and evaluating the response results. Additionally, we are strengthening our ability to respond quickly and systematically in the event of an actual accident through scenario-based response drills simulating water pollution and leakage incidents, as well as by securing disaster prevention equipment. Furthermore, to prevent environmental pollution incidents, we conduct regular safety inspections and emergency response drills targeting wastewater treatment facilities and key environmental infrastructure. During vulnerable periods, such as national holidays, we proactively manage potential environmental risks by establishing facility-specific operational plans that include intensive inspections, enhanced patrols, daily monitoring, and emergency duty systems. We also develop and implement emergency response plans, including response procedures and evacuation guidelines tailored to specific accident types, to ensure rapid initial response and damage mitigation in the event of an accident.

Environmental Performance Evaluation

Since 2018, Orion has been using our in-house “Ethical Management Index” to systematically manage our environmental performance. The Ethical Management Index is an evaluation system that encompasses key ESG areas, including the environment, employees, customers, business partners, social contribution, and compliance and ethical management, and is continuously refined to reflect ESG disclosure and evaluation standards. In the environmental sector, the index is used to measure and manage eco-friendly performance at the corporate, organizational, and individual levels based on detailed indicators. These indicators include activities to reduce environmental impact, including reducing greenhouse gas emissions, conserving energy, increasing the share of renewable energy, conserving and reusing water, and reducing waste and increasing recycling, as well as improvements in eco-friendly packaging materials, eco-friendly procurement and sales performance, and compliance with environmental regulations and preventive measures. The results of the Ethical Management Index evaluation are reflected semiannually in the KPI evaluations of corporate CEO, C-level executives, and managers at the team or part head level and above, accounting for 20% of their scores. These results are also linked to financial compensation, such as annual salary and performance-based bonuses. In addition, environmental teams and managers are evaluated based on key environmental activities and risk management at each site, strengthening the implementation of ethical management and ESG initiatives.

Environmental Training for Employees

We provide environmental training for our employees to ensure that environmental management practices are applied to business operations. In addition to mandatory environmental training on topics such as waste and hazardous chemicals, as well as basic training on ESG management in general, we provide training designed to establish and implement practical eco-friendly management strategies, including reviewing major environmental issues and identifying action items.

Training program	Target audience	Date and time	Training objective
Mandatory environmental training (waste, hazardous chemicals, water quality, air quality)	18 employees in charge of environmental and production affairs across factories	April 1, 2025 ~ December 31, 2025	Environmental management and accident prevention
Climate disclosure readiness training (case study in the food industry)	4 employees from ESG Part	September 17, 2025	Preparation for climate change response and related disclosures

Eco-Friendly Management System

Eco-Friendly Management Policy

In pursuit of sustainable eco-friendly management, Orion has embraced environmental management practices as follows and conducts eco-friendly activities in all stages of product development, production, sale, and disposal.

01. Compliance with environmental laws

We comply with environment-related laws and strictly prevent environmental risks by applying rigorous environmental control standards.

02. Eco-Friendly management system

Based on the company-wide eco-friendly management system, we set implementation goals, regularly measure our environmental performance, and work to improve it.

03. Eco-Friendly activities

We continue to minimize our environmental impact by using less energy, reducing GHG emissions, and cutting down the use of pollutants throughout the entire process, from product development to production, sale, and disposal.

04. Employee implementation

We provide environmental training and capacity-building opportunities to ensure that all employees understand and implement this environmental policy.

Seung-joon Lee, CEO, ORION Corp.

S. J. Lee

Eco-Friendly Management Goals

Orion is pursuing its vision of "Green Growth" through strategic directions focused on "Climate Change Response" and "Sustainable Resource Circulation," establishing the following medium- to long-term goals and strategic tasks.

Vision	Orion GREEN GROWTH			
Mid- to long-term goals	Greenhouse Gas	Energy	Water Usage	Waste
By 2030	Reduce GHG emissions by 30% or more (compared to 2018, Scope 1 and 2 total)	Make the transition to renewable energy sources by 40% or more	Reduce water usage by 10% or more (compared to 2020, major business sites)	Achieve a waste recycling rate of 100% (major business sites)
By 2050	Achieve carbon neutrality	Transition to 100% renewable energy	Achieve the goal across all business sites	Achieve the goal across all business sites
Strategic tasks	Identify and expand GHG reduction activities (reduce emissions by 3% or more year-on-year, emissions intensity) • Improve equipment efficiency - Air compressors, pumps, refrigerators, etc. • Develop energy recycling measures - Waste heat recovery, condensate recovery, etc. • Establish an Energy Management System (EnMS) • Transition to 100% electric vehicles for commercial use	Review the introduction of domestic renewable energy • Existing factories: - Expand on-site installations - Off-site PPAs • New factories: On-site generation such as solar power • Introduce ESS Expand overseas renewable energy investment • China: Install solar power across all factories and introduce wind power • Vietnam: Install solar biomass energy	Implement water conservation activities tailored to business sites (Reduce water discharge by over 2% year-on-year, intensity) • Measure and monitor water usage • Reduce water usage through process improvements • Introduce water reuse technologies, such as raw material washing	Expand waste reduction and reuse/recycling • Improve packaging materials and expand eco-friendly packaging such as flexo printing • Design products for easy reuse/recycling • Promote zero waste to incineration

Implementation methods	Strengthen global eco-friendly capabilities	Manage the entire value chain	Establish action plans related to business operations

※ Reduction targets will be revised if issues arise, such as new facility investments or changes in production volume that could affect GHG emissions by 5% or more.

Eco-Friendly Management Certifications

Awarded Environmental Management System Certification

Orion has obtained various environmental certifications for its domestic and international business sites to strengthen the eco-friendly management system, continuously enhancing its environmental management standards. Since obtaining "Environmental Management System (ISO 14001) Certification" for all domestic sites in 2022, the Korean subsidiary has consistently maintained and renewed the certification. Additionally, in 2023, we obtained "Green Technology Certification" and "Green Technology Product Certification" in recognition of the environmental sustainability of our flexographic printing technology, which is used in the manufacturing of packaging material. In 2025, the Ansan Factory became the first in the domestic flexible packaging industry to obtain "Circular Resource Certification" for recycling waste synthetic resins (PP, PET, PE) generated during the packaging manufacturing process. Orion China, which has the largest production capacity, has also gradually expanded "Environmental Management System (ISO 14001)" and "Energy Management System (ISO 50001)" certifications to all its sites since 2018, and has completed "Carbon Footprint Verification" to enhance environmental management. In addition, the Langfang, Shanghai, Guangzhou, and Shenyang factories have obtained the "Green Factory Certification" granted by the Chinese government following a comprehensive evaluation of all environmental aspects, including the use of eco-friendly raw materials, production process operations, and waste management.

Environmental Regulation Response System

Orion has established a company-wide response system and is implementing the following response strategies and activities to proactively respond to strengthening environmental laws and regulations.

1) Environmental Regulation Compliance Evaluation Manual

At the corporate level, we have developed a manual to identify requirements stipulated by environmental laws and regulations and to conduct compliance evaluations. We received certification for systematic evaluation and monitoring of environmental regulation compliance through our Environmental Management System (ISO 14001).

2) Checklists for Preventing Environmental Regulation Risks

Environmental managers at each factory operate checklists to proactively address changes and amendments to applicable laws and regulations throughout the entire production process. This checklist is prepared and managed in a monthly environmental work calendar format.

3) Self-Inspection Activities

Employees at each factory conduct regular checks on environmental regulation issues through a self-inspection program. They perform monthly inspections and implement corrective actions for any deficiencies identified.

Strategies for Compliance with Major Environmental Laws and Regulations

To effectively respond to environmental laws and regulations, we have strengthened our activities in the areas of greenhouse gas emissions, water quality, waste, chemical substances, and air management. We conduct continuous monitoring to prevent any discharge or leakage of pollutants and are consistently investing in eco-friendly facilities to fundamentally block emissions affecting local communities. Moving forward, Orion will continue to advance its environmental management practices through enhanced monitoring and sustainable investments.

Environmental laws and regulations	Details	Compliance strategy
Act on the Allocation and Trading of Greenhouse Gas Emission Permits	Enacted under Article 25 of the Framework Act on Carbon Neutrality and Green Growth for Coping with Climate Crisis, this law aims to introduce a system for trading greenhouse gas emission permits, utilizing market mechanisms to effectively achieve the national greenhouse gas reduction targets.	As a company subject to the Emissions Trading System under the Act on the Allocation and Trading of Greenhouse Gas Emission Permits, Orion calculates its annual greenhouse gas emissions and obtains verification from external institutions to ensure compliance with relevant regulations. We continue to identify and expand greenhouse gas reduction initiatives through the establishment of an Energy Management System (EnMS), improvements in facility efficiency, and the implementation of energy recycling measures.
Water Environment Conservation Act	Enacted to prevent health and environmental risks caused by water pollution and to properly manage and conserve the water environment of public water bodies, such as rivers and lakes, so that the public can widely benefit from them and pass on clean water to future generations.	The wastewater discharged from our treatment facilities is managed under stricter standards than those legally required. We have enhanced the treatment process by introducing microbial agents to improve the decomposition of organic matter. In addition, we actively reduce water consumption by reusing water from raw material washing and other processes.
Wastes Control Act	Enacted to protect the environment and safeguard public health through the proper treatment and recycling of waste.	We conduct regular on-site inspections of waste treatment contractors to ensure the proper handling of waste generated from our plants. To promote waste-to-resource initiatives, we are working to convert waste into recyclable resources, strengthen separation at source, and improve recycling systems to effectively manage related risks.
Chemical Substances Control Act	Enacted to prevent risks to public health and the environment from chemical substances, ensure their proper management, and protect lives, property, and the environment through prompt response to chemical-related accidents.	We conduct regular inspections on daily, weekly, and monthly bases to meet management standards for facilities handling hazardous chemicals, thereby preventing accidents in advance. We also maintain detailed management registers for chemical substances, and our hazardous chemical managers receive periodic training to continuously improve the management system in line with changes in laws and regulations.
Clean Air Conservation Act	Enacted to prevent risks to public health and the environment caused by air pollution, and to ensure the sustainable management and preservation of air quality so that all citizens can live in a healthy and pleasant environment.	Orion replaces and manages adsorbents and filters regularly to manage air pollutants generated during the production process. In addition, we are working to reduce emissions at the source by reviewing and upgrading facilities that generate air pollutants.

Climate Change Response

Climate Change Risk and Opportunity Management and Oversight Framework

The ESG Committee under the Board of Directors is the highest-level decision-making body responsible for overseeing Orion's climate change-related risks and opportunities. As the highest deliberative body for overall sustainable management, including climate change, the committee reviews and approves basic policies and strategies, mid- to long-term goals, and implementation results in the ESG area twice a year (every half-year). In particular, in the environmental sector, the committee regularly reviews and manages key climate change-related risks and opportunities, the implementation status of greenhouse gas reduction targets, and the results of eco-friendly management initiatives.
The following are the key climate change-related agenda items deliberated and approved by the ESG Committee during the reporting period.

Date	Agenda item	Details of key agenda item	Approved/Rejected
July 15, 2025	Approval of ESG First-Half 2025 Results and Second-Half Plans	• Installation of solar panels at Iksan Factory 1 and Cheongju Factory 2 • Replacement of high-efficiency air compressors at Cheongju Factory 1 • Environmental certifications and awards • Introduction of an Energy Storage System (ESS) at the Guangzhou Factory in China • Third-party verification of greenhouse gas inventories at the My Phuoc and Yen Phuong factories in Vietnam	Approved
January 24, 2025	Report on 2024 ESG Performance and 2025 Plans	• Establishment and implementation of mid- to long-term targets for greenhouse gases and energy management • Development of a domestic Scope 3 greenhouse gas inventory • Installation of solar panels at Cheongju Factory 1 • Expanding the adoption of biomass in China and Vietnam • Expansion of solar power capacity at the My Phuoc Factory in Vietnam	Approved

Climate Change Response Strategy

Orion identified climate-related risks and opportunities and reviewed their potential impacts to systematically assess the impact of climate change on our business operations and corporate value. Climate-related risks were categorized into acute and chronic physical risks, as well as transition risks such as policy, regulation, and reputation, while opportunities were reviewed with a focus on improved resource efficiency, energy transition, and the adoption of low-carbon technologies.
Physical risks were identified for major business sites (Cheongju and Iksan factories) using Jupiter Intelligence, a specialized climate risk analysis tool based on climate modeling, to conduct scientific analysis. Following this, the climate exposure and potential impacts for each site were analyzed. Transition risks and opportunities were identified considering changes in domestic and international climate policies, demands for carbon neutrality, shifts in the market environment, and industry characteristics, and their impact on the business was assessed through reviews and feedback from relevant departments.
In addition, we referred to key disclosure topics outlined in domestic and international climate disclosure standards, such as the IFRS S2 Industry-based Guidance, to comprehensively review climate-related issues applicable to the nature of our business. We have incorporated the recommendations of the TCFD into our climate change response framework and disclosure processes, and we manage climate-related risks by categorizing them into transition risks and physical risks.
Orion manages the impact of climate-related risks and opportunities by categorizing them into short-term (within one year), medium-term (1 to 5 years), and long-term (more than 5 years) time frames. This approach takes into account medium- and long-term climate goals, such as the Nationally Determined Contribution (NDC) and the 2050 carbon neutrality targets, and we continuously review and respond to the impacts of climate change in conjunction with our business strategy and management plans.

Analysis of Climate-Related Risks and Opportunities

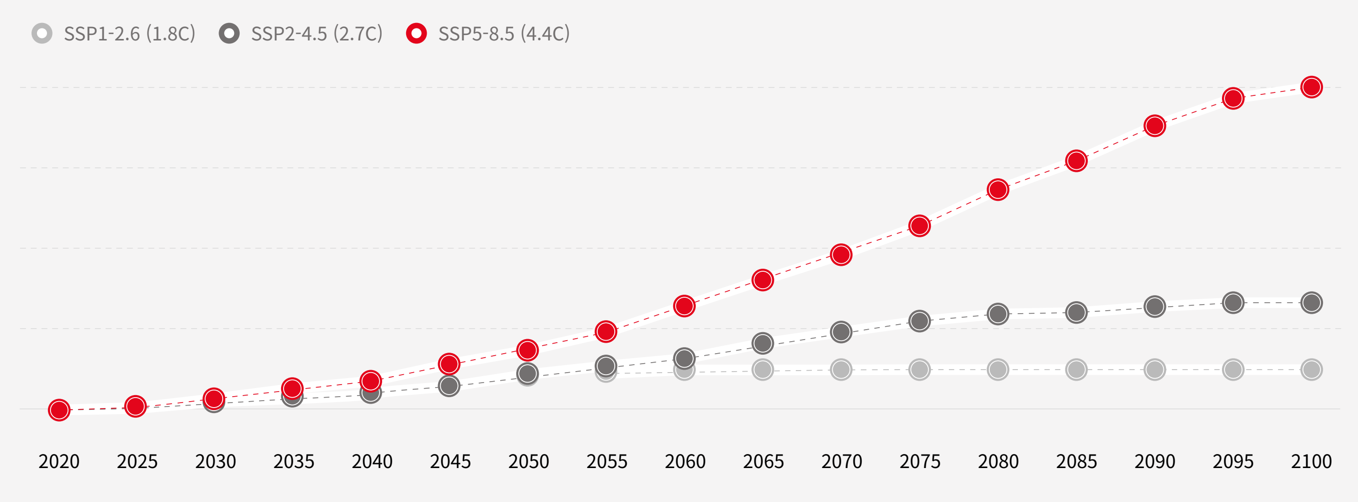
Type	Detailed categories	Risk and opportunity factors	Duration of impact			Impact path	Financial impact	Strategy
			Short-term	Mid-term	Long-term			
Transition Risk	Policy and Regulation	Increasing price of greenhouse gas emission allowance Increasing ratio of paid allocations under the Emissions Trading System		○	○	Increasing emission allowance prices and the expansion of paid allocation may lead to higher operating costs and greater investment burdens for emission reduction facilities.	Operating costs and capital expenditures (CAPEX) may increase due to higher emission allowance purchase costs, a greater carbon tax burden, and increased investment in greenhouse gas reduction equipment.	Strengthen investment in high-efficiency equipment at each facility Expand the share of renewable energy (e.g., solar power)
	Reputation	Increasing demand for climate change response and disclosure	○	○	○	Inadequate disclosure or instances of greenwashing may lead to a decline in corporate trust and damage to brand reputation.	This could escalate into reputational risks stemming from failure to meet disclosure requirements or poor disclosure quality.	Strengthen management and external verification of Scope 1, 2, and 3 data, and ensure transparent ESG disclosures.
Physical Risks	Acute	Increasing frequency of extreme weather events, such as heat waves, heavy rains, and typhoons		○	○	Increased frequency and intensity of extreme weather events may lead to production facility shutdowns, logistics delays, and damage to facilities.	Sales may decrease due to production disruption, and the costs for facility restoration and logistics may increase.	Operate an emergency response system at business sites, enhance disaster and emergency response manuals.
	Chronic	Rising average temperatures and ongoing changes in climate patterns	○	○	○	Rising average temperatures may lead to increased demand for cooling and storage, reduced production efficiency, and higher equipment operating costs.	Energy costs and facility operation and maintenance costs may rise.	Implement initiatives to improve energy efficiency, monitor climate change, and strengthen the adaptation capacity of business sites.
Opportunities	Resource Efficiency	Energy savings through operational efficiency and equipment upgrades			○	There are opportunities to reduce energy usage and improve productivity through the introduction of high-efficiency equipment and process improvements.	Operating costs may decrease as a result of lower energy costs and increased productivity.	Increase investment in high-efficiency equipment at existing and new business sites.
	Products and Services	Operating environmentally friendly products		○	○	With the spread of eco-friendly consumption trends, there are opportunities to expand sales of ESG products and enhance brand value.	This will help attract customers by enhancing the company's eco-friendly image.	Expand the range of products using flexographic printing and lightweight film.

Physical Risks

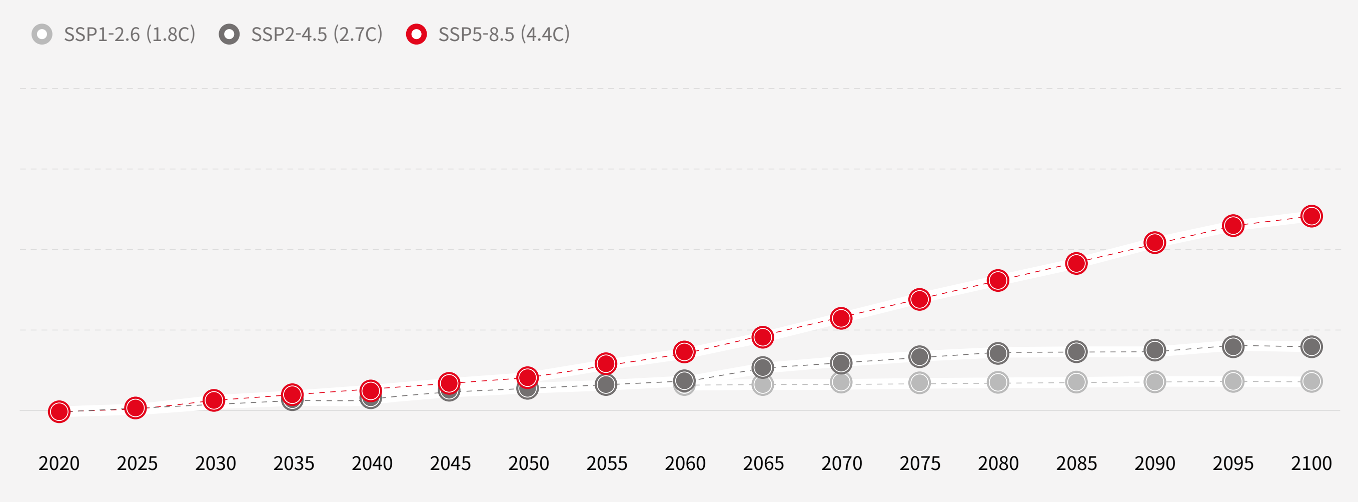
Orion conducted climate risk scenario analyses on our major production sites using Jupiter Intelligence's ClimateScore Global to quantitatively analyze physical risks caused by climate change. Focusing on the Cheongju and Iksan factories in Korea, we analyzed the financial impacts of acute risks (floods, strong winds and typhoons, and heavy rainfall) and chronic risks (heat waves) through the year 2100 by applying the SSP1-2.6, SSP2-4.5, and SSP5-8.5 scenarios, which comprehensively consider social, economic, and technical factors. According to the analysis under the SSP5-8.5 scenario, the Cheongju Factory had the highest cumulative potential financial impact from heat waves at approximately KRW 27.3 billion, while for the Iksan Factory, the cumulative potential financial impact from heat waves was approximately KRW 33.1 billion, indicating that heat waves were identified as a major risk factor. Both facilities showed a trend of increasing climate change impacts over the long term, and the financial impacts resulting from physical risks were found to increase relatively significantly, particularly under the high-emissions scenario. In addition, the projected scale of potential damage at the Cheongju and Iksan factories is expected to increase until 2100, and analysis indicates that the differences in the severity of impacts across scenarios will widen over the long term. Based on these analysis results, Orion has established a climate risk response strategy and plans to strengthen its response system continuously to minimize the potential impacts of climate change.

- SSP1-2.6: Assumes environmentally sustainable economic growth, where the development of renewable energy technologies minimizes the use of fossil fuels
- SSP2-4.5: Assumes moderate levels of climate change mitigation and socioeconomic development
- SSP5-8.5: Assumes rapid industrial and technological advancement, characterized by high consumption of fossil fuels and highly centralized urban development

Cheongju Factory



Iksan Factory



Climate Resilience Assessment Results

Orion conducts quantitative analyses of physical risks while strategically managing transition risks to preserve corporate value and secure growth momentum amid the uncertainties presented by climate change. We are enhancing predictability through climate modeling and strengthening resilience across the entire value chain, from raw material procurement to logistics and distribution. Through thorough risk assessment and maximizing opportunities, we will develop Orion's unique, climate-resilient sustainable growth system. We will respond flexibly to rapidly changing market conditions and climate change, and strive for sustainable growth even amid uncertainties based on our strong resilience.

Risk Management for Climate Change Response

Climate Change Risk and Opportunity Management Process

Orion identified climate-related risks and opportunities by referencing the TCFD recommendations and IFRS S2 disclosure standards, and by benchmarking climate change response cases and disclosure practices of domestic and international food industries as well as peer groups. Additionally, we identified key risk and opportunity factors that could impact business operations through interviews with employees in relevant departments, and conducted impact assessments tailored to the characteristics of our business. We prioritized the identified risk and opportunity factors based on their likelihood and impact, and used this to determine the direction of our climate change response and identify management tasks.

❶ Analysis of risk and opportunity types

- Review TCFD and IFRS S2 Standards
- Benchmark climate disclosures of domestic and international food industries as well as peer groups
- Classify into physical risks, transition risks, and opportunity types

❷ Identification of risk and opportunity factors

- Conduct interviews with employees from relevant departments
- Analyze business characteristics and the value chain
- Review domestic and international climate policies and changes in the market environment

❸ Probability and impact assessment

- Conduct a probability and impact assessment
- Analyze business impact
- Prioritize based on assessment results

❹ Analysis of timing of business impact

- Classify into short-term (within 1 year), mid-term (1–5 years), and long-term (over 5 years)
- Review the timing of climate change impacts

❺ Deriving response strategies

- Review measures to mitigate risks and capitalize on opportunities
- Establish key management priorities and response strategies
- Reflect in climate change response frameworks and strengthen management

Analysis of Climate-Related Risks and Opportunities

Orion analyzed climate-related risks and opportunities by categorizing them into physical risks, transition risks, and opportunities. For physical risks affecting our major production sites (Cheongju and Iksan factories), we conducted scenario-based analyses using Jupiter Intelligence's ClimateScore Global to assess their climate exposure and potential financial impact. Transition risks and opportunities were identified in consideration of changes in domestic and international climate policies, demands for carbon neutrality, shifts in the market environment, and industry characteristics, and then their impact on the business was assessed through reviews and feedback from relevant departments. Furthermore, we established priorities by comprehensively reviewing probability and impact, and analyzed the impact on our business from short-term (within 1 year), medium-term (1~5 years), and long-term (over 5 years) perspectives. Based on this, we are reviewing our response strategies for key climate change risks and opportunities and establishing a sustainable management system.

○ Very Low ○ Low ● Moderate ● High ● Very High

Type	Detailed type	Risk and opportunity factors	Probability	Magnitude of impact	Severity
Transition Risk	Policy and regulation	Increasing price of greenhouse gas emission allowance Increasing ratio of paid allocations under the Emissions Trading System	Very High	Low	Moderate
	Reputation	Increasing demand for climate change response and disclosure	Very High	Low	Moderate
Physical Risk	Acute	Increasing frequency of extreme weather events, such as heat waves, heavy rains, and typhoons	Low	Moderate	Moderate
	Chronic	Rising average temperatures and ongoing changes in climate patterns	High	Very High	Very High
Opportunity	Resource Efficiency	Energy savings through operational efficiency and equipment upgrades	Low	Moderate	Moderate
	Products and Services	Operating environmentally friendly products	Moderate	Low	Moderate

Climate Change Response Activities

Orion has established company-wide goals for the short, medium, and long term to address climate change and is continuously implementing initiatives to reduce greenhouse gas emissions and improve energy efficiency. In addition to energy conservation and greenhouse gas reduction initiatives at each business site, we are striving to strengthen climate change response capabilities across the entire value chain by expanding support for subsidiaries and suppliers and investing in renewable energy at our overseas subsidiaries.

Establishment of a Global Environmental Information System

In 2021, Orion completed third-party verification of greenhouse gas emissions at our overseas subsidiaries in China, Vietnam and Russia through the Korean Standards Association, and became the first company in the domestic food industry to implement a "Global Integrated Carbon Emissions Management System" across all subsidiaries. Subsequently, in March 2023, the system was renamed the "Global Environmental Information System" and further enhanced to enable the integrated management of key environmental data, including greenhouse gas emissions from domestic and overseas business sites and production factories, other environmental pollutants, waste discharge, as well as energy use and water management.

Major Activities at the Cheongju Factory

The Cheongju Factory won the Presidential Gold Award in the Energy & Climate Change category at the National Quality Control Circle Competition for two consecutive years (2020–2021). In 2020 and 2021, the factory reduced GHG emissions (in intensity terms) by 5.1% (2020) and 9.3% (2021) by installing waste heat recovery equipment. In December 2022, the Factory established an Energy Management System (EnMS); and in 2023, it completed the replacement of air compressors with high-efficiency models and the installation of control systems. In addition, the Cheongju Factory installed a total of 1,100 kW of solar power generation facilities between 2025 and 2026, which is expected to save KRW 200 million in annual electricity costs and reduce GHG emissions by approximately 600 tons.

Major Activities at the Iksan Factory

The Iksan Factory also made remarkable achievements, winning the Gold Award in the Carbon Neutrality category of the National Quality Control Circle Competition in 2022, and Silver Awards in both 2023 and 2021. In addition, the factory upgraded the air compressor system and waste heat recovery systems in 2021; and installed an outside air supply system for the molding room and upgraded the warehouse refrigerators in 2022, thereby reducing GHG emissions (in intensity terms) by 10.3% and 7.7%, respectively. In 2023, the factory reduced GHG emissions (in intensity terms) by 4.72% by upgrading key production line equipment, resulting in an annual reduction of 475 tons of GHG emissions. Additionally, in April 2026, the factory completed the installation of a 550kW solar power generation facility, which is expected to save approximately KRW 100 million in annual electricity costs and reduce greenhouse gas emissions by about 300 tons.

Introduction of Electric Vehicles for Commercial Use

Orion's Korean subsidiary is reducing its carbon emissions by replacing its existing commercial vehicles with electric vehicles. We converted to two 1-ton electric vehicles in 2021, two in 2022, and eight in 2023, replacing a total of 12 internal combustion engine vehicles with electric vehicles, thereby achieving an annual reduction of 18 tons in carbon emissions. As of 2024, we own 12 eco-friendly vehicles, accounting for 2.3% of our total fleet of 513 vehicles.

Support Activities for Subsidiaries and Suppliers

In 2020, Orion supported Orion Jeju Yongamsoo in improving boiler efficiency, steam consumption in vacuum evaporators, and the compressed air system, resulting in an annual reduction of 117.9 tons of GHG emissions. In 2021, we supported a supplier, Samah International Co., Ltd., in recovering waste heat from boiler exhaust gases and ovens, resulting in an annual reduction of 43 tons of GHG emissions.

Investment and Development of Renewable Energy at Overseas Subsidiaries

Orion's overseas subsidiaries are actively utilizing renewable energy. As of 2023, all factories of Orion China have installed solar power systems, and the Shanghai and Guangzhou factories have expanded their systems. Orion Vietnam has installed solar power systems at all its factories and has converted existing LPG boilers to biomass boilers. As a result, the Yen Phong Factory is expected to save KRW 1.1 billion in energy costs annually and reduce carbon emissions by 4,200 tons.

Solar Power in China

Solar Power in Vietnam

Climate Change Response Metrics and Targets

Climate Change Response Targets

Orion has established short-, medium-, and long-term goals to reduce greenhouse gas emissions and energy consumption in response to climate change, and is promoting systematic reduction activities centered on each subsidiary and business site.

Category	Greenhouse gas	Energy
Short-term	Reduce GHG emissions intensity by 3% or more year-on-year	Reduce energy consumption intensity by 3% or more year-on-year
2030	Reduce GHG emissions by 30% or more year-on-year (Compared to 2018 / Total Scope 1 and 2)	Shift to a renewable energy share of 40% or more
2050	Achieve carbon neutrality	Transition to 100% renewable energy

Implementation Status of Short-term Greenhouse Gas and Energy Targets for 2025

Category	2024 (Baseline)	2025 (Actual)	Percentage Change	Short-term Target
GHG emissions intensity	0.71	0.73	2.29%	Not achieved
Energy consumption intensity	0.0143	0.0146	2.09%	Not achieved

Climate Change Response Metrics

Greenhouse Gas Emissions

(Unit: tCO2e)

Category	2023	2024	2025
Direct emissions (Scope 1)	28,425	29,100	30,441
Indirect emissions (Scope 2)	42,983	44,975	44,921
Total	71,408	74,067	75,362
Intensity (tCO_2e/ton of product)	0.72	0.71*	0.73
Other indirect emissions (Scope 3)	6,717	11,823	9,446

*The GHG emissions intensity for 2024 was originally disclosed as 0.72, but was revised to 0.71 due to a change in the total production volume figures at the end of the year.
※ Scope of domestic GHG emissions: All business sites (headquarters, factories, sales offices, logistics centers, etc.) / Based on Scope 1 and 2
※ Domestic GHG emissions were calculated in accordance with the Korea Emissions Trading System (K-ETS) standards, while emissions from subsidiaries were calculated according to the GHG Protocol standards. All emissions data have undergone third-party verification.
※ For domestic Scope 3 emissions data, we started calculating emissions related to fuel and energy activities (Category 3) in 2023. Starting in 2024, we expanded the scope of emission calculations and third-party verifications to include capital goods (Category 2), fuel and energy-related activities (Category 3), and site-generated waste (Category 5).

Internal Carbon Price

As a company subject to the emissions trading system, Orion reviews the economic feasibility of investment decisions related to GHG reduction and energy efficiency by referring to market prices in the Korea Emissions Trading System (K-ETS). Through this approach, we are making decisions by taking into account the carbon costs associated with climate change response.

Climate-Linked Compensation

Orion incorporates climate-related indicators, such as GHG emission reductions, energy consumption reductions, and increased use of renewable energy, into the KPIs of CEOs, C-level executives, managers, and responsible personnel at each subsidiary to ensure the effective implementation of our climate change response goals. These performances are evaluated on a semi-annual basis, and the evaluation results are linked to financial compensation for CEOs, C-level executives, managers, and responsible personnel, including annual salaries and performance bonuses. Further details can be found under "Eco-friendly Management Governance > Environmental Performance Evaluation."

Environmental Impact Mitigation

Resource Circulation Management

Resource Circulation Strategy and Activities

With the vision of "Orion GREEN GROWTH," Orion has established improving resource efficiency throughout the entire product lifecycle, from design and production to packaging and disposal, as a core objective, and is promoting various resource circulation activities, such as reducing the usage of packaging materials, improving recyclability, and expanding waste recycling. Through these efforts, we aim to establish and enhance a resource management system based on the circular economy to expand resource circulation and minimize waste generation.

Reducing the Environmental Impact of Packaging Materials

Orion continues to improve eco-friendly packaging technologies to deliver socially and environmentally responsible products to consumers. Since 2014, through our Eco-Friendly Packaging Project, we have reduced packaging sizes and ink usage to protect the environment, while increasing product volume to enhance environmental value. In 2015, we improved the packaging of 22 brands, saving 88 tons of ink annually. In 2017, we successfully developed an eco-friendly ink-free product that is harmless to humans and became the first in the food packaging industry to obtain the Green Technology Certification. In addition, since 2019, we have replaced our existing gravure printing machines with eco-friendly flexographic printing machines, thereby significantly reducing the use of ink and hazardous chemicals such as organic solvents. We have also introduced a second flexographic printing machine, which is applied to 44 products. We plan to expand the use of flexographic printing, which is currently applied to 70% of our film-packaged products as of 2025, to 80% in the future. Through these efforts, we expect to reduce the use of ink and organic solvents by up to 800 tons annually. In 2023, we received Green Technology and Green Technology Product Certifications in recognition of our technology that reduces harmful chemicals by using water-based ink with flexographic printing. In 2019, we launched "Dr. You Jeju Yongamsoo" with water-soluble labels, and, in 2022, we released "Unlabeled Dr. You Jeju Yongamsoo," which incorporates three eco-friendly features—no label, clear caps, and clear bottles—enhancing recycling efficiency and consumer convenience in waste separation. The 530mL "Unlabeled Dr. You Jeju Yongamsoo" received the highest "Best for Recycling" grade from the Ministry of Environment. Additionally, in 2025, we improved packaging for snacks by introducing lightweight packaging films that feature reduced thickness while maintaining their strength. We applied the technology to 29 SKUs of Pocha Chips and all SKUs of Cuttlefish Peanut Balls, achieving an annual reduction of 31.8 tons in film usage.

Waste Reduction and Recycling

Orion is committed to minimizing resource use and waste generation from the product design stage. For example, we applied our eco-friendly "One-Stop Package" to the "I Need a Snack" series, allowing products to be displayed immediately after opening the packaging, thereby reducing packaging material use and waste generation. In addition, the Cheongju and Iksan factories practice resource circulation by recycling 100% of sludge and plant-based residues generated during the production process for composting and soil improvement. Meanwhile, in 2025, the Ansan Factory became the first in the domestic flexible packaging industry to receive Recycled Resource Recognition for waste synthetic resins (PP, PET, PE) generated during the production of packaging materials, contributing to the expansion of waste recycling and resource circulation.

Resource Circulation Metrics and Targets

Orion has set mid- to long-term targets to strengthen resource circulation management and is systematically promoting various resource circulation activities, such as reducing waste and expanded recycling, at our major business sites. In 2025, we achieved a waste recycling rate of 95.16%.

Category	Waste management targets
2030	Achieve a 100% waste recycling rate (Major business sites*)
2050	Achieve the 100% target at all business sites

*Major business sites in Korea: Headquarters, Cheongju Factory, Iksan Factory, Ansan Factory

Water Resource Management

Water Resource Management Strategy and Activities

Guided by the "Orion GREEN GROWTH" vision, Orion has established improving water use efficiency and expanding water recycling as key priorities, and is establishing and enhancing a circular water management system across all production processes. Through these efforts, we aim to achieve sustainable water management and minimize our environmental impact.

Water Conservation and Reuse

Orion is implementing various initiatives to manage water usage efficiently in product manufacturing. We continuously monitor water usage by process at each business site and consistently identify and implement water efficiency tasks, such as reducing overflow and replacing aging pipes. The Cheongju Factory, in particular, reuses 100% of the water used in the potato washing process for other cleaning purposes, thereby reducing water consumption and expanding water resource recycling.

Water Resource Management Metrics and Targets

Orion has set short-, medium- and long-term targets to strengthen water resource management and is systematically promoting activities to reduce water consumption and expand reuse at our major business sites.

Category	Water management targets
Short-Term	Reduce water consumption intensity by over 2% year-on-year
2030	Reduce water consumption by over 10% (compared to 2020, at major business sites)
2050	Achieve the target at all business sites

Implementation Status of Short-term Water Conservation Targets for 2025

Category	2024 (Baseline)	2025 (Actual)	Percentage Change	Short-term target
Water consumption intensity	7.21	6.84	-5.1%	Exceeded target

Chemical Substance Control

Orion rigorously manages all chemical substances it handles. We manage 530 types of analytical reagents based on MSDS (Material Safety Data Sheets), and oversee legal risks as well as usage and storage facilities.

Legal risk management	Usage and storage facility management
Completed offsite risk assessment, installation inspection, and regular inspections	Maintenance of locking devices, safety toolbox, GHS, thermometers, hygrometers, MSDSs, storage bins & containers, ventilation fans, and usage logs

Biodiversity

Biodiversity Conservation Activities

Under the “Orion GREEN GROWTH” vision, Orion continuously promotes various activities to conserve biodiversity and protect ecosystems, including sponsorship of related research funds and donations, as well as employee-participatory ecological conservation activities.

Support for Related Research Funds and Donations

Orion makes donations to the Orion Foundation to conduct biodiversity conservation activities and reduce environmental impacts on local communities.

Lowering environmental impact

World Vision
Global 6K For Water:
KRW 15 million (2018~2020)

Jeju Techno Park
Jeju Water Resource Protection: KRW 300 million (2021~2022)

Biodiversity conservation

The Gotjawal Trust of Jeju
Gotjawal Ecological Conservation:
KRW 70 million (2021)

WWF
Protection of Bottlenose Dolphins:
KRW 10 million (2021)

MARC
Protection of Bottlenose Dolphins:
KRW 30 million (2022~2025)

KRW 430 million in total

Employee-Participatory Ecological Conservation Activities

Plogging Activities

Since 2022, Orion has organized plogging events for employees to contribute to environmental cleanup in communities near our business sites. Employees participate directly in waste collection and environmental protection activities, raising awareness regarding the environment and the importance of biodiversity conservation. In 2025, a total of 1,599 employees participated in the “Global Plogging Campaign” held in celebration of Earth Day, collecting approximately 800 kg of trash and thereby reducing carbon emissions by approximately 120 kg.

Invasive Species Removal Activities

In 2026, Orion launched a new “Invasive Species Removal Activity” involving employees at the headquarters. By removing invasive species such as Japanese hops, giant ragweed, mile-a-minute weed, and bur cucumber, we are protecting the habitats of native species and contributing to ecosystem health and biodiversity conservation.

Invasive plant removal activities in the first half of 2026

Category	Unit	Results for 1H 2026
Number of participants	Person	304
Amount removed per person	Kg	0.5
Total removal	Kg	152
Removal area	m^2	76

Social

Social Contribution

Social Contribution Governance

Orion has established a systematic contribution governance and is actively pursuing various social contribution activities to fulfill our corporate social responsibilities. Key agenda items for social contribution are regularly reported to the "ESG Committee," a decision-making body under the Board of Directors, which deliberates on and approves social contribution strategies and major initiatives. In 2025, the ESG Committee held a total of three meetings to review and approve key agenda items, including plans for implementation of social contribution activities and performance by each subsidiary, as well as a donation to the Jeju Province Mutual Prosperity Fund. The "CSR Team ESG Division," as the dedicated social contribution organization, establishes company-wide social contribution strategies and implementation directions, and systematically plans and operates social contribution programs that reflect the characteristics of our business. It also continuously monitors the outcomes of social contribution activities and strives to create shared value with local communities. In collaboration with the "Orion Foundation," we also conduct social contribution activities in various fields, including supporting children and youth, fostering mutual growth with local communities, and conserving biodiversity, thereby contributing to the creation of sustainable social value.

Social Contribution Implementation Framework

Board of Directors

ESG Committee

CSR Team, ESG Part

Social Contribution Strategy and Policy

Social Contribution Strategy

Orion is implementing our social contribution strategy based on "sharing affection," the Group's common social contribution theme, to achieve sustainable corporate growth and create social value. All subsidiaries undertake social contribution activities related to our business, fulfilling our social responsibilities based on two core pillars: "sharing warm affection," which focuses on supporting children and teenagers, and "sharing green affection," which contributes to environmental sustainability and local communities.

<table>
<tr><td>Goals</td><td colspan="2">Creating a business-friendly environment by engaging in social contribution activities related to our business</td></tr>
<tr><td rowspan="2">Directions</td><td colspan="2">Group-wide theme: "Sharing affection"</td></tr>
<tr><td>Sharing warm affection
Support for children and teenagers</td><td>Sharing green affection
Environmental and community contribution</td></tr>
<tr><td>Activities</td><td>Korea
• Support for the emotional and character development of children and teenagers
- Children's Integrity & Compassion Sharing Campaign (2024~)
- Finding Hope in the Classroom Campaign (2015~2020, 2025~)
: Preventing school violence and fostering a positive classroom culture
- School mural painting activities (2026~)
- Nationwide contest and donation program for community child centers (2021~)

China
• Support for happiness and wellbeing of children and teenagers
- Building Happy Schools Campaign (field day to encourage hobbies, improvements to sports facilities, etc.) (2021~)
- Making Sunlight Classrooms for Children (in low-income neighborhoods) (2020~)
- Making a space for children to get hands-on experience in food safety and gain access to education (2021~2018)

Vietnam
• School restroom environment improvement project (2023~)
- Improving restroom facilities in underserved elementary schools and conducting sexual violence prevention education
• Finding Hope in the Classroom Campaign (2020~2022)

Russia
• "Skillful Hands" Program: Providing technical education support for children and adolescents (2024~)</td><td>Group
• Global Eco-Friendly Campaign (2022~)
• Participation by all subsidiaries in activities such as plogging and tree planting, linked with product donations

Korea
• Invasive species removal activities (2026~)
• Social contribution agreement in Jeju region (2020~)
- Marine life, local welfare, talent development, etc.
• Agreement to sponsor the Ministry of National Defense (since 2018)
- Donating Orion products to basic training centers, support for Armed Forces Day, etc.
• "Thank You Oh! Gamja" (Support for domestic potato farmers) (2022~)
• Donating products to communities affected by disasters

China
• Educational programs on nutrition for local communities (jointly with the Nutrition Society)
• Donating relief goods for flood and earthquake-affected areas

Vietnam
• Hometown potatoes project (2016~)
- Agricultural tools, technical assistance and regional welfare support through potato contract farming</td></tr>
</table>

Policies to Encourage Employee Participation

In order to encourage employees to take part in social contribution activities, we allow them to engage in such activities during work hours, and reflect their social contribution performance in their individual, organizational, and corporate KPI evaluations. By selecting outstanding participation stories, awarding Ethics Practice Points, and posting them on the company website, we aim to expand voluntary employee participation and foster a culture of social contribution.

Social Contribution Metrics and Targets

Social Contribution Metrics

Key Social Contribution Activities by Subsidiary for 2025

Category	Major social contribution activities	Beneficiaries	Donation amount
Korea	Domestic • Global Eco-Friendly Campaign • Children's Integrity & Compassion Sharing Campaign • Donating products to communities affected by disasters	Approx. 501,000 people	Approx. KRW 1.33 billion
	Orion Foundation • Social contribution agreement in Jeju region • Sponsorship activities for the Ministry of National Defense • Thank You Oh! Gamja	Approx. 410,000 people	
China	• Building Happy Schools Campaign • Making Sunlight Classrooms for Children • "Green Factory" eco-friendly education for youth • Donating relief goods for areas affected by floods and earthquakes	Approx. 21,000 people	Approx. KRW 1.12 billion
Vietnam	• Improving restroom facilities in underserved elementary schools • Hometown Potatoes Project	Approx. 45,000 people	Approx. KRW 530 million
Russia	• "Skillful Hands" technical education support program	Approx. 6,800 people	Approx. KRW 46 million
Total		Approx. 983,800 people	Approx. KRW 3.03 billion

Creating Social Value Through Social Contribution Activities

(Based on Korea, 2025)

Category	Details	Value Creation Impact
In-Kind donations	Value of donated products: Approx. KRW 320 million	Generated approx. KRW 550 million (market value) in benefits for recipients
Global eco-friendly campaign	Plogging: approx. 800 kg of trash collected	Approx. 120 kg reduction in carbon emissions
	Tree planting: 713 trees planted	Carbon absorption effect of approx. 4.7 tons*

*Estimated based on the "Standard Carbon Absorption Rates for Major Forest Tree Species" published by the National Institute of Forest Science

Mid- to Long-Term Social Contribution Targets

(Based on major domestic activities)

Category		As of 2025	2026 Target	2027 Target	2028 Target
Sharing Warm Affection	Number of beneficiaries of Children's Integrity & Compassion Sharing Campaign (2024~)	Cumulative total: 15 classes (755 students)	Cumulative total: 25 classes (1,000 students)	Cumulative total: 30 classes (1,200 students)	Cumulative total: 35 classes (1,400 students)
	Number of beneficiaries of mural painting activities (2026~)	-	Cumulative total: 1 school (400 students)	Cumulative total: 2 schools (800 students)	Total: 3 schools (1,200 students)
Sharing Green Affection	Number of beneficiaries of global eco-friendly campaign (2022~)	Cumulative total: 574 organizations (14,937 people)	Cumulative total: 740 organizations (19,000 people)	Cumulative total: 910 organizations (23,000 people)	Cumulative total: 1,080 organizations (27,000 people)
Employee participation	Employee participation rate (At least once a year, based on executives and administrative staff)	99%	100%	100%	100%

Sharing Warm Affection

Domestic Activities

Finding Hope the Classroom Campaign

Orion is partnering with World Vision to sponsor the “Finding Hope in the Classroom Campaign,” which aims to help children and adolescents lead healthy school lives based on respect and consideration. “Finding Hope in the Classroom” is a participatory campaign in which students create and implement their own classroom rules to prevent school violence and cyberbullying and foster a positive classroom culture. Since its launch in 2012, more than 420,000 students and teachers have participated in the campaign, contributing to the creation of classrooms free from discrimination and prejudice. In 2025, under the theme “Our ‘Ping Me’ Action to Boost Execution,” the campaign supported efforts to strengthen cyberbullying prevention capabilities and foster a peaceful classroom culture. Approximately 85,000 students from 4,242 classes across 843 schools nationwide participated in the campaign. In addition, as part of the program, Orion donated KRW 100 million to World Vision to fund prizes for participating classes and awards. It also hosted an awards ceremony for outstanding schools and operated student participation programs to encourage voluntary student engagement and help spread a positive classroom culture.

Children’s “Integrity (正) and Compassion (情)” Sharing Campaign

Since 2024, Orion has been running the “Children’s ‘Integrity’ and ‘Compassion’ Sharing Campaign” to support the formation of healthy peer and teacher-student relationships by fostering sound character (integrity) and warm hearts (compassion) in children. This campaign was designed in collaboration with the Seoul Volunteer Center’s Youth Planning Volunteer Corps to help children naturally internalize the values of consideration and respect in their relationships with friends, teachers, and family. In 2025, in partnership with five youth volunteer teams, Orion conducted various hands-on programs, such as building cookie houses and producing music videos, for 351 children at elementary schools and community children’s centers. These activities helped foster teamwork and empathy while supporting the development of healthy peer and teacher-student relationships.

Overseas Activities

Orion China “Building Happy Schools Campaign”

Orion China operates the “Building Happy Schools Campaign” to improve educational and sports infrastructure in rural and underserved areas and support the healthy growth of children and adolescents. Launched in 2021, the scope of this project was expanded to Heilongjiang Province in 2025, following its initial implementation in Hebei, Liaoning, and Guangdong Provinces. Currently, it provides tailored support, including improvements to athletic spaces, the creation of reading areas, and the provision of sports facilities, to approximately 10 partner schools across these four regions. In particular, the project supports improvements to the educational environment at special education schools, such as the installation of plastic running tracks and artificial grass playgrounds, thereby contributing to better conditions for students’ learning and physical education activities. Additionally, annual sports days are held at beneficiary schools to provide a forum for interaction between faculty and students, and the subsidiary facilitates communication and sharing with local communities by coordinating volunteer activities among its employees. Since the project’s launch in 2021, we have provided a cumulative support of 10 million yuan (approximately KRW 2.2 billion) to about 40 schools, contributing to the elimination of educational gaps and the nurturing of future generations.

Orion China "Making Sunlight Classrooms for Children"

Since 2012, Orion China has been operating the "Making Sunlight Classrooms for Children" project as part of the "Children Care Plan" to provide a better learning environment for children in areas with insufficient educational infrastructure. This project aims to provide a high-quality educational environment by establishing reading rooms and study spaces for preschool children and schools in rural and underserved areas. To date, the project has been supporting children's healthy growth and strengthening their future capabilities through cumulative support totaling more than 16 million yuan (approximately KRW 3 billion).

Children's Integrity & Compassion Sharing Campaign

Orion Vietnam "School Restroom Environment Improvement Project"

Since 2023, Orion Vietnam has been operating the "School Restroom Environment Improvement Project" to enable children in areas with poor educational infrastructure to attend school in a safer and more hygienic environment. This project supports the improvement of students' sanitary conditions and the development of healthy lifestyle habits by renovating aging restroom facilities. To date, the subsidiary has supported the renovation of sanitary facilities, including tile replacement and the installation of sinks, at a total of 15 schools in Ho Chi Minh City, Lam Dong Province, and Vinh Long Province. Additionally, in collaboration with schools, it conducts educational programs on personal hygiene, environmental protection, child protection, and the prevention of sexual violence, thereby contributing to raising children's safety awareness and creating a healthy educational environment.

Orion Russia "Skillful Hands" Technical Education Support Program for Children and Adolescents

Orion Russia has been operating the "Skillful Hands" program since 2024 to strengthen the technical skills of children and adolescents and support their career development. This program provides the equipment and machinery needed for technical classes in schools, helping students experience hands-on technical education, and contributes to nurturing future talent in local communities by improving educational infrastructure. In 2025, the program provided technical education opportunities to approximately 3,000 students at six schools in Tver Oblast, Russia, supporting the development of their vocational skills.

Sharing Green Affection

Domestic Activities

"Global Eco-Friendly Campaign"

Since 2022, Orion has been running the "Global Eco-Friendly Campaign," an employee-participation-based social contribution activity aimed at protecting the environment and fostering sustainable communities. This campaign is an eco-friendly social contribution activity in which all subsidiaries, including those in Korea, China, Vietnam, and Russia, participate together, carrying out various eco-friendly programs such as plogging, tree planting, and environmental cleanup activities. In addition, we conduct product donation activities in collaboration with local communities. In 2025, approximately 2,000 people, including domestic and international employees, their families, and citizens, participated in the campaign. The Korean subsidiary engaged in community outreach by donating 2,000 snack gift sets to children's centers in Seoul, Cheongju, and Iksan, where our major business sites are located.

Support for Domestic Potato Farmers, "Thank You Oh! Gamja"

Since 2022, Orion has been operating the "Thank You Oh! Gamja" program to foster win-win growth with domestic potato farmers. As part of this program, Orion carries out various initiatives, such as providing agricultural machinery, distributing high-quality potato varieties, and promoting advanced cultivation techniques, to improve productivity and increase income for domestic potato farmers. In 2025, we provided agricultural machinery worth a total of KRW 100 million to potato farmers in Boseong, Jeollanam-do, and Dangjin and Yesan, Chungcheongnam-do. Since 2022, we have provided agricultural machinery and other support worth a cumulative amount of KRW 350 million. Additionally, Orion supports the establishment of a stable income base through contract farming with approximately 300 farming households each year, while also donating snacks to local children's centers.

Sponsorship Agreement with the Ministry of National Defense

In 2018, Orion signed a "Memorandum of Understanding on Welfare and Employment Support for Armed Forces Service Members" with the Ministry of National Defense and has continued support activities to enhance welfare and boost the morale of service members. Every year, we deliver 130,000 sets of Choco Pie to trainees at basic training camps. On Armed Forces Day, we give service members 10,000 gift sets containing Orion products worth a total of KRW 100 million, thereby contributing to their morale and welfare.

Social Contribution Agreement in Jeju

In 2020, Orion signed a mutual growth agreement with the Jeju Special Self-Governing Province to promote regional economic development and revitalize the Lava Seawater Industrial Complex, and has been carrying out various social contribution activities to support the development of Jeju and foster mutual growth with the local community. In 2025, we donated a total of KRW 500 million in funds and products to support mutual growth and development in the Jeju region. Through donations to the Jeju Community Chest of Korea, Orion has contributed to improving the welfare of vulnerable groups, including children, the elderly, and migrant women, in the towns of Gujwa, Hallim, and Aewol. We are also committed to nurturing local talent through industry-academia collaboration programs and scholarship initiatives in partnership with Jeju universities, as well as by sponsoring literacy education at local educational facilities. Furthermore, we contribute to environmental conservation and the revitalization of the local economy by promoting academic pursuits and cultural arts, engaging in conservation efforts for Jeju's southern bottlenose dolphins, supporting lava seawater research and industrial development, and providing Dr. You Jeju Yongamsoo to tourists visiting the island. Since signing the agreement in 2020, we have provided approximately KRW 3.1 billion worth of funds and goods, continuing to foster mutual growth with the Jeju region.

Donations of Products to Communities Affected by Disaster

Orion conducts emergency relief activities to help residents in disaster-stricken areas quickly return to their daily lives following natural or social disasters. Depending on the situation, we provide food and daily necessities and collaborate with relevant organizations, such as the Community Chest of Korea, to support disaster recovery and reconstruction efforts. In 2025, we donated approximately 240,000 products, including Choco Pies and Dr. You Jeju Yongamsoo, to areas affected by torrential rains in Gapyeong and Sancheong, as well as to regions impacted by wildfires in Gyeongsangbuk-do and Gyeongsangnam-do.

Overseas Activities

Orion China "Green Factory Eco-friendly Education Program"

Orion China operates the "Green Factory Eco-friendly Education" program to strengthen communication with local communities and promote understanding of eco-friendly management. Centered on the Shenyang Factory, the only facility in Shenyang, China, to receive "Green Factory" certification in 2021, the program provides eco-friendly education and factory tours for youth, to raise awareness of ecological conservation and spread a culture of green and low-carbon practices. Each year, the subsidiary invites middle school students from Shenyang to introduce them to eco-friendly facilities and Orion China's environmental management activities. Through various programs, such as a DIY Choco Pie-making workshop, the subsidiary deepens students' understanding of environmental protection and sustainability. In 2025, Orion China invited approximately 50 students from Shenyang No. 126 Middle School to participate in a factory tour, eco-friendly education, and experiential programs, thereby helping to foster a mindset for practicing green living and spreading the value of environmental conservation.


Orion Vietnam "Hometown Potatoes Project"

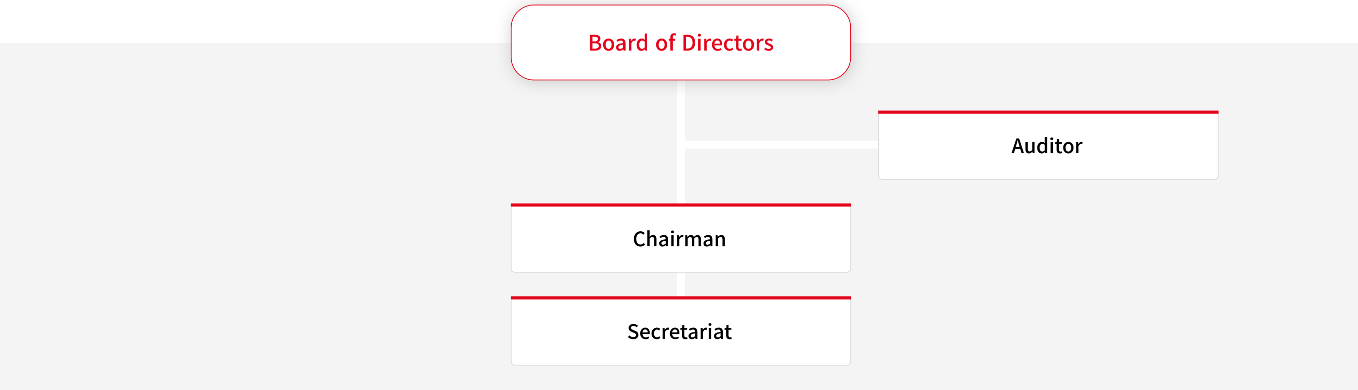
Orion Vietnam has been operating the "Hometown Potatoes Project" since 2016 to foster win-win growth with local farmers and strengthen agricultural competitiveness. This project supports farmers in improving productivity and increasing income by providing agricultural machinery, disseminating agricultural technology, and supporting research and storage facilities based on potato contract farming. The subsidiary has provided stable sales channels to approximately 10,000 farming households through contract farming arrangements until 2025, and is also contributing to the modernization of agricultural technology by collaborating with the Vietnam National University of Agriculture to support seed potato research facilities and cold storage facilities. In addition, the subsidiary conducts community welfare activities, such as providing scholarships to the children of contract farmers and university students majoring in agriculture, and has supported a cumulative total of USD 2 million (approximately KRW 2.8 billion) since 2016.


Orion Foundation

Orion Foundation Governance

Orion Foundation Board of Directors

The Orion Foundation was established in 1987 in Samcheok, Gangwon-do, as the Seonam Scholarship Foundation through a private donation by the late founder of Orion, Yang-gu Lee. The Foundation relocated to Seoul in 1989. In 2016, it was relaunched as the Orion Foundation and has since engaged in social contribution activities, with a focus on supporting children, teenagers, schools, academic research, culture and the arts, and underprivileged groups.



Orion Foundation Activities

Orion Foundation Support Programs

The Orion Foundation operates a variety of social contribution programs in the fields of scholarships, welfare, culture, and academia, targeting children, youth, underprivileged groups, and local communities. The Foundation contributes to the creation of social value and the sustainable development of local communities through educational support; assistance for vulnerable groups; support for culture, the arts, and academic research; and activities that promote environmental protection and shared prosperity with local communities.

Domestic programs	Program details
Educational support programs	Contributing to the development of future talent and the improvement of the educational environment by providing scholarships to college students, operating community-linked educational programs, and supporting educational events at schools and institutions
Academic support programs	Supporting academic research and advancement by supporting academic societies, publishing conference proceedings, and sponsoring academic events
Arts and culture support programs	Contributing to broadening the base of culture and the arts and enhancing opportunities for cultural enjoyment through sponsorship of exhibitions at the National Museum of Modern and Contemporary Art and support for cultural and arts organizations
Other support programs	Promoting mutual growth with local communities and spreading social values by operating welfare and support programs for youth, underserved regions, and marginalized groups

Orion Foundation Website

Appendix

External Evaluations and Awards

ESG Evaluation Rating

We have been pursuing ESG management based on our ethical management practices since 2015, and Orion and Orion Holdings received an overall rating of “A” for four consecutive years from 2021 to 2024 in the ESG evaluation conducted by the Korea Institute of Corporate Governance and Sustainability (KCGS). In 2025, we received an overall rating of “B+.”

Category	Unit	Overall Rating	Environmental (E)	Social (S)	Governance (G)
Orion	2025	B+	B+	A	B+
	2024	A	A	A	B+
	2023	A	A	A	B+
Orion Holdings	2025	B+	B+	A	B+
	2024	A	A	A	A
	2023	A	A	A	A

Awards

The following are examples of Orion's ethical management activities that have received external recognition.

2025

Silver Presidential Award in the Carbon Neutrality Category at the National Quality Control Circle Competition

Orion's Ansan Factory was recognized for its achievements in enhancing energy efficiency and reducing greenhouse gas emissions, winning the Silver Presidential Award in the Carbon Neutrality category at the National Quality Control Circle Competition and the Grand Prize at the Gyeonggi-do Quality Control Circle Competition.

Commendation from the Governor of Jeonbuk Special Self-Governing Province

Orion's Iksan Factory received a commendation from the Governor of Jeonbuk Special Self-Governing Province in recognition of its contributions to quality innovation and local community development.

2024

Silver Presidential Award in the ESG Category at the National Quality Control Circle Competition

The Orion Green Task Force received the Silver Presidential Award in the ESG category at the National Quality Control Circle Competition and the Grand Prize at the Seoul Metropolitan Government Quality Control Circle Competition in recognition of its achievements in field-centered ESG innovation and quality improvement activities.

Commendation from the Director of the Cheongju Branch Office, Daejeon Regional Employment and Labor Office

Orion's Cheongju Factory received a commendation from the Director of the Cheongju Branch of the Daejeon Regional Employment and Labor Office in recognition of its achievements in establishing a win-win labor-management culture and building stable labor-management relations.

Korea Volunteer Awards

Orion received awards in three categories at the Korea Volunteer Awards (Korea Volunteer Grand Prize, Beautiful Korean Award, and President's Award) in recognition of its achievements in community contribution and social value creation.

2023

Silver Presidential Award in the Carbon Neutrality Category at the National Quality Control Circle Competition

Orion's Iksan Factory received the Silver Presidential Award in the Carbon Neutrality category at the National Quality Control Circle Competition and the Grand Prize at the Jeonbuk Quality Control Circle Competition for its achievements in field-centered quality innovation activities aimed at achieving carbon neutrality.

Commendation for Contribution to the Fair Trade Agreement

Orion received the Fair Trade Agreement Contribution Commendation in recognition of its contributions to promoting a culture of fair trade and fostering win-win growth with partner companies.

Commendation from the Mayor of Seoul for Distinguished Service in Volunteer Activities

Orion was awarded the Seoul Mayor's Commendation for Distinguished Service in Volunteer Activities in recognition of its contributions to ongoing social contribution and volunteer activities.

National Police Day Social Contribution Commendation

Orion was awarded a commendation from the Commissioner General of the Korean National Police Agency for its achievements in creating community value through social contribution activities.

ESG DATA

Economy

Statement of Financial Position

Category		Unit	2023	2024	2025
Ⅰ. Current assets		KRW	1,628,205,234,773	1,647,381,241,517	1,867,027,464,490
	Cash and cash equivalents	KRW	365,849,669,841	451,277,283,648	311,390,944,459
	Short-term financial deposits	KRW	730,485,107,614	606,419,818,686	986,075,622,834
	Current trade receivables	KRW	191,028,999,866	177,313,941,701	181,999,325,832
	Current inventories	KRW	259,736,427,553	316,592,199,403	321,414,683,283
	Other current financial assets	KRW	57,846,173,850	64,195,222,505	31,192,701,875
	Other current assets	KRW	22,932,594,035	25,822,384,214	28,585,443,363
Ⅱ. Non-current assets		Won	KRW	2,661,068,555,491	2,731,635,781,810
	Long-term financial deposits	KRW	2,000,000	3,139,948,180	2,000,000
	Investments in subsidiaries	KRW	5,425,867,300	6,038,842,686	5,020,596,359
	Investments in associates and joint ventures	KRW	33,100,131,161	728,250,061,050	722,593,209,088
	Deferred tax assets	KRW	6,024,076	27,514,821	2,209,746
	Property, plant and equipment	KRW	1,658,385,976,925	1,701,534,303,103	1,716,028,601,401
	Right-of-use assets	KRW	63,304,324,989	89,292,579,144	97,347,300,747
	Investment property	KRW	35,381,317,139	35,014,589,327	39,900,885,383
	Goodwill	KRW	23,848,783,345	25,149,516,270	25,371,716,852
	Intangible assets	KRW	29,911,553,917	44,970,456,176	64,846,197,376
	Net defined benefit asset	KRW	11,035,122,853	4,808,423,636	7,871,886,684
	Other non-current financial assets	KRW	19,057,526,257	20,397,901,912	48,696,833,517
	Other non-current assets	KRW	13,721,265,107	2,444,419,186	3,954,344,657
Total assets		**KRW**	**3,521,385,127,842**	**4,308,449,797,008**	**4,598,663,246,300**
Ⅰ. Current liabilities		KRW	398,919,908,913	537,615,043,736	498,190,838,043
Ⅱ. Non-current liabilities		KRW	166,988,269,581	196,788,885,653	188,265,306,908
Total liabilities		**KRW**	**565,908,178,494**	**734,403,929,389**	**686,456,144,951**
	Equity	KRW	19,768,066,000	19,768,066,000	19,768,066,000
	Share premium	KRW	598,172,192,205	598,172,192,205	598,172,192,205
	Retained earnings	KRW	1,560,181,223,566	2,032,666,995,265	2,317,121,908,851
	Accumulated other comprehensive income	KRW	684,882,469,455	821,232,516,093	874,205,592,286
	Other capital items	KRW	-604,361,381	-604,361,381	-604,361,381
	Non-controlling interests	KRW	93,077,359,503	102,810,459,437	103,543,703,388
Total equity		**Won**	**KRW**	**3,574,045,867,619**	**3,912,207,101,349**

Income Statement

Category		Unit	2023	2024	2025
Revenue		KRW	2,912,358,051,475	3,104,338,576,129	3,332,442,536,373
	Cost of goods sold	KRW	-1,784,947,055,113	-1,908,164,043,915	-2,109,116,436,904
	Gross profit	KRW	1,127,410,996,362	1,196,174,532,214	1,223,326,099,469
	Selling and administrative expenses	KRW	-635,019,846,858	-652,586,753,973	-665,068,072,277
	Restructuring costs	KRW	-	-	-
Operating profit		KRW	492,391,149,504	543,587,778,241	558,258,027,192
	Financial income	KRW	34,191,345,364	34,191,345,364	34,191,345,364
	Financial expenses	KRW	-	-	-
	Other non-operating income and expenses	KRW	-7,133,927,687	-28,951,492,483	-5,488,640,793
	Equity method gain (loss)	KRW	569,340,242	-4,635,010,589	-27,472,419,166
	Profit before tax	KRW	520,017,907,423	692,216,282,281	546,552,374,993
	Income tax expense	KRW	-135,035,952,174	-158,986,729,859	-155,954,811,819
	Net income	KRW	384,981,955,249	533,229,552,422	390,597,563,174
	Goodwill	KRW	23,848,783,345	25,149,516,270	25,371,716,852
	Intangible assets	KRW	29,911,553,917	44,970,456,176	64,846,197,376
Government (income tax and other taxes and dues)		KRW 100 million	1,751	2,008	2,000
Shareholders and creditors (dividend payout ratio: 18.8% (on a consolidated basis))		%	13.1%	25.9%	36.2%

Income Tax Expenses by Country

Category		Unit	2023	2024	2025
Korea	Sales	KRW 100 million	10,700	10,976	11,458
	Operating profit	KRW 100 million	1,688	1,785	1,868
	Income tax expense	KRW 100 million	1,350	1,590	1,560
China	Sales	KRW billion	11,790	12,701	13,207
	Operating profit	KRW 100 million	2,210	2,439	2,417
	Income tax expense	KRW 100 million	690	856	786
Vietnam	Sales	KRW 100 million	4,755	5,145	5,381
	Operating profit	KRW 100 million	875	1,001	965
	Income tax expense	KRW 100 million	185	195	166
Russia	Sales	KRW 100 million	2,003	2,305	3,394
	Operating profit	KRW 100 million	322	369	465
	Income tax expense	KRW 100 million	35	43	84

Environmental

Greenhouse Gases

Subsidiary	Business site	Category	Unit	2023	2024	2025
Total	Total	Direct emissions (Scope 1)	tCO2e	110,365	126,567	123,866
		Indirect emissions_Market-based (Scope 2)	tCO2e	158,353	172,957	149,729
		Indirect emissions_Location-based (Scope 2)	tCO2e	158,353	172,957	155,282
		Total emissions_Market-based	tCO2e	268,718	299,524	273,594
		Total emissions_Location-based	tCO2e	268,718	299,524	271,569
		Other indirect emissions (Scope 3)	tCO2e	6,717	11,823	590,614
Orion	Orion	Direct emissions (Scope 1)	tCO2e	28,425	29,094	30,441
		Indirect emissions (Scope 2)	tCO2e	42,983	44,973	44,921
		Total emissions	tCO2e	71,408	74,067	75,362
		Emissions intensity (tCO2e/ton of product)	KRW	0.72	0.71	0.73
		Other indirect emissions (Scope 3)	tCO2e	6,717	11,823	9,446
China	China	Direct emissions (Scope 1)	tCO2e	57,333	65,541	63,931
		Indirect emissions_Market-based (Scope 2)	tCO2e	88,455	89,729	56,845
		Indirect emissions_Location-based (Scope 2)	tCO2e	88,455	89,729	64,423
		Total emissions_Market-based	tCO2e	145,788	155,270	120,776
		Total emissions_Location-based	tCO2e	145,788	155,270	120,776
		Emissions intensity_Market-based (tCO2e/ton of product)	KRW	0.93	0.93	0.72
		Emissions intensity_Location-based (tCO2e/ton of product)	KRW	0.93	0.93	0.77
		Other indirect emissions (Scope 3)	tCO2e	-	-	-
Vietnam	Vietnam	Direct emissions (Scope 1)	tCO2e	10,602	16,854	18,505
		Indirect emissions_Market-based (Scope 2)	tCO2e	16,754	26,774	33,699
		Indirect emissions_Location-based (Scope 2)	tCO2e	-	-	-
		Total emissions	tCO2e	27,356	43,628	52,204
		Emissions intensity (tCO2e/ton of product)	KRW	0.47	0.69	0.79
		Other indirect emissions (Scope 3)	tCO2e	-	-	179,410
Russia	Russia	Direct emissions (Scope 1)	tCO2e	14,005	15,078	10,145
		Indirect emissions_Market-based (Scope 2)	tCO2e	10,161	11,481	12,254
		Indirect emissions_Location-based (Scope 2)	tCO2e	10,161	11,481	10,229
		Total emissions_Market-based	tCO2e	24,166	26,559	22,399
		Total emissions_Location-based	tCO2e	24,166	26,559	20,374
		Emissions intensity_Market-based (tCO2e/ton of product)	KRW	0.49	0.47	0.48
		Emissions intensity_Location-based (tCO2e/ton of product)	KRW	0.49	0.47	0.30
		Other Indirect emissions (Scope 3)	tCO2e	-	-	401,758

Subsidiary	Business site	Category	Unit	2023	2024	2025
Showbox	Showbox	Direct emissions (Scope 1)	tCO2e	-	-	15
		Indirect emissions (Scope 2)	tCO2e	-	-	186
		Total emissions	tCO2e	-	-	201
		Emissions intensity (tCO2e/ton of product)	KRW	-	-	-
		Other indirect emissions (Scope 3)	tCO2e	-	-	-
Orion Jeju Yongamsoo	Orion Jeju Yongamsoo	Direct emissions (Scope 1)	tCO2e	-	-	829
		Indirect emissions (Scope 2)	tCO2e	-	-	2,272
		Total emissions	tCO2e	-	-	3,101
		Emissions intensity (tCO2e/ton of product)	KRW	-	-	0.07
		Other indirect emissions (Scope 3)	tCO2e	-	-	-

*The GHG emissions intensity for 2024 was originally reported as 0.72, but has been revised to 0.71 due to a change in the total production volume figures as of year-end.
※ Scope of domestic GHG emissions: All business sites (headquarters, factories, sales offices, logistics centers, etc.) / Based on Scope 1 and 2
※ For domestic Scope 3 emissions data, we began calculating emissions related to fuel and energy activities (Category 3) in 2023. Starting in 2024, we have expanded the scope to include capital goods (Category 2), fuel and energy-related activities (Category 3), and waste generated at business sites (Category 5), and are conducting calculations and third-party verification accordingly.
※ Domestic GHG emissions were calculated in accordance with the Korea Emissions Trading System (K-ETS) standards, while emissions from subsidiaries were calculated in accordance with the GHG Protocol standards. All emissions data has undergone third-party verification.

Energy

Subsidiary	Business site	Category	Unit	2023	2024	2025
Orion	Cheongju Factory	Non-renewable energy (Fuel)	TJ	296	311	323
		Non-renewable energy (Electricity)	TJ	407	438	436
		Non-renewable energy (Steam)	TJ	-	-	-
		Subtotal	TJ	702	749	759
	Iksan Factory	Non-renewable energy (Fuel)	TJ	209	205	218
		Non-renewable energy (Electricity)	TJ	360	360	364
		Non-renewable energy (steam)	TJ	-	-	-
		Subtotal	TJ	568	360	364
	Ansan Factory	Non-renewable energy (Fuel)	TJ	-	-	-
		Non-renewable energy (Electricity)	TJ	43	47	46
		Non-renewable energy (Steam)	TJ	15	15	14
		Subtotal	TJ	58	62	60
	Headquarters and others	Non-renewable energy (Fuel)	TJ	30	37	36
		Non-renewable energy (Electricity)	TJ	64	68	67
		Non-renewable energy (Steam)	TJ	-	-	-
		Subtotal	TJ	94	105	103
	Total	Total	TJ	1,424	1,481	1,504
		Energy intensity	KRW	0.0144	0.0143	0.0146

Subsidiary	Business site	Category	Unit	2023	2024	2025
Major subsidiaries	Showbox	Non-renewable energy (Fuel)	TJ	-	-	0
		Non-renewable energy (Electricity)	TJ	-	-	4
		Non-renewable energy (Steam)	TJ	-	-	-
		Subtotal	TJ	0	0	4
	Orion Jeju Yongamsoo	Non-renewable energy (Fuel)	TJ	-	-	14
		Non-renewable energy (Electricity)	TJ	-	-	47
		Non-renewable energy (Steam)	TJ	-	-	-
		Subtotal	TJ	0	0	62
	China	Non-renewable energy (Fuel)	TJ	691	807	925
		Non-renewable energy (Electricity)	TJ	381	397	403
		Non-renewable energy (Steam)	TJ	37	40	38
		Subtotal	TJ	1,109	1,243	1,366
	Vietnam	Non-renewable energy (Fuel)	TJ	345	348	339
		Non-renewable energy (Electricity)	TJ	431	450	472
		Non-renewable energy (Steam)	TJ	-	-	-
		Subtotal	TJ	776	797	841
	Russia	Non-renewable energy (Fuel)	TJ	58	92	156
		Non-renewable energy (Electricity)	TJ	196	222	252
		Non-renewable energy (Steam)	TJ	-	-	-
		Subtotal	TJ	254	314	408
	Total	Total	TJ	2,139	2,354	2,680
	China	Renewable energy (Solar)	TJ	25	45	61
		Renewable energy (Biomass)	TJ	-	2	4
		Subtotal	TJ	25	47	65
	Vietnam	Renewable energy (Solar)	TJ	19	24	29
		Renewable energy (Biomass)	TJ	98	132	170
		Subtotal	TJ	117	156	199
	Total	Total	TJ	142	202	264
Total	Total	Total	TJ	2,281	2,557	2,944

Water

Subsidiary	Business site	Category	Unit	2023	2024	2025
Orion	Cheongju Factory	Waterworks	ton	366,805	344,026	320,656
		Groundwater	ton	162,718	197,184	188,031
		Subtotal	ton	529,523	541,210	508,687
	Iksan Factory	Waterworks	ton	230,183	186,589	175,966
		Groundwater	ton	-	-	-
		Subtotal	ton	230,183	186,589	175,966
	Ansan Factory	Waterworks	ton	3,491	3,774	3,537
		Groundwater	ton	-	-	-
		Subtotal	ton	3,491	3,774	3,537
	Headquarters and others	Waterworks	ton	14,747	14,740	17,041
		Groundwater	ton	612	659	-
		Subtotal	ton	15,359	15,399	17,041
	Total	Waterworks	ton	615,226	549,129	517,200
		Groundwater	ton	163,330	197,843	188,031
		Total Usage	ton	778,556	746,972	705,231
		Intensity (ton/ton of product)	KRW	7.85	7.85	6.84
		Reuse rate	ton	20,678	20,925	18,418
		Water discharge	ton	757,878	726,047	686,813
		Reuse rate	%	2.66%	2.80%	2.61%
		Wastewater discharge	ton	466,373	566,273	551,539

* Scope of water consumption data: Major domestic business sites (Headquarters, Cheongju Factory, Iksan Factory, Ansan Factory)
※ Groundwater consumption data for 2023 and 2024 has been updated based on additional data obtained in 2025. As the relevant groundwater pipeline was decommissioned in 2025, consumption figures for subsequent years have not been included.

Waste

Subsidiary	Business site	Category	Unit	2023	2024	2025
Orion	Cheongju Factory	General waste_Recycling	ton	6,490	7,127	8,295
		General waste_Incineration	ton	2	47	2
		General waste_Other	ton	12	4	6
		Subtotal	ton	6,504	7,178	8,303
	Iksan Factory	General waste_Recycling	ton	2,313	2,431	3,499
		General waste_Incineration	ton	38	219	477
		General waste_Other	ton	5	0	0
		Subtotal	ton	2,356	2,651	3,976

Subsidiary	Business site	Category	Unit	2023	2024	2025
Orion	Ansan Factory	General waste_Recycling	ton	842	1,083	453
		General waste_Incineration	ton	-	-	-
		General waste_Other	ton	-	-	-
		Subtotal	ton	842	1,083	453
	Headquarters and others	General waste_Recycling	ton	53	35	19
		General waste_Incineration	ton	-	-	-
		General waste_Other	ton	37	63	83
		Subtotal	ton	90	97	101
	Cheongju Factory	Designated waste_Recycling	ton	-	13	3
		Designated waste_Incineration	ton	3	2.73	-
		Designated waste_Other	ton	-	-	-
		Subtotal	ton	3	15	3
	Iksan Factory	Designated waste_Recycling	ton	4	3	-
		Designated waste_Incineration	ton	2	10	13
		Designated waste_Other	ton	-	-	-
		Subtotal	ton	6	14	13
	Ansan Factory	Designated waste_Recycling	ton	87	44	214
		Designated waste_Incineration	ton	75	161	55
		Designated waste_Other	ton	-	-	-
		Subtotal	ton	162	206	269
	Headquarters and others	Designated waste_Recycling	ton	-	-	-
		Designated waste_Incineration	ton	-	-	-
		Designated waste_Other	ton	-	-	-
		Subtotal	ton	-	-	-
	Total	Total	ton	9,963	11,244	13,118
		Intensity (ton/ton of product)	KRW	0.10	0.11	0.13
		Amount of waste recycled	ton	9,790	10,736	12,483
		Waste generation	ton	173	508	635
		Recycling rate	%	98.3%	95.5%	95.2%

* Scope of waste generation data: Major domestic business sites (Headquarters, Cheongju Factory, Iksan Factory, Ansan Factory)

Raw and subsidiary material consumption and eco-friendly purchase and sales performance

Subsidiary	Business site	Category	Unit	2023	2024	2025
Orion	Total	Total raw material consumption	ton	139,997	147,087	150,533
		Conventional raw materials	ton	139,997	147,087	150,533
		Eco-friendly raw materials	ton	-	-	-
		Total raw material purchase amount	KRW 100 million	3,048	3,115	3,372
		Conventional raw materials	KRW 100 million	3,048	3,115	3,372
		Eco-friendly raw materials	KRW 100 million	-	-	-
		Total subsidiary material consumption	ton	114.3	119.4	118.5
		Paper	ton	87.6	91.5	86.3
		Plastics (containers/trays)	ton	9.8	10.2	12.3
		Miscellaneous materials	ton	16.9	17.6	19.8
		Inks/solvents	unit	1,230,047	1,164,676	1,171,889
		Total subsidiary material purchase amount	KRW 100 million	486.6	505.2	500.3
		Eco-friendly subsidiary material purchase amount	KRW 100 million	429.0	449.4	427.9
		Paper	KRW 100 million	390.7	403.5	382.8
		Recyclable plastics (containers/trays)	KRW 100 million	12.8	14.0	16.5
		Water-based inks/solvents	KRW 100 million	25.5	31.8	28.6
		Eco-friendly material purchase ratio	%	88.2%	89.0%	85.5%
		Sales from eco-friendly packaged products	KRW 100 million	8,919.1	9,180.1	9,504.3

※ Criteria for eco-friendly purchases: Raw and subsidiary materials with eco-friendly certifications, and recyclable packaging materials
※ Criteria for eco-friendly sales: Revenue from products using eco-friendly packaging (e.g., products with eco-friendly printing, products applying green technologies)
* During the 2025 data collection process, errors were identified in the calculation of total subsidiary material purchases and eco-friendly subsidiary material purchases. Consequently, the data for 2023 and 2024 has been partially revised.

Eco-friendly Investment

Subsidiary	Business site	Category	Unit	2023	2024	2025
Orion	Total	Eco-friendly investment	KRW 100 million	23.6	11.7	31.3

Violation of Environmental Regulations

Subsidiary	Business site	Category	Unit	2023	2024	2025
Orion	Total	Violation of environmental regulations	Case	2	2	1

Society

Employees

Category		Unit	2023	2024	2025
Total number of employees		Person	1,458	1,479	1,623
Gender	Male	Person	1,044	1,047	1,149
	Female	Person	414	432	474
By employment type	Permanent	Person	1,423	1,460	1,597
	Temporary	Person	35	19	26
By age	Aged under 30	Person	254	273	230
	Aged 30 ~ 49	Person	928	900	979
	Aged 50 and older	Person	276	306	414

Workers Who Are Not Employees

Category		Unit	2023	2024	2025
Non-employee workers on site	Male	Person	246	317	369
	Female	Person	1,003	1,031	1,090
	Total	Person	1,249	1,348	1,459

New Hires

Category		Unit	2023	2024	2025
Total number of new hires		Person	251	281	263
New hires by age	Aged under 30	Person	147	178	59
	Aged 30 ~ 50	Person	98	92	127
	Aged over 50	Person	6	11	77
New hire ratio by age	Aged under 30	%	59%	63%	22%
	Aged 30 ~ 50	%	39%	33%	48%
	Aged over 50	%	0	0	29%
New hires by gender	Male	Person	167	195	190
	Female	Person	84	86	73
New hire ratio by gender	Male	%	67%	69%	72%
	Female	%	33%	31%	28%

Employee Turnover and Resignation

Category		Unit	2023	2024	2025
Total number of turnover and resignation		Person	131	167	109
Turnover and resignation rate by age	Aged under 30	Number	58	76	35
	Aged 30 ~ 50	Person	64	75	55
	Aged over 50	Person	9	16	19
	Aged under 30	%	44%	46%	32%
	Aged 30 ~ 50	%	49%	45%	50%
	Aged over 50	%	7%	10%	17%
Turnover and resignation rate by gender	Male	Number	89	133	87
	Female	Person	42	34	22
	Male	%	68%	80%	80%
	Female	%	32%	20%	20%
Number of voluntary turnover		Person	122	150	95
Number of involuntary turnover		Person	9	17	14

Diversity, Equal and Inclusion (DE&I)

Category		Unit	2023	2024	2025
Workforce breakdown (by gender)	Male	%	71.6%	70.8%	70.8%
	Female	%	28.4%	29.2%	29.2%
Workforce breakdown (by age)	Aged under 30	%	17.4%	18.5%	14.2%
	Aged 30 ~ 49	%	63.6%	60.9%	60.3%
	Aged over 50	%	18.9%	20.7%	25.5%
Total female managers	Total number of female managers	Person	58	66	78
	Percentage of female managers to total managers	%	17.4%	19.7%	22.4%
Female executives	Total number of female executives	Person	1	2	2
	Percentage of female executives to total executives	%	5.9%	10.0%	11.1%
Female mid-level managers	Number of female employees at managerial level and above	Person	57	64	76
	Percentage of female employees to total number of employees at managerial level and above	%	18.0%	20.3%	23.0%
Employees with disabilities	Number of employees with disabilities	Person	14	17	21
	Percentage of employees with disabilities to total workforce	%	1.0%	1.1%	1.3%
Employees with national merit status	Number of employees with national merit status	Person	7	12	11
	Percentage of employees with national merit status to total workforce	%	0.5%	0.8%	0.7%

Employee Turnover and Resignation

Category		Unit	2023	2024	2025
Number of employees taking parental leave	Male	Person	12	13	14
	Female	Person	15	13	21
	Total	Person	27	26	35
Number of employees who returned to work after taking parental leave (A)	Male	Person	5	7	6
	Female	Person	8	7	8
	Total	Person	13	14	14
Number of employees eligible to return to work after taking parental leave (B)	Male	Person	5	7	6
	Female	Person	8	7	8
	Total	Person	13	14	14
Number of employees who worked for 12 months after returning from parental leave (C)	Male	Person	4	5	6
	Female	Person	12	12	6
	Total	Person	16	17	12
Return-to-work rate after parental leave (A/B*100)	Male	%	100.0%	100.0%	100.0%
	Female	%	100.0%	100.0%	100.0%
	Total	%	100.0%	100.0%	100.0%

Employee Education and Training

Category	Unit	2023	2024	2025
Total training hours	Hour	68,585	82,981	87,860
Male	Hour	40,888	51,194	53,884
Female	Hour	27,697	31,787	33,976
Office workers	Hour	61,791	67,146	67,985
Contract workers	Hour	6,632	8,000	1,880
Training hours per person	Hour/ Person	48	56	57
Average training hours per male worker	Hour	39	48	48
Average training hours per female worker	Hour	67	73	74
Total training costs for employees	KRW	755	868	774
Average training cost per person	KRW/ Person	52	58	51

Work-related Injury and Illness

Category		Unit	2023	2024	2025
Work-related injuries to employees	Number of occupational accidents	Case	10	7	9
	Number of workers injured	Hour	10	7	9
	Number of severe accidents	Case	0	0	0
	Number of work-related fatalities	Case	0	0	0
	Total hours worked	Hour	3,032,640	3,076,320	3,375,840
	Total number of workers	Person	1,458	1,479	1,623
	Number of work-related injuries	Case	18	14	15
	Number of minor injuries	Case	9	5	2
	Number of lost time injuries	Case	18	14	15
	Number of recordable injuries	Case	27	19	17
	Total recordable incident rate (TRIR)	Number of incidents per 200,000 hours worked	1.78	1.24	1.01
	Lost-time injury rate (LTIR)	Number of incidents per 200,000 hours worked	1.19	0.91	0.89
	Occupational accident rate	%	0.60	0.19	0.51
	Lost-time injury frequency (LTIF)	Number of incidents per 1 million hours worked	5.94	4.55	4.44
	Lost-time injury frequency rate (LTIFR)	%	5.94	4.23	4.44
Work-related illnesses to employees	Number of illnesses	Case	0	0	0
Work-related injuries to non-employees	Number of occupational accidents	Case	5	10	7
	Number of workers injured	Person	5	10	7
	Number of severe accidents	Case	0	0	0
	Number of work-related fatalities	Case	0	0	0
	Total hours worked	Hour	2,597,920	2,803,840	3,034,720
	Total number of workers	Person	1,249	1,348	1,459
	Number of work-related injuries	Case	7	11	8
	Number of minor injuries	Case	0	0	1
	Number of lost time injuries	Case	7	11	8
Work-related injuries to non-employees	Number of recordable injuries	Case	7	11	9
	Total recordable incident rate (TRIR)	Number per 200,000 work hours	0.54	0.78	0.59
	Lost-time injury rate (LTIR)	Number of incidents per 200,000 work hours	0.54	0.78	0.53
	Occupational accident rate	%	0.40	0.74	0.48
	Lost-time injury frequency (LTIF)	Number of incidents per 1 million work hours	2.69	3.92	2.64
	Lost-time injury frequency rate (LTIFR)	%	2.69	3.92	2.64
Work-related illnesses to non-employees	Number of illnesses	Case	0	0	0

Business Partners

Category	Unit	2023	2024	2025
Number of tier 1 suppliers	Company	317	446	462
Number of key tier 1 suppliers	Company	53	85	89
Amount purchased from key tier 1 suppliers	KRW 100 million	1,968	2,355	2,343
Percentage of purchases from key tier 1 suppliers	%	52%	43%	39%

Support for Win-Win Growth with Business Partners

Category		Unit	2023	2024	2025
Financial support	Mutual growth fund performance	KRW 100 million	12.8	14.0	18.5
Technical support		Case	12	20	25
Safety and health support		Number of companies (person)	6	7	6

VOD Resolution Rate

Category	Unit	2023	2024	2025
Voice of the customer (VOC) resolution rate	%	100.0%	100.0%	100.0%

Human Rights Complaints Received and Handled

Category	Unit	2023	2024	2025
Number of stakeholder human rights complaints received	Case	90	86	66
Number of stakeholder human rights complaints handled	Case	90	86	66

Survey on Employees' Perception of Ethical Management

Category	Unit	2023	2024	2025
Employee perception/satisfaction survey results	Point	77	78	78

Social Contribution Activities

Category	Unit	2023	2024	2025
Donations	KRW thousand	1,064,190	1,337,343	1,334,321

Consumer and Product Safety and Health

Category		Unit	2023	2024	2025
Safety and health impact assessment of products and services	Percentage of major products and services for which safety and health impacts have been assessed	%	100	100	100
Non-compliance with regulations regarding the safety and health impacts of products and services	Incidents resulting in fines or penalties for regulatory violations	Case	0	0	0
Non-compliance with regulations regarding the safety and health impacts of products and services	Incidents in which a warning was issued for regulatory violations	Case	0	0	0
Non-compliance with regulations regarding the safety and health impacts of products and services	Incidents of violations of voluntary regulations	Case	0	0	0

Customer Privacy Protection

Category	Unit	2023	2024	2025
Number of complaints regarding customer privacy breaches	Case	0	0	0
Number of personal data breaches	Case	0	0	0

Governance

Composition of the Board of Directors (Orion)

Category		Unit	2023	2024	2025
Board composition (by gender)	Male	%	100	100	100
Board composition (by gender)	Female	%	0	0	0
Board composition (by age)	Aged under 30	%	0	0	0
Board composition (by age)	Aged 30 ~ 49	%	0	0	0
Board composition (by age)	Aged 50 and older	%	100	100	100

Composition of the Board of Directors (Orion Holdings)

Category		Unit	2023	2024	2025
Board composition (by gender)	Male	%	80	60	60
Board composition (by gender)	Female	%	20	40	40
Board composition (by age)	Aged under 30	%	0	0	0
Board composition (by age)	Aged 30 ~ 49	%	0	0	0
Board composition (by age)	Aged 50 and older	%	100	100	100

Anti-corruption

Category	Unit	2023	2024	2025
Ethics training hours per employee	Hour	1	1	1
Number of employees who completed ethics training	Person	626	528	648

Legal and Regulatory Compliance

Category		Unit	2023	2024	2025
Number of serious violations resulting in fines		Case	0	0	0
Number of serious violations resulting in non-monetary sanctions		Case	0	0	0
Legal and regulatory non-compliance occurred during the current reporting period	Total number of fines	Case	0	0	0
Legal and regulatory non-compliance occurred during the current reporting period	Fine	KRW million	0	0	0

Fair Trade

Category	Unit	2023	2024	2025
Number of legal actions taken against unfair trade practices, such as anti-competitive behavior and monopolistic practices	Case	0	0	0

GRI Standards Index

Statement of Use	The reporting organization, ORION Corp., has applied the GRI Standards to report on its sustainable management activities for the period from January 1, 2025, to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	Currently unavailable (as of the reporting date in December 2024, sector-specific guidelines (ORION Corp.'s industry group - Food and Beverages based on the S&P 500 and MSCI classifications) have not been published)

Indicators		Page
General Disclosures		
GRI 2 : General Disclosures 2021	2-1 Organizational Details	Annual Report 4-5
	2-2 Entities included in the organization's sustainability reporting	5
	2-3 Reporting period, frequency and contact point	5
	2-4 Restatement of Information	N/A
	2-5 External assurance	118-119
	2-6 Activities, value chain and other business relationship	3, Company Brochure 4-29
	2-7 Employees	106
	2-8 Workers who are not employees	106
	2-9 Governance structure and composition	66
	2-10 Nomination and selection of the highest governance body	70
	2-11 Chair of the highest governance body	66
	2-12 Role of the highest governance body in overseeing the management of impacts	5
	2-13 Delegation of responsibility for managing impacts	5
	2-14 Role of the highest governance body in sustainability reporting	5
	2-15 Conflicts of interest	66-69
	2-16 Communication of critical concerns	66-70
	2-17 Collective knowledge of the highest governance body	66-69
	2-18 Evaluation of the performance of the highest governance body	Annual Report 231-234
	2-19 Remuneration policies	Annual Report 231-234
	2-20 Process to determine remuneration	Annual Report 231-234
	2-22 Statement on sustainable development strategy	4
	2-23 Policy commitments	10, 16, 19, 31, 45, 50, 73
	2-24 Embedding policy commitments	10, 16, 19, 31, 45, 50, 73
	2-25 Processes to remediate negative impacts	11-12, 17
	2-26 Mechanisms for seeking advice and raising concerns	11-12, 17, 30
	2-27 Compliance with laws and regulations	112
	2-29 Approach to stakeholder engagement	8
	2-30 Collective bargaining agreements	27

Indicators		Page
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	6
	3-2 List of material topics	7
Material Topic 1. Climate Change Response (Energy Conservation and Greenhouse Gas Reduction)		
GRI 3: Material Topics 2021	3-3 Management of material topics	68-82
GRI 302: Energy 2016	302-1 Energy consumption within the organization	83, 101-102
	302-3 Energy intensity	83, 101-102
	302-4 Reduction of energy consumption	74, 77-84
GRI 305: Emissions 2016	305-1 Direct GHG emissions (Scope 1)	84, 100-101
	305-2 Indirect GHG emissions (Scope 2)	84, 100-101
	305-3 Other indirect GHG emissions (Scope 3)	84, 100-101
	305-4 Greenhouse Gas Emissions Intensity	84, 100-101
	305-5 GHG emissions intensity	74, 77-84
	305-7 NOx, SOx, and other significant air emissions	N/A
Material Topic 2. Reducing the Environmental Impact of Packaging Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	68-82
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	85-86, 103-104
	306-2 Management of significant waste-related impacts	85-86
	306-3 Waste generated	103-104
	306-4 Waste diverted from disposal	85, 103-104
	306-5 Waste directed to disposal	103-104
Material Topic 3. Strengthening Product Safety and Quality Control		
GRI 3 : Material Topics 2021	3-3 Management of material topics	30-40
GRI 416 : Customer Health and Safety 2016	416-1 Assessment of the safety and health impacts of product and service categories	36-40
	416-2 Incidents of non-compliance concerning the safety and health impacts of products and services	112
Material Topic 4. R&D and Product Innovation		
GRI 3 : Material Topics 2021	3-3 Management of material topics	41-42
NON-GRI	No related topic standards	41-42
Material Topic 5. Ethical Management and Compliance		
GRI 3 : Material Topics 2021	3-3 Management of material topics	9-14, 64
	205-2 Communication and training about anti-corruption policies and procedures	14
	205-3 Confirmed incidents of corruption and actions taken	112
Reported Topic 6. Sustainable Raw Material Procurement		
NON-GRI	No related topic standards	49-51

Indicators		Page
Reported Topic 7. Water Conservation and Wastewater Discharge Management		
GRI 303 : Water and Effluents 2018	303-3 Water withdrawal	103
	303-4 Water discharge	103
	303-5 Water consumption	103
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	85-86, 103-104
	306-2 Management of significant waste-related impacts	85-86
	306-3 Waste generated	103-104
	306-4 Waste diverted from disposal	85, 103-104
	306-5 Waste directed to disposal	103-104
Reported Topic 8. Establishing a Sustainable Supply Chain Management System		
GRI 308 : Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	49-51
	308-2 Negative environmental impacts in the supply chain and actions taken	49-51
GRI 414 : Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	49-51
	414-2 Negative social impacts in the supply chain and actions taken	49-51
Reported Topic 9. Strengthening Global Competitiveness and Diversifying Distribution Channels		
GRI 201 : Economic Performance 2016	201-1 Direct economic value generated and distributed	98
	201-2 Financial implications and other risks and opportunities due to climate change	77-84
Reported Topic 10. Enhancing Transparency in Corporate Governance		
GRI 405 : Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	66-70, 107, 112
Reported Topic11. Safety and Health Management and Promotion of a Safety Culture		
GRI 403 : Occupational Health and Safety 2018	403-1 Occupational safety and health management system	19
	403-2 Hazard identification, risk assessment, and incident investigation	20-23
	403-3 Occupational health services	19-23
	403-4 Worker participation, consultation, and communication on occupational safety and health	19-23
	403-5 Worker training on occupational safety and health	21-23
	403-6 Promotion of worker health	21-23
	403-7 Prevention and mitigation of occupational safety and health impacts directly linked by business relationships	19-23
	403-9 Work-related injuries	109-110
	403-10 Work-related Ill health	109-110

Indicators		Page
Reported Topic 12. Promoting Strategic Social Contribution Activities Linked to Our Business		
NON-GRI	No related topic standards	88-95
Reported Topic 13. Strengthening Human Rights Management		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	N/A
GRI 409 : Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	N/A
Reported Topic 14. Responding to Customer Complaints (VoC) and Strengthening Service Accountability		
NON-GRI	No related topic standard	30-35
Economy		
GRI 201 : Economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	77-81
Indirect Economic Impacts		
GRI 203 : Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	N/A
Procurement Practices		
GRI 204 : Procurement Practices 2016	204-1 Proportion of spending on local suppliers	110
Taxes		
GRI 207: Tax 2019	207-1 Approach to tax	65
	207-2 Tax governance, controls, and risk management	65
	207-3 Stakeholder engagement and management concerns related to tax	65
	207-4 Country-by-country reporting	99
Biodiversity		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	87
	304-2 Significant impacts of activities, products and services on biodiversity	87
	304-3 Habitats protected or restored	87, 90, 93
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A
Employment		
GRI 401 : Employment 2016	401-1 New employee hires and employee turnover	24, 106-107
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	28-29
	401-3 Parental leave	108
Labor-Management Relations		
GRI 402 : Labor-Management Relations 2016	402-1 Minimum notice periods regarding operational changes	N/A

Indicators		Page
Training and Education		
GRI 404 : Training and Education 2016	404-1 Average hours of training per year per employee	24-26, 108
	404-2 Programs for upgrading employee skills and transition assistance programs	24-26
Public Policy		
GRI 415 : Public Policy 2016	415-1 Political contributions	N/A
Marketing and Labeling		
GRI 417 : Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	112
	417-3 Incidents of non-compliance concerning marketing communications	112
Customer Privacy Protection		
GRI 418 : Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	45-48, 111

Independent Assurance Statement

Orion Corporation

Introduction

Korea Compliance Initiative (hereinafter "the Assurance Provider") has been engaged by Orion Corporation (hereinafter "the Reporting Organization") to provide independent assurance on the "Orion 2025 ESG Report" (hereinafter "the Report"), and hereby issues this Independent Assurance Statement. Responsibility for the information disclosed in the Report rests with the Reporting Organization. The Assurance Provider's responsibility is to deliver an independent assurance opinion to the Reporting Organization in accordance with the stated assurance methodology. The Assurance Provider further confirms that it maintains no interests with the Reporting Organization that would compromise its independence.

Assurance Standard, Scope and Level

This assurance engagement was conducted as a Type 1 assurance at a Moderate level in accordance with AA1000 Assurance Standard v3 (AA1000AS v3). The engagement assessed the Reporting Organization's adherence to the four AccountAbility Principles of Inclusivity, Materiality, Responsiveness, and Impact as defined in the AA1000 AccountAbility Principles Standard (AA1000AP, 2018), and reviewed whether the Report's disclosures are in conformance with the GRI Standards. The assurance scope covered the Reporting Organization's principal sustainability management activities and performance for the period from 1 January 2025 to 31 December 2025 as disclosed in the Report. Information relating to the activities and performance of third parties, including the Reporting Organization's suppliers and contractors, was not included within the direct scope of this assurance engagement.

Limitations

The Assurance Provider conducted this engagement within a limited scope, on the premise that the data and information provided by the Reporting Organization are complete and sufficient. In the course of the assurance process, independent external sources and public databases were consulted in addition to internal documents submitted by the Reporting Organization, in order to assess the quality and reliability of the information. This Assurance Statement has been issued for management pursuant to an agreement with the Reporting Organization, and the Reporting Organization bears full responsibility for all activities and performance information contained in the Report, which was ultimately approved by the Reporting Organization for inclusion.

Korea Compliance Initiative Assurance Methodology

In compliance with the Korea Compliance Initiative's assurance criteria, and in accordance with its methodology for enhancing report quality, the following assurance activities were performed.

- Review of conformance with GRI Standards (2021) GRI 1 Foundation requirements and relevant Topic Standards
- Assessment of the implementation level of GRI Standards disclosure principles
- Evaluation of the materiality assessment process and the validity of its outcomes
- Review of the appropriateness of approaches, policies, actions, performance indicators, monitoring frameworks, and target-setting processes for each material topic
- Assessment of the consistency and suitability of key activities and performance information disclosed for the year 2025
- Verification of the accuracy and traceability of data collection, calculation, and management processes
- Cross-verification of information reliability using independent external sources and public databases

Assurance Conclusions

The Assurance Provider confirmed that the Report contains no information describing the Reporting Organization's sustainability management activities and performance that is inappropriate or inaccurate. The Report was also reviewed for conformance with the GRI Standards, including the application of General Disclosures, Material Topics, and Topic Standards.

- GRI Standards 2021 Reporting Principles
- Universal Standards: General Disclosures, Material Topics
- Topic Specific Standards

GRI 200 (Economic Topics)

201-1, 203-1, 204-1, 205-2, 205-3, 207-1, 207-2, 207-3, 207-4

GRI 300 (Environmental Topics)

302-1, 302-3, 302-4, 303-3, 303-4, 303-5, 304-1, 304-2, 304-3, 304-4, 305-1, 305-2, 305-3, 305-4, 305-5, 305-7, 306-1, 306-2, 306-3, 306-4, 306-5

GRI 400 (Social Topics)

401-1, 401-2, 401-3, 402-1, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, 403-10, 404-1, 404-2, 405-1, 408-1, 409-1, 415-1, 416-1, 416-2, 417-1, 417-2, 418-1

- Inclusivity: Stakeholder Engagement and Representation of Stakeholder Perspectives

  Orion Corporation has identified shareholders, employees, customers, suppliers, and local communities as its principal stakeholder groups. The Reporting Organization demonstrates adherence to the Inclusivity principle through the operation of diverse engagement channels tailored to each stakeholder group, including town hall meetings, labor-management councils, VOC systems, and anonymous reporting systems, as well as the transparent disclosure of key issues. The Assurance Provider confirmed in particular that the stakeholder engagement framework for each stakeholder group's material issues is appropriately linked to the corresponding key activities identified through such engagement.

- Materiality: Identification and Prioritization of Material Sustainability Topics

  The Assurance Provider confirmed that the Reporting Organization conducted a double materiality assessment, identifying material topics including climate change response (energy reduction and GHG emission reduction), reduction of environmental impacts from packaging materials, product safety and quality management enhancement, research and development and product innovation, and ethical management and compliance strengthening, which are appropriately described in the Report. The Assurance Provider further confirmed that issues relevant to the characteristics of the food industry have been adequately reflected through peer benchmarking and stakeholder consultation, and that the relevant activities and performance pertaining to the selected material topics are clearly disclosed within the Report.

- Responsiveness: Transparent Disclosure of and Appropriate Response to Material Sustainability Issues and Impacts

  The Assurance Provider confirmed that the Reporting Organization has identified material sustainability issues and appropriately described in the Report the relevant activities undertaken and performance achieved in response to stakeholder needs and expectations, disclosing this information in a transparent manner. Furthermore, the Reporting Organization has articulated the significance of issues across each ESG domain, presenting stakeholders' primary areas of concern, and expressed its commitment to responsiveness by setting out the organization's management approach for each issue.

- Impact: Identification, Acknowledgement, and Management of the Organization's Impacts on Ecosystems

  The Reporting Organization has defined the scope of stakeholder impacts arising from its material issues, identifying both the impacts the organization has on society and the impacts society has on the organization, and presenting efforts to address and improve upon these. The Assurance Provider confirmed in particular that the Reporting Organization conducts ongoing monitoring and management in response to each identified impact, actively working to mitigate associated risk factors.

Recommendations

It is expected that Orion will establish a credible sustainability management framework by progressively advancing its enterprise-wide risk management system and strengthening the integration between its core business activities and its ESG management strategy, and reporting on these in an integrated manner.

2026. 06. 10

Lee Yong-gi, President of Korea Compliance Initiative

이용기

한국준법진흥원
KOREA COMPLIANCE INITIATIVE

Assurance Statement

This Assurance Statement has been prepared for ORION Corp.

Terms of Engagement

LRQA was commissioned by ORION Corp. (ORION) to provide independent assurance on its Greenhouse Gas (GHG) Inventory Report for the calendar year 2025 (the report) against "the guidelines on emission reporting and certification under the GHG emissions trading system" and the monitoring plan for the calendar year 2025 using "the verification guidelines for GHG emissions trading system".

The report relates to direct GHG emissions and energy indirect GHG emissions.

Management Responsibility

LRQA's responsibility is only to ORION. LRQA disclaims any liability or responsibility to others as explained in the end footnote. The management of ORION is responsible for preparing the report and for maintaining effective internal controls over all the data and information within the report. Ultimately, the report has been approved by, and remains the responsibility of ORION.

LRQA's Approach

LRQA's assurance engagement has been carried out in accordance with our verification procedure using "the verification guidelines for GHG emissions trading system" to reasonable level of assurance.

The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- Visiting sites and auditing management system to control the data and records regarding GHG emissions and energy uses
- Interviewing the relevant persons responsible for managing and maintaining data and associated records
- Reviewing the historical data and in formation back to source for the calendar year 2025.

Level of Assurance & Materiality

The opinion expressed in this Assurance Statement has been formed on the basis of a reasonable level of assurance, and at the materiality of the professional judgement of the verifier and at the materiality level of 5%.

LRQA's Opinion

Based on LRQA's approach, we believe that the report is prepared in accordance with "the guidelines on emission reporting and certification under the GHG emissions trading system" and the monitoring plan for the calendar year 2025 using "the verification guidelines for GHG emissions trading system" and the GHG emissions data in the Table 1 is materially correct.

Dated: 1 June 2026

Il-Hyoung Lee
LRQA
2nd Floor, T Tower, 30, Sowol-ro 2-gil, Jung-gu, Seoul, Republic of Korea
LRQA Reference: SEO0001387

Table1. Summary of GHG emissions

Unit: tCO2eq

Scope of GHG emissions	Year 2025 (Compliance Basis)	Year 2025 (Next Allocation Basis)
Direct GHG Emissions	30,448.066	30,448.066
Energy Indirect GHG Emissions	44,932.252	45,387.242
Total GHG Emissions	75,362	75,817