

2026

HANSOL GROUP SUSTAINABILITY REPORT

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SUSTAINABILITY REPORT

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HANSOL Group
SUSTAINABILITY
REPORT

About this Report

This is HANSOL Group’s 6th Sustainability Report following its first publication in 2020. The purpose of this Report is to disclose information on the impact of our environmental, social and governance (ESG) activities and sustainability-related activities. Our goal is to actively engage with stakeholders and integrate their feedback into our business management.

Reporting Period

The Report covers the financial and non-financial performance of HANSOL Group’s key sustainability management activities from Jan. 1 to Dec. 31, 2025, while some data reflect activities carried out in the first half of 2026. We included the recent three years of quantitative data from Jan. 1, 2023 to Dec. 31, 2025 to demonstrate changing trends and for consistency of disclosure.

Scope and Boundaries

The scope of this Report includes the sustainability management activities and outcomes of HANSOL Group, comprising Hansol Holdings and nine key affiliates. Financial data are limited to the consolidated financial statements of Hansol Holdings in accordance with the Korean International Financial Reporting Standards (K-IFRS).

Reporting Principles and Standards

This Report is prepared in accordance with the Global Reporting Initiative (GRI) Standards, the international reporting guidelines for sustainability management. It also reflects the industry-specific reporting standards of the Sustainability Accounting Standards Board (SASB) for key issues relevant to the Group’s business characteristics, as well as HANSOL Group’s activities to contribute to achieving the Sustainable Development Goals (SDGs).

Report Assurance

The financial information contained in the report has been verified through an independent accounting audit by EY Han Young Accounting Firm, and the non-financial data have been verified by NICE D&B Co., Ltd., an independent, third-party institution, to ensure the objectivity and reliability of the contents of this Report.

Inquiries about the Report

For inquiries related to the Report, please contact us using the information below.
This Report has been issued on July 17, 2026.

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CEO MESSAGE



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I would like to express my sincere gratitude to all stakeholders for your unwavering interest and support for HANSOL Group’s sustainable growth and development.

Amid a rapidly changing business environment, HANSOL Group is working to strengthen its core competitiveness while fulfilling its environmental and social responsibilities and creating sustainable value.

Today’s business environment is more complex and uncertain than ever. Intensifying global competition, geopolitical risks, supply chain restructuring, the climate crisis, and shifts in technology paradigms are presenting companies with both new challenges and tasks. In this business environment, HANSOL Group is pursuing changes to strengthen its business competitiveness and secure a foundation for future growth. In particular, we are fundamentally reviewing our business portfolio at the Group level and transforming and expanding our business models in a way that creates synergies across businesses. Through these efforts, we are further strengthening the competitiveness of our existing businesses while laying the foundation to become a company with strong competitiveness in the global market.

In addition, HANSOL Group is actively pursuing AI-based innovation in technologies, products, and operations to respond to the rapidly changing technological environment. By expanding the use of AI across our overall operations and establishing a data-driven decision-making system, we aim to improve work efficiency and strengthen organizational agility and execution. These changes will serve as an important foundation for HANSOL Group to continue creating new growth opportunities in a rapidly changing industrial environment.

Together with these business strategies, HANSOL Group places sustainability management at the core of its business operations. In the environmental area, we recognize climate change response as an important management priority and continue to pursue greenhouse gas reduction, Energy efficiency improvement, resource circulation expansion, and the development of eco-friendly products and technologies. Based on their environmental management systems, each affiliate identifies and implements environmental tasks suited to its business characteristics, proactively responding to changing market and regulatory environments.

In the social area, HANSOL Group works to ensure that employees can work in a safe and respectful environment based on human rights management, while continuously strengthening the safety and health management systems at its business sites. We also faithfully fulfill our social responsibilities through various support programs for shared growth with suppliers and community contribution activities.

In terms of governance, HANSOL Group continues to strengthen a transparent and responsible management system. We are building sound governance centered on a Board of Directors with independence and expertise, while continuously advancing our compliance and ethics management and risk management systems. Based on trust with shareholders and various stakeholders, we are further strengthening governance transparency and accountability to enhance corporate value. As a result of these efforts, Hansol Holdings received an integrated A grade in the KCGS ESG evaluation for the sixth consecutive year, gaining external recognition for its commitment to sustainability management.

Dear Respected Stakeholders,

Going forward, we will continue to strengthen HANSOL Group’s competitiveness and grow as a sustainable business that creates positive value for the environment and society. We will grow together with all stakeholders, including customers, employees, shareholders, suppliers, and local communities, and create a better future.

We ask for your continued encouragement and support on HANSOL Group’s journey toward sustainable growth.

Thank you.

CEO of Hansol Holdings
Lee Myung-gil

”

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HANSOL GROUP AT A GLANCE

HANSOL Group at a Glance

Hansol Holdings is dedicated to discovering and cultivating new corporate values for the upcoming era. As the holding company of HANSOL Group, we aim to identify new roles for the sustainable growth of our affiliates, strengthen competitiveness, and create synergies. In addition, Hansol Holdings achieves sustainable management by promoting Hansol’s brand value, diversifying our business portfolio, and optimizing resource allocation. We also demonstrate leadership in recognizing the importance of ESG responsibilities, such as identifying new business opportunities and providing management consulting services to affiliates. Hansol Holdings will continue to develop a business model that gives HANSOL Group a competitive edge, and enhance corporate value by leading sustainability management.

2025 Financial Performance

(As of December 2025, based on Seperate financial statements)



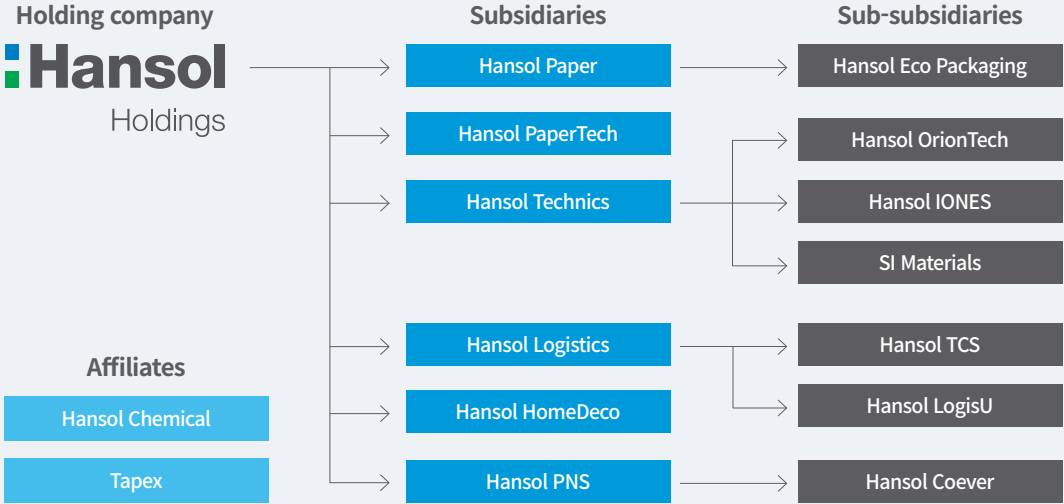
Company Information	Date of Establishment	Key Business Areas	ESG Rating
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	January, 1965	Business consulting, investment and asset management, brand management, etc.	A (Korea Institute of Corporate Governance and Sustainability [KCGS]) Grade A for 6 consecutive years A A A A A A 2020 2021 2022 2023 2024 2025
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Hansol Management System(HMS)

Under the vision of building a foundation for sustainable growth, HANSOL Group has established the Hansol Management System (HMS) and uses it as a core value that all employees and executives understand and put into practice. Based on a customer-oriented mindset, we create new value amid changes in the business environment and realize it effectively to pursue long-term growth. In addition, by raising awareness of the business and organizational principles of the Hansol Management System, we are internalizing an organizational culture and management style based on mutual respect among all members.

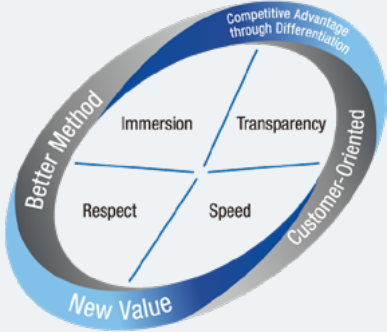
Group Overview



Hansol Holdings Shareholding Structure

(As of December 2025)

Hansol Paper	Hansol PaperTech	Hansol Technics
30.49 %	100 %	20.26 %
Hansol Logistics	Hansol HomeDeco	Hansol PNS
40.04 %	23.32 %	100 %



Our mission

We aim to secure a competitive advantage through differentiation, maximize values, and seek continuous growth together with our customers.

Business Principles

Customer-Oriented	We think what customers think
New Value	New values will shape the future
Better Methods	Better methods represent our way of operation
Competitive Advantage through Differentiation	Differentiated competitive advantages is our survival strategy

Organizational Principles

Immersion	Transparency	Speed	Respect
Focus and sense of unity for better results	Sharing of procedures and results	Agility based on simplicity and substantiality	Respectful Appreciation for Each Other

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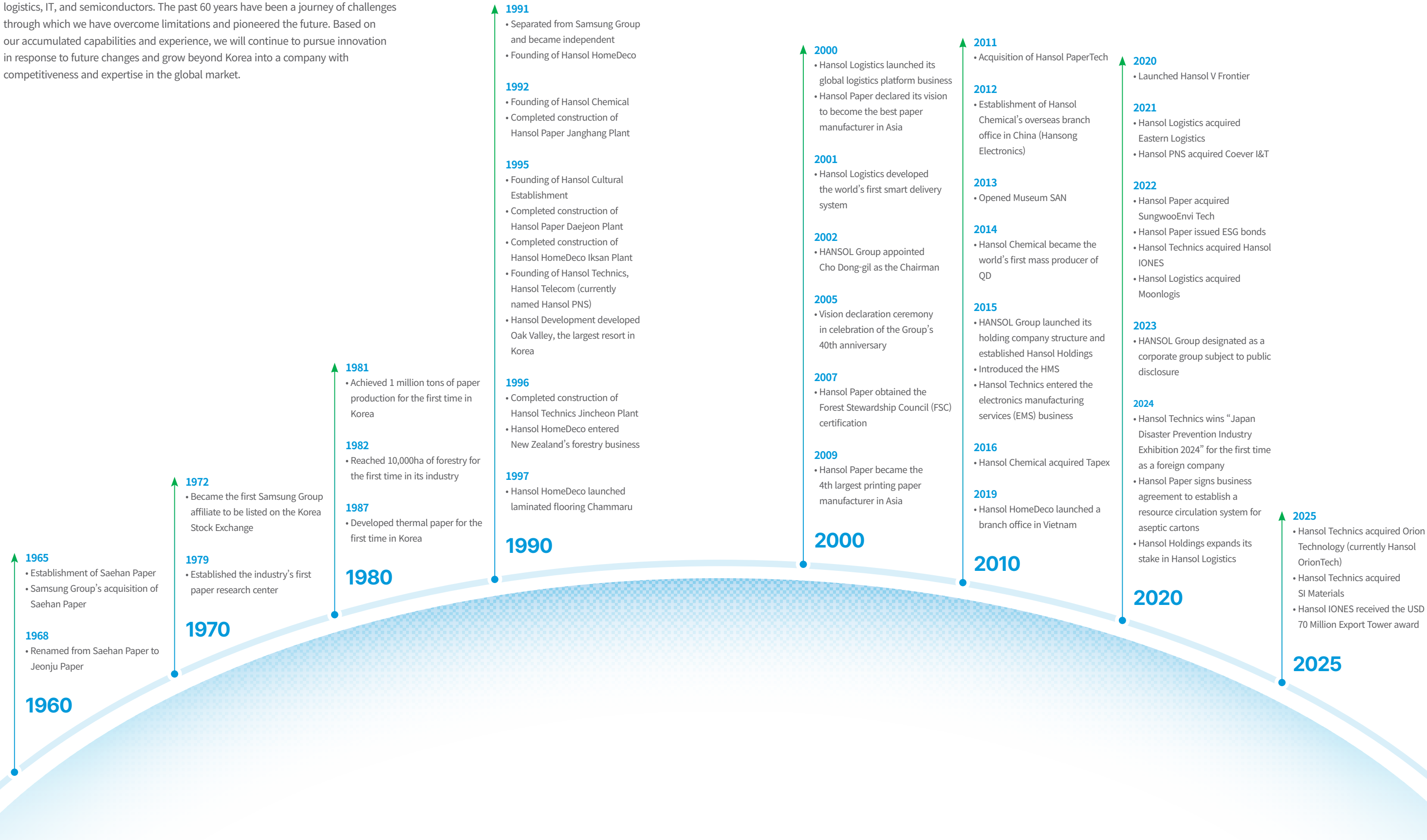
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HISTORY

Since starting in the paper business in 1965, HANSOL Group has worked with customers across diverse fields, including electrical and electronics, chemicals, logistics, IT, and semiconductors. The past 60 years have been a journey of challenges through which we have overcome limitations and pioneered the future. Based on our accumulated capabilities and experience, we will continue to pursue innovation in response to future changes and grow beyond Korea into a company with competitiveness and expertise in the global market.



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Hansol
PNS

Hansol PNS (Packaging and Solution), Korea’s largest paper distribution company with IT service capabilities, is leading the market as an industry leader through continuous innovation and capability enhancement. Since its launch, Hansol PNS has continued to secure competitiveness in the paper distribution and IT service businesses. In 2022, it strengthened customer-centric management by opening Group, an online paper purchasing mall designed to maximize user convenience.

In the IT service division, Hansol PNS designs information systems required by businesses, develops hardware and application software, and provides customized solutions for customers. In the smart factory business, it contributes to customers’ ESG management by supporting the digital transformation of the domestic mid-sized and small business ecosystem. In addition, Hansol PNS is advancing AI-based integrated solutions for Group IT system development, outsourcing, system maintenance, and manufacturing intelligence, thereby providing services optimized for customers’ business environments and further strengthening its market position.

Date of Establishment	February 1975	Headquarters	5/F, Ilheung Building, 213 Toegye-ro, Jung-gu, Seoul, Republic of Korea
Business Areas	Paper distribution, IT services, and distributorship		
Credit Rating	A3	ESG Rating	B+ (KCGS)
Sales	2023	311,689	
(Unit: KRW million)	2024	313,650	
*Based on consolidated financial statements	2025	306,237	

Hansol
Technics

Hansol Technics is a global electrical and electronic components specialist with competitive capabilities in various fields, including power boards for TVs and home appliances, smartphone wireless charging modules, automotive electronic components, Energy solutions, and smartphone EMS. Beyond its core businesses, Hansol Technics is proactively responding to changes in the electronic materials sector, where future growth and profitability are expected, and is growing as a leading company in the IT industry.

To achieve this, Hansol Technics is reorganizing its global production bases and overall business portfolio to secure business competitiveness and improve profitability. It is also systematically implementing ESG management and fulfilling its social responsibilities by actively supporting shared growth and cooperation with suppliers. Moving forward, Hansol Technics plans to continue achieving sustainable growth as a Global Best Provider in the electrical and electronic solutions sector, based on innovative technology development and differentiated products.

Date of Establishment	April 1995	Headquarters	5/F, Pine Avenue Building B, 100 Eulji-ro, Jung-gu, Seoul, Republic of Korea
Business Areas	Power modules for electric and electronic products, wireless charging, solar modules and power generation, LED material processing, mobile phone components, and EMS		
Credit Rating	BBB (eCredible)	ESG Rating	A (KCGS)
Sales	2023	1,302,679	
(Unit: KRW million)	2024	1,199,483	
*Based on consolidated financial statements	2025	1,252,425	

Hansol
IONES

Hansol IONES is a global semiconductor component specialist that provides one-stop services covering the entire process, including the design, processing, cleaning, and coating of ultra-precision components used in the semiconductor and display industries. Based on its capability to integrate and manage the entire process, from precision processing to cleaning, coating, and automation equipment, Hansol IONES provides total solutions optimized for semiconductor and display processes. With accumulated semiconductor process technology, advanced facilities, and more than 30 years of industry know-how, Hansol IONES has secured competitiveness in precision processing, cleaning, and coating, and supplies core components to global semiconductor equipment companies and major semiconductor manufacturers. Through its integrated process management system and smart manufacturing-based production system, Hansol IONES ensures both quality stability and production efficiency while responding flexibly to customer needs. In addition, Hansol IONES is expanding its future growth portfolio by focusing on the Re-use business and the development of new materials for next-generation semiconductor processes, while strengthening its foundation for continuous growth through global customer diversification and new business expansion. Based on these efforts, Hansol IONES is solidifying its position as a global semiconductor solutions company.

Date of Establishment	March 1993 (Formerly Dong-A Engineering)	Headquarters	2061 Anseong-daero, Gosam-myeon, Anseong-si, Gyeonggi-do, Republic of Korea
Business Areas	Precision processing, cleaning, and coating of products across the entire semiconductor process and display manufacturing equipment and parts		
Credit Rating	BBB+ (eCredible)	ESG Rating	A (KCGS)
Sales	2023	123,933	
(Unit: KRW million)	2024	157,138	
*Based on consolidated financial statements	2025	198,830	

Hansol
Logistics

Established in 1994, Hansol Logistics is a comprehensive logistics specialist that provides optimal SCM solutions to customers across various logistics areas, including global logistics services covering ocean and air forwarding, container, truck, and rail transportation, W&D (Warehousing and Distribution), and logistics consulting, based on industry-specific customized operational know-how and systematic systems. Through this, Hansol Logistics realizes customer satisfaction while promoting ESG management, including creating a safe workplace, practicing ethical management, and enhancing shareholder value. Based on its experience and expertise accumulated in the domestic market, Hansol Logistics has established more than 20 overseas networks across seven countries, including the Americas and Asia, and provides differentiated global integrated logistics services. In addition, by expanding its network into major global markets such as China, India, Southeast Asia, the Americas, and Europe, Hansol Logistics is strengthening its position as a global logistics specialist. Moving forward, Hansol Logistics plans to continue strengthening its global business competitiveness and grow as a logistics company that leads the industry.

Date of Establishment	June 1994	Headquarters	23/F, Pine Avenue Building B, 100 Eulji-ro, Jung-gu, Seoul, Republic of Korea
Business Areas	International logistics, container transport, truck transport, W&D, logistics consulting		
Credit Rating	A3	ESG Rating	A (KCGS)
Sales	2023	726,536	
(Unit: KRW million)	2024	687,030	
*Based on consolidated financial statements	2025	674,562	

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Hansol
HomeDeco

Hansol HomeDeco is a total interior materials specialist that provides products with excellent quality and design across the building materials sector. Hansol HomeDeco has established a value chain in the wood industry, spanning from overseas afforestation to lumber, furniture components, flooring, wall coverings, and the manufacturing and distribution of interior materials, and has laid the foundation for sustainable growth by expanding into eco-friendly Energy businesses using wood flour and renewable Energy. Through this, Hansol HomeDeco is strengthening the recycling of forest resources and the wood resource circulation system, while focusing on developing eco-friendly products using MDF and lumber by-products. In addition, Hansol HomeDeco is leading innovation in the eco-friendly building materials market by introducing the world’s first “Hansol Recycle MDF” made with 100% recycled raw materials.

Date of Establishment	December 1991	Headquarters	27/F, Jeonmun Geonseol Hoegwan, 15 Boramae 5-gil, Dongjak-gu, Seoul, Republic of Korea
Business Areas	Wood: Manufacturing and distribution of boards (MDF), flooring, and interior products Combined heat and power generation: Biomass renewable Energy (electricity and steam generation) Afforestation: Investment in overseas afforestation projects through a New Zealand corporation		
Credit Rating	BBB	ESG Rating	B+ (KCGS)
Sales	2023	296,555	
(Unit: KRW million)	2024	327,259	
*Based on consolidated financial statements	2025	279,817	

Hansol
Chemical

Hansol Chemical has established itself as an advanced fine chemical company that leads the market by producing excellent chemical products through continuous innovation. Based on its production facilities in Jeonju, Ulsan, Iksan, and Xi’an, China, Hansol Chemical has secured a broad business portfolio ranging from fine chemicals to electronic materials. Hansol Chemical is strengthening its competitiveness centered on materials for semiconductors, advanced displays, and secondary batteries, while pursuing continuous growth by expanding its business into new markets such as IT and environmental sectors. In addition, Hansol Chemical plans to systematically implement its ESG management strategy, identify business opportunities, and strengthen its global capabilities.

Date of Establishment	March 1980	Headquarters	7-8/F, K-Tower, 513 Teheran-ro, Gangnam-gu, Seoul, Republic of Korea
Business Areas	Fine chemicals, display materials, semiconductor materials, and secondary battery materials		
Credit Rating	A+ (Korea Investors Service, Korea Ratings Corporation, NICE Credit Rating)	ESG Rating	A (Sustainvest)
Sales	2023	771,655	
(Unit: KRW million)	2024	776,357	
*Based on consolidated financial statements	2025	883,969	

Tapex

Established in 1994, Tapex is a specialized industrial tape company that continues to grow across various fields, ranging from functional tapes for electronic materials such as secondary batteries, displays, and semiconductors to food packaging wraps and eco-friendly products. In particular, in response to changes in global environmental policies, Tapex has focused its business capabilities on functional tapes for eco-friendly electric vehicles, establishing itself as a leading company in the industry. To achieve sustainable management, Tapex prioritizes customer satisfaction and continues to upgrade its R&D and production infrastructure to secure global-level quality competitiveness. Tapex is also improving its management system to meet global ESG management requirements. Based on these efforts, Tapex plans to continue achieving sustainable growth in the global market.

Date of Establishment	April 1994	Headquarters	812 & 813, 8/F, Daehak 4-ro 17, Yeongtong-gu, Suwon-si, Gyeonggi-do, Republic of Korea (Iui-dong, Ace Gwanggyo Tower 1)
Business Areas	Functional tapes for electronic materials, food packaging wrap, consumer goods		
Credit Rating	A- (Korea Investors Service)	ESG Rating	B+ (KCGS), AA (Sustainvest)
Sales	2023	145,840	
(Unit: KRW million)	2024	135,955	
*Based on consolidated financial statements	2025	141,139	

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2025 ESG Performance

HANSOL Group builds trust with customers, enhances corporate value, and achieves sustainable growth by practicing ESG management across all affiliates.

HANSOL Holdings, HANSOL Paper, HANSOL Technics, HANSOL IONES, HANSOL Logistics

Korea Institute of Corporate Governance and Sustainability (KCGS) ESG Rating

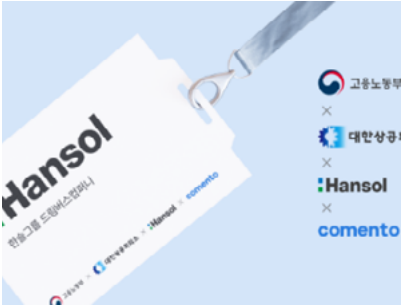
Achieved Grade
A



HANSOL Group

Launched HANSOL Dreamverse Company College Student Recruitment

Total of 250 participants



HANSOL Paper

Ranked No. 1 in the Korean Most Admired Companies (Paper Category)

No. 1 for 23 consecutive years



HANSOL IONES

Local Community Environment Improvement

Received Gyeonggi Province Governor Commendation



HANSOL IONES

Number of complaints related to violations of internal/external human rights policies

0 cases



HANSOL IONES

Selected as a Good Job Enterprise in Anseong City in 2025

Good Job Enterprise

HANSOL Logistics

24th Global Standard Management Awards

Received Safety Management Grand Prize



HANSOL Logistics

2025 Hazardous Materials Transport Vehicle Inspection by the Korea Transportation Safety Authority

Received Grand Prize Award



HANSOL HomeDeco

National Firefighting Technology Competition

Received Fire Commissioner's Award



HANSOL Paper

Launched the industry's first recycled pulp from general cartons

Obtained GR Certification



HANSOL Paper

EcoVadis 3 consecutive years

Obtained Platinum Rating



HANSOL Technics

Number of non-financial risk reports to the board of directors

Total of 10 cases



HANSOL IONES

Safety Labor-Management Cooperation Enterprise Anseong Chamber of Commerce and Industry

Received Exemplary Chamber of Commerce and Industry Commendation



HANSOL IONES

Contribution to industrial accident prevention

Received a commendation from the Korea Occupational Safety and Health Agency



HANSOL HomeDeco

Zero-Accident Commitment Rally

Received Commendation Award



TAPEX

Process Safety Management System Evaluation PSM Review

Maintained Grade S



TAPEX

Plastic reduction from conversion to eco-friendly materials

7 tons



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2025 ESG Highlights

1.

Hansol Holdings Receives Integrated A Grade in KCGS ESG Evaluation for Six Consecutive Years

Hansol Holdings has established itself as a leading example of sustainability management in the industry, receiving an integrated A grade in the 2025 KCGS ESG evaluation announced by the Korea Institute of Corporate Governance and Sustainability (KCGS) for the sixth consecutive year. This achievement is the result of our continued efforts to strengthen ESG management, including the establishment of a mid- to long-term shareholder return policy to ensure a stable and predictable dividend policy, and the development of a group-level risk management system. Hansol Holdings received an A grade, which was awarded to 216 out of 805 companies listed on the KOSPI in 2025, or approximately 26.9%, in recognition of our efforts to build a management system based on best practices in environmental, social, and governance standards and minimize the potential for shareholder value deterioration caused by non-financial risks.

*Source: Korea Institute of Corporate Governance and Sustainability, “Announcement of the 2025 Korea Institute of Corporate Governance and Sustainability (KCGS) ESG Evaluation and Ratings,” press release, November 19, 2025.

3.

Hansol PaperTech Awarded the Minister of Environment Prize at the 2025 “Happiness Plus Social Contribution”

Hansol PaperTech was recognized for its ESG practices centered on the local community by receiving the Minister of Environment Prize in the Environmental Love Contribution category at the “2025 Happiness Plus Social Contribution Campaign.” Hansol PaperTech has been carrying out initiatives such as providing scholarships and experiential learning support for local elementary schools, participating in the hometown love donation system, and conducting agricultural product consumption campaigns with Damyang-gun. It has also consistently conducted community-based social contribution activities, such as traditional market sharing events, donation of fire extinguishers, and fire prevention education for villages. In addition, Hansol PaperTech practices coexistence with residents and pursues the improvement of the living environment through regular environmental cleanup activities in rivers, farm roads, and village alleys near the factory. Going forward, Hansol PaperTech plans to further expand sustainable social contribution activities based on its mutual growth with the local community.

2.

Hansol Paper Signs MOU with the Ministry of Environment for the “Paper Carton Parcel Collection Pilot Project Using Online Platforms”

Hansol Paper has signed an MOU with the Ministry of Environment, Kakao, CJ Logistics, Maeil Dairies, and other partners for the “Paper Carton Parcel Collection Pilot Project Using Online Platforms” and is working to build a virtuous resource circulation system. This agreement aims to establish a system that efficiently collects paper cartons by using online platforms and parcel delivery infrastructure and recycles them into high-quality recycled paper products. Hansol Paper plays a key role in recycling the collected paper cartons into high-quality recycled paper products, such as white-lined chipboard, and is working to increase the paper carton recycling rate and enhance resource value based on its accumulated recycling technologies and operational capabilities. Through these efforts, Hansol Paper contributes to realizing a resource-circulating society and strengthening the foundation for its eco-friendly business.

4.

Hansol Technics Promotes Renewable Energy Transition and Energy Efficiency Innovation Based on Its Net Zero Roadmap

Hansol Technics has set the achievement of Net Zero by 2050 as its mid- to long-term goal to respond to climate change and strengthen sustainability management, and is implementing a phased greenhouse gas reduction roadmap. Based on emissions in the base year of 2020 (11,466 tCO2eq), Hansol Technics has set targets to reduce emissions by 20% by 2030 and 50% by 2040, and is carrying out various reduction activities focused on the low-carbon transition of production processes and Energy efficiency improvement. To shift electricity use at its business sites toward eco-friendly Energy, Hansol Technics has introduced Media PV, a renewable Energy facility, and is producing 11,183 kWh of renewable Energy annually as of 2025. At the Jincheon Plant, the replacement of high-efficiency equipment is expected to generate annual electricity savings of approximately 108,000 kWh and reduce greenhouse gas emissions by 49.6 tCO2eq. Going forward, Hansol Technics plans to continue strengthening its efforts to achieve carbon neutrality and practice eco-friendly management by expanding renewable Energy and improving process efficiency.

5.

Hansol IONES Receives Commendation from the Governor of Gyeonggi-do

Hansol IONES received a commendation from the Governor of Gyeonggi-do in recognition of its contribution to improving the local community environment by participating in the “Clean Gyeonggi” initiative with dedicated volunteer service and a spirit of commitment. This award reflects external recognition of Hansol IONES’ continued efforts to achieve carbon neutrality and implement systematic environmental management. Hansol IONES plans to continue improving its environmental performance through practical initiatives such as Energy efficiency enhancement and the introduction of renewable Energy. Going forward, Hansol IONES will further strengthen its ESG management system, fulfill its social responsibilities, and grow as a company that creates sustainable future value.

7.

Hansol HomeDeco Selected as a “2025 Korea Green Product of the Year”

Hansol HomeDeco was recognized for the excellence of its product as Hansol Storyboard was selected for the “2025 Korea Green Product of the Year,” hosted by the Korea Green Purchasing Network, for the second consecutive year. Hansol Storyboard is a furniture material used for kitchen furniture, built-in closets, and open cabinets. It features eco-friendly materials throughout its three-layer structure, including an eco-friendly surface material on the front, a recycled core made with recycled wood chips, and a durable LPM material on the back. Going forward, Hansol HomeDeco plans to continue developing products using safe and eco-friendly materials, thereby contributing to the establishment of a sustainable resource circulation ecosystem.

6.

Hansol Logistics Receives Grade A in KCGS ESG Evaluation and Improves Rating for Two Consecutive Years

Hansol Logistics received Grade A in the 2025 KCGS ESG evaluation announced by the Korea Institute of Corporate Governance and Sustainability (KCGS), achieving a rating improvement for two consecutive years. Following Grade B in 2023 and Grade B+ in 2024, Hansol Logistics received Grade A in 2025, gaining external recognition for the outcomes of its sustainability management activities across environmental (E), social (S), and governance (G) areas. Centered on its dedicated environmental management organization under the CEO, Hansol Logistics is improving Energy efficiency in transportation, expanding the transition to eco-friendly logistics, and strengthening environmental social contribution activities. It also carries out systematic environmental management activities based on its Environmental Management System (ISO 14001) certification. In the social area, Hansol Logistics is strengthening its management system with a focus on safety management, human rights, and shared growth. Since becoming the first company in the logistics industry to obtain ISO 45001 Occupational Health and Safety Management System certification, it has continued to identify and improve risk factors at its business sites.

8.

Tapex Receives Minister of Environment Award at the 2025 ESG Resource Circulation Awards

Tapex received the Minister of Environment Award at the 2025 ESG Resource Circulation Awards hosted by the Ministry of Environment, gaining external recognition for its achievements in resource circulation and eco-friendly management. The ESG Resource Circulation Awards were established to identify outstanding cases of circular economy practices, including resource reduction, recycling expansion, and the application of eco-friendly materials by companies. Tapex received high recognition for contributing to the establishment of a resource circulation system by expanding the use of eco-friendly materials and reducing plastic use in its product production process. Going forward, Tapex plans to minimize environmental impact through continuous eco-friendly product development and improved resource efficiency, thereby contributing to the realization of a circular economy.

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Stakeholder Communication Channels

HANSOL Group continuously gathers opinions from key stakeholders through various communication channels and systematically understands their major expectations and requirements, actively reflecting them in the overall management of the Group.

Employees		Partners	
Communication Channels	Communication board, dialogue with management, employee satisfaction survey, labor-management council, management briefing sessions, workshops, etc.	Communication Channels	Meetings, surveys, shared growth council, shared growth workshops, etc.
Key Issues	Human rights protection, respect for diversity, labor-management relations and communication, safety and health, welfare benefits	Key Issues	Shared growth, sustainable supply chain, fair trade
Shareholders/Investors		Government/Local Authorities	
Communication Channels	General shareholders’ meeting, investor meetings, corporate governance report, sustainability report, business report, disclosures, earnings announcements, etc.	Communication Channels	Ministry of Climate, Energy and Environment, joint cooperation programs, Ministry of Economy and Finance, FSC, ISO, etc.
Key Issues	Economic performance, governance, business opportunities and risk management	Key Issues	Compliance adherence, response to and participation in public policies
Customers		Local Community/NGO	
Communication Channels	Website, brochures, exhibitions, trade shows, blogs, promotional videos, YouTube, etc.	Communication Channels	Social contribution activities, communication activities with local communities near business sites, etc.
Key Issues	Customer safety and health, customer communication	Key Issues	Social contribution, local economy, local community communication, environmental protection

Double Materiality Assessment

HANSOL Group conducts a materiality assessment every year to gather the opinions of key stakeholders and identify key issues for sustainable management.

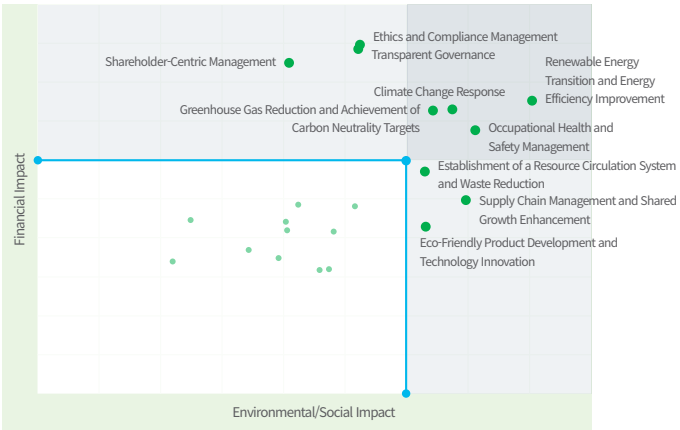
Double Materiality Assessment Process

To transparently disclose key information related to sustainability, HANSOL Group conducts a materiality assessment every year based on the GRI Standards and the concept of Double Materiality. This assessment applies an ESRS-based double materiality approach, which considers both financial materiality and the impact of our business activities on the environment and society, to identify core ESG issues. The identified issues and assessment process are transparently disclosed through this Report.

STEP 1. Issue Pool Configuration									
Analysis of the previous year's double materiality assessment issue pool	+	Media analysis	+	Analysis of international standard initiatives (GRI, ESRS, SASB, MSCI)	+	Analysis of ESG issues and trends in the same and similar industries	➤	Configuration of a 21-item issue pool considering the industry characteristics of each affiliate	Issue pool configuration: Environment (7), Social (9), Governance (5)
STEP 2. Double Materiality Assessment									
Conducting materiality assessment surveys for key internal and external stakeholders (Likelihood, environmental and social impact, financial impact)		Environmental and Social Impact Assessment • Reflecting ESG standard (SASB) assessments • Analysis and benchmarking of material issues of leading ESG disclosure companies			Financial Impact Assessment • Reflecting ESG standard (MSCI) assessments		+	Media Analysis: Analysis of environmental, social, and economic performance, issues, and articles (January 1, 2025 –December 31, 2025)	
STEP 3. Selection of Material Issues									
Selection of 10 material issues through a comprehensive assessment of environmental, social, and financial impacts			➤	Derivation and final confirmation of material issue priorities			➤	Reporting of response strategies for key topics in the ESG Perspective section	

Assessment Results

The results of the double materiality assessment confirmed changes in the importance of key issues compared with the previous year, as well as the inclusion of new issues. In particular, “Greenhouse Gas Reduction and Achievement of Carbon Neutrality Targets” and “Shareholder-Centric Management” were newly identified in the issue pool and ranked 4th and 10th, respectively. In addition, “Renewable Energy Transition and Energy Efficiency Improvement” rose by seven places from the previous year to become the top-priority issue, while “Climate Change Response” and “Establishment of a Resource Circulation System and Waste Reduction” also rose by two and four places, respectively, increasing in importance. Meanwhile, the relative importance of “Supply Chain Management and Shared Growth,” “Ethics and Compliance Management,” and “Transparent Governance” was partially adjusted.



Rank	Category	Material Issue	Materiality Assessment		Key Stakeholders	Reason for Issue Selection	Report Page
			Financial Materiality	Environmental and Social Impact Materiality			
1	E	Renewable Energy Transition and Energy Efficiency Improvement	3.78	4.03	Employees, local communities, government/regulatory authorities, investors	Increased need for Energy transition and efficiency improvement due to high heat and electricity use in manufacturing and operations, and the Energy burden of facilities and processes	57-58
2	S	Occupational Health and Safety Management	3.40	3.55	Employees, suppliers, government agencies, local communities	Increased need for workplace safety management due to stricter regulations, and the emergence of major accident risks in the event of an accident	70-77
3	E	Climate Change Response	3.70	3.37	Government agencies, investors, customers, local communities	Growing need for climate risk management and company-wide response due to expanding climate regulations and disclosure requirements	43-56
4	E	Greenhouse Gas Reduction and Achievement of Carbon Neutrality Targets	3.67	3.20	Government agencies, investors, customers, local communities	Increased need to implement greenhouse gas reduction and secure competitiveness due to an Energy-intensive business structure and growing global supply chain requirements	44-46
5	E	Establishment of a Resource Circulation System and Waste Reduction	2.80	3.15	Local communities, government agencies, customers, suppliers	Increased need to establish a circular system as waste generation and resource circulation structures are closely linked to business operations	59-63
6	S	Supply Chain Management and Shared Growth Enhancement	2.67	3.42	Suppliers, customers, investors, government agencies	Need to improve suppliers’ ESG standards and strengthen support due to the complex supply chain structure and business characteristics with high dependence on raw materials	102-104
7	G	Ethics and Compliance Management	4.46	2.64	Employees, investors, customers, government agencies	Need to strengthen internal controls and the compliance system amid growing requirements for legal and regulatory compliance and ethics management	120-122
8	G	Transparent Governance	4.44	2.63	Investors, Board of Directors, employees, government agencies	Need to advance governance to secure external trust as the importance of decision-making transparency and internal control increases	110-119
9	E	Eco-Friendly Product Development and Technology Innovation	2.16	3.16	Customers, investors, suppliers, local communities	Growing need to secure product competitiveness and technological innovation capabilities due to increasing demand for eco-friendly products and low-carbon materials	36-42
10	G	Shareholder-Centric Management	4.28	2.04	Investors, Board of Directors, employees, financial institutions	Increased need for shareholder return policies and responsible management as investors’ expectations for stable returns grow	110-114

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Double Materiality Assessment

Impacts of Key Issues and Response Strategies

We will continue to advance ESG management by consistently reflecting the needs and interests of our stakeholders.

Rank	Cate gory	Material Issue	Position within the Value Chain	Impact on the External Environment	
				Positive	Negative
1	E	Renewable Energy Transition and Energy Efficiency Improvement	Own business sites	- Reducing greenhouse gas emissions and contributing to climate change mitigation by expanding the use of renewable Energy - Reducing resource use and environmental impact through Energy efficiency improvement	- Potential land-use changes and ecosystem impacts during the construction of renewable Energy facilities - Additional resource use and environmental impact during facility production and disposal
2	S	Occupational Health and Safety Management	Own business sites	- Protecting workers' lives and health and preventing industrial accidents by creating a safe working environment - Improving safety standards across the industry by expanding safety management to include suppliers	- Human casualties and increased social costs caused by industrial accidents when safety management is insufficient - Decline in trust from local communities and stakeholders
3	E	Climate Change Response	Entire value chain	- Minimizing environmental impact and enhancing sustainability by establishing and implementing climate change response strategies - Encouraging climate action across the industry by promoting the low-carbon transition	- Intensified environmental impact and increased social and economic damage when climate risk response is insufficient - Greater impact on local communities due to increasing natural disasters caused by climate change
4	E	Greenhouse Gas Reduction and Achievement of Carbon Neutrality Targets	Own business sites	- Contributing to global warming mitigation and environmental protection by reducing greenhouse gas emissions - Promoting the transition to a low-carbon economy and encouraging improvement in the industrial structure	- Intensified climate change caused by increased greenhouse gas emissions when emissions management is insufficient - Expanded negative impact on local and global environments
5	E	Establishment of a Resource Circulation System and Waste Reduction	Own business sites / Downstream	- Contributing to the activation of a circular economy through resource recycling and waste reduction - Reducing environmental pollution by decreasing landfill and incineration	- Potential soil and water pollution and environmental damage when waste management is insufficient - Secondary pollution and impacts on local communities during the treatment process
6	S	Supply Chain Management and Shared Growth Enhancement	Upstream	- Improving sustainability across the supply chain by expanding suppliers' ESG management - Enhancing the soundness of the industrial ecosystem through fair trade and win-win cooperation	- Potential human rights, environmental, and ethics-related risks when supplier management is insufficient - Possibility of unfair trade and environmental and social issues spreading within the supply chain
7	G	Ethics and Compliance Management	Entire value chain	- Establishing fair market order and building social trust by expanding ethics management - Creating a sound business environment by preventing corruption and embedding a culture of compliance	- Decline in social trust and damage to market order in the event of ethics violations or non-compliance with laws and regulations - Increased social costs caused by corruption and unfair practices
8	G	Transparent Governance	Company-wide management	- Strengthening trust with investors and stakeholders by enhancing management transparency - Reinforcing the fulfillment of corporate social responsibility by expanding responsible management	- Potential distortion of decision-making and infringement of stakeholder rights when governance is insufficient - Decline in market trust due to lack of management transparency
9	E	Eco-Friendly Product Development and Technology Innovation	Downstream	- Reducing environmental pollution and promoting sustainable consumption through the development of eco-friendly products - Improving resource efficiency and minimizing environmental impact through technological innovation	- Potential increase in resource use and environmental impact during product production - Possibility of unexpected environmental and social impacts during technology application
10	G	Shareholder-Centric Management	Company-wide management	- Establishing sound corporate governance by protecting shareholder rights and strengthening responsible management - Contributing to greater capital market trust and investment activation	- Potential damage to long-term environmental and social value when decisions focus on short-term returns - Possibility of social conflict due to value imbalance among stakeholders

Rank	Cate gory	Material Issue	Risks and Opportunities		Impact Period	Response and Management Measures
			Risk	Opportunity		
1	E	Renewable Energy Transition and Energy Efficiency Improvement	- Increased manufacturing costs due to rising electricity prices and stricter carbon emission regulations - Greater risk from Energy price fluctuations due to increased dependence on electricity in processes - Increased renewable Energy procurement costs and burden from long-term contracts	- Cost reduction and carbon competitiveness through Energy efficiency improvement - Enhanced ability to respond to global customers through transition to low-power processes - Improved ESG evaluation based on RE100 response	Mid- to long-term	- Improving Energy use efficiency through the introduction of high-efficiency facilities and process optimization - Monitoring Energy use by process and managing performance based on KPIs - Implementing renewable Energy adoption and Energy efficiency improvement activities in parallel
2	S	Occupational Health and Safety Management	- Production disruptions and increased legal liability in the event of a serious accident - Possibility of safety accidents at logistics sites and suppliers - Increased costs for responding to the Serious Accidents Punishment Act and reputational risks	- Securing operational stability by building zero-accident business sites - Improving logistics quality by establishing a safety management system that includes suppliers - Improved ESG evaluation through enhanced safety management standards	Short- to mid-term	- Operating safety management systems based on PSM and ISO 45001 - Advancing the safety management evaluation system through HSRS operation and the introduction of Hansol's safety and health activity level assessment - Setting safety KPIs and operating a management review system
3	E	Climate Change Response	- Increased physical risks, such as business site disruptions, raw material supply disruptions, and logistics delays caused by abnormal weather - Decline in investor trust and reputational risks when climate risk management is insufficient	- Strengthening business continuity and resilience by proactively identifying and managing climate risks - Enhancing stakeholder trust by advancing climate-related information disclosure	Mid- to long-term	- Identifying climate risks at major business sites and analyzing their financial impact - Advancing the climate-related ESG disclosure system
4	E	Greenhouse Gas Reduction and Achievement of Carbon Neutrality Targets	- Decline in external trust and ESG evaluation if the implementation of carbon neutrality targets is delayed - Increased supply chain burden due to the expansion of Scope 3 management - Regulatory and reputational risks if reduction targets are not met	- Strengthened order competitiveness by responding to global customer requirements - Securing a foundation for sustainability management by establishing mid- to long-term business strategies linked to carbon neutrality targets	Mid- to long-term	- Establishing an emissions inventory and setting reduction targets - Monitoring carbon neutrality implementation performance
5	E	Establishment of a Resource Circulation System and Waste Reduction	- Increased waste treatment costs and burden of responding to regulations - Production impact caused by fluctuations in raw material quality - Risks arising from violations of environmental regulations	- Cost reduction and creation of new value through the use of recycled raw materials and resource recovery of by-products - Strengthened competitiveness of eco-friendly products based on resource circulation - Response to demand for eco-friendly packaging materials	Mid-term	- Monitoring waste generation and expanding recycling - Recycling by-products and establishing a circular economy system - Operating KPIs for resource efficiency management
6	S	Supply Chain Management and Shared Growth Enhancement	- Raw material price fluctuations and supply chain instability - Logistics disruptions caused by suppliers' operational risks - Transaction restrictions when suppliers' ESG management is insufficient	- Securing supply chain ESG response capabilities - Ensuring stability through long-term supply contracts - Improving operational efficiency by strengthening suppliers' capabilities	Mid-term	- Operating supplier ESG assessments and a Code of Conduct - Strengthening suppliers' capabilities by providing training and support programs
7	G	Ethics and Compliance Management	- Financial losses and reputational damage, such as fines and lawsuits, in the event of legal violations, corruption, or unethical conduct - Legal risks arising from insufficient internal controls	- Enhanced corporate trust through stronger ethics management - Securing management stability by establishing a compliance risk management system	Short- to mid-term	- Operating ethics regulations and an internal control system - Strengthening the information security management system, including ISMS - Operating internal reporting and monitoring systems
8	G	Transparent Governance	- Decline in investor trust when the independence and check-and-balance function of the Board of Directors are insufficient - Increased misconduct and operational risks when internal control and risk management systems are insufficient	- Improved ESG evaluation and enhanced corporate value by establishing governance aligned with global standards - Enhanced management transparency and accountability by strengthening the Board-centered check and oversight function	Mid- to long-term	- Establishing an independent decision-making structure through a Board of Directors composed mainly of outside directors and the operation of committees - Expanding governance-related information disclosure and strengthening transparent disclosure of operational status
9	E	Eco-Friendly Product Development and Technology Innovation	- Increased R&D costs and intensified technological competition - Loss of market-leading opportunities if response to technological changes is delayed	- Creation of new markets driven by growing demand for eco-friendly products and low-carbon materials - Securing high-value-added technological competitiveness	Mid- to long-term	- Expanding R&D investment and securing technologies - Expanding the eco-friendly product portfolio - Developing customized technologies for customers
10	G	Shareholder-Centric Management	- Decline in investor trust and corporate value if shareholder returns are insufficient - Negative market evaluation if shareholder return plans lack consistency	- Securing investor trust and improving capital efficiency by establishing a predictable shareholder return policy - Enhancing trust in the capital market through active IR activities and stronger communication with shareholders	Mid- to long-term	- Establishing and operating mid- to long-term dividend policies and consistent shareholder return policies - Maintaining a balance between investment and dividend policies - Strengthening IR activities and information disclosure

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Environmental Management and Climate Change Response

Hansol Paper

Advancing an **integrated climate risk management system** based on transition and physical risks, and establishing a Green Management System

Hansol Technics

Optimizing **Energy operations** through **renewable Energy production** and transition to high-efficiency facilities

Hansol IONES

Promoting the decarbonization of process electricity through the adoption of **PPA-based renewable Energy**

Hansol Logistics

Building an electric forklift and circular logistics system, and promoting a **Zero Landfill** strategy

Hansol HomeDeco

Expanding its eco-friendly product portfolio with **PVC alternative** materials and products made from **100% recycled raw materials**

Hansol Chemical

Expanding its business area based on the circular economy by supplying materials for the **waste battery recycling process**

Tapex

Reducing **VOCs** and recycling Energy within processes through **RTO** waste heat recovery

Waste Recycling Rate

*Waste recycling rate = Total recycled waste / Waste generated

Hansol PNS
Paper Distribution
100.0 %

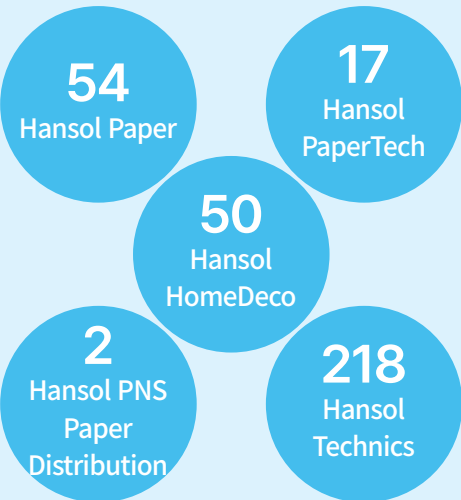
Hansol Technics
99.8 %

Hansol IONES
96.8 %

Hansol Chemical
85.6 %

Tapex
96.1 %

Eco-Friendly Certified Products



UN SDGs



Number of Environmental Regulation Violations

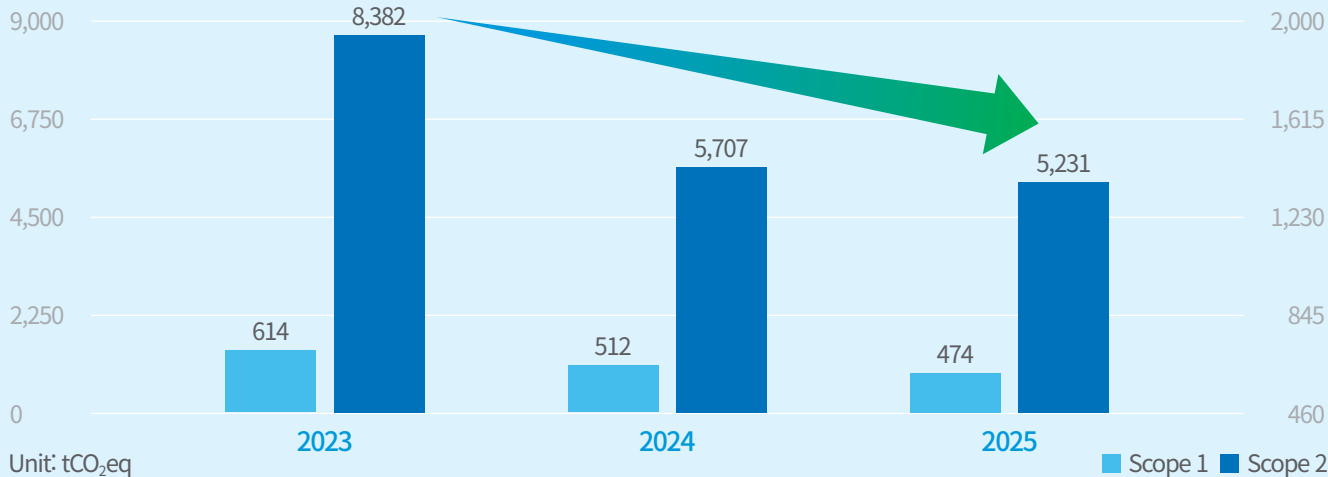
0 cases

Hansol PNS	Hansol Technics
Hansol IONES	Hansol Logistics
Hansol Chemical	Tapex

Number of Business Sites with Environmental Management System Certification

Hansol Paper 4(100%)	Hansol PNS Paper Distribution 2(100%)
Hansol Technics 2(100%)	Hansol IONES 3(75%)
Hansol Logistics 9(100%)	Hansol HomeDeco 1(100%)
Hansol Chemical 3(100%)	Tapex 5(83%)

Hansol Technics Reduces Greenhouse Gas Emissions for Three Consecutive Years



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Environmental Management System

Hansol Holdings recognizes that environmental management is an important management element for sustainable development. To practice eco-friendly management, Hansol Holdings announced its environmental policy in 2019 and has introduced and operated an Environmental Management System (EMS).

HANSOL Group Environmental Strategy and Policy

As the holding company of HANSOL Group, we recognize that environmental issues are an important factor affecting corporate sustainable development. Based on our Environmental Management System, we systematically fulfill our environmental responsibilities and continue to carry out improvement activities.

Efficient Use of Resources and Environmental Protection



We take the lead in preventing environmental pollution and protecting the environment by efficiently using resources and Energy and minimizing waste.

Operation and Continuous Improvement of the Environmental Management System



All of our employees recognize this environmental policy, set and implement achievable goals to continuously improve environmental performance, and continue to advance our Environmental Management System by reflecting any non-conformities and improvement areas that arise.

Communication with Stakeholders and Fulfillment of Compliance Obligations



Through ongoing communication with stakeholders, we periodically review the direction of HANSOL Group's environmental objectives and targets, establish management standards that reflect environmental compliance obligations and stakeholder needs, and faithfully implement them.

Sharing the Practice of Transparent Environmental Management



Disclose environmental policies and environmental management information to stakeholders, encourage their active participation, and practice transparent environmental management.

HANSOL Group Environmental Management System

HANSOL Group has established an ESG Indicator Management System, led by Hansol Holdings as the holding company, to enable all affiliates to manage ESG data systematically and efficiently. Through this system, we systematically manage key environmental data, including the establishment and certification of environmental management systems, climate change response, greenhouse gas emissions, Energy and water use, and pollutant and waste management. Based on this data, we review progress against our targets and continuously improve our environmental management activities.

Hansol Paper — Hansol Paper has established a green management vision of “Becoming a world-class environmental company by realizing a green planet.” Based on this vision, Hansol Paper has developed a green management policy framework and is achieving harmony with the environment across all corporate activities.

Basic Principles

We deeply recognize our corporate social responsibilities and ethics, and achieve harmony with the environment across all areas of our corporate activities.	We practice proactive environmental management based on challenge and creativity.	We lead environmental conservation activities on a global level.
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Action Guidelines

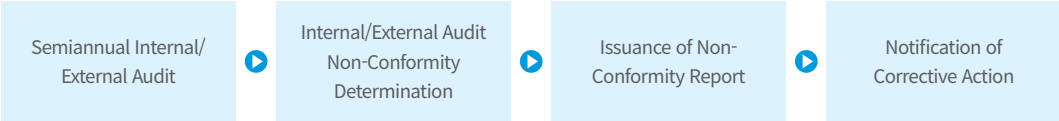
All Hansol members recognize and practice the following action guidelines as top management priorities.
First, pursue harmony between development and conservation across all areas of corporate activities
Second, minimize the burden on the global environment by expanding environmental products and services
Third, achieve an environmental community by leading environmental conservation activities

In addition, Hansol Paper has established a green management strategy and set key targets to reduce greenhouse gas emissions by 15% by 2030 and increase the sales ratio of eco-friendly certified products to 60%. Based on this strategy, Hansol Paper is carrying out environmental management activities focused on responding to opportunities and risks, managing and reducing greenhouse gases, expanding eco-friendly and low-carbon technologies, participating in policy initiatives, and strengthening cooperation.

In addition, each business site continuously monitors changes in environmental regulations, including the Special Act on the Improvement of Air Quality in Air Control Zones, the Clean Air Conservation Act, the Water Environment Conservation Act, the Waste Control Act, and the Integrated Environmental Management Act. To respond to these changes, Hansol Paper operates regular environmental subcommittee meetings. The environmental management status of each business site is regularly shared with management, enabling Hansol Paper to identify environmental and social impacts in advance and strengthen its risk management system.

Hansol Paper has also established and operates the ISO 14001 Environmental Management System at all business sites. Each business site conducts internal and external audits once a year, and for any non-conformities identified during the audit process, improvement plans are established and corrective actions are implemented to systematically manage environmental risks. In addition, Hansol Paper is carrying out climate change response and resource circulation activities that reflect the characteristics of each business site. The Janghang Plant was selected as a Green Company designated by the Ministry of Environment in recognition of its Environmental Management System operation, ecological conservation activities, and performance in practicing green management based on its environmental, safety and health policy. Based on this environmental management system, Hansol Paper continues to advance the level of environmental management across its business site operations.

Environmental Risk Management Process



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Environmental Management System

Hansol IONES —○ Hansol IONES has set climate crisis response as a key management priority and operates a company-wide response system centered on the Environmental Committee to ensure expertise in its decision-making structure. Since March 2023, the Environmental Committee has held regular quarterly meetings and established environmental governance. It analyzes global environmental regulations and internal and external issues, and develops proactive response strategies based on environmental risk assessments for each business site.

In addition, Hansol IONES has renewed its ISO 14001 international certification to objectively demonstrate the effectiveness of its environmental management. This demonstrates that the environmental management processes across its business sites, including the introduction of direct Power Purchase Agreements (PPAs) and the replacement of high-efficiency facilities such as LED and air-conditioning systems, meet global standards beyond simply maintaining the system. This standardized management system serves as a key foundation for responding to increasingly stringent international environmental regulations.

Hansol Logistics —○ Hansol Logistics complies with global standards and reflects them in its management activities. It has established an Environmental Management System and holds ISO 14001 certification, an international standard. To systematically manage environmental impacts that occur throughout the entire process of product development, production, transportation, sales, and services, Hansol Logistics has established an environmental management policy and assigned responsibility and authority for environmental management to the CEO and management. Based on this, Hansol Logistics systematically manages resource use and emissions and operates its environmental management system.

In addition, to effectively operate its environmental management system, Hansol Logistics has established a dedicated organization under the CEO and manages the entire process of planning, implementation, inspection, and improvement in accordance with the PDCA Cycle. The compliance management organization prepares checklists and conducts self-inspections to check compliance with environmental laws and regulations closely related to the business. For business sites where violations or potential violations are identified, the organization requests improvement measures and continuously monitors their implementation.

Furthermore, Hansol Logistics is making various efforts to reduce air pollutant emissions from Energy use, such as diesel, in its domestic logistics operations, including expanding the introduction of electric forklifts and improving logistics operation efficiency. It also conducts preliminary checks on suppliers to determine whether they hold ISO 14001 and Excellent Green Logistics Company certification, and calculates and manages the purchase amounts from these suppliers as eco-friendly purchasing performance. In June 2025, Hansol Logistics also provided ESG and environmental management strategy training to all employees to raise awareness of sustainability management.

Hansol Technics —○ Hansol Technics pursues environmental management under its policy to “practice eco-friendly management and improve Energy efficiency for sustainable management, strengthen corporate competitiveness by protecting the environment, saving Energy, and fulfilling social responsibilities.” To this end, Hansol Technics has obtained ISO 14001 Environmental Management System and ISO 50001 Energy Management System certifications, and practices sustainable management based on global standards by minimizing environmental impacts across its business operations and improving Energy efficiency.

In addition, Hansol Technics conducts quarterly compliance evaluations to systematically manage compliance with key environmental laws and regulations, and continuously reflects newly enacted and amended laws and regulations to review management items and response directions. Furthermore, Hansol Technics conducts emergency response drills once every six months, simulating situations such as chemical leaks and fires, to strengthen accident prevention capabilities and continuously advance the environmental and safety management system at its business sites.

Hansol Technics Response to Environmental Laws and Regulations

Category		Key Laws and Regulations	Key Management Items	Response Measures
E n v i r o n m e n t	Water Quality	Water Environment Conservation Act	Permits for installation and operation of wastewater discharge facilities, effluent water quality standards, facility management	Maintain permits for wastewater discharge facilities, comply with effluent standards, and manage related facilities
		Sewerage Act	Effluent water quality standards for sewage treatment facilities, facility management	Comply with effluent standards for sewage treatment facilities and manage related facilities
	Air Quality	Clean Air Conservation Act	Permits for air emission facilities and compliance with emission limits	Report air pollutant emission facilities and operate pollution control facilities
	Waste	Wastes Control Act	Category, storage, treatment, and outsourced management of workplace waste	Manage waste transfer documents, ensure proper outsourced treatment, and comply with storage standards
		Act on the Promotion of Saving and Recycling of Resources	Recycling obligations and waste charges	Expand waste recycling and manage waste charges
	Chemical Substances	Chemical Substances Control Act	Management of hazardous chemical handling facilities and prevention of chemical accidents	Inspect handling facilities and establish a chemical accident response
		Act on Registration and Evaluation of Chemical Substances	Registration of chemical substances and risk assessment	Register and manage new chemical substances
	Energy	Energy Use Rationalization Act	Management of Energy consumption at business sites and reduction activities	Monitor Energy consumption and implement reduction activities
		Act on the Allocation and Trading of Greenhouse Gas Emission Permits	Management and reduction of greenhouse gas emissions	Manage greenhouse gas emissions and implement reduction activities
	Integrated Management	Stricter environmental regulations and growing ESG requirements	Increased investment costs and impact on corporate image	Operate ISO 14001 and ISO 50001-based management systems and disclose ESG performance

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Eco-Friendly Product Development and Business Portfolio Strategy

Eco-Friendly Product Development

Hansol Paper Hansol Paper supplies eco-friendly products through the development of sustainable material technologies and continues to expand its portfolio of plastic alternatives and resource circulation-based products. A wide range of eco-friendly materials and products, including Protego, Terravas, and Duracle, have become key business areas.

| Duracle A02

Duracle is a high-performance, eco-friendly material based on wood-derived nanocellulose. It can be applied stably across a wide range of temperature and pH conditions and offers excellent thickening and moisturizing properties. The material is used in various industries, including automotive interior materials and cosmetic ingredients, and has secured both eco-friendliness and safety through vegan certification.

| Terravas

Terravas is an eco-friendly paper container that uses water-based dispersion barrier coating technology to replace PE (polyethylene) coating and is both recyclable and biodegradable. It also offers cost competitiveness through high-speed forming and mass production. Based on its excellent water and heat resistance, Terravas is applied to a wide range of products, including paper cups, paper containers. With performance capable of replacing conventional plastic and PE-coated containers, its use is expanding in the food and beverage packaging market.

| Protego

Protego is a high-barrier, paper-based packaging material with moisture and oxygen barrier properties, and serves as an eco-friendly solution that can replace aluminum and plastic composites. It meets domestic and international food safety standards for food packaging applications and has obtained certification as a recyclable material, securing both product safety and environmental performance. In addition, its technological capabilities and market competitiveness have been recognized through patents and trademarks, as well as awards at global packaging awards.

| Whale-saving Wet Wipes

Whale-saving Wet Wipes are eco-friendly products made with natural pulp and plant-derived fabric instead of plastic fibers, and offer biodegradable and flushable properties. Product safety has been secured through testing that confirmed the absence of microplastics and hazardous substances, as well as skin safety verification. The products are used to support eco-friendly consumption in everyday life.

Hansol HomeDeco

Hansol Story Film

Hansol HomeDeco has launched ‘Hansol Story Film,’ an eco-friendly interior film that uses polypropylene (PP), which is also used in food containers, instead of conventional polyvinyl chloride (PVC). This product does not contain harmful substances and does not emit toxic gases in the event of a fire, enhancing its safety.

Available in 30 different patterns, the product can meet a wide range of interior design needs and is resistant to fingerprints and stains. It is also designed to enable a uniform, bubble-free finish on various finishing surfaces through the Air-Free application method.

In addition, Hansol HomeDeco has launched ‘Hansol Recycled MDF,’ an MDF product made with 100% recycled raw materials. This product is a panel board manufactured by compressing fibers obtained from renewable resources under high temperature and pressure. Unlike domestic and overseas MDF manufacturing methods that generally use recycled raw materials at a level of 35% to 50%, Hansol HomeDeco uses 100% recycled raw materials.

The product is currently used in various applications, including packaging pallets, interior materials, and wooden bobbins. Going forward, the company plans to continue expanding its applicable product range by improving surface quality.

Tapex

Tapex is actively developing eco-friendly products in line with the direction of government policies. In response to the Ministry of Environment’s policy to reduce single-use product consumption in November 2019, the company supplied paper straws to large supermarkets and coffee franchises, achieving sales of KRW 780 million in 2025.

Tapex also holds the No. 1 market share in the domestic commercial wrap market and practices ESG management through the development of eco-friendly food packaging wraps. In the second half of 2023, the company launched PO wrap, which reduces plastic usage by 30% compared to conventional PVC wrap and does not generate chlorine during incineration. The product is available in two lineups for commercial and household use, and achieved sales of KRW 180 million in 2025, an increase of approximately 13% compared to the previous year.

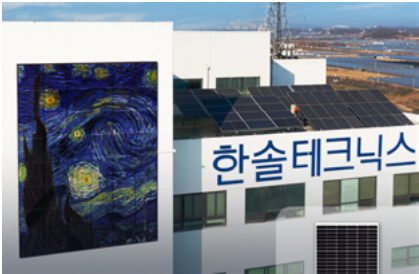
In addition, while maintaining its raw material system centered on plant-based plasticizers in the production of food packaging wraps, Tapex partially shifted to a formulation using eco-friendly plasticizers in March 2025. Through this, the company improved the product defect rate by approximately 37%, securing both production efficiency and quality stability. Tapex is also building a sustainable production system that strengthens product competitiveness and reduces environmental impact through the use of eco-friendly raw materials and process improvements.

Based on these achievements in eco-friendly product development and process improvement, Tapex received the Minister of Environment Award at the 2025 ESG Resource Circulation Awards, gaining external recognition for its ESG performance in resource circulation. Going forward, Tapex plans to continue promoting resource circulation and proactively responding to environmental changes through the expanded use of eco-friendly materials and product innovation.

Tapex Paper Straws

Eco-Friendly Product Development and Business Portfolio Strategy

Hansol Technics Hansol Technics spun off its solar module business in April 2026 to establish Hansol Energy On. Hansol Energy On expands the supply of renewable Energy through solar products and provides eco-friendly Energy solutions that minimize environmental impact throughout the product life cycle based on high-efficiency, long-lifespan, and lightweight design. By applying high-efficiency cell and module technologies, the company maximizes power generation within the same area, thereby reducing carbon emissions per unit of electricity generated, while reducing resource use and waste generation through long-lifespan design that strengthens durability and reliability. In addition, Hansol



↓ Media PV-based Eco-Friendly Energy solution

Energy On reduces the use of structural reinforcement materials and Energy consumption during transportation and installation by applying lightweight and highly durable modules, and contributes to the development of zero-Energy buildings and eco-friendly buildings through building-integrated photovoltaic (BIPV) modules that combine building exterior materials with power generation functions. Going forward, Hansol Energy On will continue to enhance the efficiency, lifespan, and recyclability of solar modules through research and development and external collaboration, while further strengthening the competitiveness of its eco-friendly products.

Eco-Friendly Product Certification

Hansol Paper Hansol Paper supplies eco-friendly products such as Terravas and Protego, which are biodegradable.

Certification	Product Name
UL ECVP 2485	Terravas
GR Certification	Green Textbook Paper (Recycled Printing Paper) Hi-Q SC APR (Aseptic Pack Recycled) Recycled Pulp from General Cartons
Green Technology Product	Protego, Protego S
Environmental Label Certification	Green Matt (Blue) Signature Eco 30, Signature Eco 100 Insper Pottery, Insper Eco, Insper Eco 100
Environmental Product Declaration Certification	Ensemble E-Class (EW) New Plus (Ivory) Premium Textbook Paper Green Textbook Paper

Hansol PaperTech Hansol PaperTech has achieved approximately KRW 343.5 billion in sales over the past three years, with 100% of its products being FSC-certified, and continues to pursue and plan eco-friendly product businesses.

Certification	Product Name	Paper Type
FSC	SK, KA	Liner
	K2, TKLB, TKA, HK	Test Liner
	S	Corrugated Medium Paper

Hansol Technics Hansol Technics supplies solar modules that have received carbon verification from the Korea Energy Agency, strengthening its competitiveness in the eco-friendly Energy business. Carbon verification is a system that quantitatively calculates greenhouse gas emissions generated throughout the entire process, from raw material procurement to production, transportation, and disposal, and has them verified by a third party. It is used as an objective standard for assessing the environmental impact of products. Hansol Technics has obtained carbon verification for a total of 218 products and achieved approximately KRW 57.6 billion in sales in 2025. Through this, the company is securing competitiveness in low-carbon products and contributing to the sustainable Energy transition.

Certification	Representative Product Name
Korea Energy Agency Carbon Verification	HS640AE-NHE10
	HS635AE-NHE10
	HS630AE-NHE10
	HD435XA-THE10
	HS625AE-NHE00
	HS500XC-GHE30
	HS500AB-NHE00
	HS495AB-NHE00
	HS490AB-NHE00
	HD440XA-THE10

Hansol HomeDeco Hansol HomeDeco supplies MDF, flooring, and wall materials that have obtained certifications such as Environmental Label Certification, GR Certification, Low-Carbon Certification, and Environmental Product Declaration. Sales of eco-friendly products have continued to grow, reaching KRW 89.1 billion in 2023, KRW 124.8 billion in 2024, and KRW 135.8 billion in 2025. In particular, the share of eco-friendly product sales increased by nearly 20 percentage points, from 29.8% in 2022 to 48.5% in 2025, showing that eco-friendly products are contributing to revenue growth.

Certification	Product Name
Environmental Label Certification, GR Certification	E0 MDF 35 Type
	E0 MDF 30 Type
GR Certification	E0 MDF 25 Type
	E0 MDF 20 Type
	E0 MDF 15 Type
Environmental Label Certification	SPB
Environmental Label Certification, HB Mark, Indoor Mark, PS Certification	Laminate Flooring (Dynamic)
	Laminate Flooring (Wood)
	SB Flooring Strong
Environmental Label Certification, HB Mark, Low-Carbon Certification, PS Certification	Ultra
	Ultra Strong
Environmental Label Certification, HB Mark, PS Certification	Story Wall
Environmental Label Certification, HB Mark, Environmental Product Declaration	SB Strong (Stone/Emboss)
Indoor Mark	Collect Skin Floor
	Ultra L Strong
HB Mark, PS Certification	Collect Wall

Eco-Friendly Product Development and Business Portfolio Strategy

Strategies for Discovering New Businesses and Markets

HANSOL Group — HANSOL Group operates the Strategy Execution Presentation, where affiliates establish execution tasks each year based on their mid-term strategies and share their annual results across the Group. The event is designed to review the execution performance of strategic tasks and share best practices. It was first held for key affiliates in 2013 and expanded to all affiliates in 2014. Starting in 2024, the event was renamed from the former “Innovation Olympics” to “Strategy Execution Presentation” to emphasize strategic execution and encourage fundamental improvements from a long-term perspective. Through this event, HANSOL Group shares the execution process and results of each affiliate’s strategic tasks and strengthens Group-wide execution capabilities. Going forward, HANSOL Group will continue to systematically review the results of strategic execution and share best practices to further strengthen execution capabilities and competitiveness across the Group.

| Outstanding Projects of the 2025 Strategy Execution Presentation

Category	Affiliate	Project Title
Gold Award	Hansol HomeDeco	Discovering New Markets through Dry and Lightweight Product Development and Specification Sales
Silver Award	Hansol Paper	Securing Company-wide Energy Investment Funds through Participation in the Carbon Neutrality Reduction Facility Support Project
Silver Award	Hansol Eco Packaging	Expanding Proposal-Based Sales Focused on Major End-User Customers
Special Award	Hansol PaperTech	Establishing a One-Cycle Production and Sales System
Encouragement Award	Hansol Paper	Accelerating Office Work Efficiency through Company-wide AI Adoption

Hansol PNS IT Service — Hansol PNS is an IT services specialist that has led manufacturing-centered DX transformation based on more than 31 years of experience in building smart factories centered on ERP, ESH, and MES. Today, the company provides integrated solutions in AI, big data platforms, cloud, ERP, MES, ESH, and QMS, contributing to productivity improvement and operational efficiency for domestic manufacturers. It is also expanding AI-based manufacturing innovation and leading AX (AI Transformation) for manufacturing companies.

For sustainable future growth, Hansol PNS aims to become a ‘VALUE CREATOR’ that maximizes customers’ business value. The company has completed the development of I’MFACTO, its manufacturing-specialized solution brand covering next-generation MES, ESH, and PAM, as a core asset, while internalizing and expanding key technologies such as data platforms and AI Agents. Based on this, Hansol PNS is accelerating customers’ AX and driving innovation in the way work is performed through a data-driven, high-value-added service model.

Hansol Technics — Hansol Technics is diversifying its business portfolio to build a foundation for mid- to long-term growth. In response to the changing industrial environment, it reviewed opportunities to strengthen technological capabilities and enter new markets, and in 2025 acquired Orion Technology, now Hansol OrionTech, and SI Materials.

The acquisition of Orion Technology aims to enhance precision processing and core component technologies, strengthen links with electronic and automotive electronic components businesses, and expand customer response capabilities. SI Materials, a recycling specialist, was acquired to expand into eco-friendly materials and semiconductor and secondary battery materials. By leveraging SI Materials’ silicon by-product recycling technology, Hansol Technics plans to strengthen the secondary battery raw material supply chain and secure new growth opportunities through upcycling.

Going forward, Hansol Technics will integrate the acquired businesses and gradually create synergies with its existing operations, maintaining a balanced business structure while strengthening its foundation for mid- to long-term growth.

Hansol Logistics — Hansol Logistics is strengthening its business competitiveness based on its expertise in specialized secondary battery logistics. In its global business, the company is expanding into major growth markets, including India, the United States, and Europe, in response to the reorganization of global supply chains, based on its secondary battery logistics capabilities accumulated mainly in China.

In India, Hansol Logistics has expanded its business coverage from the northern and southern regions to the western region, based on more than 15 years of operating experience since establishing its Delhi subsidiary in 2008. Through this, the company has built a logistics network covering all of India, providing logistics services to major local companies and continuously expanding its business scope. In the U.S. market, since establishing its Los Angeles subsidiary in 2021, the company has been gradually expanding its local logistics network in response to the growth of supply chains in key industries such as electric vehicles and batteries. In Europe, one of the world’s leading secondary battery markets, Hansol Logistics is gradually expanding its business by carrying out logistics within battery clusters, centered on its Hungary and Poland subsidiaries established in 2019.

In its domestic business, Hansol Logistics is strengthening its business competitiveness by combining its nationwide logistics network with digital capabilities. Its container transportation business has recorded an average annual growth rate of approximately 24% since its launch in 2014. In the truck transportation business, the company has developed an in-house system that processes the entire workflow online, from dispatch to settlement, thereby improving logistics operation efficiency and promoting digital transformation.

Hansol Chemical — Industrial grade hydrogen peroxide was previously used mainly in limited markets, including certain industrial raw materials and additives such as textiles and PCBs. Recently, however, its scope of application has expanded as it is used as a raw material in secondary battery waste recycling processes. Hansol Chemical generated new sales from this demand in 2021, and the business grew to approximately KRW 7.0 billion annually in 2025. Demand is expected to continue increasing in line with the expansion of the ESS and electric vehicle markets.

Tapex — In response to the rapid growth of the eco-friendly electric vehicle market, Tapex is establishing a global-level quality management system. Through IATF 16949 certification, the international quality standard for the automotive industry, the company is strengthening the reliability of its functional tapes for secondary batteries. As of the end of 2025, Tapex holds IATF 16949 certification at three business sites: Paltan Plant, which first obtained the certification in 2020 and renewed it in September 2025; Yanggam Plant, which first obtained the certification in September 2022 and renewed it in September 2025; and Saemangeum Plant, completed in 2023, which first obtained the certification in June 2024 and renewed it in July 2025. IATF 16949 is an automotive quality management system jointly developed by the IATF, which consists of global automotive manufacturers such as GM and Ford, and the International Organization for Standardization (ISO). Through this certification, Tapex is enhancing its international credibility in the quality of electric vehicle materials. These efforts are leading to the expansion of global customers and increased sales, strengthening the foundation for sustainable growth.

Tapex also continues to participate in international exhibitions held in major countries, including Germany, China, and Japan, to identify global technology trends and discover new business opportunities. Through these exhibitions, the company introduces its functional tape technologies for secondary batteries and displays, while expanding cooperation with global customers and industry partners. Based on this, Tapex is strengthening technology exchanges and partnerships and building a foundation for cooperation to support sustainable management.

Introduction

ESG Perspective

Environmental

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Social

Governance

ESG Factbook

Appendix

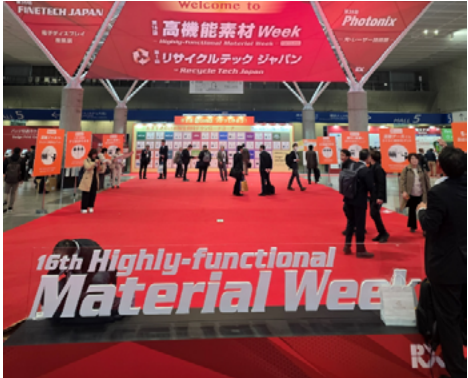
Eco-Friendly Product Development and Business Portfolio Strategy

| Participation in Major Exhibitions

Exhibition	Affiliate	Project Title	Key Details
Battery Show Europe 2025	June 1–6, 2025	Stuttgart, Germany (Messe Stuttgart)	• Europe’s largest battery technology exhibition in the field of electric and hybrid vehicle technologies • Showcased the latest battery and Energy storage solutions, with more than 19,000 attendees and over 1,100 suppliers participating
CIOE 2025 (China International Optoelectronic Exposition)	September 10–12, 2025	Shenzhen, China	• The world’s largest optoelectronics industry exhibition, providing insights into technologies and trends across the industry, including optics, lasers, sensors, and displays
FINETECH JAPAN 2025	November 12–14, 2025	Chiba, Japan (Makuhari Messe)	• An electronic display industry exhibition showcasing the latest display technologies, including LCD, OLED, and micro LED



↓ Battery Show Europe 2025



↓ FINETECH JAPAN 2025



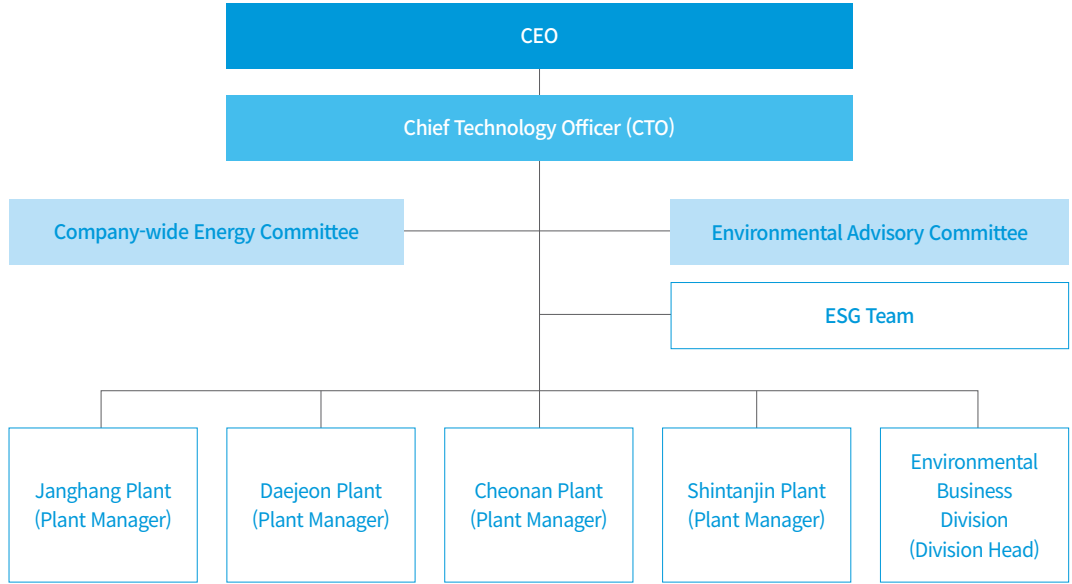
↓ CIOE 2025

Climate Change Response

Governance

Hansol Holdings —○ Hansol Holdings recognizes climate change risks that may lead to business and financial impacts on its affiliates as key Group-level risks. To quantitatively assess potential financial impacts, the company conducts risk analysis based on climate change scenarios and uses the results to establish its climate change response direction and management foundation.

Hansol Paper —○ Hansol Paper has established an environmental and greenhouse gas management organization centered on the CEO, the Chief Technology Officer (CTO), and plant managers at each business site. It operates a company-wide Energy Committee and an Environmental Advisory Committee, which includes external experts, once a month to build its environmental management system. The company reviews major environmental issues and sets response directions, while systematically managing environmental performance by linking site-level implementation with the company-wide management system. Each business site manages Energy use and greenhouse gas emissions at the plant level, and the ESG Team supports the development and implementation of company-wide environmental strategies.



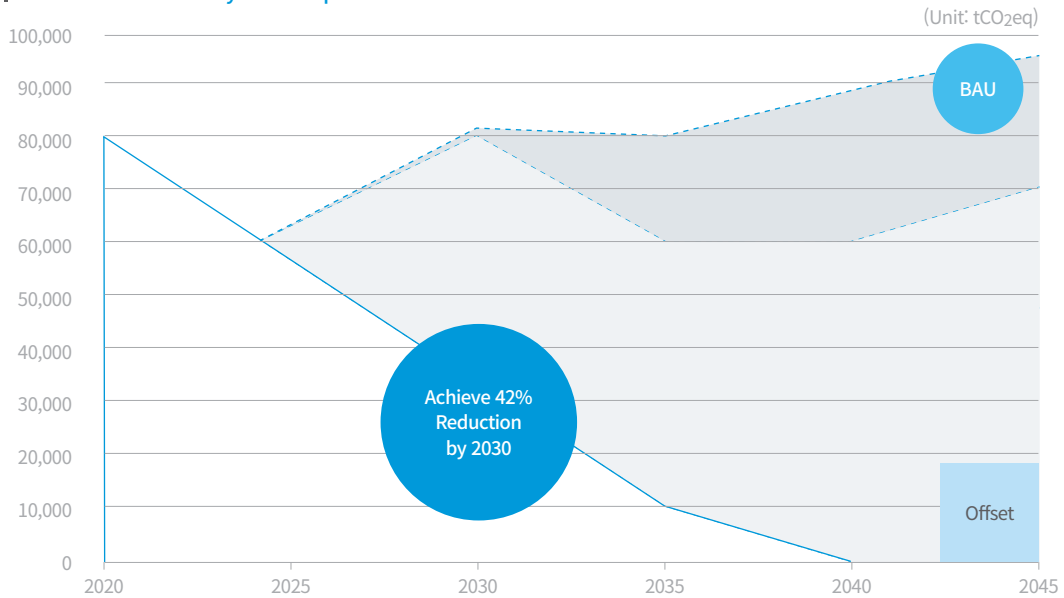
Hansol IONES —○ Hansol IONES reviews key climate change-related issues through its Environmental Committee. Since March 2023, the Environmental Committee has held regular quarterly meetings to review global environmental regulations and internal and external issues related to climate change. Based on the results of environmental risk assessments by business site, the committee also discusses key response directions, including Energy use, greenhouse gas reduction, and facility improvements, and manages related issues so they can be reflected in business site operations and investment and improvement activities.

Climate Change Response

Detailed Climate Change Strategies

Item	Detailed Strategy
Logistics Operation Efficiency and Air Pollution Reduction	- Expand the share of electric forklifts to reduce air pollutants emitted from Energy use, including diesel, at domestic logistics operating bases - Carry out logistics optimization tasks to improve Energy intensity, including increasing logistics throughput per unit of Energy - Key sites: Janghang Center, Daejeon Center, Cheonan Center, Shintanjin Center, Busan New Port Center, Gunsan Branch, Shintanjin CY, Gunsan CY
Expansion of Rail Transportation	- In response to the growing responsibility of the logistics industry for carbon reduction and stricter regulations on internal combustion engine vehicles, the container business division is gradually increasing the share of rail transportation within inland transportation to reduce air pollutants - Promote the shift to rail transportation, a low-carbon and green mode of transport, and create new rail logistics demand to reduce social and environmental costs and realize sustainable logistics - Continue to sign rail transportation agreements with the government, resulting in subsidies for environmental protection and traffic congestion relief
Eco-Friendly Procurement	- For suppliers with transportation transaction records with the company, Hansol Logistics conducts a preliminary review of companies that have obtained ISO 14001 and Excellent Green Logistics Company certification, and calculates and manages the purchase amount from those companies as its eco-friendly procurement performance - Conduct evaluations of qualified suppliers by setting 'maintenance of an environmental management system' as a key evaluation item - Review the appropriateness of environmental goals, understanding of environmental policies and goals, proper assignment of responsibilities and authority, adequacy of environmental training, implementation of environmental regulatory compliance assessments, employees' understanding of relevant environmental regulations, and adequacy of environmental goal monitoring

Hansol HomeDeco | 2040 Carbon Neutrality Roadmap



Hansol HomeDeco has established a mid- to long-term implementation roadmap to achieve its greenhouse gas reduction targets and is carrying out company-wide reduction activities based on this roadmap. The company systematically calculates and analyzes its overall greenhouse gas emissions and evaluates emission factors across various stages of the value chain, including purchasing, services, capital goods, logistics, and waste. As a result of the analysis, the top five Scope 3 categories, including products and services, capital goods, logistics, and waste, accounted for approximately 99% of total Scope 3 emissions. Based on this, Hansol HomeDeco is establishing reduction strategies focused on major emission sources and strengthening its management system. In addition, Hansol HomeDeco has set reduction targets aligned with SBTi criteria and plans to reduce approximately 30,000 tons of Scope 1 and 2 emissions, equivalent to 42%, by 2030. By 2040, the company aims to achieve carbon neutrality by reducing an additional approximately 81,000 tons.

Risk Management

Scenario Selection

Climate scenarios are future projection pathways that assume how the climate environment and industrial and economic structures may change depending on future greenhouse gas emission levels and the direction of climate change response. Since each scenario sets different assumptions for temperature rise, policy intensity, and the pace of Energy transition, it allows companies to compare and review the potential impact of climate change on their business under various conditions.

The SSP (Shared Socioeconomic Pathways) scenarios of the IPCC (Intergovernmental Panel on Climate Change) project future greenhouse gas emission levels and climate change patterns based on socioeconomic development pathways, including population, economic growth, Energy use, and technological development. The NGFS (Network for Greening the Financial System) scenarios project changes in the future economic and industrial environment according to the level of transition to a low-carbon economy, including carbon neutrality policies, strengthened carbon regulations, Energy transition, and changes in industrial structures. Accordingly, the SSP scenarios, which reflect future climate change patterns, were applied to the physical risk analysis, while the NGFS scenarios, which reflect the level of policy and market changes, were applied to the transition risk analysis.

Scenario			Scenario Overview	Temperature Increase by 2100 Compared to Pre-Industrial Levels
Physical Risk	SSP1-2.6	A scenario in which fossil fuel use decreases significantly, driven by the expansion of renewable Energy and the development of eco-friendly technologies, and strong climate change response policies are implemented. Due to low carbon emissions, the increase in the average global temperature is relatively limited		+1.8°C
	SSP2-4.5	A scenario in which socioeconomic development and climate response continue at levels similar to the present. Although some efforts are made to reduce greenhouse gas emissions, fossil fuel use continues for a considerable period, resulting in a medium level of carbon emissions.		+2.7°C
	SSP5-8.5	A scenario in which economic growth and industrial technology development are prioritized and high dependence on fossil fuels continues. Greenhouse gas emissions increase significantly, resulting in the largest increase in the average global temperature.		+4.4°C
Transition Risk	Net Zero 2050	A pathway in which strong climate policies and Energy transition are pursued with the goal of achieving carbon neutrality by 2050, leading to a rapid reduction in greenhouse gas emissions		+1.5°C or less
	NDCs	A pathway in which currently announced climate policies are implemented, centered on national greenhouse gas reduction targets, resulting in a partial reduction in greenhouse gas emissions		+2.7°C
	Current Policies	A pathway in which only currently implemented policies are maintained and no additional climate response policies are expanded, resulting in limited greenhouse gas emission reductions		+3.3°C

Analysis Scope and Criteria for Selecting Business Sites

Hansol Holdings, its consolidated subsidiaries Hansol Logistics, Hansol PaperTech, and Hansol PNS, and its major subsidiaries Hansol Paper and Hansol Technics were selected for analysis by considering the Group’s key businesses and management scope. Hansol HomeDeco was also included in the analysis as an equity-method affiliate over which Hansol Holdings has operational control. After selecting these seven companies, their sales and asset size were reviewed, and 10 domestic business sites with a high share of sales and assets within the affiliates as of 2025 were selected for climate change risk analysis. The impacts of climate change were also reviewed by dividing them into the short term, through 2030, the mid-term, through 2040, and the long term, through 2050. As Hansol IONES conducts a separate climate change risk analysis, the results of that analysis were summarized and reflected in this Report.

Affiliate	Business Site	Location
Hansol Holdings	Hansol Holdings Headquarters	Jung-gu, Seoul
Hansol Paper	Hansol Paper Daejeon Plant	Daedeok-gu, Daejeon
	Hansol Paper Janghang Plant	Seocheon-gun, Chungcheongnam-do
	Hansol Paper Shintanjin Plant	Daedeok-gu, Daejeon
	Hansol Paper Cheonan Plant	Cheonan-si, Chungcheongnam-do
Hansol PaperTech	Hansol PaperTech Headquarters	Damyang-gun, Jeollanam-do
Hansol PNS	Hansol PNS Paju Converting	Paju-si, Gyeonggi-do
Hansol Technics	Hansol Technics Ochang Business Site	Cheongju-si, Chungcheongbuk-do
Hansol Logistics	Hansol Logistics Shintanjin CY Center	Daedeok-gu, Daejeon
Hansol HomeDeco	Hansol HomeDeco Iksan Plant	Iksan-si, Jeollabuk-do

Climate Change Response

Identification of Climate Change Factors —○ To respond to growing uncertainty in the business environment caused by climate change and increasing ESG management requirements, HANSOL Group identified climate-related risks and opportunities for its seven major companies: Hansol Holdings, Hansol Paper, Hansol PaperTech, Hansol Logistics, Hansol PNS Paper Distribution, Hansol Technics, and Hansol HomeDeco. Climate change-related factors were reviewed by classifying them into physical risks, transition risks, and opportunities. Physical risks were examined with a focus on the impacts of abnormal weather and climate change, while transition risks reflected policy, market changes, technological transition, and reputational issues. HANSOL Group also considered opportunities arising from changes in product demand and the market environment, and identified key Group-level risks and opportunities by reflecting the industries and business characteristics of the seven major companies.

Identification of Climate Change Impact Factors and Response Directions

Category		Type	Details	Remarks
Physical Risk	Acute	• Suspension of business site operations	• Suspension of plant production	• Hansol Paper, Hansol PaperTech, Hansol HomeDeco, Hansol Technics
		• Suspension of logistics operations	• Suspension of logistics operations	• Hansol PNS Paper Distribution, Hansol Logistics
		• Decline in production efficiency	• Increase in rest breaks due to heat waves	• All affiliates
		• Damage caused by climate change	• Costs incurred for repair of equipment and facilities	• All affiliates
	Chronic	• Decline in asset value	• Decline in value of business sites, including plants and logistics sites	• All affiliates
Transition Risk	Policy/Regulation	• Emission allowance purchase costs	• Response to the Emissions Trading Scheme	• Hansol Paper, Hansol PaperTech, Hansol HomeDeco
		• Costs for establishing response systems	• Increased costs for operating climate change response teams • Mandatory publication of sustainability reports • Imposition of carbon tax	• All affiliates
	Market Change	• Increase in raw material costs	• Increased burden of carbon costs embedded in raw material	• Hansol Paper, Hansol PaperTech, Hansol Technics, Hansol HomeDeco
		• Increase in electricity costs	• Increased burden of electricity costs	• All affiliates
		• Decline in sales of non-eco-friendly products	• Decrease in revenue due to declining sales of non-eco-friendly products	• Hansol Paper, Hansol PaperTech, Hansol Technics, Hansol HomeDeco
	Technology	• Changes in eco-friendly technologies	• Investment costs for adopting new technologies • Costs for maintaining technological competitiveness • Need to expand eco-friendly transportation methods	• Hansol Technics • Hansol Logistics
	Reputation	• Growing ESG and environmental management requirements	• Increase in ESG management and disclosure costs	• All affiliates
	Opportunity	Resource Efficiency	• Raw material transition	• Hansol Paper, Hansol PaperTech, Hansol Technics, Hansol HomeDeco
		Energy Source	• Energy transition	• Changes in electricity use structure and the need for cost management • All affiliates
		Market	• Expansion of the eco-friendly product market • Expansion of demand for eco-friendly automotive electronic components and solar modules	• Hansol Paper, Hansol PaperTech, Hansol HomeDeco • Hansol Technics

Hansol Technics —○ Hansol Technics is advancing its climate risk management system to proactively address business uncertainties from climate change and stricter global ESG regulations. In 2026, Hansol Technics plans to enhance disaster prevention infrastructure and response manuals for physical climate risks, while reducing greenhouse gas emissions through Energy efficiency improvements. It is also expanding low-carbon processes and investment in eco-friendly technologies to strengthen competitiveness in the global market, while fulfilling its social responsibilities through stronger environmental and Energy management systems and transparent disclosure.

Category		Key Risks Identified	Potential Impact	Response Direction
Physical Risk	Acute	• Increasing intensity of climate change impacts, including typhoons, floods, and wildfires	• Establish climate change response measures after analyzing physical risk scenarios • Disruption in raw material supply due to paralysis of logistics networks	• Establish climate change response measures after analyzing physical risk scenarios • Conduct safety inspections of major facilities and reinforce disaster prevention equipment
	Chronic	• Increase in operating costs due to rising average temperatures and changes in climate patterns	• Sharp increase in Energy costs due to higher heating and cooling loads at business sites • Worker safety management risks, including heat- and cold-related illnesses	• Establish a response system for serious industrial accidents and review its implementation • Replace heating and cooling systems with high-efficiency systems and manage peak electricity demand
Transition Risk	Policy/Regulation	• Strengthening of carbon emission regulations and expansion of carbon pricing systems • Expansion of carbon neutrality policies and supply chain carbon management requirements	• Increase in costs due to carbon emissions from production processes • Need to change Energy use patterns • Restrictions on financing and order intake in the event of insufficient sustainability management • Strengthening of legal standards for low-carbon products	• Improve Energy efficiency in production processes • Adopt low-carbon technologies and expand the use of renewable Energy • Review phased implementation of the 2030 carbon neutrality roadmap • Expand eco-friendly product certification
	Market Change	• Increase in demand for eco-friendly and low-carbon products	• Changes in competitiveness of existing products and growing market requirements	• Develop eco-friendly products and expand the product portfolio
	Technological Transition	• Rapid development of low-carbon and renewable Energy technologies • Rapid obsolescence of existing technologies	• Increased burden of maintaining technological competitiveness • Investment costs incurred from adopting new technologies	• Adopt the latest low-carbon technologies and expand R&D investment • Strengthen product competitiveness through technological innovation
	Reputational Issues	• Growing ESG and environmental management requirements	• Decline in brand value due to a negative environmental image • Decrease in investor and consumer trust	• Strengthen ESG management and transparently disclose information • Carry out social responsibility activities
	Opportunity	Product/Market	• Growth of the renewable Energy and eco-friendly product markets • Expansion of renewable Energy use and Energy transition policies	• Monitor eco-friendly technologies and expand the share of the automotive electronics business • Strengthen customized low-carbon product lineups for customers • Expand the use of renewable electricity

Hansol Logistics —○ Hansol Logistics identifies physical and transition risks related to climate change and analyzes their potential impact on logistics operations. It reviews logistics disruptions, facility damage from natural disasters, and business environment changes driven by stronger carbon regulations and market shifts as key risk and opportunity factors. Based on these analyses, Hansol Logistics systematically responds to climate-related uncertainties affecting its business and finances.

Category	Cause	Likelihood	Impact on Business Activities	Financial Impact	Opportunity/Risk	Response Strategy
Physical Risk (Direct Impact)	• Temporary abnormal weather events, such as floods, heat waves, and natural disasters	Medium	• Product damage and transportation disruptions caused by flooding at logistics centers, road washouts, and other events	High	• Temporary product damage and transportation disruptions	• Maintain alternative transportation resources at all times • Conduct regular infrastructure inspections and improvements • Minimize losses through transportation insurance
	• Long-term regional climate changes, such as gradual temperature and sea level rise	Low	• Expanded use of eco-friendly transportation methods	Low	• Infrastructure investment required	• Increase investment in eco-friendly logistics equipment • Reduce greenhouse gas emissions by reducing diesel use • Establish a mid- to long-term greenhouse gas reduction roadmap
	• Increase in the frequency and changes in the intensity of natural disasters	Low	• Disruptions to logistics services and physical damage, such as facility damage and work stoppages	High	• Product damage and transportation disruptions	• Conduct regular infrastructure inspections and improvements • Minimize losses through transportation insurance • Prevent accidents by strengthening safety management inspections
Transition Risk (Indirect Impact)	• Policy changes, such as carbon taxes and emission regulations	Medium	• Expanded use of eco-friendly transportation methods	Medium	• Infrastructure investment required • Expansion of rail transportation	• Increase investment in eco-friendly logistics equipment • Reduce greenhouse gas emissions by reducing diesel use • Expand the transition of business vehicles to electric vehicles • Gradually increase the share of rail transportation compared to road transportation • Operate carbon reduction programs with partner carriers
	• Technological changes, such as eco-friendly technologies and Energy transition	Low	• Expanded use of eco-friendly transportation methods	Medium	• Infrastructure investment required • Expansion of rail transportation	• Increase investment in eco-friendly logistics equipment • Reduce greenhouse gas emissions by reducing diesel use • Expand the transition of business vehicles to electric vehicles • Gradually increase the share of rail transportation compared to road transportation • Operate carbon reduction programs with partner carriers
	• Market (demand) changes, such as consumer preferences and investor requirements	Low	• Strengthened environmental assessment criteria for shippers	Medium	• Stricter bidding conditions	• Strengthen environmental management and ESG management
	• Changes in social requirements, such as reputation and brand image	Low	• Increased social responsibility requirements for eco-friendly companies	Low	• Strengthening of eco-friendly policies, including ESG	• Establish and disclose environmental policies and goals • Strengthen the environmental management system and implementation organization • Expand eco-friendly training and social participation activities

Climate Change Response

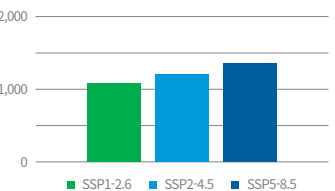
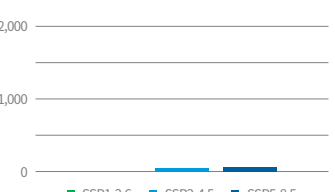
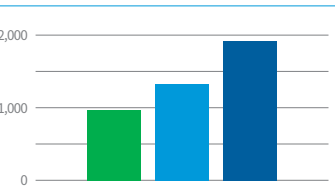
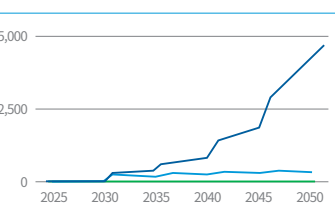
Hansol IONES — Hansol IONES identifies transition risks, including regulatory, market, and technological risks, as well as physical risks related to climate change, and analyzes their impact on overall management. In response to the strengthening of global regulations, the company has set the expansion of renewable Energy adoption through power purchase agreements (PPAs) as a strategic response direction. Hansol IONES has also secured business stability against acute risks by establishing a business continuity plan (BCP) that reflects climate risks, and will continue to strengthen its ESG competitiveness through systematic environmental management.

Category		Key Risks Identified	Potential Impact	Response Direction
Physical Risk	Acute	• Work stoppages caused by natural disasters such as heat waves, storms, and wildfires • Exceeding the 1.5°C global warming limit	• Production disruptions and increase in safety accidents • Deterioration of worker health • Supply chain collapse caused by climate disasters, including logistics disruptions	• Install cooling systems and establish a BCP reflecting climate risks • Strengthen safety training
	Chronic	• Rising temperatures, water resource shortages, and changes in environmental conditions	• Long-term decline in productivity • Deterioration of operational efficiency	• Conduct physical risk assessments and establish response strategies • Improve the working environment
Transition Risk	Policy/ Regulation	• Strengthening of greenhouse gas emission regulations • Mandatory publication of sustainability reports • Full implementation of the EU CBAM and imposition of carbon tax	• Increased burden of legal compliance • Decline in supply chain ESG evaluation scores • Direct carbon costs incurred	• Set greenhouse gas reduction targets • Improve the environmental management system • Establish a supply chain emissions management system • Obtain low-carbon certification by conducting life cycle assessment (LCA)
	Market Change	• Expansion of the scope of the Corporate Sustainability Due Diligence Directive (CSDDD) • Growing stakeholder requirements • Increasing demand for supply chain sustainability • Sharp increase in electricity demand driven by the AI boom	• Transaction suspension if supply chain emissions (Scope 3) are not properly managed • Downgrade in supplier evaluation ratings and inability to maintain partnerships • Greenwashing risk • Increase in Energy prices and power grid stability risks	• Establish a system to calculate and manage supply chain emissions (Scope 3) • Introduce eco-friendly facilities and renewable Energy • Conduct supply chain inspections and establish response strategies • Install renewable Energy generation facilities at business sites and promote PPAs
	Technological Transition	• Expansion of renewable Energy use • Strengthening of Energy efficiency • Demand for emission reduction technologies • Acceleration of AI-based climate prediction model adoption	• Increase in facility installation costs • Increase in technical response costs • Demand for greater accuracy in data-driven decision-making	• Introduce Energy-saving facilities • Expand the use of renewable Energy • Invest in technology development
	Reputational Issues	• Information disclosure requirements • Growing interest in ESG • Strengthening of stakeholder requirements for climate adaptation	• Decline in reputation and loss of customer/investor trust	• Strengthen sustainability management • Establish a roadmap to improve ESG evaluations • Analyze climate crisis risks
	Opportunity Product/Market	• Increase in demand for eco-friendly products and services	• Increase in demand for low-carbon product development • Expansion of markets based on green technologies	• Conduct research on eco-friendly technologies and develop products • Strengthen marketing targeting green consumers

Financial Impact Analysis of Climate Change Risks — Hansol Holdings reviewed changes in heat waves and heavy rainfall across regions where 10 selected business sites are located, and analyzed their impact on affiliates’ operations and financial performance. The analysis found that both risks tend to increase over the mid- to long-term under high-emission scenarios, with heat waves showing a long-term rise across all regions. Under SSP5-8.5, heat wave days increased significantly with high variability, while heavy rainfall showed no clear annual upward trend. However, Damyang and Paju recorded more heavy rainfall days than other regions, creating relatively high flooding, facility damage, and operational disruption risks for Hansol PaperTech Headquarters and Hansol PNS Paju Converting. Hansol Holdings also reviewed the financial impacts of physical risks and transition risks from rising emission allowance prices. Physical risks were assessed by affiliate in terms of lower production efficiency, climate-related damage, and asset value decline, while transition risks were analyzed for affiliates subject to the Emissions Trading Scheme. Based on the results, Hansol Holdings will strengthen climate response capabilities and gradually expand financial impact analysis going forward.

Category	Risk Type	Calculation Method
Physical Risk (Acute)	Decline in Production Efficiency	Calculated by reflecting the number of heat wave days under the SSP scenarios, the Ministry of Employment and Labor’s heat wave rest guidelines, employee salaries, and asset rental costs by business site
Physical Risk (Acute)	Damage Caused by Climate Change	Estimated damage scale calculated based on the number of heavy rainfall days under the SSP scenarios and damage history at business sites over the past 10 years
Physical Risk (Chronic)	Decline in Asset Value	Calculated by reflecting the mean annual asset damage rate (MVAR) caused by climate change and the value of tangible assets by business site
Transition Risk (Policy and Regulation)	Emission Allowance Purchase Costs	Calculated by reflecting projected greenhouse gas emissions, free allocation volume, and expected emission allowance prices under the NGFS scenarios

Hansol Paper — Hansol Paper belongs to the paper industry, which has high Energy consumption and high dependence on facilities, and is subject to the Emissions Trading Scheme. Considering these business characteristics, the company selected physical risks, such as heat waves and heavy rainfall, and transition risks related to rising emission allowance prices as key analysis targets, and calculated their potential financial impacts.

Category	Risk Type	Factor	Impact on Business Activities	Potential Financial Impact	Financial Impact (Unit: KRW 100 million)	Response Activities
Physical Risk (Acute)	Decline in Production Efficiency	Heat waves	• Increase in rest breaks due to heat waves • Decline in labor and production efficiency • Increase in cooling and air conditioning operating costs	Higher manufacturing costs due to lower labor productivity and increased cooling and air conditioning operating costs caused by the increase in heat waves (approximately KRW 130.6 billion under SSP5-8.5)		• Install rest facilities • Improve the working environment and monitor production efficiency, including heat wave prevention campaigns
Physical Risk (Acute)	Damage Caused by Climate Change	Typhoons and heavy rainfall	Facility flooding and damage caused by heavy rainfall and typhoons	Loss costs incurred due to recovery costs from flood damage, inventory losses, and production disruptions (approximately KRW 8.5 billion under SSP5-8.5)		• Establish a business continuity management (BCM) system • Introduce a system to track the status of products, raw materials, and subsidiary materials
Physical Risk (Chronic)	Decline in Asset Value	Repeated abnormal weather events	Decline in asset value of major production facilities due to repeated abnormal weather events	Loss costs incurred due to damage to and decline in value of tangible assets (approximately KRW 181.5 billion under SSP5-8.5)		• Inspect business site and facility risks • Maintain and replace facilities • Review reflection in investment plans
Transition Risk (Policy/Regulation)	Emission Allowance Purchase Costs	Rising emission allowance prices and reduced free allocation	Increased burden of emissions management and production operations in response to the Emissions Trading Scheme	Higher costs and lower profit margins due to increased emission allowance purchase costs		• Transition to renewable Energy and eco-friendly fuels • Strengthen decision-making based on emission allowance response and carbon costs

Hansol PaperTech — Hansol PaperTech has a business structure centered on production facilities, with a high share of facility operation and workforce input in the plant operation process. As a company subject to the Emissions Trading Scheme, it may also be affected by cost fluctuations related to Energy use and greenhouse gas emissions. Considering these business characteristics, Hansol PaperTech reviewed potential financial impacts, focusing on physical risks such as lower production efficiency and facility damage, as well as transition risks related to rising emission allowance prices.

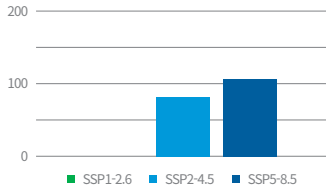
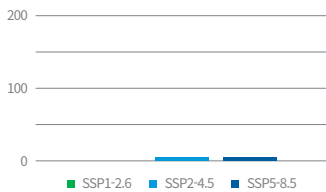
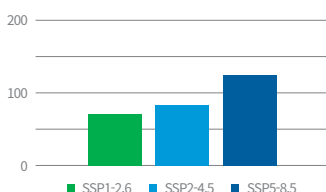
Category	Risk Type	Factor	Impact on Business Activities	Potential Financial Impact
Physical Risk (Acute)	Decline in Production Efficiency	Heat waves	• Increase in rest breaks due to heat waves • Decline in labor and production efficiency • Increase in cooling and air conditioning operating costs	• Decline in labor productivity due to the increase in heat waves • Higher manufacturing costs due to increased cooling and air conditioning operating costs
Physical Risk (Acute)	Damage Caused by Climate Change	Typhoons and heavy rainfall	Facility flooding and damage caused by heavy rainfall and typhoons	Loss costs incurred due to recovery costs from flood damage, inventory losses, and production disruptions
Physical Risk (Chronic)	Decline in Asset Value	Repeated abnormal weather events	Decline in asset value of major production facilities due to repeated abnormal weather events	Loss costs incurred due to damage to and decline in value of tangible assets
Transition Risk (Policy/Regulation)	Emission Allowance Purchase Costs	Rising emission allowance prices and reduced free allocation	Increased burden of emissions management and production operations in response to the Emissions Trading Scheme	Higher costs and lower profit margins due to increased emission allowance purchase costs

Climate Change Response

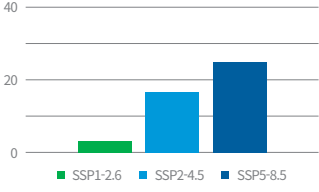
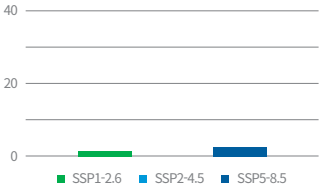
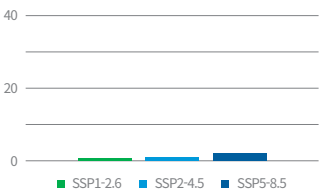
Hansol PNS Paper Distribution —○ Hansol PNS Paper Distribution has a business structure centered on logistics and shipment operations, with high dependence on manpower and a high share of labor costs. A decline in work efficiency and an increased burden of workforce management caused by climate change, such as heat waves, may directly affect logistics operations. Considering these business characteristics, Hansol PNS Paper Distribution reviewed the potential financial impacts.

Category	Risk Type	Factor	Impact on Business Activities	Potential Financial Impact
Physical Risk (Acute)	Decline in Production Efficiency	Heat waves	• Increase in rest breaks due to heat waves • Decline in efficiency of converting and shipment operations	Increase in logistics operating costs due to the growing burden of workforce management
Physical Risk (Acute)	Damage Caused by Climate Change	Typhoons and heavy rainfall	Flooding of logistics centers and facility damage caused by heavy rainfall and typhoons	Increased recovery costs and storage costs
Physical Risk (Chronic)	Decline in Asset Value	Repeated abnormal weather events	Decline in asset value of logistics center buildings and facilities due to repeated abnormal weather events	Loss costs incurred due to damage to and decline in value of tangible assets

Hansol Technics —○ Hansol Technics has a business structure centered on manufacturing processes, with a high share of facility operation and workforce input. A decline in work efficiency and productivity caused by climate change, such as heat waves, may increase the burden of workforce management and affect the facility operation environment. Considering these business characteristics, Hansol Technics calculated the potential financial impacts of physical risks.

Category	Risk Type	Factor	Impact on Business Activities	Potential Financial Impact	Financial Impact (Unit: KRW 100 million)	Response Activities
Physical Risk (Acute)	Decline in Production Efficiency	Heat waves	• Increase in rest breaks due to heat waves • Decline in work efficiency on production lines	• Labor cost losses due to lower productivity • Higher manufacturing costs due to increased production costs (approximately KRW 10.7 billion under SSP5-8.5)		• Establish a response system for serious industrial accidents and review its implementation • Replace heating and cooling systems with high-efficiency systems and manage peak electricity demand
Physical Risk (Acute)	Damage Caused by Climate Change	Typhoons and heavy rainfall	Damage to production lines, precision equipment, power facilities, and air conditioning facilities caused by heavy rainfall and typhoons	Facility recovery and rework costs incurred (approximately KRW 200 million under SSP5-8.5)		• Establish climate change response measures after analyzing physical risk scenarios • Conduct safety inspections of major facilities and reinforce disaster prevention equipment
Physical Risk (Chronic)	Decline in Asset Value	Repeated abnormal weather events	Decline in value of major assets, including production facilities and power and utility facilities, due to repeated abnormal weather events	Loss costs incurred due to damage to and decline in value of tangible assets (approximately KRW 12.3 billion under SSP5-8.5)		

Hansol Logistics —○ Hansol Logistics has a business structure centered on logistics centers, with high dependence on manpower and a high share of leased assets. Reduced working hours caused by climate change, such as heat waves, may increase the burden of labor costs and fixed costs, while logistics disruptions caused by heavy rainfall may affect operational efficiency. Considering these business characteristics, Hansol Logistics calculated the potential financial impacts of physical risks.

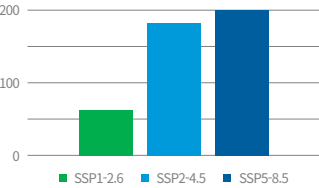
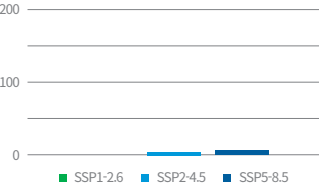
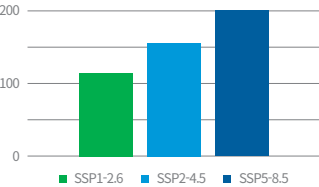
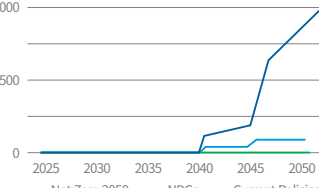
Category	Risk Type	Factor	Impact on Business Activities	Potential Financial Impact	Financial Impact (Unit: KRW 100 million)	Response Activities
Physical Risk (Acute)	Decline in Production Efficiency	Heat waves	Increase in rest breaks due to heat waves Decline in efficiency of loading and shipment operations	Increase in logistics operating costs and electricity costs due to lower work efficiency and expanded cooling operations (approximately KRW 3.6 billion under SSP5-8.5)		• Maintain operational efficiency by carrying out logistics optimization tasks • Establish and operate a monitoring system for high-temperature working environments • Establish a system to adjust work schedules in advance based on weather forecasts
Physical Risk (Acute)	Damage Caused by Climate Change	Typhoons and heavy rainfall	Potential flooding of logistics centers, damage to facilities and equipment, and transportation disruptions caused by heavy rainfall and typhoons	Increase in storage costs, additional transportation costs, and sales disruptions (approximately KRW 400 million under SSP5-8.5)		• Maintain alternative transportation resources at all times • Conduct regular infrastructure inspections and improvements • Minimize losses through transportation insurance
Physical Risk (Chronic)	Decline in Asset Value	Repeated abnormal weather events	Decline in value of major assets, including logistics center buildings and facilities, due to repeated abnormal weather events	Loss costs incurred due to damage to and decline in value of tangible assets (approximately KRW 300 million under SSP5-8.5)		• Establish plans to replace and maintain aging facilities and equipment • Make proactive investments and improvements for assets vulnerable to climate change

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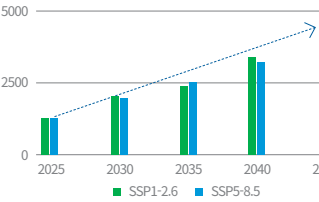
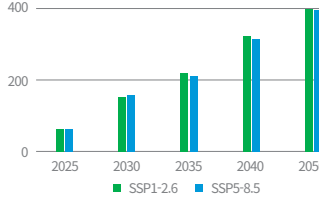
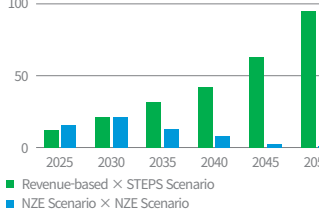
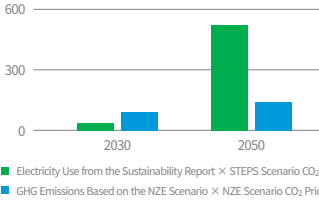
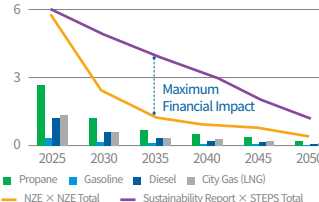
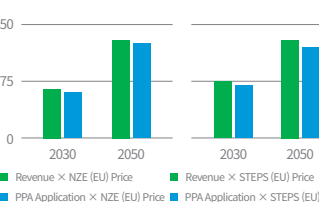
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Climate Change Response

Hansol HomeDeco — Hansol HomeDeco has a business structure centered on manufacturing processes, with high Energy use and high dependence on facilities. A decline in production efficiency and an increased burden of facility operation caused by climate change, such as heat waves, may affect business operations and the cost structure, while rising emission allowance prices may lead to higher Energy and carbon costs. Considering these business characteristics, Hansol HomeDeco calculated the potential financial impacts of physical risks and transition risks related to rising emission allowance prices.

Category	Risk Type	Factor	Impact on Business Activities	Potential Financial Impact	Financial Impact (Unit: KRW 100 million)	Response Activities
Physical Risk (Acute)	Decrease in Production Efficiency	Heat Waves	• Increased rest periods due to heat waves • Decreased production efficiency and equipment operating efficiency	Increase in manufacturing costs due to lower labor productivity and higher operating costs (approximately KRW 20.8 billion under SSP5-8.5)		• Conduct regular inspection and maintenance of heating and cooling systems at production sites and operate summer heat-related illness prevention plans • Establish a carbon neutrality roadmap and expand biomass and solar power generation • Expand the use of recycled raw materials and establish an internal supply system
Physical Risk (Acute)	Damage Caused by Climate Change	Typhoons, Heavy Rain, etc.	• Flooding and damage to factories, equipment, warehouses, and raw material storage facilities due to heavy rain and typhoons • Production suspension and operational disruptions	Losses from recovery costs, inventory losses, and production disruptions caused by flood damage (approximately KRW 1.0 billion under SSP5-8.5)		• Purchase insurance for factory buildings and equipment • Monitor climate change and improve disaster response facilities
Physical Risk (Chronic)	Decline in Asset Value	Repeated abnormal weather events	Decline in the asset value of major facilities due to repeated extreme weather events	Losses from impairment and decline in the value of property, plant and equipment (approximately KRW 22.6 billion under SSP5-8.5)		• Make phased investments by considering the level of facility deterioration caused by exposure to extreme weather events • Review equipment specifications that can operate under various climate conditions when introducing new facilities
Transition Risk (Policy/Regulation)	Allowance Purchase Costs	Rising Allowance Prices and Reduced Free Allocation	Increased burden of emissions management and production operations in response to the emissions trading system	Higher costs and lower profit margins due to increased allowance purchase costs		Establish a 2045 carbon neutrality roadmap and set Scope 1 and 2 reduction targets

Hansol IONES — Hansol IONES has a business structure centered on manufacturing processes, with equipment operation and Energy use as key characteristics. Reflecting these business characteristics, Hansol IONES conducted a separate climate change risk analysis, comprehensively identified physical risks, transition risks, and opportunity factors, and carried out a scenario-based analysis. This analysis estimated the potential financial impacts of climate change for six key items, including physical risks such as heat waves and rising temperatures, transition risks such as carbon regulations and changes in Energy costs, and opportunity factors such as Energy efficiency improvement and the transition to low-carbon Energy.

Category	Details	Financial Impact Estimation Method	Potential Financial Impact	Financial Impact (Unit: KRW 100 million)	Response Activities
Physical Risk (Acute)	Increase in Heat Wave Days	Final financial impact is calculated by analyzing the correlation between the number of heat wave days and costs (cost of sales)	Increase in delivery prices (cost of sales) due to reduced supply chain productivity and supply disruptions (approximately KRW 445.9 billion under SSP1-2.6 and KRW 440.2 billion under SSP5-8.5)		• Install cooling systems • Establish a BCP reflecting the climate crisis • Strengthen safety training
Physical Risk (Chronic)	Continuous Temperature Rise	Estimate the average temperature by business site and calculate costs (general and administrative expenses) from increased Energy use	Increase in air-conditioning costs due to higher Energy use at business sites (approximately KRW 40.4 billion under SSP1-2.6 and KRW 39.0 billion under SSP5-8.5)		• Assess physical risks and establish response strategies • Improve the working environment
Transition Risk (Policy/Regulation)	Strengthening of Environmental Regulations	Estimate costs using projected GHG emissions after 2030 and carbon prices under the STEPS and NZE scenarios	Increase in carbon prices (up to approximately KRW 8.7 billion by 2050)		• Set GHG reduction targets • Improve the environmental management system • Establish a supply chain emissions management system • Obtain low-carbon certification by conducting life cycle assessments (LCAs)
Transition Risk (Market)	Increase in Electricity Purchase Costs	Estimate total expected electricity use and calculate expected electricity purchase costs using GECM-based projected electricity unit prices	Increase in electricity purchase costs (approximately KRW 3.2 billion in 2030 and KRW 53.55 billion in 2050)		• Introduce eco-friendly facilities and renewable Energy • Build renewable Energy generation facilities at business sites and expand the use of PPAs
Opportunity (Resource Efficiency)	Energy Efficiency Improvement	Estimate Energy use based on sales growth and calculate the expected financial impact from the transition to a low-carbon society	Decrease in Energy costs due to reduced Energy use (up to KRW 300 million in annual Energy cost savings)		• Introduce Energy-saving facilities • Expand the use of renewable Energy • Invest in technology development
Opportunity (Energy Source)	Use of Low-Carbon Energy	Estimate Energy use based on sales growth, select electricity supply through PPAs as an opportunity factor, and calculate the final financial impact of future electricity costs	Decrease in Energy costs through the use of low-carbon Energy (NZE scenario: cost savings from KRW 370 million in 2030 to KRW 750 million in 2050; STEPS scenario: cost savings from KRW 430 million in 2030 to KRW 750 million in 2050)		

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Climate Change Response

Metrics and Targets

Hansol Paper

○

Hansol Paper is pursuing Energy efficiency improvements, process optimization, expanded use of renewable Energy, and a transition to eco-friendly fuels with the goal of achieving Net Zero by 2050. It is improving its Energy use structure by focusing on reducing electricity and steam consumption, and expanding the use of renewable Energy by operating solar power facilities and introducing additional facilities.

Hansol Technics

○

Hansol Technics has set reduction targets of 20% by 2030 and 50% by 2040 compared with the 2020 base year, with the goal of achieving Net Zero by 2050. The company is reducing Energy use and managing GHG emissions by transitioning its production processes to low-carbon operations, introducing high-efficiency equipment, and expanding renewable Energy. It is also strengthening reduction effects through employee-led Energy-saving activities.

Hansol IONES

○

Hansol IONES has set reduction targets of 30% by 2030 and 50% by 2040 compared with the 2022 base year, with the goal of achieving Net Zero by 2050. The company is reducing Energy use and managing GHG emissions by improving process efficiency, introducing high-efficiency equipment, and adopting renewable Energy through PPAs. It is also continuously improving electricity use efficiency through Energy management activities, such as optimizing equipment operating hours.

Hansol Logistics

○

Hansol Logistics has set phased GHG reduction targets of 15% by 2030, 50% by 2040, and 75% by 2045, with the goal of achieving Net Zero by 2050. To achieve these targets, Hansol Logistics is reducing emissions generated from its logistics operations by transitioning to electric vehicles, introducing electric forklifts, and expanding rail transportation. It is also reducing Energy use and managing emissions by improving the operational efficiency of its logistics hubs.

In addition, Hansol Logistics has established a system for calculating Scope 3 emissions from maritime transport to strengthen the foundation for managing emissions across its logistics supply chain. This system is based on data on ports of departure, ports of arrival, and container cargo volume for global maritime import and export routes. It has been designed to calculate emissions on a WTW (Well-to-Wake) basis by referring to the GLEC Framework v3.1 and ISO 14083:2023. Going forward, Hansol Logistics plans to conduct internal reviews and verification of the calculation results and use them to analyze emissions by route and port and support low-carbon logistics decision-making.

Hansol HomeDeco

○

Hansol HomeDeco has set a target to reduce Scope 1 and 2 emissions by 42% by 2030, with the goal of achieving carbon neutrality by 2040. The company is pursuing mid- to long-term GHG reductions by managing major emission sources and improving Energy efficiency, while advancing its GHG reduction management system based on emissions analysis across the value chain.

Scope 1 and 2 GHG Emissions Performance (Unit: tCO2eq)

Category	2023	2024	2025
Hansol Paper	1,001,872	1,016,728	982,377
Hansol PaperTech	112,001	125,099	123,415.9
Hansol PNS Paper Distribution	362.4	349.6	355.3
Hansol Technics	8,996	6,219.3	5,705.7
Hansol IONES	11,441	14,688	14,389
Hansol Logistics	2,111	2,086	2,137
Hansol HomeDeco	55,707	63,703	62,099

Energy Consumption Performance (Unit: TJ)

Category	2023	2024	2025
Hansol Paper	16,205	16,580	16,592
Hansol PaperTech	1,393.0	1,136.0	1,109.8
Hansol PNS Paper Distribution	6.5	6.7	6.9
Hansol Technics	187	129	119
Hansol IONES	235	302	320.95
Hansol Logistics	28	27.7	28.3
Hansol HomeDeco	2,011	2,027	1,759

Transition to Renewable Energy and Energy Efficiency Improvement

Hansol Paper

○

Hansol Paper is reducing GHG emissions by improving Energy efficiency and advancing its facilities. The company is improving the Energy use structure across its processes and continuously generating Energy-saving effects by introducing high-efficiency facilities and optimizing operations.

In 2025, Hansol Paper carried out a total of 21 Energy efficiency improvement projects through both government support and its own investment. Through projects worth a total of KRW 23.0 billion, including KRW 13.1 billion in its own investment, the company achieved annual Energy savings of approximately KRW 6.1 billion and reduced GHG emissions by approximately 1,055.5 tCO2eq. Major investment items included the establishment of steam pressure differential power generation facilities, installation of high-efficiency refiners, introduction of inverters and motor control devices, and replacement of outdated facilities. In particular, Hansol Paper is improving Energy efficiency by focusing on facility improvements and the introduction of high-efficiency equipment to reduce electricity and steam use in its processes. Some business sites are also securing additional reduction effects through the transition to eco-friendly fuels and facility optimization. Based on these Energy efficiency improvement activities, Hansol Paper is working to reduce GHG emissions while strengthening cost competitiveness.

Hansol Paper is also diversifying the foundation for GHG reduction by expanding the use of renewable Energy. At the Daejeon site, the company operates solar power generation facilities that produced approximately 2,184,747 kWh of electricity annually as of 2025, contributing to reduced dependence on externally purchased electricity and fossil fuel-based power and to lower GHG emissions. In addition, Hansol Paper is pursuing the additional introduction of solar power generation facilities with a total capacity of 5.1 MW at four sites: Daejeon, Shintanjin, Janghang, and Cheonan. Through this, the company plans to replace part of its purchased electricity with renewable Energy. The project is expected to be carried out in connection with a government support program and is projected to generate approximately 6,078 MWh of electricity annually and reduce GHG emissions by approximately 2,776 tCO2eq. Hansol Paper plans to continue expanding the introduction of renewable Energy facilities and strengthen the foundation for its Energy transition.

Hansol Technics

○

Hansol Technics is creating tangible environmental performance by expanding the use of renewable Energy and improving the efficiency of its manufacturing facilities to reduce GHG emissions and Energy use. Media PV, a renewable Energy solution introduced to support the eco-friendly transition of electricity used at business sites, generated 11,183 kWh of electricity annually as of 2025. The Jincheon Plant also improved Energy efficiency by replacing a 275 HP air compressor with a 215 HP unit. Based on 300 operating days per year and eight hours of operation per day, this is expected to reduce electricity consumption by approximately 108,000 kWh and GHG emissions by 49.6 tCO2eq annually. Hansol Technics will continue to reduce carbon emissions by transitioning to renewable Energy and introducing high-efficiency equipment.

In addition, Hansol Technics is carrying out internal eco-friendly activities to raise employees’ environmental awareness, achieve its environmental management goals, and reduce GHG emissions through improved Energy efficiency. As part of its Energy management activities, Hansol Technics conducted the “E-Mind Clearing Campaign” to help employees reduce the use of digital resources generated in their daily work and practice Energy saving. The campaign was designed to reduce Energy use from data storage and transmission by deleting unnecessary emails, thereby indirectly reducing GHG emissions. It was operated as a company-wide online participation program, with a total of 318 employees taking part. As a result, approximately 235.3 GB of email data was deleted, reducing GHG emissions by approximately 1,176.5 kgCO2eq. Going forward, Hansol Technics plans to continue expanding participatory campaigns that encourage employees to save Energy and reduce GHG emissions in their daily work.

Climate Change Response

Hansol IONES Hansol IONES manages Energy use as a key management indicator and is pursuing a smart Energy management strategy to maximize Energy consumption efficiency while maintaining productivity in its business activities. Hansol IONES has introduced an Energy responsibility management system by designating Energy managers for each department to minimize everyday Energy waste. It has also fostered a culture in which all employees participate in reduction activities through internal promotional posters and campaigns. In addition, Hansol IONES optimizes the operating hours of air handling units (AHUs) and heaters at all business sites based on data to prevent unnecessary electricity consumption. It also manages regular electricity use by installing Energy-saving switches and high-efficiency lighting systems. Furthermore, Hansol IONES is responding to carbon risks by diversifying its Energy sources and introducing renewable Energy. Based on its existing direct power purchase agreement (PPA), the company applied renewable Energy to the Anseong 2 Plant from December 2025, reducing electricity use by approximately 0.1%. In 2026, Hansol IONES aims to reduce electricity use by approximately 8%.

Hansol Chemical Hansol Chemical is pursuing the minimization of GHG emissions as a core priority through activities to improve Energy efficiency, reduce Energy consumption, and transition its Energy use. Based on its internal reduction activities, Hansol Chemical identifies and implements Energy-saving tasks. In 2025, Hansol Chemical identified and managed tasks such as installing solar power generation facilities, reducing H2O2 SRS steam use, and diversifying external steam supply. As a result, it reduced Energy consumption by 1,560,576 kWh/year of electricity, 5,167 tons/year of steam, and 187,000 Nm³ of LNG.

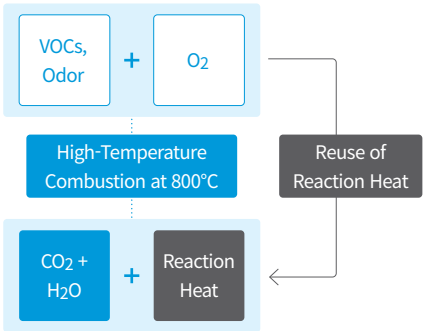
| Energy Efficiency Improvements and GHG Reduction Activities and Performance

Plant	Implementation Details	Category	Performance	Total Carbon Reduction
Jeonju Plant	Installation of solar power generation facilities	Electricity	Reduction of 1,560,576 kWh/year	2,228 tCO ₂ eq
	Reduction of H2O2 SRS (Solvent Recovery System) steam use	Steam	Reduction of 5,167 tons/year	
Ulsan Plant	Minimization of LNG boiler operation by diversifying external steam supply	LNG	Reduction of 187,000 Nm ³ /year	

Tapex Tapex has introduced and operates Regenerative Thermal Oxidizer (RTO) waste heat recovery systems at the Yanggam, Paltan, and Saemangeum plants to reduce Energy consumption and GHG emissions. The RTO waste heat recovery system works by recovering the combustion heat generated during the combustion treatment of high-concentration volatile organic compounds (VOCs) gas from the process through a heat exchanger and reusing it to heat the heat transfer oil. Through this, Tapex minimizes the external release of combustion heat, contributing to reduced Energy (LNG) consumption and lower GHG emissions.

In addition, Tapex is promoting the introduction of renewable Energy to reduce the environmental impact of Energy use at its business sites. In August 2025, Tapex installed solar power generation facilities at the Saemangeum Plant, establishing a foundation to supply part of the electricity used at the site with renewable Energy. Through this, Tapex is partially replacing fossil fuel-based electricity use and reducing carbon emissions generated during operations. The solar power generation facilities are expected to produce approximately 239,000 kWh of eco-friendly electricity annually, reducing carbon dioxide emissions by approximately 111 tons per year. This is equivalent to the carbon absorption effect of planting approximately 16,885 pine trees. Going forward, Tapex plans to continue minimizing the environmental impact of its business site operations and pursuing carbon reduction by improving Energy efficiency and expanding renewable Energy.

| RTO Waste Heat Recovery System



Resource Circulation and Biodiversity Protection

Improvement of Wastewater, Waste, and Pollutant Management

Hansol Paper Hansol Paper is minimizing its environmental impact through systematic, compliance-based management and process improvements across waste, wastewater, and pollutant management. General and designated waste generated at business sites is properly treated in accordance with relevant laws and regulations. Hansol Paper also carries out pre-reduction activities, such as operating dewatering machines and dryers, while reducing waste through its own incineration facilities. In addition, Hansol Paper manages the entire process from waste generation to treatment through the Allbaro System, ensuring transparency and traceability. Based on process improvements, the company is also continuously managing waste generation and expanding recycling.

In terms of water resources and pollutant management, Hansol Paper is improving water use efficiency while strengthening water quality management. The company reduces water use by increasing the water reuse rate and optimizing processes, while systematically managing wastewater quality through the advancement of wastewater treatment facilities and real-time monitoring using the water quality TMS. Hansol Paper has also established an integrated management system covering the entire life cycle of hazardous chemicals, and is reducing chemical use and preventing accidents. Through regular training and facility improvements, the company continues to enhance its management level. Based on these efforts, Hansol Paper is reducing environmental risks and strengthening the foundation for sustainable operations across waste, wastewater, and pollutant management.

| 2030 Goals

Waste	• Reduce waste generation by 3.5% • Achieve a waste recycling rate of 90%
Water Resources	• Reduce water use by 4.0% • Achieve a water reuse rate of 38% • Reduce water pollutants to 1,000 tons or less
Pollutants	• Reduce air pollutants to 9,000 tons or less • Conduct semiannual pollutant monitoring at all business sites at a 100% implementation rate

Hansol PaperTech In 2025, Hansol PaperTech expanded its air-diffusion odor control system to improve the environment around its business site. Through this, Hansol PaperTech is reducing the external spread of odors and improving the level of air quality management in nearby areas. In addition, Hansol PaperTech installed prevention nets along the factory boundary to prevent waste resin from scattering due to wind, proactively blocking the possibility of dispersion outside the business site and minimizing its impact on the surrounding environment.

Hansol Technics Hansol Technics conducts ESG education for its employees to reduce waste and expand resource circulation, enhancing employees' understanding of the waste separation system. In particular, despite the cost burden of recycling, Hansol Technics continues to identify and manage available recycling companies, thereby strengthening its resource circulation-centered waste management system. As a result of these efforts, the waste recycling rate improved from 94% in 2023 to 99% in 2025, maintaining a high-level circular system in which most discharged waste is recycled.

In addition, Hansol Technics systematically manages key environmental indicators, including water resources and waste, and is improving business operational efficiency based on a “selection and focus” strategy. For water resources, Hansol Technics set its 2025 water use target at 32,600 tons, reported it to the Board of Directors, and carried out company-wide reduction activities. As a result, water use decreased from 33,597 tons in 2024 to 32,719 tons in 2025, achieving continuous progress in water resource reduction. Going forward, Hansol Technics plans to strengthen improvement activities with the goal of achieving 100% waste recycling and continuously reducing water use, thereby maximizing its environmental management performance.

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Appendix

Environmental Management and Climate Change Response

Environmental Management System

Eco-Friendly Product Development and Business Portfolio Strategy

Climate Change Response

Resource Circulation and Biodiversity Protection

Resource Circulation and Biodiversity Protection

Hansol IONES — Hansol IONES has identified the maximization of resource circulation and the advancement of its hazardous substance management system as key environmental issues, and manages them with the main targets of achieving a 100% waste recycling rate and maintaining “zero” hazardous chemical leak incidents. Hansol IONES is also continuously reducing the use of hazardous chemicals through the transition to alternative substances and strengthening the circular use of resources based on waste reduction plans and recycling expansion activities.

In particular, Hansol IONES analyzed the causes of waste generation within its processes, identified improvement tasks, and applied them on-site, reducing waste generation by approximately 71% from 3,017 tons in 2023 to 866 tons in 2024. This amount was approximately 64% of the 2024 target of 1,358 tons, exceeding the target. In 2025, in addition to existing process improvement activities, Hansol IONES introduced a microbial fermentation food waste processor to treat by-products generated from its in-house cafeteria and business sites, and carried out process optimization and waste reduction projects, achieving an additional reduction of 370 tons of waste compared to the previous year.

Going forward, Hansol IONES plans to continuously monitor waste management and hazardous chemical reduction activities based on execution strategies for achieving its targets. Hansol IONES will also improve its resource circulation rate through process efficiency improvements and expanded recycling, while pursuing environmental management based on a circular economy.

Hansol Logistics — Hansol Logistics has set the efficient use of resources and the minimization of pollutant emissions as key environmental management tasks, and continues to reduce resource use and waste generation. Hansol Logistics systematically manages the use of major resources, including electricity and paper, to minimize resource consumption from its operations, while reducing environmental impact by managing the generation of wastepaper and general waste.

Hansol Logistics has also established and operates a management system to regularly monitor waste generation by logistics hub. Based on this system, it has maintained a stable recycling rate of 69.0% over the past three years from 2023 to 2025. Going forward, with the ultimate goal of achieving zero waste generation at domestic logistics hubs, Hansol Logistics aims to achieve a waste recycling rate of 80% or higher from 2026. To this end, Hansol Logistics will continue to improve resource use efficiency across its logistics operations at business sites and advance its management system for reducing waste emissions, thereby strengthening its environmental responsibility. Hansol Logistics also plans to analyze potential impacts on natural resources, including nearby rivers and seawater, and thoroughly prevent the spread of pollutants by minimizing accidents during logistics operations.

Hansol HomeDeco — Hansol HomeDeco places the highest priority on the safety of its employees and local communities, and is making phased facility improvement investments to reduce environmental and safety risks related to hazardous chemicals. In 2025, Hansol HomeDeco strengthened its hazardous substance management system through two major facility improvement investments.

In addition, in 2026, as part of improvement measures in preparation for regular integrated environmental inspections, Hansol HomeDeco plans to invest approximately KRW 600 million in repainting environmental pollution prevention facilities, including incinerators, and replacing deteriorated ducts. Through this, Hansol HomeDeco aims to create a safe working environment that meets legal standards and strengthen its environmental and safety management level.

Major Facility Improvement Investments to Reduce Hazardous Chemicals

Year	Key Details	Purpose and Effect
2025	Basic facility improvements, including replacement of deteriorated bag filters for recycled chip crushing equipment and installation of power circuit breakers	Improvement of dust collection performance and prevention of electric shock and fire risks
	Facility improvements in line with strengthened standards for handling hazardous substances, including formaldehyde (safety valves, leak detectors, drawing revisions, and expanded protective equipment)	Prevention of chemical leaks and compliance with legal standards
2026	Painting environmental pollution prevention facilities, including incinerators, and replacing deteriorated ducts	Responding to regular integrated environmental inspections and securing facility stability

Hansol Chemical — Hansol Chemical continues to carry out activities to improve resource circulation and the waste recycling rate by shifting its existing waste treatment methods toward recycling. Hansol Chemical is also reducing water use and pollutants through facility improvements and optimized operations. In 2025, Hansol Chemical promoted activities such as discovering new recycling companies, optimizing cooling tower operations, and standardizing wastewater treatment plant operations. As a result, Hansol Chemical improved its waste recycling rate by 1%, reduced annual water use by approximately 10,800 tons, and reduced the emission concentration of Total Organic Carbon (TOC) by approximately 8%, from 13.3 ppm to 12.2 ppm.

Waste and Other Management Improvement Activities and Performance

Plant	Implementation Details	Category	Performance
Jeonju Plant	Discovery of recycling service providers	Recycling Rate	Improved by approximately 1%, from 83.6% in 2024 to 84.4% in 2025
Ulsan Plant	Reduction of water use through optimized cooling tower operation	Water Use	Reduction of 10,800 tons/year
	Standardization of wastewater treatment plant operation and efficiency improvement through data quantification	Total Organic Carbon (TOC)	Reduced emission concentration by 8%, from 13.25 ppm to 12.2 ppm

Tapex — In 2024, Tapex established an Internet of Things (IoT)-based real-time monitoring system for air pollution prevention facilities across all business sites, including the Yanggam, Paltan, Uniwrap, and Saemangeum plants. Through this system, Tapex remotely monitors the operating status of emission facilities and pollution prevention facilities without on-site visits, and is improving its pollutant management level through operations designed to reduce fine dust.

The system continued to operate across all business sites in 2025, improving the efficiency of air pollutant emissions management through systematic environmental monitoring based on real-time data. Tapex is also continuously strengthening its environmental management level at business sites by regularly checking facility operating status and enabling a prompt response in the event of abnormalities.



IoT System Configuration Diagram

Resource Circulation and Biodiversity Protection

Promoting Circular Economy

Hansol Paper —○ Aseptic cartons have been recognized as a difficult-to-recycle material because their composite structure, consisting of aluminum, polyethylene (PE), and paper, makes the separation process challenging and limits processing through existing paper carton recycling facilities. To address these limitations, Hansol Paper has collaborated with 12 food companies to establish a circular economy model for aseptic cartons. At the Daejeon Plant, Hansol Paper separates and processes aseptic cartons and recycles them as a raw material for white paperboard, while applying technology to utilize aluminum and PE residues as raw materials for plastic products. Through this, Hansol Paper is promoting the resource recovery of all components of aseptic cartons. These efforts are transforming aseptic cartons from waste into recyclable resources and expanding the scope of resource circulation.



↓ MOU for Sustainable Paper Carton Resource Circulation

In May 2025, Hansol Paper participated in an MOU with the Ministry of Environment, Kakao, CJ Logistics, and Maeil Dairies for the “Online Platform-Based Pilot Project for Parcel Collection of Paper Cartons,” promoting the advancement of the collection system. In cooperation with Cheonan City and local companies and institutions, Hansol Paper is also operating a regional collection and recycling system for approximately 200,000 apartment households, building a virtuous cycle that connects collection, recycling, production, and use. In July 2025, Hansol Paper became the first in the industry to obtain Good Recycled (GR) certification for white board made from recycled aseptic cartons, officially recognizing the product’s eco-friendliness and resource circulation value. In addition, Hansol Paper is minimizing waste generation by applying technology that separately recovers PolyAl(Polyethylene-Aluminum residue) recovered from the aseptic carton recycling process and uses it as a raw material for plastic pallets. Based on this technological foundation, Hansol Paper continues to expand its Zero-Waste resource circulation system.

| 2030 Targets

Recycled Raw Material Usage Rate



Achieve **60%**

Paper Carton Recycling Partnerships



Expand by **50%**

Proportion of Eco-Friendly Products



Achieve **60%**

Hansol Logistics —○ Hansol Logistics has established a mid- to long-term roadmap to build an eco-friendly logistics system based on resource circulation, and is systematically reducing waste and expanding recycling. Hansol Logistics is standardizing its waste management system at logistics sites and expanding resource reuse by operating a battery container recycling business. It is also minimizing final waste disposal by improving the waste recycling rate at logistics centers and promoting Zero Landfill. Going forward, Hansol Logistics plans to further advance its circular resource management system and expand the introduction of eco-friendly packaging and reusable logistics containers, thereby strengthening sustainable logistics operations based on resource circulation.

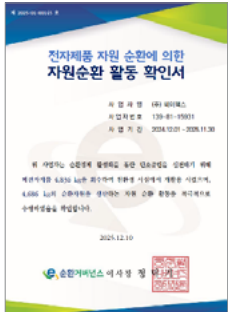
| 2050 Mid- to Long-Term Resource Circulation Roadmap

	2026	2030	2040	2045	2050
Target	Advancing the Environmental Management System	Waste Reduction and Recycling Expansion	Establishing a Resource Circulation-Based Logistics System	Waste Minimization Operations	Completing an Eco-Friendly Logistics System Based on Resource Circulation
Implementation Details	- Standardize the waste management system at logistics sites - Stabilize the operation of the secondary battery container recycling business	- Increase the waste recycling rate at logistics centers to 70% or higher - Expand the scale of secondary battery container operations by 50%	- Achieve a waste recycling rate of 90% or higher at business sites - Expand the battery container recycling business into global markets	- Promote Zero Landfill at logistics centers - Establish a circular resource management system across all business sites	- Establish a circular economy model across logistics operations - Eco-friendly packaging and reusable logistics containers

| Detailed Resource Circulation Strategies

Item	Detailed Strategy
Waste Treatment	- To establish an environmental management system, thoroughly manage resource use and emissions, operate the environmental management system, and pursue continuous improvement - Reduce wastepaper and waste emissions by minimizing pollutants through incineration, landfill, recycling, and other methods for household waste and business site waste generated at logistics sites
Secondary Battery Container Recycling	- Since 2019, entered the business of collecting, cleaning, and recycling secondary battery containers instead of disposing of them - Expanding the business to major secondary battery manufacturers, mainly in China, and planning to enter the U.S. market - Started with 20,000 containers and currently operates approximately 52,000 containers, with an annual average of three rotations per container - Diversified the business from recycling containers for electric vehicle batteries to recycling containers for hybrid vehicle batteries

Tapex —○ Since October 2022, Tapex has continuously promoted employee-participating resource circulation campaigns in cooperation with the Korea Electronics Recycling Cooperative (KERC). By recovering waste electrical and electronic equipment, Tapex produces circular resources and contributes to carbon reduction. Through this, Tapex is simultaneously expanding resource recycling and reducing waste, while contributing to raising employees’ environmental awareness and spreading a culture of resource circulation.



↓ Circular Governance Electronic Product Resource Circulation Activity Certificate



↓ Korea Climate and Environment Network Scope 3 GHG Reduction Certificate

Resource Circulation and Biodiversity Protection

Biodiversity Conservation Activities

HANSOL Group — HANSOL Group is taking the lead in protecting urban ecosystems together with new employees, the future generation. In September 2025, 58 new employees from the 34th open recruitment cohort carried out activities to remove invasive species and create an otter habitat at the Jungnangcheon Wildlife Protection Area during their retention program. They also planted 20 Japanese elm and willow trees to restore vegetation, creating tangible biodiversity conservation outcomes. These activities provided an opportunity to raise employees’ environmental awareness, and going forward, we will continue to expand environmental conservation activities in connection with local communities, spread the importance of biodiversity conservation, and fulfill our environmental responsibility.



↓ HANSOL Group’s 34th New Employee Class Participates in Habitat Care Activities at the Jungnangcheon Wildlife Protection Area

Hansol PaperTech — Hansol PaperTech contributes to creating a sustainable environment together with the local community through social responsibility activities involving its employees. Approximately 50 employees regularly conduct environmental cleanup activities around rivers near the factory, village alleys, and traditional markets, carrying out various initiatives to improve the local environment.

Hansol PaperTech conducts river and village cleanup activities on a regular basis, approximately once a month, and contributes to maintaining the local environment by collecting about 100 kg of waste each time. In celebration of the 80th Arbor Day, Hansol PaperTech also held a tree-planting event to support the creation of local green spaces. In addition, it continues to carry out local ecosystem conservation activities, including activities to care for the nearby Daejeoncheon Stream and cleanup activities at the Hanjaegol Valley Tree Garden.

In recognition of these environmental contribution activities, Hansol PaperTech received the Minister of Environment Award in the Environmental Love Contribution category at the 15th Happiness Plus Social Contribution Campaign in 2025, sponsored by the Ministry of Environment and hosted by organizations including the Korea Enterprises Federation. Going forward, Hansol PaperTech plans to continue contributing to the creation of a sustainable local environment through various environmental protection activities with the local community.



↓ Joint Cleanup Activities with Residents at Traditional Markets and Riverside Roads for Chuseok



↓ Daejeoncheon Stream Cleanup Activity and One Company-One Stream Care Campaign



↓ Received the Minister of Environment Award in the Environmental Love Category at the 15th Happiness Plus Social Contribution Campaign

Hansol Technics — Hansol Technics is carrying out various environmental protection activities to fulfill its corporate social responsibility and achieve sustainable co-prosperity with local communities. In particular, through local environmental cleanup activities conducted with the voluntary participation of employees at the Jincheon and Ochang sites, Hansol Technics intensively collected household waste and other waste from nearby villages and industrial complex areas. Through these activities, Hansol Technics collected approximately 200 kg of waste from each business site per activity, totaling around 400 kg, thereby making a tangible contribution to creating a clean and pleasant local environment. Going forward, under the slogan “Creating a Beautiful Region, a Clean Neighborhood”, Hansol Technics plans to continue expanding various environmental protection activities with local communities to conserve ecosystems and create social value.



↓ Hansol Technics Ochang Cleanup Activity



↓ Hansol Technics Jincheon Cleanup Activity

Hansol IONES — Hansol IONES has set the reduction of hazardous chemical use, wastewater generation, and waste emissions as key environmental management goals to conserve biodiversity, and systematically manages related indicators. Hansol IONES is also implementing action strategies by continuously identifying activities to reduce wastewater generation through process improvements and optimized utility operations, while providing training for all employees on reducing waste emissions. In 2025, Hansol IONES carried out ecosystem conservation activities by donating 100 Asplenium antium, an endangered plant species, through a partnership with the social venture Tree Planet. This activity is an indirect biodiversity conservation initiative designed to contribute to increasing the population of endangered species and restoring their habitats, while helping protect ecosystems and create sustainable environmental value. Going forward, Hansol IONES plans to continue expanding its efforts to protect biodiversity by carrying out environmental impact reduction activities together with ecosystem conservation activities.



↓ Hansol IONES Companion Tree Sharing Campaign

■ Hansol IONES Biodiversity Conservation Activity Certificate (Tree Planet)

Hansol HomeDeco — Hansol HomeDeco is providing practical support for the recovery of local ecosystems and continues its efforts to contribute to building a sustainable environment and conserving biodiversity.

In 2025, as part of its ESG management practices, Hansol HomeDeco participated in the “Five Million Tree Planting Project” in connection with Iksan City, an eco-friendly city, and donated KRW 10 million. Going forward, Hansol HomeDeco plans to continue carrying out ecological environment conservation activities and strengthen environmental management together with local communities.

Carbon Footprint Verification and Assessment

Tapex — Tapex is strengthening environmental competitiveness by expanding product Life Cycle Assessments (LCA). After first applying LCA in June 2022 to secondary battery tape 3331AW, which supports EV battery safety, Tapex assessed an additional product, 3131RH, in November 2023. LCA quantitatively analyzes GHG emissions across the product life cycle, from raw material extraction to production, distribution, use, and disposal. Through LCA, Tapex secures product environmental performance data, supports potential Environmental Product Declaration (EPD) certification, and builds basic data for sustainable management and product improvement. It also helps Tapex respond to stricter ESG regulations in Europe and eco-friendly supply chain requirements from global automotive and battery manufacturers, laying the foundation for expanded business opportunities.

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SOCIAL

Sustainable Growth through Stakeholder Inclusion

HANSOL Group

Building a foundation to support youth employment and link participants to recruitment through the operation of the metaverse-based virtual internship program “Hansol Dreamverse Company”

Hansol Paper

Strengthening partner competitiveness and enhancing supply chain sustainability through an integrated support program covering technology, finance, education, communication, safety, and the environment

Hansol Technics

Strengthening self-directed learning and expertise through talent development programs covering job, digital, global, and leadership competencies

Hansol IONES

Establishing a prevention-oriented safety management and human rights protection system through the operation of the “Safety and Health Siren” and the “Aureum Connect” grievance handling system

Hansol Logistics

Strengthening the human rights risk management system through implementation of the mid- to long-term human rights management roadmap

Hansol Chemical

Advancing process safety management by upgrading the Jeonju Plant’s PSM grade from M+ to S and maintaining the Ulsan Plant’s S grade

Tapex

Securing a global-level information security system through TISAX certification

Ratio of Employees Who Completed Human Rights Training

Hansol Holdings	83.7%
Hansol PaperTech	100.0%
Hansol IONES	99.1%
Hansol Logistics	100.0%
Hansol HomeDeco	100.0%
Hansol Chemical	100.0%
Tapex	100.0%

UN SDGs



HANSOL Group has continued to strengthen its management system based on the HSRS safety and health assessment system to advance safety and health management, and plans to introduce the Hansol Safety & Health Activity Inspection from 2026 to further enhance the assessment system. Through this, we plan to establish a more sophisticated diagnosis of safety management levels and an integrated management system.



Safety and Health Assessment (HSRS) Group Average Score 87.9 points	Tapex Safety KPI Achievement Rate 98%
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Affiliates with ISO 45001 Certification

Hansol Paper
Hansol PaperTech
Hansol Technics
Hansol IONES
Hansol Logistics
Hansol Chemical
Tapex

Affiliates with ISO 27001 Certification

Hansol IONES
Tapex

Affiliates with KOSHA-MS Certification

Hansol Paper
Hansol IONES
Hansol HomeDeco

Occupational Health and Safety Management

Safety and Health Management System

Safety and Health Management Policy — “No work is worth getting injured” best demonstrates HANSOL Group’s commitment to safety and health management. To address strengthening legal and regulatory risks and build a safety culture as a trusted company, HANSOL has gradually advanced its safety and health assessment system and continued to improve its company-wide safety and health management level.

Health and Safety Rating System (HSRS) and Communication Management

Health and Safety Rating System (HSRS) and Communication Management — HANSOL Group has gradually advanced its safety management assessment system to improve the efficiency of safety and health management and establish a field-centered management system. Since introducing HSRS (Hansol Safety Rating System) in 2022, we have systematically reviewed and improved our safety and health management level. From 2026, we plan to transition to and operate the Hansol Safety & Health Activity Inspection, an enhanced version of the system.

Hansol Safety & Health Activity Inspection is characterized by the restructuring of the existing assessment system to reflect the strengthened legal and regulatory environment, including the Serious Accidents Punishment Act, with a focus on reviewing the execution of legal requirements and assessing workplace safety management levels. Through this, we expect to improve the clarity of assessment criteria and their applicability in the field, while enabling a more objective diagnosis of safety management levels at each business site. We also plan to prevent safety risks in advance by promptly improving areas requiring attention and establishing an execution-oriented management system, while continuously enhancing HANSOL Group’s company-wide safety and health management level.

In 2025, Hansol Paper’s Janghang and Cheonan sites achieved Level 7, the highest HSRS grade, based on field execution capabilities and systematic responsiveness. We also supported internal safety consulting for business sites that received relatively low assessment results in the previous year, promoting improvement in the overall safety management level. As a result, the Group average score reached 87.9 points, maintaining the previous year’s level, with meaningful improvements identified in the areas of “leadership,” “compliance,” and “system monitoring.”

In addition, we have expanded and operated the system for receiving and handling on-site grievances across all affiliates to prevent accidents among partner company employees and improve their safety and health levels. Business sites certified with ISO 45001 and KOSHA-MS are strengthening communication through the Occupational Safety and Health Committee. Based on management leadership and field execution capabilities, HANSOL Group will continue to strengthen its integrated safety management system and fulfill its responsibilities and commitments across overall health management, including quantitative indicator management, AI-based risk management, leadership, planning, execution, and performance management.

HSRS Process Assessment Items



Business Sites Subject to HSRS Assessment and Application

Hansol Paper (Janghang, Cheonan, Daejeon, and Shintanjin plants and Environment Business Division), Hansol PaperTech, Hansol Technics, Hansol IONES, Hansol HomeDeco, Hansol Logistics

HSRS Assessment Items

1	Leadership	The system presents leadership requirements including promoting the health and safety management system at sites, legal compliance (Serious Accidents Punishment Act, Occupational Safety and Health Act, etc.), principles for HANSOL Group’s safety and health leadership, and R&R for HS performance, and carries out assessments.
2	System Planning	The system presents principles for identifying and evaluating safety and health risks and opportunities, as well as principles for decision-making on the management tools. It also conducts evaluation of each business’s overall process, activities, and risks associated with change, and presents ways for effective management.
3	Compliance	The system provides guidance on the safety and health laws applied to each site, rules, and principles for complying with customer requirements, identifies policies to adhere to, and specifies reporting system and compliance assessment.
4	Competence	The system clearly states the need for education and training for understanding and securing the level of competency required for driving safety and health outcomes, fosters safety and health professionals, sets forth policies on key competencies required of partner companies and mandatory training courses, and assesses if such activities are executed.
5	Communication	The system presents communication principles across the organization, both internally and externally. It defines the scope of all safety and health-related participation, consultation, and communication activities operated by the organization, including meetings, and evaluates whether they are implemented.
6	Risk Assessment	The system sets forth safety and health management activities to control and manage identified risks in a hierarchical structure, and conducts assessments on whether required actions were taken by the person(s) granted roles and responsibilities.
7	Risk Control	The system clearly states the standard for facility and device maintenance and inspection, establishes a comprehensive standard of the potential safety and health risks in the event of change, and performs assessments on appropriate management.
8	Contractor/ Supplier	The system performs evaluations on the safety and health management aspects of suppliers during the selection stage, evaluation of onboarded suppliers’ health and safety activities, introduces standards for communication, and proposes management standards to encourage supplier engagement.
9	Emergency Response	The system proposes standards to minimize losses caused by identification, response, training, and communication associated with internal and external emergencies, and conducts assessments of appropriate activities.
10	Incident Learning	The system defines standards for accident reporting and investigation, identification of near misses / potential nonconformities, investigation and analysis of incidents, and improvement activities through corrective preventive measures. The system also conducts evaluations of the appropriateness of tracking and management activities to prevent reoccurrence of such accidents.
11	System Monitoring	The system reviews and evaluates health and safety performance, the effectiveness and efficiency of the monitoring function, the effectiveness of its management function, the efficiency of management methods, work observations, and the adequacy of internal audits to evaluate the appropriateness of quantitative figures related to risk management activities.

HSRS Grade Criteria and Results

Level	Grade Criteria	Level	Level Description	2023	2024	2025
7	90 points on average (lowest score of 70 points) ↑	Progressive	A stage in which members show a high level of safety consciousness and the management sets an example	Hansol Paper (Janghang)	Hansol Paper (Shintanjin), Hansol Logistics	Hansol Paper (Janghang, Cheonan)
6	85 points on average (lowest score of 70 points) ↑	Preventive	A stage in which members at the site voluntarily analyze the pros/cons of the work and make continuous improvements	Hansol Paper (Shintanjin), Hansol Paper (Cheonan), Hansol Logistics, Hansol HomeDeco	Hansol Paper (Daejeon), Hansol Paper (Cheonan), Hansol Paper (Environment), Hansol Technics, Hansol IONES, Hansol HomeDeco	Hansol Paper (Environment), Hansol Technics, Hansol HomeDeco
5	80 points on average (lowest score of 60 points) ↑	Active expression	A stage in which safety management led by safety officers and site managers or supervisors is working effectively	Hansol Paper (Daejeon, Environment), Hansol PaperTech	Hansol PaperTech	Hansol Paper (Daejeon), Hansol PaperTech, Hansol IONES
4	60 points on average (lowest score of 40 points) ↑	Passive	A stage in which the required systems have been established, but members of the organization are not demonstrating active participation or responsibility	Hansol PaperTech, Hansol Technics		
3	50 points on average (lowest score of 30 points) ↑	Calculative	A stage in which understanding of the key processes for loss prevention is insufficient			
2	40 points on average (lowest score of 20 points) ↑	Reactive	A stage in which members are only willing to demonstrate change in the event of an issue or incident			
1	Average score of 30 or higher(minimum score of 10 or higher)	Indifferent	Does not recognize the need for a system and makes no investment in improving members’ safety behavior.			

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Occupational Health and Safety Management

Occupational Health and Safety Grievances Received and Addressed by HANSOL Group Employees

Category	Hansol Holdings	Hansol Paper ¹⁾	Hansol PaperTech	Hansol PNS IT Service	Hansol PNS Paper Distribution	Hansol Technics ¹⁾	Hansol IONES	Hansol Logistics	Hansol HomeDeco	Hansol Chemical	Tapex
Number of grievance reports received	0	431	404	0	0	16	0	0	0	70	0
Number of grievance resolutions	0	255	293	0	0	16	0	0	0	70	0

Occupational Health and Safety Grievances Received and Addressed for Partner Company Employees (Including Safety and Other Complaints)

Category	Hansol Holdings	Hansol Paper ¹⁾	Hansol PaperTech	Hansol PNS IT Service	Hansol PNS Paper Distribution	Hansol Technics ¹⁾	Hansol IONES	Hansol Logistics	Hansol HomeDeco	Hansol Chemical	Tapex
Number of grievance reports received	0	38	19	0	0	20	0	0	0	32	0
Number of grievance resolutions	0	27	7	0	0	20	0	0	0	32	0

1) Increased reporting due to enhanced promotion of grievance handling channels

Occupational Health and Safety Management

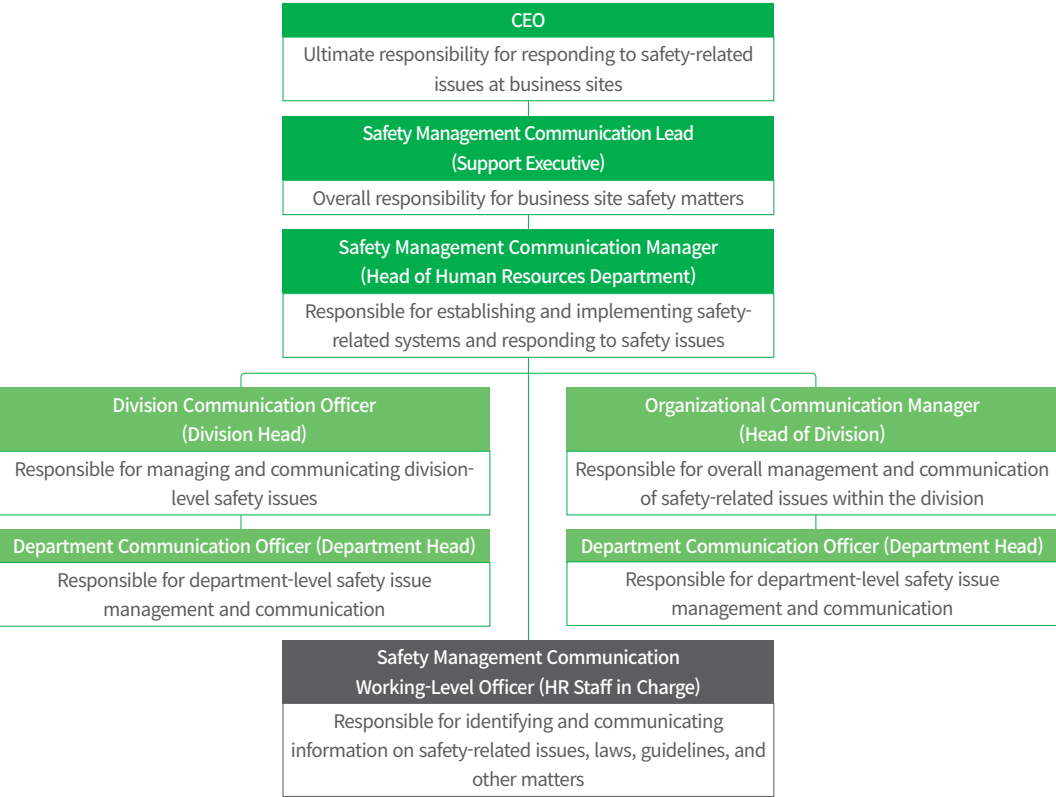
Hansol Paper Hansol Paper has set its vision as “establishing a site-based safety management system” with the goals of achieving zero serious accidents and reducing occupational accidents by 50%, and is promoting safety and health management accordingly. Based on safety and health goals and management policies approved by the CEO, Hansol Paper operates a company-wide management system. In addition, the company assigns safety management personnel at each business site through its safety and health management officer and dedicated organization, while strengthening site-centered safety management through its supervisory management system. Starting in 2026, Hansol Paper plans to use its Safety Academy to improve compliance with safety and health management regulations and work standards by addressing unsafe behaviors, which are a major cause of safety accidents.

Hansol PaperTech Hansol PaperTech systematically manages risk factors across its business sites through its Safety Team, a dedicated safety and health organization, and has established a site-centered safety and health management system. Under the plant manager, the company operates a safety and health organization and the Industrial Safety and Health Committee, regularly reviews major safety and health issues, and reports them to management to strengthen the execution of its management system. In addition, Hansol PaperTech reviews annual safety and health issues and management performance through management reviews, and strengthens communication between sites and management through various consultative bodies, including the Industrial Safety and Health Committee, labor-management council, partner company council, and SMT (CEO site inspections). Through this, the company operates a management process to proactively identify and improve risk factors across its business sites. In addition, Hansol PaperTech sets KPIs through safety and health performance measurements in the first and second halves of the year, and systematically manages performance based on these KPIs to continuously improve its safety and health standards.

Hansol PNS Paper Distribution Hansol PNS’s Paper Distribution Division has established a Safety and Health Team to systematically manage safety and health risks, and has established and posted its safety and health management policy and goals. In addition, the division operates “Safety Day” every second Wednesday of the month to conduct safety inspections and employee safety training, and reports the results to management.

Hansol PNS IT Service Hansol PNS IT Service oversees safety and health-related work through its Human Resources Team and operates a safety management system that enables prompt response when issues arise. In line with the strengthening of the Serious Accidents Punishment Act in 2025, the company is reinforcing its legal compliance system by revising related regulations and sharing them through internal disclosure. In addition, Hansol PNS IT Service has established safety management guidelines and response processes to systematically manage the entire process, from workplace environment inspections and health management to accident response and follow-up management. In the event of an accident, the company operates response standards and a reporting system by accident type, and strengthens the execution of its management system through accident cause analysis and recurrence prevention measures.

Safety Management Communication System



※ Business Division Head: Overall responsibility for safety-related matters within organizations under the business division.

Hansol Technics Hansol Technics has established a safety and health management system led by safety and health management officers (heads of headquarters and divisions) and approximately 50 supervisors, and operates the Safety and General Affairs Team, consisting of safety managers and health managers, to support the system. Hansol Technics has established safety and health KPIs, including qualitative and quantitative indicators such as the occupational accident rate, fire occurrence, and legal compliance, and operates its management system based on its annual safety and health plan. In addition, the company conducts risk assessments involving all employees in accordance with ISO 45001 standards, checks compliance by reflecting newly enacted and amended laws and regulations, and operates an emergency response system to prevent accidents and respond promptly when accidents occur. Furthermore, based on a management- and supervision-led system, Hansol Technics conducts semiannual site inspections to review major risk factors, and the improvement items identified through these inspections are jointly reviewed by management, safety and health managers, supervisors, and workers, then established and implemented as action plans.

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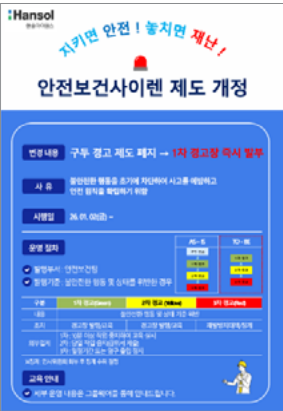
Occupational Health and Safety Management

Hansol IONES Hansol IONES regularly conducts safety training for employees to ensure systematic safety and health management, and continues to strengthen accident prevention-focused management activities. In particular, the company operates the Safety and Health Siren System, which provides step-by-step warnings before hazardous situations occur, thereby establishing a preventive safety system. In addition, Hansol IONES produces and distributes a Safety and Health Guide that includes its safety and health management policy, 10 Key Safety Rules, emergency response methods, and reporting system, supporting employees in improving their safety awareness and response capabilities. The company also operates the Safety and Health Communication Center on an as-needed basis to continuously collect feedback from sites and reflect it in safety management improvement activities, thereby strengthening its site-centered safety and health management system.

Going forward, Hansol IONES will continue to build safe workplaces through prevention-focused safety and health activities and an employee participation-based communication system.

Employee Safety Training Program

Training Program	Frequency	Content
Prior Training for Supervisors	Monthly	Education for supervisors who directly command and supervise production-related tasks and their subordinates, prior to regular safety and health training.
Operation of Safety and Health Reward System	Quarterly	System to recognize and reward departments and individuals with excellent performance in workplace safety management.
Production and Distribution of Safety and Health Guide	As needed	• Clearly communicates safety and health management policies. • Provides safety and health guidelines including specific instructions for accident prevention
Operation of Safety and Health Communication Center	As needed	• Receives reports on accidents and hazards, and aims to prevent accidents through prompt analysis and improvement.
Operation of Safety and Health Siren System	As needed	• Step-by-step warning system to prevent accidents in advance by improving unsafe acts and unsafe conditions.



Safety and Health Siren System



Safety and Health Guide



Safety and Health Communication Center

Hansol Logistics Hansol Logistics has established a company-wide safety and health management system and is advancing the system under the leadership of its CSO (Chief Safety Officer). Based on its safety and health management policy and goals, the company operates the Industrial Safety and Health Committee and conducts management-led safety tours to build a collaborative system between management and site organizations, while managing safety standards across all business sites. Hansol Logistics also reflects qualitative and quantitative safety indicators in the KPIs of its Safety and Health Team and CSO to strengthen safety accountability across the organization, and operates an accident prevention system through hazard identification and improvement activities involving all employees. In addition, the company reflects partner companies’ safety and health VOE (Voice of Employee) and supports safety training for partner companies, thereby strengthening a mutually beneficial safety management system. Through these systematic management activities, Hansol Logistics continues to improve safety standards at logistics sites, and its safety management performance has been externally recognized through awards such as the Safety Management Grand Prize at the Global Standard Management Awards and the Grand Prize at the Risk Assessment Best Practice Presentation Contest.

Hansol HomeDeco Hansol HomeDeco operates its safety and health management system by assigning specialized personnel, including safety and health management officers, under the leadership of its Safety and Environment Team. The company makes decisions on major safety and health issues and reviews the status of safety and health management. It has also set “scoring 30 points in the environmental and safety assessment” as an environmental and safety KPI, and strengthens the execution of its management system by reviewing implementation progress on a semiannual and annual basis.

In addition, Hansol HomeDeco operates the Partner Company Safety and Health Council every month to strengthen its joint safety management system with partner companies. Through this council, Hansol HomeDeco personnel and partner companies review the status of zero-accident operations and identify key improvement tasks, such as reinforcing safety facilities and preventing fires. In particular, grievances received from partner companies and decisions made at regular meetings are shared through the “Partner Company Safety and Health Meeting Minutes” and accumulated and managed through “Communication and Feedback on Opinions Collected” to ensure practical execution. The company also systematically strengthens the safety management capabilities of its partner companies by regularly sharing relevant laws, regulations, and policy trends related to the Ministry of Employment and Labor, fire safety, and health.

Through these efforts, Hansol HomeDeco operates an integrated safety management system covering both its business sites and partner companies, and continues to strengthen its safety risk management standards.

Hansol Chemical Hansol Chemical operates a systematic safety and health management system through its company-wide dedicated safety and health organization, the Headquarters Safety and Health Staff, and the EHS Teams at each business site. The company reports the status of compliance with relevant laws, including the Serious Accidents Punishment Act, to top management on a semiannual basis. It also establishes an annual safety and health plan, submits it to the Board of Directors for resolution, and discloses it externally. In addition, Hansol Chemical reflects qualitative and quantitative safety and health KPIs in the goals of company-wide and site-level organizations, and conducts safety and health competency assessments for contractors to improve safety management standards across the supply chain.

Hansol Chemical places employee safety as its top priority and carries out various safety and health management activities. Each week, safety and health management officers and supervisors conduct site inspections to proactively identify hazardous and risk factors and make immediate improvements. The company also reviews the effectiveness of its safety management system through semiannual supervisor evaluations. In addition, Hansol Chemical conducts quarterly safety campaigns and company-wide surveys to raise employees’ safety awareness and promote an autonomous safety culture. As a result of its continuous efforts to strengthen Process Safety Management, the Jeonju Plant’s PSM grade was upgraded from M+ to S in 2025, while the Ulsan Plant has continued to maintain its S grade.

Going forward, Hansol Chemical will continue to faithfully comply with relevant legal requirements and further advance its safety and health management system with the goal of achieving zero-accident workplaces.

Tapex Tapex has established a safety and health management system in line with the intent of the Serious Accidents Punishment Act and operates a management system to improve workplace safety. The Yanggam and Paltan plants have maintained the highest S grade in regular Process Safety Management (PSM) audits, and the company has strengthened its safety management foundation by establishing a safety and health management system across all business sites. In addition to the existing Yanggam, Paltan, and Unilab plants, the Saemangeum plant, completed in 2023, obtained ISO 45001 certification in 2024, enabling all domestic business sites to operate safety and health management systems that meet international standards. Tapex has also established safety and health KPIs composed of qualitative and quantitative indicators and systematically operates its safety risk management system, achieving a KPI achievement rate of 98% as of 2025.

Occupational Health and Safety Management

Safety and Health Management Initiatives

Hansol Paper Hansol Paper systematically operates company-wide safety and health activities to prevent serious accidents and reduce occupational accidents.

2025 Industrial Safety and Health Management Activities

Category	Activity Name	Activity Details
Safety Campaign	Heatwave Prevention Campaign	Provides guidance on heatwave response guidelines and distributes supplies to prevent heat-related illnesses.
	Collision Accident Prevention Safety Campaign	Conducts a campaign to promote compliance with safety rules during work and vehicle movement.
Safety Awareness Enhancement	Safety Golden Bell Quiz Contest	Operates a company-wide participatory safety quiz program.
Education and Training	Training for Newly Appointed Safety Managers	Conducts internal training focused on safety activities and accident prevention.
	Safety Training for New Hires of On-Site Partner Companies	Provides information on hazards and risk factors and conducts safety training.
Work Environment Management	Work Environment Inspection and Improvement (PSM)	Conducts P&ID inspections and improvement activities to address process risk factors.
Health Management	Musculoskeletal Disorder Prevention Taping Training	Conducts taping training and customized training for workers.
	Cerebrovascular and Cardiovascular Disease Prevention Activities	Operates health management programs, including blood pressure measurement.
	Musculoskeletal Pain 1:1 Management	Operates a 1:1 management program for workers who report pain.
	Weight Loss Program	Operates exercise programs and health management activities.
	On-Site Customized Health Management Service	Operates Mind Talk Talk, a mobile health management service.
Mutual Growth and Cooperation	Mental Health: Life Keeper Campaign Training	Conducts Life Keeper campaign and mental health training.
	Safety and Health Mutual Cooperation Project for Large Companies and SMEs	Participates in safety and health support projects for partner companies and local SMEs.



Heatwave Prevention Campaign



Collision Accident Prevention Safety Campaign



On-Site Customized Health Management Service - Mind Talk Talk

Hansol Paper also regularly conducts safety and health training based on the training system of each business site, and strengthens site response capabilities through special training for major high-risk work, including crane operation, forklift operation, confined spaces, and hot work, as well as fire suppression and evacuation drills and gas leak response drills. In addition, the company conducts site inspections to proactively identify and improve risk factors, and systematically manages company-wide safety risks through these assessment systems and communication-based activities. Hansol Paper also operates safety and health management systems based on ISO 45001 and KOSHA-MS, and business sites subject to Process Safety Management (PSM) ensure process safety through grade management. Based on these safety and health management activities, Hansol Paper continues to enhance safety management standards across its business sites.

Hansol PNS IT Service Hansol PNS IT Service carries out various safety and health activities to promote employee health and improve the work environment. It prevents excessive workloads by monitoring working hours, and systematically manages employees' physical and mental health through mental health training and the PC shutdown system. Through these efforts, Hansol PNS IT Service continues to improve employee health and the work environment, while strengthening the execution of its safety and health management activities.

Hansol Technics Hansol Technics operates EHS Day every month to share major safety and health issues and disseminate best practices across the company. The company systematically conducts job-specific safety and health training as well as regular and ad hoc training, and promotes employee health and improvements to the work environment through employee health check-ups, walking and smoking cessation programs, and the operation of a health management room. In addition, Hansol Technics operates a reward system for reports of potential hazards and near misses to encourage employee participation, and continues to strengthen safety management standards at its business sites through site inspections conducted jointly by management and labor-management committee members.

Details of Safety and Health Activities

Category	Details
Company-wide Training and Awareness Improvement	Online safety training for approximately 500 employees, E.H.S. Day held once a month, safety and health awareness survey, and training for approximately 50 supervisors conducted.
Expansion of Participatory Activities	Identification of near misses, potential risks, and harmful factors; safety slogan contest; operation of safety reporting channel; and other activities.
Quarterly Safety and Health Campaigns	Safety and health quiz contest and health promotion campaigns, including walking and smoking cessation.
Strengthening On-site Safety	Work observation activities, SMT (Safety Management Tour), and joint labor-management inspections conducted.
Work Safety Management	Safety processes applied for outsourced work and new equipment installation; safety processes applied for internal work involving fire, work at height, and confined spaces; and work observation.
Smart Safety System	Detection and prevention of risks through the introduction of an AI-based video analytics system.

Hansol IONES Hansol IONES operates dedicated organizations for the prevention of and response to serious accidents, including the Safety and Health Team and a dedicated team for responding to the Serious Accidents Punishment Act, and has established a systematic safety and health management system. The company conducts quarterly SMT (Safety Management Tour) led by the CEO, and carries out monthly company-wide special safety and health inspections led by the Head of the Management Support Division to proactively identify and improve risk factors at business sites.

Through management-led inspection and management activities, Hansol IONES is strengthening its safety and health management and supervision functions. It has also established safety and health-related KPIs and reflects them in the evaluations of executives and team leaders, thereby enhancing company-wide accountability for safety and health. Through these efforts, Hansol IONES plans to continue advancing its management standards for creating a safe working environment and preventing serious accidents.



SMT (Safety Management Tour)



Company-wide Special Safety and Health Inspection

Tapex Tapex manages safety awareness among employees and partner companies through self-inspections and company-wide safety campaigns. Over the past five years, the company has invested a total of KRW 2.04 billion in improving safety and health facilities, and proactively manages risk factors through safety festivals, regular health consultations, and EHS meetings. In addition, from February to December 2025, Tapex is conducting job training for manufacturing supervisors for 58 employees to strengthen site-centered safety management capabilities. Through this, the company is establishing a clear accountability system for supervisors and advancing safety management standards across its business sites.

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Human Rights Management

Human Rights Management System

HANSOL Group has established a policy to protect and promote the human rights of all stakeholders, including employees, in accordance with Paragraph 2 of Article 25 of the National Human Rights Commission Act. We have also prepared Human Rights Management Guidelines to implement this policy.

In addition, we comply with international human rights standards and regulations, including the Universal Declaration of Human Rights and the Declaration on Fundamental Principles and Rights at Work. We also uphold the creation of a non-discriminatory working environment, the prohibition of forced labor and child labor, the guarantee of occupational safety, and the protection of environmental rights as key principles of our human rights management.

| HANSOL Holdings Human Rights Management Operating Guidelines

In accordance with UNGC Principle 1, which states that ‘businesses should support and respect the protection of internationally proclaimed human rights,’ HANSOL Group continues its efforts to proactively prevent and address human rights violations. In May 2022, Hansol Holdings established its Human Rights Management Operating Guidelines and provided company-wide training to disseminate them. These guidelines include the principles of human rights management, standards for identifying human rights violations, relief procedures and prevention programs for employees and stakeholders who experience human rights violations related to management activities. They also provide examples of representative human rights violations and reporting forms so that employees can apply them in their daily work. In 2023, major listed affiliates declared their commitment to human rights management and established a three-year roadmap, further strengthening the foundation for protecting the human rights of internal and external stakeholders.

| Human Rights Statement

Hansol is committed to upholding the dignity and values of all human beings across all business activities. Both our employees and executives acknowledge this declaration as the guiding principle for making value decisions and the code of conduct for human rights management.

| Human Rights Manager

Hansol shall appoint a human rights manager to systematically carry out regulatory procedures and training sessions to promote human rights.

The roles and responsibilities of the human rights manager are as follows

- Matters concerning the establishment and implementation of human rights promotion plans
- Matters concerning the implementation of human rights education
- Matters concerning remedies for human rights violations
- All cases where deliberation on human rights management is required

| Human Rights Training

Training on human rights shall be conducted at least once per year to promote human rights awareness among employees and executives at any time and method deemed appropriate.

| Support for Human Rights Activities

Hansol can take the necessary actions for human rights protection and value promotion. The company may extend its support to organizations, institutions, and stakeholders involved in the promotion of human rights.

Hansol Paper

Hansol Paper places respect for employees’ and stakeholders’ human rights at the core of management and systematically promotes human rights management. It supports the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the ILO Declaration, and complies with relevant laws and regulations. Hansol Paper applies company-wide policies on non-discrimination, prohibition of forced and child labor, occupational safety, environmental rights, and consumer rights, while extending these principles across the value chain. It conducts annual human rights impact assessments to prevent risks, reviews key issues, identifies improvement tasks, and reports results to the Board of Directors. The RM Team also reviews human rights and other compliance issues to strengthen management effectiveness and stakeholder protection.

| Human Rights Impact Assessment Process

Analysis	Assessment	Communication and Implementation
External environment Internal management Trend analysis	Assessment design Indicator distribution Assessment implementation	Result reporting Preparation and implementation of improvement tasks Monitoring

| Human Rights Impact Assessment: 2025 Performance and 2026 Plan

Key Issues	2025 Performance	2026 Plan
Establishment of a Human Rights Management System	• Conducted a human rights management assessment (self-assessment) • Established a human rights management system at subsidiary Hansol Eco Packaging	• Conduct a human rights impact assessment led by an external institution • Conduct human rights impact assessments at subsidiaries • Establish a human rights management system for partner companies
Human Rights Training	• Conducted human rights training for all employees	• Conduct human rights training for all employees • Conduct advanced human rights training on the seven key areas for designated personnel
Work Environment	• Improved the work environment (expanded lounges, improved CP rooms, etc.) • Improved the living environment (dormitories)	• Improve the work environment (enhance cooling systems) • Improve work uniforms (cooling materials)

HANSOL Group

In addition, Hansol Paper operates internal reporting channels and the external anonymous reporting channel, Red Whistle, to respond promptly and fairly when human rights violations occur, while complying with the principle of confidentiality to protect whistleblowers. Its remedy procedures are regularly evaluated and improved, and the results are reflected in management.

Hansol Technics

In 2025, Hansol Technics assessed the human rights status of major business sites using the Human Rights Management Checklist and disclosed identified improvement items on its website. It also established a mid- to long-term roadmap to manage the implementation of human rights management and regularly reviews related progress. Based on this, Hansol Technics is preparing to introduce human rights impact assessments to further advance its system. In 2026, Hansol Technics plans to conduct assessments linked to employee human rights training, use the results to manage risks and identify improvement tasks, and strengthen disclosure of assessment results and measures. Hansol Technics has also disclosed its Partner Company Code of Conduct to manage human rights and environmental risks across the supply chain. The Code sets standards for partners in human rights, safety and health, environmental management, ethics, and management systems, supporting sustainable value creation with partner companies.

| 2025 Human Rights Management and Training Status

Category	Training Type	General Staff (persons)	Technical Staff (persons)
Human Rights Management	Human Rights Management Training	329	-
Legal Training	Prevention of Workplace Sexual Harassment (conducted simultaneously at overseas subsidiaries)	494	104
	Prevention of Workplace Bullying (conducted simultaneously at overseas subsidiaries)	493	
	Disability Awareness Improvement	422	
	Personal Information Protection	423	
	Retirement Pension Training	424	

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Human Rights Management

Hansol Logistics — Hansol Logistics conducts human rights impact assessments and discloses related information on its website, including assessment results and improvement measures. The company also continues to improve its rights remedy system by reviewing and improving its human rights violation remedy procedures. In 2025, Hansol Logistics strengthened the execution of human rights management by conducting human rights-related training a total of three times and carrying out one compliance inspection. In addition, after reviewing the validity of its human rights violation remedy procedures, the company decided to maintain the current system and ensure its operational adequacy. In 2026, Hansol Logistics plans to revise its Human Rights Management Declaration and Operating Guidelines. These activities are carried out under its human rights management policy with management approval, and the company continues to strengthen its company-wide human rights management system.

Human Rights Violation Remedy Procedures

Hansol Logistics operates a system that allows all employees and stakeholders to seek remedy through internal reporting channels or external institutions if they experience a violation of their own human rights or become aware of a violation of another person’s human rights.

Category	Details
Internal Remedy Procedure	• Report through the human rights management manager or groupware (Red Whistle) • Easier to access than external remedy procedures and can be handled relatively quickly
External Remedy Procedure	• File a complaint or accusation with judicial authorities, file a petition with the National Human Rights Commission of Korea, or apply for litigation aid from the Korea Legal Aid Corporation • Strong and legally binding, but may take a long time and incur costs

Mid-to Long-term Goals

HANSOL Group — Hansol Holdings considers respect for human rights a core value and has built a systematic implementation foundation since its Human Rights Management Declaration in 2022. Its internal guidelines, which clearly define the concept of human rights and the direction of human rights management, comprehensively cover types of human rights violations and remedy procedures. Their scope of application includes the headquarters, affiliates, employees, customers, partner companies, and all other stakeholders.

In addition, Hansol Holdings operates various reporting channels, including Red Whistle, to allow employees to freely report human rights-related issues. Reported cases are handled through prompt and transparent procedures. By providing whistleblowers with feedback, including the results of case handling, Hansol Holdings maintains a trust-based human rights management system.

Centered on its major listed affiliates, Hansol Holdings operates guidelines and implementation systems to prevent human rights violations and respond to related risks, together with human rights management declarations. Going forward, Hansol Holdings plans to continuously raise employees’ awareness of human rights and expand related activities to ensure that a culture of respect for human rights is firmly established across the organization.

2025 Human Rights-related Grievances Received and Addressed from Internal and External Stakeholders

Category	Hansol Holdings	Hansol Paper	Hansol PaperTech	Hansol PNS IT Service	Hansol PNS Paper Distribution	Hansol Technics	Hansol IONES	Hansol Logistics	Hansol HomeDeco	Hansol Chemical	Tapex
Number of grievance reports received	0	1	0	0	0	0	0	1	0	0	0
Number of grievance resolutions	0	1	0	0	0	0	0	1	0	0	0

Human Rights Management Declaration

Hansol Holdings has made it our corporate mission to secure a competitive advantage through differentiation, maximize value, and continue growing together with our customers and stakeholders. We respect the human rights of our employees and other stakeholders, and strive to practice human rights management.

Hansol Holdings supports international human rights principles, including the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the International Labor Organization (ILO) Declaration, and will comply with domestic laws and regulations that reflect these principles.

Hansol Holdings will make every effort to prevent and eliminate factors that may lead to human rights violations. If a human rights violation occurs, we will respond promptly and do our utmost to fundamentally resolve the issue.

This Human Rights Management Declaration applies not only to Hansol Holdings headquarters, but also to our affiliates and their members. Furthermore, we encourage our business partners and service users to understand and practice Hansol Holdings’ human rights management principles.

One. Non-discriminatory Working Environment

Hansol Holdings provides a working environment free from discrimination based on background, race, ethnicity, nationality, gender, gender identity and sexual orientation, beliefs, religion, age, disability, or other grounds. We respect the dignity of our members and treat them fairly and reasonably based on their capabilities and performance.

One. Prohibition of Forced Labor

Hansol Holdings does not force employees to work against their free will through mental or physical coercion. We comply with labor-related laws and regulations on overtime hours and days off, and do not force employees to work beyond regular working hours

One. Prohibition of Child Labor

Hansol Holdings prohibits child labor in principle. In addition, young workers are not assigned to work that may be hazardous from a safety and health perspective.

One. Guarantee of Occupational Safety

Hansol Holdings maintains systems to ensure the safety and health of all members, regularly conducts relevant training, and complies with laws and internal regulations related to safety, health, and working hours.

One. Guarantee of Environmental Rights

Hansol Holdings aims to create a world where we can share a better future. We will consider ways to address social issues that may arise now or in the future, practice eco-friendly activities, and strive to contribute to environmental improvement and conservation.

One. Protection of Consumer Human Rights

Hansol Holdings will strive to create an environment where all users can safely and conveniently use the technologies, services, and products we provide.

- Protection of Personal Information
Hansol Holdings requests, records, and stores only the personal information of users that is required in accordance with laws and regulations. We will manage our security system to prevent collected personal information from being leaked externally.
- Provision of Information to Third Parties
User information is not provided to third parties. However, exceptions may apply when the user has given consent or when permitted by law.

Human Rights Management

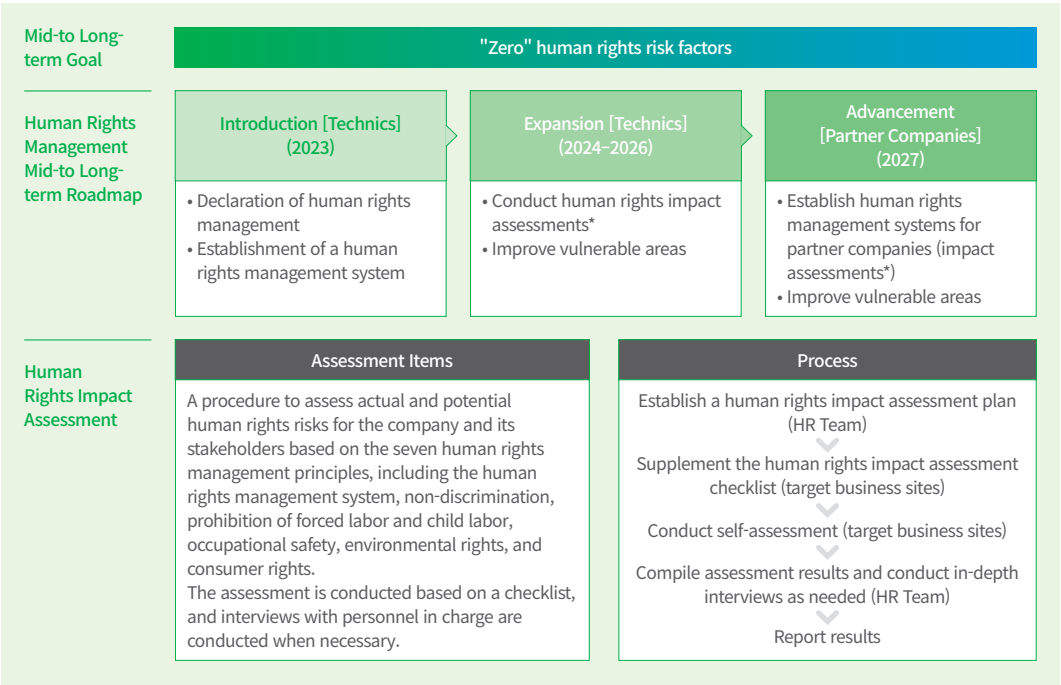
Hansol Logistics — Hansol Logistics has established a mid-to long-term roadmap to advance its human rights management system and is implementing it in phases. The company continues to strengthen its human rights management system by focusing on key tasks, including human rights management training, the establishment and disclosure of its Human Rights Management Declaration and Operating Guidelines, and human rights-related compliance management. Through these efforts, Hansol Logistics plans to further enhance its human rights risk prevention and management standards and continue strengthening the execution of its human rights management.

| Hansol Logistics’ Mid- to Long-Term Human Rights Management Roadmap

Category	2025	2026	2027
Implementation of Human Rights Management Training	Conduct employee training twice a year	Conduct employee training twice a year	Conduct employee training twice a year
Establishment and Disclosure of Human Rights Management Declaration and Operating Guidelines	Evaluate and improve human rights violation remedy procedures	Establish a human rights risk due diligence process • Due diligence cycle, responsible organization, scope, method, etc.	Revise the Human Rights Management Declaration and Operating Guidelines
Human Rights-related Compliance Management	Conduct one review of human rights-related compliance requirements • Enhance human rights-related compliance checklist items	Conduct one review of human rights-related compliance requirements • Identify human rights-related risk factors • Establish mitigation measures for human rights-related risks	Conduct one review of human rights-related compliance requirements • Identify human rights-related risk factors • Establish mitigation measures for human rights-related risks • Conduct an effectiveness assessment of human rights-related risk mitigation measures

Hansol Technics — Hansol Technics has established mid-to long-term human rights management goals and continues to implement them by building a systematic human rights management system. In 2025, the company reviewed its Human Rights Management Checklist, addressed detailed areas for improvement, and strengthened its management system. In addition, Hansol Technics conducts human rights management training for all employees at least once a year as part of its mandatory training programs, promoting a culture of respect for human rights and raising awareness of human rights management.

| Hansol Technics’ Mid- to Long-Term Human Rights Management Roadmap

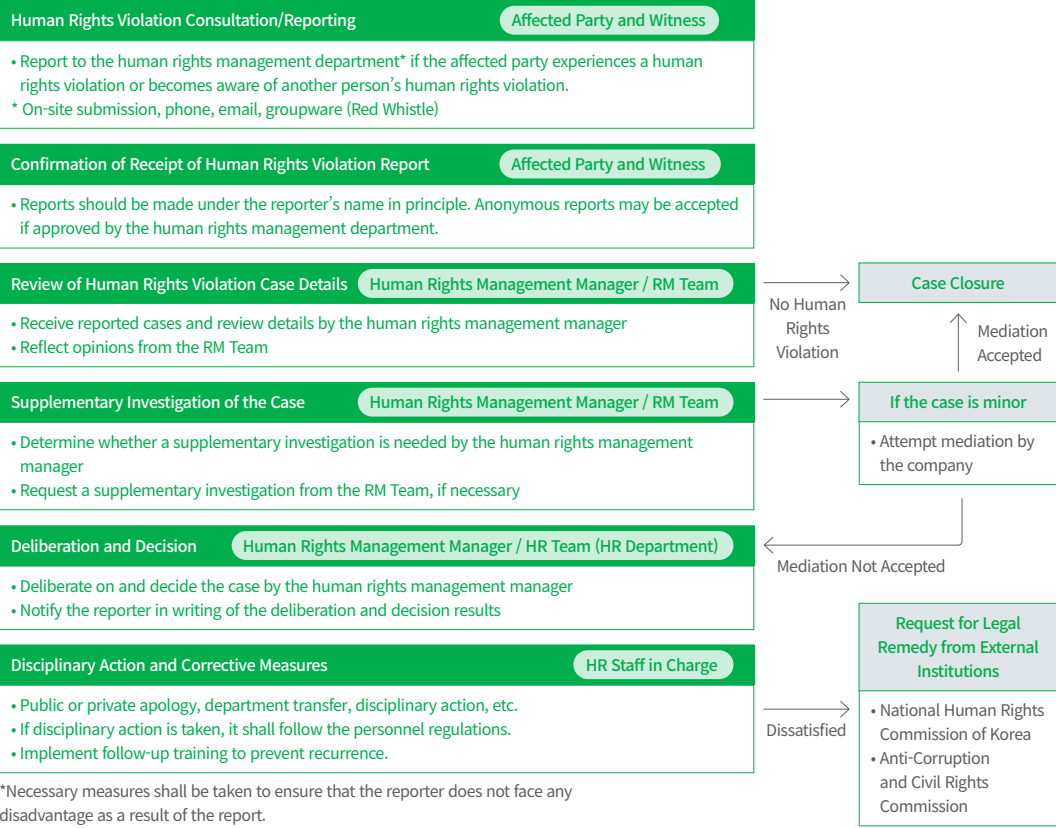


Human Rights Grievance Handling and Remedy Procedures

HANSOL Group — HANSOL Group operates an Employee Assistance Program (EAP) to provide psychological support not only to employees but also to their families. Through this program, we provide counseling services through external professional counseling institutions for a wide range of issues, including human rights violations, work-related stress, organizational conflict, burnout, and interpersonal issues. In particular, we ensure anonymity by maintaining confidentiality throughout the entire counseling process, and have enhanced accessibility by enabling employees to connect with experts through a mobile application without time or location constraints. Through this, we have established a support system that enables employees to identify psychological difficulties at an early stage and manage them preventively. Going forward, HANSOL Group will continue to review the effectiveness of the counseling program and strengthen a human rights-friendly organizational culture to promote employees’ mental health and create a safe working environment. In addition, HANSOL Group operates online and offline reporting channels, as well as counseling and reporting channels through human rights managers, to respond promptly and fairly to human rights violations. Employees and stakeholders may report matters related to human rights violations through Red Whistle, our ethics reporting system, and reported cases are investigated and handled in accordance with relevant procedures. Red Whistle is operated by an external professional institution, enhancing the fairness and objectivity of case handling, and provides a safe reporting environment based on the principles of anonymity and confidentiality. HANSOL Group prioritizes the protection of victims by taking necessary measures, and continues to strengthen the effectiveness and reliability of the system by regularly reviewing and improving its human rights violation remedy procedures.

Hansol Paper — Hansol Paper receives various grievance reports related to human rights violations and responds based on the principle of prompt and fair victim-centered remedy measures.

| Remedy Procedures for Human Rights Violations



*Necessary measures shall be taken to ensure that the reporter does not face any disadvantage as a result of the report.

Employee

Talent Development

Employee Development Support Programs

Hansol Paper — Hansol Paper supports employee competency development based on the core principles of work-life balance, fair evaluation and compensation, growth through work, and value enhancement through learning. The company operates job-specific training and in-house academies for all employees based on individual development plans, and strengthens job expertise through in-house instructor training programs, external training, and support for acquiring certifications. In addition, Hansol Paper creates a self-directed learning environment by supporting cyber education, learning communities, and foreign language training.

Hansol Paper also links self-development activities with performance evaluations to manage both performance and growth, and supports an environment where employees can focus on their work through flexible work arrangements and welfare programs. Based on these training programs and systems, Hansol Paper promotes the continuous growth of employees and strengthens organizational competitiveness.

Hansol IONES — Hansol IONES operates various training and growth programs to support employees’ continuous competency enhancement and career growth. Based on this, the company strengthens individual expertise and enhances the organization’s sustainable competitiveness. In particular, in 2025, Hansol IONES identified core skill sets for each job through professional consulting and established a competency framework based on them. By systematically defining the core competencies and technical elements required for job performance, the company clarified the direction of employee competency development and built a foundation that can be used across talent management, including training, evaluation, and career development. Based on this, Hansol IONES operates a systematic talent development system centered on job expertise, while pursuing both continuous employee growth and stronger organizational competitiveness.

Category	Key Details
Job Competency Enhancement Training	Job-focused training to strengthen the professional knowledge and technical competencies required for job performance.
Leadership and Role Awareness Program	Operates programs to strengthen leadership competencies and enhance awareness of roles within the organization.
Self-Development Support	Supports self-development activities, including support for acquiring certifications, online training, and remote language courses.
Special Lectures on Semiconductors	Operates special lectures to improve understanding of semiconductor industry trends and technologies.

Hansol Logistics — Hansol Logistics operates systematic talent management programs to secure outstanding talent, support the early adaptation of new employees, and encourage long-term growth within the organization. Through various retention activities, including reverse mentoring, voluntary learning organizations, and field trips, the company supports organizational adaptation and strengthens a participation-based organizational culture.

Hansol Logistics also enhances employee motivation and work engagement through a compensation system based on performance and contribution. The company operates sales incentives and order intake contribution programs, establishing a structure in which performance creation and rewards are closely linked.

In addition, Hansol Logistics provides opportunities for diverse job experience through job rotation, the FA (Free Agent) system, and training for overseas expatriates. It also continues to strengthen employees’ job expertise and growth capabilities through a continuous learning system based on in-house and external MBA programs and M-learning.

Hansol Technics — Hansol Technics continues to support employee growth with the key goals of strengthening job expertise and building a self-directed learning culture. To ensure competitiveness in a changing industrial environment, the company operates the following talent development programs.

Category	Program	Key Details
Strengthening Job Expertise	Development Academy	Strengthens competencies for development roles through knowledge sharing and practice-oriented training led by internal and external experts.
	Sales Competency Enhancement Training	Operates training on collaboration, mindset, and practical competencies for PMD sales representatives.
Digital Competency Enhancement	AI Training Program	Operates training to internalize XA, including special lectures on AI, selection and training of AI leaders, internal dissemination training, and AI utilization training.
Global Competency Enhancement	Language Program	Provides various foreign language learning options, including video-based foreign language learning.
Self-Development Support	Autonomous Learning Group Operation	Supports self-directed learning activities by diversifying subsidies and support methods.
Learning Platform	Online and Offline Learning Platform	Provides various online and offline training platforms.
Leadership Development	Leadership and Organizational Engagement Program	Operates training programs to strengthen leadership competencies and enhance organizational engagement.
Organizational Adaptation Support	Onboarding Program	Operates onboarding programs to support new employees’ adaptation to the organization and improve their understanding of job roles.

Tapex — Tapex recognizes the recruitment of outstanding talent as an important management priority for sustainable growth and stronger corporate competitiveness, and continues to expand its talent pipeline by diversifying its recruitment system. Accordingly, Tapex introduced and has operated the Employee Referral Program since April 2022, recruiting entry-level and experienced employees through document screening and interviews based on employee referrals. Under this system, referral bonuses are paid to employees when the referred talent remains with the company for a certain period, encouraging voluntary participation in talent recruitment. In 2024, referral bonuses totaling KRW 4 million were paid for five employees, and in 2025, referral bonuses totaling KRW 3 million were paid for five employees.

To recruit outstanding young talent, Tapex also resumed its open recruitment program for university graduates in 2022 after it had been suspended, and has operated it regularly once a year in the second half. Through open recruitment, Tapex hired 10 new employees in the first round in 2022, eight in the second round in 2023, and 10 in the third round in 2024. In 2024, the company conducted the third round of open recruitment, and the selected new employees began work in 2025. Through this, Tapex continues to secure young talent who will drive the future growth of the organization.

In addition, Tapex operates programs to support new employees’ adaptation to the organization and long-term retention. By linking exchange programs between new employees and senior employees with CSR activities, the company strengthens bonds among employees and their sense of belonging to the organization. It also supports early organizational adaptation through meetings and various participatory programs. Going forward, Tapex plans to promote both employee growth and sustainable corporate development based on a talent management system that organically connects recruitment, development, and organizational adaptation.

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Appendix

Employees

Competency
Assessment-
based

To support the self-directed competency development of its employees, HANSOL Group operates a competency assessment-based personalized learning curation system (LMS). This system is designed to allow employees to identify their individual growth points through competency assessments and establish Individual Development Plans (IDPs) and Career Development Plans (CDPs) based on these points.

Through AI analysis that reflects individual learning history and needs, the system provides personalized recommendations for necessary training courses, online content, video materials, and more, while also systematically managing the learning history. Through this, HANSOL Group aims to spread a company-wide learning culture and create a learning ecosystem in which employees can grow autonomously.

| Performance of Employee Training Program

Affiliate	Self-Development Plan Performance	Self-Directed Learning Implementation Status by Affiliate		
	Implementation rate	Professional Competency Training	CoP	Mentoring
Hansol PaperTech	88%	External job training participation (8 employees / 16 cases)	-	Mentoring conducted for new production technicians Mentoring for sales and administrative staff in progress
Hansol PNS Paper Distribution	92%	AI training (Basic course: 40 employees / Advanced course: 30 employees)	Activated communication within the junior employee community Held meetings by employee level	Mentoring conducted as needed
Hansol PNS IT Service	98.8%	Job skills training(205 employees) External professional training participation(64 employees)	Hansol Developer Festival	Mentoring conducted as needed
Hansol Technics	88%	Development Academy (36 employees) Sales Competency Enhancement Training(21 employees) AI Leader Development Training (26 employees) AI Tool In-house Instructor Training(14 employees)	To be changed to autonomous learning groups in 2026 Operated a total of four learning-focused autonomous learning groups (36 participants)	Conducted new employee OJT four times(19 employees in total) Conducted mentoring for new university graduate hires(10 employees in total)
Hansol IONES	81%	Completed external job training (204 employees) Leadership Competency Enhancement Training for leaders(44 employees) In-house Instructor Training (13 employees)	-	Mentoring conducted for new and experienced hires(31 employees)
Hansol Logistics	88%	Training conducted for expatriate candidates(5 employees) Support for individual external job training(14 employees)	Support for acquiring logistics professional certifications (Bonded Goods Specialist, International Trade Specialist, Logistics Manager)	Reverse mentoring conducted once a month
Hansol HomeDeco	94.2%	Leader Competency Up-Skilling Program(45 employees) Leadership Candidate Competency Up-Skilling Program(6 employees) ChatGPT Ambassadors (8 employees)	TPM activities at the Iksan Plant	Mentoring conducted for new university graduate hires (3 employees)

Hansol Technics —○ Hansol Technics continues to support employee growth with the key goals of strengthening job expertise and building a self-directed learning culture. To ensure competitiveness in a changing industrial environment, the company operates talent development programs.

Hansol PNS Paper Distribution —○ Hansol PNS Paper Distribution operates a training system divided into job training, innovation training, and other training to strengthen work efficiency, job expertise, and problem-solving capabilities. In particular, through innovation training, the division strengthens AI- and digital-based problem-solving capabilities and continues to enhance employees’ job performance capabilities.

Hansol PNS IT Service —○ Hansol PNS IT Service operates a training system consisting of leadership training, basic competency training, job training, and innovation training to strengthen employees’ job performance capabilities. Through this, the company enhances organizational leadership, basic competencies, job expertise, and AI- and digital-based innovation capabilities in a balanced manner.

| Employee Training Program Details

Training Course	Total Training Hours	Number of Participants
Leadership Training	636	62
Basic Competency Training	2,892	153
Job Training	11,906	1,278
Innovation Training	120	10

Employees

HMS Development System

The HMS Development System is HANSOL Group’s talent development roadmap for strengthening future competitiveness. It is operated based on systematic training programs that encompass all employee levels. Through customized training tailored to each job grade and role, the competencies of employees are progressively enhanced, thereby promoting both individual growth and organizational performance improvement. In particular, in 2025, the Group expanded its existing retention program, which had mainly focused on first-year employees, to second- and third-year employees to support the stable adaptation and continuous growth of new employees.

Development Programs

Roadmap Category \ Role	Functional Expert		Performance Leader	Business Leader	Top Executive
	Associate / Staff	Manager / Senior Manager	Leader	Executive	CEO
Leadership Development Roadmap	New Employee Retention Program	Team Leader Candidate Program	Executive Candidate Program	CEO Competency Development Program (Coaching)	
		Senior Manager Promotion Program	HCLP		
	New Employee Onboarding Program	In-house MBA Program	Advanced Team Leader Leadership Program (New)	Executive Professional Program (External Expert Program)	
		Manager Promotion Program			
	Experienced Employee Onboarding Program		New Team Leader Program (New)	New Executive Program	
Job Competencies	Interviewer Training				
	Job Expertise Enhancement Program				
	H-CAMPUS				
Our Principles / Business Organization	Mandatory New Hire Training	RESPECT Leadership Program			
		Legally Required Training / Human Rights Training			

HANSOL Group’s leadership development pipeline is designed so that the competencies required at each leadership level progressively accumulate and expand toward higher levels. This reflects the need for broader and more in-depth competencies as job grades and roles become more advanced. It also focuses on objectively diagnosing each individual’s current competency level and supporting continuous competency development and growth based on their strengths and areas for improvement.

Functional Expert		Performance Leader	Business Leader	Top Executive
Associate / Staff	Manager / Senior Manager	Leader	Executive	CEO
(C) Interpersonal Relationships (N) Demonstrating Creativity (B) Innovation Techniques (B) Demonstrating Work Efficiency (B) Adherence to Basics (B) Job Expertise	(C) Embracing Diversity (N) Coordination & Negotiation (N) Strategic Thinking (B) Innovation Execution (B) Problem Solving (B) Compliance Management (B) Job Expertise	(C) Market Sensing (N) Developing Department Strategy (B) Performance Management (B) Developing Team Members (B) Decision Making (B) Job Expertise	(N) Presenting Vision & Strategy (N) Business Model Innovation (C) Market Sensing (C) Business Networking (B) Succession Management (B) Leading Innovation & Change Management (B) Job Expertise	
Business Principles				
Customer Focus		New Value	Better Ways	Differentiated Competitive Advantage
Organizational Principles				
Immersion Positive Emotion, Fostering a Sense of Unity, Focus on Work	Transparency Ethical Awareness, Responsibility, Adherence to Principles	Respect Mutual Respect, Respect for Diversity	Speed Logical Judgment, Strong Initiative	

Excellent Talent Recruitment Process

Hansol PNS IT Service — Hansol PNS IT Service Division operates various talent development programs to secure outstanding talent and manage talent systematically. Through competency enhancement training, it strengthens employees’ job expertise and work performance capabilities, while enhancing organizational competitiveness through the systematic management and development of core job talent. In addition, it operates an FA (Free Agent) system to support employees in demonstrating their capabilities and moving within the organization.

Hansol IONES — Hansol IONES develops young talent and expands opportunities to recruit excellent talent through training and internship programs tailored to the semiconductor industry.

Program Name		SK hynix Youth Hy-Five Program
Organizer	A win-win growth program hosted by the Ministry of Employment and Labor and operated by SK hynix	
Key Contents	Develop excellent talent in the semiconductor industry and provide employment opportunities at partner companies through talent recruitment and selection, job training, and internships	
Expected Effects	Secure job-ready talent tailored to the semiconductor industry and contribute to youth job creation, while establishing a sustainable foundation for talent acquisition through shared growth with partner companies	
Future Plans	Through participation in the Hy-Five Program, Hansol IONES plans to continuously identify outstanding talent with an understanding of the semiconductor industry and relevant job competencies, and expand recruitment-linked opportunities.	

Hansol Logistics — Hansol Logistics operates a systematic recruitment process to secure excellent talent. For open recruitment, the company has introduced an AI-based job competency assessment to objectively evaluate applicants’ job fit and competencies. For experienced talent recruitment, it conducts culture-fit assessments and in-depth interviews to comprehensively verify organizational fit and expertise.

Category	Assessment Name	Purpose
Open Recruitment	AI Job Competency Assessment	Efficient and objective verification of job competency
Experienced Talent Recruitment	Culture Fit Interview Stage	Preliminary judgment of organizational fit

Tapex — Tapex operates diverse talent acquisition channels to enhance corporate competitiveness and achieve sustainable growth. Through multifaceted recruitment methods, including the Employee Referral Program, Tapex is revitalizing its organization and securing outstanding talent. In particular, the Employee Referral Program is used to recruit talent for salaried and hourly positions, as well as entry-level and experienced positions. The company also provides referral bonuses when referred employees remain with the company for a certain period, thereby enhancing the effectiveness of its recruitment.

Employees

Employment Diversity

Status of Employment Diversity at HANSOL Group

HANSOL Group is carrying out activities to expand employment diversity, focusing on the employment of people with disabilities and the provision of flexible work opportunities. Each affiliate provides customized placement and work support for employees with disabilities and foreign workers, considering job characteristics and the working environment. HANSOL Group also supports the creation of a stable work environment through various work arrangements, including telecommuting.

Affiliate	2025 Activities
Hansol PaperTech	Four employees with disabilities working at Hansol PaperTech
Hansol PNS IT Service	Four employees with disabilities currently employed One foreign worker currently employed
Hansol Technics	Indirectly employs five persons with severe disabilities Directly employs two employees with disabilities for specific roles through telecommuting arrangements
Hansol Logistics	Disability awareness training in the workplace Four employees with disabilities currently employed Placement and employment in a telecommuting role (HR support)

Affiliate	2025 Activities
Hansol HomeDeco	Six persons with severe disabilities currently employed Participation in sports activities (five in badminton and one in rowing) One person with a mild disability currently employed Assigned to wood flour production at the Iksan Plant
Hansol Chemical	Six employees with disabilities currently employed (four with mild disabilities and two with severe disabilities)
Tapex	Six employees with disabilities currently employed Placement and employment in telecommuting roles (CS, design, general affairs)

Organizational Culture

Employee Engagement Survey (HCI)

HANSOL Group regularly conducts the Employee Engagement Survey (HCI, Hansol Culture Index) to reflect employees’ opinions in management and create a healthy organizational culture. The survey is designed to comprehensively diagnose employees’ work engagement and organizational satisfaction, and to understand their organizational experience across various areas, including organizational culture, leadership, and the work environment. It is conducted anonymously for all employees, and the engagement index is calculated based on key items such as shared understanding of the company’s vision, trust in leadership, growth opportunities, compensation and evaluation systems, and a culture of collaboration.

In particular, Hansol Holdings recorded 88.7% in key indicators such as willingness to recommend the organization and intention to remain with the company, showing a high level of organizational engagement and long-term commitment among employees. The results of the engagement survey are also used as key management indicators for improving the organizational culture and advancing related systems. The survey results are shared with management to identify improvement tasks by organizational unit and are linked to specific action plans, such as leadership training, organizational culture programs, and work environment improvements. Going forward, HANSOL Group plans to actively reflect employee feedback in management decision-making and build an organizational culture where employees can work with pride, thereby strengthening its sustainable competitiveness.

Affiliate	Employee Positive Response Rate by Affiliate (%)
Hansol Holdings	88.7
Hansol Paper	68.0
Hansol PNS Paper Distribution	66.7
Hansol PNS IT Service	76.7
Hansol Technics	52.8

Affiliate	Employee Positive Response Rate by Affiliate (%)
Hansol IONES	59.2
Hansol Logistics	80.1
Hansol HomeDeco	75.9
Hansol Chemical	81.7
Tapex	50.0

Health Promotion Program

Hansol IONES — Hansol IONES operates health management programs focused on improving employees’ lifestyle habits to promote employee health and create a healthy organizational culture. The company conducted a ‘low-sodium diet’ campaign, working with the in-house cafeteria every Tuesday to prepare meals with average salinity reduced by 10–15%. Through this initiative, Hansol IONES encouraged employees to improve their sodium intake habits and prevent chronic diseases. As a result, employees responded positively, noting that the difference in taste was not significant and expressing their willingness to continue practicing low-sodium eating habits. In addition, the company operated a no-smoking program with a total of 16 participants, eight of whom successfully quit smoking, achieving a 50% success rate. Through these health promotion activities, Hansol IONES is raising employees’ health awareness and supporting the creation of a healthy work environment.



↓ Hansol IONES Low-Sodium Day Campaign



↓ Hansol IONES Smoking Cessation Program

Grievance Handling System

Hansol Technics — From March to December 2025, Hansol Technics conducted human rights-related training for all employees in Korea and overseas to promote a culture of respect for human rights. The training covered sexual harassment prevention, workplace bullying prevention, and disability awareness. The company also provided guidance on its grievance handling system and grievance counselors to improve employees’ access to and understanding of the system. Through these efforts, Hansol Technics enhanced human rights awareness across the organization and strengthened its prevention-focused training system to proactively prevent human rights violations, including sexual harassment and workplace bullying.

Human Rights Training Implementation Results

	Common Positions	Common Positions (Overseas Subsidiary)	Technical Positions
Training Method	Online	Online	Offline
Number of Participants	422	71	104
Completion Rate	100%		

Hansol IONES — Hansol IONES operates the grievance handling system, Aureum Connect, to protect employees’ rights and interests and create a healthy organizational culture. Employees can freely raise concerns related to workplace grievances, human rights, and the working environment through various channels. Reported cases are reviewed and handled fairly and promptly through the Grievance Handling Committee. In addition, the company strictly protects the identity of reporters and operates internal protection procedures to prevent any disadvantage or retaliation resulting from grievance reporting, thereby strengthening a trust-based grievance handling system.



Grievance Handling Process

Step	Details
Grievance Reporting	Grievances are reported through the Aureum Connect channel
Review of Details	Fact-checking and related review of reported grievances
Review and Handling	Review and implementation of solutions based on relevant regulations and facts
Notification of Results	Notification of handling results and improvement measures through the internal intranet within 30 days of receipt
Follow-up Management	Ongoing improvement activities and management to prevent recurrence

Grievance Handling Performance

Year	Cases Received	Responses Completed	Completion Rate
2024	489cases	423cases	87%
2025	334cases	251cases	75%

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Improvement of Work Environment

Hansol PNS — Hansol PNS’s Paper Distribution Division operates the ‘For Me System’ as part of its flexible work arrangement. Depending on the type selected by each employee, the system provides one to five additional days of leave, supporting both sufficient rest and work engagement. The system is designed to ensure rest after four working days, while allowing teams and individuals to flexibly distribute and use their leave according to their circumstances. Through this, Hansol PNS’s Paper Distribution Division is creating a flexible work environment and supporting work-life balance.

Hansol Technics — Hansol Technics continues to improve its work environment so that employees can work in a more pleasant and efficient setting. In 2025, infrastructure improvements were carried out mainly at the Seoul office to enhance work convenience and facilitate communication. To improve employees’ work engagement, outdated office furniture, including desks, chairs, and cabinets, was fully replaced to improve individual workspaces and increase space efficiency for better storage. In addition, open meeting spaces were created to strengthen communication and collaboration. Glass partitions were installed to create a more open atmosphere, and whiteboards were added to make it easier to share ideas and collaborate. Large TV monitors were also introduced to improve the convenience of sharing materials through connection with smart devices and to contribute to creating a paperless work environment by minimizing the use of printed materials. Hansol Technics plans to continue improving the work environment to enhance employees’ work efficiency and satisfaction, while building an organizational culture where employees can work comfortably and effectively.



Office Environment Improvement



Meeting Room Environment Improvement

Hansol IONES — Hansol IONES has transitioned its existing CULTI TF into the CULTI-ING framework and continues to operate it to advance its organizational culture. Through the Work Way Gap Survey, the company identifies improvement tasks for its organizational culture and strengthens company-wide sharing. In addition, Team-up workshops are held to promote communication and collaboration at the team level, supporting the establishment of a participation-based organizational culture.

Work Environment Improvement Program

Program Details	Activity Details
CULTI-ING Transition	• Continued organizational culture activities by transitioning from the existing CULTI TF to the CULTI-ING framework • Conducted the Work Way Gap Survey / Linked the results to leadership training and action tasks / Implemented Work Way practices and shared them company-wide
Team-up Workshop	• An organizational culture workshop in which leaders and team members participate together as a team-level communication program • Reviewed the team atmosphere and collaboration methods / Established team ground rules and action commitments / Encouraged the implementation of agreed behavioral standards



CULTI Activities_Practical Tool Introduction



Team-up Workshop

Tapex — Tapex continues to improve its welfare benefits to support work-life balance. Through these efforts, the company helps employees balance work and life, strengthens employee engagement, and enhances the quality of its organizational culture.

Improvement and Expansion of Welfare Benefits

Category	Key Details
Special Holiday Work Incentive	Provides special holiday work incentives to employees working during holidays (differentiated payment of KRW 50,000 to 150,000)
Childbirth Incentive	Provides incentives to employees upon the birth of a child (KRW 1 million for the first child, KRW 2 million for the second child, and KRW 3 million for the third child or more)
Employee Medical Expense Subsidy	Provides reimbursement of actual medical expenses for treatment purposes for employees, their spouses, and children, up to KRW 5 million per year
Basic Welfare System	Group accident insurance, in-house cafeteria, flexible work arrangements, kindergarten tuition support, birthday welfare points, long-term service awards, health checkups, etc.

Communication Enhancement

Hansol Technics — Hansol Technics operates various communication programs to create a healthy organizational culture and strengthen communication among employees. Through meetings where the CEO and employees communicate directly, the company shares organizational issues and opinions, and through organizational activation training, it enhances collaboration capabilities and employee engagement.

In addition, Hansol Technics operates the MFP (My Favorite Partner) program to build positive relationships among employees and spread a culture of mutual respect. Through this, the company strengthens a sense of connection and the foundation for collaboration within the organization.

Key Communication Activities for Employees

Category	Key Details	Details
CEO-Employee Communication Meeting	Expanded direct communication with the CEO and customized communication by job grade and age group	• Held communication meetings for manager-level employees in the first and second halves of 2025
	Junior Board and Hanmaeum Council Meeting	• Held meetings in the first and second halves of 2025 to communicate with Junior Board members and employee representatives of the Hanmaeum Council
	Promotion Recipients Meeting	• Held a meeting in the first half of 2025 to congratulate promoted employees, share the company vision, and facilitate communication
Organizational Activation Training	Conducted first-half training for common positions	• Organized programs involving employees from various departments and age groups • Strengthened a sense of belonging and connection within the organization
MFP (My Favorite Partner)	Expansion of interdepartmental collaboration culture	• Provides opportunities for meetings between working-level departments • Combines sports and cultural activities with dinner meetings

Hansol IONES — Hansol IONES has reorganized its existing performance sharing meetings, which were previously led by the CEO in the first and second halves of the year, into quarterly meetings led by executives of each business division to promote communication within the organization and strengthen performance sharing. Under the revised framework, each business division and team reviews progress toward goals based on KPIs and key achievements, while expanding discussions and opinion sharing among employees. Based on this, Hansol IONES is strengthening communication and collaboration within the organization and establishing an action-oriented performance management system.



Q3 2025 Performance Sharing Meeting (ME Business, SE Business)



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Tapex Tapex has gradually expanded its organizational culture programs to accelerate organizational growth and establish a culture of innovation. In 2025, the company operated an onboarding program for new employees hired through open recruitment to systematically support their adjustment to the organization and strengthen their sense of belonging and early engagement. Through this, Tapex is building a foundation for long-term talent development and securing sustainable organizational competitiveness.

Training and Workshops to Promote Communication within the Organization

Year	Key Activities	Goals and Effects
2023	Introduced a new workshop for team leaders (focused on communication, mindset, and organizational management)	Strengthened leadership capabilities and improved organizational management skills
2024	Held a company-wide workshop on the theme of challenge and innovation	Accelerated organizational growth and secured sustainable competitiveness
2025	Operated an onboarding program for new employees hired through open recruitment	Supported organizational adjustment, strengthened a sense of belonging, and laid the foundation for long-term talent development

Family-Friendly Work Environment

Women and Family-Friendly Programs by Affiliate

Affiliate	Summary of Key Activities	Key Notes / Performance
Hansol Paper	Encouragement of childcare leave, operation of flexible work arrangements, introduction of flexible commuting hours, operation of maternity leave and childcare leave programs, support for regular health checkups, operation of children's camps, tuition support, congratulatory and condolence leave and financial support, medical expense support, housing expense support, and recognition for long-term employees and retirees	Obtained Family-Friendly Certification from the Ministry of Gender Equality and Family for two consecutive periods
Hansol Technics	Creates a flexible work environment through maternity leave, childcare leave for male employees, reduced working hours, smart work arrangements, and other support programs	Establishment of a family-friendly organizational culture
Hansol IONES	Maternity leave, childcare leave, paternity leave, staggered commuting hours, etc.	Obtained Family-Friendly Certification from the Ministry of Gender Equality and Family
Hansol HomeDeco	Maternity leave, childcare leave, spouse childbirth leave, flexible work arrangements, etc.	Obtained Family-Friendly Certification from the Ministry of Gender Equality and Family
Hansol Chemical	Operation of the Women's Committee, meetings for female employees, encouragement of childcare leave and reduced working hours during pregnancy and childcare periods, operation of flexible work arrangements, maternity leave support, tuition support, medical expense support, housing expense support, operation of children's camps, parent appreciation trips, health checkup support, etc.	Obtained Family-Friendly Certification from the Ministry of Gender Equality and Family
Tapex	Operation of the Women's Committee, meetings for female employees, influencer meetings, and year-round family-friendly programs, including a women's lounge, online training programs, and childcare-related leave	Reobtained Family-Friendly Certification from the Ministry of Gender Equality and Family in 2024



Labor-Management Mutual Growth Activities and Performance

HANSOL Group HANSOL Group regularly operates labor-management councils at each affiliate to strengthen communication between labor and management and reflect employees' opinions in management activities. Through these councils, each affiliate shares and discusses key management issues, the working environment, and improvements to welfare benefits, while gathering a wide range of employee feedback. Based on these regular consultative bodies, HANSOL Group continues to improve the working environment across the organization and strengthen labor-management relations based on mutual growth and trust.

Employee Evaluation and Compensation System

Hansol Paper Hansol Paper operates various evaluation methods to ensure fair and objective employee evaluations, and continues to improve its evaluation system by reflecting employee feedback. The company also strengthens performance feedback based on absolute evaluation criteria to enhance the fairness of compensation and help drive performance for both individuals and the organization.

Evaluation System

Goal Setting	Improved the evaluation method so that new attempts and challenging tasks can be recognized for their value
Performance Feedback (Mid-term Review)	Encourages development-oriented performance management by strengthening leaders' coaching and feedback
Evaluation Criteria	Evaluation of both results and process based on feedback results
Evaluation Method	Shift from 'competition' for relative ranking to 'collaboration' for improving organizational performance
Linkage with Other Systems	Expanded flexibility in the operation of evaluation and compensation systems and changed to a structure determined autonomously by working-level departments

Hansol PNS IT Service Hansol PNS IT Service operates a performance management system that creates organizational performance based on employee growth. As the affiliate leading AX (AI Transformation) across the Group, the company is promoting changes in employees' work methods and strengthening their capabilities through AI training.

Employee evaluations are conducted based on KPI-driven performance measurement to determine individual performance ratings. Organizational evaluations that reflect company-wide KPIs are also conducted to ensure objectivity and consistency in performance management. After evaluations, leaders provide specific feedback through individual interviews, thereby improving employees' acceptance of and satisfaction with the system.

Compensation consists of salaries, performance bonuses, and welfare benefits. Salaries and performance bonuses are determined by comprehensively reflecting individual performance and company performance. Welfare benefits are operated based on a selective welfare benefits system and legally required welfare benefits, enabling the company to systematically manage employee satisfaction and welfare standards.

Hansol Technics Hansol Technics operates a fair and transparent employee evaluation system based on a performance management framework that links organizational goals with individual goals. Through its annual goal management process, the company systematically conducts goal setting, performance evaluation, and feedback, while comprehensively evaluating employees' performance and capabilities. Evaluation results are reflected in promotions, compensation, and performance bonuses, helping motivate employees and support the establishment of a performance-oriented organizational culture.

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Creating Community Value and Expanding Social Contribution

Expanding Social Contribution Activities

Environment Friendly Social Contribution Activities

HANSOL Group Steps with Hansol

HANSOL Group carries out various social contribution activities to fulfill its corporate social responsibility and spread the value of sharing. In 2025, the Group operated a program that linked environmental issues with social value based on employee participation. In collaboration with the social enterprise ‘Bigwalk,’ HANSOL Group conducted a step donation campaign. Under the campaign, the company raised donation funds when employees achieved the target number of steps over a certain period. Employees from Hansol Holdings and major affiliates participated in the campaign, and a total of KRW 10 million was raised and donated to Social Welfare Corporation Angels’ Haven. The funds were used to support rehabilitation treatment for children with developmental disabilities. This activity focuses on creating social value through employees’ participation in their daily lives.

Affiliate	Total Number of Participants	Carbon Reduction Effect	Energy Saving Effect
Hansol Holdings	13	243kg	508kWh
Hansol PNS	27	477kg	998kWh
Hansol Technics	58	1,069kg	2,236kWh
Hansol IONES	64	1,722kg	3,602kWh
Hansol Logistics	50	1,107kg	2,315kWh
Hansol HomeDeco	39	925kg	1,935kWh



Steps with Hansol Campaign Comprehensive Report_Hansol Holdings

Email Cleanup Campaign

HANSOL Group also conducted an email cleanup campaign to raise awareness of resource and Energy use amid the growing use of digital devices. By encouraging employees to delete unnecessary emails and files, the campaign aimed to improve employees’ digital usage habits and enhance data management efficiency.

Going forward, HANSOL Group plans to continue expanding social contribution activities that connect environmental and social value creation based on employees’ voluntary participation.

Hansol IONES

Hansol IONES conducts environmental cleanup activities around Geumgwang Lake in Anseong, with employees participating in waste collection and other activities to improve the local environment. The activity is operated as a volunteer program linked to employee clubs, expanding social contribution activities based on employees’ voluntary participation. Through this initiative, the company contributes to cleaning up waterside areas and improving the local landscape, while strengthening the foundation for eco-friendly practices in connection with the local community. It also helps raise employees’ awareness of environmental protection and encourages the spread of eco-friendly actions in daily life.



2025 Employee Participation-Based Social Contribution Activity_Geumgwang Lake, Anseong

Hansol Logistics

Hansol Logistics continues to carry out environment-friendly social contribution activities to protect the environment and contribute to local communities. On May 21, 2025, the company conducted an environmental cleanup activity in Jung-gu, Seoul, as part of the ‘Start of the Sea Campaign.’ A total of 20 employees participated and collected household



2025 Start of the Sea Campaign

waste and other waste for about two hours. Through this activity, Hansol Logistics contributed to improving the local environment and reducing waste in urban areas, while raising employees’ awareness of environmental protection. Hansol Logistics plans to continue expanding social contribution activities for environmental conservation.

Hansol HomeDeco

Hansol HomeDeco participates in the ‘Green Iksan Project,’ which aims to create a green garden city in Iksan. The company contributes to improving the local environment by providing donations and supporting tree-planting activities. Through this activity, Hansol HomeDeco takes part in expanding green spaces in the city and improving the living environment, while strengthening its cooperation with the local community. By continuing environmental improvement activities linked to the local community, the company contributes to creating an eco-friendly urban environment and building a sustainable local community.



Donation to the Green Iksan Project Fund

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Creating Community Value and Expanding Social Contribution

Expanding Community Contribution Activities

Hansol Paper — Based on sustainable management, Hansol Paper carried out various social contribution activities for local communities near its major business sites, including support for vulnerable groups, scholarship support, sponsorship of local events, support for sister villages, and donations to welfare facilities. From 2026 to 2028, the company plans to continue its existing support activities while expanding volunteer work at welfare facilities, operating mutual growth councils, and carrying out local environmental cleanup activities to strengthen the foundation for mutual growth with local communities.

Business Site	2025 Performance	2026 Plans	2027–2028 Plans
Janghang	- Scholarship support for local middle and high school students (approximately 50 students) - Community support for Janghang residents - Support for local events and adopted beach activities for Seocheon-gun and Janghang residents - Donations to vulnerable neighbors and welfare facilities (19 vulnerable households and two welfare organizations) Carried out local community mutual growth activities worth approximately KRW 80 million	- Scholarship support for local middle and high school students (approximately 50 students) - Community support for Janghang residents - Support for local events and adopted beach activities for Seocheon-gun and Janghang residents - Donations to vulnerable neighbors and welfare facilities (19 vulnerable households and two welfare organizations) Continue existing mutual growth programs worth approximately KRW 80 million	- Scholarship support for local middle and high school students (approximately 50 students) - Community support for Janghang residents - Support for local events and adopted beach activities for Seocheon-gun and Janghang residents - Donations to vulnerable neighbors and welfare facilities (19 vulnerable households and two welfare organizations) Continue annual scholarship, local event, and donation support worth approximately KRW 80 million
Daejeon	- Provided Lunar New Year holiday encouragement gifts to National Basic Livelihood Security recipients (approximately 10 households) - Provided rice support for the Daedeok-gu Residents’ Sports Festival Carried out local community support activities worth approximately KRW 3 million	- Provide Lunar New Year fruit gift sets to National Basic Livelihood Security recipients (approximately 10 households) - Hold a Chuseok sharing event for National Basic Livelihood Security recipients (approximately 10 households) - Provide briquette support to National Basic Livelihood Security recipients in preparation for the cold season (approximately 10 households) Plan support for vulnerable groups worth approximately KRW 2 million	- Hold Lunar New Year and Chuseok sharing events for National Basic Livelihood Security recipients (approximately 20 households) - Clean drainage and stormwater channels on roads near the plant in preparation for the rainy season - Hold a kimchi-sharing event for National Basic Livelihood Security recipients (approximately 10 households) - Provide briquette support to National Basic Livelihood Security recipients in preparation for the cold season (approximately 10 households) Carry out regular annual support worth approximately KRW 5 million
Cheonan	- Supported groundwater use for villages near the business site by paying electricity bills for the communal water intake facility - Supported village mutual growth events, including senior appreciation trips and sports events - Provided supplies and kimchi support for senior citizens living alone in Gwangdeok-myeon - Provided supplies to a household affected by fire and supported waste cleanup Carried out support for nearby communities worth approximately KRW 25 million	- Support groundwater use for villages near the business site by paying electricity bills for the communal water intake facility - Support village mutual growth events, including senior appreciation trips and sports events - Provide supplies and kimchi support for senior citizens living alone in Gwangdeok-myeon Continue community livelihood support worth approximately KRW 22 million	- Support groundwater use for villages near the business site by paying electricity bills for the communal water intake facility - Support village mutual growth events, including senior appreciation trips and sports events - Provide supplies and kimchi support for senior citizens living alone in Gwangdeok-myeon Continue community-based support worth approximately KRW 22 million
Shintanjin	- Provided Lunar New Year holiday encouragement gifts to National Basic Livelihood Security recipients (approximately 10 households) - Provided 1,600 briquettes to National Basic Livelihood Security recipients in preparation for the cold season - Provided emergency supplies to National Basic Livelihood Security recipients - Supported local residents through holiday events, Jeongwol Daeboreum events, kimchi-sharing activities, sports events, and other programs Continued community-based support worth approximately KRW 20 million	- Hold Lunar New Year and Chuseok sharing events for National Basic Livelihood Security recipients (approximately 10 households) - Provide 2,000 briquettes to National Basic Livelihood Security recipients in preparation for the cold season - Provide emergency supplies to National Basic Livelihood Security recipients - Support local residents through holiday events, Jeongwol Daeboreum events, kimchi-sharing activities, sports events, and other programs Expand local community support to approximately KRW 35 million, including operating expenses for mutual growth activities based on local community communication	- Hold Lunar New Year and Chuseok sharing events for National Basic Livelihood Security recipients (approximately 10 households) - Provide 2,000 briquettes to National Basic Livelihood Security recipients in preparation for the cold season - Provide emergency supplies to National Basic Livelihood Security recipients - Support local residents through holiday events, Jeongwol Daeboreum events, kimchi-sharing activities, sports events, and other programs Continue annual local community mutual growth programs worth approximately KRW 35 million, including operating expenses for mutual growth activities based on local community communication
Environment Business Division	Sponsored Yegawon, a welfare facility for persons with disabilities, in celebration of the Day of Persons with Disabilities (50 persons with severe disabilities) Provided sponsorship to welfare facilities worth approximately KRW 3 million	Expand volunteer activities at Yegawon, a sister welfare facility, including kitchen assistance and art activities (50 persons with severe disabilities) Expand welfare facility volunteer activities to approximately KRW 6 million	- Provide kitchen assistance volunteer work at Yegawon, a sister welfare facility (50 persons with severe disabilities) 2027: Sponsor Yegawon, a sister welfare facility, through the Community Chest of Korea (50 persons with severe disabilities) 2028: Carry out briquette support or kimchi-sharing volunteer activities in the Seongnam area (30 households) Carry out welfare facility and external organization-linked activities worth approximately KRW 10 million per year

Support Activities for Vulnerable Groups

Hansol PaperTech

Based on sustainable management, Hansol PaperTech carries out social contribution activities for mutual growth with local communities. It supports local students through graduation and admission scholarships and experiential learning programs, while helping revitalize the local economy through traditional market sharing activities and local festival sponsorships. Hansol PaperTech also supports nearby villages through heating and cooling system inspections, development funds, Parents’ Day events, seasonal sharing activities, and winter heating supplies for vulnerable groups. Through these efforts, Hansol PaperTech builds trust with residents and plans to expand activities that deliver practical value to local communities.



Donation of Heating Supplies to Vulnerable Groups During Severe Cold Weather



Fish Cake Sharing Event at a Traditional Market



Scholarship Donation to Hanjae Elementary School

Hansol IONES

Hansol IONES conducts annual donation activities for vulnerable groups in Anseong to support mutual growth with the local community. Through donations to the Gosam-myeon Happiness Welfare Center and related initiatives, Hansol IONES helps address welfare blind spots and support vulnerable residents. These efforts strengthen community ties, promote a culture of sharing, and will continue to expand through activities that support vulnerable groups and local development.



Donation Activity at Gosam-myeon Community Service Center

Hansol Chemical

In 2025, Hansol Chemical donated approximately KRW 56 million to various local community members and organizations, including vulnerable groups, the Korean Red Cross, and industry-academia cooperation foundations, fulfilling its responsibility to the local community. Beyond financial support, the company is strengthening its ties with the local community through social contribution activities across education, welfare, and community cooperation.

Hansol Chemical is expanding its contact points with local residents through various volunteer activities throughout the year, while spreading a culture of sharing within the organization based on employees’ direct participation. Through these efforts, the company is building trust with the local community and strengthening the foundation for mutual growth. As a company that grows together with the local community, Hansol Chemical plans to continue expanding the scope and execution of its social contribution activities and contributing to local community development.

Status of Social Contribution Donations and Support Activities

Category	Activity
Child Welfare Sponsorship	- Donated KRW 2,000,000 to Sion Children’s Home (samgyetang sharing) - Donated KRW 2,000,000 to Sion Children’s Home (Love Tree) - Donated KRW 4,400,000 to Sion Children’s Home (support for lounge renovation costs) - Donated KRW 2,000,000 to Hyejinwon (performance trip) - Donated KRW 2,000,000 to Hyejinwon (Love Tree) - Donated KRW 1,000,000 to Hyejinwon (support for kimchi-making costs)
Support for Vulnerable Groups	- Donated KRW 3,000,000 to senior citizens living alone, the Wanju Disability Alliance, children’s centers, and other organizations in the Wanju area (400 servings of samgyetang) - Donated KRW 4,000,000 to the Wanju-gun Social Welfare Council (support for kimchi-making)
Briquette Delivery	- Donated KRW 1,128,000 to Warm Korean Peninsula Briquette Delivery - Donated KRW 3,000,000 to the Warm Wanju Love Briquette Sharing Campaign
Support for Water, Sanitation, and Hygiene in Africa	Donated KRW 30,000,000 to Team & Team
Korean Red Cross	Donated KRW 1,400,000 to the Korean Red Cross (Hope Bread Making)

Status of Social Contribution Activities in Local Communities

Category	Activity
Company-wide	- Hope Sharing Marathon Event - Resource Recycling Campaign - Collecting Discarded Appliances - Auction of Hope
Headquarters	- Hope Bread Sharing Volunteer Activity - Love Briquette Delivery Volunteer Activity
Jeonju	- Lunar New Year snack support event for Sion Children’s Home - Samgyetang sharing event - Chuseok holiday snack support event for Sion Children’s Home - Blood donation event - Kimchi-sharing volunteer activity
Ulsan	- Ulsan Nam-gu Community Welfare Center - Support for free meals for senior citizens / cafeteria cleaning (Ulsan) - Ulsan Nam-gu Environmental Office - One Company, One Stream volunteer activity / cleaning of streams and walking trails - One-on-one matching cultural experience activity with Hyejinwon - movie and meal

Creating Community Value and Expanding Social Contribution

Tapex Since 2022, Tapex has been expanding its community contribution activities in earnest. Based on the social contribution policy and mid- to long-term roadmap established in 2024, the company continues to identify and implement various activities that deliver practical value to local communities. Through these efforts, Tapex fulfills its corporate social responsibility and spreads a culture of employee participation in social contribution activities.

In particular, Tapex is contributing to preventing desertification and responding to climate change by creating the ‘Tapex Forest’ in Mongolia in cooperation with Green Asia Network. The company also contributes to job creation and expanded employment opportunities for women by operating seedling management and tree-planting activities for local residents.

Beyond simple donations, Tapex is carrying out sustainable social contribution activities that create both environmental and social value.

Details of Community Contribution Activation and Expansion

Activity Name	Detailed Description
Hope Sharing Marathon Cheer Donation Campaign (March 2025)	• Operated as a marathon in which representative runners were selected by each business division and supported through cheer donations • Cheer donation amount: KRW 5,410,000 • Employee donations: KRW 2,705,000 + company matching grant • Number of participants: 64
Blood Donation with the Gyeonggi Blood Center of the Korean Red Cross	• Conducted blood donation twice a year (February and August) • Supported children with pediatric cancer through the Korea Childhood Leukemia Foundation with a total of 80 blood donation certificates
KMS Knowledge Festival (2025)	• Donated KMS Knowledge Festival prize money: KRW 1,800,000 • 2025 Knowledge Festival winners voluntarily donated 5% of their prize money to the Sharing Fund • Number of participants: 9 • Employee donations of KRW 900,000 + company matching grant of KRW 900,000
Expansion of Local Community Sponsorship Recipients	• Expanded local community sponsorship recipients from two to three organizations • Gyeongdongwon in Suwon, Somang House in Hwaseong, and Banryeomaru in Hwaseong
Sharing Fund (Matching Grant) (Monthly since March 2022)	• Voluntary employee participation (50%) + company contribution (50%): KRW 26,000,000 raised in 2025 • Donated KRW 20,000,000 to the Green Asia Foundation in 2025 (creation of the Tapex Sharing Forest in Mongolia)
Employee Participation Expansion Policy (Since 2022)	• Granted innovation points • Provided company products • Recognized weekday social contribution activity hours as working hours



↓ Creation of the Tapex Sharing Forest in Mongolia



↓ Sharing Fund (Matching Grant) Donation to the Green Asia Foundation



↓ Employee Blood Donation Certificates

Addressing Social Issues and Expanding Impact

HANSOL Group | **Hansol Dreamverse Company**



↓ Hansol Dreamverse Company

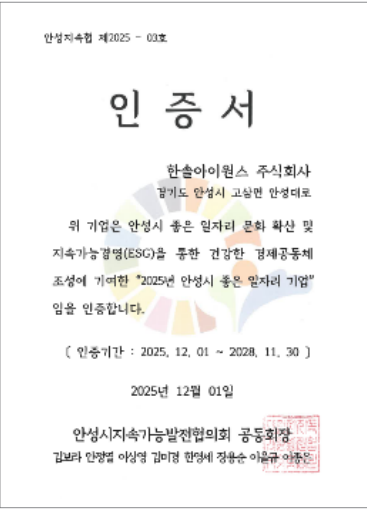
HANSOL Group operates ‘Hansol Dreamverse Company,’ a metaverse-based virtual internship program, in collaboration with the Ministry of Employment and Labor to help young people improve their job competencies and explore career paths. The program is part of the ‘Future Tomorrow Work Experience Project’ supported by the Ministry of Employment and Labor, and is designed to allow young people to experience actual work indirectly by performing job tasks in a virtual space.

In the fifth and sixth rounds held in 2025, a total of 250 participants were selected for the program. Participants strengthen their practical job competencies by completing weekly job missions. Through this, HANSOL Group provides young people with opportunities for career exploration and builds a recruitment-linked foundation for securing job-ready talent.

Hansol Dreamverse Company Participation Process



Hansol IONES Hansol IONES continues to promote stable job creation, work environment improvements, and socially responsible management for mutual growth with the local community. As a result of these efforts, the company was selected as a ‘Good Jobs Company’ by Anseong City in 2025, recognizing its achievements in creating local jobs and practicing ESG management. Hansol IONES plans to strengthen its role as a company that grows together with the local community by providing quality jobs and expanding the recruitment of local talent.



↓ 2025 Anseong City Good Jobs Company Certificate

Supply Chain Management and Shared Growth Enhancement

Shared Growth with Partners

HANSOL Group — Hansol Group enhances the quality and competitiveness of its partners through continuous supplier selection, monitoring, and improvement activities, and pursues mutual growth with its partners based on fair and transparent transactions.

2025 Supply Chain Sustainability Assessment Results

Category	Hansol Holdings	Hansol Paper	Hansol PaperTech	Hansol PNS IT Service	Hansol PNS Paper Distribution	Hansol Technics	Hansol IONES	Hansol Logistics	Hansol HomeDeco	Hansol Chemical	Tapex
Number of suppliers subject to supply chain sustainability assessment	-	753	-	-	-	-	-	647	9	-	0
Number of suppliers with identified negative impacts	-	0	-	-	-	-	-	-	-	-	0
Ratio of suppliers for which corrective actions were taken (%)	-	0	-	-	-	-	-	-	-	-	0
Number of suppliers whose relationships were terminated due to negative impacts	-	0	-	-	-	-	-	-	-	-	3.2
Number of suppliers whose relationships were terminated due to previously identified negative impacts	-	0	-	-	-	-	-	-	-	-	0

* A hyphen (-) indicates that the assessment was not conducted or not disclosed for the relevant year.

Number of Complaints Received and Handled from Suppliers in 2025

Category	Hansol Holdings	Hansol Paper	Hansol PaperTech	Hansol PNS IT Service	Hansol PNS Paper Distribution	Hansol Technics	Hansol IONES	Hansol Logistics	Hansol HomeDeco	Hansol Chemical	Tapex
Number of complaints received from suppliers	0	0	0	0	0	0	0	0	0	0	0
Number of complaints from suppliers handled	0	0	0	0	0	0	0	0	0	0	0

* A hyphen (-) indicates that the assessment was not conducted or not disclosed for the relevant year.

Hansol Paper — Hansol Paper operates systematic support programs across various areas, including technology, finance, education, safety, and the environment, to support the sustainable growth of its partners and strengthen their competitiveness. Through these efforts, the company strengthens the foundation for win-win cooperation with its partners and enhances stability and sustainability across the supply chain.

Mid- to Long-Term Roadmap for Supply Chain Management

Category	2025	2026	2027
Supply Stability	Secure supply stability for strategic items - Expand pulp contracts and domestic safety stock - Strengthen lock-in through committed recovered paper volumes - Diversify geopolitical supply chain risks for auxiliary materials and pursue strategic dual/multiple sourcing	Secure supply stability for strategic items - Diversify pulp supply sources - Expand alternative raw materials for chronically insufficient recovered paper (milk cartons) - Develop domestic/nearby substitutes for auxiliary materials	Expand global supply stability for strategic items and develop differentiated products - Secure flexibility in the ratio of long-term pulp contracts - Secure regular global suppliers for high-grade recovered paper and newsprint recovered paper (quality and price) - Increase the share of domestic/nearby purchases of auxiliary materials (clay, color developers, etc.)
Eco-Friendly Purchasing	Strengthen the foundation for procuring eco-friendly raw and auxiliary materials - Support the expansion of eco-friendly product sales - Stabilize the operation of in-house recycled (DIP: Deinked pulp) facilities - Expand purchases of phenol-free color developers - Invest in Energy-saving initiatives (ESG) - Purchase pulp that meets EUDR due diligence requirements	Secure eco-friendly raw and auxiliary materials - Establish a virtuous resource recycling model for recycled raw materials - Develop phenol-free color developers with reduced hazardous substances - Expand investment in Energy-saving initiatives (ESG), including solar power and steam pressure-differential power generation - Strengthen management under K-REACH and the Chemicals Control Act	Expand eco-friendly raw and auxiliary materials - Expand the virtuous resource recycling model by reorganizing the domestic collection system and expanding the collection pool - Expand the application of phenol-free color developers with reduced hazardous substances - Continue ESG improvement investments, including Energy-saving initiatives
Shared Growth	Expand the foundation for mutual growth with partners - Hold a win-win idea contest and identify collaborative tasks - Promote joint projects with suppliers of paper resources (recovered paper) - Provide safety management consulting support for domestic small and medium-sized suppliers - Carry out support activities to strengthen supplier competitiveness	Expand win-win collaboration activities - Jointly carry out large-scale projects to develop differentiated raw and auxiliary materials - Expand safety management support for domestic small and medium-sized suppliers - Expand support activities to strengthen supplier competitiveness	Expand shared growth programs that create new value - Expand large-scale joint development projects and strengthen partnerships, including joint patents - Expand supplier support by utilizing government support programs, including those of the Chamber of Commerce and the Small and Medium Business Administration - Continue expanding win-win support and collaboration activities, including export support
Ethical Purchasing	Operate a fair and ethical purchasing system - Comply with purchasing-related laws - Comply with the Hansol Code of Ethics and Code of Conduct - Operate the compliance system	Activate a fair and transparent transaction system Operate the compliance process system on an ongoing basis, including electronic contracting and e-bidding systems	Establish a fair and transparent transaction framework Strengthen a proactive and analytical risk management system through system-based management

Hansol PNS IT Service — Since 2022, Hansol PNS IT Service has operated open innovation programs to build a diverse collaboration ecosystem and expand its value chain. It has signed MOUs with startup incubation organizations, including the Incheon and Gyeonggi Centers for Creative Economy & Innovation and the Seoul Business Agency. Through contest-based programs, Hansol PNS IT Service collaborates with startups in industrial safety, AI vision, and cloud services on PoC projects, identifying new business opportunities and strengthening the foundation for technology collaboration.

Hansol Technics — Hansol Technics has signed fair trade agreements with major subcontractors to promote win-win cooperation and regulatory compliance. It is annually evaluated under the Mutual Growth Index by the Fair Trade Mediation Agency under the Fair Trade Commission and the Korea Commission for Corporate Partnership, receiving a Good grade in 2025. Hansol Technics also holds monthly subcontract committee meetings to report and deliberate on major partner-related matters.

To strengthen communication and cooperation with partners, Hansol Technics operates a consultative body with three partner companies managing the cafeteria, security room, and commuter buses. In 2025, 12 regular meetings were held to share key issues and discuss operational improvements.

Key Performance in Implementing the Fair Trade Agreement in 2025	Key Performance in Shared Growth Activities in 2025
- Operated the Subcontract Committee under the Board of Directors on a monthly basis - Operated a dispute mediation procedure for partners, with no mediation applications filed in 2025 - Operated partner evaluation and selection procedures - Used subcontract transaction agreements based on Fair Trade Commission standards - Complied with subcontract payment standards	- Provided technical support to partners - Operated standard NDAs to protect partners' technologies - Provided vacation facility support for employees of partners - Operated a dedicated organization for shared growth activities, the Shared Growth Council, shared growth workshops, and other programs

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Information Security

Enhancing Corporate Value

- Tapex
- Tapex is enhancing corporate value by introducing its core technologies in the battery and display sectors through participation in global exhibitions and expanding touchpoints with potential customers and key industry partners. Amid the growing importance of battery technologies in electric vehicles and renewable Energy storage, the company is actively introducing its materials and solutions to global markets, while identifying new customers and expanding business opportunities.

In 2025, Tapex participated in Battery Show Europe 2025, Europe’s largest battery technology exhibition held at Messe Stuttgart in Stuttgart, Germany. The company showcased battery and Energy storage solutions for electric and hybrid vehicle technologies and explored various opportunities for cooperation within a global network of more than 19,000 industry professionals and over 1,100 companies. Tapex also participated in CIOE 2025 in Shenzhen, China, and FINITECH JAPAN 2025 at Makuhari Messe in Japan, identifying key technology trends in areas such as optics, lasers, sensors, and displays, while strengthening its foundation for cooperation with customers and industry partners.

Through participation in global exhibitions, Tapex reflects market trends and customer needs in its management activities and expands global partnerships, thereby strengthening its foundation for sustainable growth and corporate value.

Strengthening Information Security

- Hansol Paper
- Hansol Paper operates a systematic management framework to protect its information assets based on its “Company-wide Information Protection Policy.” Led by its Information Protection Officer and Privacy Officer, the company complies with relevant laws and regulations and has established a monitoring system to respond promptly to information security issues. In particular, Hansol Paper has designated the prevention of physical incidents, blocking of external intrusions, and prevention of internal information leakage as key areas, and is gradually advancing its security level in line with its mid- to long-term roadmap. The company continues to strengthen its company-wide information security capabilities by enhancing cloud and network security, introducing an AI-based security monitoring system, and establishing data leakage prevention and document security systems. In addition, Hansol Paper provides personal information protection training for all employees to raise awareness of information security, recording a high completion rate of approximately 97.9% as of 2025. Through continued investment and training, Hansol Paper is building a stable information security environment.

Information Security Management Roadmap

	2025	2026	2027	2028
Prevention of Physical Incidents	Strengthen cloud security monitoring Real-time monitoring of cloud infrastructure	Introduce antivirus solutions for Linux servers Block malware intrusions Strengthen OT security Block external intrusions into plant and manufacturing facilities	Establish an AI-based security monitoring system (SIEM, SOAR) AI-based threat detection and automated response	
Blocking External Intrusions	Expand server and database access control Block unauthorized access			
Prevention of Internal Information Leakage	Control file transfers by email Control file leakage through groupware	Data leakage prevention (DLP) Detect and block data leakage Establish document centralization Prevent document leakage and improve business continuity	Introduce next-generation network solutions (ZTNA, NDR) Control network access and detect anomalies	

2025 Information Security Investment

Category	2025 Performance	Notes
Prevention of Physical Incidents	Strengthening Group-wide Integrated Security	Introduction of malware detection solutions for personal PCs and addition of security personnel
	Network Monitoring for IDC* Center and Business Sites	Intrusion detection and blocking for the IDC Center, headquarters, four plants, and Bundang office
	Database Access and Change Control Management	Application of a dedicated database security solution (DBSafer)
	Regular Database Backup and Separate Storage	Backups performed every one hour to one day depending on data importance
Blocking External Intrusions	Network Management and Security	Off-network access control and encrypted data communication
	Website Data Encryption	Operation of major internet certificates
	Server Antivirus Operation	Operation of V3 antivirus for servers
	SAP Personal Information Data Encryption	Protection of important data, including account numbers and resident registration numbers
Prevention of Internal Information Leakage	Media Control Solution Operation	Network access security and prevention of data leakage through USB devices and other media
	Company PC Antivirus Operation	Installation and operation of V3 antivirus for company PCs
	DRM (Document Security) Solution Operation	Document encryption and prevention of captured data leakage

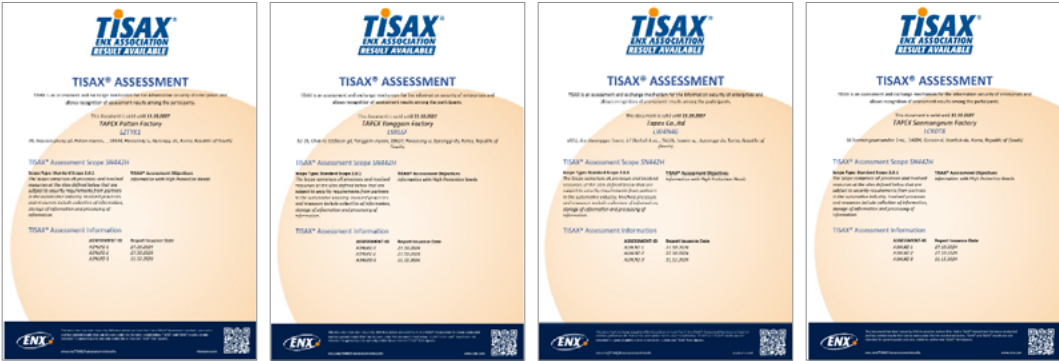
*IDC(Internet Data Center): A facility that provides server computers, network lines, and other related infrastructure.

2025 Information Security Training Performance

Mandatory Perfect Shot! Personal Information Protection Training with Bae Sung-jae			
Total Target Participants	Number of Participants Completed	Number of Participants Not Completed*	Completion Rate
1,695	1,660	35	97.9%

*Number of Participants Not Completed: Excluded persons, including employees on childcare leave, sick leave, industrial accident leave, and others

- Tapex
- Tapex established its information security framework in 2024 by obtaining TISAX (Trusted Information Security Assessment Exchange) certification, an information security standard specifically tailored to the automotive industry. TISAX is an international certification developed under the leadership of the German Association of the Automotive Industry (VDA) and evaluates the information security level of organizations within the global automotive supply chain. By securing TISAX certification for its headquarters and key production sites, Tapex has strengthened security trust with global partners and established a foundation for minimizing information protection-related risks. Based on TISAX certification, Tapex plans to continuously manage its information protection operating system, advance its security level, and strengthen corporate competitiveness and stakeholder trust.



TISAX Certification

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Transparent Governance and Shareholder-Friendly Management

GOVERNANCE

Hansol Holdings

Strengthening the independence, expertise, and representativeness of the Board of Directors through the operation of the [Outside Director Candidate Recommendation Committee](#) and [shareholder recommendation system](#)

Hansol Paper

Advancing compliance risk management through the operation of a compliance management system based on [ISO 37301](#) certification and [a mid- to long-term roadmap](#)

Hansol PaperTech

Strengthening the non-financial risk management and response system based on the Safety Committee, insurance, and real-time environmental monitoring system

Hansol PNS IT Service

Establishing fair and ethical transaction standards by signing a [transparent transaction agreement](#) with suppliers

Hansol Technics · Hansol HomeDeco

[Strengthening ethics, compliance, and risk management](#) capabilities through an integrated non-financial risk and compliance management system led by the RM Team

Hansol Logistics

Enhancing shareholder value by expanding the shareholder return policy and dividends from [2026 to 2028](#)

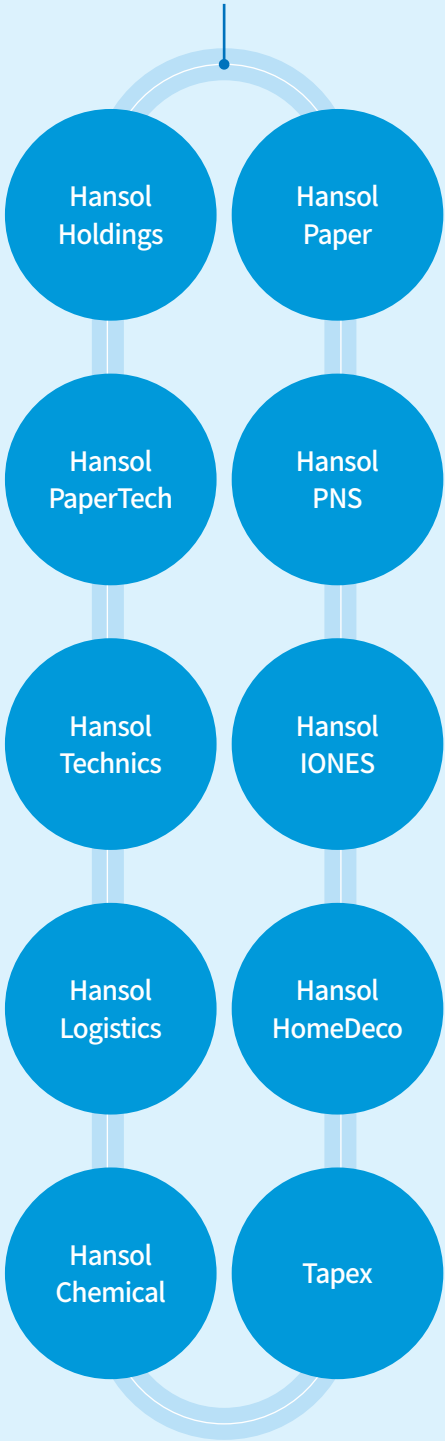
Hansol Chemical

Strengthening the objectivity of the appointment process and compliance response capabilities through the operation of the Outside Director Candidate Recommendation Committee and an [ISO 37301](#)-based risk management system

Tapex

Securing dividend predictability and continuity of shareholder returns through improvements to the dividend [record date system](#) and cash dividends for [six consecutive years](#)

Maintained zero cases of anti-corruption and bribery violations across all affiliates



UN SDGs



HANSOL Group

- Conducted compliance management system assessments **seven times** for **nine affiliates**
- In addition to affiliates subject to mandatory disclosure of corporate governance reports, many affiliates participated in **voluntary disclosure**
- Financial risks are reviewed **once a month**, while non-financial risks are reviewed **quarterly and on an ad hoc basis**
- Strengthening **independent decision-making** and internal control systems
- Secured leadership continuity and management stability through the operation of the **CEO succession management system**

Hansol Holdings

Maximizing actual shareholder returns through **treasury stock cancellation**

Hansol Logistics

Increasing dividends for **five consecutive years** and establishing an FCF-based dividend policy to enhance sustainable shareholder value

ISO 37301-Certified Affiliates

Hansol Paper

Hansol Chemical

ISO 22301-Certified Affiliates

Hansol IONES

AEO(Authorized Economic Operator)

Hansol Logistics

Hansol Paper

Establishing the industry’s first mid- to long-term shareholder return roadmap and presenting a target shareholder return ratio of **25–35%** (2026–2028)

Hansol Chemical

Continuing a stable shareholder return policy through a cash dividend payout ratio of **18.5%** and a dividend of **KRW 2,600** per share in 2025

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Transparent Governance

HANSOL Group

Since 2018, HANSOL Group has been voluntarily disclosing corporate governance reports, mainly for KOSPI-listed affiliates, to enhance governance transparency. As disclosure became mandatory in 2024 for KOSPI-listed firms with total assets of KRW 500 billion or more, Hansol Holdings, Hansol Paper, Hansol Technics, and Hansol Chemical disclosed their reports in 2025 in accordance with the relevant standards. In addition, Hansol PNS, Hansol Logistics, and Hansol HomeDeco, which are not subject to mandatory disclosure, also participated in voluntary disclosure, enabling HANSOL Group to operate a consistent governance management framework across the Group. Through these efforts, HANSOL Group is strengthening governance transparency and accountability and securing a foundation for sustainable corporate value creation.

Shareholder-Friendly

Protection of Shareholder Rights

Hansol Holdings — Hansol Holdings operates various systems to protect shareholder rights and enhance the convenience of exercising voting rights. It supports shareholder participation by providing various methods for exercising voting rights, including direct attendance, proxy voting, and proxy solicitation. In addition, Hansol Holdings is strengthening investor relations (IR) activities and discloses IR materials and business performance on its website after quarterly earnings announcements, enabling shareholders and market stakeholders to access key management information in a timely manner. When major management changes occur, Hansol Holdings transparently provides relevant information through disclosures, and it collects shareholder opinions through general shareholders’ meetings and reflects them in decision-making, thereby protecting shareholder rights and establishing transparent governance.

Hansol IONES — Hansol IONES transparently operates procedures for exercising shareholder rights in accordance with applicable laws and its Articles of Incorporation to protect shareholders’ basic rights and enhance shareholder value. Shareholders may exercise their voting rights through annual and extraordinary general shareholders’ meetings. Hansol IONES supports shareholders’ reasonable decision-making by disclosing notices of general shareholders’ meetings within the legally required period and providing sufficient information on key agenda items.

To protect the rights and interests of minority shareholders, Hansol IONES also operates systems that allow shareholders to exercise their rights under applicable laws, including the right to make shareholder proposals, the right to request the convening of a general shareholders’ meeting, and the right to file derivative lawsuits. Hansol IONES has established an internal management framework to ensure fair treatment of all shareholders and prevent any infringement of shareholder rights.

In addition, Hansol IONES is establishing a shareholder return policy to enhance shareholder value and plans to pursue long-term treasury share purchases and cancellations. Considering its investment status and cash flow, Hansol IONES plans to use a certain portion of net income as a source of shareholder returns. Through these efforts, Hansol IONES is enhancing corporate value and strengthening value sharing with shareholders.

Tapex — Tapex improved its dividend procedures to advance its dividend system. At the annual general shareholders’ meeting in March 2024, Tapex amended its Articles of Incorporation to allow the dividend record date to be set after the general shareholders’ meeting, instead of the previous date of December 31. Accordingly, Tapex set March 27, 2026, as the record date for year-end dividends for 2025, three business days after the general shareholders’ meeting held on March 24, 2026.

Through this improvement, shareholders can make investment decisions after confirming the dividend amount, creating a more transparent and predictable dividend environment. Tapex is strengthening the protection of shareholder rights and continuously advancing the foundation for shareholder-friendly dividend policy operations.

Shareholder Return Practices

Hansol Holdings — Hansol Holdings discloses the implementation status of its shareholder return policy, including cash dividends, on its website, and regularly provides key information on its shareholder return policy through quarterly IR materials. In May 2025, Hansol Holdings announced its “2025–2027 Shareholder Return Policy” through fair disclosure, stating that it would maintain the existing shareholder return policy through 2027. In addition, Hansol Holdings amended its Articles of Incorporation in March 2023 to allow the dividend record date to be set after the date of the Board resolution, creating an environment where shareholders can make investment decisions after reviewing the dividend level in advance. Hansol Holdings continues to operate shareholder-friendly policies and strengthen its framework for enhancing shareholder value and ensuring stable profit distribution.

Shareholder Returns and Dividend Status			
Item	2023	2024	2025
Dividend per Share - Common Stock	KRW 100	KRW 120	KRW 130
Market Dividend Yield - Common Stock	3.3%	5.1%	4.0%
Total Dividends	KRW 4.1 billion	KRW 4.9 billion	KRW 5.3 billion

Hansol Paper — Hansol Paper pays dividends as a key means of returning a portion of its profits to shareholders to maximize shareholder value. The expected dividend amount is announced through a Board resolution in February and finalized at the general shareholders’ meeting in March. The dividend record date is set at the end of March, after which the shareholder register is confirmed and dividends are paid. This process enables investors to make investment decisions after reviewing the predetermined dividend amount in advance, thereby improving dividend predictability. Hansol Paper pays dividends twice a year, in the first and second halves, and maintained dividends per share of approximately KRW 500–700 from 2019 to 2025 based on common stock. From 2026 to 2028, Hansol Paper plans to use approximately 25–35% of annual consolidated net income within the scope of distributable profits for its shareholder return policy, including cash dividends and treasury share purchases and cancellations, while considering investments for sustainable growth, business performance, and cash flow.

Shareholder Returns and Dividend Status			
Category	2023	2024	2025
Dividend per Share	KRW 100	KRW 150	KRW 100
Market Dividend Yield	1.5%	3.6%	1.7%
Total Dividends	KRW 3.1 billion	KRW 4.7 billion	KRW 3.1 billion
Dividend Payout Ratio (Consolidated)	8.1%	20.3%	567.1%

Hansol Technics — Hansol Technics is enhancing shareholder value through various shareholder return policies, including dividends and treasury share cancellations, and transparently discloses related matters. At its Board meeting held on February 13, 2026, Hansol Technics resolved to cancel all treasury shares it held to enhance shareholder value. Of these, 320,000 shares were cancelled on March 6, 2026. Hansol Technics is also actively implementing its shareholder return policy by submitting an agenda item to cancel the remaining 372,361 treasury shares at the annual general shareholders’ meeting held on March 19, 2026.

To improve dividend predictability for shareholders, Hansol Technics amended its Articles of Incorporation at the annual general shareholders’ meeting in March 2023 to separate the shareholder record date from the dividend record date. Since then, Hansol Technics has operated its dividend policy by setting the dividend record date after the dividend decision date, thereby enhancing the transparency of dividend information and strengthening the protection of shareholder rights.

Hansol Logistics — Hansol Logistics has continued to pay year-end cash dividends to enhance shareholder value and has steadily implemented its shareholder return policy, including annual increases in dividends per share. On February 20, 2026, the Board of Directors approved the shareholder return policy for 2026 to 2028, with the aim of enhancing shareholder value by improving investors’ predictability regarding the scale of shareholder returns.

Dividend per Share by Year			
Year	2023	2024	2025
Dividend per Share - Common Stock	KRW 100	KRW 150	KRW 200

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Transparent Governance

- Hansol Chemical

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Hansol Chemical discloses its dividend policy in its annual report as part of its shareholder-friendly policies. The dividend policy aims to maximize corporate value through appropriate profit distribution and maintain a stable dividend level that meets shareholders’ expectations.

After the end of each fiscal year, Hansol Chemical determines the dividend amount by comprehensively considering distributable profits, market value of shares, dividend levels among industry peers, cash flow, and other factors. In the short term, Hansol Chemical aims to maintain cash dividends per share at or above the previous year’s level, and in the long term, it targets a dividend payout ratio of approximately 20% of net income based on separate financial statements.
- Tapex

———○

Based on shareholder-friendly management, Tapex continues to strengthen its return policy to enhance shareholder value. Since its listing, Tapex has paid cash dividends every year, thereby securing shareholder trust and promoting sustainable growth. Since paying its first dividend in 2020, Tapex has maintained cash dividends for six consecutive years. In 2025, Tapex decided to pay a dividend of KRW 200 per share, recording a dividend yield of 1.4%. Going forward, Tapex plans to continue implementing shareholder return policies to meet market expectations.

Operation of the Audit Committee

- Hansol Holdings

—○

Hansol Holdings operates the Audit Committee, an internal audit body, to strengthen corporate governance and enhance management transparency. The Audit Committee conducts accounting and operational audits and supervises the performance of directors and management by deliberating and resolving matters delegated by the Board of Directors. It also supports reasonable management decision-making. The Audit Committee currently consists of three independent outside directors with expertise and independence, and presents independent audit opinions based on its understanding of accounting standards, financial reporting, and the internal control system.
- Hansol Paper

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Hansol Paper’s Audit Committee consists of three directors, all of whom are appointed as outside directors, meeting the statutory requirements. In addition, two of the outside directors are accounting and finance experts, and Audit Committee members have free access to the information necessary to perform audit duties. When additional expert advice is needed, the Committee may seek advice from external experts at Hansol Paper’s expense.

To ensure the fair and transparent appointment of Audit Committee members, Hansol Paper considers diversity in its composition to prevent the opinions of any specific interest group from being overly reflected. In addition, to secure independence from management and controlling shareholders, Audit Committee members receive only remuneration as directors and do not receive any separate compensation other than director remuneration. As the Audit Committee consists entirely of outside directors, there are no outside directors who are not Audit Committee members, and therefore no difference in remuneration levels arises.
- Hansol Technics

———○

Hansol Technics’ Audit Committee consists of three outside directors with expertise in accounting, finance, and internal control. From an independent position from management, the Audit Committee performs key audit duties, including internal audits, review of financial statements, and confirmation of audit reports. For matters delegated by the Board of Directors, the Audit Committee conducts independent reviews and deliberations, thereby serving as a check on management.

The Audit Committee evaluates the operation of the internal accounting management system and internal control system, conducts in-depth reviews through external expert advice when necessary, and reports the results to the Board of Directors. To secure the independence of the Audit Committee, all members are outside directors, and Hansol Technics stipulates that individuals who are not outside directors may not be appointed as Audit Committee members. Audit Committee members exercise professional judgment based on their understanding of accounting standards, financial reporting, and internal control.

At the annual general shareholders’ meeting in March 2026, following the expiration of Audit Committee Chair Jung Kyung-chul’s term, Lee Jun-geun, a financial expert and certified public accountant, was newly appointed as Audit Committee Chair.

Enhancing Board Soundness

Board with Independence and Expertise

- Hansol Holdings

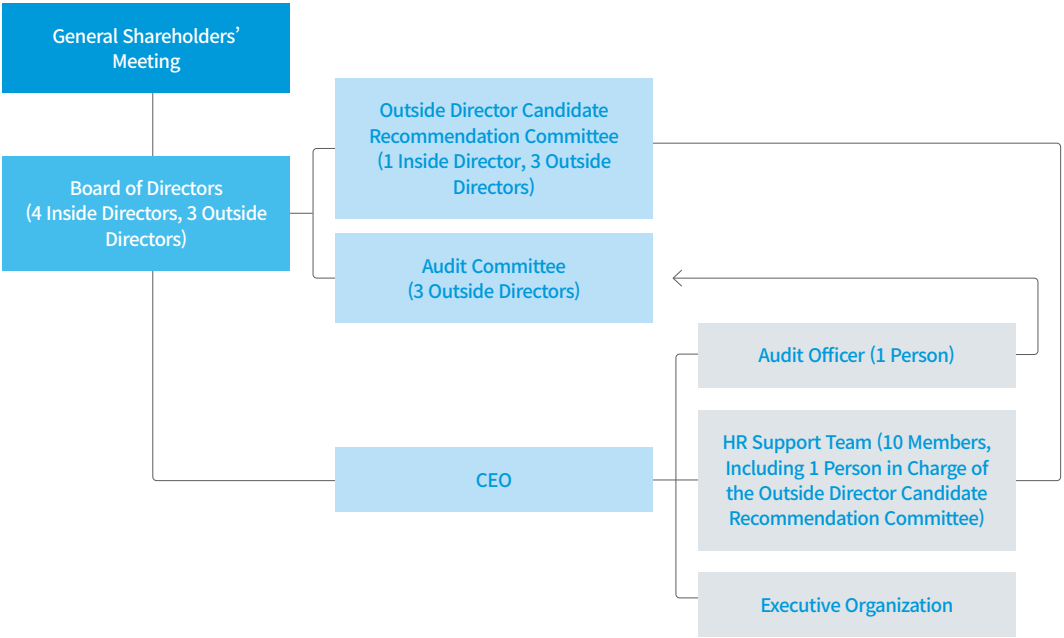
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Hansol Holdings’ Board of Directors consists of seven directors, including four inside directors and three outside directors. Pursuant to relevant laws, the term of office of outside directors is limited to no more than six years. As the highest decision-making body that reviews management goals and strategies, including sustainability, and makes key decisions, the Board has overall responsibility for sustainable management. The Board decides on and supervises key management matters in accordance with applicable laws and the Articles of Incorporation, and operates in compliance with Articles 397-2 and 398 of the Commercial Act to prevent conflicts of interest.

The CEO also serves as Chair of the Board, supporting prompt decision-making and strengthening HANSOL Holdings’ competitiveness. Hansol Holdings operates the Outside Director Candidate Recommendation Committee to strengthen the independence of director appointments and the Board’s management oversight function. The Chief Financial Officer also participates in Board meetings to support the transparent operation of the internal accounting management system. In addition, to strengthen ESG management, Hansol Holdings has reviewed the results of materiality assessments and the inspection of its risk management system in accordance with the Board regulations since 2023.

| Board and Committee Organizational Chart

The Board operates committees with expertise and diversity to support prompt and efficient decision-making. Inside directors are appointed based on their expertise and experience in relevant fields, while outside directors are selected from individuals who can maintain independence and provide advice on business growth and management activities, considering relevant laws and regulations and the guidelines of the Korea Institute of Corporate Governance and Sustainability (KCGS). Through this structure, Hansol Holdings strengthens the protection of shareholder value and the Board’s management advisory function, while operating a responsible management framework based on compliance.



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Transparent Governance

Board Composition

Cate gory	Name	Position	Appointment Date	Appointment Date	Area of Responsibility and Expertise	Background
Inside Directors	Jo Dong-gil	Chairman	1994.02.25	2024.03.31 ~2027.03.30	-	B.A. in Economics, Yonsei University (Current) Chairman of Hansol Group
	Lee Myung-gil	CEO	2024.03.26	2024.03.26 ~2027.03.27	-	B.A in Business Administration, Seoul National University (Current) CEO of Hansol Holdings
	Jeon Hoon	Director	2019.03.26	2025.03.26 ~2028.03.25	Finance	M.A. in Business Administration, Seoul National University (Current) Executive Director of Finance Division, Hansol Holdings
	Choi Seung-bin	Director	2026.03.26	2026.03.26 ~2029.03.25	Human Resources	MBA, Sogang University (Current) Executive Director of HR Support Division, Hansol Holdings
Outside Directors	Kim Jong-il	Chairman of the Audit Committee, Member of the Outside Director Candidate Recommendation Committee	2024.03.26	2024.03.26 ~2027.03.27	Finance	(Current) Professor, School of Business Administration, The Catholic University of Korea
	Won Chang-yeon	Chairman of the Outside Director Candidate Recommendation Committee, Audit Committee Member	2023.03.29	2023.03.29 ~2029.03.25	Law	M.A. in Law, Yonsei University Graduate School of Law (Current) Managing Partner, Dongin Law Group LLC
	Hwang In-sun	Audit Committee Member, Member of the Outside Director Candidate Recommendation Committee	2025.03.26	2025.03.26 ~2028.03.25	Finance	M.A. in Economics, Duke University (Former) Director General, Communications Department, Bank of Korea / Deputy President, Korea Center for International Finance

*As of March 2026

Hansol Logistics —○ As of 2025, Hansol Logistics has formed its Audit Committee with one financial expert to strengthen the committee’s expertise and independence. Through this, Hansol Logistics ensures the reliability of financial reporting and the adequacy of internal controls.

Hansol HomeDeco —○ To strengthen the expertise of its Board of Directors, Hansol HomeDeco newly appointed Park Sung-won, an outside director with expertise in finance and financial services, and Kim Ji-hyun, an outside director with expertise in architecture and the environment, at the Annual General Meeting of Shareholders in March 2026, following the expiration of outside director Lee Sang-yeol’s term. Through these appointments, Hansol HomeDeco is strengthening the financial review capabilities of its Board and audit functions while enhancing its expertise in ESG in a balanced manner.

Strengthening Board Expertise

Hansol Holdings implemented systematic training programs for outside directors and Audit Committee members to strengthen the expertise and supervisory function of the Board of Directors. Through these programs, Hansol Holdings is enhancing their understanding of key management issues and strengthening the foundation for the Board to make decisions in a more thorough and independent manner.

2025 Status of Hansol Holdings Outside Director Training

Training Date	Training Organizer	Attending Outside Directors	Reason for Non-Attendance	Main Training Content
2025.07.01	Samjong Audit Committee Support Center	Kim Jong-il (Individual Attendance)	-	Role of Directors and Audit Committee Members
2025.08.07	Samil PwC	Won Chang-yeon, Kim Jong-il, Hwang In-sun	-	Introduction to the Amended Commercial Act
2025.08.07	EY Hanyoung	Won Chang-yeon, Kim Jong-il, Hwang In-sun	-	Internal Accounting Control System
2025.12.12	Korea Center for International Finance	Won Chang-yeon, Kim Jong-il, Hwang In-sun	-	2026 Global Economic and International Financial Market Outlook

Hansol Technics —○ Hansol Technics’ Board of Directors comprises six members: three inside directors and three outside directors. To ensure the Board’s expertise and diversity, inside directors are appointed based on their expertise and experience in relevant business areas, while outside directors are selected by excluding candidates whose independence may be compromised, in consideration of relevant laws and the Korea ESG Standards Institute guidelines. In addition, Hansol Technics appoints outside directors mainly from candidates recommended by the Outside Director Candidate Recommendation Committee, taking into account the capabilities needed to provide advice on growth strategies and business activities and to support compliance management. Hansol Technics transparently discloses the current status of its Board composition and activities on its website for stakeholders.

Hansol IONES —○ When establishing its internal audit plan, Hansol IONES finalizes the plan after prior review and approval by the Audit Committee and conducts independent internal audits in accordance with the approved plan. Audit results and recommendations for improvement are reported regularly to the Audit Committee, thereby enhancing the effectiveness of internal controls and managing potential risks. Based on this system, Hansol IONES is strengthening transparent and sound governance centered on the Board of Directors and the Audit Committee.

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Transparent Governance

Operation of the Outside Director Candidate Recommendation Committee

- Hansol Holdings** —○
- Hansol Holdings operates an Outside Director Candidate Recommendation Committee to improve governance and enhance expertise. The committee comprises three outside directors and one inside director, and the outside directors participate in decision-making based on their independent perspectives. It also plays a role in selecting outside director candidates before the general meeting of shareholders and reviews candidates recommended by major shareholders, executives, and external institutions. This process enhances transparency in decision-making, reflects shareholder opinions, and strengthens management independence.

In addition, Hansol Holdings ensures the expertise and independence of outside directors by applying strict candidate selection criteria and builds a fair and transparent decision-making structure by expanding stakeholder representation through a public nomination system for shareholder recommendations.
- Hansol Paper** —○
- Hansol Paper operates an Outside Director Candidate Recommendation Committee to strengthen fairness and independence in the recommendation and appointment processes of outside directors. Hansol Paper established relevant regulations in August 2023 and revised them in February 2025 to refine its operating framework, and applies internal criteria that reflect domestic and international governance guidelines, including those of the Korea ESG Standards Institute (KCGS) and ISS, the international proxy advisory firm. Candidates recommended through the Outside Director Candidate Recommendation Committee are reviewed by the Board of Directors and submitted as agenda items for the general meeting of shareholders, where final appointments are decided. When shareholder proposals are submitted in accordance with applicable laws, the Board of Directors also submits the relevant agenda items to the general meeting of shareholders within the scope prescribed by relevant laws and regulations. In accordance with relevant regulations, the committee comprehensively reviews candidates’ expertise, independence, and commitment to faithfully performing their duties, thereby enhancing the objectivity and transparency of the Board composition. Through this, Hansol Paper enhances the expertise and independence of its Board of Directors and contributes to protecting the rights and interests of shareholders and stakeholders.
- Hansol Technics** —○
- Hansol Technics established and has operated the Outside Director Candidate Recommendation Committee since December 2024. In 2025, the committee held two meetings to review plans for appointing outside directors and recommend candidates to the Board of Directors. Through this, Hansol Technics ensures transparency and objectivity in the outside director appointment process and strengthens the independence and expertise of the Board of Directors.
- Hansol IONES** —○
- Hansol IONES voluntarily introduced and established the Outside Director Candidate Recommendation Committee to strengthen the independence and expertise of its outside directors. In February 2026, following a vacancy for an outside director at Hansol IONES, the committee recommended an outside director candidate through a rigorous process that included reviewing candidate recommendations and any disqualifying factors. Through this process, Hansol IONES ensures fairness and objectivity in appointing outside directors.
- Hansol Chemical** —○
- Hansol Chemical operates an Outside Director Candidate Recommendation Committee to ensure transparency in its governance structure and regularly manages its pool of outside director candidates each year. For the appointment of outside directors in 2026, Hansol Chemical completed the recommendation process through the Outside Director Candidate Recommendation Committee. Based on this, Hansol Chemical is strengthening the objectivity and independence of its outside director appointment process.
- ### Establishing Sound Corporate Governance
- Hansol IONES** —○

Hansol IONES has established and operates the Ethical Management and Transparency Enhancement Committee to build ethical management and a transparent governance structure. Composed of at least two external experts and at least one outside director, the committee meets quarterly and reviews the appropriateness of monthly corporate card transaction details of executives, monthly executive compensation payment details, and transaction details with stakeholders. In addition, Hansol IONES strives to promote sustainable development by enhancing management transparency through the operation of the Ethical Management and Transparency Enhancement Committee.

Tapex —○

To strengthen communication with stakeholders and enhance transparency, Tapex revamped the sustainability management menu on its official website in September 2022 and has continuously disclosed ESG-related information. In 2025, Tapex updated its ESG performance and advanced its ESG management system by strengthening information disclosure in the areas of governance, safety and health, the environment, and society. In particular, Tapex newly disclosed its eco-friendly R&D policy and roadmap, as well as its information security policy and activities, thereby expanding stakeholders’ access to information and enhancing the transparency of its ESG management activities.

CEO Succession Policy

HANSOL Group —○

Hansol Group focuses on identifying and fostering potential Chief Executive Officer (CEO) candidates who can demonstrate outstanding leadership across its diverse business sectors. To achieve this, it has established a systematic selection process and advanced development strategies to build and continuously evaluate a pool of exceptional talent. Furthermore, to respond swiftly to rapidly changing business environments and prevent unexpected CEO vacancies, the Group regularly selects, reviews, and develops a candidate pool with expertise and experience in various fields.

| Framework for Securing and Developing Outstanding Talent

Stakeholders	HR Department	Board of Directors	CEO Candidates
Candidate Identification			
Evaluation and Development			
Candidate Recommendation			
		Provision of CEO Training and Coaching	
		Presentation of Management Plans, Vision, and Strategy	
CEO Appointment at the General Meeting of Shareholders			

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Ethics and Compliance Management

Ethics and Compliance Management System

- HANSOL Group

Based on its Code of Ethics and Employee Conduct Guidelines, Hansol Group has established group-wide ethical standards and applies them to all executives and employees, operating an ethical management system across the Group. These standards present the basic principles and conduct requirements that executives and employees must follow in the course of their work, and serve as the foundation for applying consistent ethical standards across all affiliates.
- Hansol Code of Ethics and Conduct Guidelines

Hansol Group announced its group-wide Code of Ethics, expressing its commitment to ethical management and to maintaining a transparent and integrity-based corporate culture. The Code of Ethics serves as a standard for securing sustainable growth and trust based on the fulfillment of responsibilities to customers, shareholders, and society. The Conduct Guidelines systematically set out principles of conduct for key stakeholders, including shareholders and investors, customers, competitors and partners, employees, and society, and comprehensively reflect ethical standards such as fair trade, responsible management, mutual growth, and respect for human rights.
- Hansol Paper

Hansol Paper has established Employee Conduct Guidelines and operates an ethics and compliance management system to ensure fair and transparent corporate operations. Based on this system, Hansol Paper strengthens compliance awareness among executives and employees and establishes a fair trade order. It systematically manages key ethical standards, including information use, fair trade, and prevention of conflicts of interest, and ensures that relevant standards are applied across the organization. In addition, through continuous training and management activities, Hansol Paper embeds ethical management and fosters a culture of responsible decision-making.
- Hansol Logistics

Hansol Logistics operates an ethical management system for all executives and employees based on its Ethical Conduct Guidelines. Hansol Logistics applies its ethical management and conduct guidelines across the organization and imposes sanctions in accordance with its personnel reward and disciplinary regulations in the event of violations. It has also established and operates standards and reporting procedures to prevent corruption, including the receipt of money or valuables, entertainment and hospitality, and improper solicitation.

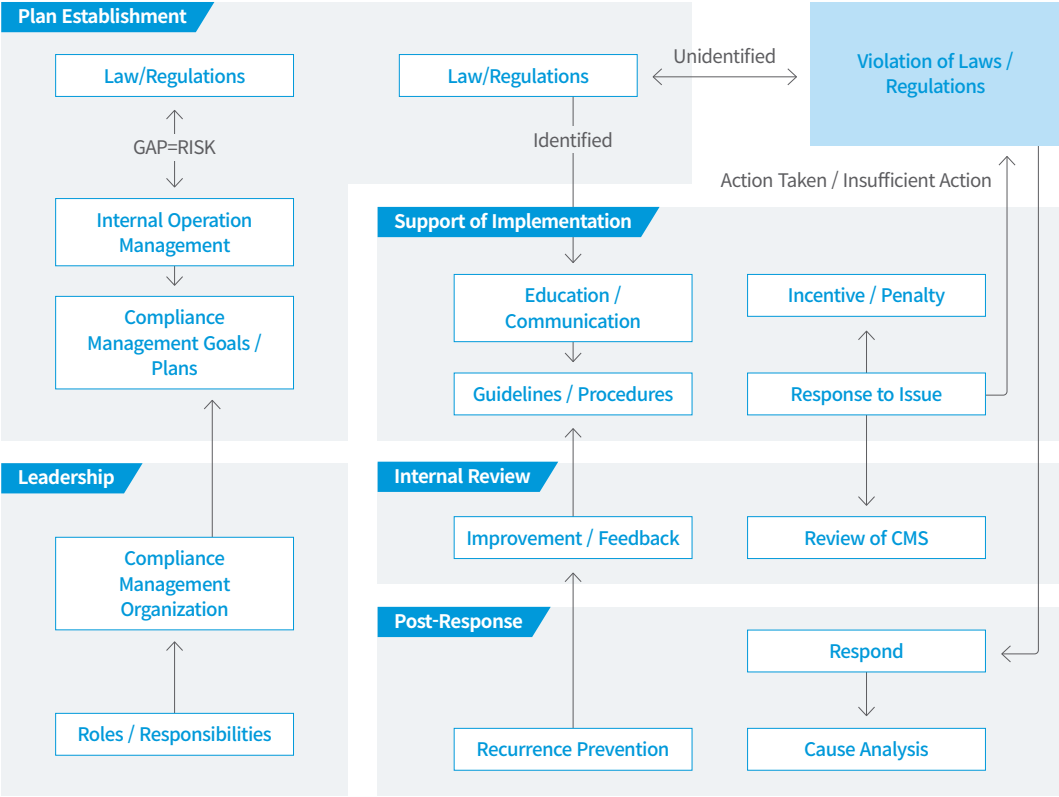
In 2025, Hansol Logistics advanced its internal reporting system through its ethics violation reporting channel and strengthened its whistleblower protection and confidentiality system. It also operates ethics and compliance training, supervision, and follow-up management systems for executives and employees to internalize ethical awareness. In addition, Hansol Logistics has established and applied standards for fair trade with stakeholders, protection of internal information, and workplace ethics across the organization, thereby strengthening its ethical management system.

Establishing a Compliance Management System

- HANSOL Group

Hansol Group has established and operates a Compliance Risk Management System to ensure that all departments and employees comply with relevant laws and regulations during their work processes. Each affiliate conducts periodic self-inspections on compliance based on this system, continuously monitors and manages the inspection results, and regularly reports them to management and the Board of Directors. In addition, Hansol Group promotes immediately implementable compliance tasks in areas where legal and regulatory compliance is particularly required, thereby strengthening working-level compliance management capabilities.

Strengthening Group-Wide Joint Compliance Management Process



Tasks for Implementing Compliance Management

Hansol Paper	Hansol Eco Packaging	Hansol Logistics, Hansol HomeDeco
Partner and subcontracting risk management	Improvement of compliance risk management processes	Partner and subcontracting risk management
Hansol TCS, Hansol Logisyou	Hansol PNS IT Service	Hansol OrionTech
Safety and health management system and partner management	Review of the adequacy of ITO internal transactions	Improvement of compliance risk management processes

Compliance-Management Assessment

Hansol Group has been conducting compliance management assessments since 2021. In 2025, eight compliance management system evaluations were conducted for 10 entities, including Hansol Paper, Hansol PaperTech, Hansol PNS, Hansol Technics, Hansol IONES, Hansol Logistics, Hansol HomeDeco, and their subsidiaries, focusing on major compliance issues with a high potential for non-compliance. Through these compliance management assessments, Hansol Group spread the importance of compliance management and reinforced its commitment across the Group.

Moving forward, Hansol Group plans to further advance the Group’s compliance management processes by deriving improvement tasks based on the assessment results for each affiliate, with the goal of establishing a compliance risk management system and strengthening execution in the field.

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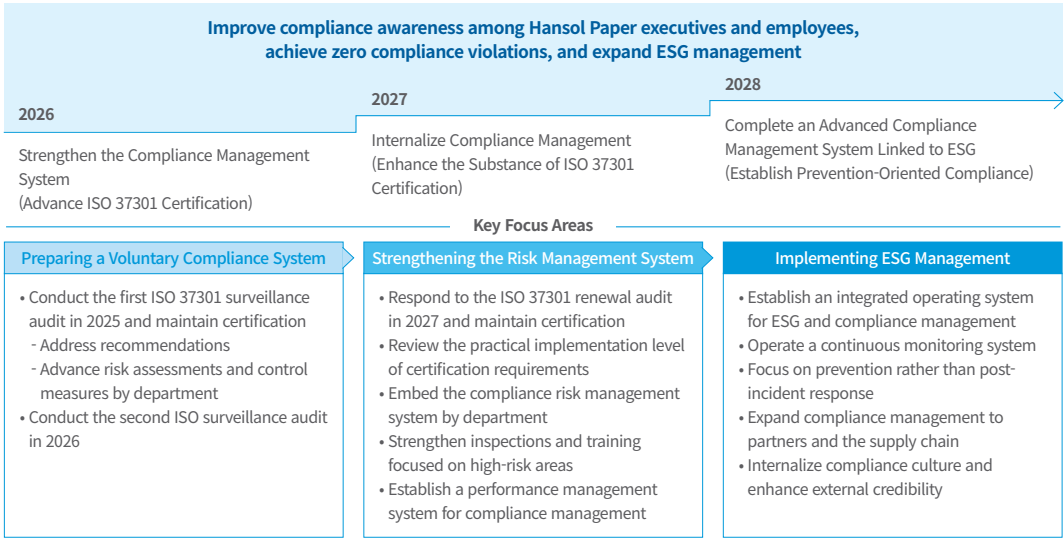
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Ethics and Compliance Management

Hansol Paper — Hansol Paper obtained the “Compliance Management System (ISO 37301)” certification, an international standard related to compliance management, from the Korea Management Registrar. To achieve this, Hansol Paper established a mid- to long-term compliance management roadmap and a compliance risk management system to systematically manage its potential risks. Its operation of a continuous compliance self-check system and ongoing compliance training received high recognition, and a dedicated compliance risk department monitors legal and regulatory compliance and the establishment of a transparent and fair transaction culture. Through this certification, Hansol Paper received official recognition for its ethics and compliance management systems and remains committed to fulfilling its social responsibilities by complying with laws and ethics.



Mid- to Long-Term Compliance Management Roadmap



Hansol PNS IT Service — Hansol PNS IT Service has signed Agreements on Transparent Transaction Practices with its suppliers to establish fair and transparent transaction practices. These agreements include ethical transaction principles, such as compliance with fair trade and relevant laws and regulations, prohibition of unfair competition and improper conduct, and prohibition of the receipt of money, valuables, entertainment, and hospitality. They also set out sanctions for violations, including suspension of business transactions and claims for damages. Based on this, Hansol PNS IT Service is strengthening trust with its partners and establishing a sound transaction culture.

Hansol Technics — To realize transparent and responsible management, Hansol Technics has established compliance control standards and appointed a Chief Compliance Officer to operate its compliance management system. In addition, Hansol Technics has operated the RM Team, an independent organization directly under the CEO, since 2022 to promote long-term management stability and secure trust from the market and customers.

The RM Team performs key functions, including ethical management, compliance management, anti-corruption, and risk management. It also promotes the establishment of fair and transparent transaction practices by listening to feedback through visits to partners and conducting anonymous surveys. In addition, Hansol Technics conducts regular compliance checks and compliance training for executives and employees, and operates a Subcontracting Committee to review compliance with relevant laws and regulations.

The inspection results are systematically managed, and key compliance activities are reported to the Board of Directors on a quarterly basis, thereby strengthening management accountability and oversight functions. Through this, Hansol Technics enhances the effectiveness of compliance management and contributes to creating a sound business environment.

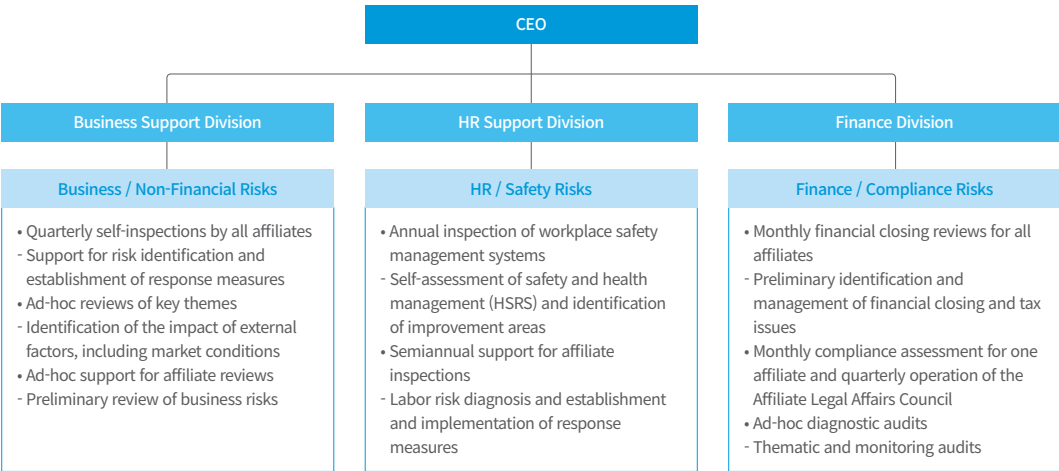
Integrated Risk Management

Group Risk Reporting System

Hansol Holdings — As the holding company, Hansol Holdings has established a group-wide risk management system and responds to changes in the internal and external business environment through periodic checks and responses. Based on the management systems of each division, Hansol Holdings reviews major risks at its affiliates and supports the establishment of response measures when necessary. Material risks are jointly reviewed with affiliates through Strategy Review Meetings and Issue Review Meetings, and separate meetings are held for matters requiring focused management to strengthen the level of risk management.

In addition, non-financial risks are managed through regular quarterly checks and ad-hoc checks as needed, while financial risks are managed through monthly checks and monthly financial reports. Through this, Hansol Holdings is strengthening the execution of its group-wide risk management system and securing a foundation for sustainable management.

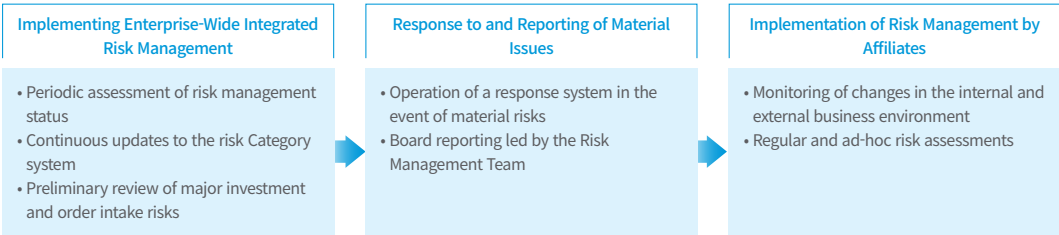
Risk Reporting System



Status of Improvements to the Risk Management System

2023	2024	2025
Establishment of a Review System	Improvement of Review System Efficiency	Strengthening of Preliminary Reviews
- Classified risk types and established a review system - Standardized and launched the regular affiliate review process	- Refined review items and removed overlaps - Adjusted the review cycle and shifted to management focused on key items	- Operated a preliminary review system based on the external environment and business impact - Expanded focused reviews for major projects and key risks

Risk Management Process



Integrated Risk Management

Review and Implementation of Risk Management System Checks and Improvement Plans

Hansol Holdings — Hansol Holdings conducts a comprehensive risk survey across all affiliates based on the Group Risk Category Framework to review the current status of risk management and establish improvement processes for items requiring supplementation. Based on the survey results, Hansol Holdings’ Business Support Division, HR Support Division, and Finance Division conduct in-depth reviews together with affiliates on key matters that are subject to investment and order intake consultation or have a potential for risk occurrence. Through regular checks, Hansol Holdings continuously updates risk items and strengthens a prevention-oriented management system, thereby enhancing management sustainability.

Group Risk Category Framework

Category	Level 1	Level 2	Level 3
Financial Risks	Market / Customer	Trends (PESTEL)	Political / Legal
			Economic
			Social
			Technological
			Environmental
			Business Model Validation
			Establishment of Scalability and Vision
	Business	Business Model Framework	Laws and Regulations
			Project Structure
			Complaints
			Onerous Contract Clauses
			Construction / Delivery Period
			Quality / Performance Warranty
			Patent / Trademark Rights
	Finance	Property Rights	Exchange Rates
			Interest Rates
			Financing
			Profit and Loss
			Taxes
			Credit Rating
			-
ESG Risks	Compliance	Environment / Safety	Environment
			Climate Change / Carbon Emissions
			Safety Accidents
			Safety
			Laws and Regulations
			Fraud
			-
	Operations	Compliance	Disclosure
			-
			Unethical Conduct
			-
			Security
			-
	External Communication	HR / Labor	-
			-
			Supply Chain
			-
			-
			Quality / Certification
			-
	Market / Shareholders	Receivables Management	-
			-
			Crisis Response
			Brand
	Brand	Damage to Brand Equity	Deterioration of Image and Reputation
			Misuse of CI
			Investor Relations
			-

Group Risk Response Process

Hansol Holdings — Hansol Holdings identifies and controls major risks based on a systematic risk management process. When a risk occurs, Hansol Holdings promptly shares the issue internally for swift response and prioritizes key risk factors for focused management. For risks that occur, Hansol Holdings strengthens its risk management capabilities by analyzing root causes and establishing recurrence prevention measures. At the holding-entity level, Hansol Holdings reviews risks across all affiliates and, when necessary, implements joint supplementary measures with affiliates. Through this, Hansol Holdings supports stable business operations and a foundation for sustainable growth.

Group Risk Response System



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Integrated Risk Management

Major Risk Management and Response by Affiliate

HANSOL Group — Hansol Group affiliates establish risk management systems and response strategies that reflect the characteristics of their respective businesses and implement ESG management. In August 2025, the Board of Directors of Hansol Holdings was briefed on the group-wide risk management system and review results, comprehensively analyzed the impact of ESG factors on corporate value and management, and reviewed key directions for risk management.

Hansol Paper — Hansol Paper systematically identifies and manages key risks arising from changes in the business environment. It identifies major risks, including compliance, human rights, environmental safety, climate change, product environmental regulations, supply chain, and information security, and operates a management system based on each risk’s impact and response measures. These risks are continuously monitored by responsible departments, with responses focused on regulatory compliance and prevention. Hansol Paper also establishes mid- to long-term risk management strategies and reflects them across its operations to minimize potential risks. Through these efforts, Hansol Paper strengthens its response capabilities and maintains a stable foundation for sustainable management.

Risk Management System

Risk Type	Risk Impact	Risk Response Measures	Department in Charge
Compliance Risk	• Occurrence of administrative sanctions and liability for damages due to regulatory violations • Occurrence of legal dispute costs	• Proactive prevention of risks through compliance with laws and compliance control standards, and management of legal disputes through analysis of statutes and precedents	RM Team
Human Rights Risk	• Occurrence of legal dispute costs and decline in corporate reputation due to human rights violations	• Declaration and public disclosure of human rights management principles • Guidance on human rights grievance procedures and operation of educational programs	HR Team
Environmental Safety Risk	• Need for preparation due to strengthened legal regulations such as the Serious Accidents Punishment Act and the Occupational Safety and Health Act • Occurrence of liability for damages and decline in corporate reputation in the event of safety accidents • Serious impact on business operations due to conflicts with the local community, etc.	• Establishment of emergency response systems for each workplace and operation of regular safety training programs	Safety Operation Team
Climate Change Risk	• Costs incurred for purchasing emission allowances if carbon emission reduction targets are not met • Potential imposition of fines • Risks to export sales due to carbon border adjustment mechanisms, etc.	• Establishment of mid- to long-term greenhouse gas reduction targets and performance monitoring • Expansion of investment in Energy saving • Expansion of renewable Energy, such as solar power • Research and development of carbon capture, utilization, and storage (CCUS) technology	ESG T/F
Product Environmental Regulation Risk	• Poor sales of products that do not meet environmental standards and a disadvantage in quality competition with competitors • Customers’ demand for carbon certification of products	• Establishment of company-wide goals for the development and application of eco-friendly technologies and the expansion of related research • Expansion of eco-friendly certified products • Development of Hansol’s In-house ‘LCA’ Assessment Solution	Marketing Team
Supply Chain Risk	• Price instability due to rising demand for raw materials • Inability to forecast demand due to increased volatility in customer demand • Loss of small-scale partners due to economic recession	• Identification of key risks requiring focused management by business division and establishment of response strategies through risk analysis and assessment • Establishment of mid- to long-term supply chain management plans and strengthened management • Strengthening of partner support activities	Raw Materials Team Materials Team
Information Security Risk	• Loss of business rights and intellectual property due to leakage of core information • Possibility of disputes arising from personal information leaks	• Compliance with information security policies, preventing unauthorized leakage through document encryption and strengthening security systems	Management Innovation Team

Hansol PaperTech — Hansol PaperTech operates a safety team to respond to disasters and major accidents and holds quarterly Industrial Safety Committee meetings to manage safety and health issues. It has also established an accident response system by subscribing to corporate major accident liability insurance and property package insurance. In addition, Hansol PaperTech manages key ESG risks by operating a real-time environmental monitoring system centered on its air and water quality management organizations.

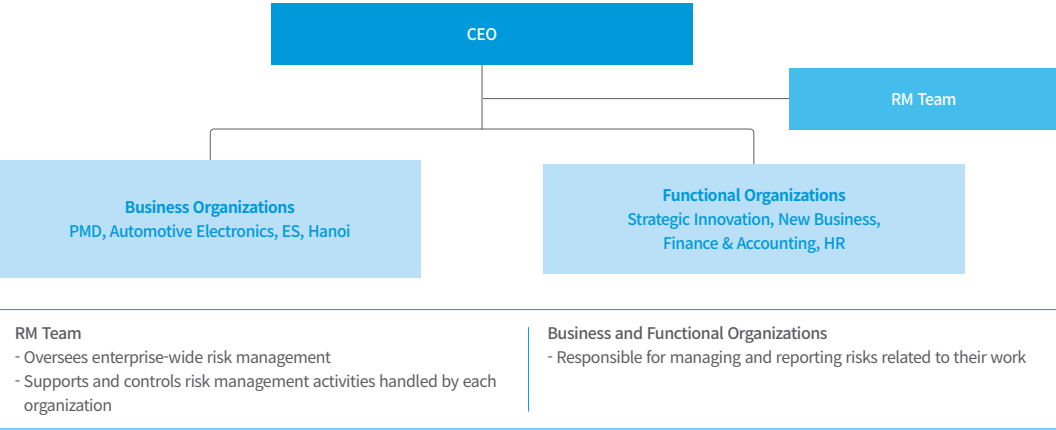
Hansol PNS IT Service — Hansol PNS IT Service operates a risk management system involving key functional departments, including business, legal affairs, external communication, compliance, and system operations. Through this system, Hansol PNS IT Service identifies major risks in advance and maintains a continuous response framework. The status of risk management is managed through a system of quarterly reporting to and sharing with Hansol Holdings.

Risk Management System

Risk Type	Department in Charge	Management Approach
Compliance Risk	RM Team	Risk identification and management; reporting to the CEO when an issue occurs
Human Rights Risk	HR Team	Management of and response to human rights-related risks
Supply Chain Risk	Purchasing Team	Management of risks related to partners and the supply chain
Information Security Risk	Infrastructure Architecture Team	Management of and response to information security-related risks

Hansol Technics — Hansol Technics operates an enterprise-wide key risk management system centered on the RM Team under the CEO. The RM Team oversees, supports, and controls risk management, while each organization identifies and manages work-related risks and shares them through the reporting system. In addition, major risks are managed by category and regularly reviewed through reports to the Board of Directors and management.

Organizational Structure and R&R



Integrated Risk Management

Hansol Logistics — Hansol Logistics identifies and manages major risks based on a risk Category framework that reflects its business characteristics. Hansol Logistics has established management systems for key areas, including business risks, financial risks, compliance management risks, and operational risks, and conducts preliminary reviews and monitoring for each risk type. Through this, Hansol Logistics systematically manages major risks and strengthens the stability of its business operations and its risk response capabilities.

Risk Management System

	Risk Type	Management and Response System
Business Risk	Market and Policy Changes	Monitor changes in the external environment based on PESTEL factors, including political and legal, economic, social, technological, and environmental factors, and analyze their business impact
	Investment Decision-Making	Approve investments after reviewing strategic feasibility, profitability, and financing potential through the investment review process
	Order Intake and Contracts	Proactively manage contract risks through order intake reviews, contract condition negotiations, and legal reviews
	Profitability Management	Review profitability through unit price reviews by relevant departments and profit and loss analysis by business division
	Overseas Business	Decide whether to enter overseas markets after reviewing the political and economic environment and business stability of target countries
Financial Risk	Exchange Rate	Manage foreign exchange risk by matching sales and purchase currencies and using forward exchange contracts
	Interest Rate	Manage interest rate risk by monitoring changes in borrowing rates and diversifying financial institutions
	Tax	Manage tax risks through tax adjustments and review by a tax accounting firm during quarterly financial closing
	Credit	Manage cash flows and financial indicators, and monitor debt ratio and EBITDA indicators
External Communication Risk	Media and Reputation	Operate media response processes and manage brand image
	Brand Management	Operate CI usage standards and a brand asset protection system
	Shareholders and IR	Collect shareholder opinions and manage major shareholders
Compliance Risk	Disclosure	Conduct preliminary reviews based on the disclosure checklist and manage disclosure procedures
	Ethics and Internal Control	Receive misconduct reports and conduct internal audits
	Unusual Transaction Monitoring	Review unusual transactions through the internal monitoring system
Operational Risk	Information Security	Manage information security through system redundancy and DRM application
	Supply Chain	Operate a contingency plan in the event of logistics disruptions
	Quality	Reflect service quality standards and customer requirements
	Receivables Management	Manage the status of trade receivables and collection of overdue receivables

Hansol HomeDeco — Hansol HomeDeco defines major risks and operates a proactive response system led by the departments in charge. When a risk occurs, a task force team (TFT) is formed under the supervision of the RM Part to respond systematically. In addition, Hansol HomeDeco conducts annual regular monitoring of major risk issues to review and continuously improve its management system.

Risk Management System

Risk Type	Risk Description	Department in Charge
Policy and Regulation	Changes in policies and regulations affect the competitiveness of existing businesses and may also act as constraints on the stabilization of new businesses	RM Part
External Environment (Infectious Diseases, Disasters, Terrorism, etc.)	Unexpected changes in the external environment, such as infectious diseases, disasters, and terrorism, may continuously have an adverse impact on business	HR Team
Health and Safety	Unexpected hazardous factors may arise during business operations and at worksites, creating risks to the health and safety of employees	Environment and Safety Team
Human Rights and Labor Law Compliance	Labor-management disputes may lead to slowdowns or strikes	HR Team
Customers (Personal Information, Complaints, etc.)	Issues may arise from inadequate management of customers' personal information and customer complaints during business operations	Customer Support Team
Information Security	Malicious hacking attacks targeting systems and risks of leakage of employees' confidential business information may occur	Strategic Innovation Team

Hansol Chemical — Hansol Chemical systematically manages major risks based on its ISO 37301 Compliance Management System. Major management and financial risks, including large-scale investments, are reviewed and managed through Board deliberation. In addition, Hansol Chemical is advancing its response system for major ESG risks by operating training, monitoring, and management control activities.

Tapex — As ESG factors, including environmental, social, and governance factors, have a growing impact on mid- to long-term competitiveness and corporate value, Tapex has established and operates a management system for major ESG risks, in addition to financial risks. In particular, Tapex regularly reviews the impact of key risk factors on its management strategies and business operations and reflects them in its decision-making process, thereby strengthening the foundation for sustainable growth.

Tapex carries out risk management activities across the organization under management oversight, and major risks are continuously monitored by relevant departments. In particular, reflecting its manufacturing characteristics, Tapex focuses on managing key risks such as workplace safety, response to environmental regulations, product quality, raw material procurement, and supply chain stability, and secures the stability of business operations by identifying and responding to potential risks in advance. In addition, based on its environmental safety management system and quality management system, Tapex prevents environmental and safety risks that may arise in the production process and maintains a level of management that meets the requirements of global customers and markets. Going forward, Tapex plans to continue advancing its risk management system by comprehensively considering ESG factors.

Risk Management System

Risk Type	Key Details	Response Measures
Environmental Risk	Strengthened environmental regulations and carbon policies	Development of eco-friendly materials and Energy management
Safety Risk	Safety accidents in manufacturing processes	Operation of the safety and health management system
Supply Chain Risk	Fluctuations in raw material procurement	Diversification of suppliers
Quality Risk	Product quality degradation and increased complaints	Improvement of process quality and strengthening of preliminary quality verification

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Hansol Holdings

Finance

Category	Item	Unit	2023	2024	2025
Income Statement	Sales		34,554	29,888	32,262
	SG&A expenses (Operating expenses)		19,284	16,980	17,418
	Operating income		15,270	12,908	14,844
	Financial income		2,788	3,345	8,695
	Financial expenses		1,381	535	503
	Other income		234	201	5,676
	Other expenses ¹⁾		5,454	51	9,937
	Net income before tax		11,457	15,868	18,775
		KRW million	85,077	58,311	62,423
Balance Sheet	Assets				
	Non-current assets		379,151	405,399	414,492
	Current liabilities		15,301	9,455	12,830
	Liabilities				
	Non-current liabilities		5,118	3,851	2,717
	Capital		443,810	450,404	461,369

1) Error in 2024 data

*Based on standalone financial statements

Category	Item	Unit	2023	2024	2025
Income Statement	Sales		443,135	791,640	1,098,307
	Gross profit		52,701	62,718	98,194
	SG&A expenses		48,702	55,238	75,585
	Operating income		3,999	7,479	22,609
	Financial income		3,399	4,908	10,757
	Financial expenses		3,133	4,177	5,482
	Other income		1,856	21,459	11,953
	Other expenses		10,316	17,400	19,895
	Net income before tax		4,033	2,207	14,508
Balance Sheet	Assets				
	Current assets		205,289	351,031	360,741
	Non-current assets		514,816	582,128	528,252
	Current liabilities		113,964	219,177	215,545
	Non-current liabilities		11,914	40,625	28,269
	Equity				
	Equity attributable to owners of the paren		567,950	568,848	556,896
	Non-controlling interests		26,277	104,510	88,284
			26,277	104,510	88,284

*Based on consolidated financial statements

Social

Employee Diversity

Category	Item	Unit	2023	2024	2025
Total number of employees			55	43	46
Employee Status by Employment Type	Total		9	8	9
	Executives		9	8	9
	Male		0	0	0
	Female		44	33	35
	Regular employees		34	23	27
	Male		10	10	8
	Female		2	2	2
	Contract employees ¹⁾		1	2	2
	Male		55	43	46
Employee Composition	Total number of female employees		10	10	8
	Ratio of female employees ²⁾	%	22.0	23.3	17.4
	Female executives	Persons	0	0	0
	Ratio of female executives	%	0.0	0.0	0.0
	Female managers at Principal level	Persons	1	2	1
	Ratio of female managers at Principal level ²⁾	%	3.0	10.5	5.3
	Employees with disabilities	Persons	0	0	0
	Ratio of employees with disabilities	%	0.0	0.0	0.0
	Employees aged fifty-five or older	Persons	6	6	7
	Ratio of employees aged fifty-five or older	%	10.9	14.0	15.2
	Foreign national employees	Persons	2	2	2
	Ratio of foreign national employees	%	4.0	5.0	4.4
	High school graduate employees	Persons	1	2	0
	Ratio of high school graduate employees	%	2.0	5.0	0.0
	Employees eligible for veterans' benefits	Persons	0	0	0
	Ratio of employees eligible for veterans' benefits	%	0.0	0.0	0.0
	Employees under thirty	Persons	1	0	0
	Ratio of employees under thirty	%	2.0	0.0	0.0
	Employees aged thirty to under fifty	Persons	39	34	35
	Ratio of employees aged thirty to under fifty	%	78.0	79.0	76.1
	Employees aged fifty or older	Persons	10	9	11
	Ratio of employees aged fifty or older	%	20.0	21.0	23.9

1) Contract employees at each affiliate are responsible for security, cleaning, and meal preparation duties

2) 2024 Data error

Employee Recruitment

Category	Item	Unit	2023	2024	2025
New Hires	New male hires		3	3	8
	New female hires		0	0	0
	Employees under 30	Persons	0	0	0
	Employees aged 30 to under 50		3	2	7
	Employees aged 50 or older		0	1	1

Workforce Diversity and Engagement

Category	Item	Unit	2023	2024	2025
Turnover Rate	Average employee tenure	Years	9.1	11.4	11.8
	Total number of employees who left	Persons	13	6	3
	Voluntary turnover rate	%	3.6	14.0	0.0
	Involuntary turnover rate	%	20.0	0.0	6.5

Employee Welfare

Category	Item	Unit	2023	2024	2025
Parental Leave	Employees who took parental leave during the year	Total	1	1	0
	Male		0	0	0
	Female		1	1	0
	Employees who returned to work after parental leave during the year	Total	1	0	1
	Male		0	0	0
	Female		1	0	1
	Parental leave return rate	%	100.0	0.0	100.0
	Total		1	1	0
	Male		0	0	0
	Female		1	1	0
	Retention rate for 12 months or more	%	100.0	100.0	0.0

Employee Compensation

Category	Item	Unit	2023	2024	2025
Employee Compensation	Average compensation of male employees	KRW million	188.8	200.9	184.8
	Average compensation of female employees	million	70.2	78.1	75.2
	Female-to-male compensation ratio	%	37.2	38.9	40.7
	Average compensation of male executives	KRW million	434.1	381.4	418.8
	Average compensation of female executives	million	0.0	0.0	0.0
	Female-to-male compensation ratio for executives	%	0.0	0.0	0.0
	Average compensation of male regular employees	KRW million	109.6	128.7	115.3
	Average compensation of female regular employees	million	71.1	78.1	75.2
	Female-to-male compensation ratio for regular employees	%	64.9	60.7	65.2
	Average compensation of male contract employees	KRW million	78.0	309.8	69.4
	Average compensation of female contract employees	million	61.0	0.0	0.0
	Female-to-male compensation ratio for contract employees	%	78.2	0.0	0.0

Employee Training

Category	Item	Unit	2023	2024	2025
Education and Training Performance	Total training hours provided to employees	Hours	2,087	2,023	1,755
	Average training hours per employee		42	47	38
	Total training expenses for employees	KRW million	103	104	194
	Average training expenses per employee	KRW thousand	2,064	2,409	4,222

Human Rights and Health

Category	Item	Unit	2023	2024	2025
Human Rights Policy	Human rights training hours per employee	Hours	0	0	1
	Employees who completed human rights training	Persons	0	0	41
	Ratio of employees who completed human rights training	%	0.0	0.0	83.7
	Workplace harassment prevention training hours ¹⁾	Total hours	1	1	1
	Sexual harassment prevention training hours ¹⁾	per person	1	1	1
	Other training, including disability rights training ¹⁾	per person	1	1	1
	Number of human rights-related opinions received	Cases	0	0	0
	Number of human rights-related opinions handled	Cases	0	0	0
	Ratio of human rights-related opinions handled	%	0.0	0.0	0.0

1) Change in data presentation method

2) Indicator name changed from the previous year's 'Number of discrimination-related reports received and handled'

Safety and Health

Category	Item	Unit	2023	2024	2025
Occupational Accident Rate	Number of occupational accidents	Cases	0	0	0
	Occupational Accident Rate	%	0.0	0.0	0.0
	Number of work-related fatal injuries among employees	Cases	0	0	0
	Employee lost time injury frequency rate (LTIFR) ¹⁾	%	0	0	0

1) Rate of accidents based on one million working hours

Local Communities

Category	Item	Unit	2023	2024	2025
Social Contribution	Social contribution expenses, including donations	Total	0.0	39.7	39.7
	Cash donations	KRW million	0.0	39.4	39.7
	In-kind donations	million	0.0	0.3	0.0
	Project expenses		0.0	0.0	0.0
	Total employee volunteer hours	Hours	360	0	0
	Average volunteer hours per employee		9	0	0
	Direct and indirect beneficiaries of social contribution activities	Persons	58	131	378

Information Security

Category	Item	Unit	2023	2024	2025
Data Security	Customer data leakage, theft, or loss cases	Cases	0	0	0

Fair Trade

Category	Item	Unit	2023	2024	2025
Fair Trade Compliance	Number of fair trade violations	Cases	0	0	0
	Amount of fines imposed	KRW million	0	0	0

Governance

Board Composition

Category	Item	Unit	2023	2024	2025
Board Diversity	Male directors on the Board	Persons	7	7	7
	Male directors on the Board		0	0	0
	Ratio of female directors on the Board	%	0.0	0.0	0.0
	Outside directors	Persons	3	3	3
	Ratio of outside directors on the Board	%	42.9	42.9	42.9

Board Operation

Category	Item	Unit	2023	2024	2025
Board Meetings	Number of Board meetings held	Times	6	8	9
	Resolutions	Cases	13	22	21
	Prior review rate	%	100.0	100.0	100.0
	Reported agenda items		11	16	11
	Revised resolutions	Cases	0	0	0
	Average Board meeting attendance rate	%	100.0	100.0	97.3
	Attendance rate of non-executive directors		100.0	100.0	100.0

Ethical Management

Category	Item	Unit	2023	2024	2025
Anti-corruption at Business Sites	Total number of business sites		1	1	1
	Business sites assessed for corruption risks	Sites	0	0	0
	Ratio of business sites assessed for corruption risks	%	0.0	0.0	0.0
Embedding Ethical Management	Ethics training hours	Hours per person	1	1	1
	Employees who signed the Ethics Pledge	Persons	55	43	46
	Ratio of employees who signed the Ethics Pledge	%	100.0	100.0	100.0
Anti-corruption Violations	Anti-corruption and bribery cases	Cases/ persons	0	0	0

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Hansol Paper

Environment

Raw and Subsidiary Materials

Category	Item	Unit	2023	2024	2025
Raw and Subsidiary Material Use	Total raw and subsidiary material use	Tons	1,079,328	1,234,766	1,241,237
	Total recycled raw material use	Tons	494,065	609,678	591,146
	Ratio of recycled raw materials	%	45.7	49.4	47.6

1) Data error for 2023 and 2024

Energy

Category	Item	Unit	2023	2024	2025
Energy Use	Total Energy use ¹⁾		16,204	16,580	16,614
	Scope 1 (Stationary + Mobile + Other) Energy use	TJ	1,476	1,732	1,277
	Scope 2 (Electricity + Steam + Electric Vehicles) Energy use		13,210	13,683	13,886
	Energy Intensity	TJ/KRW billion	7.4	7.5	7.3
	Total renewable Energy consumption	TJ	1,518	1,166	1,451

1) Data error for 2024

*Based on domestic business sites

Water

Category	Item	Unit	2023	2024	2025
Water Use	Total water use ¹⁾²⁾		25,849,173	25,969,043	25,214,288
	Municipal water	Tons	6,226,477	5,546,613	5,251,731
	Groundwater		199,165	220,915	205,991
	Volume of reused water ³⁾		9,724,276	9,729,857	8,809,491
	Water reuse ratio	%	37.0	37.0	35.0
	Water discharge (Industrial water + Water pollutant discharge)	m ³	14,370,219	14,932,609	14,566,273

1) Total water use = Municipal water + Groundwater + Reused water + Surface water + Recycled water

2) Data error for 2024

3) Data error for 2023 and 2024

Scope

Category	Item	Unit	2023	2024	2025
Inventory	Scope 1 (Stationary + Mobile + Other) - GHG emissions	tCO ₂ eq	274,044	266,366	232,583
	Scope 2 (Electricity + Steam + Electric Vehicles) - GHG emissions		727,828	750,362	750,715
	GHG Emissions Intensity	tCO ₂ eq /KRW billion	457	459	429

Water Pollutants

Category	Item	Unit	2023	2024	2025
Water Pollutant Management	BOD	ppm	5.0	30.0	37.0
	TOC		27.7	45.0	94.0
	COD		21.5	80.0	123.0
	SS		10.3	89.0	59.0
	TN		10.0	8.0	36.5

Air Pollutants

Category	Item	Unit	2023	2024	2025
Air Pollutant Emissions Management	SOx	Tons	9.0	12.8	3
	NOx		139	149	51
	Persistent organic pollutant (POP)		0.0	0.0	0.0
	Volatile organic compound (VOC)		0.0	0.0	0.0
	Hazardous air pollutant (HAP)		0.0	0.0	0.0
	Particulate matter (PM)		12.0	43.0	10.0
	PFC		0.0	0.0	0.0

Category	Item	Unit	2023	2024	2025
Air Pollutant Management	Air pollutant emissions intensity ¹⁾	kg/ Metric ton	0.06	0.13	0.04
	Total production ¹⁾	Metric tons	1,536,670	1,537,460	1,543,000

1) Data error for 2024

Hazardous Substances

Category	Item	Unit	2023	2024	2025
Hazardous Substance Management	Hazardous Substances emissions	Tons	975	167	239
	Number of hazardous substance spills	Cases	0	0	0
	Volume of hazardous substance spills	Tons	0.0	0.0	0.0

Waste

Category	Item	Unit	2023	2024	2025
Waste Management	Total waste treated		319,318	315,397	281,851
	Business site waste treated		298,740	303,976	263,965
	Designated waste treated	Tons	5,737	6,733	3,241
	Household waste treated		14,840	4,688	14,645
	Total waste recycled ¹⁾		105,564	103,425	102,702
	Waste recycling ratio ²⁾	%	33.1	32.8	36.4

1) Data error for 2023

2) Data error for 2023 and 2024

Environmental Management System

Category	Item	Unit	2023	2024	2025
Environmental Management System	Amount of fines for violations of environmental laws and regulations	KRW million	0.5	0.4	2.4
	Number of violations of environmental laws and regulations	Cases	1	1	1
	Total number of business sites ¹⁾		6	6	6
	Number of business sites certified to an environmental management system ²⁾	Sites	5	5	5
	Ratio of business sites certified to an environmental management system ²⁾	%	83.0	83.0	83.0
Environmental Protection Investment	Environmental investment costs	KRW million	5,390	14,700	17,300

1) Data error for 2023

2) Data error for 2023 and 2024

Eco-friendly Products

Category	Item	Unit	2023	2024	2025
Eco-friendly Product Sales	Sales of eco-friendly products and services	KRW 100 million	4,663	4,991	4,956
	Total sales	million	21,941	21,205	21,691
	Ratio of eco-friendly sales	%	21.3	23.5	22.9
	Eco-friendly certified products	Items	40	52	54

Social

Human Rights and Health

Category	Item	Unit	2023	2024	2025
Human Rights Policy	Human rights training hours per employee	Hours	3	3	3
	Number of employees who completed human rights training	Persons	1,639	1,672	1,658
	Ratio of employees who completed human rights training	%	100.0	100.0	100.0
	Workplace harassment prevention training hours ¹⁾	Total hours	2,023	1,731	1,850
	Sexual harassment prevention training hours ¹⁾		1,712	1,916	1,731
	Other training (including disability rights training) ²⁾		1,695	1,647	1,787
	Number of human rights-related reports received from internal and external stakeholders ³⁾	Cases	2	2	1
	Ratio of human rights-related cases addressed	Cases	2	2	1
	Ratio of human rights-related cases addressed	%	100.0	100.0	100.0

1) Data error for 2023

2) Data error for 2023 and 2024

3) Indicator name changed from number of discrimination reports received and addressed in the previous year

Safety and Health

Category	Item	Unit	2023	2024	2025
Occupational Accident Rate	Number of occupational accidents	Cases	4	12	14
	Occupational Accident Rate	%	0.31	0.73	0.59
	Number of work-related fatal injuries among employees	Persons	0	0	1
	Employee lost time injury frequency rate (LTIFR) ¹⁾²⁾	cases/ million hours worked	0.885	4.565	2.281

1) Rate of accidents based on one million working hours

2) Data error for 2023 and 2024

Employee Diversity

Category	Item	Unit	2023	2024	2025	
Total number of employees			1,658	1,694	1,739	
Employee Status by Employment Type	Executives	Total	25	23	23	
		Male	24	22	22	
		Female	1	1	1	
	Permanent employees	Total ¹⁾	1,603	1,616	1,639	
		Male	1,469	1,508	1,493	
		Female	134	140	146	
	Contract employees	Total	36	46	76	
		Male	25	35	67	
		Female	11	11	9	
	Non-employee workers		0	0	0	
Number of full-time employees			1,658	1,694	1,738	
Number of part-time employees			0	0	1	
Number of employees at domestic business sites			1,620	1,662	1,701	
Number of employees at overseas business sites			19	32	38	
Status of Female Employees	Total number of female employees		146	151	156	
	Ratio of female employees		%	8.8	8.9	9.0
	Number of female executives		Persons	1	1	1
	Ratio of female executives		%	4.0	4.0	4.0
	Female managers (senior level)		Persons	10	11	15
	Ratio of female managers (senior level)		%	2.8	2.9	3.6
	Number of employees with disabilities		Persons	41	44	40
	Ratio of employees with disabilities		%	2.5	2.6	2.4
	Number of older employees (aged 55 or older)		Persons	145	171	220
	Ratio of older employees		%	8.9	10.1	12.7
Employee Composition	Hiring of Socially Vulnerable Groups	Number of foreign employees	Persons	0	0	0
		Ratio of foreign employees	%	0.0	0.0	0.0
		Number of high school graduate employees	Persons	801	831	852
		Ratio of high school graduate employees	%	48.9	49.1	49.0
		Number of employees eligible for veterans' benefits	Persons	22	20	17
		Ratio of employees eligible for veterans' benefits	%	1.3	1.2	1.0
	Status by Age Group	Number of employees under age 30	Persons	249	270	275
		Ratio of employees under age 30	%	15.2	15.9	15.8
		Number of employees aged 30 to under 50	Persons	850	845	850
		Ratio of employees aged 30 to under 50	%	51.9	49.9	48.9
Number of employees aged 50 or older		Persons	540	579	614	
Ratio of employees aged 50 or older	%	33.0	34.2	35.3		

1) Data error for 2024

Employee Recruitment

Category	Item	Unit	2023	2024	2025
New Hires	New male hires		159	200	171
	New female hires		22	27	7
	Status by Age Group	Number of employees under age 30	128	127	102
		Number of employees aged 30 to under 50	53	80	51
		Number of employees aged 50 or older	0	20	25

Workforce Diversity and Engagement

Category	Item	Unit	2023	2024	2025
Turnover Rate	Average years of service	Years	16.0	15.6	15.6
	Total number of employees who left	Persons	197	175	122
	Voluntary turnover rate	%	9.9	7.6	5.3
	Involuntary turnover rate		2.1	2.7	1.7

Employee Training

Category	Item	Unit	2023	2024	2025
Education and Training Performance	Total training hours provided to workers	Hours	88,506	81,708	85,820
	Average training hours per employee		54	50	50
	Total training costs for workers	KRW million	1,179	1,781	1,212
	Average training cost per employee	KRW thousand	719	1,051	700

Information Security

Category	Item	Unit	2023	2024	2025
Data Security	Customer data leakage, theft, or loss cases	Cases	0	0	0

Employee Welfare

Category	Item	Unit	2023	2024	2025
Parental Leave	Employees who took parental leave during the year	Total ¹⁾ Male ¹⁾ Female	9 3 6	27 17 10	52 24 28
	Employees who returned to work after parental leave during the year	Total Male Female	8 2 6	7 3 4	26 13 13
	Return-to-work rate after parental leave ¹⁾	%	100.0	88.0	96.0
	Employees who remained employed for 12 months after returning to work during the year	Total Male Female	6 2 4	9 3 6	6 3 3
	Retention rate (12 months or longer)	%	100.0	100.0	100.0

1) Data error for 2024

Employee Compensation

Category	Item	Unit	2023	2024	2025	
Employee Compensation	Basic salary and compensation by gender	Average compensation for men	KRW	76.8	77.0	87.2
		Average compensation for women	million	55.9	56.0	61.2
		Ratio of women's compensation to men's compensation	%	72.8	72.7	84.7
		Average compensation for male executives	KRW	530.0	381.0	361.4
		Average compensation for female executives	million	0.0	48.0	49.5
		Ratio of female executives' compensation to male executives' compensation	%	0.0	12.6	13.7
		Average compensation for male permanent employees	KRW	73.5	77.8	82.7
		Average compensation for female permanent employees	million	54.7	55.2	62.5
		Ratio of female permanent employees' compensation to male permanent employees' compensation	%	74.4	70.9	75.6
		Average compensation for male contract employees	KRW	42.6	29.0	84.3
		Average compensation for female contract employees	million	26.1	22.2	36.8
		Ratio of female contract employees' compensation to male contract employees' compensation	%	61.3	76.6	43.7

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Environment

Raw and Subsidiary Materials

Category	Item	Unit	2023	2024	2025
Raw and Subsidiary Material Use	Total raw and subsidiary material use	Tons	261,697	326,416	300,881
	Total recycled raw material use	Tons	237,893	326,416	300,881
	Ratio of recycled raw materials	%	91.0	100.0	100.0

Energy

Category	Item	Unit	2023	2024	2025
Energy Use	Total Energy use		1,393.0	1,136.0	1,109.8
	Scope 1 (Stationary + Mobile + Other) - Energy use	TJ	283.5	354.0	336.7
	Scope 2 (Electricity + Steam + Electric Vehicles) - Energy use		1,109.8	782.0	773.1
	Energy Intensity	TJ/KRW billion	12.2	9.3	10.3
	Total renewable Energy consumption	TJ	0	0	0

*Based on domestic business sites

Water

Category	Item	Unit	2023	2024	2025
Water Use	Total water use ¹⁾		1,169,056	1,392,351	1,399,726
	Headquarters	Municipal water ²⁾	17,615	10,102	8,787
		Groundwater ³⁾	267,453	253,630	237,064
		Seawater ¹⁾	901,585	1,138,711	1,162,653
	Volume of reused water ³⁾		543,881	374,210	416,772
	Water reuse ratio ¹⁾	%	46.5	26.9	29.8

1) Data error for 2023 and 2024
2) Data error for 2024
3) Data error for 2023

Scope

Category	Item	Unit	2023	2024	2025
Inventory	Scope 1 (Stationary + Mobile + Other) - GHG emissions ¹⁾	tCO2eq	77,732.0	87,715.0	86,419.0
	Scope 2 (Electricity + Steam + Electric Vehicles) - GHG emissions ¹⁾		34,271.0	37,384.0	36,996.9
	GHG Emissions Intensity	tCO2eq /KRW billion	983.3	1,028.1	1,142.5

1) Data error for 2023

Water Pollutants

Category	Item	Unit	2023	2024	2025
Water Pollutant Management	BOD		0.0	0.0	0.0
	TOC		11.3	15.2	15.2
	COD	ppm	0.0	0.0	0.0
	SS		3.7	2.9	3.6
	TN		4.8	4.2	4.6

Air Pollutants

Category	Item	Unit	2023	2024	2025
Air Pollutant Emissions Management	SOx		5.9	4.8	1.4
	NOx		32.3	28.3	26.8
	Persistent organic pollutant (POP)	Tons	0.0	0.0	0.0
	Volatile organic compound (VOC)		0.0	0.0	0.0
	Hazardous air pollutant (HAP)		0.0	0.0	0.0
	Particulate matter (PM)		1.3	0.8	0.6
Air Pollutant Management	Air pollutant emissions intensity ¹⁾	kg/ Metric ton	0.17	0.14	0.11
	Total production	Metric tons	233,461	270,847	258,264

1) Data error for 2024

Hazardous Substances

Category	Item	Unit	2023	2024	2025
Hazardous Substance Management	Hazardous Substances emissions	Tons	0.0	0.0	0.0
	Number of hazardous substance spills	Cases	0	0	0
	Volume of hazardous substance spills	Tons	0.0	0.0	0.0

Waste

Category	Item	Unit	2023	2024	2025
Waste Management	Total waste treated ¹⁾		25,664	29,270	28,551
	Business Site Waste	Business site waste treated ¹⁾	23,477	26,906	26,506
		Incineration	12,535	16,625	17,001
		Landfill	9,068	8,950	8,325
		Recycling	1,873	1,331	1,180
	Designated Waste	Designated waste treated ²⁾	2,187	2,364	2,045
		Incineration	0	0	0
		Landfill	2,179	2,364	2,045
		Recycling	8	0	1
	Household Waste	Household waste treated	0	0	0
		Incineration	0	0	0
		Landfill	0	0	0
		Recycling	0	0	0
	Total waste recycled ³⁾		1,881	1,331	1,181
	Waste recycling ratio	%	7.0	5.0	4.1

1) Data error for 2023 and 2024
2) Data error for 2023
3) Data error for 2024

Environmental Management System

Category	Item	Unit	2023	2024	2025
Environmental Management System	Amount of fines for violations of environmental laws and regulations	KRW million	0	5	10
	Total number of business sites		1	1	1
	Number of business sites certified to an environmental management system	Sites	1	1	1
	Ratio of business sites certified to an environmental management system	%	100.0	100.0	100.0
	Environmental investment costs	KRW million	712.0	40.0	332.0
Environmental Protection Investment	Environmental management costs	million	0.0	0.0	4,707.9

Eco-friendly Products

Category	Item	Unit	2023	2024	2025
Eco-friendly Product Sales	Sales of eco-friendly products and services ¹⁾	KRW million	108,020	121,679	113,906
	Total sales ²⁾	million	108,020	121,679	113,906
	Ratio of eco-friendly sales ³⁾	%	100.0	100.0	100.0
	Eco-friendly certified products ⁴⁾	Sites	17	17	17

1) Data error for 2023 and 2024
2) Data error for 2024
3) Data error for 2023
4) Data for 2023 and 2024 changed due to changes in product classification criteria

Social

Human Rights and Health

Category	Item	Unit	2023	2024	2025	
Human Rights Policy	Workplace harassment prevention training hours ¹⁾	Total	0	0	0	
	Sexual harassment prevention training hours ¹⁾	hours per person	1	1	1	
	Other training (including disability rights training) ¹⁾		1	1	1	
	Internal and external stakeholders	Number of human rights-related cases addressed	Cases	0-	0	0
		Ratio of human rights-related cases addressed	Cases	0-	0	0
		Ratio of human rights-related cases addressed	%	0.0	0.0	0.0

1) Change in data presentation method
2) Indicator name changed from number of discrimination reports received and addressed in the previous year

Safety and Health

Category	Item	Unit	2023	2024	2025
Occupational Accident Rate	Number of occupational injuries	Cases	3	2	7
	Occupational Accident Rate	%	1.5	1.4	4.9
	Number of work-related fatal injuries among employees	Persons	0	0	0
	Employee lost time injury frequency rate (LTIFR) ¹⁾	cases/ million hours worked	8.7	6.4	24.5

1) Rate of accidents based on one million working hours

Employee Diversity

Category	Item	Unit	2023	2024	2025		
Total number of employees ¹⁾			145	144	138		
Employee Status by Employment Type	Executives	Total ¹⁾	3	3	2		
		Male	3	3	2		
		Female	0	0	0		
	Permanent employees	Total	127	126	122		
		Male	122	121	117		
		Female	5	5	5		
	Contract employees	Total	15	15	14		
		Male	15	15	14		
		Female	0	0	0		
	Non-employee workers		1	1	0		
Number of full-time employees ¹⁾		145	144	138			
Number of part-time employees		0	0	0			
Number of employees at domestic business sites ¹⁾		145	144	138			
Number of employees at overseas business sites		0	0	0			
Status of Female Employees	Total number of female employees		5	5	5		
	Ratio of female employees		%	3.4	3.4	3.5	
	Number of female executives		Persons	0	0	0	
	Ratio of female executives		%	0.0	0.0	0.0	
	Female managers (senior level)		Persons	0	0	0	
	Ratio of female managers (senior level)		%	0.0	0.0	0.0	
	Number of employees with disabilities ²⁾		Persons	4	3	4	
	Ratio of employees with disabilities ²⁾		%	2.8	2.1	2.8	
Employee Composition	Number of older employees (aged 55 or older) ¹⁾		Persons	28	30	30	
	Ratio of older employees		%	19.0	20.8	21.7	
	Number of foreign employees		Persons	0	0	0	
	Ratio of foreign employees		%	0.0	0.0	0.0	
	Number of high school graduate employees		Persons	60	64	58	
	Ratio of high school graduate employees		%	41.4	44.4	41.1	
	Number of employees eligible for veterans' benefits		Persons	0	0	0	
	Ratio of employees eligible for veterans' benefits		%	0.0	0.0	0.0	
	Status by Age Group	Number of employees under age 30		Persons	13	6	5
		Ratio of employees under age 30		%	9.0	4.2	3.6
Number of employees aged 30 to under 50		Persons	83	87	82		
Ratio of employees aged 30 to under 50 ³⁾		%	57.2	60.4	59.4		
Number of employees aged 50 or older ¹⁾		Persons	49	51	51		
Ratio of employees aged 50 or older ³⁾		%	33.8	35.4	37.0		

1) Data error for 2024
2) Data error for 2023
3) Data error for 2023 and 2024

Employee Recruitment

Category	Item	Unit	2023	2024	2025
New Hires	New male hires		19	11	9
	New female hires		1	1	0
	Status by Age Group	Number of employees under age 30	5	3	0
		Number of employees aged 30 to under 50	10	3	1
		Number of employees aged 50 or older	5	3	8

Workforce Diversity and Engagement

Category	Item	Unit	2023	2024	2025
Turnover Rate	Average years of service	Years	9.5	10.2	10.9
	Total number of employees who left	Persons	15	8	12
	Voluntary turnover rate		6.9	4.2	7.1
	Involuntary turnover rate	%	3.4	1.4	1.4

Employee Training

Category	Item	Unit	2023	2024	2025
Education and Training Performance	Total training hours provided to workers	Hours	9,570	9,504	9,306
	Average training hours per employee		66	66	66
	Total training costs for workers	KRW million	200	144	141
	Average training cost per employee	KRW thousand	1,380	999	1,000

Employee Welfare

Category	Item	Unit	2023	2024	2025	
Parental Leave	Employees who took parental leave during the year	Total	2	1	3	
		Male ¹⁾	2	0	2	
		Female ¹⁾	0	1	1	
	Employees who returned to work after parental leave during the year	Total	2	0	0	
		Male ¹⁾	2	0	0	
		Female ¹⁾	0	0	0	
	Return-to-work rate after parental leave		%	100.0	0.0	0.0
	Employees who remained employed for 12 months after returning to work during the year	Total ²⁾	0	1	0	
		Male ²⁾	0	1	0	
		Female	0	0	0	
Retention rate (12 months or longer)		%	0.0	100.0	0.0	

1) Data error for 2023
2) Data error for 2024

Employee Compensation

Category	Item		Unit	2023	2024	2025
Employee Compensation	Basic salary and compensation by gender	Average compensation for men ¹⁾	KRW	67.6	66.8	73.1
		Average compensation for women	million	50.2	48.0	51.4
		Ratio of women's compensation to men's compensation ¹⁾	%	74.3	71.9	70.3
		Average compensation for male executives	KRW	291.0	242.0	195.0
		Average compensation for female executives	million	0.0	0.0	0.0
		Ratio of female executives' compensation to male executives' compensation	%	0.0	0.0	0.0
		Average compensation for male permanent employees ²⁾	KRW	61.7	64.5	73.4
		Average compensation for female permanent employees	million	50.2	48.0	51.4
		Ratio of female permanent employees' compensation to male permanent employees' compensation ²⁾	%	81.4	74.4	70.0
		Average compensation for male contract employees ¹⁾	KRW	47.0	48.8	53.1
		Average compensation for female contract employees	million	0.0	0.0	0.0
		Ratio of female contract employees' compensation to male contract employees' compensation	%	0.0	0.0	0.0

Category	Item	Unit	2023	2024	2025
Fair Trade Compliance	Number of fair trade violations	Cases	0	0	0
	Amount of fines imposed	KRW million	0	0	0

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Hansol PNS IT Service

Social

Employee Diversity

Category	Item	Unit	2023	2024	2025
Total number of employees ¹⁾			205	213	214
Employee Status by Employment Type	Executives	Total	3	3	3
		Male	3	3	3
		Female	0	0	0
	Permanent employees	Total	198	205	221
		Male	144	145	159
		Female	54	60	62
	Contract employees	Total	4	5	3
		Male	4	4	3
		Female	0	1	0
	Non-employee workers		0	6	1
Employee Composition	Number of full-time employees		205	205	0
	Number of part-time employees		0	0	0
	Number of employees at domestic business sites		202	202	221
	Number of employees at overseas business sites		3	3	1
	Status of Female Employees	Total number of female employees	54	60	62
		Ratio of female employees	%	26.0	50.0
		Number of female executives	Persons	0	0
		Ratio of female executives ¹⁾	%	0.0	0.0
		Female managers (senior level)	Persons	26	7
	Hiring of Socially Vulnerable Groups	Ratio of female managers (senior level)	%	20.0	16.0
		Number of employees with disabilities	Persons	3	4
		Ratio of employees with disabilities	%	1.5	2.0
		Number of older employees (aged 55 or older)	Persons	4	6
		Ratio of older employees	%	2.0	2.9
		Number of foreign employees	Persons	0	0
		Ratio of foreign employees	%	0.0	0.0
		Number of high school graduate employees	Persons	3	3
		Ratio of high school graduate employees	%	1.5	1.5
		Number of employees eligible for veterans' benefits	Persons	0	0
		Ratio of employees eligible for veterans' benefits	%	0.0	0.0
	Status by Age Group	Number of employees under age 30	Persons	23	25
		Ratio of employees under age 30	%	11.2	12.2
		Number of employees aged 30 to under 50	Persons	154	149
		Ratio of employees aged 30 to under 50	%	75.1	72.7
		Number of employees aged 50 or older	Persons	28	37
		Ratio of employees aged 50 or older	%	13.7	18.1
				16.9	

1) Data error for 2024

Employee Recruitment

Category	Item	Unit	2023	2024	2025
New Hires	New male hires		37	18	32
	New female hires		9	11	10
	Number of employees under age 30	Persons	5	9	12
	Number of employees aged 30 to under 50		33	19	29
	Number of employees aged 50 or older		8	1	1

Workforce Diversity and Engagement

Category	Item	Unit	2023	2024	2025
Turnover Rate	Average years of service	Years	5.5	6.1	4.7
	Total number of employees who left ¹⁾	Persons	31	28	37
	Voluntary turnover rate		11.2	9.3	12.8
	Involuntary turnover rate	%	7.8	4.4	0.0

1) Data error for 2023 and 2024

Employee Training

Category	Item	Unit	2023	2024	2025
Education and Training Performance	Total training hours provided to workers	Hours	13,600	13,600	16,816
	Average training hours per employee ¹⁾		66.3	66.3	77.1
	Total training costs for workers	KRW thousand	124,000	170,000	188,037
	Average training cost per employee	KRW thousand	607	829	863

Employee Welfare

Category	Item	Unit	2023	2024	2025
Parental Leave	Employees who took parental leave during the year	Total ¹⁾	4	8	4
		Male	2	2	3
		Female	2	6	1
	Employees who returned to work after parental leave during the year	Total	4	5	1
		Male	2	4	0
		Female	2	1	1
	Return-to-work rate after parental leave		%	100.0	100.0
	Employees who remained employed for 12 months after returning to work during the year	Total	1	0	2
		Male	0	0	1
		Female	1	0	1
	Retention rate (12 months or longer)		%	100.0	0.0
				40.0	

1) Data error for 2024

Employee Compensation

Category	Item	Unit	2023	2024	2025
Employee Compensation	Basic salary and compensation by gender	Average compensation for men ¹⁾			
		Average compensation for women ¹⁾			
		Ratio of women's compensation to men's compensation ¹⁾	%	82.1	71.0
		Average compensation for male executives ¹⁾	KRW million	178.1	234.0
		Average compensation for female executives	KRW million	0	0.0
		Ratio of female executives' compensation to male executives' compensation	%	0	0.0
		Average compensation for male permanent employees ¹⁾	KRW million	64.8	70.8
		Average compensation for female permanent employees ¹⁾	KRW million	52.0	52.6
		Ratio of female permanent employees' compensation to male permanent employees' compensation ¹⁾	%	83.6	74.3
		Average compensation for male contract employees ¹⁾	KRW million	16.1	25.5
		Average compensation for female contract employees	KRW million	0	0
		Ratio of female contract employees' compensation to male contract employees' compensation	%	0	0.0

1) Data error for 2023

Human Rights and Health

Category	Item	Unit	2023	2024	2025
Human Rights Policy	Human rights training hours per employee	Hours	3	3	3
	Number of employees who completed human rights training ¹⁾	Persons	206	202	209
	Ratio of employees who completed human rights training ¹⁾	%	100.0	100.0	100.0
	Workplace harassment prevention training hours ²⁾	Total hours	1	1	1
	Sexual harassment prevention training hours ²⁾		1	1	1
	Other training (including disability rights training) ²⁾		1	1	1
	Number of human rights-related reports received from internal and external stakeholders ³⁾	Number of human rights-related cases addressed	Cases	0	0
		Ratio of human rights-related cases addressed	Cases	0	0
		Ratio of human rights-related cases addressed	%	0	0

1) Data error for 2023

2) Change in data presentation method

3) Indicator name changed from number of discrimination reports received and addressed in the previous year

Safety and Health

Category	Item	Unit	2023	2024	2025
Occupational Injury Rate	Number of occupational accidents	Cases	0	0	0
	Occupational Accident Rate	%	0.0	0.0	0.0
	Number of work-related fatal injuries among employees	Persons	0	0	0
	Employee lost time injury frequency rate (LTIFR) ¹⁾	cases/ million hours worked	0.0	0.0	0.0

1) Rate of accidents based on one million working hours

Information Security

Category	Item	Unit	2023	2024	2025
Data Security	Customer data leakage, theft, or loss cases	Cases	0	0	0

Fair Trade

Category	Item	Unit	2023	2024	2025
Fair Trade Compliance	Number of fair trade violations	Cases	0	0	0
	Amount of fines imposed	KRW million	0	0	0

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Appendix

Environment

Raw and Subsidiary Materials

Category	Item	Unit	2023	2024	2025
Raw and Subsidiary Material Use	Total raw and subsidiary material use	Tons	20,946	6,877	9,026
	Total recycled raw material use	Tons	0	0	0
	Ratio of recycled raw materials	%	0.0	0.0	0.0

Energy

Category	Item	Unit	2023	2024	2025
Energy Use	Total Energy use	TJ	187	129	119
	Scope 1 (Stationary + Mobile + Other) - Energy use		12	10	9
	Scope 2 (Electricity + Steam + Electric Vehicles) - Energy use		175	119	109
	Energy Intensity ¹⁾	TJ/KRW billion	0.261	0.225	0.216
	Total renewable Energy consumption	TJ	0	0	0.040

1) Change in data presentation due to unit change
2) Unit changed from the previous year

*Based on domestic business sites

Water

Category	Item	Unit	2023	2024	2025
Water Use	Total water use	Tons	45,330	33,606	32,719
	Jeoncheon Business Site		2,082	1,142	1,326
	Municipal water ¹⁾		-	-	-
	Sewage	Tons	-	-	-
	Groundwater		21,871	26,071	26,388
	Municipal water ¹⁾		21,377	6,393	5,005
	Ochang Business Site	Tons	-	-	-
	Sewage		-	-	-
	Groundwater		-	-	-
	Volume of reused water		0	0	0
	Water reuse ratio	%	0.0	0.0	0.0

1) Municipal water use = Municipal water + Reused water

Scope

Category	Item	Unit	2023	2024	2025
Inventory	LNG (Stationary)	Nm ³	281,266	234,174	216,997
	Electricity	kWh	18,244,984	12,422,034	11,386,354
	Scope 1 (Stationary + Mobile + Other) - GHG emissions	tCO2eq	614.0	512.3	474.7
	Scope 2 (Electricity + Steam + Electric Vehicles) - GHG emissions		8,382	5,707	5,231
	GHG Emissions Intensity				
		tCO2eq /KRW billion	12.5	10.9	10.4

Water Pollutants

Category	Item	Unit	2023	2024	2025
Water Pollutant Management	BOD	ppm	4.0	2.4	5.5
	TOC		10.0	4.3	6.5
	COD		0.0	0.0	0.0
	SS		3.0	0.5	2.5
	TN		11.0	15.9	3.3

Air Pollutants

Category	Item	Unit	2023	2024	2025
Air Pollutant Emissions Management	SOx	Tons	61.5	0.0	0.0
	NOx		1,416.2	1,370.0	790.3
	Persistent organic pollutant (POP)		0.0	0.0	0.0
	Volatile organic compound (VOC)		0.0	0.0	0.0
	Hazardous air pollutant (HAP)		0.0	0.0	0.0
	Particulate matter (PM)		220.0	340.0	56.9
	PFC emissions		0.0	0.0	0.0
Air Pollutant Management	Air pollutant emissions intensity ¹⁾	kg/ Metric ton	0.081	0.249	0.094
	Total production ¹⁾	Metric tons	20,946	6,877	9,025

1) Data error for 2023 and 2024

Hazardous Substances

Category	Item	Unit	2023	2024	2025
Hazardous Substance Management	Hazardous Substances emissions	Tons	0.0	0.0	0.0
	Number of hazardous substance spills	Cases	0	0	0
	Volume of hazardous substance spills	Tons	0.0	0.0	0.0

Waste

Category	Item	Unit	2023	2024	2025
Waste Management	Total waste treated		891	399	487
	Business Site Waste	Business site waste treated	836	346	447
		Incineration	-	-	-
		Landfill	-	-	1
		Recycling	786	339	446
	Designated Waste	Designated waste treated	19	20	10
		Incineration	0	0	0
		Landfill	0	0	0
		Recycling	19	20	10
	Household Waste	Household waste treated	36	33	30
		Incineration	0	0	0
		Landfill	0	0	0
		Recycling	36	33	30
	Total waste recycled		840	392	486
	Waste recycling ratio	%	94.4	98.2	99.8

Environmental Management System

Category	Item	Unit	2023	2024	2025
Environmental Management System	Amount of fines for violations of environmental laws and regulations	KRW million	0	0	0
	Number of violations of environmental laws and regulations	Cases	2	2	2
	Total number of business sites		2	2	2
	Number of business sites certified to an environmental management system	Sites	100.0	100.0	100.0
	Ratio of business sites certified to an environmental management system	%	27	34	55
Environmental Protection Investment	Environmental investment costs	KRW million	259	197	178

Eco-friendly Products

Category	Item	Unit	2023	2024	2025
Eco-friendly Product Sales	Sales of eco-friendly products and services	KRW million	152,705	52,131	57,622
	Total sales		1,302,679	1,199,483	1,252,424
	Ratio of eco-friendly sales	%	11.7	4.3	4.6

Social

Human Rights and Health

Category	Item	Unit	2023	2024	2025
Human Rights Policy	Human rights training hours per employee	Hours	1	1	1
	Number of employees who completed human rights training	Persons	530	427	329
	Ratio of employees who completed human rights training	%	86	75	63
	Workplace harassment prevention training hours ¹⁾	Total hours	1.2	1.0	1.0
	Sexual harassment prevention training hours ¹⁾		1.2	1.0	1.2
	Other training (including disability rights training) ¹⁾		1.2	1.0	1.0
	Number of human rights-related cases addressed	Cases	0	0	0
	Number of human rights-related reports received from internal and external stakeholders ²⁾	Cases	0	0	0
	Ratio of human rights-related cases addressed		0	0	0
	Ratio of human rights-related cases addressed		0.0	0.0	0.0

1) Change in data presentation method
2) Indicator name changed from number of discrimination reports received and addressed in the previous year

Safety and Health

Category	Item	Unit	2023	2024	2025
Occupational Injury Rate	Number of occupational accidents	Cases	0	0	0
	Occupational Accident Rate	%	0.0	0.0	0.0
	Number of work-related fatal injuries among employees	Persons	0	0	0
	Employee lost time injury frequency rate (LTIFR) ¹⁾	cases/ million hours worked	0.0	0.0	0.0
	Partner company employee lost time injury frequency rate(LTIFR)	cases/ million hours worked	0.0	0.0	0.0

1) Rate of accidents based on one million working hours

Employee Diversity

Category	Item	Unit	2023	2024	2025	
Employee Status by Employment Type	Total number of employees		620	572	525	
	Executives	Total	17	17	16	
		Male	17	17	16	
		Female	0	0	0	
	Permanent employees	Total	569	510	483	
		Male	483	432	404	
		Female	86	78	79	
	Contract employees	Total	34	45	26	
		Male	16	22	11	
		Female	18	23	15	
	Non-employee workers		0	0	0	
	Employee Composition	Number of full-time employees		603	601	506
		Number of part-time employees		0	0	19
		Number of employees at domestic business sites ¹⁾		574	581	510
Number of employees at overseas business sites			29	20	15	
Status of Female Employees		Total number of female employees		104	101	94
		Ratio of female employees	%	16.8	17.7	17.9
		Number of female executives	Persons	0	0	0
		Ratio of female executives	%	0.0	0.0	0.0
Hiring of Socially Vulnerable Groups		Female managers (senior level)	Persons	5	9	4
		Ratio of female managers (senior level)	%	2.1	1.6	2.3
		Number of employees with disabilities	Persons	3	2	1
		Ratio of employees with disabilities ¹⁾	%	0.5	0.3	0.2
		Number of older employees (aged 55 or older)	Persons	31	26	38
		Ratio of older employees	%	5.0	5.0	7.3
	Number of foreign employees	Persons	0	0	0	
	Ratio of foreign employees	%	0.0	0.0	0.0	
	Number of high school graduate employees	Persons	129	90	88	
	Ratio of high school graduate employees	%	20.8	16.0	16.8	
	Number of employees eligible for veterans' benefits	Persons	0	0	2	
	Ratio of employees eligible for veterans' benefits	%	0.0	0.0	0.4	
Status by Age Group	Number of employees under age 30	Persons	73	82	60	
	Ratio of employees under age 30	%	11.7	14.3	11.4	
	Number of employees aged 30 to under 50	Persons	453	396	368	
	Ratio of employees aged 30 to under 50	%	73.1	69.2	70.1	
	Number of employees aged 50 or older	Persons	94	94	84	
	Ratio of employees aged 50 or older	%	15.2	16.4	16	

1) Data error for 2023 and 2024
2) Data error for 2024

Employee Recruitment

Category	Item	Unit	2023	2024	2025
New Hires	New male hires	Persons	72	64	12
	New female hires		23	26	2
	Status by Age Group	Number of employees under age 30	34	40	6
		Number of employees aged 30 to under 50	57	42	8
		Number of employees aged 50 or older	4	8	0

Workforce Diversity and Engagement

Category	Item	Unit	2023	2024	2025
Turnover Rate	Average years of service	Years	9.0	9.8	11.3
	Total number of employees who left	Persons	124	136	96
	Voluntary turnover rate	%	10.8	11.4	9.7
	Involuntary turnover rate		9.2	12.4	8.6

Employee Training

Category	Item	Unit	2023	2024	2025
Education and Training Performance	Total training hours provided to workers	Hours	48,125	25,935	18,995
	Average training hours per employee		77	45	36
	Total training costs for workers	KRW million	388	359	290
	Average training cost per employee	KRW thousand	620	629	553
	Ratio of training costs to labor costs	%	0.8	0.8	0.6

Employee Welfare

Category	Item	Unit	2023	2024	2025
Parental Leave	Employees who took parental leave during the year	Total	7	9	7
		Male	4	5	4
		Female	3	4	3
	Employees who returned to work after parental leave during the year	Total	4	6	2
		Male	1	2	2
		Female	3	4	0
	Return-to-work rate after parental leave	%	66.7	67.7	33.3
	Employees who remained employed for 12 months after returning to work during the year	Total	4	3	0
		Male	2	1	0
		Female	2	2	0
	Retention rate (12 months or longer)	%	66.7	75.0	0.0

Employee Compensation

Category	Item		Unit	2023	2024	2025
Employee Compensation	Basic salary and compensation by gender	Average compensation for men	KRW	67.0	58.7	71.1
		Average compensation for women	million	57.7	40.9	49.2
		Ratio of women's compensation to men's compensation ¹⁾	%	86.1	69.7	69.2
		Average compensation for male executives	KRW	237.5	210.2	147.6
		Average compensation for female executives	million	0.0	0.0	0.0
		Ratio of female executives' compensation to male executives' compensation	%	0.0	0.0	0.0
		Average compensation for male permanent employees	KRW	64.0	56.4	69.0
		Average compensation for female permanent employees	million	63.0	43.1	52.8
		Ratio of female permanent employees' compensation to male permanent employees' compensation	%	98.4	76.4	76.5
		Average compensation for male contract employees	KRW	94.7	56.0	38.3
		Average compensation for female contract employees	million	19.1	27.0	30.3
		Ratio of female contract employees' compensation to male contract employees' compensation	%	20.2	48.2	79.1

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Environment

Raw and Subsidiary Materials

Category	Item	Unit	2023	2024	2025
Raw and Subsidiary Material Use	Total raw and subsidiary material use	Tons	994.0	3,192.0	868.0
	Total recycled raw material use	Tons	0.0	0.0	0.0
	Ratio of recycled raw materials	%	0.0	0.0	0.0

Energy

Category	Item	Unit	2023	2024	2025
Energy Use	Total Energy use	TJ	235.0	302.0	319.0
	Scope 1 (Stationary + Mobile + Other) - Energy use		21.0	28.1	31.3
	Scope 2 (Electricity + Steam + Electric Vehicles) - Energy use		214.0	274.4	288.2
	Energy Intensity	TJ/KRW billion	1.90	1.93	1.61
	Total renewable Energy consumption	TJ	-	-	0.151

1) Unit changed from the previous year

*Based on domestic business sites

Water

Category	Item	Unit	2023	2024	2025
Water Use	Total water use		96,622	119,125	139,291
	Municipal water		47,665	47,164	58,418
	Sewage		0	0	0
	Groundwater		0	0	0
	Anseong Campus		0	45,000	52,595
	Municipal water		0	0	0
	Sewage		0	0	0
	Groundwater		0	0	0
	Anseong 2 Campus		48,694	26,735	27,965
	Municipal water		0	0	0
	Sewage		0	0	0
	Groundwater		0	0	0
	Baran Campus		263	226	313
	Municipal water		0	0	0
	Sewage		0	0	0
	Groundwater		0	0	0
Inventory	Dongtan Technology Research Center		0	0	0
	Volume of reused water		0	0	0
	Water reuse ratio	%	0.0	0.0	0.0

Scope

Category	Item	Unit	2023	2024	2025
	LNG (Stationary)	Nm ³	157,072	382,730	434,019
	LPG (Stationary)	Tons	182.1	165.8	174.4
	Gasoline (Mobile)	L	17,912	3,656	2,066
	Diesel (Mobile)		82,815	83,804	97,842
	Urea solution	Metric tons	0.0	3.2	0.0
	Electricity	kWh	22,001,362	28,584,160	30,156,112
	Scope 1 (Stationary + Mobile + Other) - GHG emissions	tCO ₂ eq	1,203	1,556	1,724
	Scope 2 (Electricity + Steam + Electric Vehicles) - GHG emissions		10,237	13,132	12,664
	GHG Emissions Intensity ¹⁾		92.3	93.8	72.4

1) Data error for 2023 and 2024

Water Pollutants

Category	Item	Unit	2023	2024	2025
Water Pollutant Management	BOD	ppm	10.1	3.5	5.3
	TOC		19.6	3.4	4.5
	COD		34.7	4.9	6.4
	SS		2.7	2.7	3.1
	TN		5.5	4.1	5.1

Air Pollutants

Category	Item	Unit	2023	2024	2025
Air Pollutant Emissions Management ¹⁾	SOx	kg	40	240	240
	NOx		1,000	14,700	14,700
	Persistent organic pollutant (POP)		0.0	0.0	0.0
	Volatile organic compound (VOC)		0.0	0.0	0.0
	Hazardous air pollutant (HAP)		0.0	0.0	0.0
	Particulate matter (PM)		16,000	11,800	11,400
	PFC		0.0	0.0	0.0
Air Pollutant Management ²⁾	Air pollutant emissions intensity	kg/ Metric ton	3.5	13.9	11.8
	Total production	Metric tons	4,878	1,915	2,226

1) Data error for 2023 and 2024

2) Data error for 2023

Waste

Category	Item	Unit	2023	2024	2025
Waste Management	Total waste treated		3,017.0	866.5	433.3
	Business Site Waste	Business site waste treated	279.0	395.5	0
		Incineration	7.8	22.3	16
		Landfill	0.0	0.0	0.0
		Recycling	271.2	373.1	417.3
	Designated Waste	Designated waste treated	2,701.0	402.0	48.9
		Incineration	1,552	352.4	0
		Landfill	0	0	0
		Recycling	1,149.3	49.5	48.9
	Household Waste	Household waste treated	37.0	69.0	13.6
		Incineration	0	0	0
		Landfill	0	0	0
		Recycling	36.9	69.0	13.6
	Total waste recycled		1,457.4	491.6	479.8
	Waste recycling ratio	%	48.3	56.7	96.8
	Workplace waste generated	Metric ton	2,980.0	395.5	433.3
	Domestic waste generated		37.0	69.0	13.6
	Total waste generated		3017.1	866.5	495.8

Environmental Management System

Category	Item	Unit	2023	2024	2025
Environmental Management System	Amount of fines for violations of environmental laws and regulations	KRW million	0.0	0.0	0.0
	Total number of business sites	Sites	3	4	4
	Number of business sites certified to an environmental management system		2	3	3
	Ratio of business sites certified to an environmental management system	%	66.0	75.0	75.0

Eco-friendly Products

Category	Item	Unit	2023	2024	2025
Eco-friendly Product Sales	Sales of eco-friendly products and services	KRW million	0.0	0.0	0.0
	Total sales	million	123,933	156,604	198,830
	Ratio of eco-friendly sales	%	0.0	0.0	0.0

Social

Human Rights and Health

Category	Item	Unit	2023	2024	2025
Human Rights Policy	Human rights training hours per employee	Hours	0	0	1
	Number of employees who completed human rights training	Persons	0	0	742
	Ratio of employees who completed human rights training	%	0.0	0.0	99.1
	Workplace harassment prevention training hours ¹⁾	Total hours	1	1	1
	Sexual harassment prevention training hours ¹⁾		1	1	1
	Other training (including disability rights training) ¹⁾		1	1	1
	Number of human rights-related cases addressed		0	0	0
	Ratio of human rights-related reports received from internal and external stakeholders ²⁾	Cases	0	0	0
	Ratio of human rights-related cases addressed	%	0.0	0.0	0.0

1) Change in data presentation method

2) Indicator name changed from number of discrimination reports received and addressed in the previous year

Safety and Health

Category	Item	Unit	2023	2024	2025
Occupational Injury Rate ¹⁾	Number of occupational accidents	Cases	1	1	1
	Occupational Accident Rate	%	0.2	0.1	0.1
	Number of work-related fatal injuries among employees	Persons	1	1	1
	Employee lost time injury frequency rate (LTIFR) ²⁾	cases/ million hours worked	0.6	0.5	0.4
	Partner company employee lost time injury frequency rate(LTIFR)	cases/ million hours worked	0.0	0.0	0.0

1) Data error for 2024

2) Rate of accidents based on one million working hours

Employee Diversity

Category	Item	Unit	2023	2024	2025	
Employee Status by Employment Type	Total number of employees		601	688	749	
	Executives	Total	6	5	4	
		Male	6	5	4	
		Female	0	0	0	
	Permanent employees	Total	558	646	706	
		Male	470	548	604	
		Female	88	98	102	
	Contract employees	Total	37	37	39	
		Male	28	32	38	
		Female	9	5	1	
Non-employee workers		0	0	0		
Employee Composition	Number of full-time employees		601	688	749	
	Number of part-time employees		0	0	0	
	Number of employees at domestic business sites		601	687	748	
	Number of employees at overseas business sites		0	1	1	
	Status of Female Employees	Total number of female employees		97	103	103
		Ratio of female employees	%	16.0	15.0	13.8
		Number of female executives	Persons	0	0	0
		Ratio of female executives	%	0.0	0.0	0.0
		Female managers (senior level)	Persons	7	5	2
	Hiring of Socially Vulnerable Groups	Ratio of female managers (senior level)	%	11.3	8.8	7.7
		Number of employees with disabilities	Persons	11	12	12
		Ratio of employees with disabilities	%	1.8	1.7	1.6
		Number of older employees (aged 55 or older)	Persons	11	12	13
		Ratio of older employees	%	1.8	1.7	1.7
		Number of foreign employees	Persons	9	14	13
		Ratio of foreign employees	%	1.5	2.0	1.7
		Number of high school graduate employees	Persons	259	303	314
		Ratio of high school graduate employees	%	43.1	44.0	41.9
		Number of employees eligible for veterans' benefits	Persons	2	3	3
		Ratio of employees eligible for veterans' benefits	%	0.3	0.4	0.4
	Status by Age Group	Number of employees under age 30	Persons	156	200	209
		Ratio of employees under age 30	%	26.0	29.1	27.9
		Number of employees aged 30 to under 50	Persons	417	456	505
		Ratio of employees aged 30 to under 50	%	69.4	66.3	67.4
		Number of employees aged 50 or older	Persons	28	32	35
		Ratio of employees aged 50 or older	%	4.7	4.7	4.7

Employee Recruitment

Category	Item	Unit	2023	2024	2025	
New Hires	New male hires	Persons	161	210	186	
	New female hires		22	26	11	
	Status by Age Group		Number of employees under age 30	88	121	89
			Number of employees aged 30 to under 50	94	112	107
			Number of employees aged 50 or older	1	3	1

Workforce Diversity and Engagement

Category	Item	Unit	2023	2024	2025
Turnover Rate	Average years of service	Years	4.2	4.2	4.5
	Total number of employees who left	Persons	170	138	139
	Voluntary turnover rate	%	28.1	19.9	17.8
	Involuntary turnover rate		0.2	0.2	0.8

Employee Training

Category	Item	Unit	2023	2024	2025
Education and Training Performance	Total training hours provided to workers ¹⁾	Hours	11,595	15,332	17,541
	Average training hours per employee ¹⁾		19.3	22.3	23.4
	Total training costs for workers	KRW million	40	195	241
	Average training cost per employee	KRW thousand	68	284	321

1) Data error for 2023 and 2024

Employee Welfare

Category	Item	Unit	2023	2024	2025
Parental Leave	Employees who took parental leave during the year	Total	3	17	18
		Male	1	8	10
		Female	2	9	8
	Employees who returned to work after parental leave during the year	Total	3	9	13
		Male	1	5	9
		Female	2	4	4
	Return-to-work rate after parental leave	%	100.0	81.8	100.0
	Employees who remained employed for 12 months after returning to work during the year	Total ¹⁾	1	12	6
		Male	0	1	4
		Female ¹⁾	1	3	2
	Retention rate (12 months or longer) ¹⁾	%	50.0	100.0	85.7

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Hansol Logistics

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Hazardous Substances

Category	Item	Unit	2023	2024	2025
Hazardous Substance	Hazardous Substances emissions	Tons	0	0	0
	Number of hazardous substance spills	Cases	0	0	0
Management	Volume of hazardous substance spills	Tons	0	0	0

Environmental Management System

Category	Item	Unit	2023	2024	2025
Environmental Management System	Amount of fines for violations of environmental laws and regulations	KRW million	0	0	0

Social

Employee Diversity

Category	Item	Unit	2023	2024	2025
Total number of employees			275	269	277
Employee Status by Employment Type	Executives	Total	5	5	4
		Male	5	5	4
		Female	0	0	0
	Permanent employees	Total	237	235	248
		Male	177	170	179
		Female	60	65	69
	Contract employees	Total	30	25	25
		Male	14	8	8
		Female	16	17	17
	Non-employee workers		3	4	0
Employee Composition	Number of full-time employees		271	265	273
	Number of part-time employees		4	4	4
	Number of employees at domestic business sites		262	258	264
	Number of employees at overseas business sites		13	11	13
	Status of Female Employees	Total number of female employees	76	82	86
		Ratio of female employees	%	27.8	31.0
		Number of female executives	Persons	0	0
		Ratio of female executives	%	0.0	0.0
		Female managers (senior level)	Persons	15	15
		Ratio of female managers (senior level)	%	14.9	14.7
	Hiring of Socially Vulnerable Groups	Number of employees with disabilities	Persons	4	4
		Ratio of employees with disabilities	%	1.5	1.5
		Number of older employees (aged 55 or older)	Persons	7	6
		Ratio of older employees	%	2.6	2.3
		Number of foreign employees	Persons	0	0
		Ratio of foreign employees	%	0.0	0.0
		Number of high school graduate employees	Persons	35	32
		Ratio of high school graduate employees	%	12.8	11.9
		Number of employees eligible for veterans' benefits	Persons	0	0
		Ratio of employees eligible for veterans' benefits	%	0.0	0.0
	Status by Age Group	Number of employees under age 30	Persons	55	48
		Ratio of employees under age 30	%	20.0	17.8
		Number of employees aged 30 to under 50	Persons	186	195
		Ratio of employees aged 30 to under 50	%	67.6	72.5
		Number of employees aged 50 or older	Persons	34	26
	Ratio of employees aged 50 or older		%	12.4	9.7

Employee Recruitment

Category	Item	Unit	2023	2024	2025
New Hires	New male hires		18	13	16
	New female hires		7	13	13
	Status by Age Group	Number of employees under age 30	13	17	16
		Number of employees aged 30 to under 50	10	9	13
	Number of employees aged 50 or older		2	0	0

Workforce Diversity and Engagement

Category	Item	Unit	2023	2024	2025
Turnover Rate	Average years of service		Years	4.2	4.2
	Total number of employees who left		Persons	170	138
	Voluntary turnover rate		%	28.1	19.9
	Involuntary turnover rate		%	0.2	0.2

Employee Welfare

Category	Item	Unit	2023	2024	2025
	Employees who took parental leave during the year	Total	3	9	6
		Male	0	0	1
		Female	3	9	5
	Employees who returned to work after parental leave during the year	Total	3	6	3
		Male	0	0	0
		Female	3	6	3
Parental Leave	Return-to-work rate after parental leave		%	100.0	66.6
		Total	18	6	3
		Male	1	0	0
		Female	17	6	3
	Employees who remained employed for 12 months after returning to work during the year	Retention rate (12 months or longer)	%	67.0	66.6
				33.3	

Human Rights and Health

Category	Item	Unit	2023	2024	2025
Human Rights Policy	Human rights training hours per employee ¹⁾		Hours	3	3
	Number of employees who completed human rights training ²⁾		Persons	273	265
	Ratio of employees who completed human rights training		%	100	100
	Workplace harassment prevention training hours ³⁾		Total	1	1
	Sexual harassment prevention training hours ³⁾		hours	1	1
	Other training (including disability rights training) ³⁾			1	1
	Number of human rights-related reports received from internal and external stakeholders ⁴⁾	Number of human rights-related cases addressed	Cases	0	0
		Ratio of human rights-related cases addressed	Cases	0	0
		Ratio of human rights-related cases addressed	%	0.0	0.0

1) Data error for 2023 and 2024
2) Data error for 2023
3) Change in data presentation method
4) Indicator name changed from number of discrimination reports received and addressed in the previous year

Safety and Health

Category	Item	Unit	2023	2024	2025
Occupational Injury Rate	Number of occupational accidents		Cases	0	0
	Occupational Accident Rate		%	0.0	0.0
	Number of work-related fatal injuries among employees		Persons	0	0
	Employee lost time injury frequency rate (LTIFR) ¹⁾		cases/ million hours worked	0.0	0.0
	Partner company employee lost time injury frequency rate(LTIFR)		cases/ million hours worked	0.26	1.32
				0.53	

1) Rate of accidents based on one million working hours

Employee Compensation

Category	Item	Unit	2023	2024	2025
Employee Compensation	Basic salary and compensation by gender	Average compensation for men ¹⁾		KRW million	62
		Average compensation for women ¹⁾			58
		Ratio of women's compensation to men's compensation ¹⁾		%	60
					48
					40
					46
		Average compensation for male executives ²⁾		KRW million	394
		Average compensation for female executives			366
		Ratio of female executives' compensation to male executives' compensation		%	201
					0
					0
					0
		Average compensation for male permanent employees ³⁾		KRW million	64
		Average compensation for female permanent employees ³⁾			54
		Ratio of female permanent employees' compensation to male permanent employees' compensation ²⁾		%	49
					50
					47
					49
		Average compensation for male contract employees ²⁾		KRW million	32
		Average compensation for female contract employees ³⁾			29
		Ratio of female contract employees' compensation to male contract employees' compensation ³⁾		%	34
					38
					26
					32
					87.0
					89.7
					93.6

1) Data for 2023 and 2024 changed due to changes in calculation method
2) Data error for 2023 and 2024
3) Data error for 2023

Employee Training

Category	Item	Unit	2023	2024	2025
Education and Training Performance	Total training hours provided to workers ¹⁾		Hours	6,625	3,735
	Average training hours per employee ¹⁾			24.3	14.1
	Total training costs for workers		KRW	244	121
	Average training cost per employee ¹⁾		thousand	894	457
	Ratio of training costs to labor costs ²⁾		%	1.6	0.9

1) Data error for 2023 and 2024
2) Data error for 2023

Supplier Program

Category	Item	Unit	2023	2024	2025
Supplier Support	Total number of suppliers		Sites	700	724
	Total purchase amount from suppliers			365,309	364,654
	SME Support - Total purchase amount from SMEs		KRW million	0	0
				0	0

Information Security

Category	Item	Unit	2023	2024	2025
Data Security	Customer data leakage, theft, or loss cases	Cases	0	0	0

Fair Trade

Category	Item	Unit	2023	2024	2025
Fair Trade Compliance	Number of fair trade violations		Cases	0	0
	Amount of fines imposed		KRW million	0	0

Local Communities

Category	Item	Unit	2023	2024	2025
Social Contribution	Social contribution expenses (including donations)	Total		0	0
		Cash donations	KRW million	0	0
		In-kind donations		0	0
		Project expenses		0	0
	Total employee volunteer hours		Hours	18	20
	Average volunteer hours per employee			2	2
	Direct and indirect beneficiaries of social contribution activities		Persons	0	0
				0	0

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Hansol HomeDeco

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Raw and Subsidiary Materials

Category	Item	Unit	2023	2024	2025
Raw and Subsidiary Material Use	Total raw and subsidiary material use	Tons	164,961	170,524	158,558
	Total recycled raw material use	Tons	96,828	92,336	80,969
	Ratio of recycled raw materials	%	58.7	54.2	51.1

Energy

Category	Item	Unit	2023	2024	2025
Energy Use	Total Energy use	TJ	2,011	2,027	1759
	Scope 1 (Stationary + Mobile + Other) - Energy use		965.0	1,026	802
	Scope 2 (Electricity + Steam + Electric Vehicles) - Energy use		1,046	1,001	958
	Energy Intensity	TJ/KRW billion	6.781	6.194	6.286
	Total renewable Energy consumption	TJ	0	0	0

*Based on domestic business sites

Water

Category	Item	Unit	2023	2024	2025
Water Use	Total water use	Tons	581,715	717,018	722,001
	Headquarters		-	-	-
	Municipal water		-	-	-
	Groundwater	Tons	373,035	436,282	385,267
	Iksan Plant		208,680	280,736	336,734
	Municipal water		12,425	44,048	43,751
	Groundwater				
	Volume of reused water				
	Water reuse ratio	%	2.1	6.1	6.1

Scope

Category	Item	Unit	2023	2024	2025
Inventory	LNG (Stationary)	Nm ³	-	284,063	201,838
	Diesel (stationary)		-	3,220	0
	Gasoline (Mobile)	L	-	667.0	636.0
	Diesel (Mobile)		-	300,709	263,647
	Electricity	kWh	-	104,392,209	99,793,920
	Scope 1 (Stationary + Mobile + Other) - GHG emissions	tCO ₂ eq	9,911	15,744	16,253
	Scope 2 (Electricity + Steam + Electric Vehicles) - GHG emissions		45,796	47,959	45,846
	GHG Emissions Intensity	tCO ₂ eq /KRW billion	187.847	194.656	221.928

Water Pollutants

Category	Item	Unit	2023	2024	2025
Water Pollutant Management	BOD	ppm	8.6	21.1	4.3
	TOC		14.6	40.7	39.8
	COD		43.2	148.0	93.6
	SS		2.6	6.2	7.4
	TN		23.2	61.7	83.4

Air Pollutants

Category	Item	Unit	2023	2024	2025
Air Pollutant Emissions Management	SOx	Tons	1.0	1.9	0.0
	NOx		68.4	75.3	64.4
	Particulate matter (PM)		16.8	10.5	3.0
Air Pollutant Management	Total production	Metric tons	-	301,239	287,438

Hazardous Substances

Category	Item	Unit	2023	2024	2025
Hazardous Substance Management	Hazardous Substances emissions ¹⁾	Tons	49.9	44.7	40.7
	Number of hazardous substance spills	Cases	0	0	0
	Volume of hazardous substance spills	Tons	0.0	0.0	0

1) Data error for 2023 and 2024

Waste

Category	Item	Unit	2023	2024	2025
	Total waste treated		28,167	32,278	30,070
	Business Site Waste	Business site waste treated	28,109	32,231	30,025
		Incineration	7,871	8,571	7,793
		Landfill	131	153	181
		Recycling	20,107	23,507	22,051
Waste Management	Designated Waste	Designated waste treated	58.2	47.3	45.1
		Incineration	6.3	5.8	4.9
		Landfill	0	0	0
		Recycling	51.9	41.5	40.2
	Household Waste	Household waste treated	0	0	0
		Incineration	0	0	0
		Landfill	0	0	0
		Recycling	0	0	0
	Total waste recycled		20,159	23,548	22,091
	Waste recycling ratio ¹⁾	%	71.5	73.0	73.5

1) Data error for 2023

Environmental Management System

Category	Item	Unit	2023	2024	2025
Environmental Management System	Amount of fines for violations of environmental laws and regulations	KRW million	0.0	0.0	0.0
	Number of violations of environmental laws and regulations	Cases	0	2	1
	Number of business sites certified to an environmental management system	Cases	0	1	1
	Ratio of business sites certified to an environmental management system	%	0.0	100.0	100.0
Environmental Protection Investment	Environmental investment costs	KRW million	250.0	80.0	51.0
	Environmental management costs		1,573	1,678	1,649

Eco-friendly Products

Category	Item	Unit	2023	2024	2025
Eco-friendly Product Sales	Sales of eco-friendly products and services	KRW million	89,142	124,784	135,787
	Total sales	million	300,003	327,259	279,817
	Ratio of eco-friendly sales	%	29.7	38.1	48.5

Social

Human Rights and Health

Category	Item	Unit	2023	2024	2025
Human Rights Policy	Human rights training hours per employee	Hours	1	1	1
	Number of employees who completed human rights training	Persons	360	340	340
	Ratio of employees who completed human rights training	%	100.0	100.0	100.0
	Workplace harassment prevention training hours ¹⁾	Total hours	1	1	1
	Sexual harassment prevention training hours ¹⁾		1	1	1
	Other training (including disability rights training) ¹⁾		1	1	1
	Number of human rights-related reports received	Cases	0	0	0
	Number of human rights-related cases addressed				
	Ratio of human rights-related cases addressed	Cases	0	0	0
	Ratio of human rights-related cases addressed	%	0.0	0.0	0.0

1) Change in data presentation method

2) Indicator name changed from number of discrimination reports received and addressed in the previous year

Safety and Health

Category	Item	Unit	2023	2024	2025
	Number of occupational accidents	Cases	1	0	2
	Occupational Accident Rate	%	0.00	0.00	0.00
	Number of work-related fatal injuries among employees	Persons	0	0	0
	Employee lost time injury frequency rate (LTIFR)	cases/ million hours worked	3.1	0.0	0.0
	Partner company employee lost time injury frequency rate(LTIFR)	cases/ million hours worked	0.0	0.0	0.0

1) Rate of accidents based on one million working hours

Employee Diversity

Category	Item	Unit	2023	2024	2025
Total number of employees ¹⁾			340	340	340
Employee Status by Employment Type ¹⁾	Total		8	9	9
	Executives	Male	9	9	9
		Female	0	0	0
	Permanent employees	Total	316	318	314
		Male	284	279	273
		Female	32	39	41
	Contract employees	Total	15	13	17
		Male	6	6	8
		Female	9	7	9
	Non-employee workers		186	187	169
Employee Composition	Number of full-time employees ¹⁾		340	340	340
	Number of part-time employees		0	0	0
	Number of employees at domestic business sites ¹⁾		337	337	337
	Number of employees at overseas business sites ¹⁾		3	3	3
	Total number of female employees ²⁾		41	46	50
	Ratio of female employees ¹⁾	%	12.1	13.5	14.7
	Number of female executives	Persons	0	0	0
	Ratio of female executives	%	0.0	0.0	0.0
	Female managers (senior level)	Persons	1	3	4
	Ratio of female managers (senior level)	%	2.1	6.4	8.2
	Number of employees with disabilities	Persons	7	7	7
	Ratio of employees with disabilities	%	2.0	2.1	2.1
	Number of older employees (aged 55 or older) ¹⁾	Persons	22	28	35
	Ratio of older employees ¹⁾	%	6.5	8.2	10.3
	Number of foreign employees	Persons	0	0	0
	Ratio of foreign employees	%	0.0	0.0	0.0
	Number of high school graduate employees	Persons	137	134	128
	Ratio of high school graduate employees	%	39.0	39.5	38.0
	Number of employees eligible for veterans' benefits	Persons	2	2	2
	Ratio of employees eligible for veterans' benefits	%	0.6	0.6	0.6
	Number of employees under age 30	Persons	71	59	48
	Ratio of employees under age 30	%	20.9	17.3	14.1
	Number of employees aged 30 to under 50	Persons	195	207	210
	Ratio of employees aged 30 to under 50	%	57.4	60.9	61.8
	Number of employees aged 50 or older	Persons	74	74	82
	Ratio of employees aged 50 or older	%	21.7	21.8	24.1

1) Data error for 2023 and 2024

2) Data error for 2023

Employee Recruitment

Category	Item	Unit	2023	2024	2025
New Hires	New male hires		68	26	21
	New female hires		8	8	7
	Number of employees under age 30	Persons	31	13	11
	Number of employees aged 30 to under 50		32	19	17
	Number of employees aged 50 or older		13	2	0

Workforce Diversity and Engagement

Category	Item	Unit	2023	2024	2025
Turnover Rate	Average years of service	Years	9.0	10.1	10.8
	Total number of employees who left	Persons	31	36	26
	Voluntary turnover rate	%	8.0	9.7	7.1
	Involuntary turnover rate		1.0	0.9	0.6

Employee Training

Category	Item	Unit	2023	2024	2025
Education and Training Performance	Average training hours per employee	Hours	19.4	13.7	23.5
	Average training cost per employee	KRW thousand	142	171	170

Employee Welfare

Category	Item	Unit	2023	2024	2025
Parental Leave	Employees who took parental leave during the year	Total	1	4	7
		Male	0	1	5
		Female	1	3	2
		Persons	1	1	0
	Employees who returned to work after parental leave during the year	Total	1	1	0
		Male	0	0	0
		Female	1	1	0
		Persons	100.0	100.0	0.0
	Return-to-work rate after parental leave	%	100.0	100.0	0.0
	Employees who remained employed for 12 months after returning to work during the year	Total	1	0	0
		Male	1	0	0
		Female	0	0	0
		Persons	50.0	0.0	0.0

Employee Compensation

Category	Item		Unit	2023	2024	2025
Employee Compensation	Basic salary and compensation by gender	Average compensation for men	KRW	58.5	66.4	52.2
		Average compensation for women	million	40.6	46.7	37.2
		Ratio of women's compensation to men's compensation ¹⁾	%	69.4	70.3	71.3
		Average compensation for male executives	KRW	255.0	214.8	205.3
		Average compensation for female executives	million	0.0	0.0	0.0
		Ratio of female executives' compensation to male executives' compensation	%	0.0	0.0	0.0
		Average compensation for male permanent employees	KRW	55.3	65.5	47.0
		Average compensation for female permanent employees	million	41.1	45.4	39.9
		Ratio of female permanent employees' compensation to male permanent employees' compensation ²⁾	%	74.3	69.3	84.9
		Average compensation for male contract employees	KRW	38.5	12.0	32.0
		Average compensation for female contract employees	million	37.5	18.8	13.3
		Ratio of female contract employees' compensation to male contract employees' compensation	%	97.4	156.7	41.6

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Raw and Subsidiary Materials

Category	Item	Unit	2023	2024	2025
Raw and Subsidiary Material Use	Total raw and subsidiary material use	Tons	131,233	146,481	145,072
	Total recycled raw material use	Tons	0.0	0.0	0.0
	Ratio of recycled raw materials	%	0.0	0.0	0.0

Energy

Category	Item	Unit	2023	2024	2025
Energy Use	Total Energy use	TJ	2,879	2,814	3,024
	Scope 1 (Stationary + Mobile + Other) - Energy use		271.0	396.0	320.9
	Scope 2 (Electricity + Steam + Electric Vehicles) - Energy use		2,608	2,418	2,703
	Energy Intensity ¹⁾	TJ/KRW billion	3,731	3,624	3,421
	Total renewable Energy consumption ¹⁾	GJ	0.0	0.0	3.8

1) Unit changed from the previous year

*Based on domestic business sites

Water

Category	Item	Unit	2023	2024	2025
Water Use	Total water use		2,351,378	2,098,053	2,166,021
	Headquarters	Municipal water	0	0	0
		Sewage	0	0	0
		Groundwater	0	0	0
	Jeonju Plant	Municipal water	1,612,277	1,336,246	1,406,930
		Sewage	0	0	0
		Groundwater	0	0	0
	Ulsan Plant	Municipal water	687,022	679,923	669,085
		Sewage	0	0	0
		Groundwater	0	0	0
	Iksan Plant	Municipal water	50,004	81,844	90,006
		Sewage	0	0	0
		Groundwater	0	0	0
	R&D Center	Municipal water	0	0	0
		Sewage	0	0	0
		Groundwater	0	0	0
	Volume of reused water		0	0	0
	Water reuse ratio	%	0.0	0.0	0.0

Scope

Category	Item	Unit	2023	2024	2025
Inventory	Scope 1 (Stationary + Mobile + Other) - GHG emissions	tCO2eq	56,833	66,409	69,127
	Scope 2 (Electricity + Steam + Electric Vehicles) - GHG emissions		73,248	76,296	83,667
	GHG Emissions Intensity	tCO2eq /KRW billion	168.574	183.813	172.850

Water Pollutants

Category	Item	Unit	2023	2024	2025
Water Pollutant Management	BOD	ppm	25.0	15.8	9.9
	TOC		39.0	22.6	21.0
	COD		61.0	26.7	16.3
	SS		20.0	21.7	20.8
	TN		16.0	13.1	21.5

Air Pollutants

Category	Item	Unit	2023	2024	2025
Air Pollutant Emissions Management	SOx	kg	2,000	640	774
	NOx		13,000	15,090	17,726
	Particulate matter (PM)		1,117	1,060	974
Air Pollutant Management	Total production	Metric tons	194,257	202,460	225,008

Hazardous Substances

Category	Item	Unit	2023	2024	2025
Hazardous Substance Management	Hazardous Substances emissions	Tons	0.0	0.0	24.5
	Number of hazardous substance spills	Cases	0	0	0
	Volume of hazardous substance spills	Tons	0.0	0.0	0

Eco-friendly Products

Category	Item	Unit	2023	2024	2025
Eco-friendly Product Sales	Sales of eco-friendly products and services	KRW million	0.0	0.0	0.0
	Total sales	million	771,655	776,357	683,182
	Ratio of eco-friendly sales	%	0.0	0.0	0.0

Waste

Category	Item	Unit	2023	2024	2025
Waste Management	Total waste treated		9,389	8,723	8,891
	Business Site Waste	Business site waste treated	3,893	3,642	3,845
		Incineration	518.0	512.0	659.4
		Landfill	73.0	33.0	92.6
		Recycling	3,290	3,098	3,089
		Storage	0.0	0.0	0
		Other ¹⁾	12.0	0.0	3.8
	Designated Waste	Designated waste treated	5,496	5,081	5,046
		Incineration	1,104	672	478
		Landfill	13	27	23
		Recycling	4,379	4,380	4,521
		Storage	0.0	0.0	0.0
		Other ¹⁾	0.0	1.4	25.0
	Household Waste	Household waste treated	0.0	0.0	0
		Incineration	0.0	0.0	0
		Landfill	0.0	0.0	0
		Recycling	0.0	0.0	0
		Storage	0.0	0.0	0
		Other ¹⁾	0.0	0.0	0
	Total waste recycled		7,669	7,478	7,610
	Waste recycling ratio ²⁾	%	82.0	85.7	85.6

1) Other treatment method: neutralization

2) Data error for 2024

Environmental Management System

Category	Item	Unit	2023	2024	2025
Environmental Management System	Amount of fines for violations of environmental laws and regulations	KRW million	0.0	0.0	0.0
	Total number of business sites		4	4	3
	Number of business sites certified to an environmental management system	Sites	3	3	3
	Ratio of business sites certified to an environmental management system ¹⁾	%	75.0	75.0	100.0
Environmental Protection Investment	Environmental investment costs	KRW million	1,678	2,178	1,985
	Environmental management costs	million	2,949	2,796	2,483

1) 2023 and 2024 data changed

Social

Human Rights and Health

Category	Item	Unit	2023	2024	2025
Human Rights Policy	Human rights training hours per employee	Hours	1	1	1
	Number of employees who completed human rights training	Persons	676	675	705
	Ratio of employees who completed human rights training	%	100.0	100.0	100.0
	Workplace harassment prevention training hours ¹⁾	Total hours	1	1	1
	Sexual harassment prevention training hours ¹⁾		1	1	1
	Other training (including disability rights training) ¹⁾		1	1	1
	Number of human rights-related cases addressed	Cases	0	0	0
	Ratio of human rights-related cases addressed	Cases	0	0	0
	Ratio of human rights-related cases addressed	%	0.0	0.0	0.0

1) Change in data presentation method

2) Indicator name changed from number of discrimination reports received and addressed in the previous year

Safety and Health

Category	Item	Unit	2023	2024	2025
Occupational Injury Rate	Number of occupational accidents	Cases	1	1	0
	Occupational Accident Rate	%	0.22	0.15	0.0
	Number of work-related fatal injuries among employees	Persons	0	0	0
	Employee lost time injury frequency rate (LTIFR) ¹⁾	cases/ million hours worked	0.8	0.7	0.0

1) Rate of accidents based on one million working hours

Employee Diversity

Category	Item	Unit	2023	2024	2025		
Total number of employees			690	683	719		
Employee Status by Employment Type	Executives	Total	11	10	10		
		Male	10	9	9		
		Female	1	1	1		
	Permanent employees	Total	621	629	666		
		Male	530	542	561		
		Female	91	87	105		
	Contract employees	Total	58	44	43		
		Male	57	43	41		
		Female	1	1	2		
	Non-employee workers		109	110	129		
Number of full-time employees			690	681	717		
Number of part-time employees			0	2	2		
Number of employees at domestic business sites			686	679	715		
Number of employees at overseas business sites			4	4	4		
Status of Female Employees	Total number of female employees		93	89	108		
	Ratio of female employees	%	13.0	13.0	15.0		
	Number of female executives	Persons	1	1	1		
	Ratio of female executives	%	9.0	10.0	10.0		
	Female managers (senior level)	Persons	18	3	4		
	Ratio of female managers (senior level)	%	13.0	6.0	7.4		
	Number of employees with disabilities	Persons	8	8	8		
	Ratio of employees with disabilities	%	1.0	1.2	1.1		
Employee Composition	Number of older employees (aged 55 or older)		Persons	21	32	42	
	Ratio of older employees	%	3.0	4.7	5.8		
	Number of foreign employees	Persons	0	0	0		
	Ratio of foreign employees	%	0.0	0.0	0.0		
	Number of high school graduate employees	Persons	156	162	163		
	Ratio of high school graduate employees	%	23.0	23.7	22.7		
	Number of employees eligible for veterans' benefits	Persons	1	4	4		
	Ratio of employees eligible for veterans' benefits	%	0.1	0.6	0.6		
	Status by Age Group	Number of employees under age 30		Persons	226	196	187
		Ratio of employees under age 30	%	33.0	28.7	26.0	
Number of employees aged 30 to under 50		Persons	383	406	450		
Ratio of employees aged 30 to under 50		%	56.0	59.4	62.6		
Number of employees aged 50 or older		Persons	81	81	82		
Ratio of employees aged 50 or older		%	12.0	11.9	11.4		

Employee Recruitment

Category	Item		Unit	2023	2024	2025
New Hires	New male hires		Persons	65	35	51
	New female hires			24	0	24
	Status by Age Group	Number of employees under age 30		65	30	56
		Number of employees aged 30 to under 50		23	4	16
		Number of employees aged 50 or older		1	1	3

Workforce Diversity and Engagement

Category	Item	Unit	2023	2024	2025
Turnover Rate	Average years of service	Years	7.8	8.6	9.1
	Total number of employees who left	Persons	58	41	39
	Voluntary turnover rate	%	6.7	5.3	4.3
	Involuntary turnover rate		1.7	0.7	1.1

Employee Training

Category	Item	Unit	2023	2024	2025
Education and Training Performance	Average training hours per employee	Hours	93	102	90
	Total training costs for workers	KRW million	1,015	828	1,069
	Average training cost per employee	KRW thousand	1,471	1,219	1,493

Employee Welfare

Category	Item	Unit	2023	2024	2025
Parental Leave	Employees who took parental leave during the year	Total	4	4	7
		Male	1	1	4
		Female	3	3	3
	Employees who returned to work after parental leave during the year	Total	4	3	5
		Male	1	1	1
		Female	3	2	4
	Return-to-work rate after parental leave	%	100.0	100.0	100.0
	Employees who remained employed for 12 months after returning to work during the year	Total	4	4	3
		Male	3	1	1
		Female	1	3	2

Employee Compensation

Category	Item	Unit	2023	2024	2025	
Employee Compensation	Basic salary and compensation by gender	Average compensation for men	KRW million	98	97	126
		Average compensation for women	million	63	79	112
		Ratio of women's compensation to men's compensation ¹⁾	%	64.3	81.4	111.0
		Average compensation for male executives	KRW million	962	467	1,259
		Average compensation for female executives	million	2,803	955	3,128
		Ratio of female executives' compensation to male executives' compensation	%	291.4	204.5	248.5
		Average compensation for male permanent employees	KRW million	102	100	112
		Average compensation for female permanent employees	million	64	80	85
		Ratio of female permanent employees' compensation to male permanent employees' compensation ²⁾	%	62.7	80.0	50.9
		Average compensation for male contract employees	KRW million	57	71	67
		Average compensation for female contract employees	million	20	19	16
Ratio of female contract employees' compensation to male contract employees' compensation ²⁾	%	35.1	26.8	23.9		

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Tapex

Environment

Raw and Subsidiary Materials

Category	Item	Unit	2023	2024	2025
Raw and Subsidiary Material Use	Total raw and subsidiary material use	Tons	11,969	12,520	11,239
	Total recycled raw material use	Tons	2,660	2,078	1,785
	Ratio of recycled raw materials	%	22	17	16

Energy

Category	Item	Unit	2023	2024	2025
Energy Use	Total Energy use	TJ	295.0	332.0	309.4
	Scope 1 (Stationary + Mobile + Other) - Energy use		84.0	86.0	72.1
	Scope 2 (Electricity + Steam + Electric Vehicles) - Energy use		211.0	246.0	237.3
	Energy Intensity ¹⁾	TJ/KRW billion	2.055	2.471	2.192
	Total renewable Energy consumption ¹⁾	TJ	0.0	0.0	0.566

1) Unit changed from the previous year

*Based on domestic business sites

Water

Category	Item	Unit	2023	2024	2025
Water Use	Total water use	Tons	1,963,157	2,024,029	2,134,856
	Municipal water ¹⁾		190,363	182,206	183,492
	Yanggam Plant Groundwater		0.0	0.0	0.0
	Seawater		0.0	0.0	0.0
	Paltan Plant Municipal water ¹⁾		768,272	806,118	942,321
	Groundwater		0.0	0.0	0.0
	Seawater		0.0	0.0	0.0
	Municipal water ¹⁾		1,004,522	1,034,767	1,007,857
	Groundwater		0.0	0.0	0.0
	Seawater		0.0	0.0	0.0
	Municipal water ¹⁾		0.0	938	1,186
	Groundwater		0.0	0.0	0.0
	Seawater		0.0	0.0	0.0
	Volume of reused water		1,942,900	2,003,122	2,112,960
	Water reuse ratio		99.0	99.0	99.0

1) Municipal water use = Municipal water + Reused water

Scope

Category	Item	Unit	2023	2024	2025
Inventory	LNG (Stationary)	Nm ³	879,760	1,290,290	1,117,293
	LPG (Stationary)	Tons	897.0	582.0	462.0
	Gasoline (Mobile)	L	40,997	18,709	19,383
	Diesel (Mobile)		1,549	1,544	995
	Electricity	kWh	21,941,194	25,621,821	24,717,937
	Scope 1 (Stationary + Mobile + Other) - GHG emissions	tCO2eq	4,644	4,570	3,842
	Scope 2 (Electricity + Steam + Electric Vehicles) - GHG emissions		10,080	11,771	11,356
	Total GHG emissions (Scope 1+2)		14,724	16,341	15,198
	GHG Emissions Intensity	tCO2eq /KRW billion	103.0	121.8	107.7

Hazardous Substances

Category	Item	Unit	2023	2024	2025
Hazardous Substance Management	Hazardous Substances emissions	Tons	29.0	28.0	25.0
	Number of hazardous substance spills	Cases	0	0	0
	Volume of hazardous substance spills	Tons	0.0	0.0	0.0

1) HAP emissions are included in hazardous substance emissions

Eco-friendly Products

Category	Item	Unit	2023	2024	2025
Eco-friendly Product Sales	Sales of eco-friendly products and services	KRW	0.0	0.0	0.0
	Total sales	million	145,840	135,955	141,122
	Ratio of eco-friendly sales	%	0.0	0.0	0.0

Water Pollutants

Category	Item	Unit	2023	2024	2025
Water Pollutant Management	BOD	ppm	1.4	1.1	0.7
	TOC		7.2	6.5	12.5
	COD		6.4	6.2	0.0
	SS		1.0	0.4	0.2
	TN		0.0	0.0	0.0

Air Pollutants

Category	Item	Unit	2023	2024	2025
Air Pollutant Emissions Management ¹⁾	SOx	Tons	1.1	2.4	0.4
	NOx		5.4	14.8	22.0
	Persistent organic pollutant (POP)		0	0	0
	Volatile organic compound (VOC)		0	0	0
	Hazardous air pollutant (HAP)		24.4	22.4	20.8
	Particulate matter (PM)		10.4	10.5	11.8
Air Pollutant Management	PFC	Metric tons	0	0	0
	Total production		9,812	10,220	9,038

1) Unit changed from the previous year

Waste

Category	Item	Unit	2023	2024	2025
Waste Management	Total waste treated		1,208	1,344	1,187
	Business Site Waste	Business site waste treated	690.0	841.0	708.0
		Incineration	0.0	0.0	0.0
		Landfill	2.0	17.0	0.0
		Recycling	688.0	824.0	708.0
	Designated Waste	Designated waste treated	494.0	484.0	455.0
		Incineration	62.0	53.0	46.4
		Landfill	0.0	0.0	0.0
		Recycling	432.0	431.0	408.6
	Household Waste	Household waste treated	24.0	19.0	23.8
		Incineration	0.0	0.0	0.0
		Landfill	0.0	0.0	0.0
		Recycling	24.0	19.0	23.8
	Total waste recycled		1,144	1,274	1,140
	Waste recycling ratio	%	95.0	95.0	96.1
Workplace waste generated	Metric ton	690.0	841.0	708.0	
Domestic waste generated		24.0	19.0	23.8	
Total waste generated		1,208	1,344	1,187	

Environmental Management System

Category	Item	Unit	2023	2024	2025
Environmental Management System	Amount of fines for violations of environmental laws and regulations	KRW million	0.0	0.0	0.0
	Total number of business sites ¹⁾	Sites	5	6	6
	Number of business sites certified to an environmental management system ¹⁾		4	5	5
	Ratio of business sites certified to an environmental management system ¹⁾	%	80.0	83.3	83.3
Environmental Protection Investment	Environmental investment costs	KRW million	2,411	249.0	48.3
	Environmental management costs		176.0	166.0	165.3

1) Data error for 2023

Social

Workforce Diversity and Engagement

Category	Item	Unit	2023	2024	2025
Turnover Rate	Average years of service	Years	5.9	3.2	6.8
	Total number of employees who left	Persons	76	76	56
	Voluntary turnover rate ¹⁾	%	19.0	19.9	16.2
	Involuntary turnover rate		1.3	0.3	0.0

1) Data error for 2024

Employee Diversity

Category	Item	Unit	2023	2024	2025		
Total number of employees ¹⁾			381	381	345		
Employee Status by Employment Type	Executives	Total ¹⁾	4	4	4		
		Male ¹⁾	3	3	3		
		Female	1	1	1		
	Permanent employees	Total	361	362	331		
		Male	331	326	298		
		Female	30	36	33		
	Contract employees	Total	16	15	10		
		Male	12	12	10		
		Female	4	3	0		
	Non-employee workers			33	33	34	
Number of full-time employees ¹⁾			374	374	340		
Number of part-time employees			7	7	5		
Number of employees at domestic business sites ¹⁾			374	374	341		
Number of employees at overseas business sites			7	7	4		
Employee Composition	Total number of female employees ¹⁾			35	40	34	
	Status of Female Employees	Ratio of female employees ¹⁾	%	9.2	10.5	9.9	
		Number of female executives	Persons	1	1	1	
		Ratio of female executives ¹⁾	%	25.0	25.0	25.0	
	Female Managers	Female managers (senior level) ²⁾	Persons	9	10	12	
		Ratio of female managers (senior level) ¹⁾	%	10.7	11.1	14.1	
		Number of employees with disabilities		Persons	5	6	6
	Ratio of employees with disabilities ¹⁾		%	1.3	1.6	1.7	
	Hiring of Socially Vulnerable Groups	Number of older employees (aged 55 or older)		Persons	6	13	9
		Ratio of older employees ¹⁾		%	1.6	3.4	2.6
Number of foreign employees		Persons	3	4	4		
Ratio of foreign employees ¹⁾		%	0.8	1.0	1.2		
Number of high school graduate employees		Persons	143	131	117		
Ratio of high school graduate employees ¹⁾		%	37.5	34.4	33.9		
Number of employees eligible for veterans' benefits		Persons	0	0	0		
Ratio of employees eligible for veterans' benefits		%	0.0	0.0	0.0		
Status by Age Group		Number of employees under age 30 ¹⁾		Persons	51	49	40
		Ratio of employees under age 30 ¹⁾		%	13.4	12.9	11.6
	Number of employees aged 30 to under 50 ¹⁾		Persons	290	280	269	
	Ratio of employees aged 30 to under 50 ¹⁾		%	76.1	73.5	78.0	
	Number of employees aged 50 or older ¹⁾		Persons	40	52	36	
	Ratio of employees aged 50 or older ¹⁾		%	10.5	13.6	10.4	

1) 2023 and 2024 data changed due to changes in calculation criteria

Employee Recruitment

Category	Item	Unit	2023	2024	2025
New Hires	New male hires	Persons	61	122	28
	New female hires		6	9	0
	Number of employees under age 30		27	46	2
	Number of employees aged 30 to under 50	Persons	40	85	25
	Number of employees aged 50 or older		0	0	1

Employee Training

Category	Item	Unit	2023	2024	2025
Education and Training Performance	Total training hours provided to workers	Hours	3,726	4,393	5,172
	Average training hours per employee ¹⁾		10	12	15
	Total training costs for workers ²⁾	KRW thousand	200,542	133,672	111,906
	Average training cost per employee ²⁾		526.4	350.8	324.4

1) 2023 and 2024 data changed due to changes in calculation criteria

2) 2023 and 2024 data changed due to unit error

Human Rights and Health

Category	Item	Unit	2023	2024	2025
Human Rights Policy	Human rights training hours per employee	Hours	1	1	1
	Number of employees who completed human rights training	Persons	371	374	345
	Ratio of employees who completed human rights training ¹⁾	%	97.4	98.2	100.0
	Workplace harassment prevention training hours ²⁾	Total	2	2	1
	Sexual harassment prevention training hours ²⁾	hours per person	1	1	1
	Other training (including disability rights training) ²⁾		2	2	2
	Number of human rights-related reports received	Cases	0	0	0
	Ratio of human rights-related cases addressed	Cases	0	0	0
	Ratio of human rights-related cases addressed	%	0.0	0.0	0.0
	Ratio of human rights-related cases addressed				

1) 2023 and 2024 data changed due to changes in calculation criteria

2) Change in data presentation method

3) Indicator name changed from number of discrimination reports received and addressed in the previous year

Employee Welfare

Category	Item		Unit	2023	2024	2025
Parental Leave	Employees who took parental leave during the year	Total	Persons	10	5	13
		Male		6	3	11
		Female		4	2	2
	Employees who returned to work after parental leave during the year	Total		9	4	13
		Male		5	4	11
		Female		4	0	2
		Return-to-work rate after parental leave ¹⁾	%	90.0	80.0	100.0
	Employees who remained employed for 12 months after returning to work during the year	Total	Persons	5	6	5
		Male		2	2	5
		Female		3	4	0
	Retention rate (12 months or longer)	%	100.0	100.0	100.0	

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Classification	Indicator	Indicator Description
1 Energy Conservation and Expansion of Renewable Energy	 	Hansol Paper Implemented 21 energy efficiency improvement projects, introduced steam pressure differential power generation facilities, high-efficiency refiners, inverters, and motor control devices, operated solar power generation facilities at the Daejeon Business Site, and promoted the additional installation of solar power systems at four business sites Hansol Technics Produced renewable energy based on Media PV, replaced air compressors at the Jincheon Plant with high-efficiency equipment, and operated the employee-participation 'E-Mind Clearing Campaign' Hansol IONES Operated an energy responsibility management system, optimized the operating hours of air conditioners and heating units, and expanded the application of PPA-based renewable energy Hansol Chemical Installed solar power generation facilities, reduced SRS steam consumption, and saved energy by diversifying external steam supply sources Tapex Operated an RTO waste heat recovery system and installed solar power generation facilities at the Saemangeum Plant
2 Occupational Health and Safety Management	 	HANSOL Group Operated an HSRS-based occupational health and safety assessment system and promoted the transition to the 'Hansol Safety & Health Activity Inspection' Hansol Paper Operated an occupational health and safety management system based on the goal of zero serious accidents and reduced occupational injuries, and achieved HSRS Level 7 at the Janghang and Cheonan business sites Hansol Logistics Won the Grand Prize in the national finals of the Best Practice Presentation Contest for Risk Assessment and received the Safety Management Award Hansol Chemical Upgraded the Jeonju Plant's PSM grade from M+ to S and maintained Grade S at the Ulsan Plant Tapex Maintained Grade S in the PSM audit for the process safety management system Hansol IONES Received a commendation from the Korea Occupational Safety and Health Agency for contributions to preventing occupational injuries
3 Climate Change Response		Hansol Holdings Conducted a climate scenario-based risk analysis for HANSOL Group's major business sites and reviewed the financial impacts of physical and transition risks Hansol Paper Established a 2050 Net-Zero roadmap and analyzed the financial impacts of climate risks and rising emission rights prices Hansol Technics Established a 2050 Net Zero roadmap, identified physical and transition risks, and promoted the transition to low-carbon processes Hansol IONES Operated a climate change response system led by the Environmental Committee and conducted a separate climate change risk analysis Hansol Logistics Identified physical and transition risks from the perspective of logistics operations and reviewed the expansion of rail transport and eco-friendly transportation options Hansol HomeDeco Established a 2040 carbon neutrality roadmap and analyzed major Scope 3 emission sources
4 Greenhouse Gas Reduction and Carbon Neutrality Target Achievement	 	Hansol Paper Promoted energy efficiency improvements, process optimization, renewable energy expansion, and the transition to eco-friendly fuels to achieve Net Zero by 2050 Hansol Technics Set reduction targets of 20% by 2030, 50% by 2040, and Net Zero by 2050 compared to 2020 levels Hansol IONES Set reduction targets of 30% by 2030, 50% by 2040, and Net Zero by 2050 compared to 2022 levels Hansol Logistics Set phased reduction targets of 15% by 2030, 50% by 2040, 75% by 2045, and Net Zero by 2050, and established a Scope 3 calculation system for maritime transport Hansol HomeDeco Set a 2040 carbon neutrality target and a target to reduce Scope 1 and 2 emissions by 42% by 2030 Hansol Chemical Managed greenhouse gas reduction performance through electricity, steam, and LNG savings
5 Resource Circulation System and Waste Reduction	 	Hansol Paper Established a circular economy model for sterilized cartons, participated in a pilot project to collect paper cartons through an online platform, and obtained GR certification for white paperboard made from recycled aseptic cartons Hansol Technics Achieved a waste recycling rate of 99% and provided waste sorting and ESG training for employees Hansol IONES Analyzed the causes of waste generation, improved processes, introduced food waste processors, and carried out waste reduction projects Hansol Logistics Operated a recycling business for secondary battery containers, improved the waste recycling rate, and promoted eZro Landfill Hansol HomeDeco Launched Hansol Recycled MDF made with 100% recycled raw materials and strengthened its wood resource circulation system Tapex Operated a resource circulation campaign for waste electrical and electronic equipment and received the Minister of Environment Award at the 2025 ESG Resource Circulation Awards
6 Supply Chain Management and Shared Growth Enhancement	  	HANSOL Group Operated supply chain sustainability assessments and reviewed the ESG performance of partners Hansol Paper Strengthened partner competitiveness through an integrated support program covering technology, finance, education, communication, safety, and environment Hansol Chemical Supported partner liquidity through B2B financial agreements Hansol IONES Operated shared growth meetings with partners and strengthened communication with partners Tapex Conducted environmental, safety, and health management risk diagnosis and assessment for major partners Hansol PNS IT Service Established standards for fair and ethical transactions by signing transparent transaction practice agreements with suppliers
7 Ethics and Compliance Management		HANSOL Group Operated an ethical management system based on the Code of Ethics and the Code of Conduct for Employees HANSOL Group Established a compliance management system and conducted compliance management system assessments for affiliates Hansol Paper Obtained ISO 37301 Compliance Management System certification and established a mid- to long-term roadmap for compliance management Hansol PNS IT Service Signed a transparent transaction practice agreement with suppliers Hansol Logistics Operated an ethical management system based on the Code of Ethics Conduct Guidelines and strengthened ethics violation reporting channels and whistleblower protection systems Hansol Technics·Hansol HomeDeco·Hansol Logistics Operated an integrated management system for non-financial risks and compliance led by the RM Team
8 Transparent Governance		HANSOL Group Disclosed corporate governance reports mainly for KOSPI-listed affiliates and expanded voluntary disclosure by non-mandatory affiliates Hansol Holdings Reported the enterprise-wide risk management system and inspection results to the Board of Directors Hansol Chemical Operated the Outside Director Candidate Recommendation Committee and established an ISO 37301-based risk management system Hansol Technics Reported a total of 10 non-financial risk items to the Board of Directors Hansol PaperTech Managed key risks based on the Safety Committee, insurance, and real-time environmental monitoring system Hansol Paper Identified and managed key risks related to compliance, human rights, environmental safety, climate change, product environmental regulations, supply chain, and information security
9 Eco-Friendly Product Development and Technology Innovation	  	Hansol Paper Expanded its product portfolio based on plastic alternatives and resource circulation, including Protego, Terravas, Duracle, and Whale-saving Wet Wipes Hansol Paper Expanded eco-friendly product certifications, including UL ECV 2485, GR certification, Green Technology Products, and Korea Eco-Label certification Hansol HomeDeco Developed eco-friendly interior materials, including Hansol Story Film and Hansol Recycled MDF Hansol Technics Provided eco-friendly energy solutions based on high-efficiency, long-life, lightweight solar modules and BIPV Tapex Developed paper straws, PO wrap, and eco-friendly food packaging wrap, and applied eco-friendly plasticizers Tapex Responded to eco-friendly supply chain requirements by conducting LCA for secondary battery tapes
10 Shareholder-Friendly Management		Hansol Holdings Fairly disclosed the 2025–2027 shareholder return policy, improved the dividend record date system, and operated a stable dividend policy Hansol Paper Established a mid- to long-term shareholder return roadmap for 2026–2028 and promoted a shareholder return policy equivalent to 25–35% of consolidated net income Hansol Technics Promoted shareholder return policies, including dividends and treasury share cancellation Hansol Logistics Increased dividends for five consecutive years and established an FCF-based dividend policy Tapex Improved the dividend record date system and enhanced dividend predictability through cash dividends for six consecutive years Hansol Chemical Continued a stable shareholder return policy based on the cash dividend payout ratio and dividends per share

Certifications by Affiliate

Certification Name					
Company	Environment	Quality	Occupational Health and Safety	Family-Friendly Certification	Other
Hansol Paper	• Green Company Certification (Janghang) • ISO 14001(Janghang, Daejeon, Cheonan, Shintanjin)	• ISO 9001(Janghang, Daejeon, Cheonan, Shintanjin)	• ISO 45001(Janghang, Daejeon, Cheonan, Shintanjin) • KOSHA-MS(Janghang, Daejeon, Cheonan, Shintanjin)	• Family-Friendly Certified Enterprise(All sites)	• ISO 37301(All sites)
Hansol PaperTech	• ISO 14001(Headquaters)	• FSC(Headquaters)	• ISO 45001(Headquaters)		
Hansol PNS	• GS Certification (Headquaters)		• Impacto Environmental, Health and Safety System Grade 1		• Information Security Management System (ISMS) (Headquaters)
Hansol Technics	• ISO 14001(Headquaters) • ISO 50001(Headquaters)	• ISO 9001(Headquaters)	• ISO 45001(Headquaters)		
Hansol IONES	• ISO 14001(Headquaters)	• ISO 9001(Headquaters, Anseong 2, Balan)	• KOSHA-MS(Anseong 2) • ISO 45001(Headquaters, Balan)	• Family-Friendly Certified Enterprise	• ISO 27001(Headquaters, Balan, Anseong 2 Plant) • ISO 22301(Headquaters, Balan)
Hansol Logistics	• ISO 9001(Headquaters) • ISO 14001(Headquaters)		• ISO 45001		• AEO Certified Excellent Company for Export and Import Safety Management • Certified Excellent Logistics Enterprise – Comprehensive Logistics Service Provider • Certified Excellent Logistics Enterprise – Trucking Service Provider • Certified Excellent Logistics Enterprise – International Freight Forwarder
Hansol HomeDeco	• ISO 14001(Headquaters, Iksan)	• ISO 9001 (Headquaters·Iksan)	• KOSHA-MS(Iksan)	• Family-Friendly Certified Enterprise	
Hansol Chemical	• ISO 14001(Iksan·Jeonju·Ulsan) • Green Company Designation Certificate(Jeonju)	• ISO 9001(Jeonju·Ulsan) • IATF 16949(Jeonju·Iksan)	• ISO 45001(Jeonju·Iksan·Ulsan)	• Family-Friendly Certified Enterprise (Headquaters)	• ISO 37301(Headquaters)
Tapex	• ISO 14001(Yanggam, Paltan, Unilab, Saemangeum)	• ISO 9001(Yanggam, Paltan, Unilab, Saemangeum) • IATF 16949(Yanggam, Paltan, Saemangeum)	• ISO 45001(Yanggam, Paltan, Unilab, Saemangeum)	• Family-Friendly Certified Enterprise	• TISAX(Headquaters, Yanggam, Paltan, Saemangeum)

Introduction

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Award History

Company	Date	Award/Certification	Awarding Organization
Hansol Paper	September 2025	EcoVadis Platinum Rating for Three Consecutive Years	EcoVadis SAS
	October 2025	Sustainable Product Award	SCAJ 2025
	December 2025	Commendation from the Administrator of the Korean Agency for Technology and Standards	Korean Agency for Technology and Standards
	February 2026	Ranked No. 1 in the Paper Industry Category of Korea's Most Admired Companies for 23 Consecutive Years	Korea Management Association Consulting
Hansol PaperTech	February 2025	15th Happy Plus Social Contribution Campaign Minister of Environment Award in the Environmental Contribution Category	Ministry of Environment
Hansol HomeDeco	March 2025	Commendation at the Zero-Accident Commitment Rally	Head of Iksan Branch Office, Ministry of Employment and Labor
	June 2025	National Firefighting Skills Competition Commissioner's Award	National Fire Agency
Hansol IONES	December 2024	Anseong Chamber of Commerce Award (Labor-Management Cooperation)	Anseong Chamber of Commerce
	August 2025	Certified as an Excellent Workplace for Anseong Worker Health Promotion	Anseong Public Health Center
	December 2025	Commendation for Contribution to Industrial Accident Prevention	Korea Occupational Safety and Health Agency, Southern Gyeonggi Branch
	December 2025	Certified as a Good Job Creation Enterprise in Anseong	Anseong Council for Sustainable Development
	December 2025	Gyeonggi Province Governor's Commendation for Environmental Improvement	Governor of Gyeonggi Province
Hansol Chemical	April 2025	2025 Win-Win Cooperation DAY ESG Special Award	Samsung Display
Tapex	December 2025	2025 ESG Resource Circulation Awards, Minister of Environment Award	Ministry of Climate, Energy and Environment

Domestic Business Sites

Company	Business Site	Address
Hansol Holdings	Headquarters	25F, Tower B, 100, Eulji-ro, Jung-gu, Seoul
	Headquarters	Tower B, 100, Eulji-ro, Jung-gu, Seoul
Hansol Paper	Janghang Plant	149, Jangsan-ro, Janghang-eup, Seocheon-gun, Chungcheongnam-do
	Daejeon Plant	50, Sinilseo-ro 68beon-gil, Daedeok-gu, Daejeon
	Cheonan Plant	4186, Sejong-ro, Gwangdeok-myeon, Dongnam-gu, Cheonan-si, Chungcheongnam-do
	Shintanjin Plant	60, Sinilseo-ro 126beon-gil, Daedeok-gu, Daejeon
	R&D Laboratory	50, Sinilseo-ro 68beon-gil, Daedeok-gu, Daejeon
	Environmental Business Division	3F, Ubiquoss Building, 68, Pangyo-ro 255beon-gil, Bundang-gu, Seongnam-si, Gyeonggi-do
	Headquarters	80, Daechi 7-gil, Daejeon-myeon, Damyang-gun, Jeollanam-do
Hansol PaperTech	Headquarters (Paper Distribution)	5F, Ilheung Building, 213, Toegy-ro, Jung-gu, Seoul
Hansol PNS	Headquarters (IT Service)	6F, NH NongHyup Building, 570, Yangcheon-ro, Gangseo-gu, Seoul
	Chungmuro Center	B1F, 120-1, Pildong 2-ga, Jung-gu, Seoul
	Paju Converting Center	108, Jimok-ro, Paju-si, Gyeonggi-do
Hansol HomeDeco	Paju Integrated Center	96, Jimok-ro, Paju-si, Gyeonggi-do
	Headquarters	96, Jimok-ro, Paju-si, Gyeonggi-do
Hansol HomeDeco	Iksan Plant	54, Seokam-ro 17-gil, Iksan-si, Jeollabuk-do
	Headquarters	5F, Tower B, 100, Eulji-ro, Jung-gu, Seoul
Hansol Technics	Jincheon Plant	55, Hansam-ro, Deoksan-eup, Jincheon-gun, Chungcheongbuk-do
	Ochang Plant	140, Gwahaksaneop 1-ro, Oksan-myeon, Heungdeok-gu, Cheongju-si, Chungcheongbuk-do
	Suwon R&D Center	6F~8F, Tower C, Digital Empire, 16, Deogyong-daero 1556beon-gil, Yeongtong-gu, Suwon-si, Gyeonggi-do
	Headquarters	22F, Tower B, 100, Eulji-ro, Jung-gu, Seoul
	Gunsan CY Center	2F, 195, Oehang-ro, Gunsan-si, Jeollabuk-do
Hansol Logistics	Gunsan Branch	Gunsan Port Pier 5, 194, Seoha-e-ro, Gunsan-si, Jeollabuk-do
	Daejeon Center	50, Sinilseo-ro 68beon-gil, Daedeok-gu, Daejeon
	Busan New Port Center	#225, Myeongji Xenaus Blue Ocean, 16, Myeongjigukje 2-ro, Gangseo-gu, Busan
	Container Sales Team 3	9F, CJ Logistics Building, 119, Daegyo-ro, Jung-gu, Busan
	Sintanjin CY	84, Pyeongchon 1-gil, Daedeok-gu, Daejeon
	Sintanjin Center	60, Sinilseo-ro 126beon-gil, Daedeok-gu, Daejeon
	Janghang Center	149, Jangsan-ro, Janghang-eup, Seocheon-gun, Chungcheongnam-do
	Cheonan Center	4186, Sejong-ro, Gwangdeok-myeon, Dongnam-gu, Cheonan-si, Chungcheongnam-do
	Headquarter (Anseong Plant)	2061, Anseong-daero, Gosam-myeon, Anseong-si, Gyeonggi-do
	Baran Campus	71-29, Barangongdan-ro 4-gil, Hyangnam-eup, Hwaseong-si, Gyeonggi-do
Hansol IONES	Dongtan Technical Plant	7, Dongtansandan 7-gil, Hwaseong-si, Gyeonggi-do
	Anseong2 Plant	90, Gongdan 2-ro, Anseong-si, Gyeonggi-do
	Headquarters	513 Teheran-ro, Gangnam-gu, Seoul (Samsung-dong 158-23) K Tower 7th to 8th floors
Hansol Chemical	Jeonju Plant	873 Science Road, Bongdong-eup, Wanju-gun, Jeonbuk
	Ulsan Plant	116, Nam-gu, Ulsan
	Iksan Plant	126-25, Sandan Oryong-gil, Samgi-myeon, Iksan-si, Jeollabuk-do
Tapex	Headquarters	#812, Ace Gwanggyo Tower, 17 Daehak 4-ro, Yeongtong-gu, Suwon-si, Gyeonggi-do
	Yanggam Factory	62-16 Yanggam-myeon, Hwaseong-si, Gyeonggi-do, Green-ro 532
	Paltan Factory	39 Goju-dong bang-gil, Paltan-myeon, Hwaseong-si
	Uni Lab Factory	108 Mannyeon-ro, Hyangnam-eup, Hwaseong-si, Gyeonggi-do
	Saemangeum Factory	66 Saemangeumsandan, Gunsan-si, Jeollabuk-do (Osikdo-dong)

Membership Associations

Hansol Holdings

Korea Listed Companies Association
Korea Investor Relations Service
The Korea Employers Federation

Hansol Paper

Korea Listed Companies Association
Korea Investor Relations Service (KIRS)
The Federation of Korean Industries
Fair Competition Federation
Korea Chamber of Commerce and Industry

Korea Enterprises Federation
Korea Paper Association
Fair Competition Federation

KBCSD
Korea Resources Circulation Industry Promotion Association
TAPPI
JTAPPI

KTAPPI
Korea Industrial Technology Association

Hansol PaperTech

Korea Paper Industry Cooperative
Korea Paper Resource Association
Korea Fire Safety Institute (KFSI)

Hansol PNS

Korean Information & Communication Contractors Association
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Hansol Technics

Korea Exchange
Korea Photovoltaic Industry Association
Korea New & Renewable Energy Association

Korea Smart Grid Association
Korea Building Photovoltaic Association
Korea Listed Companies Association
Korea Electrical Engineers Association
Korea Mechanical Construction Contractors Association
Korea Energy Engineers Association
Korea Construction Engineers Association

Chungbuk Environmental Engineers Association
Environmental Preservation Association
Environmental Preservation Association

Korean Industrial Health Association
Korea Fire Safety Institute
Korean Nurses Association
Korea Personnel Improvement Association

Hansol IONES

Environmental Preservation Association
Fire Safety Institute
Anseong Managers Association

Korea International Trade Association
Korea World Class Enterprise Association
Anseong Chamber of Commerce

KOSDAQ Listed Companies Association
Korea Mechanical Construction Contractors Association
Korea Electrical Engineers Association

Korea Electrical Engineers Association
The Korean Society Future Forum for Semiconductor Material, Part and Equipment

Hansol HomeDeco

Korea Industrial Safety Association
Korean Industrial Health Association
Korean Standards Association

Korea Electrical Engineers Association
Jeonbuk Environmental Managers Council
Jeonbuk Branch of Korea Safety Association

Hansol Honam Council
Hansol Safety and Health Council
Korea Specialty Contractors Association Seoul Metropolitan City Council

Korea Wood Panel Association
Korea Exchange Seoul Office
Iksan Business Environment Council

Korea Energy Engineers Association
Jeonbuk Environmental Preservation Association
Korea Waste Recycling Association

Jeonbuk Regional Chemical Plant Council
Hazardous Goods Fire Safety Council
Korea Exchange

Korea International Trade Association
Korea Listed Companies Association
Korea Franchise Association

Korea Fire Safety Association
Hansol Group Seoul Council
The Korean Society of Wood Science and Technology

Korea Proptech Forum
Korea Resources Circulation Industry Promotion Association
UN Global Compact Network Korea

Korea Radioisotope Association
Korea Remodeling Association
Jeonbuk Regional Chemical Plant Council

Iksan Regional Occupational Safety and Health Council
Korea Wood Recycling Association (Non-Profit Organization)
Korea Construction Engineers Association

Korea Mechanical Construction Contractors Association

Hansol Chemical

Jeonbuk Green Business Council
Jeonbuk Environmental Engineers Association
Wanju Industrial Complex Environmental Council

Wanju Industrial Complex Safety and Health Managers Council
Jeonju-Wanju Fire Safety Council
Iksan Fire and Hazardous Materials Safety Management Association

Iksan Process Safety Management Association
Ulsan Environmental Engineers Association
Busan-Ulsan-Gyeongnam Public-Private Joint Response Council

Korea Fire Safety Association
Ulsan Yecheon Safety and Health Management Council

Tapex

Korea Listed Companies Association
Hwaseong Chamber of Commerce and Industry
Hwaseong Chamber of Commerce and Industry

Korea International Trade Association
Korea Vinyl Environmental Council
Korea Industrial Technology Association

The Korean Adhesion and Interface Society
Korea Fire Safety Association
Korea Industrial Safety Association

Korea Electrical Engineers Association
Korea Energy Engineers Association
Korea Construction Engineers Association

Korea Mechanical Construction Contractors Association
Gunsan Business Environment Council
Gunsan Firefighting Association

Gunsan Regional Safety and Health Management Council
Jeonbuk Environmental Engineers Association
Southern Gyeonggi Process Safety Council

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Independent Assurance Statement

To readers of HANSOL Group Sustainability Report

Introduction

NICE D&B Co., Ltd. (hereinafter referred to as the "Assurer") was commissioned by HANSOL Group to conduct an independent assurance of its Sustainability Report 2025 (hereinafter referred to as the "Report"). The responsibility for all information and statements included in the report lies with the management of HANSOL Group. The assurer's responsibility is to perform an assurance engagement as agreed upon in our agreement with HANSOL Group and issue an assurance statement.

Competence and Independence

The assurer is composed of members who have accumulated long-term experience in sustainability, with deep understanding of the assurance standard methodology. The assurer has no other contract with HANSOL Group and did not provide any services to HANSOL Group that could compromise the independence of our work.

Scope and Standards

The assurer applied the international verification standard AA1000AS v3 and conducted the verification using the Type 1 method with a Moderate level of assurance. In other words, the verification was conducted as a Type 1 verification to assess compliance with the principles of inclusivity, materiality, responsiveness, and impact as outlined in AA1000AP (2018). Accordingly, the scope of this assurance engagement does not include providing separate assurance on the reliability of specific performance information and quantitative data.

The scope of the verification applied to the report is as follows:

- Report contents during the period from January 1st 2025 to December 31st 2025 included in the report, some data of 2026 are included.
- Appropriateness of the selection of key issues based on materiality assessments
- Review of the key activities and related processes included in the Report to the extent necessary to assess compliance with the AA1000 AccountAbility Principles (AA1000AP)
- Validity of the processes for measuring and collecting selected information based on sampling

Assessment on the Application Level of GRI Standards

The assurer confirmed that the report by HANSOL Group was prepared in accordance with the GRI Standards and that there were no inappropriate elements based on the materials presented by HANSOL Group in relation to the Universal Standards and Topic Specific Standards.

Universal Standards

Topic Specific Standards

- Economic: 201-1~2(Economic Performance), 203-1(Indirect Economic Impacts), 205-1~2(Anti-corruption)
- Environmental: 301-2(Materials), 302-1, 3~4(Energy), 303-1, 4~5(Water and Effluents), 305-1~2, 4~5, 7(Emissions), 306-1~5(Waste)
- Social: 401-1~3(Employment), 403-1, 3~7, 9~10(Occupational Health and Safety), 404-1~2(Training and Education), 405-1~2(Diversity and Equal Opportunity), 414-2(Supplier Social Assessment)

Conclusion and Opinion

Based on the document reviews and on-site inspections, the assurer had several discussions with HANSOL Group on the revision of the Report regarding the reporting principles, and reviewed the final report after incorporating recommendations for revisions and improvements. The verification results confirm that the report has been prepared in accordance with the GRI Standards, and no inappropriate aspects were found in relation to the compliance with the principles outlined in AA1000AP (2018). The assurer's opinions on the principles are as follows:

Inclusivity

HANSOL Group has stakeholder engagement processes in place that involve key stakeholders such as customers, shareholders and investors, partners in the supply chain, affiliated companies, government agencies, local communities, employees who are directly or indirectly affected by its operations. It has established channels to identify and communicate with these stakeholders to reflect their core needs in decision-making.

Materiality

HANSOL Group conducted a double materiality assessment in accordance with the implementation guidance of the European Sustainability Reporting Standards (ESRS) to identify key important reporting issues that need to be managed in relation to sustainable management. The assessment included value chain mapping, analysis of global ESG standards based on business characteristics, and surveys conducted with internal stakeholders and external ESG experts. Based on an evaluation of the potential impacts, risks, and opportunities to HANSOL Group, 8 key issues were identified and appropriately disclosed in the report.

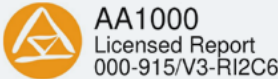
Responsiveness

HANSOL Group has established management directions and ESG strategic tasks for each of the 10 key issues identified, and reported on the detailed actions and performance related to these tasks.

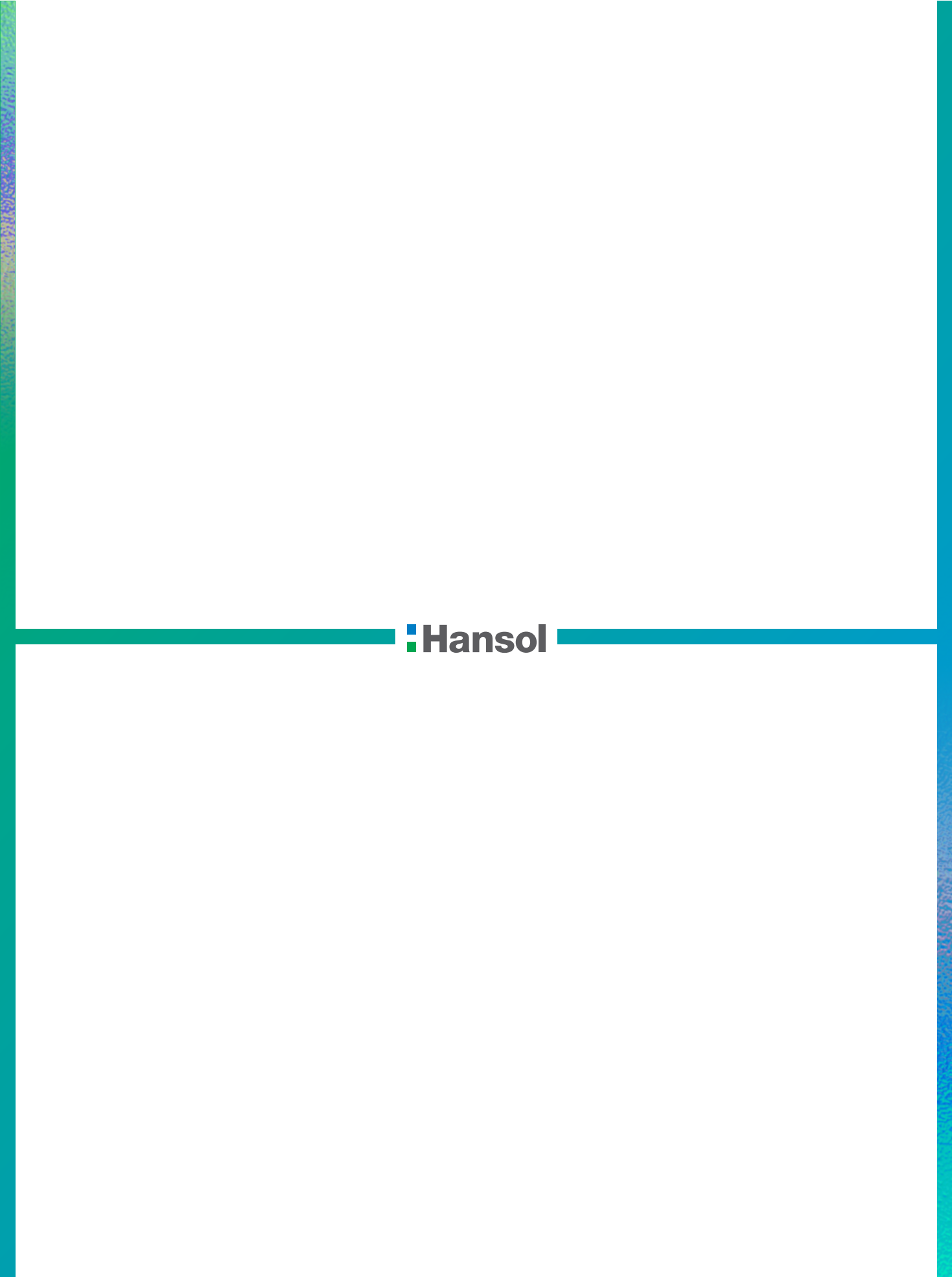
Impact

HANSOL Group identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible.

Jun. 2026 Seoul, Korea
CEO Oh, Gyu Geun



Signature



Hansol