YOUNGONE

SUSTAINABILITY REPORT 2024



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ABOUT THIS REPORT

Youngone Corporation is a global market-leading company

Since its establishment in 1974, Youngone Corporation has been committed to the manufacturing of technical products, broadening its scope of business to include the OEM export business for well-known overseas brands, the distribution of both domestic and international outdoor brands, and regional development projects in other countries. This has propelled us towards becoming a global company that contributes to national economic growth and societal development. We are guided by our missions, 'create more jobs through sustainable growth,' 'improve the quality of people's lives through environment-focused management,' and 'unleash love for humanity that enables people to live in harmony through giving back.' To bring these missions to life, we've shared our core values with our entire staff, a total of more than 90,000 employees, for implementation.

Overview

Since 2021, Youngone Corporation has published two ESG Milestone Reports to transparently disclose its financial and non-financial performance to stakeholders. In 2024, Youngone Corporation introduced a newly titled report, Youngone Sustainability Management Report 2023. This report is the second edition following the previous year's publication and expands earlier Milestone Reports in terms of reporting principles and scope. Going forward, Youngone Corporation is committed to publishing its ESG activities and performance on a regular annual basis to strengthen communication with stakeholders.

Reporting Period

This report covers our sustainability activities and performance from January 1, 2024 through December 31, 2024. It also includes some performance data from the first half of 2025. Additionally, the report provides data from the most recent three years for certain indicators to illustrate trends in quantitative performance.

Reporting Principles and Framework

This report is in alignment with the Global Reporting Initiative (GRI) Standards 2021. As a member of the UN Global Compact (UNGC), we have integrated our activities to fulfill its 10 principles and the Sustainable Development Goals (SDGs) into this report. Furthermore, this report follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). In terms of financial performance, it complies with the Korean version of the International Financial Reporting Standards (K-IFRS).

Reporting Scope

This report encompasses the ESG performance of Youngone Holdings and its major domestic subsidiary, Youngone Corporation. The financial performance is based on a consolidated basis including Youngone Corporation's subsidiaries, while the non-financial performance covers the operations of Youngone Corporation, both in Korea and overseas. For areas where the reporting scope differs, explanatory footnotes are provided. The environmental and social performance data in the ESG Data Book pertain to Youngone Corporation, which is responsible for product manufacturing. Some environmental and social contribution performance data also include activities from Youngone Holdings and Youngone Corporation. Governance-related content and relevant data in the ESG Data Book were prepared based on information from the listed companies Youngone Holdings and Youngone Corporation.

Data Assurance

To ensure the reliability and fairness of the content and the process involved in creating this report, the data has been verified by BSI, an independent verifier. The third-party assurance statement can be found in the Appendix section.

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Publication Date June 30, 2025
Location 159, Mallijae-ro, Jung-gu, Seoul, Republic of Korea
Website https://www.youngone.co.kr

Tel **Youngone Holdings** (02-390-6203)
Youngone Corporation (02-390-6216)
E-mail **Youngone Holdings** (esg_yoh@youngone.com)
Youngone Corporation (sustainability@youngone.com)

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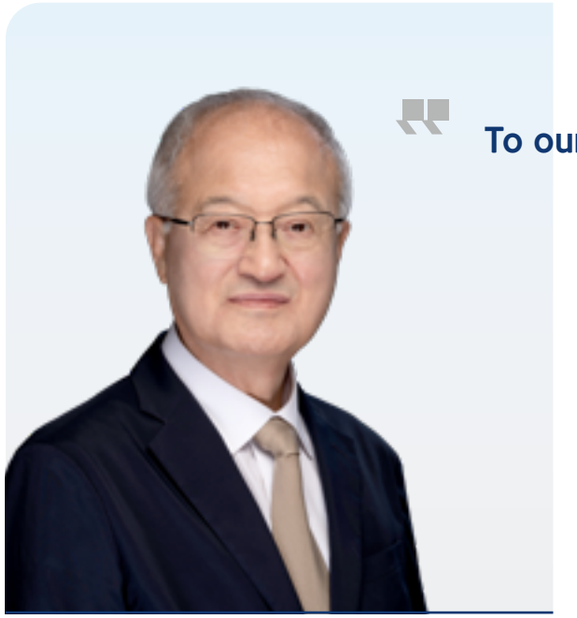
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CEO MESSAGE



To our valued stakeholders,

Over the past year, Youngone has faced numerous challenges, including a global economic downturn, heightened volatility in foreign exchange markets, and escalating geopolitical risks. In particular, Bangladesh - one of our key production countries - underwent significant political upheaval, marked by a minimum wage increase and student-led pro-democracy movements, which ultimately led to the establishment of a caretaker government. Despite these difficult circumstances, Youngone turned adversity into opportunity. By leveraging our sustainable competitive advantage, the OEM division achieved solid performance, demonstrating the resilience of our business model. In 2025, the global landscape continues to evolve rapidly. The Trump administration's reciprocal tariff policies, rising tensions in the Middle East, and growing military conflicts in various regions have added to the uncertainty. Even though it is difficult to predict when the industry will recover, Youngone is responding swiftly and strategically to these complex challenges with agility and resilience.

At the same time, Youngone continues to pursue sustainable growth grounded in our long-standing ESG philosophy, including efforts to improve the quality of life for humanity and protect the global environment. A prime example of this commitment is the Korean Export Processing Zone (KEPZ) in Bangladesh. Over the past several decades, Youngone has transformed barren land into an eco-friendly industrial complex by planting 2.9 million trees and creating rainwater retention basins. The installation of solar power facilities has allowed us to simultaneously foster biodiversity and accelerate the shift toward renewable energy. Furthermore, Youngone has established seven specialized R&D centers in Bangladesh focused on weaving, printing, and design. We are also working to establish educational institutions dedicated to textile and apparel design, continuing our investment in the future competitiveness of the industry's ecosystem.

As part of our efforts to grow in harmony with local communities, we are also developing a Medical Complex within KEPZ that meets global standards. A pilot hospital with 100 beds and a nursing college are already in operation, and we plan to expand this into a 400-bed general hospital to provide high-quality, advanced medical services to residents who currently face limited healthcare access. In the long term, we aim to establish a medical school to nurture local healthcare professionals and contribute to the advancement of Bangladesh's medical sector.

As we mark over 50 years of challenge and innovation, Youngone is now setting its sights on the next 50 years toward becoming a centennial company. We will continue to fulfill our responsibilities as a global ESG leader, working together with all our stakeholders to build a better world. We sincerely invite your continued interest and partnership on this journey toward a sustainable future.

Thank you.

Youngone Corporation
Chairman & CEO **Sung Kihak**

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CEO MESSAGE

To our valued stakeholders,

Last year was marked by continued global economic uncertainty, presenting numerous business challenges. Nevertheless, we were able to navigate the year successfully with the dedication of our employees, partners, and the steadfast support and interest of our stakeholders. However, the outlook for 2025 remains increasingly difficult to predict. Despite these uncertainties, Youngone is focused on responding effectively to both internal and external changes while strengthening our long-term competitiveness. Furthermore, Youngone continues to pursue harmonious growth across all areas of environmental, social, and governance matters, grounded in our commitment to sustainability.

ESG is more than a framework for Youngone; it is a philosophy woven into our daily operations. Since entering Bangladesh in 1980, Youngone has made continuous efforts to create a safe and supportive work environment, where employees can work comfortably. We operate on-site childcare centers and provide various health programs. In recent years, we have also focused on leadership development to strengthen the capabilities of our local teams. In Korea, we have implemented childcare subsidies and flexible working hours to help employees maintain a healthy life. With a global workforce of over 90,000 employees, Youngone aims for sustainable growth by enhancing employee welfare and strengthening institutional support for work-life balance.

Youngone continued its efforts to embed ESG principles across all aspects of its operations last year. At the KEPZ complex in Bangladesh, we expanded the operation of large-scale solar power facilities, while in Vietnam factories, we ceased the use of coal and transitioned to biomass fuel. Youngone strives to build a more sustainable value chain under our 3R (Recycle, Reuse, Reduce) policy, such as developing eco-friendly materials and producing recycled waste fabrics.

ESG also serves as a core principle in our investment strategy. To respond flexibly to the rapidly changing industrial environment, Youngone is actively investing in technology-based, eco-friendly companies through our CVC arm to build up competitiveness for the future.

Last but not least, Youngone has made continuous efforts to improve its governance and shareholder values as well. Both the holding and business companies have recently released the corporate value-up plans to share the company visions with its stakeholders. The plans include the shareholders' return plans, the long-term targets for financial indicators, and plans for improving key governance indicators listed in our corporate governance reports.※

Youngone will continue to engage sincerely in our journey toward a sustainable future by reinforcing the capacity to execute our ESG vision and promoting transparent communication with our stakeholders. We kindly ask for your continued interest and support.

Thank you.

※ The targets for value-up were set under the assumptions about the future that are beyond the company's control, and therefore the actual results may vary depending on various external and internal factors.



Youngone Holdings Co., Ltd.
Group Vice Chairman & CEO **Sung Rae Eun**

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About Us

Company Overview

Company name	Youngone Corporation
HQ address	159, Manlijae-ro, Jung-gu, Seoul, Republic of Korea
Main Business	OEM production and export of apparel and related products
CEO	Sung Kihak
Established	July 1, 2009
No. of employees	346

Major Affiliates



Global Business Sites

Employees(as of the end of December 2024)

90,000+

Production Sites

10+



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Corporate History

1974 ~ 1990

1974 Incorporated as YOUNGONE Corporation

1976 Established Korea's first downwear factory in Seongnam

1980 Opened overseas apparel factory in Chittagong, Bangladesh

1986 First licensed production of GORE-TEX in Korea

1987 Established YOUNGONE (CEPZ) LTD. (YCL), a garment factory in Chittagong, Bangladesh

1988 Listed on Korea Stock Exchange

1991 ~ 2009

1992 Established GOLDWIN KOREA Co., Ltd. as JV with GOLDWIN Japan (now YOUNGONE Outdoor Co., Ltd.)

1993 Established YOUNGONE HI-TECH SPORTSWEAR INDUSTRIES LTD. (YHT), a garment factory in Dhaka, Bangladesh

1997 Launched THE NORTH FACE brand in Korea

1999 Groundbreaking ceremony for KEPZ (Korean Export Processing Zone) in Bangladesh

2001 Established YOUNGONE (EL SALVADOR) S.A. DE C.V. (YLS) in El Salvador, Central America

2004 Established YOUNGONE NAM DINH CO., LTD. (YNL) in Nam Dinh, Vietnam

2009 Transitioned to a holding company structure as Youngone Holdings Co., Ltd and established Youngone Corporation through a spin-off

2009 Established KARNAPHULI SHOES INDUSTRIES LTD. (KSI) in KEPZ, Chittagong, Bangladesh

2010 ~ 2019

2010 Acquired New Zealand-based merino wool fabric manufacturer DESIGNER TEXTILES INTERNATIONAL LTD.

2011 Established SCOTT NORTH ASIA as JV with SCOTT CORPORATION SA (Switzerland)

2014 Acquired equity stake in OUTDOOR RESEARCH LLC (USA)

2014 Established SAMARKAND APPAREL LLC. (SQA) in Samarkand, Uzbekistan

2014 Youngone Outdoor selected as the official sponsor for the sportswear category of the PyeongChang Winter Olympics

2015 Acquired stake in SCOTT CORPORATION SA

2016 New investment in EVERTOP SPORTSWEAR PLC. (ESP) in Addis Ababa, Ethiopia

2018 First in the apparel sector to obtain ISO 22301 certification for business continuity management

2020 ~ Present

2020 Established EVERTOP TEXTILE & APPAREL COMPLEX PRIVATE LIMITED (ETI) in Telangana, India

2021 Completed 16MW solar power facility in KEPZ, Bangladesh

2022 Established YOH CVC PTE. LTD. in Singapore and launched YOH CVC FUND 1

2023 Established AMATITLAN SUNGMAN INDUSTRIES, S.A. (ASI) in Guatemala

2024 Commenced production at ETL factory in India

2024 Completed installation of 45MW solar power facilities across global sites

2025 Established YOUNGONE KENYA (EPZ) LTD. in Kenya

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Our Businesses

Manufacturing OEM

Apparel(Woven/Knit)



We have the expertise to improve the fabric's waterproofing, breathability, and warmth with our specialized sewing techniques beyond the inherent functions of the fabric. Our use of pattern technology and seam sealing and seamless sewing methods allows us to offer a diverse range of functional products that protect the body even in extreme environments. Since the development and production of Merino Wool knit products in 2006, we have supplied high-quality premium Merino Wool knit products to the outdoor sportswear industry. Currently, we are taking the lead in the outdoor sportswear market. In 2010, we acquired DTI, Merino Wool fabric manufacturer, enabling us to establish a one-stop production system from fabric to finished goods at our Vietnam facility. By introducing a modular production system, we have implemented product-specialized layouts and real-time defect correction through inline inspections, thereby enhancing our advanced manufacturing capabilities to deliver the highest quality products to our clients.

Shoes

We established a shoe factory in the Chittagong Export Processing Zone in Bangladesh in 1996 and began exporting products through OEM manufacturing. Since then, we have provided a wide range of products including sports, casual, sneakers, winter boots, military boots, and safety boots to prominent global brands. Our safety boots, in particular, are recognized and trusted by buyers for their stable and high quality, achieved through automated production. Besides holding the CSA certification, which is a Canadian quality standard, we maintain a competitive edge with our pricing due to tariff exemptions in key markets, such as Europe, Canada, Japan, and Korea. Through continuous research and investment in automation, we have streamlined processes and standardized operations. Our in-house production of outsoles and fabrics enables us to respond quickly to rapidly changing market demands, ensuring both price competitiveness and reduced lead times.



Goods



We specialize in producing premier bag brands based on our market-leading material and product development, collaborative design efforts, and advanced product development and manufacturing capabilities. We offer an extensive selection of product, enhanced by our expert processing skills, sophisticated production management technology, state-of-the-art automation equipment, and specialized processing skills, including advanced functional material sewing, embroidery, printing, and seamless sewing techniques. We supply hiking, travel, casual, and business bags, as well as camping gear to our partner brands, helping them to dominate the global market with top quality and competitive pricing. Based on our know-how and extensive investment in world-class production facilities, we are diversifying our business portfolio to encompass women's handbags, sleeping bags, and socks.

R&D

Based on R&D, we have been launching products that lead market demands and trends, delivering differentiated offerings to our customers. To this end, we make strenuous efforts to cultivate outstanding R&D talent, attract top-tier manpower across various fields, and acquire the latest technology information on technical materials and apparel products. We are also achieving continuous growth as a global company by establishing a global cooperative framework joined by overseas partners to lead trend changes. We were the first in Korea to develop and produce specialized ski wear and mountain sports apparel. In addition, we proactively adopted innovative process technologies, such as non-sewing adhesion and collaborated with overseas equipment companies for R&D to develop equipment with significantly enhanced productivity. Moreover, by establishing our own fabric production facilities, we are not only developing and utilizing fabrics applied with new methods and technologies but also striving to create a sustainable clothing production system with the introduction of eco-friendly dyeing and water-repellent processing technologies. On top of that, we have successfully developed and adopted various synthetic insulation materials as alternatives to goose and duck down for the sake of animal protection. Recently, we unveiled an eco-fleece product using sustainable fabric derived from recycled plastic bottles. We also introduced knit products made from recycled fabric and regenerated filling to the market.



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Our Businesses

Manufacturing OEM

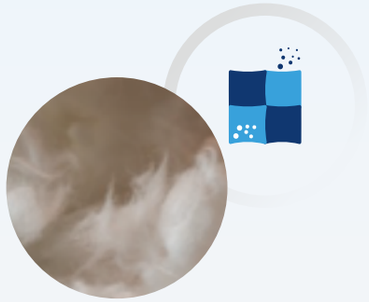
Raw Material

Textile

We have batch processing facilities for textile production in Vietnam and Bangladesh. Our capabilities encompass weaving, dyeing, lamination, and printing, and we achieve cost reduction and expedited delivery through vertical integration. We have consistently invested in the manufacturing of eco-friendly products. Our textile production facilities in Bangladesh have become the first to be registered as a "bluesign system" partner, and our key products obtained the bluesign certification. We are also continuously increasing the adoption of recycled polyester fabrics along with the commercialization of eco-friendly water-repellent products.



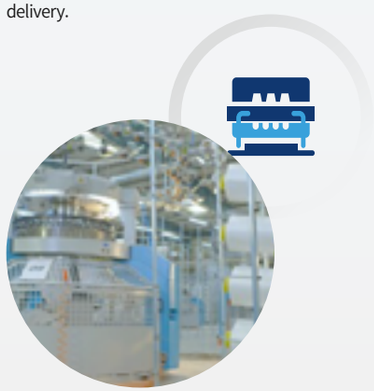
Filler



Our facilities in Vietnam and Bangladesh are equipped with both general and specialized padding lines as well as computerized quilting equipment. Our unparalleled high-quality products include: VX series that optimize warmth, breathability, and moisture control for enhanced activity and comfort, Excelloft series with exceptional warmth and volume, ecoLoft series with high-functioning, eco-friendly products, Nature series that are made from natural materials, and our ball-type fillers emulating the movement of down. To promote eco-friendly production, we are increasing the proportion of artificial down and padding made from polyester instead of natural down extracted from ducks or geese. We also obtained certifications, such as bluesign, Oeko-Tex, and Global Recycled Standard (GRS).

Knit

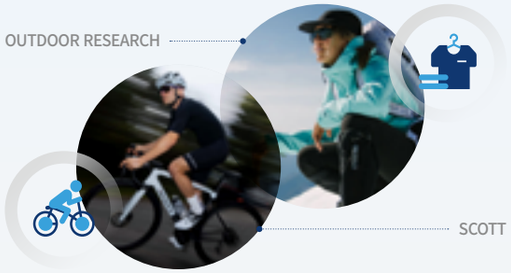
We manufacture circular knitted products, including Single Jersey, Interlock, Fleece, as well as warp knitted products, such as Tricot and Mesh type fabrics. Our functional products are enhanced with features, such as wicking, water repellency, antibacterial, and antistatic properties, achieved through meticulous post-processing. We are also broadening our production of eco-friendly fibers utilizing recycled polyester yarn that is certified with Global Recycled Standard(GRS) while conducting research and development of eco-friendly water-repellent and biodegradable fabrics. In 2018, we expanded our warp knitting factory to boost productivity and enhance competitiveness through faster fabric delivery.



Brand Retail

Brand Retail

In our quest for sustained growth in the global market, we have diversified our business scope by acquiring OUTDOOR RESEARCH, a U.S. outdoor brand with a rich history of more than 40 years, in 2014, and acquiring SCOTT, a Switzerland premium bicycle brand in 2015.



Founded in 1981, **OUTDOOR RESEARCH** is a specialized outdoor company with over 40 years of tradition, offering apparel and gear that emphasize outdoor heritage in the North American market.

SCOTT has maintained its reputation as a global premium bicycle brand based on three core elements: innovation, technology, and design. In 2007, it developed the world's lightest road frame, and in 2011, an MTB carbon frame. Through continuous product development and investment, it has recently launched a variety of new products focused on e-bikes and MTBs. Looking ahead, it aims to become a leading brand in the premium bicycle market by developing products that reflect evolving consumer needs.

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Key Financial Indicators for 2024

(on a consolidated basis for Youngone Corporation)

Total Assets
KRW 5,389.7 billion

Net Income
KRW 294.5 billion

Sales
KRW 3,517.8 billion

Return on Equity (ROE)
12.32%

Operating Profit
KRW 315.6 billion

Earnings Per Share (EPS)
KRW 9,846

Revenue Breakdown by Business Segment

(on a consolidated basis for Youngone Corporation)



Economic Value

(on a consolidated basis for Youngone Corporation)

Category	Item	Stakeholder	Amount (KRW million)
Creation	Operating Profit	The Company	315,581
Distribution	Dividends	Shareholders/Investors	59,850
	Interest Expense	Financial Institutions	19,456
	Salaries and Retirement Benefits	Employees	681,440
	Welfare Benefits		37,472
	Donations	Local Communities	5,768
	Corporate Tax	Government	113,638

Social Value

(on a consolidated basis for Youngone Corporation)

Employee Development	Social Contribution	Information Security
Average Training Cost per Employee (on a standalone basis for Youngone Corporation)	**Total Donations (incl. Social Contribution Investment)**	**Investment in Information Security**
KRW 704,000	KRW 5,497 million	KRW 314 million

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ESG Management System

Core Values (H.E.A.R.T)

With a desire to communicate with a variety of stakeholders and shape a better world beyond constant profit-making, Youngone has pursued sustainability in economic, societal, and environmental aspects.
This aspiration has guided us to establish our own vision and philosophy for ESG, which is based on our core values, H.E.A.R.T. We are putting this into practice by defining the direction of sustainable management and selecting key tasks for each ESG area.

HONESTY & INTEGRITY
We are true and sincere and adhere to high ethical principles.

EXCELLENCE
We take pride in our work and strive for the highest level of customer and employee satisfaction.

AGILITY
We navigate changing market conditions quickly.

RESPONSIBILITY
We value, promote and contribute to communities and society-at-large and conduct business in a responsible and sustainable manner.

TOGETHER
We must all live the core values and be accountable for our actions –Together we can make a real difference.

Vision and Philosophy

Driving Positive Sustainable Changes ‖ Throughout Our Supply Chain, Focusing in Working Environment ‖ Environmental Sustainability and Community Engagement

Three Direction of Sustainable Management

PHASE 1 ‖ Establish an ESG management system

- Create and operate a Sustainable Management Committee
- Select key tasks by ESG area
- Help employees better understand ESG



PHASE 2 ‖ Build ESG capacity and advance our sustainable management system

- Advance the key tasks by ESG areas
- Amend and supplement our company rules and work guidelines to ensure they align with global ESG initiatives



PHASE 3 ‖ Embed ESG into our business operations to take the lead in global management

- Build a company-wide ESG risk management system
- Disclose our ESG-related activities and disseminate our values through engagement with stakeholders



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ESG Management System

Governance for ESG Management

Youngone Corporation is actively promoting ESG management as a core strategy for achieving a sustainable future and enhancing corporate value. To ensure effective implementation, we have established a robust ESG governance framework built on expertise and diversity. In March 2021, the Sustainable Management Committee was established under the Board of Directors to thoroughly examine key issues across Environment (E), Social (S), and Governance (G), and to systematically monitor the direction and progress of ESG initiatives. As of the end of 2024, the committee is composed of five directors, three independent and two executive directors. It plays a key role in deliberating and approving critical matters such as strategy development, performance evaluation, review of major activities, goal setting, and approval of implementation plans from a professional perspective. Under the committee, the Sustainable Management TFT functions as a working-level group overseeing ESG data management, external evaluation responses, and ongoing monitoring efforts. In addition, clear roles and responsibilities are assigned to departments across each ESG domain, and close collaboration is maintained with frontline units to ensure the effective implementation of ESG activities company-wide.

Board of Directors

Sustainable Management Committee

Sustainable Management TFT

- Managing ESG data
- Responding to ESG assessments (Korea Institute of Corporate Governance and Sustainability)
- Monitoring domestic and global ESG trends

CEO

Environmental

Management Innovation Team	· Setting GHG emissions reduction targets for overseas operations and establishing and managing eco-friendly production systems
Materials Business Unit	· Procuring environmentally friendly raw and subsidiary materials · Formulating and implementing green strategies based on vertical integration
Environmental Part, General Affairs Team	· Managing energy consumption at domestic business sites · Monitoring compliance with environmental regulations · Conducting training for employees on how to respond to environmental accidents
Governance Team	· Managing environmental data, including GHG reduction data from overseas operations

Social

Governance Team	· Managing safety, health, and human rights for overseas employees
Human Resources Team	· Managing the welfare system and talent development for domestic employees
Health and Safety Part, General Affairs Team	· Health and safety management of domestic sites and partner companies
Materials Business Unit	· Managing overseas supply chains
Legal Team	· Supervising and supporting ethical management
IT Team (Youngone Holdings)	· Enhancing information security management

Governance

IR Team	· Composition and operation of the Board of Directors (BOD) · Managing Board policies · Voluntary disclosure of ESG-related information and progress



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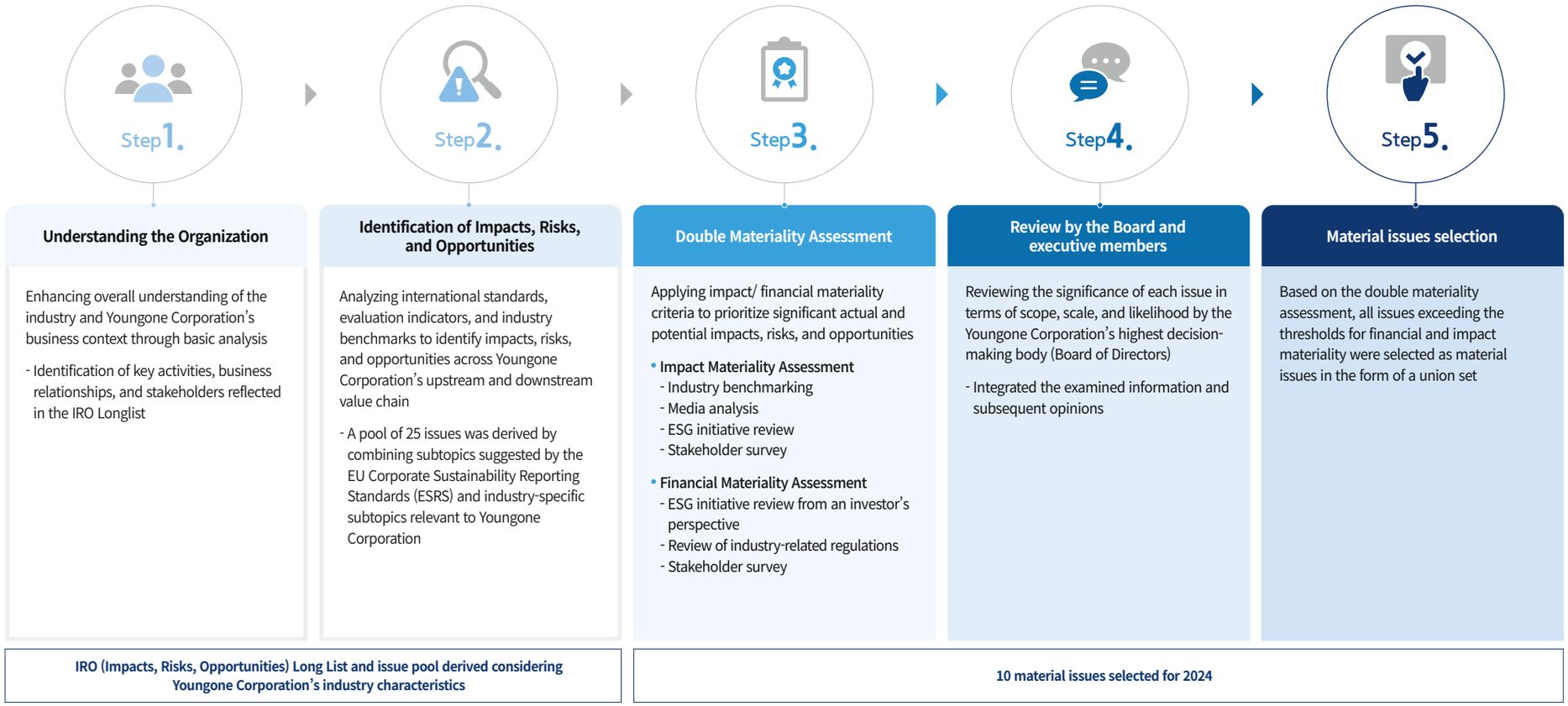
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Material Topics

Youngone Corporation conducts a materiality assessment to effectively manage sustainability issues that must be prioritized under its sustainability strategy. Our materiality assessment is based on the principle of double materiality, in accordance with the GRI Standards 2021 and the EU Corporate Sustainability Reporting Standards (ESRS). This concept considers not only the impact materiality—the effects the Youngone Corporation has on the environment and society—but also the financial materiality, which refers to the influence of environmental and external stakeholder factors on Youngone Corporation's financial condition. As part of the double materiality assessment, we identified impacts, risks, and opportunities based on our understanding of the organization, and identified 10 material issues through the evaluation.

Materiality Assessment Process



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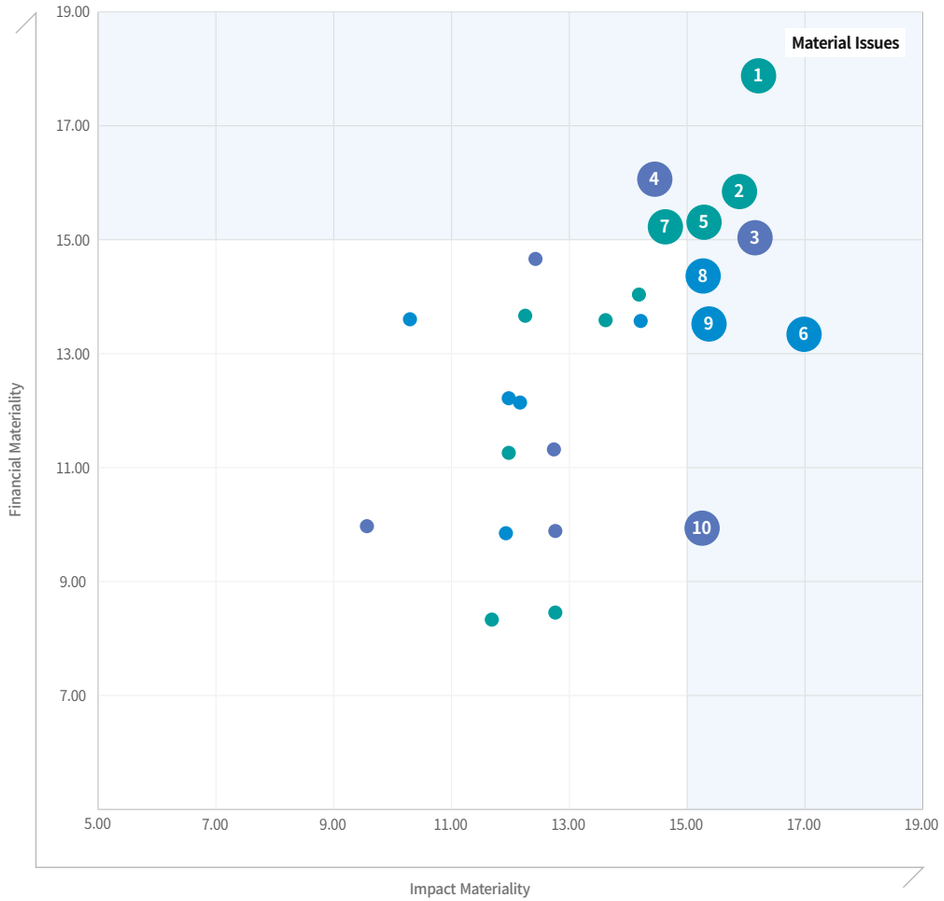
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Materiality Assessment Results

Youngone Corporation selected a total of 10 material issues based on the results of the double materiality assessment. If an issue exceeded the threshold in either financial materiality or impact materiality, it was included as a material issue in the form of a union set.



Ranking	Category	Issue	GRI	Page
1	Environment	Climate Action	305-1~7	31~33, 71
2	Environment	Development of Eco-friendly Raw Materials and Products	305-1~3	35~37, 72
3	Governance	Stakeholder Engagement and Communication	413-1-1	50~53
4	Governance	Ethics and Compliance Management	205-2~3	66~67
5	Environment	Energy Management	302-1~4	31~33, 71
6	Social	Enhanced Human Rights Management	406-1	49, 75, 78
7	Environment	Waste Management	306-1~5	26, 29, 71
8	Social	Human Resource Management	401-1, 401-3, 404-1~2	44~48, 74, 75, 77, 78, 83, 84
9	Social	Occupational Health and Safety Management	403-1~7, 403-9	40~44, 49, 75, 78
10	Governance	Comprehensive Risk Management	N/A	63~65

Key Changes Compared to the Previous Year	Reason for Change
Stakeholder Engagement and Communication was identified as a material issue.	▶ Stakeholder engagement and communication were classified as a material issue as they have actual and potential impacts across the entire value chain of Youngone Corporation's business operations.

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Material Topics

Our Approach to Managing Ten Material Issues

To effectively address the ten material issues identified through the double materiality assessment, Youngone Corporation has established a comprehensive management plan for the top 10 material issues. In 2024, we are monitoring our activities and performance for each material issue and setting long-term targets aligned with the Youngone Corporation's future plans and strategic direction. By setting specific goals for each issue and continuously managing and monitoring our progress, we are committed to realizing sustainable management.

	Our Approach	2024 Achievements	Long Term Target
Climate Action	To achieve the goal of 'reducing GHG emissions by 40% by 2030' at our global business sites, we have developed strategies and action plans. These plans are now in action, contributing to our efforts in combating climate change.	• Rooftop solar panel installation project launched - 38 MWp (end of 2023) → 44.6 MWp (end of 2024) • Transition from coal to biomass fuel at Vietnam plants (as of Jan. 2025) • Ongoing biodiversity protection activities and development of the KEPZ eco-friendly industrial complex	• Reduce GHG emissions by 40% at global business sites (by 2030) • Install 100 MWp of solar power generation capacity at global sites (by 2030) • Establish an integrated environmental management system (locally + globally) - ISO 14001 certification for domestic sites (Malli-dong) and major overseas sites • Set long-term carbon reduction targets and respond to SBTI/CDP
Development of Eco-friendly Raw Materials and Products	To expand our portfolio of eco-friendly raw materials and products, we are producing resource-circulating products using recycled fabric remnants. We are also establishing an integrated production system from yarn to garment through vertical integration, which helps reduce physical logistics movement and ultimately contributes to lowering carbon emissions.	• Expanded mechanical recycling capabilities by producing recycled fabrics from leftover materials • Launched R&D project for eco-friendly material (Bio Nylon56) • Initiated DTY (Draw Textured Yarn) processing plant project (target operation in 2H 2025)	• Additional installation of mechanical recycling equipment • R&D of eco-friendly raw materials • Establishment of an R&D center for textile products • Vertical integration through investments in yarn processing plants
Stakeholder Engagement and Communication	We strive to build trust by identifying, understanding, and collecting feedback from stakeholders, and aim to establish long-term relationships to realize sustainable management.	• Strengthened ESG communication through publication of the sustainability report • Operating various communication channels for reporting unethical behavior and human rights issues	• Expand communication methods through regular review of stakeholder engagement framework • Develop and operate stakeholder engagement policies
Ethics and Compliance Management	We have established a Code of Ethics and Compliance Control Standards that serve as behavioral guidelines for employees. The Compliance Officer continuously monitors management and employee adherence to compliance controls.	• Established compliance control standards (Aug. 2024) • Operated ethics training programs - Ran Ethics Week campaign (Sep.–Oct. 2024) - Conducted ethics violation-related training (Apr.–May / Jul.–Aug. 2024)	• Raise employees' awareness of compliance through regular training on related laws and case studies • Establish a compliance organization to implement a continuous monitoring system
Energy Management	We are investing in renewable energy generation facilities in our main production hubs—Bangladesh and Vietnam—and are reviewing the implementation of an energy management system to improve energy efficiency and promote environmentally-friendly operations.	• Expanded solar power generation facilities in 2024 • Discontinued coal use and promoted fuel transition to biomass - Promoted energy efficiency improvements in 2024 and green energy transition by 2025 • Reduced energy consumption by 46 TJ in 2024	• Expand solar generation capacity at global business sites to 100MW • Introduce Factory Energy Management System (FEMS) and acquire ISO 50001 certification

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Material Topics

Our Approach to Managing Ten Material Issues

	Our Approach	2024 Achievements	Long Term Target
Enhanced Human Rights Management	To realize human rights management at our business sites both in Korea and abroad, we conduct annual training programs on anti-discrimination, prevention of workplace sexual harassment, and general human rights awareness. In addition, we have established a human rights management policy to strengthen our commitment to human rights and are currently developing a mid- to long-term roadmap to further advance our human rights practices.	• Conducted human rights-related training at headquarters (Dec. 2024) • Delivered Global Code of Business Conduct and Ethics and Policies (Feb. 2024) • Conducted Workplace Code of Conduct training (year-round)	• Promote a culture of respect for human rights by expanding human rights awareness training • Strengthen internal protection of human rights by establishing a response system for human rights violations • Operate mental wellness support programs to promote psychological stability of employees
Waste Management	We are dedicated to minimizing the environmental impact from OEM manufacturing processes by establishing a resource circulation system that emphasizes recycling and reusing unavoidable waste.	• Expanded development of recycled products (e.g., Woven, Knit, Padding) • Increased production of recycled Knit products (PET, Nylon) and eco-friendly filling materials (PET) • Introduced Waste Management System to systematically manage waste generation by type	• Expand installation of eco-friendly equipment for recycling waste materials and develop related products
Human Resource Management	We make multifaceted efforts in human resource management, ranging from talent acquisition and capacity building to diversity promotion. We are committed to creating a fair and inclusive work environment where everyone can thrive.	• Female employees in managerial or higher positions accounted for 61% (domestic business sites) • Improved quality of training and expanded training coverage (domestic business sites) • Carried out the Youngone Talent Incubation Program in Bangladesh	• Internalization of employee diversity, equity, and inclusion in recruitment and compensation • Maximizing performance and building a foundation for sustainable organizational growth through enhancement of employee expertise and capabilities
Occupational Health and Safety Management	We have established a safety and health management system that complies with relevant regulations and standards. By conducting risk assessments, we proactively identify and address safety risks in advance.	• Expanded risk assessment consultations to a total of 9 sites including small-scale facilities and eliminated identified risk factors (domestic business sites) • Maintained zero accident record in 2024 (domestic business sites)	• Establishment of a health and safety management system through ISO 45001 acquisition • Internalization of a proactive safety and health culture among employees • Strengthened stakeholder response by disseminating the safety culture to partner companies
Comprehensive Risk Management	We have established a risk management system based on the Board of Directors and its committees to identify various risks that may arise throughout operations and respond comprehensively with appropriate measures for each risk factor.	• Reporting ESG-related mid- to long-term goals and progress to the board committees • Conducted a simulation drill for the ISO 22301 Business Continuity Plan (BCP) in November 2024	• Establishment of an integrated anti-corruption management system (ISO 37001 certification) • Enhancing company-wide compliance awareness

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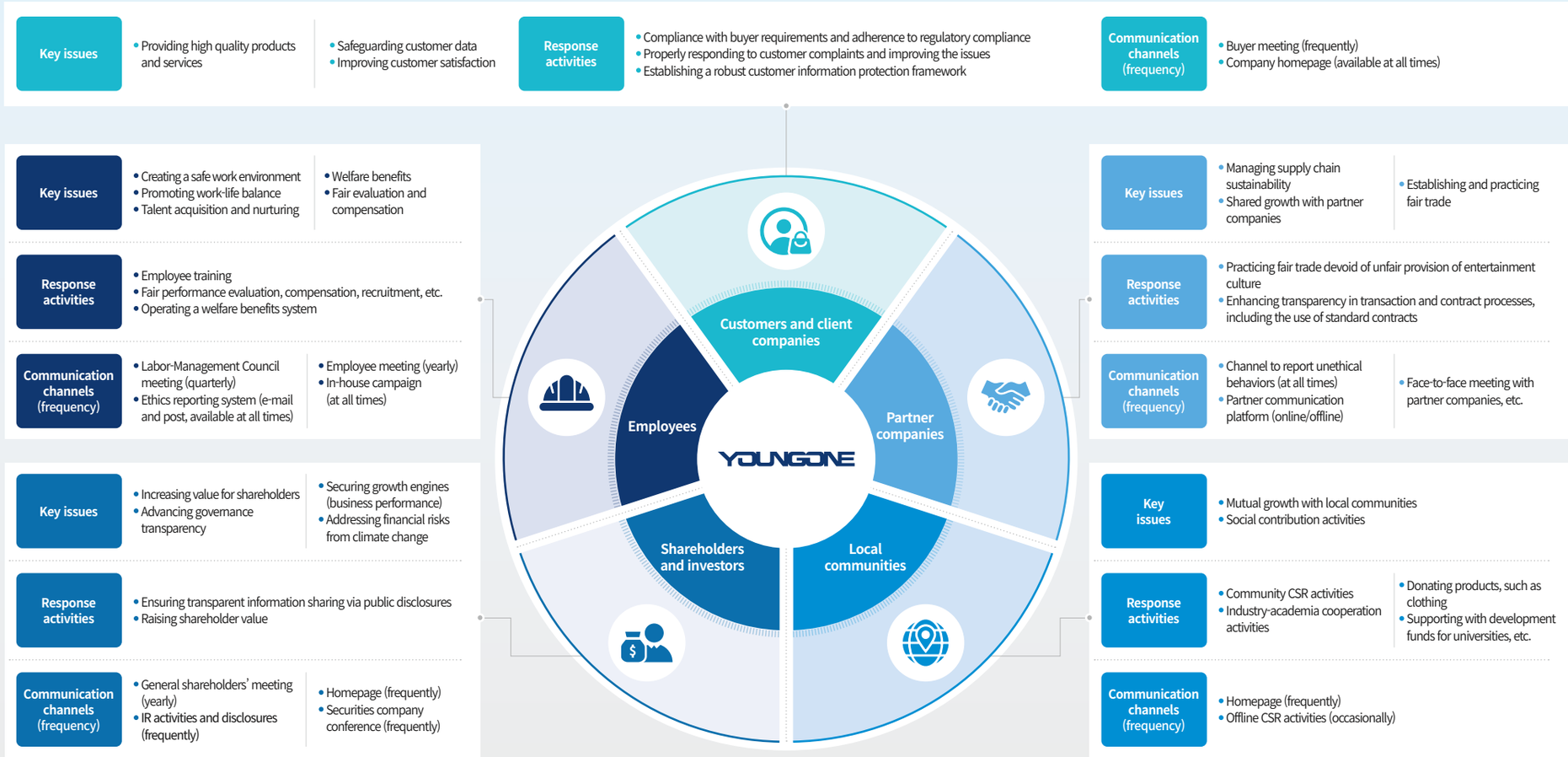
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Stakeholder Engagement

Youngone Corporation categorizes its key stakeholders into customers and client companies, employees, partner companies, shareholders and investors, and local communities. We engage with each stakeholder group through diverse communication channels to gather opinions on key issues and ESG management. Going forward, we will continue our active communication efforts to foster mutual growth and create sustainable value with all stakeholders.



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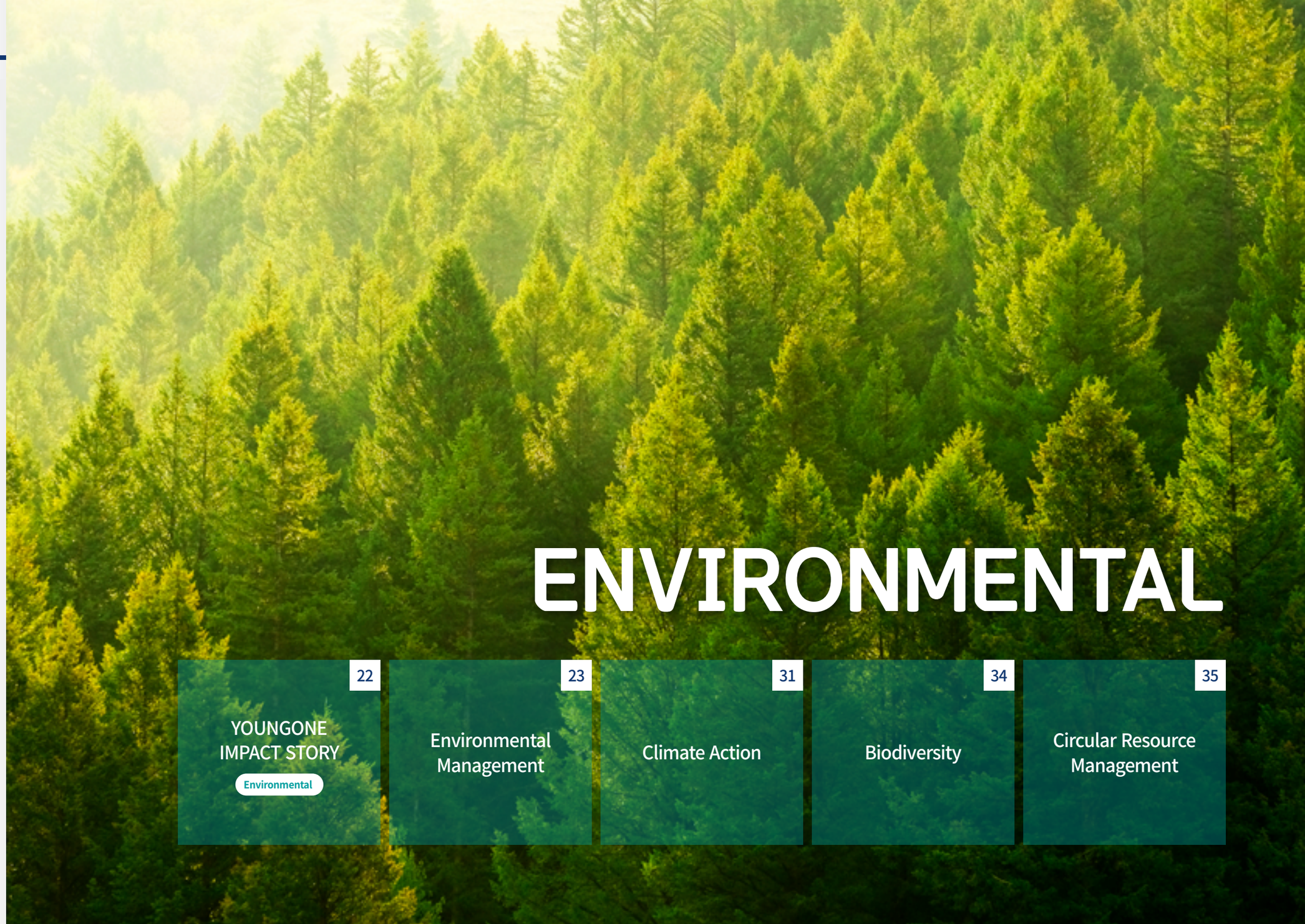
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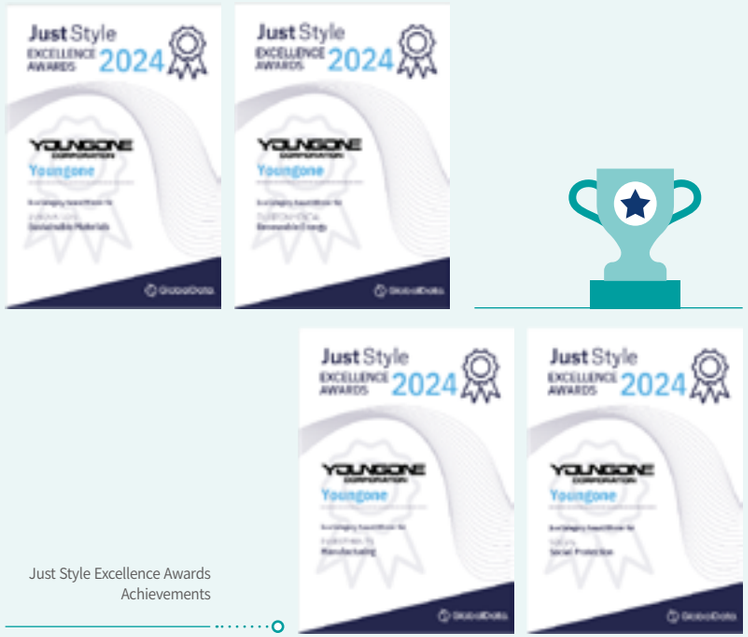
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YOUNGONE IMPACT STORY Environmental

Winner of the Just Style Excellence Awards

Youngone Corporation has continued to demonstrate a strong commitment to environmental protection—one of the core pillars of sustainable management—through its ongoing efforts and innovation. These achievements in environmental management were recognized at the 2024 Just Style Excellence Awards, hosted by Just Style, a leading global media outlet in the textile and fashion industry. The Just Style Excellence Awards honors outstanding companies across 12 categories. Youngone Corporation was recognized in four categories: Innovation, Environmental, Investment, and Social.

The Innovation and Environmental awards, in particular, highlight Youngone Corporation's leadership in developing sustainable products and managing environmental responsibilities. Through this recognition, Youngone reaffirms its commitment to advancing environmental stewardship and leading the creation of sustainable value.



Just Style Excellence Awards Achievements

INNOVATION- Revolutionising eco-friendly insulation with EcoLoft technologies:

Youngone Corporation was recognized for its innovative efforts in minimizing environmental impact while delivering outstanding performance through its EcoLoft eco-friendly insulation and the EcoLoft Natural WoolPok product, which combines eco-conscious wool and natural fibers.



ENVIRONMENTAL- Championing environmental stewardship and conservation:

Youngone Corporation earned high praise for its leadership and achievements in environmental protection, including expanding solar power generation and implementing a wide range of environmental management and nature conservation initiatives.



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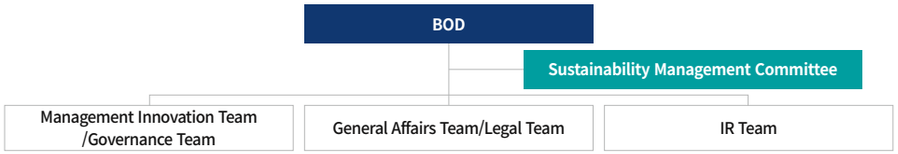
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Management System and Implementation Plan

Governance for Environmental Management

Youngone Corporation operates dedicated environmental management teams across domestic and international operational units to proactively and systematically address environmental risks that may arise throughout the value chain. Major environmental issues are regularly reviewed by the Board of Directors or the Sustainability Management Committee, a subcommittee of the Board. Based on these reviews, the company's eco-friendly management policies and implementation strategies are evaluated and refined. At overseas sites, an Environmental Sustainability Council, composed of senior regional executives, is in place to continuously monitor the establishment and implementation of site-specific environmental management systems. This structure reinforces the company-wide oversight and governance framework, aiming to enhance the overall level of environmental management across the organization.

Organizational Structure for Environmental Management



Sustainability Management Committee | Youngone Corporation's Sustainability Management Committee sets mid- to long-term goals related to eco-friendly management and regularly monitors key activities and outcomes at least once a year. In 2024, the committee reviewed and discussed agenda items such as energy management, expansion of eco-friendly raw materials and products, and waste management. It also continues to assess and manage key risk factors and issues that may impact on the company's environmental management.

Category	Date of Meeting	Agenda Items
Sustainability Management Committee	2024. 03. 29	• Appointment of the committee chairperson
	2024. 05. 10	• Report on 2023 ESG evaluation results • Report on ESG material issues and other topics
	2024. 12. 23	• Report on Climate Action targets and progress • Report on Mid- to Long-term environmental management goals and progress • Report on ESG-related policies • Report on the status of financial risk management

Eco-friendly Management Strategy

Youngone Corporation pursues sustainability through eco-friendly policies. Specifically, the company has established four strategic directions—reducing greenhouse gas emissions, minimizing environmental impact, expanding eco-friendly products, and embedding environmental awareness—to support continuous environmental conservation efforts.

4 Key Directions	Initiatives	Goals
Reducing GHG emissions	• Operation of 45MWp solar power facilities across global sites by the end of 2024 • Completion of boiler installation at the YNL factory in Vietnam in 2024 and transition to biomass fuel by January 2025	Reducing GHG by 40% by 2030 (compared with the level of 2019)
Minimizing environmental impact(pollutant)	• Operation of wastewater treatment and rainwater harvesting systems • Advancement of waste treatment processes • Expansion of the YO CDI platform for chemical substance management at production sites	Creating a circular economy by reducing waste disposal as well as energy and water consumption
Increasing eco-friendly products	• Expansion of investments in eco-friendly companies through YOH CVC • Development and sales expansion of eco-friendly Polybag • Expansion of eco-friendly product development through the EcoLoft® brand	Expanding our commitment to sustainability by actively investing and growing our portfolio in eco-friendly materials and products
Internalizing environmental awareness	• Implementation of environmental education for employees in 2024 • Participation in the WWF-led global "Earth Hour" campaign • Participation in the plastic reduction campaign "GoGo Challenge"	Raising environmental awareness among all employees through continued education and active involvement in environmental campaigns

Energy Risk and Opportunity Analysis and Response Strategy

Youngone Corporation has conducted an analysis of risks and opportunities related to eco-friendly energy in order to identify and manage potential impacts. Based on the results, we have established and are implementing specific response strategies to systematically address the identified risks and opportunities.

Key Issues	Risk Factors	Opportunity Factors	Business Impact	Response Strategy
Fluctuation in Energy Prices	Rising energy costs and supply risks due to external power dependency	Securing long-term stable energy costs	Potential increase in cost ratio	Expansion of renewable energy share and introduction of energy-efficient facilities
Expansion of Solar Power Generation	Price risks from reliance on external electricity	Expansion of in-house renewable energy generation	Direct impact on energy cost structure	Establishment of solar installation targets and investment implementation

Annual Solar Power Investment Costs and Generation Output

Category	Unit	2022	2023	2024
Investment Cost	USD million	4.9	8.3	4.0
Power Generation	MWh	28,867	36,238	41,410

Financial Impact and Targets of Solar Power Generation

Category	Unit	2024	2025 (Est.)	2030 (100MW Target)
Annual Power Generation	MWh	41,410	45,000	140,000
Carbon Reduction	tCO_2	18,705	20,327	63,238
Financial Impact	KRW million	178	193	600

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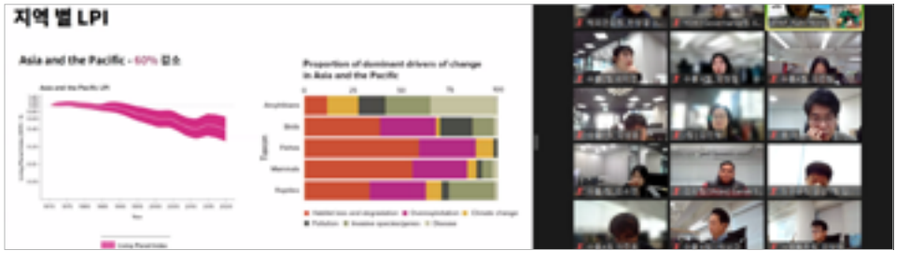
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Management System and Implementation Plan

Embedding Environmental Management

Youngone Corporation continues to raise awareness of environmental management by providing ongoing environmental education for employees. On December 6, 2024, we held an online training session in collaboration with the World Wildlife Fund (WWF) under the theme, "2025: Preventing the Planet's Tipping Point," which was attended by approximately 270 Youngone employees. The session was based on key insights from the 2024 Living Planet Report and emphasized the essential roles of governments, businesses, and individuals in addressing the global nature crisis. In a separate session on the topic of "The Collapse of Earth's Systems Due to the Climate Crisis," 232 employees from both Youngone Corporation and Youngone Holdings participated. This training provided an opportunity to deepen understanding of the ecological risks posed by climate change and to reflect on the practical roles and responsibilities of corporate members. Such environmental education programs serve as a critical foundation for strengthening environmental awareness among employees and embedding sustainability into all aspects of corporate operations.



Online Environmental Training for Employees

Compliance with Environmental Laws and Regulations

As of 2024, Youngone Corporation has maintained a record of zero violations of environmental laws and regulations over the past three years. We continue to strengthen its system for proactively preventing environmental risks. To respond preemptively to changes in environmental, health, and safety regulations, we have established a comprehensive legal register that systematizes applicable legal names and provisions across all business sites. Based on this register, we conduct regular environmental compliance assessments and monitoring activities. Through these efforts, each site is managed to ensure full compliance with applicable national and regional environmental laws and regulations. In addition, we operate an internal inspection system focused on early diagnosis and prevention to avoid any potential violations.

Response Strategies to Major Environmental Laws and Regulations

Response Strategy	Identifying the environmental legal framework and regulations within the legal register	Identifying the key elements of each environmental law and associated provisions	Identifying risks associated with relevant laws and regulations	Implementing and monitoring activities for proactive response
Environmental Law / Regulation	• Energy Use Rationalization Act • Energy Act		• Wastes Control Act • Act on the Promotion of Saving and Recycling of Resources	
	• Indoor Air Quality Control in Public-Use Facilities, etc. Act • Clean Air Conservation Act		• Act on Registration and Evaluation of Chemical Substances • Chemicals Control Act	
	• Groundwater Act • Drinking Water Management Act • River Act • Water Supply and Waterworks Installation Act • Sewerage Act • Water Environment Conservation Act		• Soil Environment Conservation Act	
			• Noise and Vibration Control Act	
Response activities	Annual energy consumption at domestic business sites and GHG emissions target management	Establishment of separate disposal of waste and resource circulation system at domestic business sites	Control of chemical handling and management procedures at domestic business sites	Activities to prevent leakage of pollutants into the ocean or soil; preventive activities in the event of noise and vibration

Violation Records of Environmental Laws

* Scope: domestic business sites

Category	No. of violations of environmental laws
2022	0
2023	0
2024	0

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Initiatives and Achievements

YOUNGONE VALUE CHAIN

Youngone Corporation is strengthening eco-friendly practices across its entire business value chain to advance sustainable management. We are expanding raw material sourcing through a proactive green procurement strategy and reducing carbon emissions by investing in energy-efficient production facilities. In addition, Youngone Corporation incorporates environmental considerations from the product development stage and strives to minimize waste generated during the manufacturing process—demonstrating its commitment to sustainability throughout the entire value chain.



Investment

Key Activities	Description
• Investment in eco-friendly facilities • Construction of solar power plants • Sustainable Investment in startups through YOH CVC	Establishing a foundation for sustainable growth through strategic investments in eco-friendly companies based on renewable energy infrastructure and technology

Product Development

Key Activities	Description
• Ecoloft® series • Development of eco-friendly high-performance fabrics • Expansion of recycled fabric usage	Leading sustainability trends in the global market through the development of products using high-performance, eco-friendly materials

Eco-friendly Certifications

Key Activities	Description
• Maintenance of ISO 14001 certification • Expansion of FEM (Facility Environmental Module) implementation • Acquisition of multiple eco-certifications such as RWS, RCS, and OCS	Enhancing environmental performance and external credibility through internationally recognized certification systems

Procurement

Key Activities	Description
• Management of procurement for GRS, RWS, and ZQ certified materials • Maintaining the sourcing ratio of GRS-certified raw materials	Strengthening supply chain management focused on certified materials to ensure ethical sourcing and traceability

Quality Management

Key Activities	Description
• Management of hazardous chemicals beyond domestic regulatory standards	Operating a sustainable quality management system that strengthens environmental and safety standards across the entire product and manufacturing process

Production

Description	Description
• Operation of wastewater treatment systems • Installation of rainwater harvesting systems • Transition to eco-friendly fuels	Establishment of eco-friendly infrastructure and systems to improve resource efficiency and reduce environmental impact in production processes, including water resources

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YOUNGONE VALUE CHAIN: Investment & Product Development

Initiatives and Achievements

Eco-friendly Investments

Youngone is actively investing in technology-based eco-friendly companies to build a sustainable future. In 2022, we established YOH CVC (Corporate Venture Capital) to identify and invest in global green startups. As part of its mid- to long-term strategy, Youngone Corporation also aims to generate synergy through collaboration with its portfolio companies. In 2023, investments were made in Circ, a company specializing in circular fiber technologies, and SRTX, which develops technologies for sustainable textile manufacturing. In 2024, investments were expanded to Infinited Fiber Company, which possesses advanced fiber regeneration technologies, and Colorifix, which provides bio-based dyeing solutions. These investments are expected to positively contribute to carbon reduction, resource circulation, and the reduction of hazardous substances for both Youngone Corporation and its partners, playing a critical role in building an eco-friendly value chain.

Key Portfolio Companies of YOH CVC

Circ | Infinited Fiber Company | SRTX | Colorifix

Eco-friendly Raw Materials and Product Development

Youngone Corporation is continuously developing products using eco-friendly raw materials and recycling systems to minimize environmental impact throughout the entire product lifecycle. At the YNL factory in Vietnam, leftover wool fabric scraps from the sewing process are recycled into Recycled Wool Fiber, which is then used to produce and sell various sustainable products such as knitwear and padding. Additionally, we are implementing an eco-friendly recycling production system that utilizes discarded PET and nylon fabrics for apparel production. At the KSI factory in Bangladesh, recycled PET and nylon waste are used as filling materials for padding products. Youngone Corporation is also actively working toward increasing the proportion of recycled materials among the fabrics it procures, based on a strategic roadmap. To this end, investments in eco-friendly facilities will continue, with the goal of ensuring that all factory-generated waste can be fully recycled going forward. These efforts will be accompanied by initiatives to develop sustainable high-performance materials and to establish a circular economy model. Notably, as part of its recycled wool product line, we have built an integrated eco-friendly knitwear production system—from the production of recycled wool yarn to seamless knitting using Whole Garment machines, and finally to finished product manufacturing.

Recycled Wool Whole Garment



Achievements and Goals in Eco-friendly Materials and Product Development

Establishment of a fabric waste recycling system	Expansion of sustainable material development	Strengthening vertical integration and R&D infrastructure
Operating a mechanical recycling system that converts fabric waste into recycled fabrics, with plans to add a thermo-mechanical recycling system by 2027	Launched new material development projects in 2024, including Bio Nylon56, with plans to expand sustainable material development through 2028	Advancing the DTY yarn processing plant project for operation in the second half of 2025 and gradually strengthening eco-friendly production infrastructure, including the establishment of a textile and fashion R&D center by 2027

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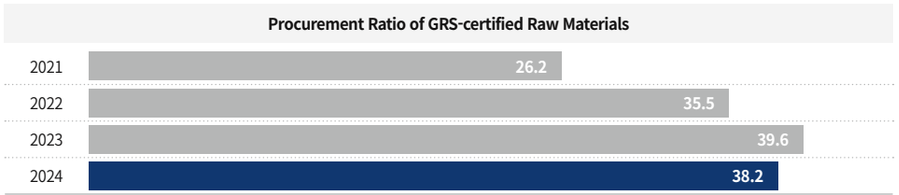
YOUNGONE VALUE CHAIN: Procurement & Production

Initiatives and Achievements

Eco-friendly Procurement Performance

Youngone Corporation has established internal standards to quantitatively manage the procurement performance of eco-friendly raw materials and transparently discloses sourcing results based on international third-party certifications. The proportion of GRS (Global Recycled Standard)-certified raw materials has steadily increased, reaching nearly 40% of total raw material procurement in 2023. Although the figure slightly decreased in 2024, we aim to raise the share of eco-certified raw materials to over 40% in the mid- to long term. In addition, Youngone Corporation is expanding its sourcing of certified materials that reflect animal welfare and social responsibility standards, such as RWS (Responsible Wool Standard) and ZQ (Natural Fibre Certification). As of 2024, more than 40% of total procured raw materials meet both environmental and social criteria.

Trend in the Procurement Ratio of GRS-certified Raw Materials (Unit: %)



Environmental and Social Standards Certifications

This international certification verifies the authenticity of recycled raw materials and ensures that environmental, social responsibility, and chemical management standards are met throughout the entire process—from raw material production to the final product. It applies not only to textiles but also to various materials such as plastics and metals, and is verified through third-party.

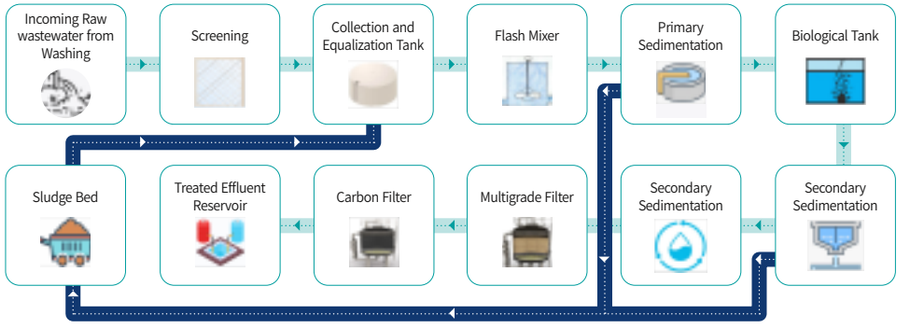
This international standard certifies that wool is produced in accordance with animal welfare principles. It is granted only to wool sourced from farms that protect the health and well-being of sheep and apply sustainable land and ecosystem management practices. The certification emphasizes traceability and responsible supply chains.

Originating in New Zealand, the ZQ certification is a premium ethical wool standard that comprehensively verifies animal welfare, environmental stewardship, sustainable farming, and ethical labor conditions throughout the production of high-quality wool. It is one of the most widely adopted certifications by leading global outdoor brands.

Wastewater Treatment System

To minimize the environmental impact of wastewater generated during the production process, Youngone Corporation has established and systematically operates wastewater treatment systems at each of its production sites. Major facilities in Bangladesh and Vietnam are equipped with advanced treatment technologies, including Effluent Treatment Plants (ETP) that utilize physical, chemical, and biological processes, as well as high-level purification systems such as Reverse Osmosis (RO), Ultra Filtration (UF), and Membrane Bio Reactor (MBR). The treated water is reused for non-industrial purposes such as sanitation. At the Vietnam YNL industrial complex, a combined MBR and RO system is used not only to purify domestic wastewater but also to recycle wastewater from the dyeing process. Meanwhile, own export processing zone (KEPZ) in Chittagong, Bangladesh continues to expand treatment capacity and improve purification performance in line with growing production volumes. In factories located in the Dhaka Export Processing Zone (DEPZ) and KEPZ, wastewater generated from various processes such as dyeing, printing, and research is reused within the plants after going through treatment stages such as suspended solids removal and activated carbon filtration. As of 2024, YNL reused over 50% of its industrial wastewater, while YHL recycled 37% of its domestic wastewater. Some facilities also reuse wastewater from dyeing and washing processes for non-industrial purposes such as toilet flushing, contributing to an overall reduction in water consumption. Youngone Corporation sources water from surface water, groundwater, and third-party suppliers (e.g., industrial water from local authorities). Some facilities are also equipped with rainwater harvesting systems to reduce reliance on external water sources. Treated wastewater that meets water quality standards is partially reused in the production process, while the remainder is discharged into nearby water bodies. Regular water quality analysis is conducted to monitor and manage its impact on the aquatic ecosystem. Youngone Corporation's wastewater treatment systems go beyond regulatory compliance, functioning as part of a sustainable water resource management framework aimed at reducing water usage and maximizing reuse. These efforts reflect our commitment to minimizing environmental impact throughout all stages of production.

Youngone Corporation Wastewater Treatment Process Flow



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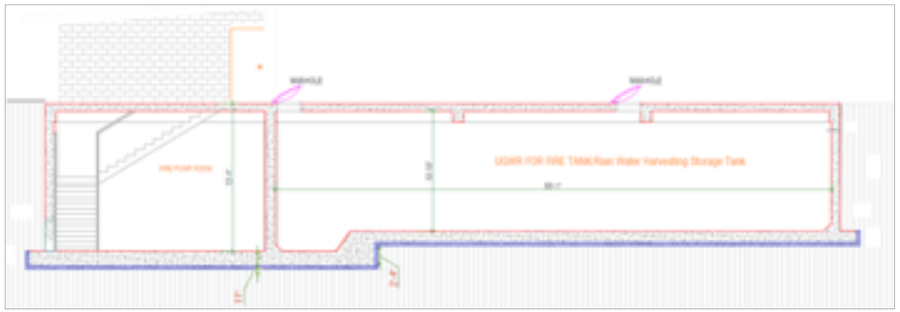
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YOUNGONE VALUE CHAIN: Production

Initiatives and Achievements

Rainwater Harvesting System

As part of its efforts to reduce water consumption in factory operations and contribute to local water resource conservation, Youngone Corporation operates rainwater harvesting systems at selected sites in Bangladesh. In 2024, the factory located in the Chittagong Export Processing Zone (CEPZ) collected and utilized approximately 7,600 m^3 of rainwater. This helped reduce dependency on external water sources by replacing part of the water required for factory operations, making it a representative case of effectively utilizing rainwater that would otherwise be lost during the rainy season. KPP factory in KEPZ also stored around 680 m^3 of rainwater for partial use in production activities. Additionally, STL, factory located in Dhaka Export Processing Zone, uses part of its firewater tank as a rainwater storage facility. These rainwater harvesting systems serve as one of the effective alternatives to address water scarcity and rainfall variability caused by climate change. They also contribute to preserving local ecosystems and enhancing the resilience of production sites. Based on its accumulated operational experience, Youngone Corporation plans to gradually assess the potential for expanding rainwater harvesting systems, taking into account the climate and water risk levels at its various production hubs.



Rainwater Harvesting Facility at STL Factory, DEPZ, Bangladesh

Transition to Eco-friendly Fuels

In the dyeing and finishing process of fabric production, which is part of the garment manufacturing process, a high level of thermal energy is required. Accordingly, Youngone Corporation has used LNG and coal as boiler fuels. However, to minimize environmental impact, we are gradually transitioning to eco-friendly fuel-based boilers. As the first step in this transition, Youngone Corporation began replacing existing coal boilers with biomass boilers at its YNL industrial complex in Vietnam. In 2023, a biomass fuel boiler was installed in Area A and pilot operation commenced. In 2024, the installation of an additional eco-friendly boiler in Area B was completed. The installed biomass boilers use renewable biofuels made from agricultural by-products such as rice husk pellets, which contribute to reducing greenhouse gas emissions and improving energy efficiency. To ensure the stability and sustainability of the fuel supply, we are working with local rice mills to enhance transparency across the supply chain. Additionally, to improve boiler operation efficiency and strengthen environmental management, a real-time emissions monitoring system has been introduced, allowing emissions to be managed at a stricter level than local standards in Vietnam. Through this system, potential operational anomalies can be detected early, enabling prompt responses and optimized management.

Eco-friendly Fuel Transition Project at YNL Industrial Complex

Early 2023	· Feasibility assessment, biomass boiler procurement, and fuel supply investigation and planning
Q3 2023	· Area A Boiler installed in Area A (Biomass 10 ton/hr steam boiler)
2024	· Area A Completion of boiler installation in Area A (Biomass 5M kcal/hr thermal oil boiler) · Area B Completion of boiler installation in Area B (Biomass 5M kcal/hr (+3 ton/hr) combined thermal oil & steam boiler)
Jan 2025	· Full transition to biomass boilers and commencement of operation · Fuel supply stabilization and operation of real-time emissions monitoring system
After 2025	· Strengthening fuel supply chain management and analyzing long-term cost efficiency · Reviewing internalization and expansion of eco-friendly fuel transition

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Environmental Management

YOUNGONE VALUE CHAIN: Quality Management

Initiatives and Achievements

Waste Emissions Management

Youngone Corporation recognizes the environmental impact of garment production activities and applies appropriate waste management practices tailored to the characteristics of various raw materials and production processes. We strictly comply with local regulations while striving to minimize environmental impact through waste reduction, proper treatment, and expanded recycling. Waste generated at each site is quantitatively tracked by type and source across the production process. In collaboration with professional waste management companies, Youngone Corporation continuously explores reduction strategies at every stage. Recyclable waste is either converted into eco-friendly energy or reused as secondary resources. For organic waste that is difficult to recycle, we evaluate alternative uses and potential applications. During the handling stage, general waste and hazardous waste are strictly separated for storage and transport. Safety protocols are followed based on the characteristics of each waste type to prevent accidents. Currently, over half of our waste is recycled through external partners, and efforts are ongoing to reduce landfill disposal and incineration volumes year by year.

Youngone Corporation Waste Management Policy

1 **Risk Management**
Pre-identification of risk factors and establishment of control systems

2 **Consumption Reduction**
Reducing resource use and improving process efficiency

3 **Waste Minimization**
Quantifying waste generation and establishing reduction strategies

4 **Waste Collection**
Sorting for recycling and categorizing disposal routes

5 **Waste Storage**
Temporary storage in accordance with safety standards by waste type

6 **Waste Disposal**
Proper treatment in compliance with local regulations

Chemical Management

Youngone Corporation is expanding the implementation of its proprietary chemical management platform, YO CDI (Youngone Chemicals, Dyes Inventory), to ensure company-wide chemical safety management. Since 2023, the platform has been introduced primarily at raw material factories with high chemical usage, and as of 2024, it is in use at a total of 25 production sites. The YO CDI platform was developed to overcome the limitations of manual management systems and to enable integrated management of a wide range of chemicals used across different production processes. Information for each chemical—such as SDS (Safety Data Sheets), TDS (Technical Data Sheets), international certifications (e.g., ZDHC, Bluesign, OEKO-TEX), and YACL (Youngone Approved Chemical List)—is managed in an integrated manner, enabling more effective monitoring and compliance with regulations related to restricted and potentially hazardous substances. In addition, Youngone Corporation has established and operates an internal Standard Operating Guideline for Chemical Management to ensure safe handling, storage, use, and disposal of chemicals throughout their lifecycle. This guideline includes essential processes such as the Chemical Assessment Framework, Chemical Suppliers Approval Process, and Chemical Purchase Process, and has been distributed across production sites to support implementation at the operational level. Through these efforts, Youngone Corporation is achieving systematic and consistent chemical management throughout the organization.

Youngone Corporation Chemical Management Standard Operating Guideline



- Chemical Assessment Framework
- Chemical Suppliers Approval Process
- Chemical Purchase Process
- And Other Related Procedures

YO CDI user interface screen



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Environmental Management

YOUNGONE VALUE CHAIN: Eco-friendly Certifications

Initiatives and Achievements

FEM-based Environmental Management

Youngone Corporation has adopted the Higg FEM (Facility Environmental Module), a global environmental performance assessment standard, and currently operates a total of 28 accounts across all manufacturing countries, including Bangladesh and Vietnam. Through this, we quantitatively evaluate energy use, resource management, and emissions management at each production facility, thereby reinforcing its eco-friendly production system. Each site conducts an annual self-assessment of its environmental performance using the Higg FEM, enabling systematic management of key environmental indicators such as energy consumption, resource efficiency, and emissions control. This management system contributes to reducing overall environmental impact by improving energy efficiency and conserving resources.

Acquisition of Eco-friendly Certifications

Youngone Corporation has obtained a wide range of international environmental certifications to minimize environmental impact throughout its product and production processes and to strengthen its ethical responsibility. As of 2024, our major global manufacturing sites have acquired certifications including RDS (Responsible Down Standard), RWS (Responsible Wool Standard), RCS (Recycled Claim Standard), OCS (Organic Content Standard), and ISO 14001 (Environmental Management System). These certifications help strengthen raw material traceability and eco-friendly production systems, while also supporting the establishment of a sustainable supply chain and building trust with global clients. In addition, internal training programs are being conducted to strengthen environmental management capabilities. ISO 14001-related training is planned for production sites in Bangladesh and Vietnam, as part of broader efforts to improve the working environment and enhance organizational capacity for implementing sustainability practices.

Environmental Management System

Youngone Corporation systematically manages the environmental impact across its operations based on ISO 14001, the international standard for environmental management systems established by the International Organization for Standardization (ISO). ISO 14001 is a certification that evaluates whether an organization's environmental management system is established and operated in accordance with international standards. It is used as a framework to strengthen environmental risk management and support sustainable business operations. Through this system, Youngone Corporation continues to enhance its on-site environmental management practices. The company currently maintains ISO 14001 certification at its sites in Bangladesh and aims to expand certification to key overseas production facilities as well as its domestic headquarters in Malli-dong over the mid to long term.



ISO 14001 Certificate: KSI Ltd.



ISO 14001 Certificate: Youngone (CEPZ) Ltd.

Eco-friendly Certification

RDS

This certification sets international standards for animal welfare by prohibiting practices such as force-feeding and live-plucking and guarantees the use of down materials produced through responsible methods. It ensures full traceability across the down supply chain and serves as a benchmark to meet consumer demand for ethically sourced materials.

RWS

This international standard certifies that wool is produced in accordance with animal welfare principles. It is granted only to wool sourced from farms that protect the health and well-being of sheep and implement sustainable land and ecosystem management practices. The certification emphasizes traceability and a responsible supply chain.

RCS

This global certification verifies the exact content and traceability of recycled materials contained in a product. It enhances transparency in the use of recycled inputs and serves as objective evidence of a company's efforts toward realizing a circular economy.

OCS

This certification verifies the organic content in products and allows full traceability from raw material to finished product. It guarantees the use of organically grown materials cultivated without chemical fertilizers or synthetic pesticides and is used as a standard to increase the credibility of eco-friendly textile products.

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Climate Action

Management System and Implementation Plan

Risk and Opportunity Assessment

Youngone Corporation is actively participating in societal efforts to address the climate crisis. Accordingly, the Sustainability Management Committee, as the highest decision-making body overseeing Youngone Corporation's climate-related risks and opportunities, has conducted an analysis of climate-related risks and opportunities based on the recommendations of the TCFD. In addition, strategies for effective climate action have been established and are continuously reviewed.

Type of Risk	Risk Factors	Key Details		Response Measures
Transition risks	Policy/Regulation	• Increase in carbon credit prices • Strengthened emissions reporting obligations	• Product-related authorities and regulations • Exposure to litigation	• Installation of 100MWp solar power generation facilities by 2030 • 40% reduction target for greenhouse gases by 2030 • Transition to eco-friendly fuels • Strengthening of global environmental and supply chain management regulations • Establishment of business strategies considering domestic and global economic uncertainties • Establishment of Business Continuity Planning (BCP) system • Risk response system through Business Impact Analysis (BIA)
	Technology	• Early replacement of existing products due to development of low-carbon products	• Failure of investment in low-carbon technology transition	
	Market	• Changes in consumer behavior • Increase in raw material costs	• Uncertainty regarding market signals	
	Reputation	• Changes in consumer preferences	• Increased stakeholder concerns/negative feedback	
Physical risks	Acute	• Damage to factories, infrastructure, etc. due to extreme weather events such as typhoons and floods		
	Chronic	• Changes in climate patterns	• Flood damage to factories, infrastructure, etc. due to rising temperatures/sea levels	

Type of Opportunity	Key Details		Financial Impact Analysis
Resource Efficiency	• Optimization of logistics/distribution processes • Resource recycling	• Improvement of building energy efficiency • Reduction of water use/consumption	**Long-term GHG Reduction Target:**
Energy Resources	• Use of low-carbon energy sources • Participation in carbon markets	• Utilization of new technologies	139,867 tCO_2-eq (2019) → Reduction in 55,947 tCO_2-eq → 83,920 tCO_2-eq (2030)
Products/Services	• Development and expansion of low-carbon products	• Service development through expanded R&D investment and innovation	**Financial impact of long-term GHG reduction target** Carbon emission reduction: 55,947 tCO_2-eq 55,947 × KRW 9,490 (Carbon credit KRX KAU24 end-of-2024 price) = KRW 530,937,030
Market	• Development of new and emerging markets		
Resilience	• Promotion of renewable energy programs • Quantification of energy efficiency	• Diversification and substitution of resources	

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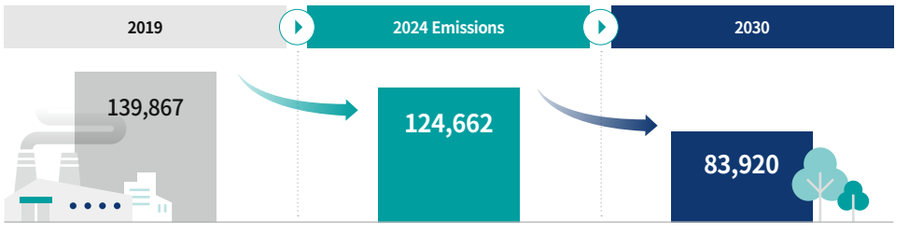
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Initiatives and Achievements

GHG Emissions Reduction

Youngone Corporation recognizes the reduction of greenhouse gas (GHG) emissions and energy output as a key component of its climate action. We have established a mid- to long-term roadmap and formulated concrete strategies and action plans to achieve this goal. In line with our global target of reducing GHG emissions by 40% by 2030, representative initiatives include the 100MWp solar power generation project and the transition from coal-based thermal energy sources to eco-friendly alternatives in the textile manufacturing process. The transition involves replacing coal-fired boilers with biomass boilers that use rice husk, an agricultural by-product, as a renewable fuel. As of now, all coal boilers at our Vietnam sites have been fully converted to eco-friendly boilers. Through these GHG reduction initiatives, Youngone Corporation reduced approximately 24,640 tCO_2-eq in GHG emissions in 2024. We will continue our efforts to support the achievement of global climate goals.

Global GHG Emissions Reduction Roadmap (Scope 1 & 2) (Unit: tCO_2-eq)



GHG Emissions Reduction [1] (Unit: tCO_2-eq)

Renewable Energy Sources	2022	2023	2024
Wood or Wood Waste	-	253	-
Rice Husk Pellet	-	-	10,690
Biomass / Briquette	3,058	1,177	403
Solar Power	6,657	9,709	13,547

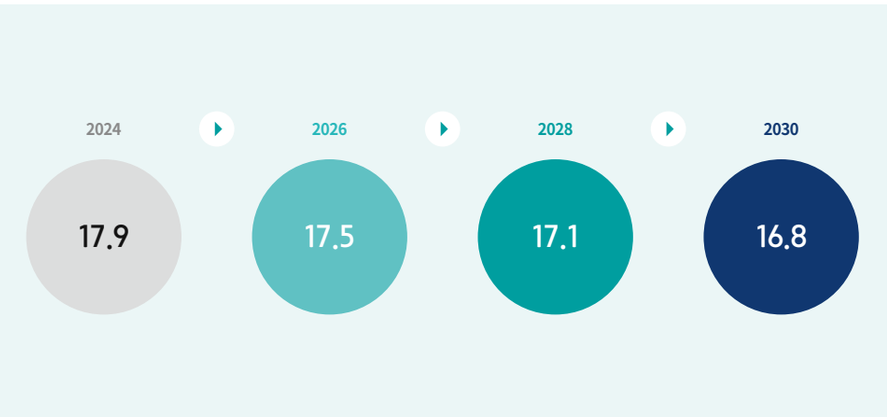
1) Among the renewable energy sources, solar power replaced externally purchased electricity, while other renewable sources replaced coal.

Energy Consumption Management

Youngone Corporation has set a target to reduce total energy consumption at domestic business sites by 7% by 2030. We will continue to embed energy-saving practices into daily operations, consistently reduce energy usage, and carry out ongoing monitoring to track and manage our progress toward this goal.

1) Reduction target based on the average energy consumption over three years (2021–2023), which is 18.0 TJ

Domestic Energy Consumption Roadmap (Unit: TJ)



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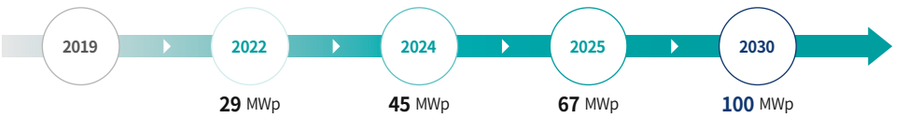
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Initiatives and Achievements

Solar Power Project

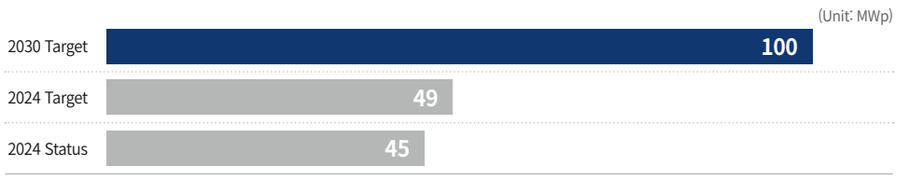
Youngone Corporation is actively promoting solar power projects as a core strategy to reduce GHG emissions. In Vietnam and Bangladesh, where our main production facilities are located, we had previously relied on conventional thermal power generation. However, in pursuit of both environmental goals—such as reducing carbon emissions—and operational efficiency through stable power supply, we have been evaluating and advancing the installation of solar energy systems. We confirmed the feasibility of this initiative through a small-scale pilot project with a capacity of 216KW at KEPZ in Bangladesh in 2019, and have since expanded full-scale installation efforts starting in 2021. The original plan was to complete 100MWp of solar power capacity by 2026. However, due to the global spread of COVID-19 and delays in renewable energy policy adoption in some countries—such as the lack of solar power surplus purchase policies—the target year was extended to 2030. As of the end of 2024, approximately 45MWp of solar power generation facilities are successfully operating across our global production sites. We will continue to expand solar power installation and contribute to GHG emission reductions through this ongoing initiative.

100MWp Solar Power Project Roadmap

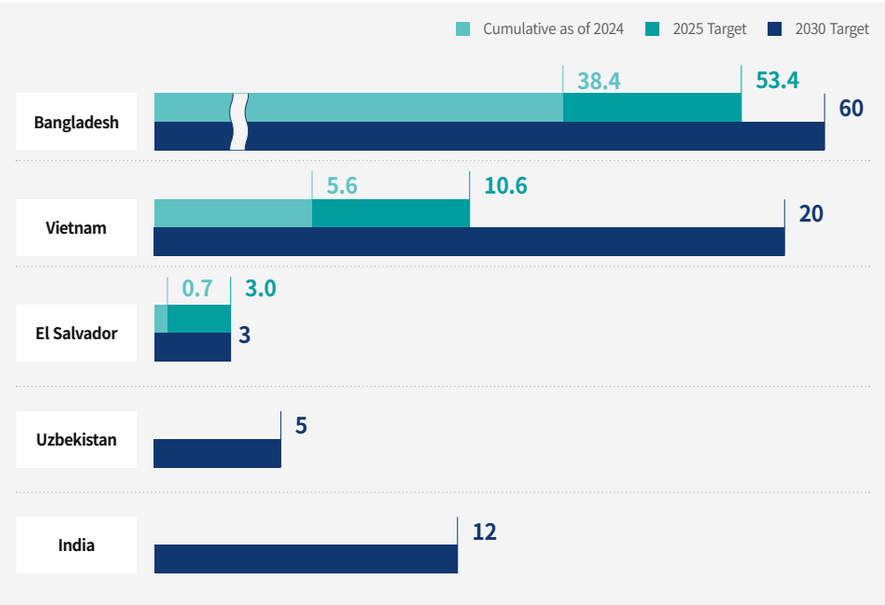


Global Solar PV System Investment in Global Production Sites

Category	Unit	2022	2023	2024
Investment Cost	USD million	4.9	8.3	4.0
Power Generation	MWh	28,867	36,238	41,410



2030 Solar Facility Installation Target by Global Production Site (Unit: MWp)





Solar Power Installation in Bangladesh

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Biodiversity

Creating an Eco-friendly Industrial Complex (KEPZ)

Located in Chattogram, Bangladesh, the Korean Export Processing Zone (KEPZ) is an eco-friendly industrial complex that Youngone Corporation has developed through over two decades of continuous investment since 1999. This project was carried out as part of our "Blue & Green Project" under its environmental management policy, and Youngone Corporation's commitment to green management has drawn significant attention from more than 20 organizations and global institutions, including the International Union for Conservation of Nature (IUCN), the World Free Trade Zone Agreement, and the World Bank.

Blue & Green Project

BLUE

The "Blue" aspect refers to initiatives associated with the Blue Economy, encompassing all economic activities related to oceans and water. The KEPZ site includes 25 bodies of water across approximately 198 hectares and is capable of storing over 500 million gallons of rainwater. The lakes and ponds developed in KEPZ enrich underground aquifers, enabling the our facilities to independently source industrial-use water and supply agricultural and domestic water to nearby communities.

Green

The "Green" component of the project refers to initiatives aimed at developing products or technologies with the primary goal of reducing greenhouse gas emissions or promoting the use of clean energy. As part of this effort, we carried out a large-scale afforestation project that transformed approximately 9.9 million square meters of barren land into 5 million square meters of green space by planting over 2.9 million trees from more than 400 species.



Panoramic view of the eco-friendly KEPZ industrial complex

Biodiversity Preservation Activities

Youngone Corporation continues its commitment to environmental and ecological protection by establishing and implementing biodiversity policies to preserve species inhabiting areas around its business sites. Youngone Corporation is carrying out a wide range of activities aimed at constructing rainwater-holding lakes capable of storing more than 600 million gallons within the KEPZ complex by 2030 and protecting over 500 species of plants and animals. To meet the target of storing over 600 million gallons of rainwater, new reservoirs are being developed within the KEPZ site, and as of 2024, 25 lakes and reservoirs are being continuously maintained and managed. Each year, Youngone Corporation plants more than 100,000 trees. In 2024 alone, an additional 127,657 trees and ornamental plants were planted across 426,958 square meters within the KEPZ. We also invested around USD 60,000 in the KEPZ Botanical Garden and tree-planting areas, and approximately USD 35,000 in the development of green spaces within the KEPZ golf complex, continuing its efforts to preserve the ecosystem.

Botanical Garden within the KEPZ

In 2023, Youngone Corporation established a Botanical Garden covering approximately 165,000 square meters within the KEPZ industrial complex for scientific, educational, and conservation purposes. This garden serves as a repository of diverse plant species and is co-managed by KEPZ in collaboration with universities, research institutions, and government agencies. During the planting periods of 2023 and 2024, we planted approximately 10,000 trees and seedlings across 602 species, primarily focusing on native endangered species. In 2024, we expanded the area of the Botanical Garden from 40 acres to 60 acres, and in 2025, we plan to plant an additional 605 species, including 55 endangered species.



Seedling Planting Activity (November 2024)



KEPZ Botanical Garden Layout



Opening Ceremony of KEPZ Botanical Garden

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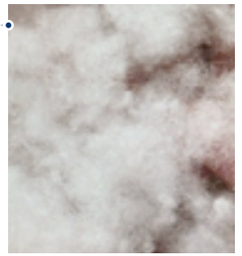
3R Policy

RECYCLE & REUSE

Youngone Corporation is committed to building an environmentally friendly value chain centered on the 3R (Reduce, Reuse, Recycle) policy. This policy, widely adopted by various countries and organizations, aims to enhance resource efficiency and address waste-related issues. We promote resource circulation by recycling and reusing waste materials inevitably generated in our business processes. In 2024, Youngone Corporation was recognized for its efforts in developing eco-friendly technologies for resource circulation and received notable accolades at ISPO Textrends, the world's largest outdoor trade fair. The Ecoloft® series of eco-friendly insulation materials received awards in various categories, demonstrating Youngone Corporation's global competitiveness in sustainable material innovation. This recognition adds to our previous accolades for EcoLoft ZERO Fill (zero-waste insulation) and EcoLoft Natural WoolPok (biodegradable insulation), representing a continued achievement of Youngone Corporation's long-standing efforts in developing green technologies focused on Recycle & Reuse.

Ecoloft® FLUFF CL

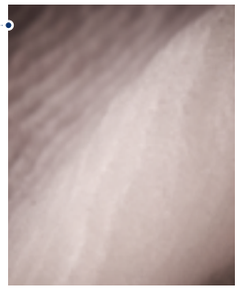
Ecoloft® FLUFF CL is a premium eco-friendly insulation developed as an alternative to animal down, made entirely from recycled PET. Through special processing, it achieves a 3D structure similar to down clusters, offering lightness, softness, and excellent resilience. The product uses micro-denier and hollow fibers to trap air inside, maximizing thermal insulation. Its material balance and processing techniques minimize clumping after washing while maintaining high durability. Ecoloft® FLUFF CL goes beyond being just a down alternative, establishing itself as a superior insulation solution.



FLUFF CL

Ecoloft® HEAT Aerolite

Ecoloft® HEAT Aerolite is an ultra-lightweight, high-performance eco-friendly insulation made from a composite of 65% polypropylene-aerogel and 35% recycled PET. The vertically arranged, coiled recycled fibers form a porous structure, making the material lighter, more compressible, and highly elastic. Its unique wave-shaped structure helps release heat during physical activity, enhancing comfort and wearability. With a density approximately 35% lower than PET, polypropylene contributes to greater warmth and reduced weight. Moreover, the microporous structure of aerogel blocks heat convection and conduction, delivering top-tier thermal insulation. These combined features provide consumers with a broader range of options and differentiated functionality.



Aerolite

ISPO 2024 Exhibition in Germany



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Circular Resource Management

3R Police

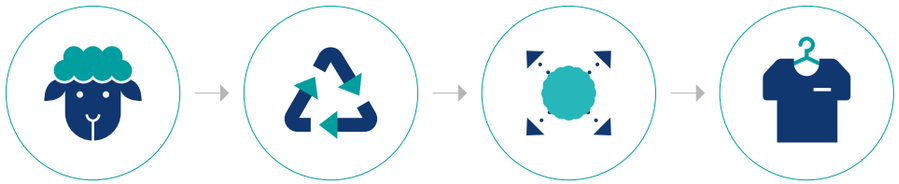
RECYCLE & REUSE

Youngone Corporation is striving to build an eco-friendly value chain centered around the 3R (Reduce, Reuse, Recycle) policy. Adopted by various countries and organizations, the 3R approach is a global initiative aimed at improving resource efficiency and addressing waste challenges. At Youngone Corporation, we promote resource circulation by recycling and reusing unavoidable waste generated during our business operations. In particular, we are reinforcing the practical application of eco-friendly materials by continuously investing in recycling technologies and expanding the use of residual materials generated during production. These efforts are linked to increasing the use of recycled materials and turning them into finished products, thereby helping us build a virtuous cycle of resource utilization.

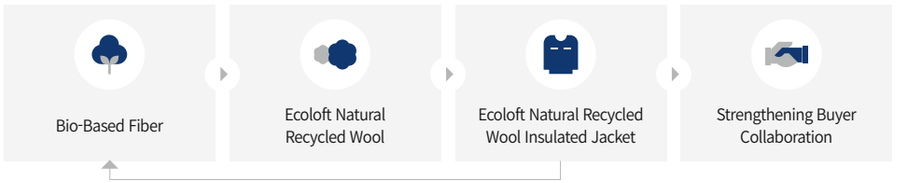
Investment in Eco-friendly Fiber Recycling Technology

YOH CVC has made a strategic investment in Infinited Fiber Company, a Finnish enterprise with proprietary technology that converts discarded textiles into regenerated cotton fibers. Through this investment, we aim to secure technological access to high-quality recycled materials and contribute to the expansion of a circular economy from a long-term perspective.

Expansion of Commercialization of Eco-friendly Insulation Materials Made from Wool Waste

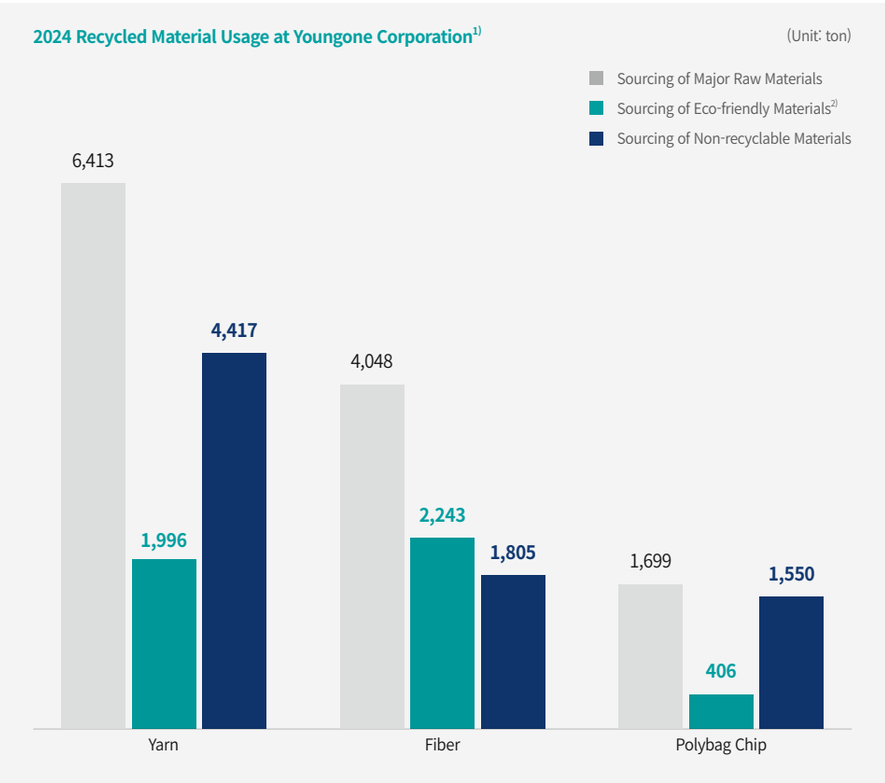


Strengthening Collaboration with Buyers through Product Planning Utilizing Factory Residual Fabrics



2024 Recycled Material Usage at Youngone Corporation[1]

(Unit: ton)



1) Based on production sites in Bangladesh and Vietnam
2) Raw materials certified by third-party environmental standards (e.g., GRS)

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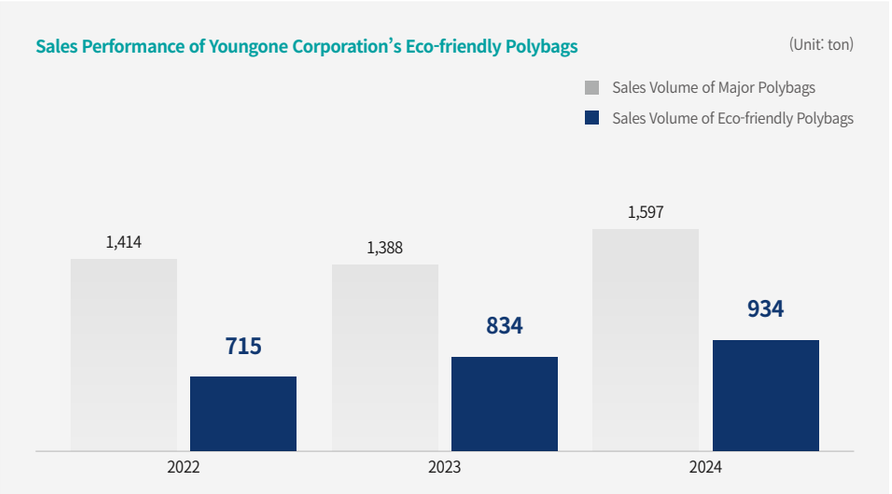
3R Police

REDUCE

Youngone Corporation is working to build an eco-friendly value chain through the 3R (Reduce, Reuse, Recycle) policy. As a globally adopted approach, the 3R initiative enhances resource efficiency and addresses waste management. By vertically integrating our operations, we streamline and simplify production processes, reducing environmental impact while boosting productivity. Furthermore, we are directly developing sustainable packaging materials, such as eco-friendly polybags, to advance our efforts in reducing waste.

Development and Sales of Eco-friendly Polybags | Through our vertically integrated production system, Youngone Corporation manufactures polybags used in its own products at YGA in Bangladesh and YNL in Vietnam. We have continued to promote the development and adoption of polybags made from recycled materials to enhance packaging sustainability. In 2024, recycled polybags accounted for 58.5% of total polybag sales, maintaining a stable recycling ratio in line with previous years—50.6% in 2022 and 60.1% in 2023. We are actively promoting resource circulation by improving the materials used in packaging, enhancing recyclability, reducing weight, and standardizing packaging formats, while also working toward establishing a sustainable packaging system through the transparent disclosure of related data.

Enhancing Product Competitiveness and Reducing Environmental Impact through Vertical Integration | Youngone Corporation manufactures its products at overseas production sites in Bangladesh and Vietnam, operating a vertically integrated system that oversees the entire process from raw material sourcing to garment manufacturing. This structure not only enhances product competitiveness by shortening lead times and improving production efficiency, but also minimizes unnecessary resource use and carbon emissions by reducing transportation distances and logistics stages. In particular, by sourcing materials and producing fillings locally, we are reducing the transportation burden of bulky materials, ultimately lowering container usage and environmental impact. Going forward, we will continue to maintain and strengthen our system to ensure efficiency and sustainability throughout our supply chain.



Local sourcing of raw materials at the factory	Reduction of logistics time and costs	Effect of reducing carbon emissions
Shorter lead times and quick response through local sourcing	Reduced costs by minimizing shipping and transportation steps	Minimizing environmental impact by shortening transportation distances
Response to demand fluctuations	**Improved productivity during off-seasons**	**90% reduction in container usage**
Increased sales by meeting buyers' demand for shorter lead times	Improved on-time delivery by utilizing factory idle time	Maximized logistics efficiency by local production and compression of bulky fillers

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Bringing ‘Field of Hope’ to Children in El Salvador

Youngone Corporation is committed to growing together with key stakeholders, the local community, and strive to generate positive impact. In particular, the overseas communities where our production facilities are located are considered key stakeholders, and we view investment in improving the quality of life for residents and supporting healthy development of future generations as a core social responsibility.

As a member of the local community operating in El Salvador, we sought to create an environment where children in the region can play safely and joyfully, supporting their healthy physical and emotional development. To support this goal, Youngone Corporation collaborated with a partner brand to construct a soccer field for a school in the small village of Cupinco, located in El Paz West, El Salvador. The initiative aimed to provide a dedicated recreational space for children in the community.





Our employees also participated in laying turf for the soccer field alongside local students, bringing a meaningful contribution to the project. This initiative went beyond creating a sports facility—it provided a space where children can dream and grow, while also offering our employees a valuable opportunity to connect with the local community and contribute as active members.

Going forward, we will continue to closely engage with communities in El Salvador and other global locations where we operate, steadily promoting a range of social contribution activities to support local development.

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Building Safe Workplaces

Health and Safety Management System

Youngone Corporation places health and safety of all employees at the forefront of its business operations. Based on the Health and Safety Policy approved by the Board of Directors, we have established a comprehensive and systematic health and safety management system that ensures strict compliance with applicable laws and standards. Youngone Corporation set up a company-wide safety and health management system by appointing supervisors and safety and health managers at each domestic worksite under the leadership of Chief Safety Officer(CSO).

Health and Safety Policy

Health and Safety Policy

1. The CSO prioritizes the ‘protection of employees’ lives’ and the ‘creation of safe workplaces’ in our business operations.
2. The CSO establishes a health and safety management system, allocating sufficient human and material resources for removing and controlling potential hazards at our business sites.
3. We define health and safety goals and implement concrete action plans to achieve them.
4. We formulate internal regulations in accordance with health and safety laws, faithfully adhering to them.
5. Through employee participation, we identify risk factors, address them, and share this knowledge through education.
6. We make sure that all employees are well cognizant of job-related risks, and train them on how to remove, replace, and control them.
7. We ensure that all suppliers and contractors comply with our health and safety policy and all related requirements.
8. All employees faithfully perform their duties and responsibilities with regard to health and safety activities.

Health and Safety Management System

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Strategic Tasks Defined for Safety Management

Youngone Corporation has established a vision and set goals to strengthen its safety management practices, and has defined specific tasks according to short-, mid-, and long-term timelines. As part of our short-term goals to be achieved by 2025, we aim to enhance and promote awareness of health and safety among all employees, identify and address key improvement areas across different safety and health domains, and implement necessary enhancements. To support these goals, we plan to strengthen health and safety-related training and campaigns, identify inherent high-priority areas and detailed tasks for focused management, and establish structured work systems for each subtask. In 2024, as part of our efforts to achieve these objectives, we conducted industrial safety training and safety training for new hires on a semi-annual basis and provided both online and in-person training sessions for supervisors. Guided by the vision of "Embed a culture of prevention on occupational health and safety throughout the company" and the goal of achieving "Reach 'ZERO' incidents of work-related diseases and critical accidents" we remain committed to building safer workplaces.

Goals and Tasks for Safety Management

Vision

Embed a culture of prevention on occupational health and safety throughout the company



Goals

Reach 'ZERO' incidents of work-related diseases and critical accidents

2025	2027	2030
· Raise and promote health and safety awareness among all employees · Establish proactive and autonomous prevention policies for health and safety · Identify vulnerable points by stakeholder and devise countermeasures	· Embed the culture of prevention on health and safety into every corner of the company · Ramp up autonomous health and safety activities · Build a health and safety management system (ISO45001 to be obtained)	· Make responses tailored to each stakeholder

Internalize Safety and Health Management throughout the Company

Youngone Corporation continues to provide company-wide online health and safety training to ensure all employees can complete their training regardless of their working environment or business trips. In 2024, we conducted two regular training sessions, achieving a 100% completion rate among all targeted employees.

Training	Training Period	No. of employees tranined	Completion rate
Occupational Safety and Health Training (First Half)	5/29 ~ 7/17	274	100%
Occupational Safety and Health Training (Second Half)	11/11 ~ 12/31	278	100%
New Employee Safety Training (First Half)	5/29 ~ 7/12	31	100%
New Employee Safety Training (Second Half)	11/11 ~ 12/27	31	100%
Regular training on health and safety for managers and supervisors	5/29 ~ 7/17	31	100%
Workshop for supervisors	11/29	31	100%

Whistleblowing Channel for Stakeholders and Suppliers

We operate a reporting channel (safety@youngone.com) on our official website where individuals can report health and safety matters, enabling us to consider external opinions. Additionally, we have established a system for reporting issues related to specific departments or submitting suggestions within our in-house integrated bulletin board, and we continue to inform both our suppliers and employees about this platform to promote active utilization.

We will continue to address the matters received through the channel and the board in accordance with defined procedures and seek appropriate solutions to resolve the concerns raised by our stakeholders and suppliers.



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Industrial Accident Management

Youngone Corporation pursues the goal of "embedding an active culture of prevention" and implements safety management policies aimed at fostering a safe and healthy working environment where all employees can focus on their tasks with peace of mind. Key health and safety matters are communicated through quarterly meetings of the Occupational Health and Safety Committee, during which we also listen to employee feedback. Furthermore, we maintain open communication channels for supplier employees, including contractor councils, regular safety inspections, our corporate website, email, and phone lines, allowing them to freely raise safety-related concerns. Based on these health and safety management policies, we are effectively preventing and controlling workplace accidents and have maintained an industrial accident rate of 0% at our domestic sites for three consecutive years.

Domesitc Occupational Accident Rate

Category	2022	2023	2024
No. of occupational accidents	0 cases	0 cases	0 cases
Occupational accident rate	0%	0%	0%

Capacity Building for Risk Management

In an effort to fundamentally prevent industrial accidents, Youngone Corporation has continuously conducted in-house risk assessments to proactively identify and manage potential safety hazards. To establish a more structured and enhanced evaluation process, we received consulting services from external experts and implemented training programs to strengthen the expertise of our safety personnel. As a result, we identified and addressed 26 risk factors across four offices in 2023. In 2024, we expanded the scope of our assessments to nine offices, identifying a total of 170 risk factors, all of which have been successfully mitigated.

Risk Assessment Process Defined in Risk Assessment Guidelines

1. Preliminary preparation, including the selection of assessment targets through inquiries and on-site verification
2. Identification of hazardous risk factors related to employee work behaviors and specific processes
3. Estimation and determination of risk levels for each identified hazard
4. Establishment and implementation of risk mitigation measures
5. Documentation of the risk assessment procedures and outcomes
6. Management of residual risks through employee training and integration into safety work standards

Risk Assessment Implementation and Improvement

In the 2024 risk assessment, Youngone Corporation established and implemented specific mitigation measures for each identified risk factor. We clearly defined potential hazards and dangerous conditions, quantified their exposure frequency and intensity to assess risk levels, and objectively determined the severity and urgency of each risk factor. Based on these evaluations, we proceeded with structured and enhanced management and improvement actions tailored to each risk's exposure level and harmfulness. Notably, compared to 2023, we expanded the number of business sites subject to risk assessments in 2024 and significantly increased the number of mitigated risk factors, contributing to a safer working environment.

Risk Assessment Method and Criteria

Quantitative Risk Assessment Formula = Frequency (Probability) × Severity (Impact)

Frequency Level	Description
1	Occurs approximately once in 10 years
2	Occurs approximately once in 3 years
3	Occurs approximately once a year
4	Occurs approximately once a month
5	Occurs approximately once a day

Severity Level	Description
1	No human injury or damage expected due to the accident
2	Non-lost-time injuries including minor injuries or those expected to be non-lost-time (e.g., bruises, irritation, headache, temporary illness, surface wounds)
3	Lost-time injuries or those expected to result in lost time (e.g., injury, burns, minor fractures, hearing loss, lacerations, skin disease, general illness, visual impairment)
4	Fatal or severe accidents expected to cause death or permanent disability (e.g., death, multiple injuries, acute poisoning, shortened lifespan, serious illness)

Example of Risk Mitigation

Identification of hazardous risk factors in the electrical/mechanical room and assessment of risk level based on exposure (frequency) and severity (impact)

Before Risk Mitigation

Risk = Frequency × Severity

Frequency (5)					Severity (4)				Risk (20)
1	2	**3**	4	5	1	2	**3**	4	9

Post-mitigation, reassessment and confirmation of improved risk level

After Risk Mitigation

Risk = Frequency × Severity

Frequency (5)					Severity (4)				Risk (20)
1	**2**	3	4	5	**1**	2	3	4	2

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Employee Health Management

To help employees maintain a healthy lifestyle and perform at their best, we operate a range of health promotion programs. We aim to proactively manage potential health risks that may arise depending on job characteristics or age by supporting health checkups, offering physical fitness programs, and operating a wellness room. To support this, we provide annual health checkup programs through specialized medical centers. For employees working in roles exposed to hazardous factors and considered more vulnerable to health risks, we offer specialized medical checkups tailored to their occupational exposure. Support is also provided for abdominal and female-related examinations based on age criteria. Given our global operations, we assist employees on overseas business trips and expatriates by providing vaccinations tailored to local conditions. In addition, injury insurance coverage is offered to help prevent diseases related to the work environment.

Employee Wellness Programs

Medical checkups
Offer health screening services every year for all employees by signing a business agreement with a health examination center

Specialized medical checkups
Provide specialized medical checkups for employees whose jobs involve exposure to harmful factors

Financial assistance program for cancer screenings
Offer reimbursement for female-related checkups and abdominal examinations based on age
- Abdominal examinations: Employees aged 35 and above, Female-related checkups: Employees aged 30 and above

Assistance for vaccinations
Assist employees on overseas business trips and expatriates with vaccinations

Group insurance
Purchasing accident insurance for selected employees, including expatriates
- Insurance coverage for injuries and diseases (outpatient treatment, hospitalization, drug prescription)

Health keeper (massage)
Operate massage programs

In-house physical sports training facilities
Operate in-house sports training facilities in Myeong-dong, Manri-dong, and Sangdaewon-dong

In-house health keepers

Youngone Corporation operates a massage program to promote employee relaxation and well-being by employing visually impaired massage therapists who hold national certifications.
In 2024, we expanded the program by hiring additional visually impaired massage therapists at our Manri-dong headquarters and extending the Health Keeper's operating hours to allow more employees to benefit from the program.

Previous hours : 09:00-12:00 → Updated hours : 09:00-18:00



Employee Wellness Room

Youngone Corporation operates an in-house wellness room to ensure that employees can work in a healthy and safe environment. Key activities include providing follow-up consultations after health checkups to continuously monitor employee health, offering emergency medical aid and supplies in case of on-site medical incidents, and managing essential medical equipment such as Automated External Defibrillators (AEDs) for emergency preparedness. In addition, we support safety and health management activities based on the Occupational Safety and Health Act. Through regular site inspections, we identify potential safety vulnerabilities and provide necessary guidance and consultation. We also manage information related to Material Safety Data Sheets (MSDS), thereby contributing to the overall enhancement of our health and safety capabilities.

Key Activities of the Wellness Room

Health Counseling
- Counseling and guidance for employees requiring follow-up after medical checkups

Medical Support
- Treatment for minor injuries
- Care to prevent the worsening of injuries and illnesses
- Management and administration of medical supplies and medications

Emergency Response
- First aid support for employees in need of urgent care
- Installation and maintenance of Automated External Defibrillators (AEDs)

Support for Safety and Health Management
- Workplace inspections, guidance, and recommendations for corrective actions
- Guidance and advice on the posting or placement of Material Safety Data Sheets (MSDS)
- Assistance and consultation on risk assessments

CPR Training Sessions

In October 2024, Youngone Corporation conducted a total of six CPR training sessions for employees. Through this program, employees were able to familiarize themselves with emergency response protocols and improve their ability to respond effectively in crisis situations.





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Women's Health Support Program

Menstrual Hygiene Support

We provide educational sessions on the importance of using menstrual hygiene products to help female employees manage menstruation in a healthy and informed way. A dedicated booth has been installed within the medical center to offer feminine hygiene products at affordable prices. This program is carried out in collaboration with brands and with Bangladesh NGO Phulki, and we are continuously exploring opportunities to expand its coverage to additional factories.

Approximately **10,800** female employees participated	In August 2024, the program was **extended** to additional factories in Bangladesh	A variety of hygiene products are **provided** based on employee needs



Women's Reproductive Healthcare Support

With the support of MSI Vietnam, a local NGO, we participated in the Women's Reproductive Healthcare Program to promote women's health.

283 female workers received medical checkups	**45%** of the participants were found to have signs of health issues, and treatment support was provided based on the examination results



Construction of Women-Only Restrooms

To address the issue of school dropouts among female students due to a lack of restroom facilities, we supported the construction of women-only restrooms in underdeveloped regions.

Donated KRW 34 million to build **20** women's restrooms in **20** schools



Medical Support for Employees and Their Families

In-house Medical Clinic

Free medical clinics are operated at 14 factories across Bangladesh, Vietnam, El Salvador, Ethiopia, and Uzbekistan.

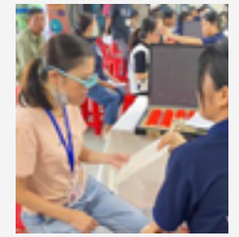
More than 3 million units of medicine have been provided to **1,599,056** beneficiaries (cumulative as of the end of 2024)	On-site medical staff: **63** doctors and **93** nurses



Free Vision Care Program

Since 2019, we have been conducting vision screenings for employees at one factory in Bangladesh and two factories in Vietnam. In collaboration with our buyers and the VisionSpring Foundation, we provide prescription eyeglasses to employees in need.

Bangladesh Factory: Vision screening for **9,579** employees; eyeglasses provided to **1,295** (2024 annual)	Vietnam Factory: Vision screening for **8,929** employees; eyeglasses provided to **4,613** (2024 annual)



SWAPNO Project (Strengthening Workers' Access to Pertinent Nutrition Opportunities)

At our factories in Bangladesh, we conduct long-term satisfaction surveys of in-house canteens to better understand employee needs and provide nutritious and delicious meals. The project also raises awareness about the importance of balanced diets and healthy eating habits at home.

Emphasis on the importance of **a balanced diet**	**Provision of healthy and tasty meals** through in-house canteens



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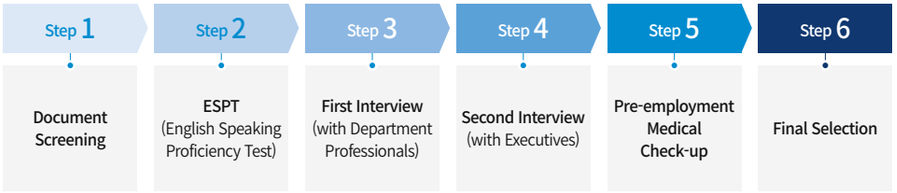
Talent Acquisition

Youngone Corporation regards talent as its most valuable asset and selects outstanding individuals through fair and transparent procedures. Discrimination based on gender, age, educational background, or other factors is strictly prohibited in our hiring practices, as clearly stated in our employment regulations. Candidates are comprehensively evaluated based on personality, job suitability, professional competencies, and language skills to identify those who align with Youngone Corporation's ideal talent profile. We will continue to strengthen our merit-based recruitment culture and foster an environment that ensures fair evaluation and equal opportunity. Recruitment announcements and processes are publicly disclosed on our website to ensure fairness and transparency in employee selection.

Talents We Seek



Recruitment Process

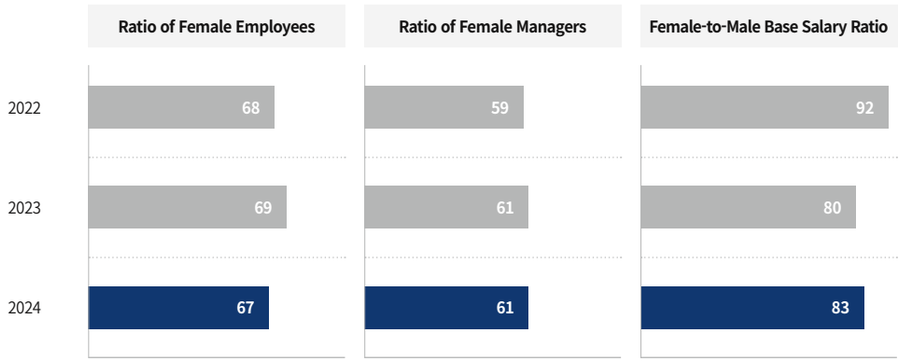


Strengthening Employee Diversity

Youngone Corporation is building a workplace where individuals from diverse backgrounds—including socially disadvantaged groups—can grow together, based on the values of diversity and inclusion. We support people from various backgrounds in leveraging their strengths, thereby enhancing the organization's creativity and problem-solving capabilities. Among the North Korean defectors who joined in 2024, one individual was converted to a full-time employee in the first half of 2025, and we plan to gradually expand the scale of such hiring in the future. In addition, a visually impaired massage therapist is currently working as a health keeper based on a national certification, and we continue to operate preferential employment policies for people with disabilities and those recognized for national service in accordance with relevant laws. Youngone Corporation will continue its efforts to create a work environment where diverse talent can thrive without discrimination and to establish an inclusive organizational culture.

Women-friendly Company

As part of its commitment to the values of diversity and inclusion, Youngone Corporation provides equal opportunities regardless of gender. In particular, we have established institutional foundations to ensure that female talent can continuously grow within the organization. As of 2024, women account for approximately 67% of all employees, representing a significant share of the total workforce, while 61% of department-level managers are female. In addition, the female-to-male base salary ratio stands at 83%. Youngone Corporation will continue to actively support women in demonstrating their capabilities and expanding their leadership, while striving to foster a gender-equal organizational culture.



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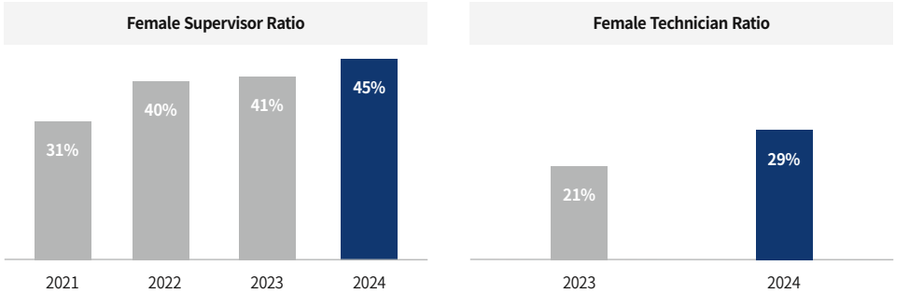
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Securing and Nurturing Talent

Women's Leadership Program

Youngone Corporation actively supports the growth of female talent and is particularly focused on expanding the number of female managers through its Women's Leadership Program operated at the KSI plant in Bangladesh. In 2024, a total of 48 female employees were promoted through a program designed to support their advancement from operator to supervisor roles. As a result, the proportion of female supervisors significantly increased from 31% in 2021 to 45% in 2024. In addition, through the GEAR Advance Program, which is designed to help supervisors grow into technician roles, 16 female supervisors were promoted to technicians. The ratio of female technicians also rose from 21% in 2023 to 29% in 2024. Starting in 2025, these two programs will be operated with the goal of promoting a total of 60 employees annually. Beyond supporting promotions, Youngone Corporation is contributing to the expansion of women's responsibilities in the workplace, their economic independence, and the enhancement of women's rights in the local community. We will continue to promote a culture of diversity and inclusion throughout the organization.

Female Managerial Ratio at KSI Plant





GEAR Advance Graduation Ceremony

Support for Admission to Asian University for Women

Youngone Corporation has been continuously supporting the academic journey of female workers in Bangladesh at the Asian University for Women (AUW) since 2016, to provide access to higher education. AUW is an international university established in Bangladesh to provide free higher education to women in developing countries. To ensure that selected workers can focus entirely on their studies without financial hardship, Youngone Corporation continues to provide full support by maintaining salary payments throughout the 4 to 5-year academic period. The first cohort of AUW scholars supported by Youngone Corporation has already graduated and is now working as professionals in various domestic and international fields, including Save the Children, the United Nations World Food Programme (UN WFP), and local financial institutions. In August 2024, five new scholarship recipients successfully enrolled at the university and are currently pursuing their studies. Youngone Corporation selects five female workers each year and remains committed to supporting their admission and academic growth on an ongoing basis.



AUW Academic Program Support

Leadership Development Programs for Talent Cultivation

Youngone Corporation is focused on systematically nurturing local talent to strengthen the competitiveness of its global operations and achieve sustainable growth. Since 2017, the Youngone Leadership Development Program (YLDP) has been operated in Bangladesh with the goal of strengthening leadership capabilities. The program is designed to enhance decision-making, teamwork, and problem-solving skills through field-based practical projects. As of now, over 150 graduates have completed the first two cohorts, and the third cohort, launched in 2023, is being conducted with more than 100 participants. In 2024, the Youngone Talent Incubation Program (YTIP) was newly launched in Bangladesh. This program targets new hires and early-career employees, focusing on practical work experience, skills development, mentoring, and career growth. It is structured to identify competent talent through cross-functional training and education across various departments and job roles, and to propose suitable positions within the company. In addition, we expanded our leadership development framework, which was previously focused on Bangladesh, to Vietnam by introducing the Leaders Executives Accelerating Program (LEAP) in 2024. This 15-month program aims to cultivate leaders with strategic thinking and practical capabilities to solve complex business and operational challenges. A total of 52 core talents selected from three factories in Vietnam are currently participating. Youngone Corporation will continue to strengthen its multi-layered leadership development system tailored to the characteristics and talent needs of each region, enhancing the autonomy and leadership capacity of its local subsidiaries and responding proactively to the global business environment.



Youngone Leadership Development Program(YLDP)

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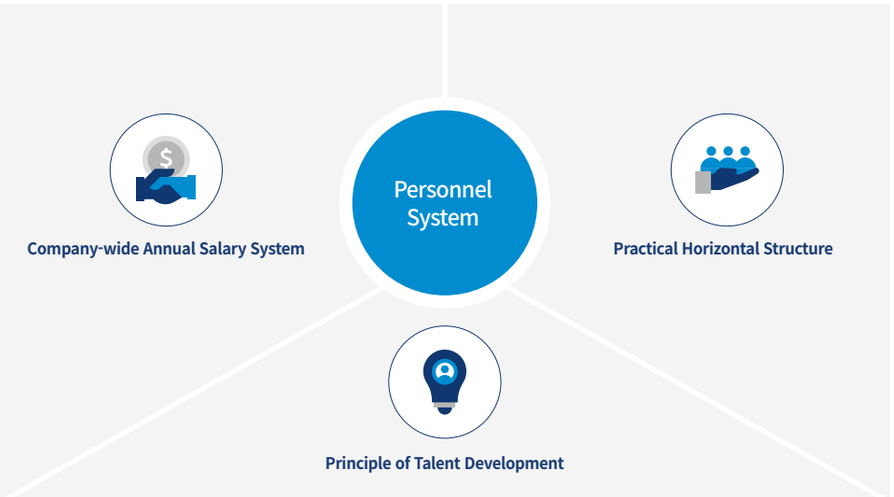
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Securing and Nurturing Talent

Personnel System

Youngone Corporation operates a structured personnel system to ensure that employees can fully demonstrate their capabilities and receive fair compensation aligned with their performance. This system provides an institutional foundation for the shared growth of both individuals and the organization. Our personnel system is centered on three key principles: implementation of a company-wide annual salary system, establishment of a practical horizontal organizational structure, and commitment to talent development. The company-wide annual salary system, introduced in 1994, adjusts salaries based on individual performance and capabilities, reinforcing a performance-based compensation culture. This allows employees to carry out their work with a results-oriented mindset while receiving fair evaluations and rewards. Youngone Corporation also promotes a horizontal organizational culture by operating a team-based structure. This facilitates swift decision-making and efficient collaboration and enables employees to perform their roles autonomously based on responsibility rather than rank. In addition, we are committed to talent development by strengthening job-specific competencies. We provide specialized training programs tailored to each role and support ongoing self-development through diverse learning platforms such as online training centers. These efforts help employees continuously enhance their expertise and problem-solving skills.

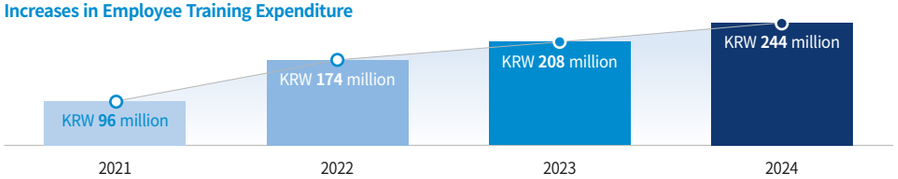
Youngone Corporation Personnel System



Employee Competency Development

Youngone Corporation operates a variety of education and self-development programs to ensure that employees not only perform their assigned tasks but also continuously strengthen their expertise in relevant fields. These initiatives form an important foundation for both individual growth and the sustainable competitiveness of the organization. In 2024, company-wide programs such as leadership training for executives and internal control training were implemented. In addition, through the monthly operation of a cyber training center, employees are supported in taking necessary courses at their own pace, regardless of time and location. Annual spending on competency development has steadily increased over the past three years—from KRW 96 million in 2021, KRW 174 million in 2022, and KRW 208 million in 2023, to KRW 244 million in 2024—representing approximately a 2.5-fold increase. Youngone Corporation will continue to invest in employee competency development to support the ongoing growth and performance of its workforce.

Increases in Employee Training Expenditure



Employee Training in 2024

Category	Training Name	Target	Schedule	No. of employees participated
Training for leaders	Top Leadership Breakfast Meeting	Executives and team leaders	Once a month	11
	Leaders Forum	Team leaders (Senior managers to Directors)	Once a month	6
	Executive Leadership Training	Executives	Randomly	12
	New Year Economic Seminar	Executives and team leaders	Once a year	14
Training for the entire employees	Youngone Corporation Core Values Training	All employees	Once a year	225
	Internal Control Training	All employees	Once a year	256
	Environmental Training	All employees	Once a year	206
	Morning Lecture	All employees	Randomly	300
	Youngone Cyber Training Center	All employees	Randomly	193
	Job Training	All employees	Randomly	38
Safety Training	Legally Mandatory Training	All employees	Once a year	310
	Occupational Safety and Health Training	All employees	Once every half year	278
	Supervisor Training	Supervisors	Once a year	31
	Occupational Safety and Health Training at Onboarding	New Employee Onboarding	Once a year	62
	CPR Training	All employees	Once a year	226

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Work-Life Balance

Youngone Corporation is committed to creating a stable and healthy work environment that enables employees to perform at their best. To support a harmonious balance between work and personal life, we offer a variety of employee welfare programs that help establish a foundation for long-term growth. In addition to providing regular health checkups and operating wellness programs, Youngone Corporation encourages voluntary communication and hobbies among employees by supporting various in-house clubs across different interests. We also operate a long-service award system to recognize and appreciate the dedication of employees who have been with the organization for an extended period, fostering a sustainable organizational culture.

Welfare benefits system

Operate health management programs	Support health checkups
Operate in-house cafeterias (lunch / dinner provided)	Operation of In-house library
Operation of various in-house clubs and support for club activity expenses	Award employees with long-term service
Give housing and household loans	Support children's tuition fees
Support condominium memberships	Support congratulatory events and birthday coupons
Support childcare allowance	Staggered work hours for employees with children

Family-friendly Culture

Youngone Corporation guarantees maternity and childcare leave in accordance with the Labor Standards Act and the Equal Employment Opportunity Act. In addition to pre- and post-natal leave, we provide up to one year of childcare leave per child for employees with children aged 8 or younger or in the second grade of elementary school or below. If both parents take at least three months of childcare leave, the total leave period can be extended to up to 1.5 years. We also actively encourage the use of spousal maternity leave and family care leave. Additional support includes reduced working hours and prenatal checkup leave for pregnant employees. We further promote a family-friendly workplace by offering transportation subsidies for expectant mothers, organizing family invitation concerts, and providing support for children's school entrance fees. Starting in 2025, Youngone Corporation began offering a monthly childcare allowance of KRW 200,000 for employees with children aged 6 or younger. We also introduced a Staggered Work Hours System for Parents, allowing employees with children in the second grade of elementary school or below to adjust their commuting hours in 30-minute increments. As of May 2025, 29 employees at Youngone Corporation are utilizing this system.

Support System to Create a Family-friendly Culture

Support for employees' children	Support for leisure activities	Maternity and Childcare Support	
· Entry Gift Provided for Elementary and Middle School Enrollment · KRW 2 Million Support for High School Entrance and KRW 1 Million for University Entrance · Gift outdoor apparel and bicycles	· Invite employee families to concerts · Offer condominium memberships	· Encourage to utilize spousal maternity leave and family care · Restrict night and holiday work for pregnant employees · Reduced work hours during pregnancy · Provide parental leave after childbirth · Offer pregnant employees with KRW 1 million for transportation expenses	· Provide between 90 to 120 days of leave before and after childbirth in addition to prenatal check-up leave · Maintaining a lactation room for nursing mothers at Office in Malli-dong · Monthly Childcare Allowance of KRW 200,000 · Staggered Work Hours for Employees with Children

Bring Your Kids to Work Day

On August 8, 2024, Youngone Corporation hosted its Bring Your Kids to Work Day, welcoming a total of 17 children of employees to participate. The program included a company introduction, facility tour, video conference experience, sample production activity, working alongside parents, and recreational sessions. Through these diverse activities, the children had the opportunity to directly experience their parents' workplace and gain a deeper understanding of the company's culture. Youngone Corporation will continue to expand its family-friendly initiatives aimed at enhancing the quality of life for employees and their families.



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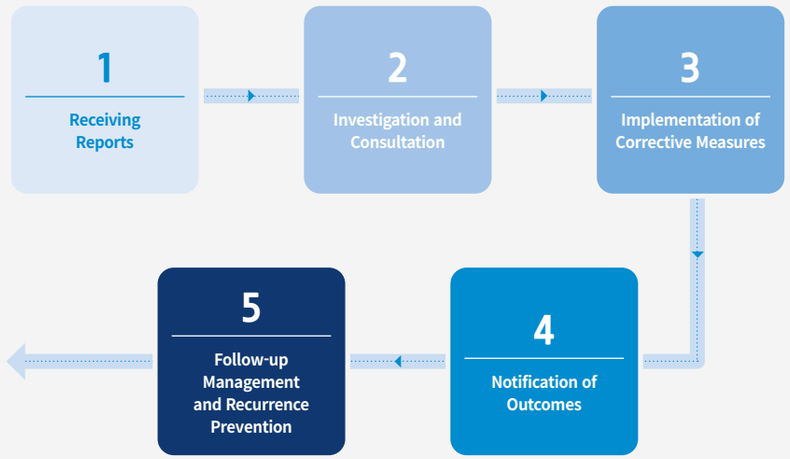
Communication between Labor and Management

Youngone Corporation convenes the Labor-Management Council meetings on a quarterly basis to identify and address human rights concerns. This council, composed of four employees and four employer, holds quarterly regular meetings to review management operations and pivotal labor-management topics. In 2024, four meetings were held, with a focus on enhancing the work environment, promoting the well-being of employees, and reviewing training programs and outcomes.

Whistle Blowing System

Youngone Corporation operates an internal Whistle Blowing system. Employees may whistle blow either verbally or in writing to a designated grievance-handling member. Following consultation with the reporting employee, the member will provide a written response detailing the measures taken or the outcome within 10 days.

Grievance-handling Process



Culture of Respecting Human Rights

Youngone Corporation has instituted a Human Rights Charter to align with global human rights and labor standards set forth by international bodies. This charter encompasses our members and extends to all our stakeholders, such as clients, shareholders, investors, partner companies, and the communities and environments we operate in. The Human Rights Charter is reported to and reviewed by the Sustainable Management Committee under the Board of Directors and is disclosed to all, both within our organization and publicly on our website.

Human Rights Charter

Youngone Corporation's Human Rights Charter

March 22, 2024

1. Purpose

The Human Rights Charter serves as a fundamental policy directive for Youngone Corporation and all of its members in order to safeguard against any infringement of human rights concerning all stakeholders associated with Youngone Corporation and to effectively manage potential risks. Youngone Corporation and all its members have collective aspiration for sustained growth together with all stakeholders by declaring human rights management on the basis of the compliance with the Human Rights Charter. The principles of this charter are rooted in internationally recognized standards and guidelines, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the International Labor Organization's Constitution.

2. Scope of Application

This Human Rights Charter applies to the entire employees of all Youngone Corporation's domestic and overseas corporations. Every employee should not only uphold the provisions of this Charter to prevent any breaches of human rights within our organizations but also perform their duty on the foundation of this Charter when engaging with all stakeholders, including partner companies, local communities, and clients.

3. Core Principles

Article 1. Anti-discrimination

We do not tolerate discrimination or any form of bias related to gender, race, nationality, religion, skin color, sexual orientation, health, disability, age, marital or pregnancy status, class, socioeconomic background, political beliefs, or union membership status, and we respect and embrace diversity.

Article 2. Adherence to Employment Standards

We provide legal wages and benefits in accordance with local legislation, along with pay statements. We also strictly adhere to the statutory working hours prescribed by each country.

Article 3. Humane Treatment

We prohibit any form of inhumane treatment, including physical, sexual, psychological, or verbal abuse.

Article 4. Prohibition of Forced and Child Labor

We adhere to our principle against employing individuals under the age of 18. In jurisdictions where individuals between the ages of 16 and 18 are legally permitted to work, we ensure their protection in strict compliance with local laws. The use of forced labor in any form is strictly forbidden.

Article 5. Assurance of Association and Collective Bargaining Rights

We respect the right to freedom of association and collective bargaining.

Article 6. Commitment to Occupational Safety

We will provide a safe work environment and take proactive steps to shape our management framework and establish systematic procedures for its execution in order to implement our health and safety management policy.

Article 7. Environmental Responsibility

We make every efforts to reduce the environmental footprint resulting from the utilization and release of energy and natural resources as well as the processes of waste management.

Article 8. Protection of Personal Data

We do not request excessive information beyond what is necessary and strive to ensure the security of personal data collected in the course of business operation.

4. Implementation

We are committed to enforcing adherence to this Human Rights Charter among all employees under the supervision of the Sustainability Management Committee, established within the Board of Directors. Furthermore, we will maintain accessible channels for stakeholders affected by or vulnerable to human rights infringements to receive reports. Upon receipt of such reports, we will do our best to deliver swift remediation and safeguard against further harm by rigorously protecting the anonymity of the informant.

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Shared Growth with Local Community

Social Contribution Activities

Youngone Corporation is committed to fulfilling its corporate social responsibilities by pursuing mutual growth with local communities. Guided by this sense of responsibility and commitment to action, we plan, promote, and support a wide range of ongoing social contribution activities in the communities where its domestic and overseas business sites are located.

Our Approach to Social Contribution

Vision	Company committed to promoting the health and happiness of local community members		
SDGs Target	1 NO POVERTY, 5 GENDER EQUALITY	4 QUALITY EDUCATION, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES	3 GOOD HEALTH AND WELL-BEING
Strategies	Support for the vulnerable	Academic support	Support for sports and cultural activities
Highlights	• Lend in-kind support for protection facilities for the vulnerable • Provide relief funds for disasters	• Provide assistance for academic institutions such as research centers, academic association and schools, and collaborate with academia • Support new scholars	• Offer support for cultural and arts institutions • Assist the sports sector • Run projects designed to boost culture, arts, and sports
Key Activities from 2024 to 2025	- Provided outdoor products to welfare centers for low-income families, youth, the elderly, and persons with disabilities in Korea - Provided emergency supplies and donations for victims of wildfires in Korea (approximately KRW 2 billion) - Provided assistance for flood and typhoon victims in Bangladesh and Vietnam - Sponsored climate foundations, including WWF Korea (World Wide Fund for Nature) - Donated outdoor products to vulnerable groups, including refugee children, in Mongolia	- Supported the Korean Society of Clothing and Textiles - Provided assistance to academic institutions, such as the Institute for Global Economics - Sponsored the SNU Development Fund and the Yonsei University Development Fund	- Sponsored the International Climbing and Mountaineering Federation (UIAA) - Provided support to the Korean National Ballet, Korea Ballet Festival Committee, Seoul Orchestra, and Korean Chamber Orchestra - Offered support for prodigies in the sports and cultural sectors, including scholarships and in-house concerts

SNUSR (Seoul National University Social Responsibility)

Youngone Corporation operates various support programs with the aim of achieving shared growth with local communities where its business sites are located. In Uzbekistan, we support the local activities of the SNUSR. The group—comprising 14 student members from Seoul National University, 2 supervising professors, and 44 students from local universities—visited Youngone Corporation's facilities in Tashkent and Samarkand to carry out volunteer programs. For the past three years, the group has visited Uzbekistan twice a year, introducing Korea's advanced early childhood education practices and delivering professional training sessions to local kindergarten teachers, thereby enhancing local educational capacity. Youngone Corporation provides activity venues and essential facilities to support the group's meaningful volunteer efforts and ensure their activities proceed smoothly. We will continue to support community engagement initiatives such as those led by the SNUSR and remain committed to growing together with the communities in which we operate.

Key Activities

- **Early Childhood Education Sharing**: Conducted educational programs for local kindergartens and organized educational seminars for local teachers
- **Engagement with Ethnic Koreans**: Provided medical services for elderly ethnic Koreans and organized cultural exchange activities for ethnic Korean youth





2024 Winter SNU Social Contribution Program in Uzbekistan

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Shared Growth with Local Community

Win-Win Program in Countries Where We Globally Operate

KEPZ Medical Complex

Youngone Corporation actively promotes social contribution initiatives to support the sustainable development of local communities and improve the quality of life for residents, including our employees. As part of these efforts, we are undertaking the construction of a comprehensive Medical Complex within KEPZ in Bangladesh to provide integrated healthcare services and cultivate local healthcare professionals. The Medical Complex project is being carried out in two phases under a long-term vision aimed at significantly improving regional medical infrastructure and strengthening health education capacity. As the first step in realizing this vision, Youngone Corporation successfully completed the construction of a 100-bed mini general hospital—KEPZ Trust Hospital—within KEPZ in January 2025. Building on the successful launch of KEPZ Trust Hospital, we will continue working to ensure access to quality healthcare and create a sustainable medical environment, thereby achieving shared growth with the local community.

KEPZ Medical Complex Roadmap





KEPZ Trust Hospital



Rendering of the 400-Bed General Hospital



Rendering of the Medical School

KEPZ Textile & Fashion Institute

Youngone Corporation aims to establish a textile and fashion college within KEPZ in Bangladesh by 2027, with a planned capacity of approximately 800 students. The institute will combine theory-based academic education with field-based practical training, nurturing future professionals capable of leading the global textile and fashion industry. Through partnerships with top-tier global institutions in the textile and fashion fields, the college will evolve into a world-class educational hub. The institute is expected not only to enhance the skills and expertise of Youngone Corporation employees in Bangladesh but also to strengthen the technological competitiveness of the country's overall textile and fashion industry. This initiative to build specialized education infrastructure is widely recognized as a leading example of Youngone's commitment to shared growth and sustainable development in the countries where it operates.

Sponsorship and Donation to Communities

Youngone Corporation provides a variety of essential items, including apparel, to global communities affected by natural disasters and economic hardships. Leveraging our expertise and resources as a world-class global manufacturer of clothing and supplies, we are committed to our ongoing humanitarian efforts by producing and distributing emergency relief materials, such as clothing, blankets, and footwear. On top of that, we are active in contributing to the development of our local communities through donations in the areas of healthcare, education, athletics, and environmental conservation. In the year 2024, our contributions to local community initiatives have reached a total of about KRW 4.3 billion.

Our Major Contributions in 2024

Donation recipient	Amount	Content
World Vision	KRW 1.7 billion	· In-kind donations, such as clothes
World Vision	KRW 650 million	· Monetary support
UNICEF	KRW 800 million	· In-kind donations, such as clothes
Red Cross	KRW 190 million	· In-kind donations, such as clothes
Korea Foundation for International Exchange	KRW 170 million	· Monetary support
UIAA (International Climbing and Mountaineering Federation)	KRW 160 million	· Monetary support
Gangwon Fire Headquarters, Welfare Centers	KRW 610 million	· In-kind donations, such as clothes
WWF Korea (World Wide Fund for Nature)	KRW 40 million	· Monetary support

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Shared Growth with Partners

Supplier Ethics Pledge

As part of our supply chain sustainability policy and to promote responsible business practices among our partners, Youngone Corporation requires all suppliers to submit an Ethics Pledge upon signing a contract. The pledge outlines ten specific commitments that must be observed by both Youngone Corporation and its partners when entering into any trade or partnership agreement.

Ethics Pledge

Anti-Bribery and Anti-Corruption
- Prohibition of offering or accepting bribes
- Prohibition of private or unauthorized transactions

Conflict of Interest
- Prohibition of actions that may create conflicts of interest

Confidentiality
- Obligation to maintain confidentiality of information and prohibition of sharing information with third parties

Anti-Trust and Fair Competition
- Prohibition of anti-competitive behavior

Personal Data Protection
- Use of personal data only for the purposes originally disclosed
- Prohibition of disclosing personal data to third parties
- Assurance of adequate and appropriate measures for data protection

Environmental Sustainability
- To meet environmental sustainability standards, suppliers are expected to:
  ① Promote energy efficiency and reduce greenhouse gas emissions
  ② Use water resources efficiently
  ③ Use environmentally friendly chemicals
  ④ Manage and reduce waste effectively

Compliance with International Labor Organization (ILO) Standards
- Compliance with the fundamental conventions and principles outlined in the ILO Declaration on Fundamental Principles and Rights at Work

Legal Compliance
- Adherence to all applicable laws, regulations, and codes relevant to the transaction

Whistleblowing
- Obligation to report any violations of the above provisions by employees or stakeholders

Consequences of Violations
- Appropriate and enforceable actions will be taken in the event of any breach of the Ethics Pledge

Strengthening Supplier Sustainability

Evaluation of Suppliers' Occupational Health and Safety Management Systems

To establish a sustainable supply chain, Youngone Corporation has developed and implemented an evaluation checklist to assess the occupational health and safety management systems of its partner companies. The checklist consists of five evaluation categories and thirteen detailed items, which are used to assess the structural adequacy of the occupational health and safety management system, the level of faithful implementation, the severity of any incidents, and the amount spent on safety and health management.

Evaluation Area	Key Evaluation Criteria
Occupational Health and Safety Management System	General principles, planning, structure, and responsibilities for occupational health and safety management
Implementation Level	Risk assessment, safety inspections, implementation monitoring, training and documentation, and work permit system
Operational Management	Signaling and communication systems, hazardous materials and equipment management, emergency response plans
Incident Occurrence Level	Status and frequency of occupational accidents
Occupational Health and Safety Management Budget	Adequacy of budget allocation for occupational health and safety

Operation of a Grievance Channel for Suppliers

Youngone Corporation operates a dedicated reporting channel (safety@youngone.com) via its website to receive and respond to grievances or reports submitted by partner companies.
To promote active use of this channel, we regularly communicate relevant information to our suppliers.
All issues submitted through the channel or bulletin board are addressed in accordance with established procedures, and we strive to identify appropriate responses to resolve supplier grievances.



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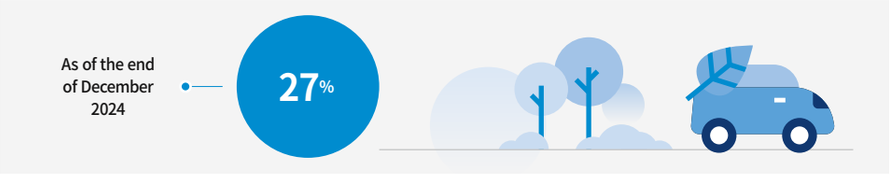
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Procurement from Green and Social Enterprises

Youngone Corporation strives to enhance the positive environmental and social impacts of its procurement activities. Accordingly, we prioritize products with eco-friendly attributes and contributions to social value during the selection process.

Use of Low-Emission Vehicles

Youngone Corporation considers environmental impact in the operation of its corporate vehicles.
As of the end of December 2024, 27% of our corporate vehicles are low-emission models, contributing to improved air quality and reduced greenhouse gas emissions.



Procurement from Social Enterprises

Youngone Corporation continuously purchases goods such as coffee and flower arrangements from Bear Better, a social enterprise employing individuals with developmental disabilities. We pursue inclusive growth through partnerships with companies that are committed to creating social value.

	2023 Purchase Amount	2024 Purchase Amount
Printed Materials	KRW 3,661,790	KRW 4,541,570
Coffee	KRW 6,738,600	KRW 5,406,500
Flower Arrangements	KRW 15,450,000	KRW 16,020,000



Social Enterprise 'Bear Better'

Fair Trade Certification

Youngone Corporation is committed to upholding the values of fair trade in partnership with our customers through production facilities that meet Fair Trade standards.

Fair Trade Certifications



Certification for Broadpeak Soc Trang Company LTD



Certification for Youngone (CEPZ) LTD



Certification for Youngone Hung Yen Company LTD



Certification for Youngone Nam Dinh Company LTD



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Business Continuity Planning (BCP) Simulation Training

Since 2018, Youngone Corporation has established a Business Continuity Planning (BCP) system and acquired ISO 22301 certification, which has been maintained through 2025. BCP refers to a comprehensive framework and preparedness plan to ensure continuity of core business operations or prompt recovery in the event of unforeseen crises or disasters. To maintain our business continuity capabilities, we provide continuous training and simulation exercises.
In November 2024, we conducted a simulation drill based on a scenario in which a disruption in the telecommunications network in the Seoul area severely hindered core business operations. The drill began with a disaster declaration sent to employees via SMS. Key personnel then relocated to the BCP backup site established at the Youngone Seongnam Knowledge Center to carry out business recovery procedures. This exercise enabled us to verify the effectiveness of our emergency response system in the event of disaster situations. Following the drill, BCP representatives from each department participated in a review session to discuss areas for improvement.



BCP Simulation Training at the Seongnam Knowledge Center – November 2024

BCP Training Program Process



Establishing a Training Program Plan
- Set simulation training program goals
- Set training location / number of attendees / schedule

Designing Crisis Scenarios
- Select simulation program topics
- Develop a detailed crisis scenario

Program Development Workshop
- Discuss assigned tasks and coordination matters
- Collect presentation materials and conduct hands-on training for people in charge

Execution Training Program
- Interview the management in advance
- Execute simulation training program, management Q&A / commentary

Reporting Training Program Results
- Derive improvement points from simulation training program results
- Establish and apply plans to reflect improvement tasks

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Board Composition and Operation

Board Composition

As of the end of December 2024, the Board of Directors of Youngone Holdings consists of five directors, which includes three executive directors and two independent directors. To ensure the independence and fairness of the Board, Youngone Holdings has established the Independent Director Recommendation Committee, the Sustainable Management Committee, and the Management Committee. Vice Chairman Sung Rae Eun concurrently assumes the role of Chairman of the Board given her profound understanding of management, expertise, and efficiency. The Board of Directors of Youngone Holdings convenes both regular and extraordinary meetings. The regular meetings are convened once a quarter while temporary meetings are held as necessary. In 2024, a total of nine meetings were held, with 33 agenda items discussed and a 100% attendance rate.



Members of the Board

Position	Name	Gender	Profile	Tenure	Date of First Appointment	Independent Director Recommendation Committee	Sustainable Management Committee	Management Committee
Executive Directors	Sung Rae Eun (Chairman)	Female	• B.A. in Sociology, Stanford University • Chairman, Korea Fashion Association • Vice Chairman, Federation of Korean Industries • Group Vice Chairman, Youngone Corporation • Vice Chairman & CEO, Youngone Holdings Co., Ltd.	3 years	March 09, 2007		●	● (Chair)
	Kim Ju Won	Male	• B.A. in Law, Korea University • Executive Director, Bank of America (former) • Executive Director, Morgan Stanley (former) • Senior Executive Director, Youngone Holdings Co., Ltd.	3 years	March 29, 2022		●	●
	Cho Jae Young	Male	• B.A. in Information Mathematics, Daegu Haany University • Senior Executive Director, YMSA Co., Ltd. • Director of Offline Sales, Youngone Outdoor Co., Ltd. • Senior Executive Director, Youngone Holdings Co., Ltd.	3 years	March 31, 2021			●
Independent Directors	Cho In Young	Female	• B.A. and M.A. in Law, Seoul National University • Master of Laws (LL.M), Harvard Law School • Judge, Seoul Central District Court (former) • Senior Judge, Daegu District Court (former) • Professor, Yonsei University Law School	3 years	March 29, 2022	● (Chair)	● (Chair)	
	Han Chol Soo	Male	• B.A. in Business Administration, Jeonbuk National University • Passed the 25th Higher Civil Service Examination (Administrative Service) • Secretary General, Fair Trade Commission (former) • Independent Director, Kia Corporation (former) • Senior Advisor, Yoon&Yang LLC	3 years	March 29, 2023	●	●	

※ Executive directors Sung Rae Eun, Kim Juwon, and Cho Jae Young, as well as independent director Cho In Young, have been reappointed since their initial appointments.

Operations of Subcommittees Under the Board

In accordance with the Regulations for Board Operations, Youngone Holdings has established and operates three subcommittees to enhance the Board's expertise. Each committee supports professional review and decision-making in specific areas, thereby strengthening the efficiency and accountability of the Board. The Independent Director Recommendation Committee plays a key role in ensuring the independence and transparency of the company's governance. It is responsible for fairly and transparently nominating candidates for independent directors who possess both expertise and independence, in compliance with relevant laws and regulations, to support balanced decision-making and effective oversight by the Board. The Sustainable Management Committee, composed of four directors including both executive and independent directors, serves a central role in enhancing corporate and shareholder value by setting the strategic direction for ESG management and overseeing major issues. In 2024, the committee reviewed and evaluated the company's ESG material issues and supervised the establishment and implementation status of mid- to long-term goals for each key issue, including climate change response, eco-friendly product expansion, and waste management. It also reviewed reports on the status of financial risk management, including liquidity and market risk in the financial sector. The Management Committee, composed of executive directors, deliberates on and makes decisions regarding major business matters delegated by the Board, in accordance with the Management Committee Regulations. It is responsible for facilitating swift and effective decision-making on key management issues.

Subcommittee Activities under the Board of Directors in 2024

Category	Date of Meeting	Agenda Items	Attendance Rate
Management Committee	Mar 07, 2024	• Review and reporting of agenda items to be submitted to the Board	100%
	Oct 28, 2024	• Report on key management issues • Proposal to initiate IT system support service agreement with Goldwin Korea	100%
Sustainable Management Committee	Oct 28, 2024	• Report on financial risk management • Report on 2024 ESG evaluation results	100%
	Dec 23, 2024	• Status of climate change response • Status of eco-friendly raw materials and waste management • Status of eco-friendly product development	100%

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Board Independence and Expertise

Board Independence

In accordance with relevant laws such as the Commercial Act, Youngone Holdings transparently discloses the qualification criteria for independent directors to strengthen the independence of the Board. Furthermore, the company prohibits directors with special interests in certain Board resolutions from exercising voting rights on such matters to uphold the Board's independence. Directors are also not allowed to conduct transactions with the company or serve as directors of other companies operating in the same industry without prior approval from the Board. To ensure independent decision-making, the chairs of all subcommittees—excluding the Management Committee—are appointed from among the independent directors. Moreover, the Independent Director Recommendation Committee is operated to ensure fairness and independence in the nomination and appointment of directors. This committee selects candidates who meet the qualifications stipulated by relevant laws, and after reviewing their independence from the company and the largest shareholder as well as their professional expertise, recommends those who best represent the interests of shareholders and the company.

Board Expertise and Diversity

The Board of Directors of Youngone Holdings is composed of five members, including both Executive and Independent Directors with diverse areas of expertise. To avoid over-reliance on any single profession, the Board is composed of experts with a wide range of knowledge and experience essential for business management. This composition strengthens the Board's overall competitiveness and enables resolutions to be made based on multidimensional professional insight. To further enhance the expertise of independent directors, we provide training on a variety of topics including business performance, new businesses, and ESG-related risks, supporting continuous professional development.

Board Skills Matrix

Management	Two directors who possess expertise in leadership and organizational management or have C-level experience
Finance / Investment	One director who is an expert in finance with expertise in investments such as M&A
Law / Policy	Two directors equipped with expertise in legal risk analysis, laws, or public policy
ESG	Two directors who possess expertise in environmental, social, and governance risks
Key Businesses	Two industrial experts who specialize in industries such as OEM, fabric, apparel / fashion, or distribution

Training for Independent Directors

Date	June 7, 2024
Participants	Cho In Young and Han Chol Soo, Independent Directors
Training institution	Korea Listed Companies Information
Training details	Job training for independent directors in a listed company

Board Evaluation and Remuneration

Board Evaluation

Youngone Holdings evaluates various aspects of its Board, including directors' attendance, participation, contribution, and independence. The evaluation of executive directors is carried out objectively and fairly by considering business performance such as revenue and operating profit, achievements and contributions as management, and the internal and external business environment, with risk factors reflected based on mid- to long-term goals. Since 2022, Youngone Holdings has implemented Board assessments through a survey format. The evaluation is conducted in the form of a survey, in which directors assess five key areas: the role and responsibilities of the Board, its composition and independence, operations and agenda-setting, performance, and the operation of board subcommittees. The results are used to identify areas for improvement in Board operations.

2024 Board Evaluation Results

Roles and Responsibilities of Board	Composition and Independence of Board	Operation and Agenda Setting of Board	Performance of Board	Operation of Board Subcommittees
4.8 / 5.0	4.7 / 5.0	4.8 / 5.0	4.7 / 5.0	3.7 / 5.0

Board Remuneration

The remuneration for the Board of Directors is determined based on the compensation limit approved at the general shareholders' meeting, and the details are disclosed transparently in the company's annual business report. Executive directors receive a combination of fixed salary, performance bonuses, and retirement benefits. Salaries are determined by factors such as position, role, expertise, responsibilities, and individual contributions. Bonuses are awarded based on the company's executive bonus payment regulations, considering business performance, leadership achievements, contributions, and the external and internal business environment. The remuneration of independent directors is determined according to internal standards, considering the level of responsibility, associated risks, and compensation levels for independent directors at peer companies.

Criteria for Payment in 2024

(Unit: KRW)

Category	Headcount	Total Board Remuneration	Per Capita Average Board Remuneration
Registered Directors (Independent directors and Audit Committee's members excluded)	3	7,397,000,000	2,465,666,667
Independent Directors (Audit Committee's members excluded)	2	100,000,000	50,000,000
Auditor	1	100,000,000	100,000,000

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Board Composition and Operation

As of December 2024, the Board of Directors of Youngone Corporation is composed of seven directors, consisting of three executive directors and four independent directors. To ensure the independence and fairness of Board operations, the company has established and operates four subcommittees under the Board, namely the Audit Committee, the Independent Director Recommendation Committee, the Sustainable Management Committee, and the Management Committee. The Board is chaired by CEO Kihak Sung, who is recognized as a suitable leader to guide the Board in a stable and effective manner, backed by his extensive experience in overall business management. Youngone Corporation holds both regular and temporary Board meetings. Regular meetings are convened quarterly, while temporary meetings are held as needed. In 2024, a total of nine Board meetings were held, covering 35 agenda items, with an attendance rate of approximately 98%.

Board Composition Chart



Members of the Board

Position	Name	Gender	Area of Expertise	Profile	Tenure	Date of First Appointment	Aduit Committee	Independent Director Recommendation Committee	Sustainable Management Committee	Management Committee
Executive Directors	Sung Kihak (Chairman)	Male	Executive Management	• Chairman & CEO, Youngone Corporation • Chairman & CEO, Youngone Outdoor Corporation • Chairman, Korea Federation of Textile Industries (KOFOTI) (Former)	3 years	2009.07.01			●	
	Sung Rae Eun	Female	Executive Management	• Vice Chairman & CEO, Youngone Holdings Co., Ltd. • Group Vice Chairman, Youngone Corporation • Chairman, Korea Fashion Industry Association • Vice Chairman, Federation of Korean Industries	3 years	2009.07.01		●		● (Chair)
	Lee Min Suhk	Male	Business Management	• President, Youngone Corporation • CEO, Trade Division, Hanwha Corporation (Former) • Member of Compliance Committee, Hanwha Group (Former)	3 years	2022.03.29			●	●
Independent Directors	Chung Suh Yong	Male	Law & Environment	• Professor, International Studies at Korea University • President, Seoul International Law Academy (SILA) • Vice Chairman, Korean Society of Climate Change Research • Independent Director, Heungkuk Asset Management Co., Ltd.	3 years	2021.05.11	●		● (Chair)	
	Park Sung Wan	Female	Economy & Media	• CEO, Hankyung Arte Co., Ltd. • Deputy Editor, Korea Economic Daily (Former) • Director, Economic Education Research Institute, Korea Economic Daily (Former) • Member, Internal Regulation Review Committee, Financial Supervisory Service (FSS) (Former)	3 years	2022.03.29		● (Chair)	●	
	Jeon Kyu An	Male	Finance & Accounting	• Professor, Department of Accounting, Soongsil University • Chair of Accounting Auditing Standards Committee, Korean Institute of Certified Public Accountants • Independent director & Audit Committee Chair, Able C&C • President, Korean Taxation Association (Former)	3 years	2024.03.29	● (Chair)		●	
	Park Kyung Woo	Male	Medicine & Management	• Professor, Seoul National University College of Medicine • Director of International Affairs Committee, Korean Society of Cardiology • Professor Department of Internal Medicine, Cardiovascular Center, Seoul National University Hospital (Former) • President, Healthcare System Gangnam Center, Seoul National University Hospital (Former)	3 years	2024.03.29	●	●		

※ Executive directors Sung Kihak, Sung Rae Eun, and Lee Min Suhk, as well as independent directors Chung Suh Yong and Park Sung Wan, have been reappointed since their initial appointments.

Operations of Subcommittees Under the Board

To enhance the expertise of the Board, Youngone Corporation operates four subcommittees in accordance with its Regulations for Board Operations. Each committee plays a key role in supporting the Board's efficiency and accountability by facilitating professional review and decision-making on specialized matters. The Audit Committee is an independent body composed entirely of independent directors, including the Chair, and conducts appropriate audit procedures in accordance with relevant laws and the Articles of Association. The Independent Director Recommendation Committee ensures the company's independence and transparency in management by fairly and transparently recommending candidates for independent directorships. In accordance with relevant laws and internal regulations, it nominates individuals with the necessary expertise and independence to support balanced decision-making and effective oversight by the Board. The Sustainable Management Committee consists of five executive and independent directors and plays a central role in enhancing corporate and shareholder value by setting strategic directions for the company's overall ESG management and overseeing key issues. In 2024, the committee reviewed and assessed the company's material ESG issues, monitored the establishment and implementation of mid- to long-term targets for key issues such as climate change response, eco-friendly product expansion, and waste management. It also reviewed reports on financial risk management, including liquidity and market risks. The Management Committee, comprised of executive directors, deliberates and decides on key management matters delegated by the Board. It plays a critical role in ensuring swift and efficient decision-making on managerial issues, in accordance with the Management Committee Regulations and Board mandates.

Subcommittee Activities under the Board of Directors in 2024

Category	Date of Meeting	Agenda Items	Attendance Rate
Independent Director Recommendation Committee	Feb 29, 2024	• Recommendation of candidates for independent directors	100%
	March 29, 2024	• Appointment of committee chairperson	100%
Management Committee	Jan 4, 2024	• Report on key management issues	100%
	Mar 29, 2024	• Appointment of committee chairperson	100%
	Apr 24, 2024	• Report on key management issues	100%
	Sep 2, 2024	• Report on key management issues	100%
	Sep 30, 2024	• Report on key management issues	100%
Sustainable Management Committee	Mar 29, 2024	• Appointment of committee chairperson	100%
	May 10, 2024	• Report on 2023 ESG assessment results • Report on ESG material issues and other relevant topics	100%
	Dec 23, 2024	• Report on climate change response targets and progress • Report on mid- to long-term environmental management goals and progress • Report on ESG-related policies • Report on the status of financial risk management	100%

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Board Independence and Expertise

Board Independence

In accordance with relevant laws, including the Commercial Act, Youngone Corporation transparently discloses the qualifications required for independent directors to enhance the independence of the Board. The company also ensures independence by prohibiting directors with specific interests in resolutions from exercising their voting rights. Furthermore, directors are not permitted to engage in transactions with the company or serve as directors of other companies in the same line of business without prior approval from the Board. To promote independent decision-making, all subcommittees under the Board, with the exception of the Management Committee, are chaired by independent directors. In addition, Youngone Corporation operates the Independent Director Recommendation Committee to secure the independence and fairness of the director's nomination and appointment process.

Board Expertise and Diversity

The Board of Directors of Youngone Corporation is composed of seven executive and independent directors with diverse areas of expertise. The company appoints directors who possess a wide range of knowledge and industry experience required for business management to avoid overconcentration in any specific professional field. This approach enhances the competitiveness of the Board and enables it to reach resolutions based on multidisciplinary expertise. Furthermore, Youngone Corporation supports the continuous development of its independent directors by providing training sessions on various topics, including business updates, new business, and ESG-related risks, to deepen their understanding of the company's operations and strengthen their competencies.

Board Skills Matrix

Management	Four directors who possess expertise in leadership and organizational management or have C-level experience
Finance / Accounting	One director who is an expert in finance with expertise in financing and accounting
Law / Policy	One director equipped with expertise in legal risk analysis, laws, or public policy
ESG	Two directors who possess expertise in environmental, social, and governance risks
Core Business	One director who specializes in the fields of economy and media

Training for Independent Directors

Date	2024.06.07
Participants	Chung Suh Yong, Park Sung Wan, Jeon Kyu An, and Park Kyung Woo Independent Directors
Training institution	Korea Listed Companies Information
Training details	• Roles and Responsibilities of Independent Directors in Listed Companies • ESG Disclosure Based on the KSSB Draft Standards • Best Practices and Case Studies for Independent Directors • Understanding the Guidelines for Corporate Value Enhancement Plans

Board Evaluation and Remuneration

Board Evaluation

Youngone Corporation conducts board evaluations based on a comprehensive assessment of various factors, including directors' attendance, participation, contributions, and independence. The evaluation of executive directors is carried out objectively and fairly by considering business performance such as revenue and operating profit, achievements and contributions as management, and the internal and external business environment, with risk factors reflected based on mid- to long-term goals. Since 2024, Youngone Corporation has implemented a formal board evaluation process. The evaluation is conducted in the form of a survey, with directors providing responses across five key areas: the role and responsibilities of the Board, its composition and independence, operations and agenda-setting, performance, and the operation of board subcommittees. The results are used to identify areas for improvement in Board operations.

2024 Board Evaluation Results

Roles and Responsibilities of Board	Composition and Independence of Board	Operation and Agenda Setting of Board	Performance of Board	Operation of Board Subcommittees
4.9 / 5.0	4.7 / 5.0	4.8 / 5.0	4.9 / 5.0	4.8 / 5.0

Board Remuneration

The remuneration for directors of Youngone Corporation is paid within the remuneration limit approved at the general shareholders' meeting, and the status of director remuneration is transparently disclosed each year through the annual business report. Executive director's remuneration includes base salary, performance-based bonuses, and retirement benefits. Base salary is determined based on factors such as position, title, expertise, responsibilities, and contribution to the company, while bonuses are determined in accordance with the Regulations for Executive Bonuses, taking into consideration business performance, achievements and contributions as management, and the internal and external business environment. Remuneration for independent directors is determined in accordance with internal standards, considering responsibilities in performing duties, associated risks, and the remuneration levels for independent directors at peer companies.

Criteria for Payment in 2024

(Unit: KRW)

Category	Headcount	Total Board Remuneration	Per Capita Average Board Remuneration
Registered Directors (Independent directors and Audit Committee's members excluded)	3	9,754,000,000	3,251,333,333
Independent Directors (Audit Committee's members excluded)	1	70,000,00	70,000,000
Auditor	3	173,000,000	57,666,667

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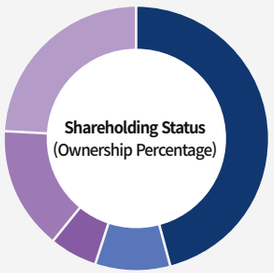
Enhancing Shareholder Value

YOUNGONE HOLDINGS | YOUNGONE CORPORATION

Shareholder Composition and Share Status

Pursuant to the Articles of Incorporation of Youngone Holdings, the total number of shares authorized for issuance is 100,000,000, and the par value per share is KRW 500. All issued shares are common shares, and voting rights are granted equitably based on the number of shares held. As of March 31, 2025, the total number of issued shares of Youngone Holdings was 13,635,592, of which 2,030,694 shares were treasury shares.

Shareholding Structure (As of March 31, 2025)



Shareholder	Number of Shares Held	Ownership Ratio
Largest Shareholder and Related Parties	6,306,803 shares	46%
Fidelity	1,256,158 shares	9%
VIP Asset Management Co., Ltd.	831,045 shares	6%
Treasury Shares	2,030,694 shares	15%
Others	3,210,892 shares	24%

The latest shareholding status can be found in the "Periodic Report" disclosed on the Financial Supervisory Service's electronic disclosure system (DART).

Expanding Shareholder Participation

To facilitate shareholders' free and convenient exercise of voting rights and to ensure the efficient operation of the general meeting of shareholders, Youngone Holdings has adopted the electronic voting system for the 2024 and 2025 regular general meetings of shareholders. In addition, the company actively encouraged all shareholders to exercise their voting rights by conducting a proxy solicitation campaign targeting all shareholders who were unable to attend the meeting in person.

Communication with Shareholders

Youngone Holdings ensures the timely disclosure of relevant information to shareholders in a transparent manner. The company provides investors with business information through IR meetings and discloses relevant data publicly through mandatory reporting. All disclosed information is available through the company's official website as well as disclosure platforms such as the DART and KIND systems.

Shareholder Return Policy (FY2025–FY2029)

To enhance shareholder value, Youngone Holdings announced a mid- to long-term shareholder return policy (FY2025–FY2029) through a resolution of the Board of Directors in March 2025, combining it with the existing dividend policy. The company aims to return approximately 50% of net income (excluding one-off non-recurring income) on a separate financial statement basis to shareholders. Over the next five years (2025–2029), the company plans to gradually retire 5% of the total number of shares issued (1% annually). Through this initiative, Youngone Holdings seeks to enhance shareholder value through business growth and ensure stable returns via dividend payments. The following outlines the details of the company's plan to retire existing treasury shares and its dividend policy.

Treasury Share Retirement Plan

To enhance shareholder value, the company plans to retire 136,355 treasury shares each year from 2025 to 2029, which corresponds to approximately 1 percent of the total number of outstanding shares. Through this initiative, the company aims to reduce the total number of outstanding shares by 5 percent and enhance per-share value. The share retirement plan may be subject to change depending on future business conditions and market circumstances. Details such as the specific number of shares to be retired will be finalized through a resolution of the Board of Directors and disclosed in a transparent manner.

Planned Retirement of Treasury Shares

To enhance corporate value, Youngone Holdings plans to retire a total of 5% of the current issued shares in equal portions over five years (2025–2029).
* 1% of the total shares issued each year (136,355 shares) will be retired annually



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Enhancing Shareholder Value

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Dividend Policy

Youngone Holdings has been paying cash dividends annually to enhance shareholder value, with the principle of maintaining stable cash dividends based on the company's continuous growth. From a long-term perspective, the company also aims to enhance shareholder value through corporate growth and increased enterprise value. In accordance with the Commercial Act and the company's Articles of Incorporation, dividends are resolved by the Board of Directors, and the dividend level is determined by taking a comprehensive view of securing investment resources for sustainable growth, ensuring sound cash flow, and enhancing shareholder value. Reflecting its role as a holding company, and barring any significant changes in the business environment such as shifts in market conditions, the company strives to return approximately 50% of its net income (excluding one-off non-recurring gains) based on the separate financial statements to its shareholders. Furthermore, the company ensures flexibility in its dividend policy by committing to providing prior explanation in cases of significant increases or decreases in dividends.

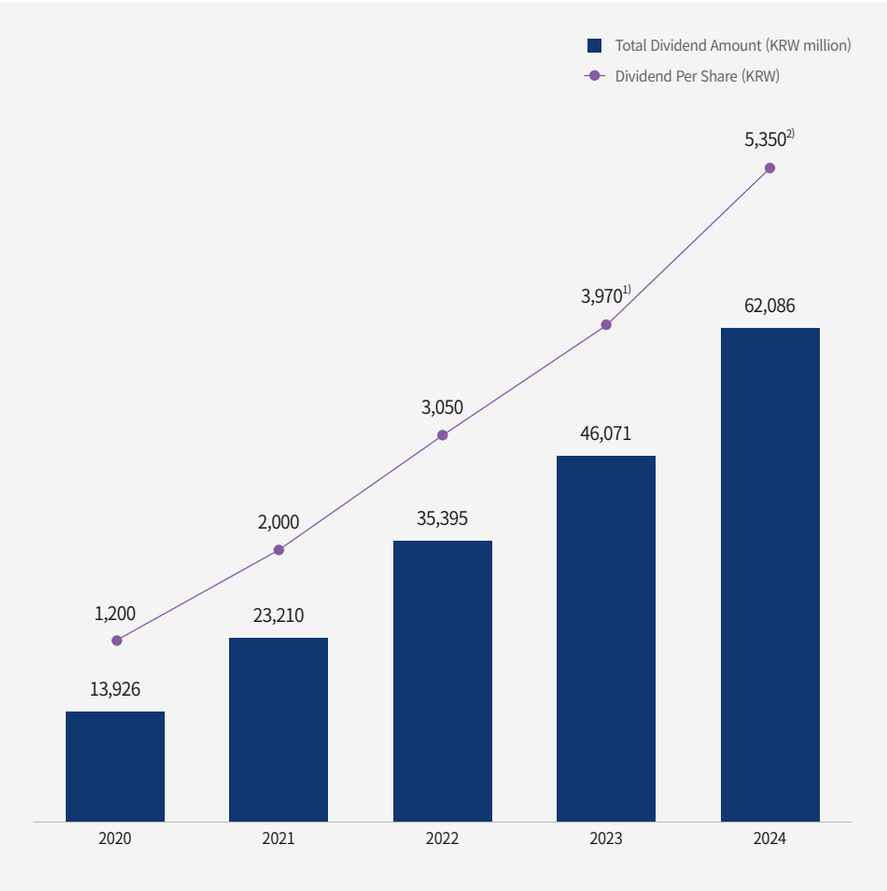
The total dividend amount paid in 2024 was KRW 62,086 million, equivalent to approximately 50% of the company's net income of KRW 124,182 million on a separate financial statement basis. Youngone Holdings will continue its efforts to enhance shareholder value.

Basis for dividend distribution	"Approximately 50% of the net income on a separate financial statement basis, excluding one-off nonrecurring gains"

Improvement in Dividend Process

To improve the predictability of dividend payouts for shareholders, Youngone Holdings introduced a progressive dividend procedure by revising its Articles of Incorporation at the 49th Annual General Meeting of Shareholders in 2023. This procedure includes confirming interim dividends and setting the base date for year-end dividends accordingly. In addition, the company adopted an interim dividend system to flexibly respond to the changing external environment and strengthen its shareholder return policy. Youngone Holdings will continue to communicate closely with shareholders regarding return policies and enhance shareholder value.

Dividend Status for the Last 5 Years



1) Cash Dividend per Share for 2023: KRW 3,970 per share (Interim dividend: KRW 1,600 + Year-end dividend: KRW 2,370)
2) Cash Dividend per Share for 2024: KRW 5,350 per share (Interim dividend: KRW 2,400 + Year-end dividend: KRW 2,950)

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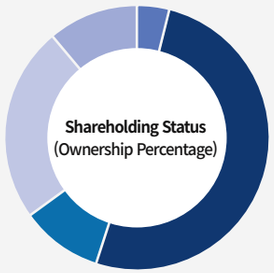
YOUNGONE HOLDINGS | YOUNGONE CORPORATION

Shareholder Composition and Share Status

In accordance with the Articles of Incorporation, the total number of shares that Youngone Corporation can issue is 100,000,000, and the face value per share is KRW 500. All issued shares are common shares, and voting rights are granted equitably in proportion to the number of shares held. As of March 31, 2025, the total number of issued shares was 44,311,468, of which 1,751,356 shares were treasury shares, accounting for 3.95%.

Shareholding Structure

(As of March 31, 2025)



Shareholder	Number of Shares Held	Ownership Ratio
Largest Shareholder and Related Parties	22,481,426 shares	51%
National Pension Service	4,606,092 shares	10%
Minority Shareholders (<1%)	10,656,411 shares	24%
Treasury Shares	1,751,356 shares	4%
Others	4,816,183 shares	11%

The latest shareholding status can be found in the “Periodic Report” disclosed on the Financial Supervisory Service’s electronic disclosure system (DART).

Expanding Shareholder Participation

To facilitate shareholders’ free and convenient exercise of voting rights and to ensure the efficient operation of the general meeting of shareholders, Youngone Corporation has adopted the electronic voting system for the 2024 and 2025 regular general meetings of shareholders. In addition, the company actively encouraged all shareholders to exercise their voting rights by conducting a proxy solicitation campaign targeting all shareholders who were unable to attend the meeting in person.

Communication with Shareholders

Youngone Corporation ensures the timely disclosure of relevant information to shareholders in a transparent manner. The company provides investors with business information through IR meetings and discloses relevant data publicly through mandatory reporting. All disclosed information is available through the company’s official website as well as disclosure platforms such as the DART and KIND systems.

Mid- to Long-Term Dividend Policy

Youngone Corporation has been paying cash dividends every year to enhance shareholder value. The company also aims to increase shareholder value through continued growth and corporate value enhancement by adhering to a principle of stable dividends based on sustainable growth. In accordance with the Commercial Act and the company’s Articles of Incorporation, dividends are paid by a resolution of the Board of Directors, and the amount of dividends is determined considering cash reserves for the company’s sustainable growth, cash flow, and enhancing shareholder value. Accordingly, unless there is a significant change in the business or economic environment, the company intends to maintain a dividend payout ratio of at least 10% on a consolidated basis and strive to gradually increase this ratio. The company will also ensure flexibility in its dividend policy by providing prior explanation in the event of a significant dividend increase or decrease.
In 2024, the company paid total dividends of KRW 59,850 million, resulting in a consolidated dividend payout ratio of 14.0%. Youngone Corporation remains committed to faithfully implementing its dividend policy to enhance shareholder value.

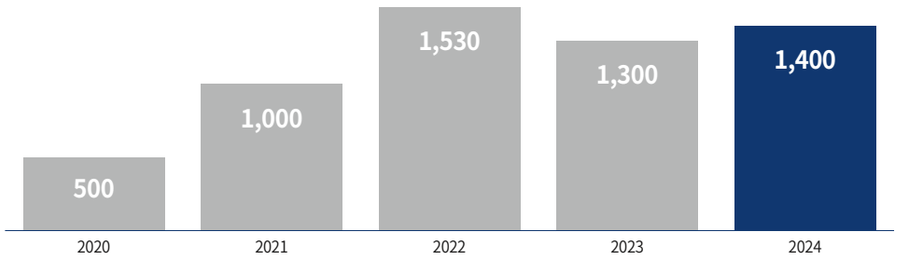
Basis for dividend distribution	Maintaining a minimum consolidated dividend payout ratio of 10%

Dividend Status for the Last 5 Years

Category	2020	2021	2022	2023	2024
Dividend per Share (KRW)	500	1,000	1,530	1,300	1,400
Total Dividends (KRW million)	21,933	43,866	67,115	57,026	59,850

Dividend Status for the Last 5 Years

(Unit: KRW)



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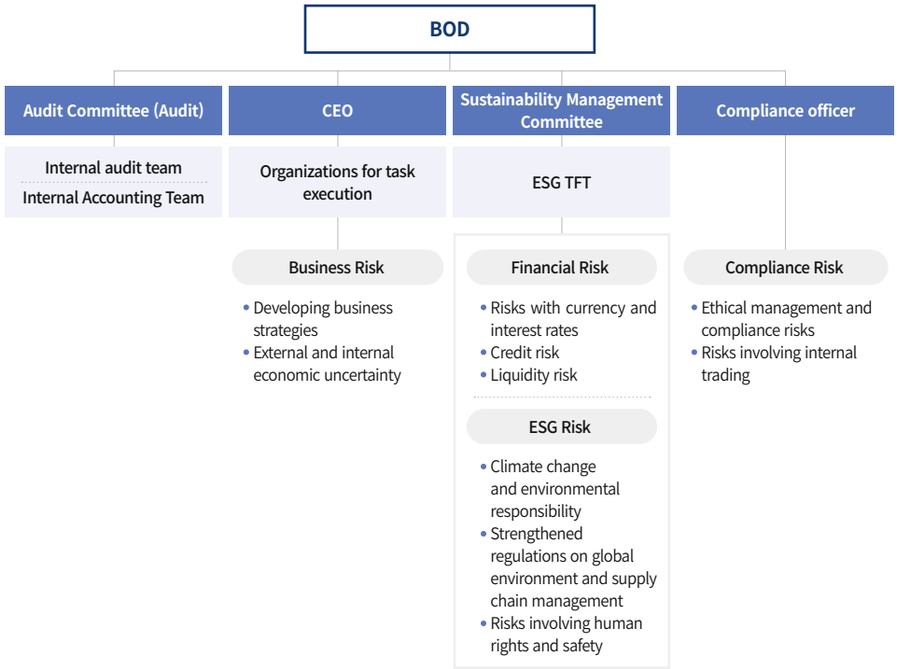
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Risk Governance

Risk Management System

Youngone has established a system for promptly identifying and managing company-wide risks through its Board of Directors, subcommittees under the Board and Compliance Officer. The Sustainability Management Committee under the Board oversees not only key financial risks but also major ESG-related policies and implementation matters across environmental, social, and governance areas. In 2024, the Committee convened to deliberate and report on agenda items including ESG material issues, climate change response, mid- to long-term environmental management goals, and financial risk status. The Compliance Officer conducts legal risk reviews related to overall business activities and monitors compliance, regularly reporting the compliance activities to the Board of Directors.

Risk Management Structure and Major Risk Areas



Risk Management Process

Youngone has established and operates a structured risk management process to proactively respond to risks arising from various internal and external business environment changes. The Audit Committee (Audit), CEO, Sustainability Management Committee, and Compliance Officer each oversee their respective dedicated support functions, managing internal audit and accounting, business risks, financial and ESG risks, and compliance risks. Financial risks are managed through a systematic process based on risk identification, assessment, control, and reporting.

Financial Risk Management Process

1 Financial risk identification	• Recognize financial risks that may arise in the course of the company's business operation through financial statements, cash flow, management plans, etc. • Check the impact of financial risk on the company's net profit
2 Financial risk assessment	• Measure the impact of identified market risk on net profit (expected loss, value at risk, etc.) • Comprehensively consider the correlation between each variable, business, and sales
3 Financial risk control	• Establish standards for managing financial risks (loss tolerance limit, hedge ratio, etc.) • Set up a plan to mitigate financial risk to an acceptable limit
4 Financial risk reporting	• Report financial risk management status to the management frequently and on a regular basis • Analyze the adequacy of financial risk ex post facto

Tax Risk Management Framework

Youngone continuously monitors changes in tax regulations and policies across countries and workplaces to ensure compliance and effective tax management. Through this, tax-related risks are identified, assessed, and addressed in advance. The company thoroughly reviews the implications and required preparations of enacted tax law amendments before they take effect, and evaluates and manages tax risks arising in the course of business operations to ensure adherence to applicable tax laws. In the event of significant tax issues, the company seeks external expert advice to conduct a detailed review of potential risks, thereby safeguarding financial stability and maintaining corporate credibility and reputation.

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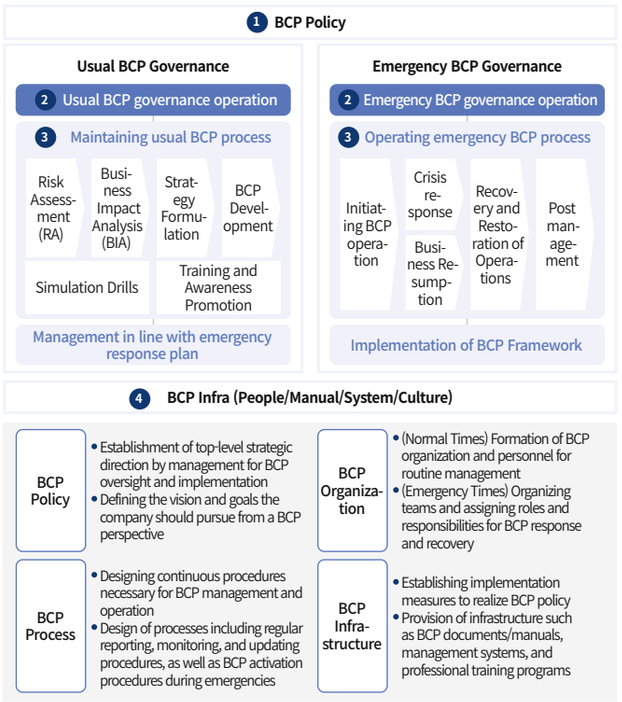
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Business Continuity Plan (BCP)

Establishment of Business Continuity Plan (BCP)

Due to global climate change, disasters have become more frequent and diverse, while the risks caused by social factors such as cyberattacks and terrorism are also on the rise. Recognizing the potential exposure to various internal and external risks across our global network of production and sales subsidiaries, we have established and maintained a global-level Business Continuity Plan (BCP) system since 2018. We continue to enhance this system to ensure prompt and systematic responses, thereby securing the continuity of our core business operations.

BCP Operational Framework



RA and BIA Based Risk Response System

Youngone annually conducts Business Impact Analysis (BIA) and Risk Assessment (RA) to identify factors that could hinder business continuity and establish risk management measures for high-risk factors. By conducting BIA targeting senior management and key team leaders, the company measures the quantitative and qualitative impact or loss caused by business disruptions and defines mission-critical tasks that must be prioritized in crisis situations. Youngone also performs RA to identify risks that have a significant impact on its operations, classifying major risks into five categories: natural disasters, supply chain disruptions, technological hazards, man-made disasters, and external factors, and evaluating their risk level. Risk scores are calculated based on impact, likelihood of occurrence, and expert opinions, and are classified into three levels: High Risk, Middle Risk, and Low Risk. As a result of the risk assessment, the risk levels across five BCP categories were evaluated as follows: 3 High Risk items, 15 Middle Risk items, and 13 Low Risk items.

Risk Analysis Results

● Low ● Middle ● High

Category	Risk	Impact	Likeli-hood	Risk Level
Natural Disasters	Typhoon/Flood	●	●	●
	Heatwave and Drought	●	●	●
	Earthquake	●	●	●
	Volcanic Eruption	●	○	○
Supply Chain Disruption	Customs Clearance Delay	●	●	●
	Logistics Walkout	●	●	●
	Cargo Transportation Accidents	●	●	●
	Supplier Monopoly	●	●	○
	Supplier Abandonment of Supply	●	●	○
	Supplier disasters	●	●	●
	Supplier Bankruptcy	●	●	●
External	War	●	●	●
	War or Rebellion in the Target Market	●	●	●
	Social Chaos in the Target Market	●	●	●
	Safety Threats to Business Travelers	●	●	●

Category	Risk	Impact	Likeli-hood	Risk Level
Man-made Disasters	Fire/Explosion	●	●	●
	Exposure to Hazardous Chemicals	●	○	○
	Environmental Pollution Accidents	●	○	○
	Employee Safety Accidents	●	○	○
	Epidemics	●	●	●
	Food Poisoning	●	○	○
	Labor Outflow	●	●	○
	Labor Unrest	●	●	●
	Risk of Terrorism or Occupation of Business Premises	●	○	○
	Reputation Threats	●	●	●
Technological Hazards	Power Outage	●	●	●
	Energy Supply Interruption	●	●	○
	Water Supply Interruption	●	○	○
	Cyber Attacks or Hacking	●	●	○
	Failure of Major IT Systems	●	●	○
	Loss of Communications	●	●	●

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Risk Response Measures

Key Risks Identified through Risk Assessment (RA)

Based on our risk assessment, the top 10 risks were selected from the overall risk pool. To enable prompt internal responses in case of an incident, we designated alternative infrastructure, IT systems, and personnel, and documented practical strategies and procedures. These measures were reinforced through BCP training programs to ensure systematic risk response.

Top 10 Risks in 2024

Ranking	Risk type	Changes in Ranking Compared to Previous Year
1	Logistics walkout	-
2	Typhoon/Flood	-
3	War	-
4	Earthquake	-
5	Supplier disasters	-
6	Fire/Explosion	$7^{th} \rightarrow 6^{th}$
7	Labor unrest	$8^{th} \rightarrow 7^{th}$
8	Power outage	$10^{th} \rightarrow 8^{th}$
9	Loss of communications	$12^{th} \rightarrow 9^{th}$
10	Epidemics	$6^{th} \rightarrow 10^{th}$

BCMS Certification (ISO 22301)

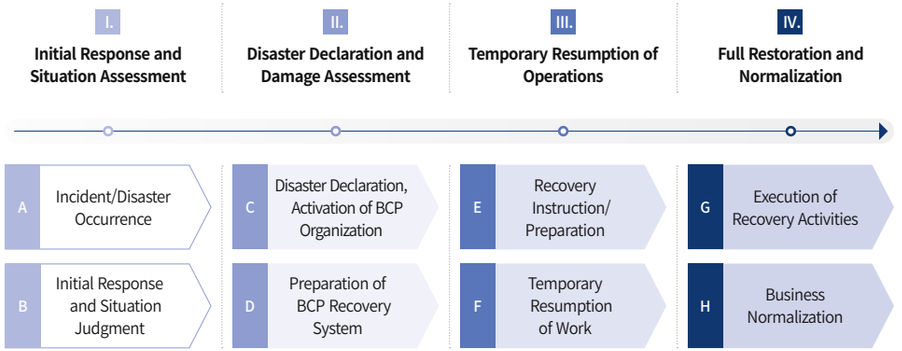
Since 2018, Youngone has established a Business Continuity Plan (BCP) and acquired the ISO 22301 certification, an international standard for business continuity management systems, which it has retained through 2025. This certification, defined by the International Organization for Standardization, confirms a company's ability to maintain core business functions during unexpected crisis events. Through this, we have demonstrated our capacity for immediate crisis response and earned recognition as a trusted company among customers and stakeholders.



ISO 22301

Incident and Disaster Response Procedures

Youngone has established a systematic response procedure to ensure rapid recovery and normalization of key operations within the target timeframe and minimize negative impacts in the event of incidents or disasters. The response process is pre-planned to cover all stages from the occurrence of an incident to the full restoration of operations, enabling effective risk management.



Internalization of Risk Response by Employees

Youngone provides BCP awareness training to all employees to strengthen and advance their ability to respond in risky situations. The training covers the concept of BCP, domestic and global trends, Youngone's BCP status, and methodologies for building a BCP system. Additionally, at least one simulation training session is conducted annually for each key risk type to help employees internalize their assigned roles. In November 2024, we conducted a simulation based on a scenario where the communications network in the Seoul area was disabled, impeding critical operations.



BCP Simulation Training at Seongnam Regional Business Center, November 2024

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Ethics and Compliance Management

Ethical Management and Anti-Corruption

Ethical Management System

Youngone operates a dedicated organization to ensure fair and transparent business practices in compliance with laws and regulations, while promoting sound corporate development and building customer trust. This organization systematically manages the collection of employee ethics pledges as well as ethics-related training and oversight for all employees. Led by the Human Resources Team and the Legal Team, transparent and rational business practices are being established, and a disciplinary committee is operated to address any misconduct. Our principles for ethical management are based on the Code of Ethics, which outlines the proper values and standards of conduct that the company and all employees must uphold. The Code of Ethics serves as the foundation for fostering a culture of ethical management in collaboration with all stakeholders, including shareholders and investors, employees, customers, competitors, and business partners.

Key Elements of the Code of Ethics

Code of Ethics of Youngone Corporation and Youngone Holdings

Shareholders and Investors
- Respect for legitimate demands and proposals from shareholders
- Building trust through the disclosure of management information
- Providing transparent financial status and business performance

Employees
- Providing equal opportunities based on ability and qualifications
- Evaluating and rewarding employees based on fair criteria
- Ensuring a safe and healthy work environment
- Respecting individual dignity and supporting talent development and self-fulfillment

Customers
- Providing reliable products and services that satisfy customers
- Providing accurate information about products and services
- Protecting customers' interests, safety, and personal information

Responsibility to Society
- Compliance with relevant laws and regulations
- Protection of the environment and nature

Competitors and Business Partners
- Respecting the principles of a market economy
- Pursuing fair competition with competitors
- Pursuing fair transactions with business partners
- Complying with fair trade-related laws and regulations

Basic Ethics for Employees
- Prohibition of conflicts of interest
- Prohibition of insider trading
- Protection of company assets and confidential information
- Prohibition of receiving money or improper entertainment

Activities for Ethical Management

Operation of Whistleblowing and Reporting Channels | Youngone operates an internal reporting system, including a reporting center, that allows employees to directly report any unlawful or improper conduct to the Compliance Officer. Reports can be submitted in person or via email. Individuals handling the reports strictly maintain the confidentiality of the whistleblower's identity and the details of the report. If the whistleblower is personally involved in misconduct, the circumstances may be taken into account. All whistleblowers are protected from any form of disadvantage or retaliation as a result of their report.

Types of Reports
- Demands for money or gifts by employees
- Requests for or provision of entertainment/hospitality
- Other acts that violate ethical management principles
- Reports of workplace harassment and sexual harassment

How to Report
- E-mail : Hotline@youngone.com
- Mail : 159 Mallijae-ro, Jung-gu, Seoul, Korea Audit Team, Youngone Corporation Internal Accounting Team, Youngone Holdings

Ethics Education for Employees

The Human Resources Team at Youngone leads the annual "Youngone Ethical Management Education" program for all employees. Youngone places the highest value on corporate ethics in its business operations and management activities, emphasizing transparent, fair, and rational conduct as the standard of behavior that every employee must uphold. All employees are encouraged to complete the training program without exception. In relation to anti-corruption and ethical management, Youngone obtains signed Ethics Pledges from all employees and business partners, promotes adherence to ethical practices, and strives to embed ethical management into the company's corporate culture. In addition, we support online training platforms to ensure that employees receive appropriate ethics education, including mandatory legal training, and actively monitors training participation and completion.

Ethics Education Programs Offered

Name	Educational Content		No. of employees completing the program	Completion rate
Education on workplace sexual harassment	· Understanding sexual harassment · Criteria for determining sexual harassment	· Types of sexual harassment · Prevention and response to sexual harassment	310 / 310	100%
Education on promoting disability awareness in the workplace	· Changing the paradigm of disability · Types of disabilities and etiquette	· Employment support systems for people with disabilities · Corporate case studies on disability employment	310 / 310	100%
Education on the prevention of workplace bullying	· Protection of labor rights and the concept of workplace harassment · Legal framework and current status related to workplace harassment · Criteria and case studies on workplace harassment	· Response and follow-up measures to workplace harassment · Fostering an organizational culture to prevent workplace harassment · Prevention and management programs and support systems	310 / 310	100%
Education on the prevention of unfair trade	· Overview and recent cases studies of unfair trade practices	· Introduction to regulatory systems on unfair trade	42 / 42	100%
Education on core values (anti-corruption included)	· Core values 'H.E.A.R.T' · Global Code of Business	· Conduct and Ethics · Anti-Bribery and Anti-Corruption	252 / 310	81%

Note: For details on Youngone Holdings' ethics training, please refer to the Appendix.

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Ethics and Compliance Management

Compliance Control

Compliance Risk Management System

Youngone has established a dedicated organization to strengthen its compliance management system across domestic and international business sites. This organization is responsible for identifying and responding to legal risks. To minimize the risk of legal violations and reinforce the compliance system, we have appointed a Compliance Officer, whose key activities are supported by the in-house Legal Team. In addition, Youngone works in collaboration with external experts to proactively address potential legal risks. When employees at domestic or international business sites report matters that may involve legal risks to the Legal Team, appropriate measures such as suspension, improvement, correction, and sanctions are developed and implemented in collaboration with the relevant departments to effectively mitigate those risks.

Compliance System

Youngone operates a global compliance system to ensure full adherence to legal and regulatory requirements in all countries where it has subsidiaries or production facilities. This includes not only compliance with regulations in key markets such as the United States, Europe, Japan, and Korea, but also with the laws and regulations of local jurisdictions where its manufacturing plants are located. Through this approach, we practice enterprise-wide compliance and strengthens a globally sustainable operating system.

Compliance Officer

In accordance with Article 542-13 of the Korean Commercial Act, Youngone has appointed a Compliance Officer to oversee adherence to compliance control standards. The Compliance Officer is responsible for implementing compliance education and training programs, monitoring compliance with internal control policies, and reporting relevant matters to the Board of Directors.

Key Activities of the Compliance Officer

Risk Management	• Reviewing legal risks associated with the company's overall business operations and monitoring compliance • Review of investments, transactions, and contracts that may involve legal risks • Conducting prior legal reviews of agenda items submitted to the Board of Directors and committees
Compliance Training and Pledges	• Collecting ethics pledges and information security agreements from all employees • Providing ethics and anti-corruption training based on the Global Code of Business Conduct and Ethics, and Policies • Conducting 2024 training sessions on the prevention of unfair trade practices • 2024 Compliance Training and Pledges

Compliance Control Standards

Compliance control standards refer to policies adopted by the company to systematically identify all regulations applicable to its business operations and to self-monitor employee compliance. These standards are aimed at preventing legal violations in advance and responding to various legal risks in an organized manner. In its commitment to fair and transparent operations and sustainable growth based on legal compliance, Youngone has established and implemented its own compliance control standards.

Compliance Control Environment	Compliance Control Activities	Effectiveness Evaluation
• Organizational structure and role assignment • Roles of each bodies • Appointment and dismissal of compliance officers • Authority and responsibilities of compliance officers • Independent execution of duties by compliance officers	• Assessment and management of legal risks • Operation of compliance education and training programs • Ongoing compliance support • Voluntary compliance checks of employees • Compliance reviews by compliance officers • Internal reporting • Handling of violations • Communication and management of information and materials	• Criteria and procedures for effectiveness evaluation • Follow-up measures based on evaluation results

Internal Accounting Control System

Since 2019, Youngone has proactively introduced an internal accounting control system and has since improved its financial reporting and disclosure regulations and processes in line with the Best Practice Guidelines. In 2020, a dedicated team was established, and in 2021, the company began full-scale implementation of its internal accounting control system. In accordance with Article 8 of the Act on External Audit of Stock Companies, Article 9 of its Enforcement Decree, and Article 6 of the Regulations on External Audit and Accounting, Youngone has designed and operated effective systems for both consolidated and separate financial statements through appropriate policies and procedures for system design, operation, evaluation, and reporting. As of December 31, 2024, the CEO and the internal accounting control manager confirmed that both the consolidated and separate internal accounting control systems were effectively designed and operated based on the "Conceptual Framework for the Design and Operation of Internal Accounting Control Systems." The external auditor also issued an unqualified opinion on the effectiveness of both systems as of the same date, based on the same conceptual framework.

Review of Personal Information Handling Policies

Youngone review the need for updates to our privacy policy once or twice a year and formalize our internal policies based on Korea's Personal Information Protection Act and the EU's General Data Protection Regulation (GDPR), in order to comply with domestic and international data protection laws and fulfill our responsibilities and obligations as a data controller.

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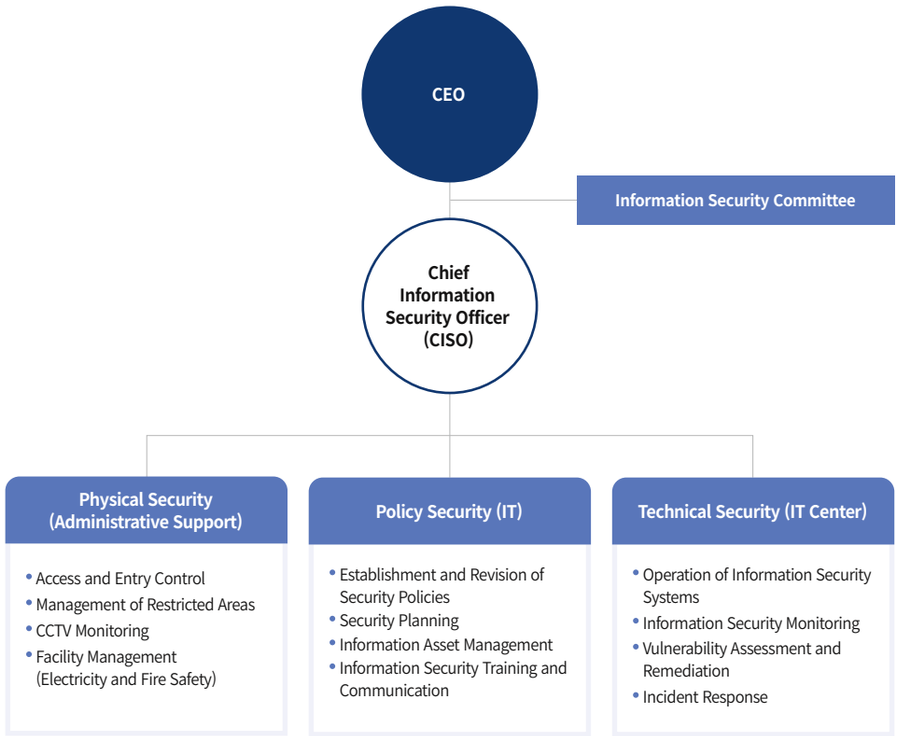
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Information Security

Information Security Governance

To build a robust information security framework, Youngone has appointed a Chief Information Security Officer (CISO), who is responsible for establishing and operating the company's information security management system, identifying potential vulnerabilities, and preventing and responding to security incidents. Additionally, an Information Security Committee, which operates under the Management Council, reviews, deliberates, and approves key information security policies.

Information Security Organizational Chart



Information Security Policy

In response to the growing threats of cyberattacks, Youngone has implemented measures to protect customer order information and the company's trade secrets. On October 1, 2024, we established new IT Security Regulations that define the purpose and scope of information security management, roles and responsibilities of personnel, IT security activities, and relevant control measures. In addition, new procedural documents have been developed to outline the specific duties of each stakeholder. The Disaster Response Procedure and the Incident Response Procedure set out detailed response plans for IT disasters and security breaches, respectively. The Asset In/Out Procedure and the Lost/Stolen Asset Management Procedure define the procedures for the transfer of information assets and outline preventive and reporting measures for asset loss or theft. These efforts contribute to a structured and effective information security system.

Information Security Policy Framework

IT Security Regulations	Incident Response Procedures	• Reporting, response, and external notification procedures for security incidents
	Disaster Recovery Procedures	• Recovery procedures in the event of a disaster
	Procedures for Inbound/ Outbound Movement of Information Assets	• Security checks for incoming assets and procedures for outbound transfer of information assets
	Lost/Stolen Asset Management Procedures	• Mandatory reporting of lost or stolen assets involving critical information • Preventive and monitoring measures against information leakage or intrusion via lost assets

IT Security Controls within IT Security Regulations

Control Area	Key Details	
Physical Security	• Access control and management of restricted areas	• Control over the removal of information assets
Human Security	• Signing and compliance with security pledges upon hiring and resignation	• Security policies for external personnel and third-party vendors
User Accounts and Password Security	• Control over user accounts and access rights • Review of user access privileges	• Review of access rights to company programs
Server Security	• Security procedures for server installation and modification	• Access control for shared servers
Network Security	• Controls to block access from external networks	
Internet and Email Security	• Security policies on email usage	
Device Security	• Procedures and regulations for external transfer of IT equipment	
Mobile Device Security	• Security measures and policies for mobile devices	
Application Security	• Security policies for applications	
Database Security	• Access rights and authentication procedures for databases	
IT Security Systems	• Security assessments	• Compliance with security standards

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Information Security Reinforcement Activities

As a company subject to public disclosure of information protection, Youngone Corporation allocated 7.7% of its total IT investment to data security in 2024. In 2023, we completed a data security consulting project to assess and enhance information protection measures at our headquarters. Based on the results, we established a Data Security Implementation Roadmap comprising 3 strategic goals, 12 initiatives, and 22 detailed tasks. As of 2024, Youngone has completed 14 out of the 22 detailed tasks and plans to continue implementing the remaining initiatives to further advance its policies, system infrastructure, and response capabilities over the medium to long term. In May 2024, Youngone also distributed an enhanced security program to all employees to reinforce PC protection by more effectively blocking malware and ransomware threats.

2024 Key Implementation Tasks

Detailed Task	Description
Designation of Restricted Areas and Access Control System	• Installation of access control (speed gate) system
Replacement with Latest FW IPS Security Equipment	• Deployment of next-generation firewall • Integration and application of IPS within firewall
Upgrade to Advanced Intelligent/Active Antivirus Solutions	• Utilization of EPP and EDR features within SASE (Secure Access Service Edge) services
Establishment of APT Ransomware Detection/ Blocking System	• Utilization of EPP and EDR features within SASE (Secure Access Service Edge) services
Installation of Security Equipment at Network Touchpoints	• Completion of SASE (Secure Access Service Edge) service implementation
Establishment of Integrated Log Management System	• Deployment of log aggregation and analysis services

Implementation Plan for 2025 Key Initiatives

Detailed Task	Description
Establishment of Information Security Policies, Guidelines, and Procedures	• IT security regulations • Incident response procedure and asset inbound/outbound management procedures
Security Management for Outsourced Development	• Securing personnel for security system operation and monitoring (One additional information security staff)
Redundancy Setup for Critical Network and Security Equipment	• Redundancy planned for Myeong-dong and Malli-dong (Sangdaewon completed in 2024)
Implementation of Patch Management System	• Application of patch management system for endpoints
Implementation of Network Access Control (NAC)	• Establishment of network access control

Information Security Internalization

Youngone swiftly responds to security incidents by taking emergency actions to mitigate issues. Once the root cause has been analyzed and addressed, preventative measures are developed and shared company-wide to ensure awareness among employees. In 2024, Youngone posted company-wide notices related to data security twice on the groupware bulletin board and once via email, thereby enhancing employee awareness of security practices. To foster a strong internal culture of information security and improve awareness, we continue to offer annual mandatory training on personal data protection. In 2024, a 100% completion rate was achieved—310 employees from Youngone Corporation and 48 from Youngone Holdings successfully completed the course. In addition, we operate a reporting channel for personal data breaches, through which reports are received and appropriate measures are taken.

Information Security Notification Activities





Personal Data Protection Education Topics

- Cybersecurity trends in the second half of 2024
- Cybersecurity outlook for 2025
- Security threats of generative ai and safe usage guidelines
- Recent data security incident cases
- Workplace security practices

Personal Data Breach Reporting Channel

Address
159 Manrijae-ro, Jung-gu, Seoul, Korea
IT Team, Youngone Holdings

Email
Privacy@youngone.com

Information Security Mock Training

In November 2024, as part of its data protection efforts, Youngone conducted a mock training exercise simulating a communication network outage at its Seoul headquarters. Key personnel relocated to an alternative business site to promptly resume operations. The training began with an emergency SMS alert declaration and was followed by recovery operations at the Seongnam backup office, including the rapid restoration of IT and data security systems. This drill served as an evaluation of the company's business continuity capabilities. Youngone remains committed to enhancing its data security by conducting ongoing training to prepare for a variety of emergency scenarios.

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GHG Emissions

Category		Unit	2022	2023	2024
Direct GHG emissions (Scope 1)[1]	Domestic	tCO_2eq	508	549	880
	Overseas[3]	tCO_2eq	84,936	81,552	69,886
Total direct GHG emissions		**tCO_2eq**	**85,444**	**82,101**	**70,766**
Indirect GHG emissions (scope 2)	Domestic	tCO_2eq	2,346	2,310	2,333
	Overseas[3]	tCO_2eq	55,927	47,470	51,563
Total indirect GHG emissions		**tCO_2eq**	**58,273**	**49,780**	**53,896**
GHG emission intensity[2]		tCO_2eq/KRW million	0.037	0.037	0.035

1) Emissions were calculated based on the GHG Protocol and IPCC 2006; emission factors from Scope 1 UK DEFRA and Scope 2 IEA were applied.
2) GHG intensity was calculated with sales.
3) Data was aggregated based on overseas sites with production facilities.

Energy Consumption

Category			Scope	Unit	2022	2023	2024
Domestic[4]				TJ	18.4	16.9	14.4
Overseas	Non-renewable energy	Direct energy	Gasoline	TJ	8.3	11.4	9.5
			Octane	TJ	14.4	14.6	16.5
			Diesel	TJ	66.5	71.3	67.7
			Compressed Natural Gas (CNG)	TJ	7.0	6.2	6.0
			Jet fuel A1	TJ	16.6	19.0	31.7
			Aviation gasoline (AVGAS)	TJ	0.5	0.2	0.1
			Natural gas	TJ	8.4	13.7	11.2
			Fuel oil	TJ	11.5	3.5	0.8
			Liquefied petroleum gas (LPG)	TJ	0.7	3.2	3.5
			Coal	TJ	410.0	396.0	163.6
			Natural gas	TJ	614.3	631.7	699.3
		Subtotal - direct energy		**TJ**	**1,157.8**	**1,170.6**	**1,009.8**
		Indirect energy	Electricity	TJ	424.8	358.0	346.3
			District heating	TJ	0.5	0.6	1.0
		Subtotal - indirect energy		**TJ**	**425.3**	**358.5**	**347.3**
	Subtotal - non-renewable energy			**TJ**	**1,583.6**	**1,529.4**	**1,357.1**
	Renewable energy[5]		Wood or Wood waste	TJ	-	2.7	-
			Rice husk pellets	TJ	-	-	114.5
			Biomass / Briquette	TJ	32.6	12.6	4.3
			Solar power	TJ	41.7	63.0	88.0
	Subtotal - renewable energy			**TJ**	**74.3**	**78.3**	**206.7**
Total overseas energy consumption				**TJ**	**1,657.9**	**1,607.7**	**1,563.9**
Energy intensity[6]				TJ/KRW million	0.0004	0.0004	0.0004

4) The data was made based on the energy usage of the three business sites in Manri-dong, Sangdaewon-dong, and Myeong-dong in Korea of the company, which was calculated with rental ratio of the sites, based on the environmental information disclosure standards. It is an aggregate of monthly usage data of electricity and city gas from Korea Electric Power Corporation and YESCO.
5) Data integration followed the principles of GHG Protocol and IPCC 2006.
6) As sales are not generated in domestic business sites, energy intensity was calculated based on overseas energy usage and Youngone's consolidated revenue.

Waste Generation and Recycling

	Category		Scope	Unit	2022	2023	2024
Waste generation	Domestic[7]	General waste		ton	21.6	19.5	25.3
		Hazard waste		ton	N/A	N/A	N/A
	Overseas[8]	General waste	Industrial/production waste	ton	11,576.0	11,560.3	12,265.4
			Office/electronic waste	ton	2.0	4.0	3.0
			Household waste	ton	1,881.2	1,762.6	1,467.5
			Construction waste	ton	-	5.9	0.1
			Other general waste	ton	-	273.0	1.4
		Subtotal of overseas general waste		ton	13,459.3	13,605.8	13,737.5
		Hazard waste	Industrial/production waste	ton	1,671.1	2,014.3	1,324.3
			Office/electronic waste	ton	4.6	21.9	13.4
			Household waste	ton	-	-	0.1
			Medical waste	ton	2.1	36.4	30.4
			Construction waste	ton	20.6	17.8	35.3
			Other hazard waste	ton	-	0.6	7.3
		Subtotal of overseas hazard waste		ton	1,698.5	2,090.9	1,410.8
	Subtotal of overseas waste generation			**ton**	**15,157.7**	**15,696.7**	**15,148.3**
Total waste generated				**ton**	**15,179.4**	**15,716.2**	**15,172.4**
Waste treated	Overseas		Reuse	ton	1,928.9	1,410.8	1,570.3
			Recycling	ton	9,673.4	9,979.2	10,012.7
			Composting	ton	125.2	117.1	3.1
			Incineration (energy recovery)	ton	55.6	3.2	689.7
			Incineration (without energy recovery)	ton	2,240.3	2,500.2	2,148.4
			Landfilling	ton	1,050.7	1,559.5	643.3
			Others	ton	12.7	45.4	46.3
Total waste treated				**ton**	**15,086.9**	**15,615.4**	**15,113.8**
Waste reduction	Domestic target			ton	2% reduction year on year	2% reduction year on year	1.5% reduction year on year
	Reduction rate			%	-	10	(30)
Waste recycling rate				%	20.5	11.6	18.2

7) Based on three domestic sites (Manridong, Myeongdong, Sangdaewon-dong)
8) Based on overseas sites with production facilities

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Water Resource Management

Category		Scope	Unit	2022	2023	2024
Water intake	Domestic[1]	(By source) water intake: (1) surface water	m^3	1,204	735	837
		(By source) water intake: (2) third-party supply	m^3	23,694	27,127	23,527
	Subtotal of domestic water intake		**m^3**	**24,898**	**27,862**	**24,364**
	Overseas	(By source) water intake: (1) surface water	m^3	18	-	-
		(By source) water intake: (2) groundwater	m^3	1,367,318	1,201,477	1,418,926
		(By source) water intake: (3) rainwater	m^3	16,286	16,402	17,027
		(By source) water intake: (4) third-party supply	m^3	2,155,336	1,932,722	1,988,064
	Subtotal of overseas water intake		**m^3**	**3,538,958**	**3,150,600**	**3,424,017**
Total water intake			**m^3**	**3,563,857**	**3,178,462**	**3,448,381**
Water recycled	Overseas	Amount of water recycled	m^3	741,034	746,187	813,794
Effluent discharge[2]	Domestic	(By discharge point) effluent discharge: (1) third-party discharge	m^3	-	-	18,983
	Overseas	(By discharge point) effluent discharge: (1) surface water	m^3	-	2,344,614	2,594,211
		(By discharge point) effluent discharge: (2) third-party discharge	m^3	-	2,344,614	2,111,674
Total effluent discharge			**m^3**	**-**	**2,344,614**	2,613,195

1) Aggregated based on all domestic business sites
2) 2022 domestic/overseas and 2023 domestic effluent discharge not aggregated

Raw Materials

Category	Scope	Unit	2022	2023	2024
Major raw material procured[3]	Yarn	ton	6,507	5,486	6,413
	Fiber	ton	5,300	4,610	4,048
	Chip	ton	1,605	1,162	1,699
Total major raw material procured		**ton**	**13,412**	**11,258**	**12,160**
Eco-friendly raw material procured[1]	GRS-certified recycled yarn	ton	2,381	2,162	1,996
	GRS-certified recycled fiber	ton	2,257	2,173	2,243
	GRS-certified recycled polybag chip	ton	127	118	406
Total eco-friendly raw material procured		**ton**	**4,765**	**4,454**	**4,645**

3) Raw materials are procured based on the needs of overseas production plants.

Environmental Education in Domestic Operations

Category	Unit	2022	2023	2024
No. of employees who have received environmental education	Person	260	300	232
Environmental education completion rate	%	88	99	67

Eco-friendly Vehicles in Domestic Operations

Category	Scope	Unit	2022	2023	2024
No. of eco-friendly vehicles[4]	Electric vehicle	Unit	-	5	4
	Hybrid vehicle	Unit	4	3	3
Total no. of eco-friendly vehicles		**Unit**	**4**	**8**	**7**
Ratio of eco-friendly vehicles		%	22	32	27

4) HEV/PHEV/MHEV included

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Employee Status and Diversity

Category			Unit	2022	2023	2024
No. employees by age	20s		Person	7	8	8
	30s		Person	16	14	20
	40s		Person	24	18	20
	50s		Person	4	5	8
	60 and above		Person	1	2	2
	Total		**Person**	**52**	**47**	**58**
No. employees by title	Executives		Person	11	12	13
	General managers		Person	9	7	9
	Deputy general managers		Person	9	10	12
	Managers		Person	7	3	4
	Assistant managers		Person	6	5	7
	Staff		Person	9	8	11
	Others		Person	1	2	2
	Total		**Person**	**52**	**47**	**58**
No. employees by region and gender	Domestic	Male	Person	22	23	29
		Female	Person	30	24	29
		Subtotal	Person	52	47	58
	Overseas	Male	Person	-	-	-
		Female	Person	-	-	-
		Subtotal	**Person**	-	-	-
	Total		**Person**	**52**	**47**	**58**
	Gender ratio among all employees	Male	%	42	49	50
		Female	%	58	51	50
No. employees by employment type and gender	Permanent employees	Male	Person	13	13	20
		Female	Person	26	19	24
		Subtotal	**Person**	**39**	**32**	**44**
	Temporary employees	Male	Person	9	10	9
		Female	Person	4	5	5
		Subtotal	**Person**	**13**	**15**	**14**
	Total		**Person**	**52**	**47**	**58**
	Non-guaranteed hours employees	Male	Person	-	1	1
		Female	Person	1	1	1
		Subtotal	**Person**	**1**	**2**	**2**
	Full-time employees	Male	Person	22	22	28
		Female	Person	27	23	28
		Subtotal	**Person**	**49**	**45**	**56**
	Part-time employees[2)]	Male	Person	-	-	-
		Female	Person	2	-	-
		Subtotal	**Person**	**2**	-	-
	Total		**Person**	**52**	**47**	**58**

Category			Unit	2022	2023	2024
No. of employees at manager or higher level	No. of employees at manager or higher level	Male	Person	10	11	13
		Female	Person	10	8	9
	Total		**Person**	**20**	**19**	**22**
	Ratio of female managers		%	50	42	41
Non-affiliated workers (not directly employed but under organizational control)	No. of non-affiliated workers		Person	-	-	61
Persons with disabilities	No. of employees		Person	-	-	-
	Persons with disabilities		%	-	-	-
Veterans	No. of employees		Person	-	-	-
	Ratio of veterans among total employees		%	-	-	-

1) Data is based on employees at domestic HQ only
2) Includes workers working less than 40 hours/week (e.g., massage therapists, dental hygienists)

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Employee Recruitment

Category			Unit	2022	2023	2024
No. and ratio of new hires by age	20s	No. of new hires	Person	6	8	3
		Ratio of new hires	%	35	53	20
	30s	No. of new hires	Person	4	4	8
		Ratio of new hires	%	24	27	53
	40s	No. of new hires	Person	7	2	3
		Ratio of new hires	%	41	13	20
	50s	No. of new hires	Person	-	-	1
		Ratio of new hires	%	-	-	7
	60 and above	No. of new hires	Person	-	1	-
		Ratio of new hires	%	-	7	-
	Total		**Person**	**17**	**15**	**15**
No. and ratio of new hires by gender	Male (total)		Person	8	7	6
	Male (new hires)		Person	2	3	1
	Ratio of new hires (male)		%	25	43	17
	Female (total)		Person	9	8	9
	Female (new hires)		Person	3	3	2
	Ratio of new hires (female)		%	33	38	22
	Female hiring ratio		%	53	53	60
	Total		**Person**	**17**	**15**	**15**
No. of new hires by title	Executives		Person	2	1	-
	General managers		Person	3	2	2
	Deputy general managers		Person	3	1	3
	Managers		Person	-	-	1
	Assistant managers		Person	3	3	4
	Staff		Person	5	7	4
	Others		Person	1	1	1
	Total		**Person**	**17**	**15**	**15**
No. and ratio of new hires by region	Headquarters	No. of new hires	Person	17	15	15
		Ratio of new hires	%	100	100	100
	Domestic business sites	No. of new hires	Person	-	-	-
		Ratio of new hires	%	-	-	-
	Overseas business sites	No. of new hires	Person	-	-	-
		Ratio of new hires	%	-	-	-
	Total		**Person**	**17**	**15**	**15**

Labor-Management Relations and Collective Bargaining Agreements

Category		Unit	2022	2023	2024
Labor-management relations	No. of labor-management meetings held	Number	4	4	4
	Ratio of employees covered by collective agreements[1)]	%	100	100	100

1) Based on Total Number of Employees Excluding Outside Directors

Employee Training

Category			Unit	2022	2023	2024
Total no. of employees participated in training			Person	52	47	58
Total training hours			Hour	2,203	1,555	1,816
Total training cost			KRW thousands	40,696	37,807	13,519
Average training hours per employee	Average per employee		Hour	42	33	31
	By gender	Male	Hour	57	36	36
		Female	Hour	32	31	27

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Human Rights Grievance Handling

Category	Unit	2022	2023	2024
No. of business sites conducting human rights assessment	Number	-	-	-
No. of discrimination cases	Cases	-	-	-
No. of discrimination cases handled with corrective actions	Cases	-	-	-

Parental Leave

Category			Unit	2022	2023	2024
Employees eligible for parental leave[1]	Male		Person	-	-	1
	Female		Person	1	1	-
	Total		**Person**	**1**	**1**	**1**
Employees who took parental leave	Male		Person	-	-	-
	Female		Person	2	2	1
	Total		**Person**	**2**	**2**	**1**
Employees who returned to work after parental leave[2]	Male		Person	-	-	-
	Female		Person	3	2	1
	Total		**Person**	**3**	**2**	**1**
	Return-to-work rate[3]	Male	%	-	-	-
		Female	%	100	67	100
Employees who have worked for 12 months after returning to work	Male		Person	-	-	-
	Female		Person	2	2	2
	Total		**Person**	**2**	**2**	**2**
	Retention rate (12 months after return)	Male	%	-	-	-
		Female	%	67	67	67

1) Calculated based on childbirth date
2) Applies to those whose leave ended in the reporting year
3) Calculated the ratio of those who returned to work after the leave among those who took parental leave

Social Contribution Investment and Participation

Category		Unit	2022	2023	2024
Social contribution expenditure (local communities)	Donations for public interest	KRW million	102	30	62
	Community investment	KRW million	-	-	-
	Cash	KRW million	77	23	53
	In-kind	KRW million	25	7	9
Total social contribution expenditure		**KRW million**	**102**	**30**	**62**
Social contribution expenditure ratio	Donations for public interest	%	100	100	100
	Community investment	%	-	-	-
Donation-to-revenue ratio		%	0.15	0.03	0.04

Occupational Health and Safety

Category			Unit	2022	2023	2024
Risk assessments related to occupational health and safety	Frequency		Number per year	3	3	2
	No. of occurrences		Cases	-	-	-
Industrial accident rate[4]	Occurrence rate		%	-	-	-
Incidence of death related to work	Employees	No. of occurrences	Cases	-	-	-
		Occurrence rate	%	-	-	-
	Workers outside of organization	No. of occurrences	Cases	-	-	-
		Occurrence rate	%	-	-	-
Serious accident related to work	Employees	No. of occurrences	Cases	-	-	-
		Occurrence rate	%	-	-	-
	Workers outside of organization	No. of occurrences	Cases	-	-	-
		Occurrence rate	%	-	-	-
Occupational injury requiring records and preservation	No. of occurrences		Cases	-	-	-
	Occurrence rate		%	-	-	-
Occupational accident rate of suppliers	Scope of data collection		%	-	-	-
	Lost time injury frequency rate (LTIFR)		No. of cases per million working hours	-	-	-

4) Based on the results of industrial accident rate inquiry according to our business site management number (Manri-dong business site)

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Social Data[1)]

Employee Status and Diversity

Category			Unit	2022	2023	2024
No. employees by age	20s		Person	44	53	79
	30s		Person	94	91	100
	40s		Person	85	88	90
	50s		Person	55	55	63
	60 and above		Person	18	16	14
	Total		**Person**	**296**	**303**	**346**
No. employees by title	Executives		Person	32	32	31
	General managers		Person	59	68	71
	Deputy general managers		Person	50	46	49
	Managers		Person	43	41	40
	Assistant managers		Person	45	43	45
	Staff		Person	65	68	104
	Others		Person	2	5	6
	Total		**Person**	**296**	**303**	**346**
No. employees by region and gender	Domestic	Male	Person	96	95	110
		Female	Person	200	208	236
		Subtotal	Person	296	303	346
	Overseas	Male	Person	-	-	-
		Female	Person	-	-	-
		Subtotal	Person	-	-	-
	Total		**Person**	**296**	**303**	**346**
	Gender ratio among all employees	Male	%	32	31	33
		Female	%	68	69	67
No. employees by employment type and gender	Permanent employees	Male	Person	67	70	79
		Female	Person	178	176	186
		Subtotal	Person	245	246	265
	Temporary employees	Male	Person	29	25	31
		Female	Person	22	32	50
		Subtotal	Person	51	57	81
	Total		**Person**	**296**	**303**	**346**
	Non-guaranteed hours employees	Male	Person	4	4	3
		Female	Person	1	1	1
		Subtotal	Person	5	5	4
	Full-time employees	Male	Person	91	90	106
		Female	Person	196	202	229
		Subtotal	Person	287	292	335
	Part-time employees[2)]	Male	Person	1	1	1
		Female	Person	3	5	6
		Subtotal	Person	4	6	7
	Total		**Person**	**296**	**303**	**346**

Category			Unit	2022	2023	2024
No. of employees at manager or higher level	No. of employees at manager or higher level	Male	Person	37	39	40
		Female	Person	54	61	62
	Total		**Person**	**91**	**100**	**102**
	Ratio of female managers		%	59	61	61
Non-affiliated workers (not directly employed but under organizational control)	No. of non-affiliated workers		Person	63	66	75
Persons with disabilities	No. of employees		Person	7	6	7
	Ratio of employees with disabilities relative to total workforce		%	2	2	2
Veterans	No. of employees		Person	3	3	3
	Ratio of veterans among total employees		%	1	1	1

1) Data is based on employees at domestic HQ only
2) Includes workers working less than 40 hours/week (e.g., massage therapists, dental hygienists)

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Employee Recruitment

Category			Unit	2022	2023	2024
No. and ratio of new hires by age	20s	No. of new hires	Person	18	31	45
		Ratio of new hires	%	44	64	62
	30s	No. of new hires	Person	14	11	15
		Ratio of new hires	%	34	22	21
	40s	No. of new hires	Person	4	6	7
		Ratio of new hires	%	10	12	10
	50s	No. of new hires	Person	5	1	5
		Ratio of new hires	%	12	2	7
	60 and above	No. of new hires	Person	-	-	-
		Ratio of new hires	%	-	-	-
	Total		**Person**	**41**	**49**	**72**
No. and ratio of new hires by gender	Male (total)		Person	14	13	27
	Male (new hires)		Person	6	3	11
	Ratio of new hires (male)		%	43	23	40
	Female (total)		Person	27	36	45
	Female (new hires)		Person	19	28	34
	Ratio of new hires (female)		%	70	78	75
	Female hiring ratio		%	66	73	63
	Total		**Person**	**41**	**49**	**72**
No. of new hires by title	Executives		Person	2	2	2
	General managers		Person	3	-	5
	Deputy general managers		Person	2	-	2
	Managers		Person	4	4	6
	Assistant managers		Person	3	9	3
	Staff		Person	26	32	53
	Others		Person	1	2	1
	Total		**Person**	**41**	**49**	**72**
No. and ratio of new hires by region	Headquarters	No. of new hires	Person	41	49	72
		Ratio of new hires	%	100	100	100
	Domestic business sites	No. of new hires	Person	-	-	-
		Ratio of new hires	%	-	-	-
	Overseas business sites	No. of new hires	Person	-	-	-
		Ratio of new hires	%	-	-	-
	Total		**Person**	**41**	**49**	**72**

Labor-Management Relations and Collective Bargaining Agreements

Category		Unit	2022	2023	2024
Labor-management relations	No. of labor-management meetings held	Number	4	4	4
	Ratio of employees covered by collective agreements[1]	%	100	100	100

1) Based on total number of employees excluding indirect directors

Employee Training

Category			Unit	2022	2023	2024
Total no. of employees participated in training			Person	296	303	346
Total training hours			Hour	9,270	9,494	9,525
Total training cost			KRW thousands	174,871	209,484	243,532
Average training hours per employee	Average per employee		Hour	31	31	28
	By gender	Male	Hour	35	30	26
		Female	Hour	30	33	29

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Human Rights Grievance Handling

Category	Unit	2022	2023	2024
No. of business sites conducting human rights assessment	Number	-	11	-
No. of discrimination cases	Cases	-	-	-
No. of discrimination cases handled with corrective actions	Cases	-	-	-

Parental Leave

Category			Unit	2022	2023	2024
Employees eligible for parental leave[1]	Male		Person	-	3	2
	Female		Person	9	8	8
	Total		**Person**	**9**	**11**	**10**
Employees who took parental leave	Male		Person	-	-	-
	Female		Person	12	8	14
	Total		Person	12	8	14
Employees who returned to work after parental leave[2]	Male		Person	-	-	-
	Female		Person	10	5	7
	Total		**Person**	**10**	**5**	**7**
	Return-to-work rate[3]	Male	%	-	-	-
		Female	%	77	56	88
Employees who have worked for 12 months after returning to work	Male		Person	-	-	-
	Female		Person	5	6	5
	Total		**Person**	**5**	**6**	**5**
	Retention rate (12 months after return)	Male	%	-	-	-
		Female	%	63	46	56

1) Calculated based on childbirth date
2) Applies to those whose leave ended in the reporting year
3) Calculated the ratio of those who returned to work after the leave among those who took parental leave

Social Contribution Investment and Participation

Category		Unit	2022	2023	2024
Social contribution expenditure (local communities)	Donations for public interest	KRW Million	3,375	2,684	4,022
	Community investment	KRW Million	1,239	1,261	1,475
	Cash	KRW Million	2,037	1,374	2,206
	In-kind	KRW Million	2,577	2,571	3,291
Total social contribution expenditure		**KRW Million**	**4,614**	**3,945**	**5,497**
Ratio of spending on community contribution activities	Donations for public interest	%	73	68	73
	Community investment	%	27	32	27
Donation-to-revenue ratio		%	0.2	0.3	0.3

Occupational Health and Safety

Category			Unit	2022	2023	2024
Risk assessments related to occupational health and safety	Frequency		Number per year	4	5	9
	No. of occurrences		Cases	-	-	-
Industrial accident rate[4]	Occurrence rate		%	-	-	-
Incidence of death related to work	Employees	No. of occurrences	Cases	-	-	-
		Occurrence rate	%	-	-	-
	Workers outside of organization	No. of occurrences	Cases	-	-	-
		Occurrence rate	%	-	-	-
Serious accident related to work	Employees	No. of occurrences	Cases	-	-	-
		Occurrence rate	%	-	-	-
	Workers outside of organization	No. of occurrences	Cases	-	-	-
		Occurrence rate	%	-	-	-
Occupational injury requiring records and preservation	No. of occurrences		Cases	-	-	-
	Occurrence rate		%	-	-	-
Occupational accident rate of suppliers	Scope of data collection		%	-	-	-
	Lost time injury frequency rate (LTIFR)		No. of cases per million working hours	-	-	-

4) Based on the results of industrial accident rate inquiry according to our business site management number (Manri-dong business site)

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Governance Data

Board of Directors (BOD) Composition

Category			Unit	2022	2023	2024
Board composition	Executive director	Male	Person	2	2	2
		Female	Person	1	1	1
	Independent director	Male	Person	-	1	1
		Female	Person	1	1	1
	No. of independent director exceeding legal minimum standards		Person	1	2	2
	Attendance rate of independent director on the independent director recommendation committee		%	66	100	No meetings held
Gender diversity in the board	Male		Person	2	3	3
	Female		Person	2	2	2
	Ratio of female directors in the board		%	50	40	40
	No. of female registered directors who are not controlling shareholders or their relatives		Person	1	1	1
Age diversity in the board	Under 30		Person	-	-	-
			%	-	-	-
	30–49		Person	2	2	1
			%	20	20	14
	50 and above		Person	8	8	6
			%	80	80	86
Average term of directors			Year	3	3	3

Board of Directors (BOD) Operation

Category		Unit	2022	2023	2024
Board meeting	No. of meetings held	Number	7	8	9
	Average attendance rate	%	86	100	100
	Minimum notice term before a board meeting	Day	7	7	7
Board attendance rate	Law	Person	-	2	2
	Core industry	Person	-	2	2
	ESG	Person	-	2	2
	Finance/economy	Person	-	1	1
	Management	Person	-	2	2
Audit committee meetings	No. of committee meetings held	Number	-	-	-
Audit committee expertise	No. of audit committee members who meet legal requirements	Person	-	-	-
External auditor	Non-audit service provision ratio	%	-	11	14
ESG-related agenda	No. of agenda items reviewed	Number	1	3	3
Supervision of environmental impact control	No. of environmental management issue report	Number	1	3	3
Frequency of board evaluations		Number/year	1	1	1
No. of critical issue reports		Number	21	32	33

Board Remuneration

Category	Unit	2022	2023	2024
No. of members	Person	4	5	5
Total remuneration	KRW million	2,589	4,988	7,497
Average remuneration per person	KRW million	647	998	1,499

Annual Total Remuneration

Category	Unit	2022	2023	2024
Annual total remuneration of the highest paid employee (a)	KRW million	1,775	4,035	6,325
Annual remuneration growth rate of the highest paid employee (b)	%	93	127	57
Median annual total remuneration of all employees (c)[1]	KRW million	73	80	82
Annual remuneration growth rate of all employees (d)	%	38	10	2
Ratio of the annual total compensation increase rate of the highest-paid member to the median annual total compensation increase rate of all employees (b)/(d)	%	2,432	5,044	7,713
The annual total compensation increase rate of the highest-paid member and the median annual total compensation increase rate of all employees	%	246	1,328	2,270

1) The highest-paid employee is excluded from the calculation of the median annual total compensation for all employees.

Ethics and Compliance Management

Category			Unit	2022	2023	2024
No. of ethics / compliance education programs provided			Number	1	1	1
No. of the recipients of education on ethics and compliance			Person	52	39	48
Education on the prevention of unfair trade	Domestic employees		Person	33	26	30
Code of conduct (ethics / compliance, and relevant guidelines for employees, etc.)	New hires (internal employees)		Person	16	10	10
	New partners		Number	140	120	156
Ratio of employees trained on the code of conduct	Domestic employees		%	-	12	74
	Subsidiaries	Bangladesh CEPZ subsidiary	%	-	80	30
		Bangladesh DEPZ subsidiary	%	-	99	9
		Bangladesh KEPZ subsidiary	%	-	98	24
		Vietnam subsidiary	%	-	97	21
		Ethiopia subsidiary	%	-	98	100
		El Salvador subsidiary	%	-	-	100

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Whistleblowing Reporting

Category	Unit	2022	2023	2024
Misconduct (employees' violation of guidelines, etc.)	Cases	-	-	-
Behaviors damaging the corporate culture (workplace bullying)	Cases	-	-	-
Poor job performance	Cases	-	-	-
Complaints	Cases	-	-	-
Others	Cases	-	-	-
Total	**Cases**	**-**	**-**	**-**

Notification and Training on Anti-corruption Policies and Procedures

Category	Unit	2022	2023	2024
No. of employees notified and trained	Person	-	35	44
Ratio of employees notified and trained	%	-	12	76

Approach to Tax Payment

Category	Unit	2022	2023	2024
Frequency of examinations of tax payment strategies	Times / year	1	1	1

Dividend Policy

Category	Unit	2022	2023	2024
Achievement rate against dividend policy target[1]	%	132	100	100

1) Based on 50% of net income in the separate financial statements

Security / Cyber Security

Category		Unit	2022	2023	2024
Investment in information security[2]	Total IT budget	KRW	3,736,643,725	3,418,151,268	4,050,655,928
	Amount invested in information security	KRW	125,262,250	258,250,403	313,644,616
	Ratio of investments in data security to total IT budget	%	3.4	7.6	7.7
No. of data security violations or accidents related to customer's personal data		Number	-	-	-
Total amount of fines due to information security violations or accidents		Number	-	-	-
		KRW	-	-	-
Complaints regarding infringement of customer privacy or personal information	No. of complaints from external parties that are substantiated by the agency	Number	-	-	-
	No. of complaints filed by regulatory agencies	Number	-	-	-

2) Based on the Total for Youngone Corporation and Youngone Holdings

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Governance Data

Board of Directors (BOD) Composition

Category			Unit	2022	2023	2024
Board composition	Executive director	Male	Person	4	4	2
		Female	Person	1	1	1
	Independent director	Male	Person	4	4	3
		Female	Person	1	1	1
	No. of independent director exceeding legal minimum standards		Person	2	2	-
	Attendance rate of independent director on the independent director recommendation committee		%	100	100	100
Gender diversity in the board	Male		Person	8	8	5
	Female		Person	2	2	2
	Ratio of female directors in the board		%	20	20	29
	No. of female registered directors who are not controlling shareholders or their relatives		Person	1	1	1
Age diversity in the board	Under 30		Person	-	-	-
			%	-	-	-
	30–49		Person	4	4	4
			%	100	80	80
	50 and above		Person	-	1	1
			%	-	20	20
Average term of directors			Year	3	3	3

Board of Directors (BOD) Operation

Category		Unit	2022	2023	2024
Board meeting	No. of meetings held	Number	5	10	9
	Average attendance rate	%	100	98	97
	Minimum notice term before a board meeting	Day	7	7	7
Board attendance rate	Law	Person	1	1	1
	Core industry	Person	3	3	1
	ESG	Person	1	1	1
	Finance/economy	Person	3	3	1
	Management	Person	5	5	4
Audit committee meetings	No. of meetings held	Number	6	7	10
Audit committee expertise	No. of audit committee members who meet legal requirements	Person	2	2	1
External auditor	Non-audit service provision ratio	%	26	81	54
ESG-related agenda	No. of agenda items reviewed	Number	-	1	1
Supervision of environmental impact control	No. of environmental management issue report	Number	-	1	1
Frequency of board evaluations		Number/year	-	-	1

Board Remuneration

Category	Unit	2022	2023	2024
No. of members	Person	10	10	7
Total remuneration	KRW million	4,890	8,000	10,000
Average remuneration per person	KRW million	489	800	1,429

Annual Total Remuneration

Category	Unit	2022	2023	2024
Annual total remuneration of the highest paid employee (a)	KRW million	1,845	4,170	6,275
Annual remuneration growth rate of the highest paid employee (b)	%	59	166	50
Median annual total remuneration of all employees (c)[1]	KRW million	76	81	83
Annual remuneration growth rate of all employees (d)	%	12	6	3
Ratio of the total yearly compensation of the highest-paid member to the median total yearly compensation of all employees (a)/(c)	%	2,416	5,141	7,518
Ratio of the annual total compensation increase rate of the highest-paid member to the median annual total compensation increase rate of all employees (b)/(d)	%	492	2,760	1,683

1) The highest-paid employee is excluded from the calculation of the median annual total compensation for all employees.

Ethics and Compliance Management

Category			Unit	2022	2023	2024
No. of ethics / compliance education programs provided			Number	1	1	1
No. of the recipients of education on ethics and compliance			Person	291	295	310
Education on the prevention of unfair trade	Domestic employees		Person	33	26	42
Code of conduct (ethics / compliance, and relevant guidelines for employees, etc.)	New hires (internal employees)		Person	42	49	68
	New partners		개	140	120	156
Ratio of employees trained on the code of conduct	Domestic employees		%	-	12	74
	Subsidiaries	Bangladesh CEPZ subsidiary	%	-	80	30
		Bangladesh DEPZ subsidiary	%	-	99	9
		Bangladesh KEPZ subsidiary	%	-	98	24
		Vietnam subsidiary	%	-	97	21
		Ethiopia subsidiary	%	-	98	100
		El Salvador subsidiary	%	-	-	100

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Whistleblowing Reporting

Category	Unit	2022	2023	2024
Misconduct (employees' violation of guidelines, etc.)	Cases	-	-	-
Behaviors damaging the corporate culture (workplace bullying)	Cases	-	-	-
Poor job performance	Cases	-	-	-
Complaints	Cases	-	1	-
Others	Cases	-	1	-
Total	**Cases**	**-**	**2**	**-**

Notification and Training on Anti-corruption Policies and Procedures

Category	Unit	2022	2023	2024
No. of employees notified and trained	Person	-	35	255
Ratio of employees notified and trained	%	-	12	74

Approach to Tax Payment

Category	Unit	2022	2023	2024
Frequency of examinations of tax payment strategies	Times / year	1	1	1

Dividend Policy

Category	Unit	2022	2023	2024
Achievement rate against dividend policy target[1]	%	100	111	140

1) The implementation rate against the dividend policy target was calculated based on a consolidated dividend payout ratio of 10%.

Security / Cyber Security

Category		Unit	2022	2023	2024
Investment in information security[2]	Total IT budget	KRW	3,736,643,725	3,418,151,268	4,050,655,928
	Amount invested in information security	KRW	125,262,250	258,250,403	313,644,616
	Ratio of investments in data security to total IT budget	%	3.4%	7.6	7.7
No. of data security violations or accidents related to customer's personal data		Number	-	-	-
Total amount of fines due to information security violations or accidents		Number	-	-	-
		KRW	-	-	-
Complaints regarding infringement of customer privacy or personal information	No. of complaints from external parties that are substantiated by the agency	Number	-	-	-
	No. of complaints filed by regulatory agencies	Number	-	-	-

2) Based on the Total for Youngone Corporation and Youngone Holdings

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Economic Data

Economic Value Creation and Distribution[1)]

Category			Unit	2022	2023	2024
Economic value generated	Net sales		KRW million	4,533,879	4,355,478	4,306,038
	Gross profit		KRW million	1,873,844	1,858,863	1,607,620
	Operating profit		KRW million	1,002,199	872,582	517,045
	Net profit before corporate tax		KRW million	1,083,402	936,831	663,984
	Net income		KRW million	898,145	718,737	495,633
Economic value distributed	Shareholder/ investor	Dividends of the fiscal year	KRW million	53,963	55,354	62,086
	Financial institution	Interest cost	KRW million	10,305	19,627	19,450
	Employee	Salary and retirement benefits	KRW million	595,398	621,921	735,424
		Welfare benefits	KRW million	31,020	32,427	51,289
	Local community	Donation	KRW million	8,218	10,968	8,224
	Government	Corporate tax	KRW million	185,258	218,094	168,351

1) Amount on a consolidated basis

Shareholder Rights Protection

Category	Unit	2022	2023	2024
No. of IR (investor relations) sessions	Number	10	24	22
No. of voluntary disclosures	Case	1	1	3
Timing of the notice regarding the convening of the annual general shareholders' meeting, including details such as location and agenda items	Date	3/9/2023	3/14/2024	3/13/2025

Government Subsidies

Category	Unit	2022	2023	2024
Subsidies from the government	KRW million	-	-	-
Tax reliefs and deductions	KRW million	2,879	617	1,096

Types of Shares and Voting Rights

Category		Unit	2022	2023	2024
Types of Shares and Voting Rights	Preferred stock	Share	-	-	-
	Common shares - voting shares	Share	11,604,898	11,604,898	11,604,898
	Common shares - treasury shares	Share	2,030,694	2,030,694	2,030,694
	Total	**Share**	**13,635,592**	**13,635,592**	**13,635,592**

Shareholder Status (Stock Ownership, Ownership Ratio)

Category		Unit	2022	2023	2024
Types of shares and voting rights	YMSA Co., Ltd.	Share	3,966,971	3,966,971	3,966,971
	Sung Ki-hak	Share	2,286,445	2,286,445	2,286,445
	Youngone Holdings Employee Welfare Fund	Share	20,000	20,000	20,000
	Affiliated persons, executives, etc	Share	33,202	33,202	33,202
	Fidelity Management LLC	Share	1,362,195	1,248,564	1,248,564
	VIP Asset Management Co., Ltd.	Share	-	-	693,951
	National Pension Service	Share	-	-	682,774
	Foreigners	Share	1,477,796	1,722,688	1,779,357
	Other domestic institutions	Share	1,318,325	1,484,660	193,045
	Other domestic individuals	Share	1,139,964	842,368	700,589
	Treasury stock with no voting power	Share	2,030,694	2,030,694	2,030,694
	Total	**Share**	**13,635,592**	**13,635,592**	**13,635,592**
Combined shares of the largest shareholder and affiliated persons		Share	46	46	46
Combined shares of registered executives, excluding those of the largest shareholder and affiliated persons		Share	-	-	-
Combined shares of affiliates		Share	-	-	-
Total investment in affiliates relative to treasury shares		%	71	66	61
Total credit provided to affiliates relative to treasury shares		%	-	-	-
Transactions and outstanding balances with related parties		KRW million	4,199	3,329	3,070

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Economic Data

Economic Value Creation and Distribution[1)]

Category			Unit	2022	2023	2024
Economic value generated	Net sales		KRW million	3,910,961	3,604,377	3,517,837
	Gross profit		KRW million	1,316,617	1,154,952	896,350
	Operating profit		KRW million	823,027	637,146	315,581
	Net profit before corporate tax		KRW million	881,756	681,633	408,173
	Net income		KRW million	743,155	533,071	294,536
Economic value distributed	Shareholder/ investor	Dividends of the fiscal year	KRW million	67,115	57,026	59,850
	Financial institution	Interest cost	KRW million	10,227	19,589	19,456
	Employee	Salary and retirement benefits	KRW million	563,761	584,424	681,440
		Welfare benefits	KRW million	26,129	28,087	37,472
	Local community	Donation	KRW million	4,957	4,348	5,768
	Government	Corporate tax	KRW million	138,601	148,562	113,638

1) Amount on a consolidated basis

Shareholder Rights Protection

Category	Unit	2022	2023	2024
No. of IR (investor relations) sessions	Number	100	80	80
No. of voluntary disclosures	Case	1	-	2
Timing of the notice regarding the convening of the annual general shareholders' meeting, including details such as location and agenda items	Date	3/9/2023	3/14/2024	3/13/2025

Government Subsidies

Category	Unit	2022	2023	2024
Subsidies from the government	KRW million	-	-	-
Tax reliefs and deductions	KRW million	2,879	617	1,096

Types of Shares and Voting Rights

Category		Unit	2022	2023	2024
Types of Shares and Voting Rights	Preferred stock	Share	-	-	-
	Common shares - voting shares	Share	43,866,061	43,866,061	42,750,049
	Common shares - treasury shares	Share	445,407	445,407	1,561,419
	Total	**Share**	**44,311,468**	**44,311,468**	**44,311,468**

Shareholder Status (Stock Ownership, Ownership Ratio)

Category		Unit	2022	2023	2024
Types of shares and voting rights	Youngone Holdings	Share	22,386,320	22,386,320	22,386,320
	Youngone Corporation's Employee Welfare Fund	Share	80,000	80,000	80,000
	Affiliated persons, executives, etc	Share	15,106	15,106	15,106
	National Pension Service	Share	4,404,686	4,784,044	4,415,569
	Foreigners	Share	13,054,834	12,235,734	12,176,366
	Other domestic institutions	Share	2,829,921	2,867,587	2,402,461
	Other domestic individuals	Share	1,095,194	1,497,270	1,274,227
	Treasury stock with no voting power	Share	445,407	445,407	1,561,419
	Total	**Share**	**44,311,468**	**44,311,468**	**44,311,468**
Combined shares of the largest shareholder and affiliated persons		Share	51	51	51
Combined shares of registered executives, excluding those of the largest shareholder and affiliated persons		Share	-	-	-
Combined shares of affiliates		Share	-	-	-

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ESG Policy

With the aim of embedding ESG management into our operations, we have established clear ESG policies and directions. These policies are disclosed in our sustainability report and on our website, providing stakeholders with better access to our diverse ESG-related activities, which allows stakeholders to understand the impact of our activities across various areas.

Ethics Pledge	Code of Ethics	Operating Regulations for the Independent Director Recommendation Committee
Health and Safety Policy	Policy for Mid- to Long-term Dividend Payments	Operating Regulations for the Management Committee
Human Rights Charter	Regulations for Board Operations	Operating Regulations for the Sustainability Management Committee
Data Protection Regulations	Operating Regulations for the Audit Committee	Compliance Control Standards

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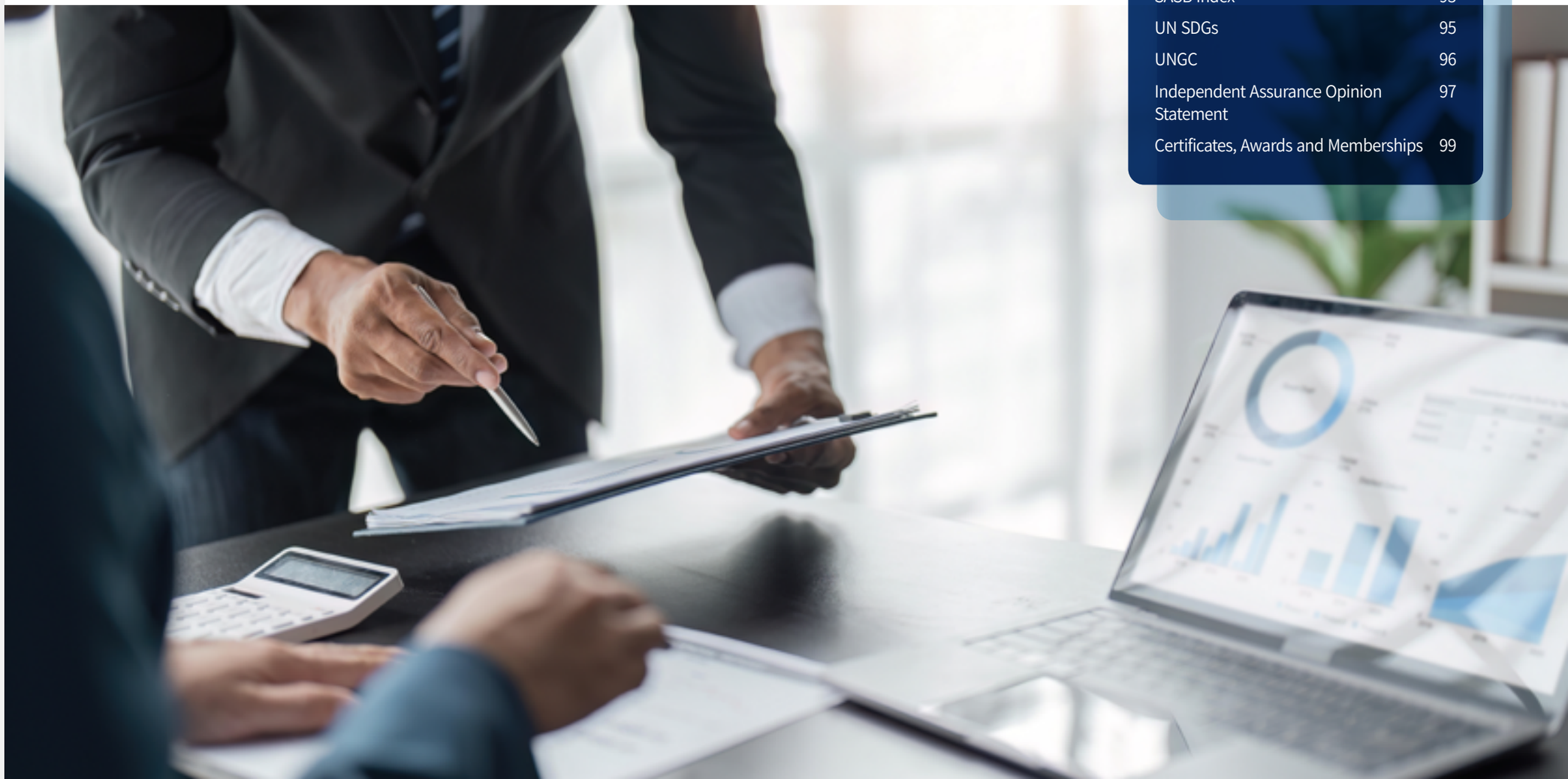
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Financial Performance

Consolidated Statement of Financial Position

(Unit: KRW)

Description	16th Fiscal Year (As of December 31, 2024)	15th Fiscal Year (As of December 31, 2023)
Assets		
Current assets	3,429,710,995,583	3,346,930,108,724
Cash and cash equivalents	799,525,139,874	896,394,078,489
Short-term financial instruments	657,114,807,332	478,471,122,573
Accounts receivables	545,983,230,999	490,791,336,546
Derivative assets	8,336,183,578	8,039,634,600
Inventories	1,225,289,838,766	1,329,162,228,700
Other receivables	61,725,926,990	59,922,902,526
Other current assets	115,754,085,575	72,074,319,608
Current tax assets	15,981,782,469	12,074,485,682
Non-current assets	1,960,011,911,878	1,950,193,531,932
Long-term financial instruments	1,310,902,289	609,606,880
Financial assets measured at fair value through profit or loss	5,562,219,600	4,864,448,520
Financial assets measured at fair value through other comprehensive income	379,332,898,532	418,809,025,841
Investments in associates and joint ventures	55,943,282,105	51,012,249,852
Property, plant and equipment	906,467,946,030	810,535,582,490
Right-of-use assets	122,061,969,106	127,740,946,229
Intangible assets	152,660,990,159	194,637,975,570
Investment properties	279,755,760,988	290,737,441,845
Other receivables	19,011,753,994	23,111,097,493
Other non-current assets	4,869,073,296	4,066,076,868
Deferred tax assets	33,035,115,779	24,069,080,344
Total assets	5,389,722,907,461	5,297,123,640,656

(Unit: KRW)

Description	16th Fiscal Year (As of December 31, 2024)	15th Fiscal Year (As of December 31, 2023)
Liabilities		
Current liabilities	727,832,706,578	1,123,291,101,204
Trade payables	425,178,610,589	455,556,425,886
Short-term borrowings	26,446,534,658	399,176,532,327
Current portion of long-term borrowings	19,412,471,680	70,491,752,580
Derivative liabilities	113,846,600	1,010,074,888
Current tax liabilities	70,608,158,271	57,163,368,034
Other current provisions	23,681,457,420	27,162,328,081
Other payables	133,552,397,444	87,565,879,517
Other current liabilities	9,145,217,868	5,489,487,393
Other lease liabilities	19,694,012,048	19,675,252,498
Non-current liabilities	766,237,111,032	585,862,018,946
Long-term borrowings	257,771,492,751	77,487,641,820
Net defined benefit liabilities	96,286,080,791	71,462,646,242
Deferred tax liabilities	287,146,117,718	315,125,285,332
Other payables	0	8,225,000
Other non-current liabilities	5,351,684,818	3,105,027,160
Non-current lease liabilities	119,681,734,954	118,673,193,392
Total liabilities	1,494,069,817,610	1,709,153,120,150
Equity		
Equity attributable to owners of the parent	3,686,692,649,307	3,246,664,286,850
Issued capital	22,155,734,000	22,155,734,000
Paid-in capital in excess of par value	453,267,231,054	453,267,231,054
Retained earnings	3,082,550,333,992	2,712,525,857,272
Other components of equity	128,719,350,261	58,715,464,524
Non-controlling interests	208,960,440,544	341,306,233,656
Total equity	3,895,653,089,851	3,587,970,520,506
Total liabilities and equity	5,389,722,907,461	5,297,123,640,656

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(Unit: KRW)

Description	16th Fiscal Year (January 1, 2024 – December 31, 2024)	15th Fiscal Year (January 1, 2023 – December 31, 2023)
Sales	3,517,837,283,293	3,604,377,025,404
Cost of sales	2,621,487,734,649	2,449,425,474,646
Gross profit	896,349,548,644	1,154,951,550,758
Selling and administrative expenses	580,768,965,334	517,805,181,924
Operating income	315,580,583,310	637,146,368,834
Other non-operating income	324,875,551,688	206,599,840,180
Other non-operating expenses	241,090,835,794	170,797,215,560
Finance income	42,093,086,495	37,467,672,307
Finance costs	31,546,863,292	31,086,770,543
Gain (loss) on disposal of securities	-1,738,124,900	2,302,649,226
Net income before income tax expense	408,173,397,507	681,632,544,444
Income tax expense	113,637,840,952	148,561,863,188
Net income	294,535,556,555	533,070,681,256
Net income (loss) attributable to:		
Controlling interests	427,050,356,020	515,959,247,534
Non-controlling interests	-132,514,799,465	17,111,433,722
Net income per share		
Basic earnings per common share	9,846	11,762

(Unit: KRW)

Description	16th Fiscal Year (January 1, 2024 – December 31, 2024)	15th Fiscal Year (January 1, 2023 – December 31, 2023)
Net Income	294,535,556,555	533,070,681,256
Other comprehensive income for the period	138,097,030,274	7,710,772,100
Items that are not reclassified to profit or loss		
Remeasurement of the net defined benefit liability	-2,367,911,697	-6,050,740,151
Gain (loss) on financial investments measured at fair value through other comprehensive income	-30,002,513,511	17,193,730,524
Changes in unrealized gain on valuation of equity method investments	-7,126,744	-20,368,222
Items that may be reclassified to profit or loss		
Gain (loss) on foreign currency translation of foreign operations	167,779,183,629	5,083,271,545
Changes in unrealized gain on valuation of equity method investments	6,609,873,217	726,780,604
Gain (loss) on valuation of derivative instruments	-3,914,474,620	-9,221,902,200
Total comprehensive income	432,632,586,829	540,781,453,356
Total comprehensive income attributable to:		
Controlling interests	558,486,282,652	499,255,034,104
Non-controlling interests	-125,853,695,823	41,526,419,252

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GRI Standard	Disclosures	Indicators	Page	Reference
General Disclosures				
GRI 2: General Disclosure 2021	2-1	Organizational structure information	7	Refer to “About this Report”
	2-2	Reporting boundaries	2	Refer to “About this Report”
	2-3	Reporting period, cycle, and report contact information	2	Refer to “About this Report”
	2-4	Restatement of information	-	Refer to “About this Report”
	2-5	External assurance	97, 98	
	2-6	Organizational activities, value chain, and other business relationships	9, 10	
	2-7	Employees	73, 74, 76, 77	
	2-8	Workers who are not employees	-	
	2-9	Governance structure	56, 58	
	2-10	Nomination and selection of the highest governance body	57, 59	
	2-11	Chair of the highest governance body	56, 58	
	2-12	Role of the highest governance body	56, 58	
	2-13	Delegation of responsibility for managing impacts	56, 58	
	2-14	Role of the highest governance body in sustainability reporting	13, 14, 56, 58	
	2-15	Conflicts of interest	57, 59	Refer to Youngone Corporation & Youngone Holdings Corporate Governance Report (Detail Principle 5-1)
	2-16	Communication of critical concerns	56, 58	
	2-17	Collective knowledge of the highest governance body	57, 59	
	2-18	Evaluation of the performance of the highest governance body	57, 59	
	2-19	Remuneration policy	57, 59	Refer to page 243–248 of Youngone Corp. Business Report and page 269–272 of Youngone Holdings Business Report
	2-20	Process to determine remuneration	57, 59	Refer to page 243–248 of Youngone Corp. Business Report and page 269–272 of Youngone Holdings Business Report
	2-21	Annual total compensation ratio	74, 77, 79, 81	
	2-22	Statement on sustainable development strategy	5, 6	
	2-23	Policy statement	13, 14, 17, 18, 49, 85	
	2-24	Embedding of policy statements	14, 17, 18, 52, 85	
	2-25	Procedures to address negative impacts	49, 52	
	2-26	Procedure for seeking advice and raising concerns	66	
	2-27	Compliance with laws and regulations	24, 67	Refer to page 252 of Youngone Corp. Business Report and page 276 of Youngone Holdings Business Report
	2-28	Memberships associations	99	
	2-29	Approach to stakeholder engagement	19, 52	
	2-30	Collective bargaining agreements	99	

· [Statement of use] Youngone Corporation has prepared this report in accordance with the GRI Standards, covering its sustainability activities and performance from January 1, 2024 to December 31, 2024.
· [GRI 1 used] GRI 1: Foundation 2021
· [Applicable GRI Sector Standard(s)] As of the report publication date in June 2025, there is no applicable GRI Sector Standard for Youngone Corporation’s industry. Accordingly, material topics have been derived based on relevant existing standards such as GRI 302: Energy 2016 and GRI 403: Occupational Health and Safety 2018, in consideration of the company’s industrial characteristics.
· No revisions have been made to information previously disclosed in past sustainability reports.

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GRI Standard	Disclosures	Indicators	Page	Reference
Material Topic				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	15~18	
	3-2	List of material topics	15~18	
	3-3	Management of material topics	17, 18, 19, 23, 31	
Comprehensive Risk Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	63~65	
Ethics and Compliance Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	66, 67	
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	66, 67, 80, 82	
	205-3	Confirmed incidents of corruption and actions taken	80, 82	
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions related to anti-competitive behavior and monopoly regulations	-	Refer to page 252 of Youngone Corporation Business Report and page 276 of Youngone Holdings Business Report
Development of Eco-friendly Raw Materials and Products				
GRI 3: Material Topics 2021	3-3	Management of material topics	26, 35, 36, 37	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	36, 37, 72	
Energy Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	23, 28, 31, 32, 33	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	71	
	302-3	Energy intensity	71	
Climate Action				
GRI 3: Material Topics 2021	3-3	Management of material topics	31~33	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	71	
	305-2	Energy indirect (Scope 2) GHG emissions	71	
	305-4	GHG emissions intensity	71	
	305-5	Reduction of GHG emissions	28, 32, 33, 71	
Waste Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	26, 29	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	29	
	306-2	Management of significant waste-related impacts	29	
	306-3	Waste generation	71	
	306-4	Waste diverted from disposal	71	
	306-5	Waste directed to disposal	71	
Stakeholder Engagement and Communication				
GRI 3: Material Topics 2021	3-3	Management of material topics	50~53	
GRI 413: Local Communities 2016	413-1	Sites with community engagement, impact assessments, and development programs	28, 29, 42, 46, 49, 51	

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Human Resource Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	44~48	
GRI 401: Employment 2016	401-2	Welfare benefits for full-time employees not provided to part-time/contract workers	7, 11, 43, 44, 48, 83, 84	
	401-3	Parental leave	75, 78	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	74, 78	
	404-2	Programs for upgrading employee skills and transition assistance programs	46, 47	
Occupational Health and Safety Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	40~43	
GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment, and incident investigation	42	
	403-3	Occupational health services	43	
	403-4	Communication, consultation, and employee participation on occupational health and safety	42, 49	
	403-5	Training on occupational health and safety	41, 42	
	403-6	Promotion of employee health	43, 44	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	42	
	403-8	Employees covered by an occupational health and safety management system	40, 41	
	403-9	Work-related injuries	75, 78	
Enhanced Human Rights Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	49	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	75, 78	
Economic Disclosure				
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	83, 84	
	203-1	Infrastructure investments and services supported	50, 51	
Environmental Performances				
GRI 303: Water 2016	303-3	Water withdrawal	72	
	303-4	Water discharge	72	
GRI 304: Biodiversity 2016	304-3	Habitats protected or restored	34	
	304-4	List of IUCN Red List species and national conservation list species with habitats in areas affected by operations	34	
Environmental Performances				
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	79, 81	Refer to page 179 of Youngone Corporation Business Report and page 177 of Youngone Holdings Business Report
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	80, 82	

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TCFD Index

Youngone Corporation discloses information in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) across the four thematic areas of governance, strategy, risk management, and metrics and targets related to climate-related risks and opportunities. Going forward, we will continue to report on our climate-related management activities based on the TCFD recommendations and actively engage with our stakeholders.

Category	TCFD Recommendation Disclosure	Page
Governance	a) Describe the board's oversight of climate-related risks and opportunities	31
	b) Management's role in assessing and managing climate-related risks and opportunities	
Strategy	a) Climate-related risks and opportunities over the short, medium, and long term	31
	b) Impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	
Risk Management	a) Organization's processes for identifying and assessing climate-related risks	31
	b) Organization's processes for managing climate-related risks	
	c) How processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	31~33
	b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks	
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	

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Youngone Corporation has disclosed indicators from the Consumer Goods – SASB CG apparel-accessories-and-footwear(EN) sector, as defined by the Sustainability Accounting Standards Board (SASB), that are relevant to the company's industry characteristics. While certain information is not disclosed due to data unavailability or confidentiality concerns, we are continuously reviewing and expanding our disclosures to provide stakeholders with more valuable and transparent information.

Metric Code	Topic	SASB Metric	Unit	Youngone Corporation Activities	Page
CG-AA-250a.1	Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations	N/A	- Youngone Corporation integrates and manages information such as SDS, technical data (TDS), international certifications (ZDHC, Bluesign, OEKO-TEX, etc.), and the Youngone Approved Chemical List (YACL) for each chemical substance. Based on this, the company monitors and ensures compliance with legal regulations and substances of concern.	29
CG-AA-250a.2		Discussion of processes to assess and manage risks or hazards associated with chemicals in products	N/A	- To ensure company-wide chemical safety management, Youngone Corporation has developed an internal chemical management platform called "YO CDI (Youngone Chemicals & Dyes Inventory)," which manages various chemicals by process. - To ensure the safe handling, storage, use, and disposal of chemicals throughout their lifecycle, Youngone Corporation has established a Standard Operating Guideline for Chemical Management. This guideline includes key processes such as the Chemical Assessment Framework, Chemical Suppliers Approval Process, and Chemical Purchase Process.	29
CG-AA-430a.1	Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits or contractual agreements	N/A	- N/A · Youngone Corporation obtains a signed Code of Ethics from all suppliers at the time of contract execution, which includes commitments to environmental sustainability standards. These commitments cover areas such as water, chemical, and waste management. We will further engage with suppliers to identify additional measures to ensure environmentally sustainable practices related to wastewater discharge.	52
CG-AA-430a.2		Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	N/A	- N/A · Youngone Corporation's manufacturing sites conduct the Higg Facility Environmental Module (FEM) assessment. We continue to emphasize the importance of FEM to our suppliers.	-
CG-AA-430b.1	Labour Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor	%	- N/A · Youngone Corporation has established a Human Rights Charter reflecting international labor and human rights standards and applies it to all stakeholders across its operations.	49
CG-AA-430b.2		Percentage of supplier facilities found to be non-compliant with the labor code of conduct and corrective actions taken	%	- N/A	-
CG-AA-430b.3		Description of the greatest (1) labour and (2) environmental, health and safety risks in the supply chain	N/A	- N/A · Youngone Corporation has developed and uses a checklist (including 5 evaluation categories and 13 items) to assess the occupational safety and health management systems of patners in order to identify potential safety risks and evaluate implementation plans.	52

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Metric Code	Topic	SASB Metric	Unit	Youngone Corporation Activities	Page
CG-AA-440a.3	Raw Material Sourcing	List of priority raw materials; for each priority raw material:	N/A	1) Yarn 2) Fiber 3) Polybag Chip	72
CG-AA-440a.3		Description of environmental and social risks associated with sourcing	N/A	**Environmental Risks** - The use of petroleum-based raw materials entails concerns regarding greenhouse gas (GHG) emissions and microplastic pollution. - A heavy reliance on virgin rather than recycled materials can accelerate the depletion of natural resources. **Social Risks** - Human rights issues in raw material production regions, including labor exploitation, child labor, and unfair wage practices. - Insufficient traceability within the supply chain creates ambiguity in accountability for environmental and social impacts.	-
CG-AA-440a.3		Discussion on business risks or opportunities associated with environmental or social factors	N/A	**Risk Factors** · Heightened sustainability expectations from global clients and markets may result in lost business opportunities if uncertified raw materials are used. · Increased global regulations on carbon emissions and environmental pollution stemming from petroleum-based raw material use. · Supply disruptions and elevated sourcing risks due to tightening international regulations. · Potential risks of poor labor conditions, forced labor, and child labor within the raw material supply chain. **Opportunity Factors** · Strengthening partnerships with clients by expanding the sourcing of sustainably certified materials, such as GRS and RCS. · Creating high value-added and differentiated products through the development of eco-friendly fabrics and materials. · Enhancing brand credibility by building a portfolio of environmentally preferred raw materials. · Establishing a human rights risk management system to reinforce a sustainable sourcing foundation in the long term.	27, 35
CG-AA-440a.3		Strategy to manage sourcing risks and/or opportunities	N/A	· Continuously increasing the proportion of recycled raw materials certified by international standards such as GRS and RCS · Developing high-performance, eco-friendly insulation materials under our in-house brand, EcoLoft™ · Establishing a low-carbon, high-efficiency production system through eco-friendly dyeing processes and the expansion of solar power generation · Ongoing monitoring of social risk factors such as child labor and forced labor	27, 31, 35
CG-AA-440a.4		Amount of priority raw materials purchased, by materia	ton	1) Yarn : 6,413 2) Fiber : 4,048 3) Polybag Chip : 1,699	72
CG-AA-440a.4		Amount of each priority raw material that is certified to a third-party environmental or social standard, by standard	ton	**Environmental Standards (GRS)** 1) Yarn: 1,996 2) Fiber: 2,243 3) Polybag Chip: 406 **Social Standards (GRS, RWS, ZQ)** 1) Yarn: 2,642 2) Fiber: 2,251 3) Polybag Chip: 406	72
CG-AA-000.A	Activity Metric	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier	Number	- N/A	-

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UN SDGs

Youngone Corporation is committed to achieving the UN Sustainable Development Goals (SDGs) through its active involvement in the following ten goals. In doing so, we are fulfilling our societal and environmental responsibilities as a global corporation.

Goal	Key Activities	Page
 No poverty	- Promotion and support of various social contribution activities - Establishment of KEPZ Medical Complex in progress - Local community support and donation initiatives	50, 51
 Quality education	- Construction of KEPZ Textile & Fashion Institute - Plans to establish a nursing and medical college within KEPZ Medical Complex - Provision and support of diverse training programs for all employees	45~47, 51
 Gender equality	- Demonstrated high representation of female employees and directors - Provided leadership programs specifically for female leaders - Assisted female employees in Asia with university education - Establishment of a Human Rights Charter including anti-discrimination clauses	45, 46, 49
 Clean water and sanitation	- Minimized water consumption through effluent treatment and water reuse - Installed rainwater storage facilities	27, 28
 Clean energy for all	- Expanded solar equipment installation across global production bases - Transitioned to green fuels	28, 33

Goal	Key Activities	Page
 Sustainable economic growth, full and productive employment and decent work	- Ensured fair and transparent talent management practices - Hired social minorities including North Korean refugees - Support for various employee welfare programs	45, 48
 Responsible consumption and production	- Expansion of investment in eco-friendly companies - Product development using eco-friendly raw materials and recycling systems - Establishment and operation of wastewater treatment systems - Development and sale of eco-friendly packaging materials	26, 27, 36, 37
 Climate Action	- Acquired and maintained ISO 14001 certification to make sure eco-friendly management - Calculated and managed scope 1 and 2 emissions and declared our commitment towards net-zero	31~33, 71
 Life on Land	- Mandated biodiversity assessments and implemented activities for the preservation - Waste discharge control policy	29, 34
 Peace, justice and strong institutions	- Enforced supplier compliance with the Ethics Pledge - Fair Trade Certified - Established a Human Rights Charter - Ensured ethical management and provided ethics education - Operated a reporting channel for unethical conducts	49, 52, 53, 66

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UNGC

Since joining the UN Global Compact (UNGC) in 2019, Youngone Corporation has adhered to the Ten Principles, thereby discharging our social accountability as a corporate citizen. In the years ahead, we will ensure our compliance with the Ten Principles and transparently disclose our related activities and progress.

Category	Principle	Key Activities	Report page
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses.	· Established Code of Ethics and implemented ethical management system; enacted Human Rights Charter · Provided education on ethics for employees and operated grievance channels for stakeholders and suppliers · Operated a reporting channel for unethical conducts to address human rights abuse	41, 49, 52, 66, 67
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; Principle 4: the elimination of all forms of forced and compulsory labour; Principle 5: the effective abolition of child labour; and Principle 6: the elimination	· Conducted quarterly Labor-Management Council meetings · Assessed employee performance in a fair and unbiased manner regardless of age, race, and gender · Operated employee health and wellness programs	43, 47, 49
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.	· Established a roadmap for net-zero and put it into action · Scaled up investments in eco-friendly facilities for green product development · Developed eco-friendly packaging materials and built a circular economy across · Expanded solar power facilities at global production sites and implemented a carbon neutrality roadmap	23~26, 31~33
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	· Put in place a compliance system · Established a compliance risk management system and created a dedicated organization	66, 67

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Independent Assurance Opinion Statement

To: The Stakeholders of YOUNGONE

Overview

The British Standards Institution (hereinafter referred to as the "Assurer") was requested to verify the SUSTAINABILITY REPORT 2024 (hereinafter referred to as the "Report"). The Assurer is independent to YOUNGONE and has no major operational financial interest other than the assurance of the Report. This assurance opinion statement is intended to provide information related to the assurance of the YOUNGONE's report relating to the environment, social and governance (ESG) to the relevant stakeholders and may not be used for any other purpose. This assurance opinion statement is prepared based on the information presented by the YOUNGONE. The verification does not extend beyond such information and is solely based on it. In performing such verification, the Assurer has assumed that all such information is complete and accurate.

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

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

Scope

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

- Report contents during the period from January 1st to December 31st 2024 included in the Report, some data of 2025 are included.
- Major assertion included in the Report, such as sustainability management policies and strategies, goals, projects, and performance, and the Report contents related to material issues determined as a result of materiality assessment.
- Appropriateness and consistency of processes and systems for data collection, analysis and review.
- Confirmation of the Report's compliance with the AA1000 AccountAbility Four Principles and, where applicable, the reliability of the sustainability performance information contained within the Report, based on the type of sustainability assurance performed in accordance with AA1000 AS v3.

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

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

Assurance Level and Type

The assurance level and type are as follows;

- Moderate level based on AA1000 AS and Type 1 (confirmation to the four principles as described in the AA1000 Accountability Principle 2018)

Description and sources of disclosures covered

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

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

[Topic Standards]
201-1, 203-1, 205-2 to 205-3, 206-1, 301-1, 302-1, 302-3, 303-3 to 303-4, 304-3 to 304-4, 305-1 to 305-2, 305-4 to 305-5, 306-2 to 306-5, 401-2 to 401-3, 404-1 to 404-2, 403-2 to 403-7, 403-9, 405-1, 406-1, 413-1, 418-1

Methodology

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

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

Limitations and approach used to mitigate limitations

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

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Competency and Independence

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

Opinion Statement

The assurance was conducted by a team of sustainability report assurers in accordance with the AA1000 Assurance Standard v3. The Assurer planned and performed the verification and collected sufficient evidence to explain YOUNGONE's approach to the AA1000 Assurance Standard and to provide confidence in its self-declaration of compliance with the GRI Standards. On the basis of our methodology and the activities described above, it is our opinion that the information and data included in the Report are accurate and reliable and the Assurer cannot point out any substantial aspects of material with mistake or misstatement. We believe that the economic, social and environment performance indicators are accurate and are supported by robust internal control processes.

Conclusions

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

Inclusivity: Stakeholder Engagement and Opinion
Youngone defined Customers and client companies, Employees, Partner companies, Shareholders/Investors, Local communities and others (government agencies, research institutes, associations, NGOs, and media, etc.) as Key Stakeholder Group. In order to collect opinions by each stakeholder groups in the context of sustainability, the company operated the stakeholder engagement process. Youngone conducted a review of the stakeholder engagement process, while monitoring the status of improvement activities, in order to reflect the major issues derived through the stakeholder engagement process in sustainability strategy and goals. Youngone disclosed the results related to the process in the Report.

Materiality: Identification and reporting of material sustainability topics
YOUNGONE implemented its own materiality assessment process in consideration of the major business and operational characteristics to derive important reporting issues related to sustainability. Youngone conducted global reporting standards/ESG assessment standards analysis, benchmarking and media analysis, identified financial impact and social/environmental impact, and determined key issues for the reporting year through expert review of the impact. Youngone derived 10 material issues through the relevant process, and disclosed GRI topic standards related to material issues in the Report.

Responsiveness: Responding to material sustainability topics and related impacts
Youngone operated a management process for key issues in the context of sustainability derived from the materiality assessment. The Youngone established mid- to long-term sustainability plans and goals in according to the management methodology established to effectively reflect the expectations of key stakeholders. Youngone disclosed the process including activities performance on material issues in the Report.

Impact: Impact of an organization's activities and material sustainability topics on the organization and stakeholders
Youngone identified the scope and extent of the impacts to the organization and key stakeholders in the context of the sustainability of the material issues reported. The impact of each major issue was reviewed by the ESG governance system. Youngone analyzed major impacts based on the achievements of each important issue, and the sustainability goals, mid to long-term plans, and strategic systems, established sustainability strategies and objectives based on the analysis results of major impacts.

Recommendations and Opportunity for improvement

The assurer will provide the following comments to the extent that they do not affect the result of assurance;

- It is recommended to specify the management system for sustainability performance indicators such as environment and society of major overseas workplaces. And to strengthen the internal control system to ensure the reliability and consistency of the indicators. This can help advance the sustainability management system.

GRI-reporting

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

Issue Date: 24/06/2025
For and on behalf of BSI (Brithish Standards Institution):

BSI representative

Doowon Kim, Lead Assurer **Seonghwan Lim,** Managing Director of BSI Korea

BSI Group Korea Limited: 29, Insa-dong 5-gil, Jongno-gu, Seoul, South Korea
Hold Statement Number: SRA 806608

AA1000 Licensed Report 000-4/V3-FLT5H

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YOUNGONE HOLDINGS



Integrated Rating | Environmental | Social | Governance

YOUNGONE CORPORATION



Integrated Rating | Environmental | Social | Governance

Awards

Date	Award Title	Awarding Organization
Dec. 11, 2017	Citation from the Minister of Trade, Industry and Energy at the 10th Korea Fashion Awards (Youngone Corporation)	Korea Fashion Association
Dec. 29, 2018	Citation from the Prime Minister for an excellent response to the earthquake that occurred on November 15 (Youngone Corporation)	ROK government
Nov. 11, 2021	Industrial Service Medal (Youngone Holdings)	ROK government
Sep. 15, 2022	Selected as One of the Top 10 Companies in the Gender Equality Index (Youngone Corporation)	Women in Innovation
Mar.19 2023	Excellent ESG fashion company in the eco-friendly manufacturing process sector (Youngone Corporation)	Sustainable Fashion Initiative
Sep. 11, 2024	Selected as an Outstanding Company for Diversity – 2024 WIN Awards	WIN Foundation

Membership Status

FKI 전국경제인연합회 | 대한상공회의소 | KITA 한국무역협회

한국상장회사협의회 KOREA LISTED COMPANIES ASSOCIATION | 한국섬유산업연합회 | 한국패션산업협회


YOUNGONE