

TORAY

Toray Advanced Materials Korea Inc.

Sustainability VISION

2026 Toray Advanced Materials Korea
Sustainability Report



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Overview

CEO Message

Aiming to achieve its long-term goal of the "Sustainability VISION," Toray Advanced Materials Korea is continuing its efforts to address global environmental and social issues, including climate change. We promise that we will fulfill our responsibilities and roles as a corporate citizen through management based on trust and principles.

Dear stakeholders.

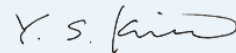
Toray Advanced Materials Korea is promoting sustainability management to strengthen the foundation for sustainable growth through materials innovation and to respond responsibly to the changing business environment.

To this end, in terms of the environment, we are minimizing the environmental impact across our overall business operations through greenhouse gas emissions reduction, resource circulation, and natural capital conservation. In terms of people, we emphasize human capital and strengthen foundations such as safety, quality, and supply chain management to create an environment where all members can unleash their capabilities.

In addition, we are continuously enhancing our corporate value by simultaneously creating social and economic values through innovations centered on eco-friendly and advanced materials.

Moving forward, Toray Advanced Materials Korea will continue to do its utmost to fulfill its social responsibilities and build a sustainable society and future based on trust with stakeholders.

Kim Young-seop, CEO, Toray Advanced Materials Korea



Company Profile

From basics to cutting-edge, we promise a better tomorrow based on change and innovation.

Since its establishment in December 1999, TAK has grown into a leading materials company in Korea, supplying essential materials to various industries, ranging from essential consumer materials to advanced, high-functional materials, including fibers, aramid, polyester films, IT materials, carbon fibers, polyester resins, and water treatment filters.

Based on advanced technological capabilities and quality competitiveness, we are contributing to the innovation and value enhancement of our customers' industries, while expanding our competitiveness in the global market through continuous R&D and business advancement to leap forward as an advanced materials company leading future industries.



| Company Overview

Name	Toray Advanced Materials Korea
Establishment	Dec. 1, 1999
CEO	Kim Young-seop
Business Area	Manufacture and Sales of Advanced Materials
Key products	Films, IT Materials, Carbon Fibers, Water Treatment Filters, Fibers & Nonwovens, Resin Chemicals
Website	https://www.torayamk.com

| Key Products



PET films



IT materials



Carbon fibers



Water treatment filters



PET fibers



Nonwovens



Aramid



PPS resin

| Management Philosophy

Corporate Philosophy

We contribute to society by creating new values.

Basic Principles of Management

For Customers

We create new value and provide high-quality products and services.

For Employees

We offer open opportunities, fair evaluations, and rewards.

For Shareholders

We foster a valuable enterprise and practice management that rewards trust.

For Society

We fulfill responsibilities as a corporate citizen and build relationships for co-existence and co-prosperity.

2025 Key Performance Indicators April 1, 2025 – March 31, 2026, Consolidated basis (The number of employees is as of December 31, 2025)	Capital stock KRW 944.6 billion	Revenue KRW 2.5254 trillion	Operating profit 125.6 billion	Employees 2,270	Number of Global Operations (Including Subsidiaries) 25 locations across 4 countries
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Global Business

Korea (10)



Subsidiaries (7)

| Manufacturing and Technology Operations Sites

TAK Information Systems

TAK Textile

TAK Microfilter Inc.

TAK Spuntech

HanmeeEntec Co., Ltd. (TAHEC)

Toray Battery Separator Film Korea Co., Ltd. (TBSK)

| Standard Workplace for the Disabled

Happy With

Overseas (8)

| China

TAK Shanghai Co., Ltd.

TAK Shanghai Co., Ltd.(Tianjin factory)

Toray Polytech (Nantong) Co., Ltd.

TAK Advanced Film (Nantong) Co., Ltd.

TAK Composites (Qingdao) Co., Ltd.

| Indonesia

PT. TAK Textiles Indonesia

PT. Toray Polytech Jakarta

| Vietnam

TAK Textiles Vina Co., Ltd.

※ TAK Membrane (Tianjin) Co., Ltd. was liquidated in 2025, and Tianjin Factory was incorporated into TAK Shanghai Co., Ltd.



With TAK



The World in Fabric Connected by Toray

Sustainability

Toray Group's Sustainability VISION

Since its founding in 1926, Toray Group has grown based on the philosophy that "a corporation is a public entity of society and contributes to society through its business." This philosophy continues today as our current corporate philosophy: "We contribute to society by creating new values."

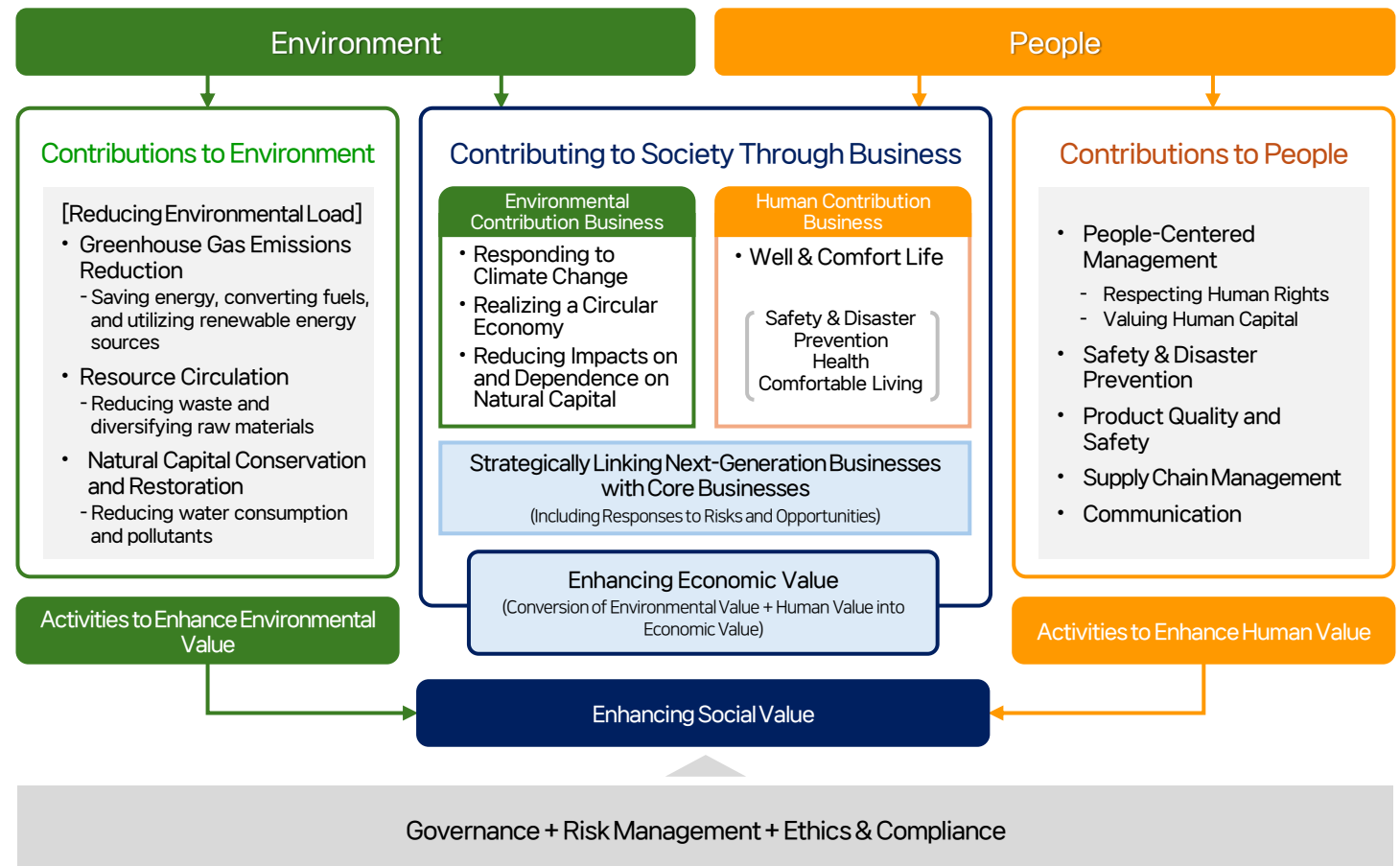
Under this philosophy, Toray Group has been working to address various social challenges, including global environmental problems such as climate change, and is contributing to the development of a sustainable society through the development of innovative technologies and advanced materials.

Based on this direction, Toray Group established the "Toray Group Sustainability Vision" in 2018 and set a goal to realize a carbon-neutral society that balances greenhouse gas emissions and absorption by 2050. Furthermore, beginning in 2026, this has been revised to "TORAY VISION 2050," aiming for a 'society where people and the earth live in harmony, resources are circulated, and nature is restored.'

In addition, we established the "Toray Sustainability Principles" as the basic direction for sustainability management, and are promoting 'solving social issues through business' and 'reducing environmental load' as core tasks.

Moving forward, Toray Group plans to make reducing greenhouse gas emissions a key management priority and contribute to reducing emissions across society through materials businesses related to renewable energy, hydrogen, and electrification, as well as the development of technologies such as CO₂ separation membranes. Moreover, we plan to promote greenhouse gas reduction not only within our own company but also across the entire supply chain (Scope 1, 2, and 3). In particular, we will set goals and expand reduction activities focusing on 'purchased goods and services (Category 1),' which account for a large share of supply chain emissions.

Basic Directions for Sustainability Activities to Realize "TORAY VISION 2050"



Toray Group's Sustainability Evaluations and Certifications

Inclusion in Sustainability Investment Indices

DJ BIC

Included in the Dow Jones
Best-in-Class
Asia Pacific Index

S&P Dow Jones Indices

A Division of S&P Global

S&P Global

'Sustainability Yearbook 2025'
Included for 6 years in a row

S&P Global

© S&P Global 2025.

Toray Industries, Inc.
Chemicals

**Sustainability
Yearbook Member**

MSCI

Included in MSCI Japan ESG Select
Leaders Index



2025 CONSTITUENT MSCIジャパン
ESGセレクト・リーダーズ指数
2025 CONSTITUENT MSCI日本株
ESGセレクト・リーダーズ指数

FTSE

Included in the
FTSE4Good Index
Series (Global)



FTSE4Good

Included in the FTSE
Blossom Japan Index
(Japan)



FTSE Blossom
Japan Index

Included in the FTSE Blossom
Japan Sector Relative Japan
Index (same sector)



FTSE Blossom
Japan Sector
Relative Index

SOMPO

Included in the SOMPO
Sustainability Index



Sompo Sustainability Index

Sustainability Evaluation

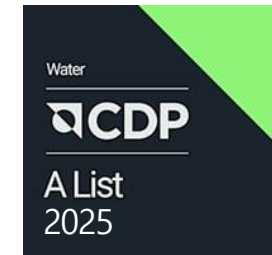
DBJ

Received the Highest
Environmental Rating from
the Development Bank of Japan



CDP

Water A / Climate A-



Toray Group's Approach to Climate Change and Natural Capital

Toray Group has established a TCFD- and TNFD-based response system to systematically manage climate change- and natural capital-related risks and opportunities, and is strengthening the foundation for sustainable growth through transparent disclosure.

TCFD | Task Force on Climate-related Financial Disclosures



Disclosing Information on Climate Change-Related Financial Risks and Opportunities

Overview

- Declaring Support for TCFD in 2019
- Releasing TCFD Report Ver.2
- Disclosing Climate-Related Financial Information

Response System

Governance

Strategy

Risk
ManagementMetrics
& Targets

Key Activities

- ✓ Identifying Risks and Opportunities and Establishing Strategies through 1.5°C / 2°C / 4°C Scenario Analysis
- ✓ Managing Greenhouse Gas Emissions and Reduction Targets
 - Greenhouse gas emissions, intensity by revenue, Scope 3 emissions, and avoided emissions, etc.

TNFD | Taskforce on Nature-related Financial Disclosures



Nature- and Biodiversity-related Risks and Opportunities

Overview

- Registering as a TNFD Early Adopter
- Publishing TNFD Report
- Disclosing Nature-Related Financial Information

Response System

Locate
(Identify Nature
Interfaces)Evaluate
(Assess Dependencies
and Impacts)Assess
(Analyze Risks and
Opportunities)Prepare
(Respond and
Disclose)

Key Activities

- ✓ Evaluating Nature-Related Dependencies, Impacts, Risks, and Opportunities Based on the LEAP Approach
- ✓ Managing Nature-Related Metrics and Targets
 - Focusing on water resources, pollutants, land, ecosystem management, and nature positive initiatives

Toray Advanced Materials Korea's Alignment with UN SDGs

The Sustainable Development Goals (SDGs) are specific goals proposed by the UN for sustainable development. To join efforts for the UN SDGs, TAK is implementing sustainability activities in line with the objectives under the SDGs.

UN-SDGs	Objectives	Activities	UN-SDGs	Objectives	Activities
	Promote Healthy Lives and Create a Safe Working Environment	- Develop Materials Related to Hygiene and Health - Operate Employee Health Checkups and Health Promotion Programs - Operate a Safety, Health, and Environment Committee		Establish a Responsible Production and Consumption System	- Operate a Chemical Management System - Increase the Purchase of Eco-Friendly and Recycled Products
	Expand Inclusive Educational Opportunities and Foster Future Talent	- Operate Korea Toray Science Foundation - Provide Scholarship for Science and Engineering College Students - Operate Growth-Oriented Learning Platform		Respond to Climate Change and Reduce GHG Emissions	- Challenge50+ GHG Emissions Reduction - Invest in GHG Emissions Reduction Facilities - Discover Energy Improvement Themes
	Support Work-Life Balance and Foster a Family-Friendly Organizational Culture	- Provide Lifecycle-based Childbirth and Childcare Support Programs - In-house Daycare Center at the Gumi Plant - Acquire Family-Friendly Workplace Certification		Contribute to Water Resources and Marine Environment Conservation	- Promote the Recycling of Water Based on Water Treatment Technology - Invest in the Development of Recycled Materials
	Strengthen Sustainable Water Resource Management and Water Quality Conservation	- Develop Water Treatment and Seawater Desalination Technologies - Challenge50+ Water Usage Reduction - Operate and Invest in Wastewater Treatment Facilities		Conserve Biodiversity and Reduce Environmental Impact	- Develop Biomass Materials - Obtain Environmental Management System (ISO 14001) Certification - Acquire Green Company Certification from the Ministry of Environment for Gumi Plant
	Switch to Eco-Friendly Energy and Improve Energy Efficiency	- Expand Solar Power Facilities - Promote Renewable Energy (Wind Power) Projects		Strengthen Sustainable Supply Chain and Global Cooperation	- TAK establishes strategic goods control system - Toray Group receives safety and environment audits - Strengthen stakeholder cooperation
	Realize Shared Value Through Diversity and Inclusion	- Operate Standard Workplace for the Disabled - Disseminate TAK's Human Rights Policy - Comply with Ethics & Compliance Code of Conduct			

Toray Advanced Materials Korea's Sustainability Principles

TAK operates the "Toray Advanced Materials Korea's Sustainability Principles" as guiding principles to further expand and promote sustainability management activities. These principles were established by integrating, expanding, and evolving Toray Group's existing CSR and sustainability response systems, and we are promoting sustainability management activities linked to the Group's direction.

	Key Items	Basic Principles
Innovation	Contributing to Social Challenges Through Business	We contribute to the development of a sustainable society and the creation of corporate value by addressing various social problems through continuous innovation.
Environmental	Reducing Environmental Load	We promote the reduction of environmental load within our operations and across the supply chain, aiming for carbon neutrality, a circular economy, and Nature Positive management.
Social	Ensuring Safety & Disaster Prevention	We strive to protect the safety and health of society and employees throughout the entire process from raw material procurement to production, supply, and disposal, and work to prevent disasters.
	Product Quality and Safety	We provide safe, reliable, and high-quality products by strengthening quality assurance and product safety management systems.
	Supply Chain Management	We strive to build and strengthen a supply chain that includes environmental conservation and respect for human rights by cooperating with suppliers, outsourcing partners, sales partners, and logistics companies.
	Practicing Human Rights Management	We pursue the maximization of corporate value and the enhancement of employee happiness by embracing diverse talent with autonomy, challenge, and co-creation as our core values, building an organization capable of responding to change, and promoting career development aligned with Toray's philosophy. We also recognize 'respect for human rights' as a basic principle of corporate management, and strive to raise awareness of and promote respect for human rights.
Governance	Communication	We maintain management transparency by disclosing corporate information fairly and in an easy-to-understand manner. We also provide appropriate information to each stakeholder and promote mutual communication and cooperation.
	Strengthening Governance	We promote the enhancement of management transparency and execution efficiency by continuously reviewing and improving governance systems and management frameworks, and strengthen the management foundation that contributes to sustainable growth.
	Risk Management	We strive for mitigation and prevention by identifying and analyzing risks in normal operations. In addition, in the event of a crisis that may have a significant impact on management activities, we work to prevent the escalation of situations and achieve early normalization through prompt and accurate responses.
	Ethics & Compliance	All employees act with fairness, a high standard of ethics, responsibility, and a strong commitment to compliance to earn the trust of society.

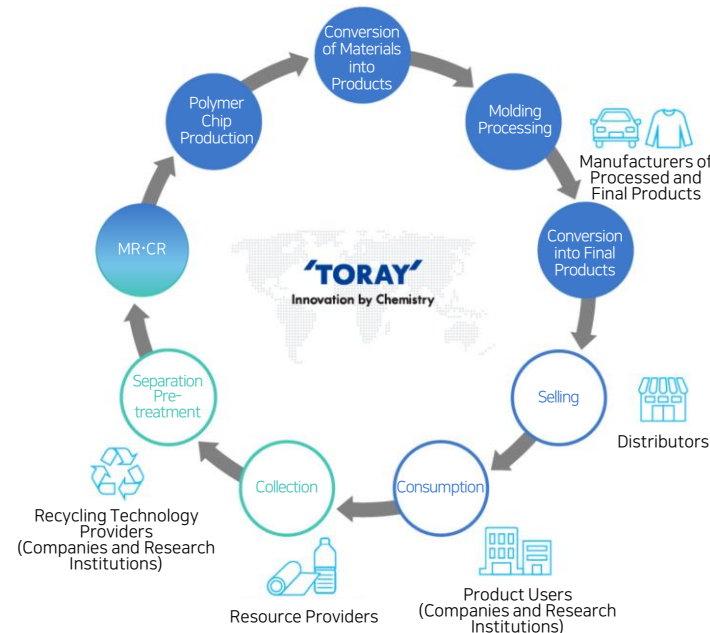
Realizing a Circular Economy

Resource Circulation Ecosystem

Toray Group is expanding its resource circulation ecosystem based on its technology and the capabilities of its partners. By connecting the entire circular supply chain from collection to sorting, recycling, final product manufacturing, and sales, Toray Group is contributing to the realization of a sustainable resource-circulating society together with various partners.

TAK is also promoting recycle-based R&D and the establishment of business models in line with this Group-wide direction.

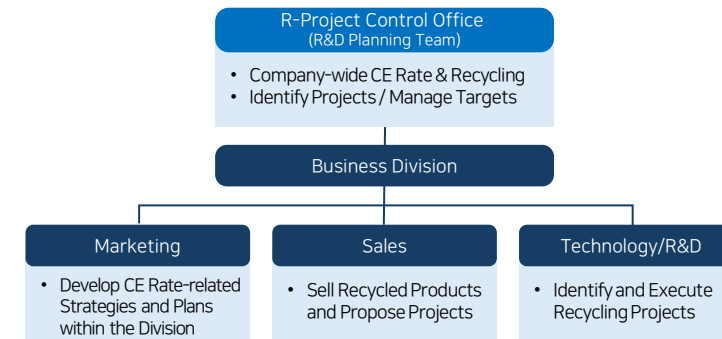
| Toray Group Recycling Loop



Recycle Project

TAK introduced the R-PJT (Recycle Project) in 2022 to expand the recycling of by-products generated company-wide and waste collected from customers. The R-PJT is a company-wide project to recycle by-products generated in internal processes and waste collected from customers, promoting the expanded utilization of process by-products and the conversion of waste collected from customers into products.

R-Project Operation Structure



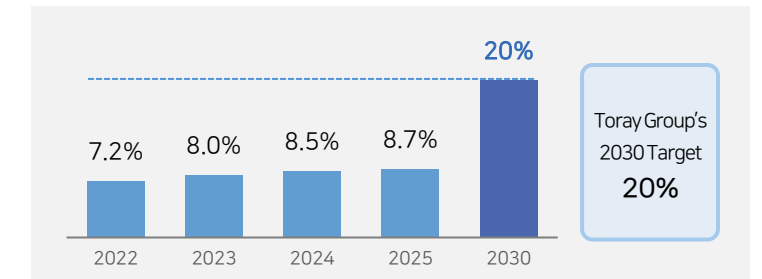
✓ CE Rate (Circular Economy)

The CE rate refers to the utilization ratio of renewable resource-based materials used in core polymers (PET, PP), and is calculated based on the proportion of recycled raw materials, biomass-derived raw materials, and CO₂-derived materials within each polymer.

Toray Group aims to achieve a CE rate of 20% by 2030 to expand resource circulation, and TAK is also promoting resource circulation activities linked to this goal.

TAK manages circular economy performance based on R-PJT activities, and has set the 2025 company-wide CE (Circular Economy) rate target at 9.0%. As a result of efforts to improve the CE rate through the development of recycled materials and the implementation of resource circulation projects, the CE rate reached 8.7% in 2025. In addition, the company reviews the implementation status of recycling projects through semiannual review meetings involving management and operated a total of 35 R-PJT projects company-wide.

| CE Rate Targets and Performance



✓ CLR-Project (Closed Loop Recycled Project)

In cooperation with Samsung Electro-Mechanics, the company collected and recycled waste release films generated in the customer's production process. The collected waste release films were reprocessed into Recycled Chips through TAK's proprietary technology and applied to the production of recycled uniforms such as winter/summer jackets and short-sleeved T-shirts.



Stakeholder Groups

TAK classifies customers, partners, the parent company and affiliates, local communities, government and industrial organizations, and employees as major stakeholders. The key areas of interest for each stakeholder group were derived by comprehensively considering opinions identified through various communication channels and business characteristics, and the company is strengthening mutual trust-based relationships through continuous communication and performance sharing.

Stakeholders	Customers	Partners	Parent Company and Affiliates	Local Communities	Government and Industrial Organizations	Employees
Areas of Interest	- Product Quality and Safety - Supply Stability - Eco-Friendly Materials - Carbon Footprint (CFP) - Technical Support	- Fair Trade Compliance - Quality and Delivery - Stakeholder Communication	- Business Performance - Risk Management - Group Strategic Alignment - Ethics and Compliance	- Environmental Impact - CSR - Local Community Engagement Activities - Site Safety	- Legal Compliance - Environment and Safety - Carbon Neutrality Promotion - Strategic Trade Control	- Safety and Health - Family-Friendly Work Environment - Employee Benefits - Talent Development - Ethics and Compliance
Communication Channels	- Regular Customer Meetings - Listening to VOC - Quality Audit - Technical Seminars - Product Safety Response	- Supplier ESG Assessment - Partner Company Audit - Procurement Consultation - E-Procurement System - Grievance Handling Channel	- Board Reporting - Group Meetings - Business Performance Reporting - Toray Group Audit	- CSR Activities - Scholarship Programs - Cooperation with Local Institutions - Site Communication	- Permit and License Consultation - Statutory Reporting - Policy Response - Participation in Associations and Related Organizations	- Labor-Management Council - Whistleblowing System - Training Programs - Mission BEAR Activities



Clean Environment Created Together by TAK and Us



Technology Protecting Our Beautiful Planet

Environmental

Energy Management and Greenhouse Gas Reduction

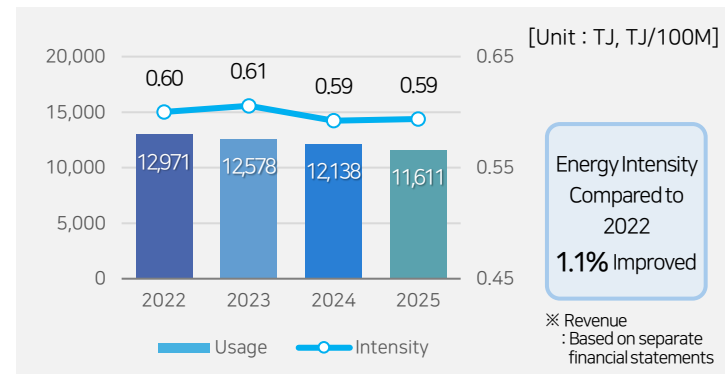
Reduction of Energy Consumption

TAK is promoting energy improvement activities focused on reducing energy consumption and transitioning to low-carbon energy as core strategies for responding to climate change and achieving carbon neutrality.

TAK systematically analyzes its energy consumption based on the energy characteristics and process structures of each business site, and continues to reduce energy consumption and greenhouse gas emissions through facility efficiency improvements and process operation optimization.

To this end, the company establishes annual energy-saving goals and identifies and implements energy improvement themes to achieve them. Key activities include improving facility efficiency by upgrading to high-efficiency pumps, applying gas air heaters, replacing high-efficiency heat exchangers, and replacing absorption chillers to minimize energy loss. In addition, the company contributes to reducing energy consumption and greenhouse gas emissions through energy circulation activities that recover and recycle exhaust heat from processes.

| Energy Consumption and Energy Intensity (Jan. 2025–Dec. 2025)



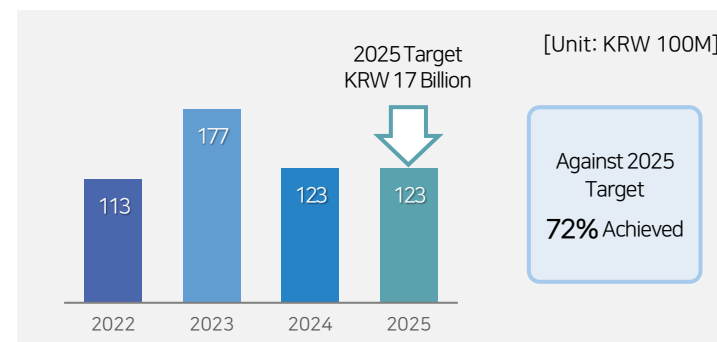
Particularly in 2025, various energy improvement themes were promoted focusing on power facilities, generating cost savings of 12.3 billion won. Outstanding improvement projects are shared and expanded across business sites to strengthen the company-wide foundation for energy saving.

Furthermore, by linking energy saving performance with company-wide KPIs, the company clarifies goal setting and implementation standards, and operates a management system that ensures continuous improvement activities.

| Energy and Greenhouse Gas Response Capacity Building Training

Program Title	Key Activities	Training Period
Korea Energy Show	Energy Technology Trends	Aug. 2025
Textile Industry Reduction Study Group Workshop	Pre-allocation Response and LCA Utilization	Aug. 2025
Energy Manager Capacity Building Workshop	Sharing Energy Reduction Activities	Nov. 2025

| Energy Improvement Theme Performance (Apr. 2025–Mar. 2026)



| Major Energy Improvement Projects in 2025



Key Utility Improvements

- Power consumption reduced through high-efficiency equipment replacement (Pump, Air Compressor, transformer, etc.)
- Fuel efficiency improved through heat supply facility upgrades (Gas Air Heater, etc.)



Major Production Process Improvement

- Energy saved through high-efficiency upgrades of EXTRUDER Main Motor in film process
- Process energy efficiency improved through replacement of high-efficiency water condenser and heat exchanger in polymerization process



Exhaust Heat Recovery

- Air supply temperature increased and steam consumption reduced through exhaust heat recovery in film production lines
- Steam consumption in dehydration tower Reboiler reduced through increased waste heat recovery in resin production process

Energy Management and Greenhouse Gas Reduction

Energy Assessments

We conduct business site energy assessments in cooperation with process and utility experts from our parent company, Toray Group. In the assessment conducted in October 2025, field assessments were performed on selected film production lines and power lines, and film process experts and utility experts directly inspected equipment to review various energy efficiency improvement tasks, such as production-linked utility optimization and improvement of energy-intensive equipment. Through these efforts, we identified a total of 35 improvement ideas.

The identified projects will be implemented in phases according to annual action plans until 2028. The company plans to strengthen its company-wide energy-saving system by sharing best practices across business sites and expanding the scope of assessments.

| Number of Energy Assessment Ideas Identified (Apr.2025–Mar.2026)

Category	Implementation Year				Total
	2025	2026	2027	2028	
Film	1	15	7	2	25
Power	2	5	2	1	10
Total	3	20	9	3	35

 Received Excellence Award at 2025 Toray Energy Saving Technology Presentation

[Introduction of a Ceramic Ball Heat Exchanger for Film Exhaust Heat Recovery]

Case of preventing heat exchanger contamination and improving exhaust heat recovery efficiency to reduce steam consumption by applying automatic ceramic ball cleaning technology

Renewable Energy

We are gradually expanding the introduction of renewable energy considering the characteristics of each business site, and are strengthening the foundation for energy transition by combining the establishment of solar power facilities with the utilization of low-carbon fuels. In particular, some business sites are reducing fossil fuel consumption by using biogas as an alternative fuel.

We established solar power facilities with a total capacity of 394 kW by 2025, which represents an approximate 136% increase in solar power generation facility capacity compared to 2022. In addition, we plan to complete the construction of additional facilities with a capacity of 81 kW at the Gumi Plant 2 and 127 kW at the Gumi Plant 3 by 2026, and are considering the introduction of additional solar power facilities through participation in policy-linked projects by 2027. Through this, we plan to continuously expand the acquisition of renewable energy.

Meanwhile, as a company subject to the national greenhouse gas emissions trading scheme, we are strengthening our capabilities to reduce greenhouse gas emissions and respond to regulations through renewable energy expansion and energy efficiency improvement activities.

| 2025 Solar Power Capacity and Output by Site (Jan. 2025–Dec. 2025)

Site	Detailed Location	Capacity (kW)	Annual Generation (kWh)
R&D Center	Building Rooftop	121	147,891
Gumi Plant 1	Building Rooftop	91	134,884
Gumi Plant 3 ^{Note)}	Film Warehouse Rooftop	46	45,408
Yugu Plant	Main Building Rooftop	69	89,164
Gunsan Plant	Main Building Rooftop	67	99,708
Total		394	517,055

※ Note) Generation capacity of Gumi Plant 3: All electricity sold to Korea Electric Power Corporation (KEPCO)

| Solar Power Generation Sites



 Signed Memorandum of Understanding (MOU) for Establishing Offshore Wind Blade Cluster

In November 2025, TAK signed a Memorandum of Understanding (MOU) to establish an offshore wind power blade cluster at the opening ceremony of 'CARBON KOREA 2025' with the Ministry of Trade, Industry and Energy, Jeonbuk State, Gunsan City, and carbon materials companies, and research institutes.

The main objective of the agreement is to build a supply chain and create an ecosystem for the offshore wind power blade industry, and through this, we plan to contribute to building a supply chain and advancing technology in the renewable energy industry, and continuously promote the expansion of carbon material-based applications in the eco-friendly energy sector.

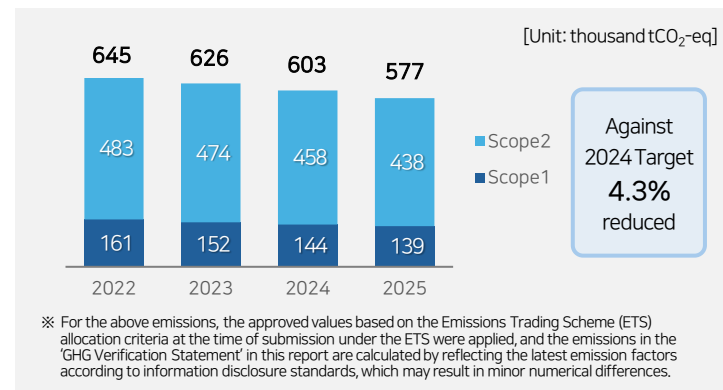
Energy Management and Greenhouse Gas Reduction

GHG Emissions

TAK proactively establishes a management system based on relevant laws to respond to the domestic greenhouse gas regulatory environment, and conducts integrated greenhouse gas management activities as a company participating in the emissions trading scheme. Based on a continuous management system for emission facilities, energy sources, and energy consumption at each business site, we constantly monitor operational status, and improve facility efficiency and optimize process operations by setting energy intensity improvement goals. In addition, we maintain a regular management and disclosure framework, including internal audits and third-party verification, to ensure the reliability and accuracy of emissions data.

In the Research & Development (R&D) sector, we strive to contribute to the realization of a circular economy by securing technologies for applying bio-based and recycled raw materials, and are promoting technology development to increase resource circularity of raw materials and mitigate environmental impacts across the entire production process. Furthermore, we are expanding technology development with the goal of reducing greenhouse gas emissions across all processes from the raw material stage to the production process.

| GHG Emissions

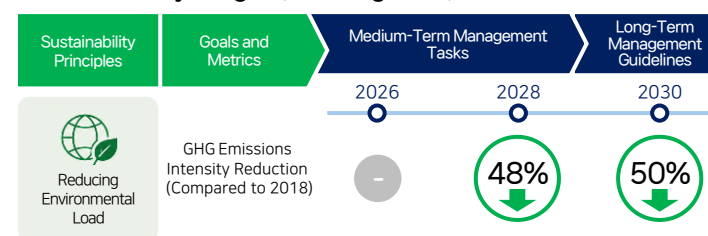


Toray Group established the 'CSR Roadmap 2025' to reduce greenhouse gas emissions (Scope 1, 2) and is promoting the Challenge50+ Project with the goal of achieving a 50% reduction compared to 2013 levels based on revenue intensity by 2030. In line with the Group's reduction strategy, TAK set 2018 as the base year and is promoting energy efficiency improvements and low-carbon transition activities.

In 2025, greenhouse gas emissions (Scope 1, 2) of TAK recorded 577,000 tCO₂eq, a decrease of approximately 4% compared to the previous year, maintaining a continuous downward trend over the past 4 years. Meanwhile, revenue intensity maintained a level similar to the previous year, despite the impact of increased energy consumption due to the operation of newly established facilities and production increases at the Gunsan Plant.

TAK strengthens its emissions management capabilities through various greenhouse gas reduction activities, such as enhancing energy efficiency through process improvements, expanding renewable energy utilization, and reducing fossil fuel consumption. In addition, the R&D sector continues to develop technologies to reduce greenhouse gas emissions from the product raw material stage to the production process, such as promoting research for applying bio-based and recycled raw materials.

| Sustainability Target (Challenge50+)



※ In the case of TAK, 2018 is applied as the Base year, which is the Korean government's 2050 carbon neutrality target base year

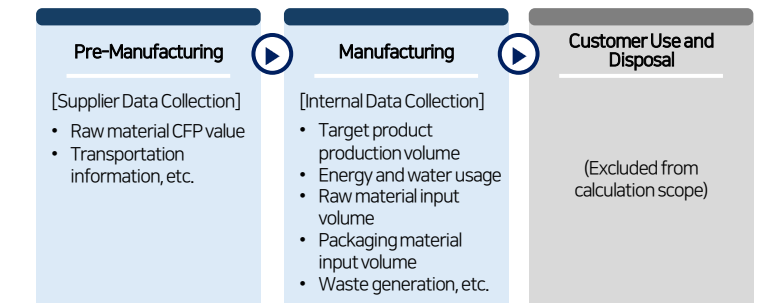
Product Carbon Footprint

TAK proactively responds to increasing customer requests for Product Carbon Footprint (CFP) information, and is gradually establishing a CFP calculation system based on ISO 14067 (International Standard for Carbon Footprint of Products) to strengthen individual product carbon information management capabilities.

In addition, we utilize product carbon footprint calculation software (SimaPro) to respond accurately and consistently to customer requests for CFP information, and are pushing to internalize calculation capabilities by operating CFP calculation training and 1:1 consulting for relevant business departments. As a result, in 2025, we trained 35 CFP managers across 6 headquarters, and completed CFP calculations for a total of 147 representative products for each headquarters through training and practical consulting, securing data consistency.

Going forward, TAK will advance its product-specific carbon information management system and actively respond to information requests from customers and stakeholders, while gradually reviewing the introduction of independent verification to enhance the reliability of CFP calculation results.

| Product Carbon Footprint Calculation Process



※ Due to B2B business characteristics, the use and disposal stages are excluded

Water Resources Management

Water Supply Management

Toray Group established the 'CSR Roadmap 2025' to reduce water consumption and is promoting related activities with the goal of reducing water consumption by 50% by 2030 compared to 2013 levels based on revenue intensity. In line with the Group's reduction direction, TAK set 2018 as the base year and operates a management system to improve water-use efficiency and reduce water consumption.

Toray Group Water Resources Management Initiative

1. Toray Group recognizes that water is one of the most important resources for humans and that people in many regions of the world are experiencing water resource-related problems.
2. We contribute to solving global water resource problems through products, technologies and services.
3. We continuously monitor and understand regional water resource status, and practice appropriate water resources management, such as refraining from excessive intake based on the recognition of sharing precious water resources with local communities.

TAK recognizes that water resources are essential resources for product production and business site operations, and makes continuous efforts for efficient water resource management and water reuse rate enhancement.

To systematically manage water resource use, consumption by intake source such as industrial water and tap water is classified, measured, and managed, and water consumption status by production process is continuously monitored. In addition, major issues arising from the water use process are checked and discussed through monthly business site meetings, and improvement tasks are derived and reflected in efficiency enhancement and operational risk mitigation.

In particular, various water-saving activities such as leakage management, process improvement, and reuse expansion are promoted to increase water use efficiency within production processes. Water loss within facilities is minimized through industrial water (FW) leak reduction, and at the Plant 3 pure water production facility, concentrated water generated during the introduction of a new RO system was recycled as cooling water make-up water (Make-up Water) to simultaneously promote water consumption reduction and wastewater treatment burden mitigation.

In addition, by continuously discovering reuse tasks within manufacturing processes, such as drain water recycling and process-specific recirculation expansion, the foundation for new intake reduction and circular water resources management is strengthened.

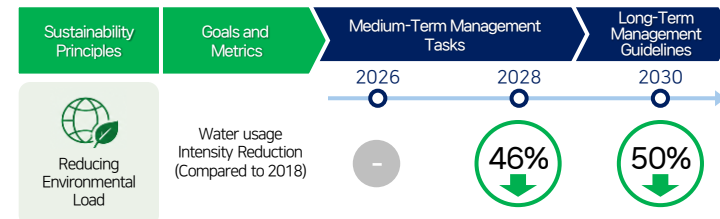
In addition, we promote water consumption reduction and circular use expansion through 3R (Reduce·Reuse·Recycle)-based water management activities, and regularly check implementation performance by discovering improvement themes for each business site.

In 2025, 17 water-saving projects were implemented to reduce water consumption by approximately 490 thousand tons, and based on these management activities, annual water consumption was approximately 5330 thousand tons, a decrease of approximately 76 thousand tons compared to the previous year (approximately 5400 thousand tons).

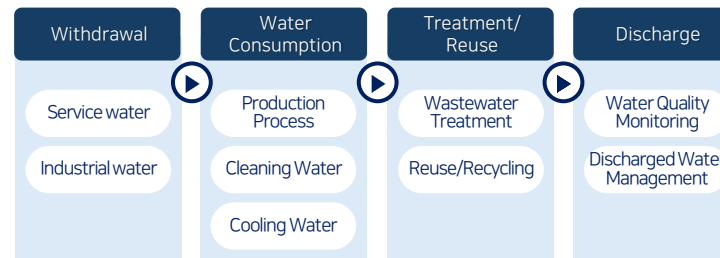
Major Examples of Water 3R

Category	Definition	Key Cases
Reduce	Reduction of water consumption	- Unnecessary water loss was minimized through the elimination of piping leaks - An automatic water supply shut-off system was applied when utility facilities were shut down
Reuse	Reuse of process water, concentrated water, etc. for other purposes	- Concentrated water/drain water was recycled as cooling water make-up water - Quench cleaning wastewater was stored and transferred to be reused in processes
Recycle	Recycling of used water after reprocessing	Process wastewater was reprocessed through the MF/UF-RO process and reused as production process water

Sustainability Target (Challenge50+)



Water Management Process



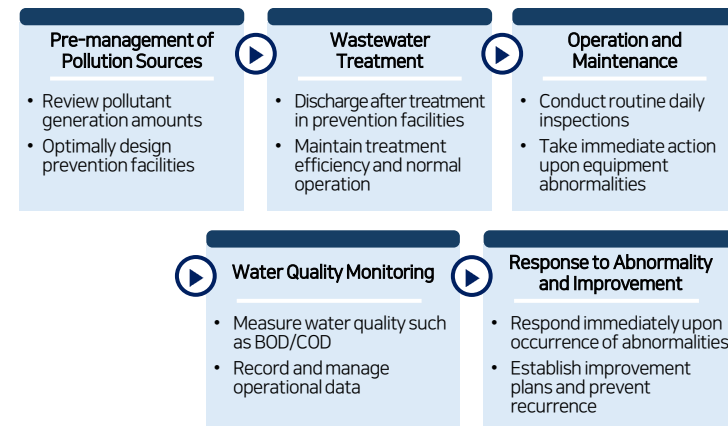
Pollution Prevention & Chemicals Management

Reducing Water Pollution

TAK systematically manages and improves various discharge facilities, prevention facilities, and chemical substances to maintain a pleasant living environment and preserve the natural environment, and applies a management system to all discharge facilities, prevention facilities, and chemical substances related to water quality impacts generated during the product production process within plants.

In addition, the Company complies with relevant laws and regulations, including the Water Environment Conservation Act, based on the 'Water Quality Environment Management Procedure,' and applies internal discharge limits that are more stringent than the legal standards to major water pollutants, including Total Organic Carbon (TOC), Biochemical Oxygen Demand (BOD), Total Phosphorus (T-P), and Total Nitrogen (T-N). The corresponding standards were established at a level of approximately 50% of the legal discharge limits, and are applied differently by reflecting the characteristics of each business site and substance. In addition, emission allowance standards are stably managed through regular monitoring and analysis.

| Water Pollutant Reduction Process



Treating Wastewater

TAK operates specialized organizations for each business site to manage effluent water quality, and has established and operates an integrated management system based on company-wide environmental management procedures and business site-specific water quality management standards.

Continuous improvement activities are promoted through monitoring of the entire process from the point of wastewater generation at manufacturing sites to final treatment and discharge, and a process automation system for the integrated operation of wastewater treatment facilities between neighboring business sites was introduced to enhance operational efficiency and management levels.

In addition, an independently developed RO filter-based water purification treatment technology was applied to the carbon fiber manufacturing site of Gumi Plant 4 to operate a wastewater treatment and reuse system. Furthermore, in 2025, facility upgrades were continuously implemented, such as constructing a wastewater treatment plant applying a new method at the Arawin manufacturing site of Gumi Plant 1, to improve water resource utilization efficiency.

| Wastewater Treatment Plant at Gumi Plant 4



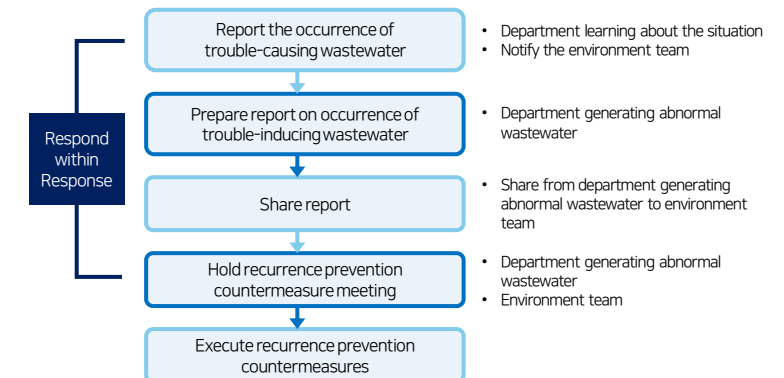
In addition to internal monitoring, TAK double-checks the stable operation of wastewater treatment facilities and the environmental incident prevention system through Toray Group-level wastewater treatment audit activities. In 2025, inspections and field audits on the overall wastewater treatment facilities of the Gumi Plant were conducted jointly with the Toray Group Chemical Substance Management Department.

In particular, field inspections were performed targeting wastewater treatment plants and major production processes within plants, and based on the inspection results, improvement projects such as optimization of prevention facility operating conditions, replacement of aged piping and leakage sections, strengthening of water quality operation records and inspection standards, and supplementation of real-time monitoring systems were derived and are being implemented in phases.

Furthermore, a phased emergency response system based on the 'Wastewater Treatment Plant Emergency Work Standard' is operated to prepare for wastewater treatment process abnormalities and water pollution accidents.

A phased response process of Normal-Caution-Warning-Emergency is applied according to water quality conditions, and environmental risks are minimized through prompt actions such as process adjustment, blocking of pollutant influx, and external consignment treatment in case of abnormalities.

| Process for Responding to Abnormal Wastewater Generation



Pollution Prevention & Chemicals Management

Reducing Air Pollution

TAK promotes systematic management activities based on the 'Air Environment Management Procedure' to reduce emissions of air pollutants generated in production and manufacturing processes.

To minimize environmental impacts caused by air pollutants and malodor and ensure the safe operation of business sites, we have established a lifecycle management system covering the entire process of discharge facility installation and operation, from permitting to design, construction, operation, and post-management.

When installing and modifying discharge facilities, prior permitting procedures are thoroughly implemented based on process information, raw material consumption, emission forecast data, and facility specifications, and compliance with legal standards and internal management standards is checked in advance through reviews by the environmental safety organization.

In addition, we introduce prevention facilities applying Best Available Techniques (BAT) note) considering pollutant characteristics and emission allowance standards, and ensure the stability and reliability of facilities by performing design, construction, and improvement through specialized companies. Prior to facility operation, the Company complies with pre-operation verification and notification procedures. During operation, it continuously monitors the operating status of pollution prevention facilities and emission status using stack telemonitoring systems (TMS), flow meters, differential pressure gauges, and IoT-based measuring instruments.

Furthermore, emission concentrations of major air pollutants are regularly inspected through self-measurement according to legal cycles and analysis by external specialized institutions.

Based on a management system centered on policy·technology·manpower, TAK continuously promotes the expansion of prevention facilities such as Bag Filters, energy fuel transition, and facility improvement activities, and strengthens major air pollutant reduction activities such as NOx (nitrogen oxides), SOx (sulfur oxides), dust, and malodor.

※ BAT (Best Available Techniques): The optimal prevention technique that is technically and economically applicable to reduce pollutant emissions and minimize environmental impacts

In particular, for air pollutant emissions, we go beyond complying with legal standards and apply strengthened internal management standards at a level of 50% compared to the 'Clean Air Conservation Act' and the 'Malodor Prevention Act', and stably manage emission allowance standards through daily inspections (every day) and detailed inspections (at least once every half year) of prevention facilities, as well as independent improvement measures and recurrence prevention activities in case of abnormal operations.

Going forward, TAK plans to continuously advance its prevention-oriented management system for air pollution reduction, and strengthen environmental risk response capabilities through eco-friendly facility improvement and operational optimization.

| Major Air Pollution Reduction Facility Operation Status

Site	Key prevention facilities	Reduced substances	Installation purpose
Gumi Plant 1 (Filter)	Adsorption tower	THC	Organic compound emission reduction
Gumi Plant 3 (Carbon)	RTO ^{Note}	THC NOx	Reduction of organic air pollutants and exhaust gas emissions
Gumi Plant 4 (IT)	RTO, adsorption tower	THC	Organic compound and exhaust gas treatment
Gumi Plant 5 (Power)	Low-NOx burner	NOx	Nitrogen Oxides Reduction

※ RTO (Regenerative Thermal Oxidizer): A regenerative prevention facility that treats organic air pollutants such as THC and malodor through a high-temperature oxidation method



Toray Advanced Materials Integrated Environmental Permit

TAK is expanding the acquisition of integrated environmental permits based on the 'Act on the Integrated Management of Environmental Pollution Facilities'. In 2024, Gumi Plants 1·3·4 acquired integrated environmental permits, and in April 2025, Gumi Plant 5 additionally acquired the permit, strengthening the integrated environmental management system at the business site level. Through these efforts, we comprehensively manage environmental impacts, including air emissions and water quality, while minimizing pollutant emissions.

In addition, in 2025, the first regular inspection within 1 year after the completion of the integrated environmental permit was conducted in accordance with Article 31 of the 'Enforcement Rule of the Act on the Integrated Management of Environmental Pollution Facilities'. The regular inspection was performed to comprehensively check the implementation status of permitted matters and the operational adequacy of discharge facilities and prevention facilities, focusing on checking the implementation of permitted·modified permit matters, compliance with permitted emission standards and permit conditions, normal operation status of measuring instruments (TMS, integrating wattmeter, etc.), operational adequacy of discharge facilities and prevention facilities, and compliance with measurement·recording·preservation standards. As a result, all target business sites received a rating of 'Good' or higher.

| 2025 Regular Inspection Results

Category	Overall evaluation	Inspection cycle
Gumi Plant 1	Good	2 years
Gumi Plant 3	Excellent	3 years
Gumi Plant 4	Excellent	3 years
Gumi Plant 5	Statutory regular inspection time not yet reached	

Pollution Prevention & Chemicals Management

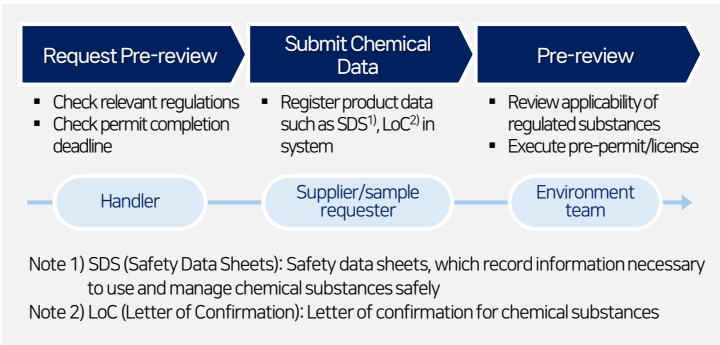
Chemicals

TAK operates a chemical management system targeting all business divisions to prevent environmental and safety risks caused by chemical substances and establish a foundation for safe business site operation. In accordance with relevant laws and regulations such as the 'Act on Registration and Evaluation of Chemical Substances' and the 'Chemical Substances Control Act', the registration, manufacture and use of chemical substances, as well as the management of prohibited substances, are systematically managed, and the level of chemical substance management from a lifecycle perspective is continuously advanced.

To minimize environmental impacts across the entire process from product development to manufacturing, logistics, use, and disposal, its own chemical management system is operated, and regulated substances are categorized into general chemicals and hazardous chemicals for management. In addition, the reliability and operational level of the management system are continuously strengthened based on the 'procedure for control of hazardous chemicals' reflecting relevant laws and regulations.

To ensure the safety and legal compliance of chemical substances, prior reviews are conducted when introducing new chemical substances and products, and a proactive management system is operated to comprehensively review hazard information, legal compliance, and the adequacy of submitted documents.

Chemical Pre-Review System



In 2025, a total of 199 chemicals prior reviews were conducted, resulting in 114 approvals, 29 supplementary reviews, and 56 rejections. For cases of supplementary reviews and rejection, legal compliance and safety reviews are strengthened through the submission of supplementary data and re-reviews.

Prior Review of Chemical Substances in 2025

Total Reviews	Approval Completed	Supplementary Reviews (temporarily deferred)	Rejected
199	114	29	56

※ Temporary grace period: Purchase are permitted only for a limited period on the premise of submitting supplementary data, and a re-review is required afterward

For chemical substances contained in products, hazard and risk assessments are performed according to international standards, and based on the corresponding information, label indications and Safety Data Sheets (SDS) are provided to support safe handling and use.

In addition, risks at the storage stage are systematically managed through separate storage according to substance characteristics, attachment of warning labels, and inventory management, and whether there are facility abnormalities is checked in advance through regular and daily inspections of handling facilities.

Along with this, safety rules such as compliance with handling standards, wearing of personal protective equipment, and implementation of work control procedures are thoroughly managed, and an emergency response system is operated by constantly securing disaster prevention equipment to prepare for accidents.

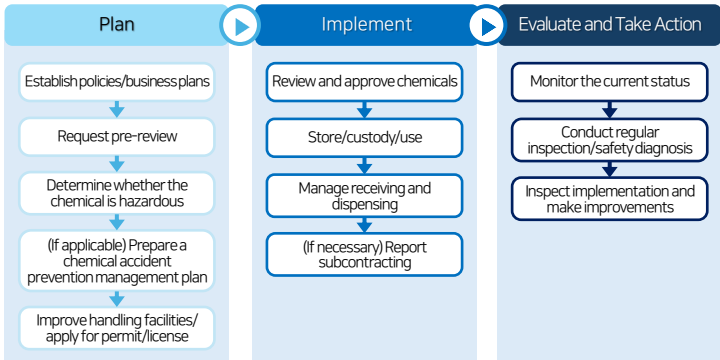
To strengthen chemical substance risk management at the research and development stage, a management system for chemical substances used within research institutes is operated. In February 2026, a full-scale survey on acid and alkali chemical substances was conducted, and the safety of the research environment was strengthened by assessing risks to human health and leakage accident prevention measures.

TAK conducts regular training for working-level personnel to strengthen chemical substance management capabilities. Customized training by role is operated targeting hazardous chemical managers, technical personnel, and handling personnel, and professionalism is continuously strengthened while also offering qualification programs.

Training System for Environment / Hazardous Chemicals

Category	Course	Target
Environment	Environmental Personnel Training	Site Personnel
	Environmental Practical Training for Working-Level Personnel	Environment Team
Hazardous Chemicals	Hazardous Chemical Manager/ Technical Personnel Training	Hazardous Chemical Supervisors Inspectors, Technical Personnel
	Hazardous Chemical Handler Training	Direct Handlers
	Hazardous Chemical Employee Training	Relevant Personnel
	Course for Hazardous Chemical Manager Qualification Candidates	Qualification Candidates

Hazardous Chemical Management Process



Waste Management

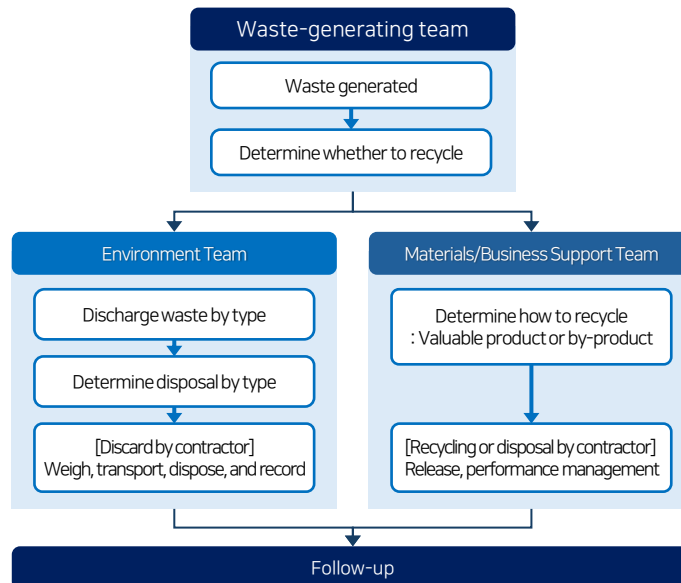
Waste Management Process

TAK operates an integrated management system that manages the entire process of waste from generation to storage, transportation, and treatment based on the 'Waste Management Procedure'.

Each business site and department establishes and operates detailed management standards reflecting operational characteristics and waste types, and promotes compliance with laws and regulations and minimization of environmental risks throughout the entire waste treatment process in accordance with relevant laws and regulations and internal standards.

The environmental safety department conducts training on appropriate discharge and storage methods for waste-generating departments, and promotes safety accident prevention activities such as fire, explosion, and leakage.

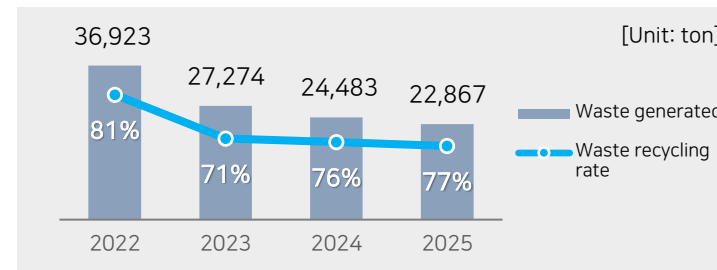
| Workplace Waste Management Process



In particular, for hazardous waste, potential risks are minimized by checking relevant information in a timely manner and implementing necessary measures. In addition, Waste that cannot be reused is legitimately outsourced after confirming compliance with applicable regulations, and the adequacy of treatment is managed through regular inspections of treatment companies.

Furthermore, focusing on research institutes, we promote resource utilization research utilizing waste and by-products and develop recycled materials, continuing efforts to expand resource circulation.

| Waste Recycling Rate (Jan. 2025–Dec. 2025)



※ Previous disclosures for total waste generated and waste recycled (2023, 2024) were revised and reflected by recalculating based on a review of aggregation criteria.



Gunsan Plant contributes to circular economy through waste resource utilization technology development

By developing a technology to convert and supply PPS process waste into recycled resin, the existing landfill-centered treatment method was converted into a resource-circulating production system, and a Minister's Commendation from the Ministry of Trade, Industry and Energy was received in 2025 for the corresponding achievement.



Certification of circulatory resources

TAK utilizes the circulatory resource certification system under the 'Framework Act on Resources Circulation' to have waste certified as circulatory resources for recycling and sale. Currently, certification was obtained for 12 items as circulatory resources across 4 business sites of the Gumi Plant, and through this, resource utilization and the circular use of waste are promoted.

Going forward, TAK plans to continuously expand the number of certified circulatory resources to enhance the waste recycling rate, and contribute to the realization of a circular economy by strengthening the waste reduction and resource circulation system.

| Volume of Certified Circulatory Resources (Jan. 2025–Dec. 2025)

Year	2023	2024	2025
Generated volume	28,239 ton	28,676 ton	26,512 ton

※ Circulatory resource: A substance certified as a resource rather than waste by having its recycling potential recognized

| Circulatory Resource-certified Items

Site	Detailed Items	Number of Items
Gumi Plant 1	- PET bulk by-products (polymerization, raw cotton, yarn, and film production processes) - PET edge rolls, defective rolls (yarn and film production process), etc.	3
Gumi Plant 3	- PET bulk by-products (polymerization, yarn, film, and non-woven production processes) - PET edge rolls, defective rolls (yarn and non-woven production process), etc.	6
Gumi Plant 4	Defective roll and edge roll by-products generated during IT film (PET) production process	1
Gumi Plant 5	- PP non-woven bulk, edge rolls, defective rolls - PET non-woven bulk, edge rolls, defective rolls	2



Protect Clean Water



Clean Oxygen, Clean Future

Social

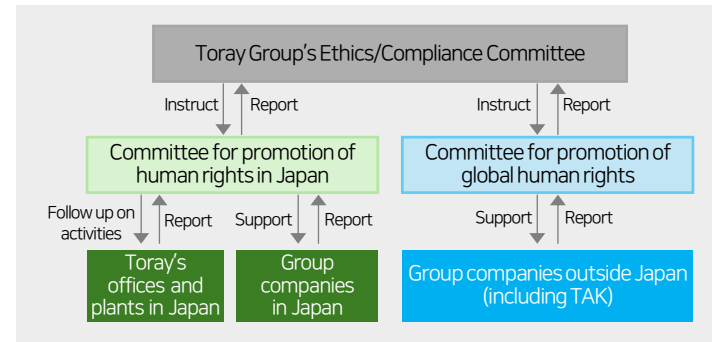
Labor & Human Rights

Respect for Human Rights

Based on the Toray Group's principle of respect for human rights, TAK recognizes human rights as a basic value of corporate management and strives to create a working environment where employees can work with peace of mind. To this end, we have established and implemented the 'Human Rights Management Policy.' In accordance with the 'Corporate Code of Conduct' and the 'Ethics & Compliance Code of Conduct,' we prohibit discrimination on the grounds of race, gender, nationality, religion, disability, age, or any other status, and ensure fair HR management throughout recruitment, placement, training, evaluation, and retirement.

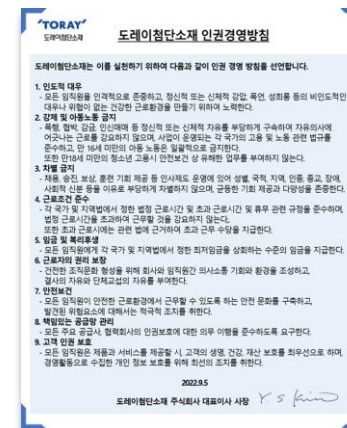
In addition, we comply with the labor-related laws and regulations of each country and region in operating working hours, wages, and benefits, while pursuing wage levels that exceed statutory requirements and ensuring fair treatment. Furthermore, we continuously manage key human rights issues, including non-discrimination, working environment, working conditions, and grievance handling, and regularly report the status and major issues through the Toray Group's human rights management framework.

Human Rights Management System



TAK's Human Rights Management Policy

- 1. 【Humane Treatment】** We respect all employees as individual persons and strive to create a healthy work environment.
- 2. 【No Forced and Child Labor】** We comply with local laws and regulations of employment and labor and prohibit child labor for those under the age of 16.
- 3. 【No Discrimination】** We do not discriminate unfairly in the operation of the personnel system and provide equal opportunities and respect diversity.
- 4. 【Compliance with Labor Standards】** We comply with statutory labor regulations prescribed by national and local laws, and provide statutory overtime payment.
- 5. 【Wages and Benefits】** We pay our employees beyond the minimum wage level stipulated in the applicable law in the countries and regions where we operate.
- 6. 【Protection of Employee Rights】** We create a communication environment between the company and employees, and grant freedom of association and collective bargaining.
- 7. 【Safety and Health】** We create a culture of safety and take immediate action on identified hazards.
- 8. 【Responsible Supply Chain Management】** We ensure that all our suppliers and business partners comply with their obligations to protect human rights.
- 9. 【Protection of Customers' Human Rights】** All our employees put customers' life, health, property protection, and privacy ahead of everything else.



Human Rights Training

TAK conducts human rights-related training for all employees to establish a culture of non-discrimination and human rights protection. To foster an organizational culture in which all employees respect one another and can work with peace of mind, we have made respect for diversity and enhanced human rights awareness key priorities and regularly conduct training and awareness-raising activities.

In particular, we regularly provide disability awareness training, workplace harassment prevention training, and workplace sexual harassment prevention training to raise awareness of diversity and mutual respect and foster a healthy organizational culture that prevents discrimination and human rights violations. In addition, through personal information protection training, we continuously strive to enhance the protection of personal information and human rights by strengthening awareness of the importance of personal information protection and the associated responsibilities.

Human Rights Management Practical Training for Employees (Apr. 2025–Mar. 2026)

Item	Course	Length	Target
No discrimination	Improving disability awareness	1 hour	Company-wide Employees
	Workplace harassment prevention training	1 hour	
	Workplace sexual harassment prevention training	0.5 hours	
Human rights protection	Personal information protection training	0.5 hours	

Human Rights Training Completion Status

Course	No. of Employees Assigned	No. of Employees Completing the Course	Completion Rate
Employee Training for Human Rights Management	2,145	2,114	99%

※ The number of employees completing the course excludes those who did not participate in the training due to sick leave, vacation, or other reasons during the training period.

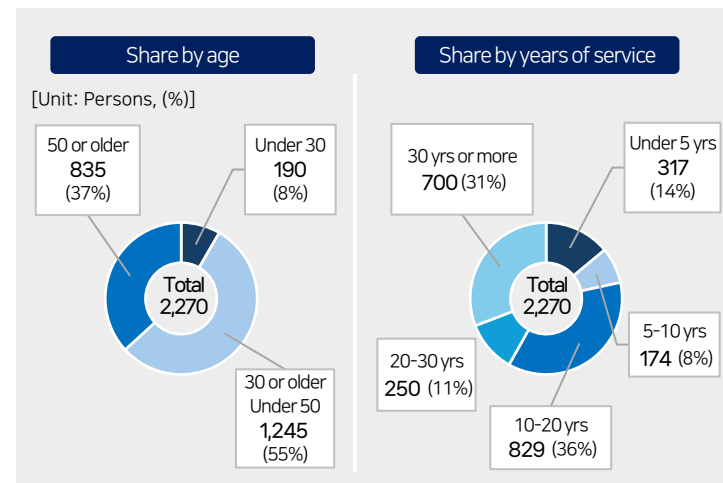
Diversity and Equal Opportunity

Personnel Management without Discrimination

Based on the 'Human Rights Management Policy' and the 'Ethics & Compliance Code of Conduct', TAK makes efforts to create a working environment where the human rights and diversity of individual employees are respected and fair opportunities are guaranteed. We ensure that any personal conditions such as gender, marital status, pregnancy, and childbirth do not affect recruitment, placement, evaluation, and working conditions, and promote anti-discrimination personnel management and the settlement of an inclusive organizational culture.

In the recruitment process, we operate based on the principle of providing fair competition and equal opportunities, and strengthen the objectivity and fairness of the recruitment process were strengthened by conducting fair recruitment and anti-discrimination training for interviewers. Furthermore, we conduct fair, job competency-based evaluations through blind interviews and continue our efforts to expand the employment of women and social minorities by expanding the employment of socially vulnerable groups such as persons of national merit and persons with disabilities and implementing active employment improvement measures.

| Employee Diversity (as of end of Dec. 2025)



In addition, we operate a prevention and response system for workplace harassment to make efforts to create a working environment where both our employees and employees of partner companies are respected. We prevent workplace harassment and human rights violations through regular prevention training and reporting · investigation · protection procedures, and continue victim protection and recurrence prevention activities.

In addition, fair evaluation and growth opportunities are provided to all executives and employees according to performance evaluation and promotion standards, and fair and transparent personnel management is practiced through a performance and competency-centered evaluation · reward system. In particular, we apply the principle of equal pay for work of equal value based on an objective performance evaluation system, and fair compensation standards are applied to the same duties and performance regardless of gender.

To create an anti-discrimination working environment based on age and to support the stable life transition of the elderly workforce, TAK operates the retirement support programs 'New Life Plan (NLP) I-II' in accordance with the 'Act on Prohibition of Age Discrimination in Employment and Aged Employment Promotion'. In 2025, training on financial planning, health, re-employment, and other aspects of post-retirement life planning was provided to a total of 85 prospective retirees.

Going forward, TAK will continue to foster an inclusive organizational culture by providing fair opportunities, respecting diversity, and strengthening human rights protection based on the principle of non-discriminatory personnel management.



Equal base salary ratio between men and women
(for same position)

"Ratio of female base salary
to male base salary in 2025"

100%

※ The pay gap between men and women is a result of differences in years of continuous service and experience, not gender.

Employment of those with disabilities

TAK makes efforts to strengthen the employment foundation for persons with disabilities to expand the economic independence and social participation of underprivileged groups. With the aim of creating jobs for persons with disabilities in local communities, we have established and operate Happy With, a subsidiary-type standard workplace for persons with disabilities, in cooperation with the Korea Employment Agency for Persons with Disabilities.

As of the end of 2025, 35 of Happy With's 107 regular employees were employees with disabilities and performed various duties such as environmental sanitation, healthcare, and recycling center operation. In addition, we continue to expand job areas based on the job suitability of persons with disabilities and create a stable working environment.

Furthermore, to create a safe and convenient working environment for employees with disabilities, we expanded mobility and accessibility facilities, such as restrooms for persons with disabilities, handrails, designated parking spaces, ramps, lifts, and braille blocks. In addition, we continue to provide support for a stable working environment, such as operating a commuter van to accommodate the working conditions of persons with severe disabilities.

| Accessibility Facilities for Persons with Disabilities in Plants (braille blocks, lifts)



Talent Acquisition and Development

Talent Recruitment

TAK participates in job fairs and recruitment briefing sessions at major universities to secure excellent local-based talent and enhance corporate awareness. In particular, considering the workforce demand of the Gumi plant, we participated in a total of 6 job fairs in 2025 centering on major universities in the Gyeongbuk region, and we enhance job understanding and strengthen practical communication with applicants through recruitment promotional activities with working-level staff.

In addition, after job fairs at each university, we operate recruitment counseling sessions at our headquarters, sharing corporate culture, job experience, and growth opportunities through a Coffee Chat-style program where we communicate directly with applicants.

Furthermore, if an applicant registers their desired job and interests in advance utilizing the 'Career Talk Counseling Card', we provide customized job counseling based on this to support a more in-depth understanding of the job. Through this, we expand contact points with excellent talent and strengthen the recruitment foundation that enhances applicants' job suitability and corporate understanding.

| Recruitment Consultation Session at Headquarters

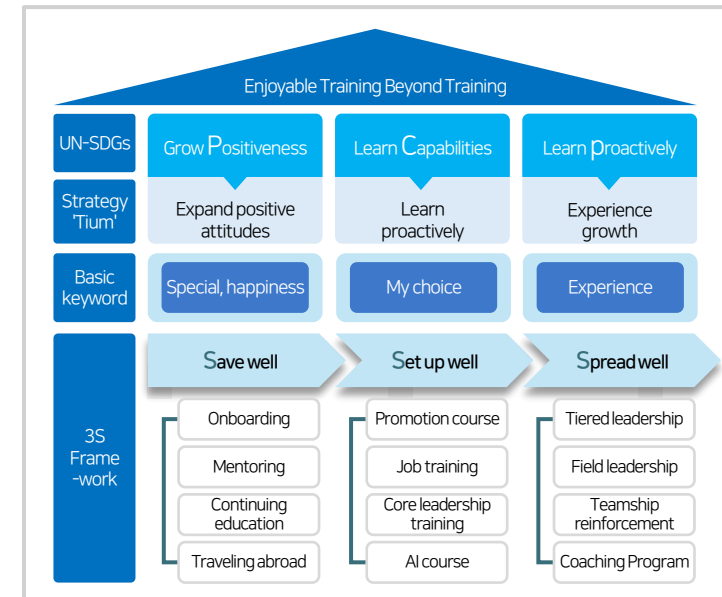


Talent Development

With the vision of 'Enjoyable Training Beyond Training,' TAK established 'Enjoyable Growth Experience' reflecting HRD trends as the 2025 education concept and promotes training tailored to employees' growth stages and the expansion of experience-centered education. We set cultivating positive thinking, strengthening autonomous capabilities, and accumulating practical experience as educational directions, and make efforts to create an educational environment where members can learn and grow on their own.

In particular, in 2025, we focused on strengthening members' future growth capabilities and expanding experience-centered education, and supported the enhancement of their job competitiveness so that they could respond to the changing industrial environment through AI utilization capability enhancement training and overseas exhibition attendance programs.

| Talent Development System



In addition, we enhance members' sense of belonging and consensus on organizational culture through the operation of programs in which employees' families participate together. Furthermore, we make efforts to create an environment where members can continuously learn and grow by providing customized training for each growth stage from new employees to leaders and prospective retirees.

| 2025 Curriculum Overview

Frame	Course	Target
Onboarding	Toray Korea Group Onboarding	Group's new employees
	Junior Overseas Training	Administrative/management staff in 3rd year of employment
Settlement	Opt-in AI Course	Applicants
	Manager-level Visit to IAA Overseas Exhibition	Selected manager-level employees
Experience Happiness	Special Trip (family invitation event)	Employees' families (251 persons)
	Team Leader Refresh Training	Company-wide team leaders
	New Life Plan	Employees scheduled for retirement

| 2025 Special Trip (family invitation event)



Occupational Safety and Health, Health Improvement

Safety First Management



TAK establishes safe and sustainable business sites by setting safety, disaster prevention, and environmental preservation as top priority tasks. To this end, we operate an occupational safety and health management system in which everyone from the management to business site managers and supervisors participates together, and expand safety activities based on the same standards across all domestic business sites. In addition, we make efforts to enhance employees' safety awareness by chanting safety slogans together at the beginning and end of various meetings.

Furthermore, we participated in the '12th TORAY Korea Safety SUMMIT' to share examples of safety, hygiene, disaster prevention, and environmental activities, as well as accident prevention information, with other Toray Korea companies, and discuss cooperative plans to achieve zero accidents. In addition, the importance of root cause analysis for accident prevention and the settlement of a practice-centered safety culture was shared.

| Toray Korea Safety Summit



To internalize employees' safety awareness and settle a safety culture, TAK emphasizes compliance with basic safety rules, including the '10 Safety Rules', Pedestrian Basic Rules, and Safety Basic Rules. In addition, we expand a voluntary safety practice culture through signing safety pledges and setting personal behavioral goals.

Under the safety-first management policy, the international occupational health and safety management system (ISO 45001) certification is maintained, and the level of safety management at business sites is continuously strengthened based on the Process Safety Management (PSM) system.

| TAK's 10 Safety Rules

1. Safety precedes all else.
2. Superiors must protect the safety of their subordinates.
3. You must protect the safety of yourself and your colleagues.
4. Observe basic rules and work standards in any circumstances.
5. Predict hazards carefully before you start a task.
6. Practice pointing and calling in any circumstances.
7. Never touch any rotating part.
8. Follow 3S thoroughly, and practice a disciplined life.
9. Make it a habit to point out safety issues to each other to make safety a habit.
10. Observe traffic rules in any circumstances.

| PSM Assessment Status

Site	Gunsan Plant	Gumi Plant 3	Gumi Plant 4
Grade	P	S	S

※ Gumi Plant 1 (M-grade), re-assessment in the second half of 2026 to promote grade upgrade

Safety Management and Prevention

TAK operates a risk assessment system to identify hazards within business sites in advance and eliminate or minimize occupational health and safety risks. The scope of risk assessments has been expanded beyond regular and repetitive tasks to include the introduction of new facilities and new construction or expansion work, thereby systematically managing potential risk factors. After identifying hazards that may arise during work, we comprehensively assess their likelihood and severity and establish and implement improvement measures, thereby strengthening an accident prevention-centered safety management system.

In addition, we operate Near-miss activities based on the environmental safety system to discover and share potential risk situations (Near-misses) that could have led to accidents in advance. If an executive or employee registers a risk case that they have experienced or can foresee in the field, the degree of risk is evaluated through step-by-step review procedures, and improvement requirements are identified and reflected in recurrence prevention activities. In 2025, 4,488 cases of Near-misses were registered, and the review of 87% of them was completed.

Through this, we make efforts to proactively identify and improve risk factors at the stage before accidents occur and to expand a voluntary safety participation culture.

| Risk Assessment Process



Occupational Safety and Health, Health Improvement

Serious Accident Prevention

TAK operates a law-based safety and health management system to prevent serious accidents and build safe business sites, and strengthens safety activities centered on risk factor discovery and prevention. In particular, major implementation matters related to the Serious Accidents Punishment Act, such as accident occurrence status, safety and health investment, risk assessment and improvement status, and safety and health evaluation of new subcontractors, are inspected through the quarterly Serious Accident Prevention Committee.

In addition, we inspect compliance levels with legal requirements and internal standards through the company-wide integrated safety implementation inspection, and apply identified improvements across all business sites and subsidiaries to strengthen the recurrence prevention system. Potential risk factors are proactively eliminated by conducting a full-scale survey on high-risk tasks such as rotating parts, work at heights, and handling heavy loads, and when an accident occurs within the Toray Group, its causes and corrective measures are shared through an accident notification to prevent similar accidents.

Furthermore, inspection, education, and improvement histories are managed based on the SHE^{Note)} system, and we make efforts to enhance the safety management level of the entire supply chain by conducting occupational health and safety activity inspections targeting partners.

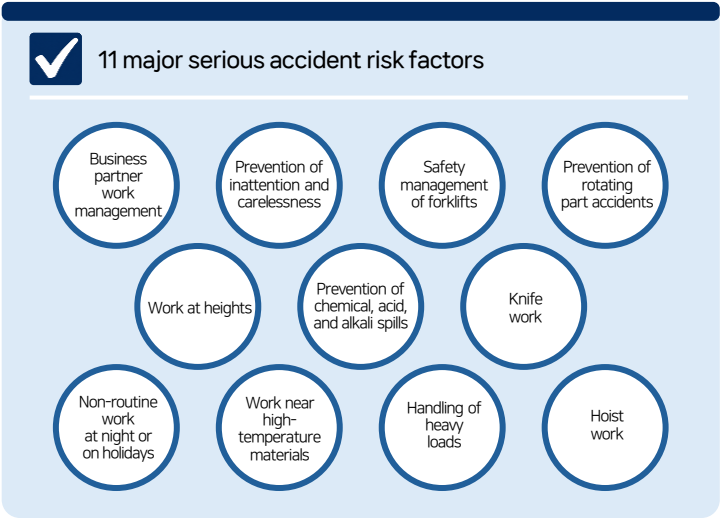
Note) SHE: Safety, Health, and Environment

| Serious Accident Prevention Committee



TAK is promoting the 'Full-scale Inspection Activities for 11 Major Serious Accident Risk Factors' to proactively eliminate major risk factors that account for about 90% of the causes of accidents in the TORAY Group. From 2025 to 2027, we are strengthening the serious accident prevention system by conducting full-scale surveys and improvement activities for high-risk tasks and facilities in phases across all business sites.

In particular, we establish safety measures focusing on risk factors with a high possibility of leading to serious accidents, such as forklifts, work at heights, rotating parts, knives, and the handling of chemicals, acids, and alkalis, and identified improvement matters are applied to all business sites under the same standards. In addition, we are expanding prevention-centered safety management for high-risk tasks, such as the management of construction contractors, non-routine work performed at night or on holidays, and the safe handling of heavy loads and hoist operations.



Employee Health Improvement

TAK conducts comprehensive health checkups every year targeting all employees to promote health and prevent diseases of employees, and supports biennial health checkups targeting spouses considering even the health of families of employees.

In addition, for more systematic and efficient health management, a health management system (Smart Health) that integrates and manages health checkup results, counseling records, and job-related health data was built (commenced operation in January 2026), and we are enhancing the accessibility of health management services such as health checkup reservations, access to health information, and health manager counseling, and strengthening customized health management support for each individual.

| Health Promotion Program for Employees

Course	Timing	Target
• CPR and AED (Automated External Defibrillator) Training	Jan. 2025	Company-wide employees
• Worker Self-Management Training for Hypertension and Diabetes	Jun. 2025	Gumi employees
• Worker Kidney Disease Management and Prevention Training	Jul. 2025	Headquarters employees
• Stress and Burnout Prevention and Management	Sep. 2025	All employees
• Mental Care Program (providing psychological counseling)	Oct. 2025–	Headquarters employees (Applicants)

| Health Checkups (Unit: Persons) (Jan 2025–Dec 2025)

Item	2022	2023	2024	2025
Employees (yearly)	2,201	2,361	2,283	2,244
Spouses (Biennial)	1,001	608	979	624
Total	3,202	2,969	3,262	2,868

Stakeholder Engagement

Win-Win Labor-Management Partnership

TAK continuously makes efforts to build stable labor-management relations based on joint profit promotion and mutual trust between labor and management. Employees are guaranteed the right to join and engage in labor union activities in accordance with relevant laws and regulations, and we respect the basic rights of workers, including the right to organize, the right to collective bargaining, and the right to collective action.

The company consults on major matters related to employees, such as wages and working conditions, safety·health, working environment improvement, grievance handling, education and training, and welfare promotion, through collective bargaining with the labor union and the operation of the quarterly Labor-Management Council. The Labor-Management Council consists of up to 12 representatives each from labor and management, and temporary meetings are held when necessary in addition to regular meetings to discuss major pending issues. In addition, we operate a transparent communication system by sharing the results of consultations with members through internal announcements.

Furthermore, the company regularly shares major management status such as management policy, production plans, workforce operation, education, welfare, and safety and health, and the labor union creates a mutual trust culture by collecting and delivering employees' requests and opinions from the workplace.

In 2025, various system improvement activities were promoted, such as increasing resort support points, improving medical expense support limits, and increasing admission congratulatory funds.

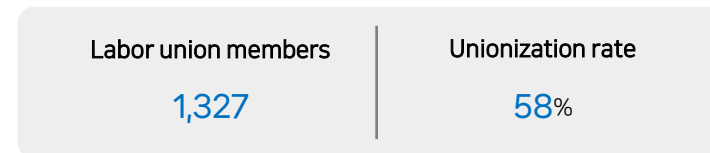
| Key consultation items of labor-management council

Field of consultation	Details
Personnel and labor relations	Recruitment, placement, education, and training
Working environment	Improvement of safety, health, and working environment
Grievances and welfare	Handling of grievances and enhancement of welfare
Updates on how company is run	Production plans and business performance
System improvement	Wage system and work rules

TAK is promoting community win-win activities based on labor-management cooperation in which the labor union and employees participate together. In 2025, we donated KRW 10 million to support neighbors in need based on the joint participation of labor and management, and the donation is scheduled to be utilized for projects supporting vulnerable groups in the local community. In this process, the labor union and the company encouraged the voluntary participation of employees under the common goal of realizing win-win values with the local community. TAK has continuously participated in the Hope Sharing Campaign since 2014, and labor and management make efforts together to expand win-win values with the local community.

| Union Membership

※ For domestic regular employees only
(excluding headquarters office workers)



| Donation to Help Neighbors in Need in Gumi City



Executive and Employee Participation

TAK recognizes employees as major stakeholders and operates various programs to vitalize communication between the management and members and to create a participation-oriented organizational culture. Through programs where the management and employees directly communicate, major issues such as business site issues, safety, and ethics·compliance are shared, and we strengthen a communication culture based on mutual empathy and trust by listening to opinions from the field.

In addition, we widely collect opinions of employees through various participation programs such as the internal newsletter, green reporting, and communication activities by organizational units, and promote communication and collaboration culture between organizations. Furthermore, we make efforts to expand empathy on sustainability management values, such as operating an ESG drawing contest in which children of employees participate.

| Employee Engagement Programs

Communication with Executive Management	Employee Engagement
CEO Talk Concert (involving new employees)	Electronic Newsletter (Todam-e)
Safety Field Management	Green Reporting
BEAR Person W/S	Departmental Team-Building Event

| CEO Talk Concert



Work-life Balance

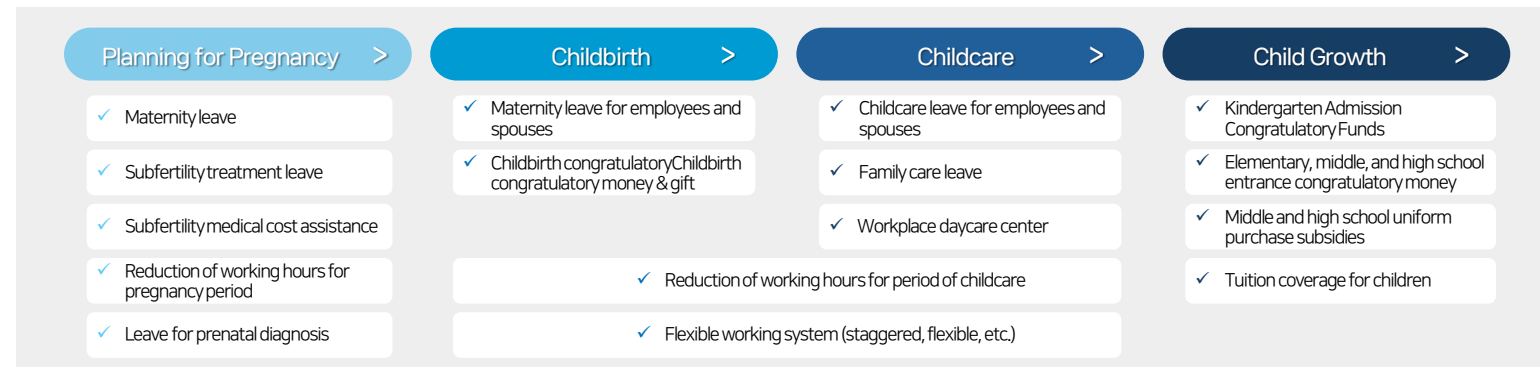
Family-Friendly Work Environment

TAK operates various family-friendly systems and welfare programs to improve the quality of life of employees and to create a working environment where work·family balance is possible. We make efforts to create a stable working environment and reduce burdens that may occur in the process of pregnancy·childbirth·childcare through customized support considering life cycles.

TAK has maintained it since acquiring the family-friendly workplace certification in 2024, and supports the balance between child rearing and work through the operation of workplace daycare centers, flexible working systems, childcare leave, and family care leave systems. In addition, based on the life-cycle welfare system, we operate various support systems tailored to the growth stages of families, such as maternity leave, subfertility treatment leave and medical cost assistance, reduction of working hours for pregnancy period and period of childcare, children's school admission support funds, school uniform purchase cost support, and college tuition support.

Furthermore, reflecting the characteristics of the company whose workplaces consist of various business sites, we support weekend transportation costs for employees who experience workplace relocation, and make efforts to create a family-friendly working environment by operating a long-term leave system when one spouse in an employee couple is assigned overseas.

| Life Cycle Welfare System



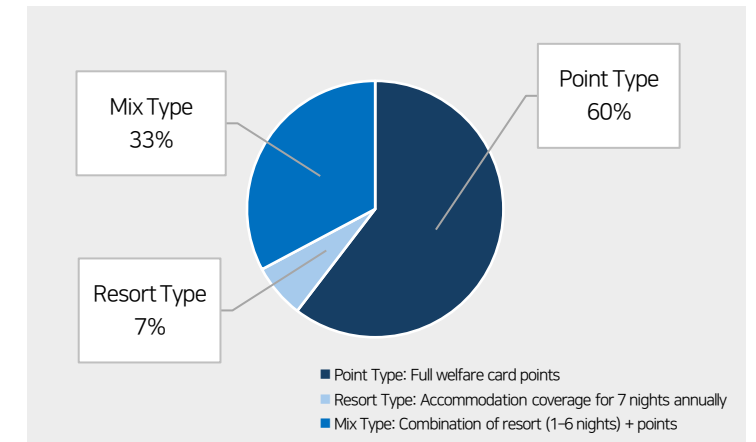
Support for Psychological Stability and Well-being

TAK operates a business-site-centered psychological counseling program 'Mind Cafe' to create psychological stability and a healthy organizational culture for employees. Employees can use professional counseling services for various psychological difficulties such as work stress, interpersonal relationships, and family problems, and in 2025, 29 new participants received a total of 305 counseling sessions.

In addition, we expanded and introduced the 'Mental Care Program' targeting employees at the headquarters from October 2025, and supported the alleviation of stress from various causes and the promotion of mental health by having a total of 21 members participate in a total of 38 sessions of counseling.

In addition, we operate a selective benefits program to support employees to voluntarily utilize welfare benefits according to individual needs and lifestyles. While supporting the use of company resorts, we operate a customized welfare system by converting unused accommodation support portions into welfare card points so that they can be utilized for various purposes within the budget scope. Through this, we expand welfare options reflecting the various needs of employees, and contribute to the improvement of work-life balance and work satisfaction.

| 2025 Selective Welfare System Operation



Living Wage System

Furthermore, TAK continuously monitors regional living wage levels to establish a stable living base and improve the quality of life for employees. We check consistency with our minimum wage level by referring to living wage standards such as Seoul and Gyeongbuk provinces that are announced every year, and make efforts to maintain an appropriate wage level and operate related systems so that the basic livelihood of employees can be sustained.

Supply Chain Management

Sustainable Supply Chain Management

TAK cooperates with various suppliers of raw and other materials and establishes a sustainable procurement system considering environmental·social·human rights·ethical factors across the overall supply chain.

To this end, we promote the implementation of social responsibility across the overall supply chain based on the 'CSR Procurement Policy' and 'CSR Procurement Code of Conduct', and the corresponding policies and guidelines apply to domestic and international affiliates and all suppliers. In addition, we regularly review·revise related policies once a year reflecting social requirements and management environment changes.

| CSR Procurement Policy

1. Establish an internal framework for implementing CSR in the supply chain and ensure that it is implemented.
 2. Comply with domestic and international laws and social norms in procurement and promote fair trade in accordance with our corporate ethics.
 3. Consider the impacts of procurement on labor environments and safety and health.
 4. Implement raw material sourcing considering its environmental impacts while managing chemicals appropriately and quickly prepare for potential risks.
 5. Promote mutual cooperation with stakeholders, including business partners.
 6. Maintain and improve the quality and safety of products.
 7. Respect human rights and make efforts to create a workplace without discrimination. Do not engage in human rights abuses in supply chain, including forced, slave, child, and exploitative labor practices.
 8. Do not use minerals that originate from conflict and at-risk regions and have a clear history of involvement in conflict or human rights abuses.
 9. Prevent leaks of confidential information and respect intellectual property.
 10. When selecting suppliers, consider social responsibilities such as compliance with laws and regulations, respect for human rights, and environmental protection, and strive to promote CSR throughout the supply chain by requiring suppliers to comply with Toray Group CSR Procurement Code of Conduct.

In addition, we incorporate ESG and CSR compliance requirements into basic transaction agreements with all suppliers and require them to practice responsible management based on the Toray Group Supply Chain CSR Guidelines and procurement policies. Furthermore, from 2026, we secure CSR compliance agreement and ethics compliance pledges through the electronic procurement system (TEPS), and continuously request compliance with codes of conduct including ethics·compliance, safety·risk management, environmental preservation, product quality, and respect for human rights.

| Supplier Pledge Statistics (Apr 2025–Mar 2026)

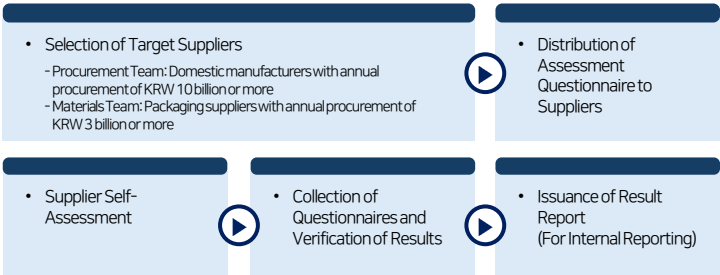
Pledge Name	Applicable Companies ^{Note)}	Pledge Completed Companies	Pledge Rate
CSR Compliance Agreement	1,585	863	54.4%
Ethics Compliance Pledge	1,585	865	54.6%

※ Applicable companies: Domestic suppliers of raw materials, equipment, consumables, packaging, etc.

| Supply Chain ESG Assessment Criteria and Results

Pledge Name	Total	Labor & human rights	Environmental safety	Management system
Number of items	52	14	29	9
Average Score (Out of Full Marks)	95.7(100)	25.9(27)	54.3(56)	15.6(17)

| Supply Chain ESG Assessment Process



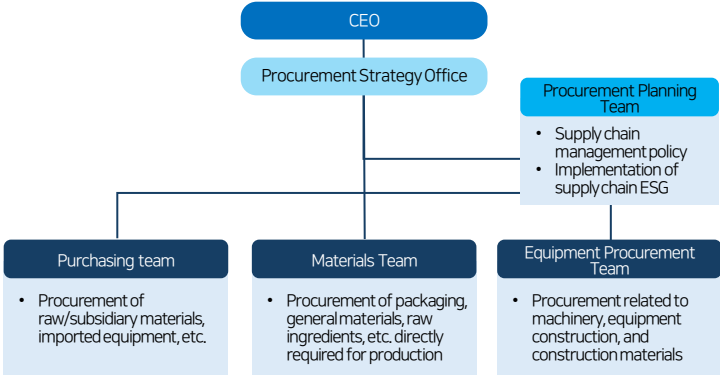
Furthermore, in January 2026, we conducted our first supply chain ESG assessment of 11 major suppliers (response rate: 82%) and reviewed their level of response to major ESG issues such as labor and human rights, environment and safety, ethical management, and management systems. In the future, we plan to gradually expand the number of suppliers subject to evaluation and continuously strengthen the CSR risk management system across the overall supply chain by linking improvement management activities based on evaluation results.

In particular, we operate the 'Procurement Ethics Pledge' for procurement personnel so that a culture of transparent procurement practices can be established throughout the organization.

| Number of Purchase Personnel Who Signed Ethics Pledge (Apr 2025–Mar 2026)

Applicable Department	Category	Feb. 2025	Jan. 2026
Departments that conduct business with partner companies, including Procurement, Construction, and Engineering	Number of Eligible Personnel	240	250
	Number of Those Who Signed Pledge	232	237
	Pledge Rate	97%	95%

| Supply Chain Management Organization



Supply Chain Management

Mutual Growth Communication

TAK operates the electronic procurement system (TEPS) to create a transparent communication and fair transaction environment with the supply chain. Through TEPS, major procurement procedures such as supplier bidding, electronic contract conclusion, quotation requests, purchase requests and ordering, and supplier evaluation are systematically managed.

In addition, from January 2026, we operate a grievance handling and communication channel 'Partner Company Mutual Growth Communication' that can be used by all suppliers to listen to difficulties and support smooth communication. Furthermore, the ethical management counseling channel is also disclosed together to strengthen a fair and responsible supply chain management system.

| TEPS 'Mutual Growth Communication with Partners' and 'Ethics Management Counseling Channel'



| Records of Received Cases of TEPS 'Mutual Growth Communication with Partners' (Apr 2025–Mar 2026)

Year	2023	2024	2025
Number of Cases Received	0	0	0

Furthermore, to strengthen partnerships with partner companies, we conduct meetings by construction·facility·electricity sectors targeting major suppliers. In the meetings, we share supply chain ESG management plans, discuss difficulties and improvement requirements in the promotion process, and seek practical cooperation plans. As special events, we continuously strengthen mutual communication and cooperative relations through year-end parties with partner companies.

| Exchange Activities for Suppliers in 2025

Category	Exchange Activities	Meetings held
Regular Communication	Meetings with Partners by Work Type (Construction, Equipment, Electrical)	3
Special Exchange	Year-End Party with Partners	1

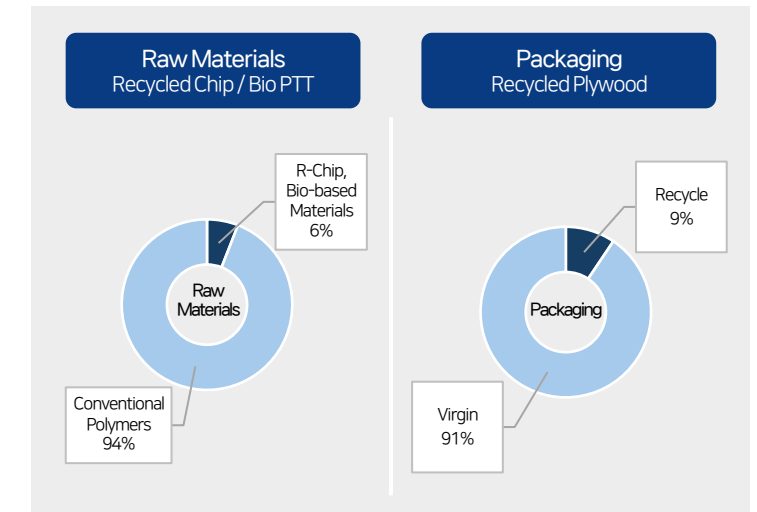


Green Procurement

TAK expands the utilization of recycled raw materials and recycled materials as part of green procurement practices. Currently, recycled chips (Recycled Chips) and recycled plywood are purchased and applied, and we strengthen a purchasing system based on circulatory resources by continuously discovering applicable items.

In addition, from April 2026, we plan to expand the application scope to wooden pallet recycling to promote purchases worth approximately KRW 6,400 million annually. Through this, we intend to minimize environmental impacts across the overall supply chain and strengthen a responsible purchasing system, as well as promote resource circulation and waste reduction.

| Green Procurement Performance (Apr 2025–Mar 2026)



Supply Chain Management

Shared Growth

TAK sets establishing sustainable win-win partnership relations with partners as a core task, and makes efforts to expand a shared growth culture across the overall supply chain. As of 2025, 115 companies out of a total of 1,742 partners are designated and managed as major suppliers, and major suppliers account for approximately 83.2% of the total purchase amount. For major suppliers, we conduct regular comprehensive evaluations to secure supply stability and strengthen quality control, and strengthen a continuous cooperation system with partners by deriving improvement tasks based on evaluation results.

In addition, TAK continuously improves the supply chain management system to meet the Shared Growth Index standards and provides financial support through the 'Shared Growth Mutual Benefit Fund' for small and medium-sized partners with which it does business.

To improve safety management capabilities and operation levels of partners, capability enhancement training was conducted targeting a total of 48 companies. Furthermore, to improve partner working environments and strengthen win-win partnership, meal expenses worth a total of KRW 93 million were supported targeting 58 partners (1,960 people).

| Supplier Transactions (Apr 2025–Mar 2026)

Category	Number of companies (Companies)	Number of companies (Companies)	Percentage (%)
Total partner companies	1,742	Approx. KRW 940 billion	6.6%
Key suppliers	115	Approx. KRW 780 billion	83.2%

Key supplier selection criteria

- Purchasing Team: Raw material transaction amount of KRW 1 billion or more
- Equipment Purchasing Team: Suppliers stationed in our construction sites and top 20 suppliers by annual transaction amount with 10 or more transactions per year
- Materials Team: Packaging suppliers with annual transaction amounts of KRW 300 million or more

| Shared Growth Mutual Benefit Fund Support Program (As of Dec 2025)

Support Benefits	1.42%p~2.82%p Reduction in Annual Loan Interest Rates			
Fund Raised	Total KRW 6 Billion			
	TAK	Woori Bank	Industrial Bank of Korea (IBK)	KB Kookmin Bank
	KRW 3Billion	KRW 1 Billion Each		
Loan Performance	Total KRW 4.15 Billion			
	Woori Bank		Industrial Bank of Korea (IBK)	KB Kookmin Bank
	KRW 1.7 Billion (2 Companies)		KRW 1.9 Billion (3 Companies)	KRW 550 Million (1 Company)

Furthermore, we conduct regular small-scale site manager training to strengthen management capabilities in personnel·labor·safety fields of partners. In 2025, we operated labor attorney training under the theme of the latest labor issues and precedents (Yellow Envelope Act) to support the strengthening of labor management capabilities and securing legal stability, and make efforts for partners' compliance management through internal subcontracting risk management and information security·personal information protection training.

| Briefing for Partner Company Presidents and Managers



Responsible Minerals

TAK operates responsible mineral management principles based on the 'Toray Group CSR Procurement Policy' and 'Responsible Minerals Sourcing Policy' for sustainable and ethical resource procurement considering human rights protection and environmental preservation. In particular, we refrain from using conflict minerals (tin, tantalum, tungsten, gold) that are mined in conflict and high-risk areas and have concerns about being linked to human rights violations, environmental destruction, or armed group funding, and continuously manage related standards so that a responsible mineral procurement culture can be settled across the overall supply chain. Currently, TAK does not use conflict minerals in product purchasing and production processes.

In addition, we operate an internal supply chain management system to promptly and properly respond to customers' responsible mineral-related requests, and verify origin and supply chain information by receiving CMRT (Conflict Minerals Reporting Template) and CRT (Cobalt Reporting Template) forms provided by the RMI (Responsible Minerals Initiative) from suppliers when necessary.

Furthermore, we provide the sustainable 'CSR Procurement Code of Conduct' including responsible mineral management and ethical procurement principles to partners as well, and encourage compliance with related standards. In the future, TAK plans to continuously promote responsible supply chain management that meets global standards, based on the responsible mineral procurement system to strengthen sustainability across the overall supply chain.

| Responsible Mineral Use Verification

Year	2023	2024	2025
Counts of Use	0	0	0

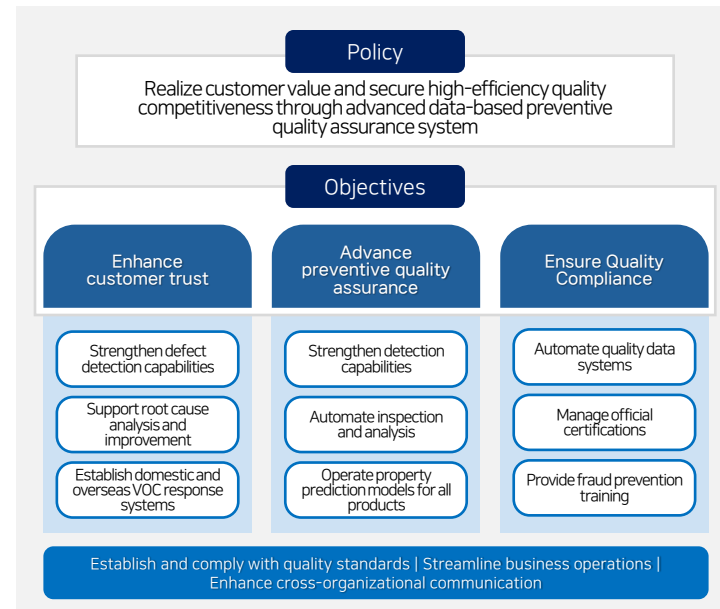
Product Quality and Safety

Quality Management

TAK establishes a systematic quality management system and continuously advances it to realize 'Toray of Quality'. In particular, we set 'Safety·Environment·Quality' as a core strategic task in the infrastructure innovation field, and promote various quality management activities to secure customer trust and strengthen quality competitiveness.

In addition, for the settlement of stakeholder-centered quality management, we promote the optimization of the quality management system across all stages from quality goal establishment to design, production, and sales, and based on this, acquire and maintain global quality management international certifications such as ISO 9001 and IATF 16949.

| Quality Management Management System



Furthermore, centering on the Quality Assurance Division, we promote the advancement of a data-based preventive assurance system. We set increasing customer trust based on C&C reduction, strengthening the preventive assurance system, and securing quality compliance as directions for promotion, and make efforts to build a prevention-centered quality assurance system through the digitalization of inspection·analysis processes and strengthening the data-based quality control system.

Along with this, we promote improvement activities to improve process capability and strengthen quality competitiveness through quality capability enhancement projects, and in 2025, a total of 224 improvement tasks were developed, of which the implementation of 201 cases was completed. In addition, to strengthen the reliability of quality data, we operate automated measurement data transmission, automated report generation, and change history management systems to continuously advance the level of the data-based quality control system.

Based on these quality innovation activities, CLAIM (PPM) in 2025 was approximately 56% lower than the target.

| 2025 Claims (Jan 2025–Dec 2025)

2025			2026 Target
Target	Result	Improvement	
656 PPM	285 PPM	56% reduction	467 PPM



Quality Data Falsification Prevention System: LAS

To strengthen the reliability and transparency of quality data, we operate the LAS (Laboratory Automation System). We secure data accuracy and traceability through automated measurement data transmission, automated report generation, and change history management, and strengthen quality data integrity through comparative checks and work history management in areas where automation is difficult.

Product Safety

TAK strengthens the product safety management system by holding the 'Product Safety Committee' every year to inspect product safety reviews, preventive activity performances, and response status to related laws and regulations. In addition, we regularly check the product safety operation status of domestic and international subsidiaries, and prevent risks by conducting audits when necessary. Along with this, we continuously monitor domestic and international chemical substance regulations and related laws and regulations such as EU·UK REACH¹⁾, and operate a systematic product safety management system through SVHC²⁾ regular investigations. In particular, some candidate substances for EU REACH use restriction are used in the process, but we regularly check whether they are not detected in products or are present within permitted limits, and to date, there have been no violations of related laws and regulations. Furthermore, we conduct product safety training at least once a year targeting all business divisions.

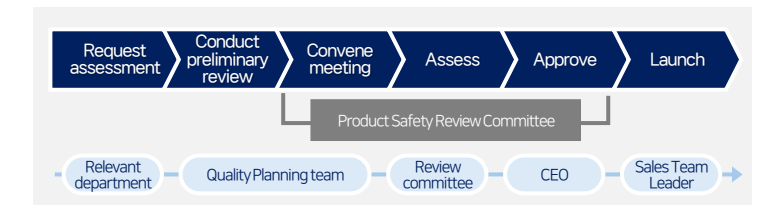
Note 1) REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) : EU regulation on the registration, evaluation, authorization, and restriction of chemical substances

Note 2) SVHC (Substances of Very High Concern): Substances of very high concern requiring special management under EU REACH regulations

| Content of Product Safety Training



| Product Safety Preliminary Review System



Corporate Social Responsibility

Korea Toray Science Foundation

TAK promotes various academic·educational support activities for science and technology development and talent cultivation, which serve as the foundation for future industrial competitiveness. Based on the Toray Group's corporate philosophy of 'We contribute to society by creating new values', we continuously make efforts to vitalize the research ecosystem in the fields of chemistry and materials and support the growth of next-generation research talent.

The Korea Toray Science Foundation, established in 2018, is a public interest corporation established by the Korea Toray Group to contribute to the development of science and technology in Korea, and operates the 'Korea Toray Science and Technology Prize' and 'Fellowship' for researchers who have achieved outstanding research results in chemistry and materials and emerging scientists undertaking creative research.

In 2025, 2 recipients of the Science and Technology Prize and 5 Fellowship recipients were selected, and in October, the 8th Korea Toray Science and Technology Prize and Fellowship Award Ceremony was held with approximately 150 people attending, including award winners, officials from academia and industry, and students.

| Korea Toray Science and Technology Prize and Fellowship

Category	Target	Support
Science and Technology Prize	Scientists and engineers in basic and applied chemistry and materials who have produced world-class research, significant discoveries, and technological advances in Korea	KRW 100M & plaque
Fellowship	Emerging scientists and engineers taking on new research and budding research with high growth potential	Up to KRW 50M/year per project (up to 3 years)

In addition, we provide scholarship support so that science and engineering college students can devote themselves to their studies with a vision and grow into future science and technology talents, and promote science culture and academic promotion projects such as supporting academic research and conferences. By 2025, we selected 16 Science and Technology Prize recipients and 35 Fellowship recipients, and supported scholarships for 255 science and engineering college students, contributing to domestic science and technology development and future talent cultivation.

Furthermore, in cooperation with the Polymer Society of Korea and the Korean Institute of Chemical Engineers, we operate the 'Toray Polymer Awards' and the 'Toray Chemical Engineering Awards' to support outstanding researchers.

| Cumulative Number of Beneficiaries

Korea Toray Science and Technology Prize	TAK Fellowship	Scholarship for Science and Engineering College Students	Science, Culture, and Academic Promotion Projects
16	35	255	61

| 2025 Science and Technology Prize and Fellowship Award Ceremony



Talent Exchange

TORAY



#Industry-Academia Collaboration #Domestic and Overseas Exchanges
#Korea-Japan High School Teacher Exchange Project #RISE Project Group

TAK operates various domestic and overseas exchange programs to promote industrial understanding and strengthen cooperation among future generations. In 2025, as part of the 4th Korea-Japan High School Teacher Exchange Project, approximately 60 Japanese high school teachers and officials from the Federation of Korean Industries were invited.

In addition, key business introductions, DX-based smart manufacturing activities, and R&D center tours were conducted for around 30 professors and students from universities participating in the RISE Project Group (Seoul National University of Science and Technology, Kumoh National Institute of Technology, Hanbat National University, and Ajou University).

Corporate Social Responsibility

Sister Military Unit Exchanges

TORAY



#5th Artillery Brigade #Development Fund #Military Experience for Executives, Employees, and Families

TAK continues exchanges with its sister unit, the Army 5th Artillery Brigade, as part of supporting military service members and contributing to the local community. In 2025, in April and August, a development fund of KRW 10 million each, totaling KRW 20 million, was delivered to the sister unit to support military service members' welfare improvement and unit development.

In addition, in August, we operated a family military experience program for employees and their families, including unit tours, military culture experiences, and exchange activities with military service members. Through this, an opportunity was provided for the families of employees to understand the role of the military and the importance of national security.

One Company, One River Campaign

TORAY



#Environmental Cleanup #Local Community Service #1 Company 1 River Love Campaign

TAK participates in the '1 Company 1 River Love Campaign' promoted by Gumi City to create a healthy water (水) ecosystem and improve the river environment in the local community. In 2025, we participated in activities a total of 3 times in March, June, and November, and employees contribute to local environmental preservation by regularly joining environmental cleanup activities such as household waste collection in the areas of Gwangpyeongcheon, Yegycheon, and Hancheon.

Community Engagement

TORAY

#Community Co-Prosperity Activities #Community Value Enhancement

TAK contributed to the successful hosting of a major international event in the region by supporting the '2025 Gumi Asian Athletics Championships'. Through competition operation support and corporate PR hall participation, advanced material technology and local industry competitiveness were introduced, and we participated in vitalizing local community vitality and expanding community values.



#Bridging the Digital Divide #Resource Circulation Practice

TAK donated 148 laptops used for business by employees to the Korea Information Technology Welfare Agency and environmental groups to improve digital accessibility for the information-vulnerable class and promote resource circulation.

The donated laptops were delivered to the information-vulnerable class after refurbishment, and the initiative served as a CSR activity that helped bridge the digital divide and promote IT resource reuse. TAK donated a cumulative total of approximately 600 laptops by 2025.



Corporate Social Responsibility

Blood Donation Campaign

TORAY



#Sharing Life Practices #Blood Donation Volunteer Activities

TAK recently conducted blood donation service activities targeting head office employees to contribute to resolving difficulties in blood supply and expanding the life-sharing culture. In April 2025 and January 2026, blood donation campaigns were conducted at the Magok office through Korean Red Cross blood donation buses, contributing to a stable blood supply and expanding the life-sharing culture through the voluntary participation of employees.

In addition, continuous life-sharing activities are carried out, such as donating blood donation certificates collected through blood donation to the Korea Childhood Leukemia Foundation.

Sending Santa with Love

TORAY



#Supporting the Vulnerable Class #Santa of Love

TAK, together with the Gumi YMCA, continuously carries out the 'Sending Santa with Love' activity for vulnerable class children in the region. In 2025, we delivered Christmas gifts to 65 children from grandparent-headed families, single-parent families, and low-income families, as well as children with disabilities in the region.

We have continuously sponsored the 'Sending Santa with Love' activity, which started in 2004, for 22 years, contributing to supporting local community children and expanding the sharing culture.

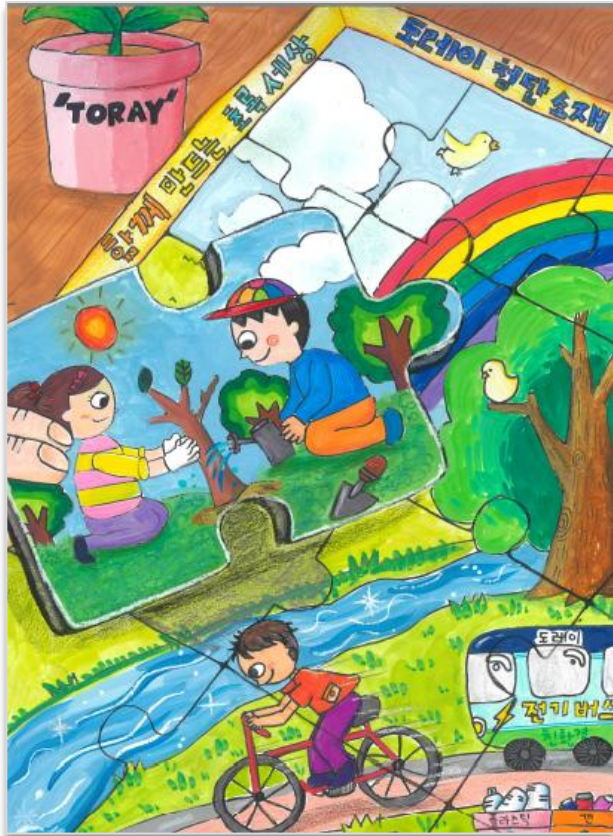
Learning Support for Visually Impaired Children

TORAY



#Supporting the Vulnerable Class #Supporting Visually Impaired Children #Family-participatory CSR

TAK donated 60 Braille practice books, co-produced by employees and their children, to Changemaker, a social welfare institution, to guarantee the right to learn and improve information accessibility for visually impaired children. We directly produced tactile Braille teaching aids that enable repetitive learning so that they can be utilized to support Braille learning for visually impaired children and people who acquired visual impairments later in life, contributing to improving educational accessibility for the information-vulnerable class and expanding inclusive social values.



Creating a Green World Together with TAK



Help Protect the Earth

Governance

Corporate Governance

Operation of the Board

TAK operates a board of directors-centered governance structure based on transparency, independence, and accountability, and establishes a systematic decision-making system in accordance with related laws and regulations, articles of association, and board of directors regulations. The Board of Directors consists of directors and non-executive directors appointed at the general meeting of shareholders, and performs deliberation·resolution functions on major management issues and strategic directions.

In principle, the Board of Directors is held once a quarter in accordance with the board of directors regulations, and temporary board meetings are convened from time to time when necessary. When holding a board meeting, the date, time, and location of the meeting are notified to each director in advance, and prior explanations and related materials are provided so that a sufficient review of the agenda can be made. In addition, each director can request the convener to convene a board meeting, and holds the authority to directly convene a board meeting in accordance with related regulations. Resolutions of the Board of Directors are made with the attendance of a majority of all directors and the consent of a majority of the attending directors in accordance with the articles of association and related laws and regulations.

TAK operates specialized committees within the Board of Directors for prompt and efficient decision-making and strengthening expertise. The committees consist of the Management Committee, Sustainability Committee, Corporate Ethics and Compliance Committee, Product Safety Committee, Investment Deliberation Committee, and Security Trade Control Committee, and each committee performs deliberation and supervision functions based on expertise by field.

Board Composition

Title	Persons	Position	Area of specialty
Inside Director	12	Chairman CEO, Head of Division	Business administration
Non-executive Director	1	Head of Corporate Strategic Planning Office (in Japan)	Business administration

In particular, the Sustainability Committee deliberates·reviews major agenda items related to sustainability management, and the Corporate Ethics and Compliance Committee performs management·supervision functions to strengthen ethical management and compliance management systems. In addition, the Investment Deliberation Committee and the Product Safety Committee perform expert reviews on major investment and product safety-related matters, and the Security Trade Control Committee deliberates·manages strategic goods management and compliance matters with related laws and regulations.

The Management Committee is held from time to time when necessary in accordance with the corporate articles of a and board of directors operation regulations, and increases the objectivity and transparency of decision-making based on sufficient prior reviews, such as listening to the opinions of related employees in the agenda deliberation process. In addition, matters deliberated and resolved by the Management Committee are shared with each director through a coordination system with the Board of Directors.

In the future, TAK plans to create sustainable future value based on the board of directors-centered responsible management system, strengthen stakeholder trust, and continuously pursue global-level responsible corporate operations.

Board Committees (2025, 28th Term)

Name of Committee	Role	Meetings held
Management Committee	Deliberates and resolves on management matters delegated by the Board of Directors, and executes decision-making on major management issues and business operation directions	4
Corporate Ethics and Compliance Committee	Inspects the status of operating ethical and compliance management systems and CSR activities, and executes deliberation and resolution on related policies and major agenda items	2
Product Safety Committee	Reviews product safety, environmental regulation response, and quality-related activity status, and executes decision-making on risk prevention and management directions	1
Investment Deliberation Committee	Reviews the feasibility and efficiency of new construction and expansion of production facilities, supplementary investments, and major investment plans, and deliberates and resolves on related agenda items	3
Security Trade Control Committee	Inspects strategic goods export control and operation status, and executes decision-making on plans to strengthen compliance with related laws and regulations and management systems	1
Sustainability Committee	Shares the previous year's ESG promotion achievements, and executes deliberation and resolution on company-wide ESG promotion directions, strategies, and mid- to long-term goals	1

Sustainability Committee

The Sustainability Committee regularly deliberates and reviews major ESG-related strategies and directions, mid- to long-term goals, and the status of implementing key tasks.

In addition, to strengthen execution power for sustainability management, we operate the company-wide ESG Control Offices and 14 ESG Working Groups. Based on the ESG activities of each business site, the ESG Control Office shares current status and achievements regarding major ESG tasks such as climate change response, environmental safety, resource circulation, and supply chain management with the Sustainability Committee.

Sustainability Management Organization



Corporate Governance

Internal Control

TAK operates an internal audit system to inspect the efficiency, appropriateness, risk management level, and regulation compliance regarding business execution across the overall organization. Internal audits are conducted based on independence and objectivity, and perform the role of preventing potential risks in the business operation process in advance and strengthening the internal control system.

Audits are operated by being classified into regular audits, occasional audits, and special audits, and are conducted flexibly in response to various situations such as management judgment, occurrence of warning signs, and receipt of reports, as well as regular inspections according to the annual audit plan.

In addition, upon executing audits, we operate based on procedures such as plan establishment, audit execution, result reporting, and follow-up improvement actions, and conduct special audits to enable prompt responses for urgent or material matters.

For audit results, we improve the effectiveness of recurrence prevention activities by verifying the implementation status of correction improvement actions, and continuously inspect the compliance status of related business regulations. In addition, material misconduct is strictly managed in accordance with separate operation guidelines.

| Internal Audit Results (Apr 2025–Mar 2026)

Classification	Purpose	Result
Regular Audit	Inspect the appropriateness of business operations, regulatory compliance, and risk management levels, and identify areas for improvement	4
Special Audit	Verify facts and respond to risks regarding major issues such as misconduct, corruption, and warning signs	6
Follow-up Audit	Inspect the implementation results of corrective and improvement plans for audited organizations after the audit	3

TAK introduced C-MOS (Control Monitoring Online System), the Toray Group's internal control self-inspection system, to conduct inspections on ① company-wide management and IT control and ② individual business process control, systematically managing company-wide risks and internal control levels through this.

The company-wide management sector is operated as a PDCA-based system, and consistently manages the maintenance, operation, inspection, and improvement processes of controls. In addition, along with company-wide management and IT control, we conduct internal control inspections across major business processes such as legal affairs compliance, credit management, environment safety, product quality, and intellectual property, differentially apply inspection cycles of 1–4 years considering the characteristics and risk levels of each business area, and conduct additional inspections when necessary.

In addition, individual business process control is systematically managed through step-by-step procedures such as regulation maintenance and awareness, self-inspection, mutual inspection, and on-site inspections, and we conduct on-site inspections of all business processes every three years.

In particular, it is operated under the responsibility of the group supervising department, the internal department in charge, and each team leader, and we strengthen a transparent and systematic governance operation base by continuously promoting improvement activities for internal control deficiencies based on inspection results.

| 2025 C-MOS Implementation (Apr 2025–Mar 2026)

Control Classification		Department in Charge	Inspection Classification	Timing
Enterprise-Wide Management Control	Credit Management	Treasury Team	Self-Inspection	May 2025
	International Labor	HR Planning team	Self-Inspection	Jun. 2025
	Safety, Hygiene, Disaster Prevention, and Environment	Environment Team, Safety Team	On-Site Inspection	Mar. 2026
IT Control	IT	IT Strategy Team	Self-Inspection	May 2025

Internal Accounting Control System

TAK operates an internal accounting control system to enhance the reliability of financial information and management transparency. The internal accounting control system is established operated based on related laws and regulations and the 'Internal Accounting Control Regulations', and is utilized as a management system to secure the accuracy of financial reporting and the effectiveness of internal controls.

The company conducts operational inspections and evaluations every year targeting the head office and major business sites, and implements complementary measures through consultation with related departments regarding improvement requirements identified in the inspection process.

In addition, to secure objectivity and appropriateness of internal control operations, we conduct continuous monitoring and inspection activities, such as conducting independent evaluations targeting personnel from departments other than the department in charge of business.

Furthermore, audit and internal accounting control organizations report the evaluation results of the operational status of the internal accounting control system to the Board of Directors and the Toray Group Audit Department every year, and through this, we continuously improve internal control systems and promote financial risk prevention and greater management transparency.

| Internal Accounting Control System Evaluation Results (Apr 2025–Mar 2026)

Control Classification		Number of Items	Evaluation Result	
			Good	Not Good
Enterprise-Wide Evaluation		27	27	0
Business Process Level	Design evaluation	50	50	0
	Operation evaluation	153	153	0
Total		230	230	0

Risk Management

Crisis Management and Business Continuity Management

TAK operates crisis management systems and business continuity management (BCM) systems to respond to various risks that can affect overall management activities, such as natural disasters, environmental and safety accidents, product safety issues, cyber attacks, legal violations, and international conflicts.

In normal times, we minimize the possibility of a crisis occurring by identifying and evaluating potential risks in advance and performing preventive activities, and in the event of a crisis, we secure business continuity through prompt response and early normalization.

Risk management is conducted primarily by response organizations at the business-site and organizational-unit levels, in connection with response committees for each crisis type, such as natural disasters, environmental incidents, cyberterrorism, information leakage, and product safety issues. In addition, based on pre-designated response organizations, we establish and operate an integrated risk management system that includes domestic and international affiliates.

Risk Management Response System by Crisis Type

Crisis Type	Crisis Response Management System	Response Organization
- Natural disasters - Explosions, fires, environmental incidents - Threats, terrorism, wars	Serious Accident Prevention Committee Safety and Environment Committee	S&H Team Environment Team, Safety Team
- Legal violations and unfortunate events - Cyberterrorism, online damage - External organization denunciation - Information leakage - International conflicts - Other business threats	Corporate Ethics and Compliance Committee Security Trade Control Committee	HR Planning team IT Strategy Team General Affairs Team Environment Team, Safety Team Security Trade Control Team
Serious product safety issues	Product Safety Committee	Quality Planning team

In addition, we conduct materiality assessments and priority management targeting major risks at company-wide and business site levels, and continuously promote risk mitigation activities through the PDCA framework of Plan, Do, Check, and Action.

In the event of a crisis, we promptly assess and respond to the situation, with the protection of human life as our top priority, and when a major crisis requiring company-wide response occurs or is anticipated, we activate a reporting and response system in accordance with the 'Emergency Preparedness and Response Procedures'. In addition, when necessary, we establish local task forces and company-wide task forces to operate a systematic crisis response system.

In addition, in the event of a crisis, we have established an information disclosure and emergency communication system for prompt and transparent communication with stakeholders. In the future, we plan to continuously advance crisis management and business continuity management systems to strengthen response capabilities and resilience to various management risks.

Crisis Management Activity Process



Financial Risk Response

TAK produced the 'Finance and Accounting Operations Casebook', which systematized major practical issues and response standards in the finance division, and shared it company-wide to prevent financial risks and strengthen response capabilities. The casebook consists of 223 items based on actual business cases, and includes standard processing criteria and response processes for recurring issues.

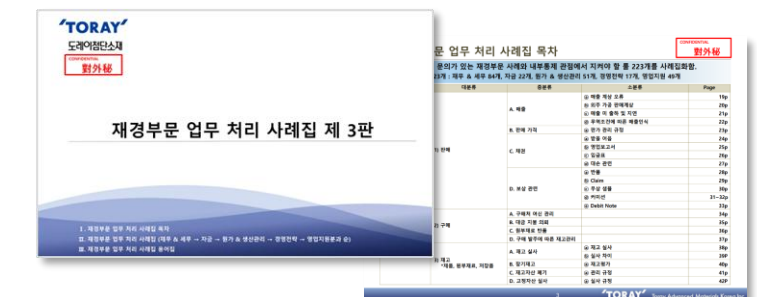
Business fields included in the casebook



In particular, we minimized work variation and the possibility of error occurrence by standardizing work performance methods that depended on the experience of each person in charge. The casebook provides a response guide that can be used immediately in practice, incorporating processing procedures for each problem situation, system utilization methods, key considerations, and reference standards.

Through this, we prevent potential financial risks such as accounting errors, tax issues, and treasury management risks, and systematically share work know-how.

Finance and Accounting Operations Casebook



Risk Management

Information Security

TAK recognizes information security as one of the major management risks, and operates a systematic security management system to protect core technologies and trade secrets in accordance with the 'Information Security Basic Policy'. To this end, we established the 'IT Service Security Management' and 'IT Service Security Incident Response Standards', and continuously promote information asset protection and cyber risk prevention activities by strengthening security infrastructure such as restricting access to non-business sites.

In addition, to strengthen the information security response system, we hold monthly security operation meetings, and inspect the operational status of major information security solutions such as spam and virus mail blocking, zombie PC detection, virus diagnosis, and document encryption (DRM). Furthermore, we continuously strengthen company-wide security response capabilities through log analysis of shared security solutions, anomaly monitoring, security measure implementation inspection, security manager training, and sharing security PR materials for users.

Information Security Basic Policy

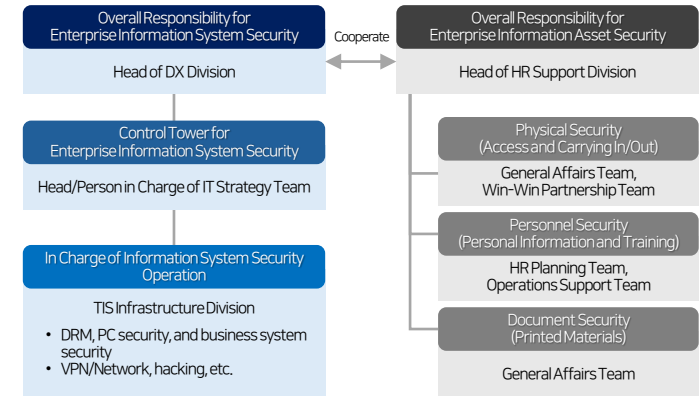
1. Ensure that important information assets of Toray Group and its business partners are protected according to the level of their risk and importance.
 2. Do not collect, transfer, or use information assets in violation of laws or business ethics in any country.
 3. Only authorized persons use information assets within the scope of their business purpose and in an authorized environment.
 4. Personal information of employees, business partners, and Toray Group must be appropriately protected from being used for purposes other than pre-defined.
 5. Ensure the availability of critical information assets to fulfill social responsibilities.
 6. Clarify priorities through information collection and risk analysis, and continuously maintain and improve information security.

In addition, through the Corporate Ethics and Compliance Committee held once every six months, we comprehensively inspect company-wide information security activity status including physical, human, and document security as well as information system security, and manage major risks and improvement tasks.

TAK conducts regular security inspections such as security assessments, vulnerability analysis, and hacking simulation through independent specialized agencies to improve information security levels, and establishes integrated monitoring systems for terminal, server, network, and authentication systems to detect cyber threats early, operating a response system to minimize damage by promptly sharing information with management and related departments in the event of a security incident.

In addition, we operate an information asset management system in accordance with security management standards, and make efforts to settle a prevention-centered security culture by conducting information security training, writing information security pledges, and conducting cyber threat response drills at least once a year targeting all employees to raise security awareness among employees.

Information Security Organization



In particular, in 2025, to strengthen response capabilities to cyber threats, we participated in the 'Cyber Threat Response Drills' hosted by the Korea Internet & Security Agency (KISA) a total of 2 times in the first and second halves of the year. In this drill, 8 affiliates including TAK participated together, and inspected response systems based on various cyber attack scenarios such as hacking email (APT) response, web mock penetration, and vulnerability detection and response.

Prior to the drill, security managers of each company conducted advance security notices such as hacking email response rules, and operated a reporting system targeting employees to conduct effective response drills simulating actual security incidents.

Information Security Pledges Signed

Pledge Name	Target Persons	Number of Signers/Target Persons	Pledge Rate
Information Security Compliance	All Employees	2,159/2,281	95%
Trade Secret Protection Pledge		2,157/2,281	95%

Information System Security

Category	Activities
Continuous Security Operations	▪ We perform security log monitoring and anomaly behavior detection. ▪ We operate a multi-layered security system based on integrated security solutions.
Information Leakage Prevention	▪ We conduct information asset audit activities for information leakage prevention. ▪ We manage regular information security audits and improvement tasks. ▪ We conduct phishing email and ransomware response training.
Raising Security Awareness	▪ We operate information security training once a year for all employees. ▪ We share security threat cases and perform security awareness raising activities.
Security Compliance and Control	▪ We operate information security and personal information protection pledges. ▪ We manage security control and NDAs for external personnel.

Compliance

Business Ethics

TAK makes it a basic principle to comply with domestic and international laws and corporate ethics in all business activities. In addition, we recognize ethics and compliance as core values of management and operate a company-wide ethical and compliance management system.

We operate the 'Ethics & Compliance Code of Conduct' as a standard to be observed by all employees, and promote effective compliance activities based on 'a strong mindset to do the right thing right'.

In addition, we operate a systematic ethics and compliance management system centered on ethical execution guidelines, whistleblower protection systems, and information protection regulations, and strive to prevent legal violation risks and establish a compliance culture by continuously advancing related standards and procedures. Furthermore, we support strengthening executives' and employees' ethical awareness and execution capabilities through training, pledges, and operating reporting systems.

Every year, we disseminate the CEO Compliance Message online to expand executives' and employees' consensus and participation in the importance and need for action in compliance activities, and in 2025, we aimed to raise executives' and employees' safety awareness by sharing the importance of safety and practical action guidelines under the theme of environmental safety and safety accident prevention.

Ethics and Compliance System



Mission BEAR

TAK promotes 'Mission BEAR' activities based on four major compliance principles. Centering on the company-wide Compliance Control Office, we operate 15 BEAR Persons selected across the company, and establish and operate compliance declarations and execution plans reflecting business characteristics and risks. In addition, the Toray Group spreads an autonomous and effective compliance culture by sharing best practices and major issues with affiliates.

In addition, to raise executives' and employees' awareness of regulation compliance and spread a culture of voluntary participation, we operated the 'Unwritten Rule Campaign', a participatory compliance program. We conducted voluntary team discussions for each division unit, collected improvement needs in the process of internal regulation compliance through an online system, and derived a total of 27 improvement cases. The derived improvement opinions are delivered to related departments and utilized for improving systems and business processes, and we induce voluntary participation and compliance awareness among employees by implementing rewards for campaign participants.

Mission BEAR Code of Conduct



In addition, quarterly through the 'Mission BEAR Promotion Committee' in which management and BEAR Persons participate, we share compliance promotion achievements and plans for each division, and publish the 'Mission BEAR Letter' in the monthly company newsletter (webzine) to disseminate practical cases or major related issues.

In 2025, we promoted participation and consensus expansion at the organizational culture level, such as conducting the 'Mission BEAR Championship' where compliance cases were presented across all company headquarters and best practices were selected through executive and employee voting.

Furthermore, we operate the 'Green Reporting' on the company website and internal reporting channels on the in-house groupware to enable prompt and transparent reporting of ethics violations. The confidentiality of whistleblowers is strictly protected, and disadvantageous treatment or retaliation due to reporting is prohibited. In addition, for reports that contribute to strengthening internal controls and improving systems, we implement appropriate rewards in accordance with related standards.

Internal Reporting System "Green Reporting"



Compliance

Anti-Corruption and Anti-Bribery

TAK operates internal regulations for anti-corruption and prohibition of bribery, strictly prohibiting the provision and receipt of improper money and entertainment in relations with public officials and business partners. In addition, we establish approval and reporting procedures for the process of providing and receiving money and goods, systematically managing related risks.

Furthermore, through the 'Ethics & Compliance Code of Conduct', we clearly define anti-corruption and bribery prohibition principles to be observed by all employees, and produce and distribute practical guides and regulations such as the 'Subcontracting Guidebook', 'Fair Competition Guidebook', and 'Anti-Bribery Policy' for major laws and ethical issues, striving to raise executives' and employees' compliance awareness and establish an ethical decision-making culture.

In addition, we conduct pledges of compliance with the Subcontract Act and Fair Trade Act for all employees every year, and guide online training courses that can be taken constantly on a voluntary basis, such as fair trade compliance practical courses and main issues and case training on the Subcontract Act through the in-house training platform to enhance understanding of related laws.

Through this, we enhance understanding of related laws and action standards, striving to prevent legal violation risks and establish a fair trade culture.

| Legal Compliance Pledge Signers (2025)

Laws and Regulations	Target Persons	Number of Signers/ Target Persons	Pledge Rate
Fair Trade Act	All Employees	2,175 / 2,181	99.7%
Subcontract Act	Employees performing subcontract transaction-related duties, including team heads and above, sales, and outsourcing across the entity	440 / 440	100%

TAK has implemented the 'Anti-Bribery Policy' and guidelines since 2020 to prevent corruption and bribery risks, strictly prohibiting the provision and receipt of money and entertainment in relations with public officials and business partners. In addition, even when providing or receiving money and goods within the scope permitted by law and social standards, we operate advance approval and post-reporting procedures to systematically manage related risks.

The relevant guidelines include principles prohibiting the provision and receipt of money and entertainment, approval procedures by amount threshold, record preservation and internal controls, and response procedures in case of problems to prevent corruption risks that may occur in relations with public officials and business partners. In particular, regarding the provision and receipt of money and goods for public officials and business partners, we operate an approval system by amount threshold, mandating approval from executives and division heads when exceeding the threshold. In addition, by operating separate standards for public officials and business partners, we systematically manage corruption risks according to business characteristics.

In addition, related procedures are operated based on advance application and post-reporting processes linked with the company IT system, increasing transparency and management efficiency of approval and reporting histories, and continuously advancing the global-level compliance system by reflecting domestic and international anti-corruption regulatory trends. During the reporting period, there were no legal sanctions received by the company in connection with corruption and bribery.

| Pre- and Post-Approval Report Documents Based on Internal Systems

전자결재

- 상표
- 공사
- 자금
- 고객여신관리
- 윤리경영
- QM
- 정보시스템

통합결재문서함

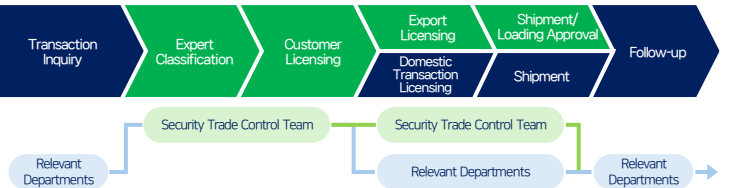
양식명	설명
공여 사전신청서(공직자등)	금품등을 공직자등에게 공여
공여 사전신청서(거래처등)	금품등을 거래처등에게 공여(공직...
수취 사전 보고서	금품등의 수취 사전 보고
수취 사후 보고서	금품등의 수취 사후 보고

Strategic Goods Management

TAK manages exports/imports and strategic goods transactions in accordance with domestic security trade control laws such as the 'Foreign Trade Act' and strategic goods import/export notices. In particular, we designate security trade control personnel for each division and operate the Security Trade Control Office, managing strategic goods transactions based on internal security trade control procedures and the Security Trade Control System.

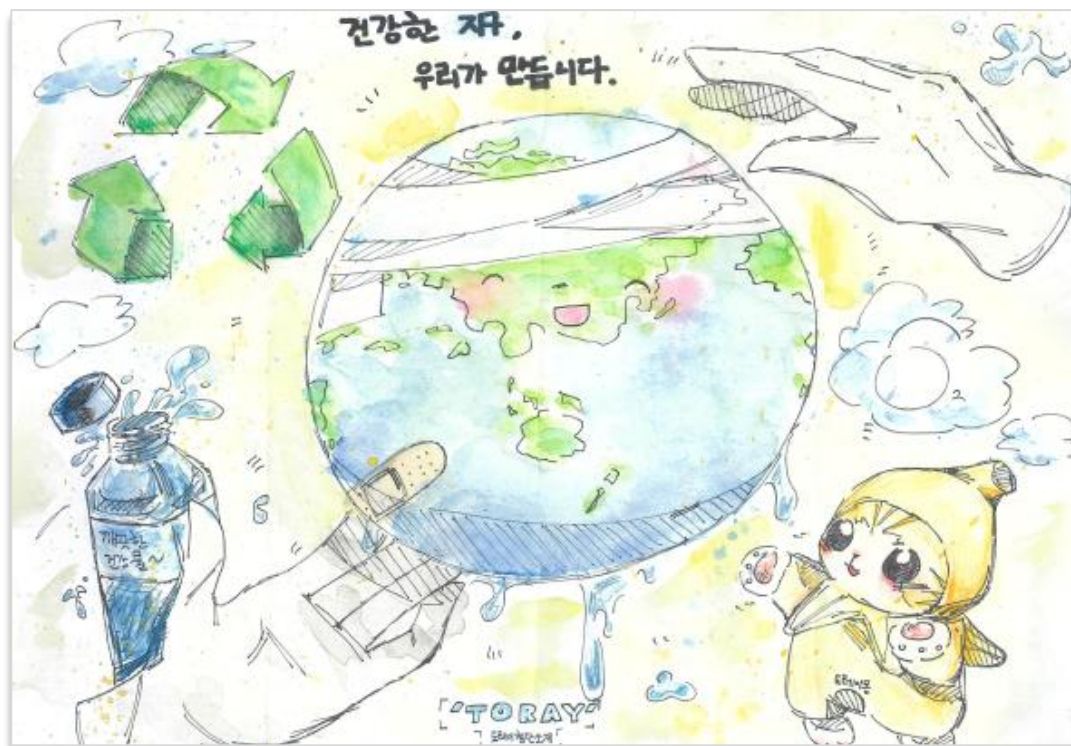
In addition, we operate the Security Trade Control Committee in which management participates to continuously strengthen risk inspections and response systems reflecting international affairs and legal amendment trends, and enhance compliance capabilities for export control and strategic goods management by conducting training for employees. As a result of these continuous management and improvement efforts, TAK has maintained AAA, the highest rating for Compliance Program (CP) from the Ministry of Trade, Industry and Energy, since acquiring it for the first time in 2014.

| Process for Strategic Goods Control

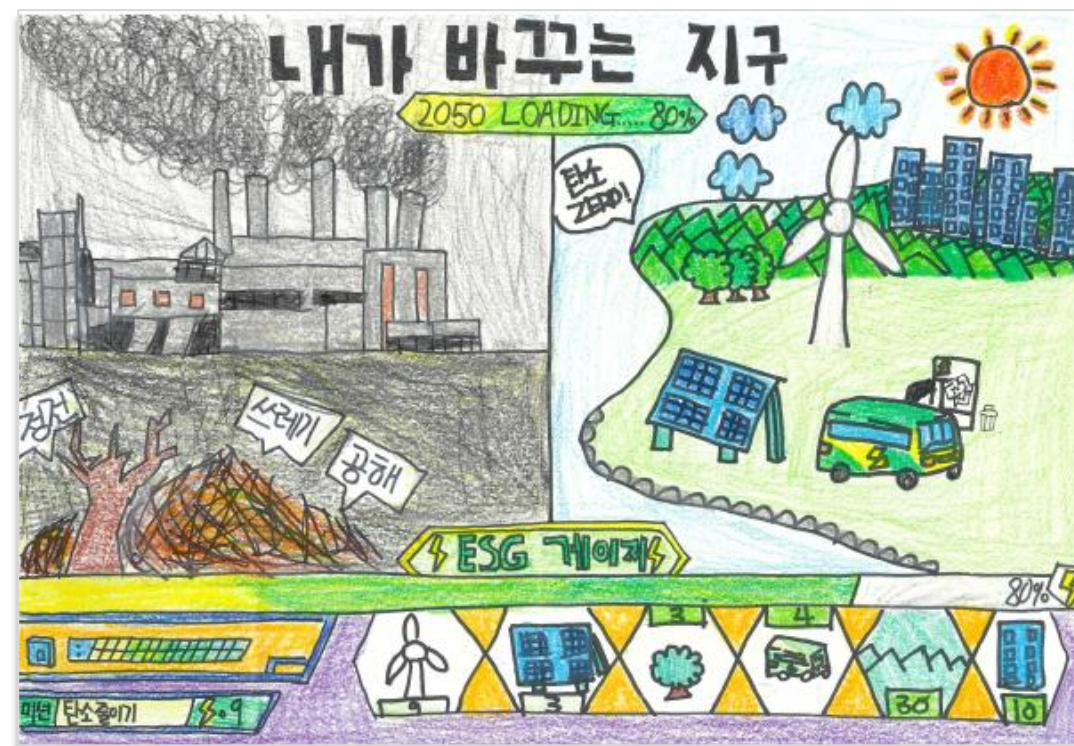


| Security Trade Control Trainings (Jan 2025–Dec 2025)

Course	Target	Frequency
Security Trade Control Refresher Training	All Executives	Once a Year
	All Office Staff	Once a Year
Security Trade Control Practical Training	Working-level personnel in each division	Upon Change in Notices/Regulations



Creating a Healthy Earth Together



You Can Help Change the Earth

Appendices

ESG Data

Environmental		Social		Governance	
Index		Unit	2023	2024	2025
Water Resource Management					
Total water withdrawal		ton	5,050,785	5,401,573	5,549,762
Water withdrawal	Industrial water	ton	4,694,432	5,050,358	5,201,008
	Service water	ton	356,353	351,215	348,754
Water recycled (graywater facility)		ton	623,439	706,797	665,274
Water recycling rate		%	12	13	12
Water reduction (Challenge50+)		ton	210,323	270,388	491,218
Wastewater discharged		ton	2,150,682	2,192,172	2,477,412
Water consumption		ton	2,900,103	3,209,401	2,962,693
Water pollutants discharged	BOD	ton	7.53	18.71	26.72
	TOC	ton	15.95	72.03	160.09
	SS	ton	41.22	37.86	58.69
	T-N	ton	10.61	32.81	42.59
	T-P	ton	1.39	4.10	2.00
Energy					
Total energy usage		TJ	12,578	12,138	11,611
Energy usage	Fuel	TJ	2,802.488	2,615.872	2,503.312
	Electricity	TJ	7,628.313	7,246.692	6,800.610
	Steam	TJ	2,153.684	2,280.945	2,311.406
Percentage of electricity consumed		%	61	60	59
Renewable energy		TJ	27	23	24

※ Differences in the sums may occur due to rounding down by site.

Index		Unit	2023	2024	2025
Environmental Management					
ISO 14001 certification	Number of certified sites	sites	8	8	8
	Certification rate	%	80	80	80
Pollution Prevention & Chemicals Management					
Air pollutants emissions	Dust	ton	7.61	7.98	8.78
	NOx	ton	102.07	90.05	97.30
	SOx	ton	5.97	1.62	2.67
	VOCs	ton	55.56	62.74	242.89
Chemicals Management	PRTR	ton	12.52	29.34	30.13
	Ozone-depleting substances (CFC-eq)	ton	2.34	1.98	2.70
Environmental incidents		cases	0	0	0
Legal violations		cases	0	0	0
GHG Emissions					
GHG emissions (Scope1+Scope2)		tCO ₂ eq	626,486	602,557	576,710
Direct GHG emissions (Scope 1)		tCO ₂ eq	152,139	144,266	138,725
Indirect GHG emissions (Scope 2)		tCO ₂ eq	474,351	458,295	437,990
GHG emissions intensity		tCO ₂ eq/백만원	0.302	0.294	0.295
GHG reduction (Challenge50+)		tCO ₂ eq	41,499	41,901	32,608

※ Water consumption = Total water withdrawal - Wastewater discharged
※ Percentage of electricity consumed (%) = Electricity consumed ÷ Total energy usage × 100
※ Renewable energy: Includes biomass gas and solar power generated at the Toray R&D Center
※ GHG emissions intensity = GHG emissions ÷ Revenue (separate basis)

[Corrections to Previously Disclosed Information]
※ Previous disclosures for dust (2023, 2024) were revised and reflected by recalculating based on a review of aggregation criteria.
※ Previous disclosures for NOx (2023, 2024) were revised and reflected as the emission calculation method was changed based on a stack telemonitoring system (TMS).
※ Previous disclosures for SOx and PRTR (2023, 2024) were revised and reflected by recalculating based on a review of aggregation criteria.
※ Previous disclosures for GHG emissions (2023, 2024) were revised and reflected by applying the approved values based on the Emissions Trading Scheme (ETS) allocation criteria at the time of submission under the ETS.

ESG Data

Index		Unit	2023	2024	2025
Waste Management					
Total waste generated		ton	27,274	24,483	22,867
Waste recycled		ton	19,455	18,596	17,635
Waste recycling rate		%	71.3	76.0	77.1
Waste disposal	Incineration	ton	2,713	2,333	2,080
	Landfill	ton	2,118	1,991	1,382
Waste disposal rate		%	17.7	17.7	15.1
Waste generated	General waste	ton	18,071	16,470	15,998
	Designated waste	ton	5,651	6,051	5,072
	Construction waste	ton	3,531	1,961	1,797

[Corrections to Previously Disclosed Information]

※ Previous disclosures for total waste generated and waste recycled (2023, 2024) were revised and reflected by recalculating based on a review of aggregation criteria.

※ Previous disclosures for waste incineration and waste disposal rate (2023) were revised and reflected by recalculating based on a review of aggregation criteria.

Environmental		Social		Governance	
Index		Unit	2023	2024	2025
Supply Chain Management					
Supplier compliance and ethics pledge status	CSR compliance agreement signing rate	%	-	-	54.4
	Ethics compliance pledge signing rate	%	-	-	54.6
Occupational Safety and Health, Health Improvement					
Accident frequency	Employee TRIR	-	0.09	0.25	0.17
	Business partner industrial accident rate	%	0.13	0.34	0.26

Index			Unit	2023	2024	2025
Serious accidents	Employee fatality rate		‰	0	0	0
	Number of employee fatalities		persons	0	0	0
	Number of seriously injured employees		persons	0	0	0
	Employee serious injury rate		%	0	0	0
Accident severity	Employee lost workdays		days	46	0	23
Safety & health management	Ratio of ISO 45001 certified sites		%	70	70	70
	Ratio of sites conducting risk assessments		%	-	-	100
	Health checkup rate		%	89	94	97
Diversity and Equal Opportunity						
Employees	Total number of employees		persons	2,460	2,353	2,270
	Males		persons	2,294	2,192	2,110
	Females		persons	166	161	160
	Percentage of females		%	6.7	6.8	7.0
	By age	Under 30 years old	persons	253	210	190
		30~50 years old	persons	1,359	1,294	1,245
		Over 50 years old	persons	848	849	835

※ Aggregation of supplier compliance and ethics pledge status and the ratio of sites conducting risk assessments was started in 2025, and previous year data are not included.

※ TRIR (Total Recordable Incident Rate) = (Total recordable incidents × 1,000,000) ÷ Total working hours

※ Aggregation of the ratio of sites conducting risk assessments was started in 2025, and previous year risk assessment data is not included.

※ Number of seriously injured employees: Number of persons eligible for serious accidents under the 'Occupational Safety and Health Act' and the 'Serious Accidents Punishment Act'

※ Lost workdays: Days of leave due to industrial accidents (based on days of leave recorded and reported in the final version of the Toray Group accident contact sheet)

ESG Data

	Index	Unit	2023	2024	2025
Managerial staff	Number of managerial staff	persons	162	153	151
	Males	persons	161	152	150
	Females	persons	1	1	1
	Percentage of females	%	0.6	0.7	0.7
	By age	Under 30 years old	persons	0	0
		30~50 years old	persons	79	67
		Over 50 years old	persons	83	86
Non fixed-term employees (permanent)	Number of non fixed-term employees	persons	2,406	2,318	2,240
	Males	persons	2,245	2,158	2,081
	Females	persons	161	160	159
	Percentage of females	%	6.7	6.9	7.1
	Percentage of non fixed-term employees	%	97.8	98.5	98.7
Fixed-term employees (contract-based)	Number of non fixed-term employees	persons	54	35	30
	Males	persons	49	34	29
	Females	persons	5	1	1
	Percentage of females	%	9.3	2.9	3.3
	Percentage of fixed-term employees	%	2.2	1.5	1.3
New hires	Total new hires	persons	181	59	66
	Males	persons	171	52	58
	Females	persons	10	7	8
	Percentage of females	%	5.5	11.9	12.1

※ The number of employees with disabilities is based on the actual headcount, while the percentage of employees with disabilities is based on the figures reported to the Korea Employment Agency for Persons with Disabilities.

※ The average wage of female employees to male is calculated excluding the wages of employees who joined or left the company or were assigned overseas during the reporting period.

※ Employee performance evaluation rate is calculated excluding new/experienced employees with less than 6 months of actual service during the evaluation period and returned employees, and has been aggregated since 2025.

※ Percentage of employees returning from parental leave = Ratio of actual returnees compared to persons scheduled to return from parental leave in the corresponding year

※ Percentage of employees who have worked at least 12 months after returning = Ratio of employees maintaining employment in the corresponding year compared to employees who returned from parental leave in the previous year

	Index	Unit	2023	2024	2025
Employee turnover	Total employee turnover	persons	140	154	154
	Turnover rate	%	5.7	6.5	6.8
	Number of voluntary departures	persons	85	86	81
	Voluntary departure rate	%	60.7	55.8	52.6
	Number of involuntary departures	persons	55	68	73
		Retirements at mandatory age	persons	39	42
		Layoffs	persons	0	0
	Other reasons	persons	16	26	33
Employees with disabilities	Number of employees with disabilities	persons	54	53	53
	Percentage of employees with disabilities	%	3.19	3.34	3.32
Employed veterans	Number of employed veterans	persons	34	33	28
	Employed based on national merit	%	1.38	1.40	1.23
Employee performance evaluation rate		%	-	-	100
Average wage of female employees to male		%	74.6	74.4	76.1
Work-life Balance					
Parental leave	Total parental leavetakers	Males	persons	12	10
		Females	persons	6	10
	Employees returning from parental leave	Males	persons	11	10
		Females	persons	8	8
	Employees who have worked at least 12 months after returning	Males	persons	11	9
		Females	persons	8	7
	Percentage of employees returning from parental leave	Males	%	92	100
		Females	%	100	100
	Percentage of employees who have worked at least 12 months after returning	Males	%	100	90
		Females	%	100	88

ESG Data

Index		Unit	2023	2024	2025
Corporate Social Responsibility					
Annual donation		KRW Million	2,232	1,577	3,410
Donation over revenue		%	0.11	0.08	0.17
Stakeholder Engagement					
Labor union membership ratio		%	60	58	58
Labor union members		persons	1,409	1,366	1,327
Labor-management meetings held		times	3	4	4
Collective agreement coverage rate		%	-	-	98.7
Human Rights					
Human rights training	Total training hours	hours	4,688	4,518	4,228
	Human rights training completion rate	%	-	-	99
Talent Acquisition and Development					
Employee training	Training hours per employee	hours	54	61	68
	Training cost per employee	KRW	831,166	801,089	1,007,160
	Total training hours	hours	125,764	136,354	145,563
Employee upskilling	Language education	hours	27,544	21,158	25,584
	Job training	hours	31,646	18,088	24,047
Product Quality and Safety					
Ratio of ISO 9001 certified sites		%	100	100	100
Product safety reviews		cases	45	49	51
Product quality claims		ppm	491	718	285

※ Donations are calculated based on the separate financial statements (audit report)

※ Labor union membership ratio = Labor union members ÷ total employees × 100

※ Aggregation of the collective agreement coverage rate and human rights training rate were started in 2025, and previous year data are not included.

Environmental		Social		Governance	
Index		Unit	2023	2024	2025
Corporate Governance					
Board composition	Board organization	persons	13	13	13
	Resolution on director remuneration limit	cases	1	1	1
Board operation	Meetings held	times	11	12	11
	Concurrent positions	persons	7	7	7
	Submitted and passed items	cases	27	34	34
	Average directorship	years	5.0	1.5	1.9
	Average attendance rate	%	93	81	84
Risk Management					
Number of information security incidents		cases	0	0	0
Employees who completed data protection training		persons	1,724	1,672	1,629
Cyber threat response drills		cases	2	2	2
Compliance, Anti-corruption and Bribery					
Number of legal review requests	Number of contract review requests	cases	348	253	311
	Number of legal advice requests	Cases	49	42	49
Fair trade compliance system	Pledge rate for fair trade act compliance	%	85.7	98.4	99.7
	Pledge rate for subcontract act compliance	%	88.8	97.7	100
Strategic goods control	Violations of Foreign Trade Act	cases	0	0	0

※ Average directorship is calculated as of the end of the fiscal year (end of Mar 2026)

ESG-related Certifications and External Awards

Category	Certificate	Certified by	Validity	Applicable sites/products
Quality and Product Safety	ISO 9001	Korean Standards Association	2023.11.24~2026.11.23	All 10 sites in Korea
	IATF 16949	Korean Standards Association	2025.02.10~2028.02.09	Gumi Plant 1 (IT) Gunsan Plant (Resin)
	AS 9120	International Aerospace Quality Group (IAQG)	2024.04.10~2027.04.09	Seoul Office (Composite PP Sales)
Environmental Management	ISO 14001	Korean Standards Association	2023.11.24~2026.11.23	8 sites in Korea (except Gumi Plant 5 and Ulsan Plant)
	Eco-Label Certification	Korea Environmental Industry & Technology Institute	2025.05.07~2028.05.06	TORAY PET DECO SHEET (decorative synthetic resin sheet)
Safety and Health	ISO 45001	Korean Standards Association	2024.12.24~2027.12.23	7 sites in Korea (except Gumi Plant 5, Gunsan Plant, and Ulsan Plant)
	NAVI Certificate (Healthy Workplace)	Gumi City	2025.12.01~2028.11.30	Sites in Gumi
	Healthy Workplace Certification	Korea Occupational Safety and Health Agency, Ministry of Employment and Labor	2023.10.11~2026.10.10	All sites in Korea
Sustainability Management	ISCC Plus	Control Union (ISCC)	2025.12.01~2026.11.30	Seoul Office, Gumi 1, 3, 4 and Gunsan Plants
	GRS (Global Recycled Standard)	Control Union (Textile Exchange)	2026.01.12~2027.01.11	Seoul Office, Gumi 1, 3, 5 Plants, TAST, Anseong Plant (polymerized, raw cotton, yarn, spunbond, sheet)
	Family-Friendly Excellent Company	Ministry of Gender Equality and Family	2024.12.01~2027.11.30	All sites in Korea
	[Award] Compliance Excellence Company	Jeonbuk Regional Prosecutors' Office	2025.11.18	TAK

Association Memberships

Korea Chemical Fibers Association	Korea Display Industry Association	Korea Chamber of Commerce and Industry	Korea AEO Association
Korean Institute of Chemical Engineers	Korea Desalination Plant Association	Gumi Chamber of Commerce and Industry	Korea Customs Logistics Association
Polymer Society of Korea	Korea Carbon and Nano Industry Association	Gunsan Chamber of Commerce and Industry	Korea International Trade Association
Membrane Society of Korea	Korea Industrial Technology Association	Korea Productivity Center	Korea-Japan Economic Association
Korean Society for Composite Materials	Korean Society for Quality Management	Korea Management Association Consultants	SETO Forum
Korea Federation of Textile Industries	Korea Industrial Safety Association	Green Company	Japan External Trade Organization

※ The above list is based on key institutions TAK has joined for each industry.

Ethics & Compliance Code of Conduct

I. Compliance for Safety and Environment

1. Establish a Safe Working Environment

- To maintain safe facilities, work environments, and procedures, and to protect the safety and health of oneself and colleagues, we must comply with relevant laws and regulations as well as internal company rules, and continuously pursue proactive safety activities with the goal of zero accidents.
- To ensure our mental health, managers and employees must communicate closely and strive to foster a bright and healthy workplace culture.

2. Global Environmental Conservation

- Recognizing that preserving the global environment in an improved state is our duty, we must comply with environmental, disaster prevention, and chemical substance laws and regulations, as well as relevant internal company rules.
- We must strive to minimize the burden our corporate activities and products and services place on the global environment while working to conserve biodiversity and promote sustainable use.

II. Compliance for Quality

1. Provide Products That Are Safe and Meet Customer Needs

- We must comply with safety-related laws and regulations and ensure safety in accordance with the spirit of those laws to continuously provide high-quality products that are safe and meet customer needs. We must also accurately identify customer needs and design, manufacture, and provide products accordingly. If any issues arise, we must respond promptly.

2. Appropriate Quality Data Management

- To consistently fulfill commitments to customers, quality data must be acquired, stored, and verified as promised, and necessary data must be accurately communicated to customers. We will never tolerate any falsification or manipulation of quality data at the company level.

III. Compliance for Human Rights

1. Respect for Employees' Dignity and Individuality

- The dignity of all employees must be respected; unjust harassment or discrimination is prohibited.
- The privacy of each employee must be respected, and when handling personal information, careful and meticulous attention must be paid, and efforts must be made to manage it appropriately.

2. Prohibition of Harassment and Discrimination

- We will never tolerate any form of harassment or discrimination, including sexual harassment, harassment related to pregnancy or childbirth, or workplace harassment.

3. Respect for the Human Rights of All Stakeholders

- We must respect international human rights norms and act in accordance with the 'Toray Group Human Rights Policy' to prevent any involvement in human rights violations.

IV. Compliance for Fair Corporate Activities

1. Fair Competition

- In activities such as purchasing, sales, development, and production, we must not engage in any collaborative acts through unfair competitive means like cartels, unfair treatment of customers, suppliers, or business partners, or any other acts violating antitrust laws in each country.
- All forms of bribery, including giving or receiving bribes to or from domestic or foreign public officials and business partners, as well as other corrupt practices, are prohibited. When making political contributions or donations, we must strictly adhere to laws, regulations, and internal company rules.
- The quality, performance, price, etc., of products or services must be appropriately labeled, and any labeling that could mislead business partners or users is prohibited.

2. Proper Transactions and Asset Management

- All transactions, including deliveries, sales, and expense payments, must be conducted appropriately in accordance with laws and accounting rules.
- Company assets, such as inventory and fixed assets, must be properly managed, used, and preserved for business purposes.

3. Proper Import/Export Management and Security Trade Control

- When purchasing, importing, and exporting products, services, equipment, materials, and samples, or providing technology to foreign countries, we must comply with relevant local laws and regulations in accordance with our internal rules and implement proper import/export management and security trade control to avoid violating UN or U.S. sanctions among others.

4. Compliance with Other Laws and Regulations

- We must recognize that violating laws and regulations damages our credibility and comply with all applicable laws and regulations. For example, strict compliance with the following laws and regulations is strongly required:
 - Prohibition of insider trading - Blocking relationships with antisocial forces - Prohibition of conflicts of interest

V. Compliance for Intellectual Property Rights

1. Respect for Others' Intellectual Property Rights

- We must not only avoid intentionally infringing on others' intellectual property rights but also exercise sufficient caution to prevent infringement due to negligence, such as insufficient research.

VI. Compliance for Information

1. Information Management

- Confidential information, whether ours or others', obtained through business activities must not be used for other purposes, disclosed, or shown to third parties, both during and after employment.
- When handling personal information in the course of business, it must be handled carefully and appropriately in accordance with our Privacy Policy.

2. Appropriate Information Disclosure

- We must strictly adhere to statutory disclosure requirements and promote information disclosure in accordance with disclosure principles to ensure fair, timely, and appropriate information disclosure.

Responsible Minerals Sourcing Policy

1. Purpose

TAK has established the 'Responsible Minerals Sourcing Policy' to procure minerals in a sustainable and ethical manner and to establish responsible sourcing practices throughout the supply chain. This policy prohibits the use of conflict minerals, which have served as a funding source for conflict and high-risk regions, and minerals whose extraction raises human rights and environmental issues. It expresses our commitment to using only responsible minerals extracted in a manner that respects human rights and protects the environment, and aims to present the principles and management measures to realize this commitment.

2. Definition of Terms

'Conflict minerals' refers to tin, tantalum, tungsten, and gold (3TG), which are minerals produced in conflict regions (such as 10 African countries) or high-risk areas that cause negative impacts on human rights and the environment.

'Responsible minerals' refers to minerals mined in a manner that eliminates illegal activities, such as human rights violations and environmental destruction, that may occur during mining, and fulfills social responsibilities.

3. Responsibilities and Roles

We establish a 'Responsible Minerals Sourcing Policy' and management procedures based on the 'OECD Due Diligence Guidance for Responsible Business Conduct', and conduct risk management and improvement activities targeting the supply chain. We also provide sustainable 'CSR Procurement Action Guidelines' to our partners and encourage their adherence.

4. Management Approach

To ensure responsible resource procurement considering human rights protection and conflict risks, building a responsible mineral supply chain has been made mandatory, based on the five-step process outlined in the 'OECD Due Diligence Guidance'. TAK manages its mineral sourcing to comply with this due diligence guidance as follows:

- 1) Establish a responsible sourcing policy and clearly communicate it to the supply chain.
Establish a system to manage risks associated with minerals mined in conflict or high-risk areas.
- 2) Identify and assess potential risks arising from mineral mining, trading, or export from conflict or high-risk areas.
- 3) Develop and implement strategies to address identified risks, monitor implementation outcomes, and continuously improve the management system.
- 4) Require third-party certification for smelters within the supply chain located in conflict or high-risk areas, and conduct third-party audits based on supplier risk when necessary.
- 5) Publicly report due diligence results and activities through the Sustainability Committee, and include relevant information in the Sustainability Report.

5. TAK's Commitment

TAK continuously manages conflict minerals such as tin, tantalum, tungsten, and gold, as well as key responsible minerals such as cobalt; monitors its suppliers' responsible mineral sourcing practices and continuously strives to ensure that its suppliers' business partners also implement policies to avoid conflict minerals and expand the implementation of socially responsible mineral sourcing policies.

GRI Standards 2021

GRI 1 : Foundation 2021	Description	Toray Advanced Materials Korea reports performance data for the period from January 2025 to December 2025, based on the amended GRI Standards 2021. Some performance data are for the period from April 2025 to March 2026 (28th term).
	GRI 1 used	GRI 1 : Foundation 2021
	Applicable GRI Sector Standards	GRI Chemicals Sector Standard applicable to Toray Advanced Materials Korea has not been published yet, and will be adopted when the Sector Standard is published in the future.

GRI 2 : General Disclosures 2021				
Standards		Disclosure	Page	Remarks
Organizational Profile and Report Practice	2-1	Organizational details	5	
	2-2	Entities included in the organization's sustainability reporting	6	
	2-3	Reporting period, frequency and contact point	62	
	2-4	Restatements of information	47~50	
	2-5	External assurance	55, 56	
Business Activities and Employees	2-6	Activities, value chain and other business relationships	5, 32~34, 47~50	
	2-7	Employees	5, 48, 49	
	2-8	Workers who are not employees	49	
Governance	2-9	Governance structure and composition	40, 50	
	2-10	Nomination and selection of the highest governance body	-	Confidential information
	2-11	Chair of the highest governance body	-	Confidential information
	2-12	Role of the highest governance body in overseeing the management of impacts	40	
	2-13	Delegation of responsibility for managing impacts	40	
	2-14	Role of the highest governance body in sustainability reporting	40	
	2-15	Conflicts of interest	-	Incomplete information

Standards		Disclosure	Page	Remarks
Governance	2-16	Communication of critical concerns	40	
	2-17	Collective knowledge of the highest governance body	-	Incomplete information
	2-18	Evaluation of the performance of the highest governance body	-	Confidential information
	2-19	Remuneration policies	-	Confidential information
	2-20	Process to determine remuneration	-	Confidential information
	2-21	Annual total compensation ratio	-	Confidential information
	2-22	Statement on sustainable development strategy	11~13	
Strategies, policies, and practices	2-23	Policy commitments	12, 25, 28, 32, 43	
	2-24	Embedding policy commitments	12, 25, 28, 32, 43	
	2-25	Processes to remediate negative impacts	44	
	2-26	Mechanisms for seeking advice and raising concerns	44	
	2-27	Compliance with laws and regulations	45	
	2-28	Membership associations	51	
Stakeholder Engagement	2-29	Approach to stakeholder engagement	14	
	2-30	Collective bargaining agreements	30, 50	

GRI Standards 2021

GRI 3: Material Topics 2021				
Standards		Disclosure	Page	Remarks
Material Topic Disclosure	3-1	Process to determine material topics	59	
	3-2	List of material topics	59	
	3-3	Management of material topics	59	
Material Topics				
Standards		Disclosure	Page	Remarks
GRI 205 : Anti-corruption	205-1	Operations assessed for risks related to corruption	-	Incomplete information
	205-2	Communication and training about anti-corruption policies and procedures	44, 45	
	205-3	Confirmed incidents of corruption and actions taken	-	N/A
GRI 206 : Anti-competitive behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	No cases
GRI 302 : Energy	302-1	Energy consumption within the organization	47	
	302-2	Energy consumption outside of the organization	-	Incomplete information
	302-3	Energy intensity	47	
	302-4	Reduction of energy consumption	47	
	302-5	Reductions in energy requirements of products and services	-	Incomplete information
GRI 303 : Water and Effluents	303-1	Interactions with water as a shared resource	19	
	303-2	Management of water discharge-related impacts	19, 47	
	303-3	Water withdrawal	47	
	303-4	Water discharge	47	
	303-5	Water consumption	47	

Standards		Disclosure	Page	Remarks
GRI 305 : GHG Emissions	305-1	Direct (Scope 1) GHG emissions	47	
	305-2	Energy indirect (Scope 2) GHG emissions	47	
	305-3	Other indirect (Scope 3) GHG emissions	-	Incomplete information
	305-4	GHG emissions intensity	47	
	305-5	Reduction of GHG emissions	47	
	305-6	Emissions of ozone-depleting substances (ODS)	47	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	47	
GRI 306 : Waste	306-1	Waste generation and significant waste-related impacts	23	
	306-2	Management of significant waste-related impacts	23	
	306-3	Waste generated	48	
	306-4	Waste diverted from disposal	48	
	306-5	Waste directed to disposal	48	
GRI 308 : Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	-	Incomplete information
	308-2	Negative environmental impacts in the supply chain and actions taken	-	Incomplete information

GRI Standards 2021

Material Topics				
Standards	Disclosure		Page	Remarks
GRI 403 : Occupational Health and Safety	403-1	Occupational health and safety management system	28, 29, 48	
	403-2	Hazard identification, risk assessment, and incident investigation	28, 29, 48	
	403-3	Occupational health services	28, 29	
	403-4	Worker participation, consultation, and communication on occupational health and safety	28, 29	
	403-5	Worker training on occupational health and safety	28, 29	
	403-6	Promotion of worker health	28, 29	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	28, 29	
	403-8	Workers covered by an occupational health and safety management system	28, 29, 48	
	403-9	Work-related injuries	48	
	403-10	Work-related ill health	48	
GRI 414 : Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	-	Incomplete information
	414-2	Negative social impacts in the supply chain and actions taken	-	Incomplete information
GRI 416 : Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	35	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	35	
GRI 418 : Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	50	

Non-Material Topics				
Standards	Disclosure		Page	Remarks
GRI201 : Economic Performance	201-1	Direct economic value generated and distributed	-	Incomplete information
	201-2	Financial implications and other risks and opportunities due to climate change	10, 16~18	
	201-3	Defined benefit plan obligations and other retirement plans	-	Audit report
	201-4	Financial assistance received from government	-	Audit report
GRI 401 : Employment	401-1	New employee hires and employee turnover	27, 49	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	31, 29, 49	
	401-3	Parental leave	27, 49	
GRI 402 : Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	30	Compliance with collective agreements
	404-1	Average hours of training per year per employee	27, 50	
GRI 404 : Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs	27, 50	
	404-3	Percentage of employees receiving regular performance and career development reviews	49	
GRI 405 : Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	49	
	405-2	Ratio of basic salary and remuneration of women to men	49	
GRI 407 : Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	N/A

※ Not listed : [Incomplete information] GRI202, GRI203, GRI204, GRI207, GRI301, GRI406, GRI410, GRI413

[N/A]

GRI304, GRI408, GRI409, GRI411, GRI415, GRI417

SASB Index

Toray Advanced Materials Korea manages sustainability-related information with reference to the SASB Chemicals standard. Please refer to the table below for the content disclosed in this report.

Topic	SASB code	Accounting metric	Page
Greenhouse gas	RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	47
	RT-CH-110a.2	Scope 1 emissions management strategy, reduction targets, and performance against the targets	18
Air quality	RT-CH-120a.1	Air emissions of NOx, SOx, volatile organic compounds (VOCs), and hazardous air pollutants (HAPs)	47
Energy management	RT-CH-130a.1	Total energy consumed, percentage grid electricity, percentage renewable, total self-generated energy	17, 47
Water resources	RT-CH-140a.1	Total water withdrawn, total water consumed, and the percentage of sites in regions with high or extremely high baseline water stress ※ Percentage of sites in regions with high or extremely high baseline water stress: 10% (1 of 10 sites, Gunsan)	47
	RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	47
	RT-CH-140a.3	Water management risks and strategies and practices to mitigate those risks	19, 20
Hazardous waste management	RT-CH-150a.1	Amount of hazardous waste generated, percentage recycled	48
Community relations	RT-CH-210a.1	Engagement processes to manage risks and opportunities associated with community interests	37
Workforce health and safety	RT-CH-320a.1	Total recordable incident rate (TRIR) and fatality rate for direct employees and contract employees	48
	RT-CH-320a.2	Efforts to assess, monitor, and reduce long-term health risks for employees and contract workers	28, 29
Product design for use-phase efficiency	RT-CH-410a.1	Revenue from products designed to improve resource efficiency for users	Unreported
Safety & environmental stewardship of chemicals	RT-CH-410b.1	Percentage of products containing GHS Health and Environmental Hazardous Substances (Category 1 and 2), percentage of such products that have undergone a hazard assessment	Unreported
	RT-CH-410b.2	Strategy to manage chemicals of concern and develop alternatives with reduced impact	22
Management of the legal and regulatory environment	RT-CH-530a.1	Corporate positions on environmental and social government regulations and policy proposals	21, 22
Operational safety, emergency preparedness and response	RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	Unreported
	RT-CH-540a.2	Number of transport incidents	N/A
Activity Metrics	RT-CH-000.A	Production by reportable segment	Unreported

Materiality Assessment

Toray Advanced Materials Korea identified ESG issues across overall management to realize sustainable management, and derived 16 ESG Key Indices based on this. In addition, we conducted a materiality assessment for operational departments, comprehensively considering financial impact as well as environmental and social impact, and selected 9 ESG material topics. There are no changes in the list of ESG material topics compared to the previous reporting period.

| Materiality Assessment Process



| Selection of Material Topics

Key Index	Opportunity	Risk	Environmental/ Social impact	Financial impact	Materiality	GRI Standards 2021	Page	Materiality Criteria
✓ Pollution prevention & chemicals management	• Environmental safety strengthening & hazardous substance reduction	• Occurrence of chemical accidents & environmental pollution	●	●	High	GRI 306, GRI 403	20~22	High (Material topic) Materiality score of 5.5 points or higher *5.5 points: Average score of all issues Medium (Managed topic) Materiality score of 5.0-5.49 points Normal (General topic) Materiality score under 5.0 points ※ Materiality score = $\sqrt{(\text{Environmental}/\text{Social impact}^2 + \text{Financial impact}^2)}$
✓ Product Quality and Safety	• Securing customer trust & product competitiveness	• Quality issues & recall risks	●	●	High	GRI 416	35	
✓ Occupational Safety and Health, Health Improvement	• Industrial accident prevention & working environment improvement	• Safety accidents & production disruptions	●	●	High	GRI 403	28~29	
✓ Energy Management and Greenhouse Gas Reduction	• Energy efficiency & carbon reduction	• Carbon regulations & increased energy costs	●	●	High	GRI 302, GRI 305	16~18	
✓ Risk Management	• Crisis response capability & business stability strengthening	• Financial loss & business uncertainty expansion	●	●	High	Non-GRI	42~43	
✓ Compliance	• Legal stability & ethical management strengthening	• Violation of laws & damage to reputation	●	●	High	GRI 205, GRI 206	44~45	
✓ Water Resources Management	• Resource efficiency improvement & water protection	• Water pollution and local community conflicts	●	●	High	GRI 303	19	
✓ Waste Management	• Resource circulation promotion & environmental burden reduction	• Increase in waste and expanded environmental impact	●	●	High	GRI 306	23	
✓ Supply Chain Management	• Supply Chain Management	• Supply disruptions and reputational risks	●	●	High	GRI 308, GRI 414	32~34	
Labor & Human Rights	• Human rights protection & responsible management strengthening	• Human rights issues and reduced transaction stability	●	●	Medium	GRI 401, GRI 404	25	Medium (Managed topic) Materiality score of 5.0-5.49 points Normal (General topic) Materiality score under 5.0 points ※ Materiality score = $\sqrt{(\text{Environmental}/\text{Social impact}^2 + \text{Financial impact}^2)}$
Corporate Governance	• Transparent management enhancement & responsible management strengthening	• Loss of investor trust	●	●	Medium	GRI 2~1~18	40	
Talent Acquisition and Development	• Talent competitiveness & growth foundation securing	• Talent outflow & organizational capability weakening	●	●	Medium	GRI 401, GRI 404	27	
Work-life Balance	• Employee satisfaction & organizational commitment enhancement	• Health deterioration and increased turnover	●	●	Normal	GRI 401, GRI 403	31	
Stakeholder Engagement	• Stakeholder Engagement	• Stakeholder conflicts	●	●	Normal	GRI 407, GRI 413	30	
Diversity and Equal Opportunity	• Inclusive culture fostering & organizational diversity expansion	• Discrimination risks and organizational conflicts	●	○	Normal	GRI 405	26	
Corporate Social Responsibility	• Local community value creation	• Lack of effectiveness and loss of trust	●	○	Normal	GRI 413	36	

GHG Verification Statement

To readers of Toray Advanced Materials Korea Sustainability Report

Introduction

BSI Group Korea has verified TAK's greenhouse gas emissions for 2025 as follows.

Scope

Direct GHG emissions (Scope 1) and indirect GHG emissions (Scope 2) of Korean operations in 2025

Verification Data

The GHG emissions corresponding to direct emissions (Scope 1) and indirect emissions (Scope 2) for the year 2025 are as follows.

[Unit: tCO₂-eq]

Site	Scope 1 emissions	Scope 2 emissions	Total emissions for 2025
Gumi Plant 1	34,415	329,457	363,872
Gumi Plant 2	44	4,756	4,801
Gumi Plant 3	67,116	79,308	146,424
Gumi Plant 4	15,695	44,717	60,412
Gumi Plant 5	117	13,639	13,756
Gunsan Plant	21,188	40,985	62,174
Ulsan Plant	0	1,349	1,349
R&D Center	145	1,371	1,516
Anseong Plant	0	4,371	4,371
Yugu Plant	1	723	725
Yeongnam Office	0	0	0
Total	138,724	520,681	659,400

※ GHG emissions are rounded down to the nearest whole number.



GHG-related Standards and Guidelines Used for Verification

At the request of TAK, verification was performed using the following standards and guidelines.

- At the request of TAK, verification was performed using the following standards and guidelines.
- Greenhouse Gas Emission Calculation Plan Reviewed and Approved by the Ministry of Environment
- ISO14064-1 : 2018 and ISO 14064-3 : 2019

Verification Opinion

BSI Group Korea's verification opinion on the outcome of the verification conducted in accordance with the above greenhouse gas standards and guidelines is as follows.

- The assurance level for this verification is 'reasonable assurance', guaranteeing that risks are below a threshold throughout the verification process.
- No material issues were identified during the verification process regarding the calculation of greenhouse gas emissions, and no evidence was found indicating that related activity data and supporting documentation were not managed appropriately. However, due to the inherent limitations of verification, there is an unavoidable risk that material errors could exist without being detected.
- The 2024 GHG emissions were calculated in accordance with the verification criteria and were appropriately calculated and reported below the materiality assessment threshold. Accordingly, the BSI Group Korea verification team provides a verification opinion that is "Appropriate."

For and on behalf of BSI :
Issue : 28/04/2026

Managing Director Korea, Seong Hwan Lim

Independent Assurance Statement

To readers of 2026 Toray Advanced Materials Korea Sustainability Report

Introduction

Korea Management Registrar (KMR) was engaged to conduct an independent assurance of 2026 Toray Advanced Materials Korea Sustainability Report for the year ending December 31, 2025. The preparation, information and internal control of the report are the sole responsibility of Toray Advanced Materials Korea's the management. KMR's responsibility is to comply with the agreed engagement and express an opinion to Toray Advanced Materials Korea's management.

Subject Matter

The reporting boundaries included the performance and activities of sustainability-related organizations as described in Toray Advanced Materials Korea's report:

- 2026 Toray Advanced Materials Korea Sustainability Report

Reference Standard

- GRI Standards 2021

Assurance criteria

KMR applied the quality management system in accordance with ISO 17029 and KMR EDV 01, and carried out the verification in accordance with the assurance criteria of AA1000AS v3 and KMR's proprietary SRV1000. Under AA1000AS v3, we assessed the adherence to the four principles presented in AA1000AP:2018—Inclusivity, Materiality, Responsiveness, and Impact—and evaluated the reliability and quality of the data and information using. Under SRV1000, we conducted a multidimensional review aimed at zero data errors, applying expert judgment to determine the materiality criteria.

- ISO 17029 : 2019, ISO 14065 : 2020, AA1000AS v3 : 2020 (AccountAbility), AA1000AP : 2018 (AccountAbility), SRV1000 : 2022 (KMR), KMR EDV 01 : 2024 (KMR)
- Levels of assurance/materiality: AA1000AS v3 – Type 2/moderate, limited/ not set

Scope of assurance

The information subject to verification in the sustainability report is as follows.

- GRI Standards 2021 reporting principles
- Universal Standards
 - GRI 2 General Disclosures 2021
 - GRI 3 Material Topics 2021
- Topic Specific Standards
 - GRI 201: Economic Performance(201-2, 201-3, 201-4), GRI 205: Anti-corruption(205-2, 205-3), GRI 206: Anti-competitive Behavior,

- GRI 302: Energy(302-1, 302-3, 302-4), GRI 303: Water and Effluents, GRI 305: Emissions(305-1, 305-2, 305-4, 305-5, 305-6, 305-7), GRI 306: Waste,
- GRI 401: Employment, GRI 402: Labor/Management Relations, GRI 403: Occupational Health and Safety, GRI 404: Training and Education, GRI 405: Diversity and Equal Opportunity, GRI 407: Freedom of Association and Collective Bargaining, GRI 416: Customer Health and Safety, GRI 418: Customer Privacy

As for the reporting boundary, information external to the organization was excluded from the scope of assurance.

KMR's Approach

Our Assurance Team undertook the following activities for the agreed scope of assurance using the standard outlined above:

- Evaluating the appropriateness of the reference standard used as a basis for preparing sustainability information and the reliability of the materiality assessment process and its findings;
- Conducting inquiries to understand the data management and control environment, processes, and information systems (the effectiveness of controls was not tested);
- Evaluating the appropriateness and consistency of the methodology for estimation (note that the underlying data was not tested and KMR has not made any estimates);
- Visiting the headquarters, determining visit sites based on the site's contribution to sustainability and the possibility of unexpected changes since the previous period and sampling data, and carrying out due diligence on a limited number of source records at the sites visited;
- Interviewing people in charge of preparing the report;
- Considering whether the presentation and disclosures of sustainability information are accurate and clearly defined;
- Identifying errors through comparison and check against underlying information, recalculation, analyses, and backtracking; and
- Evaluating the reliability and balance of information based on independent external sources, public databases, and press releases.

Limitations and Recommendations

The absence of generally accepted reporting frameworks or well-established practices on which to draw to evaluate and measure non-financial information allows for different measures and measuring techniques, which can affect comparability between entities. Therefore, our assurance team relied on professional judgment.

Independent Assurance Statement

In a limited assurance engagement, the scope of the risk assessment procedures and the subsequent procedures performed in response to the assessed risks are limited than in a reasonable assurance engagement. Our assurance team conducted our work to a limited extent through inquiries, analysis, and limited sampling based on the assumption that the data and information provided by Toray Advanced Materials Korea are complete and sufficient. To overcome these limitations, we confirmed the quality and reliability of the information by referring to independent external sources and public databases, such as DART and the National GHGs Management System (NGMS).

Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with Toray Advanced Materials Korea on the revision of the Report. We reviewed the Report's final version in order to make sure that our recommendations for improvement and revision have been reflected. We found that the report was prepared in accordance with the criteria presented by Toray Advanced Materials Korea, and nothing comes to our attention to suggest that the evidence obtained regarding its content is insufficient to provide a basis for our opinion. Our opinion on the principles is as follows:

Inclusivity

Toray Advanced Materials Korea has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

Materiality

Toray Advanced Materials Korea has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

Responsiveness

Toray Advanced Materials Korea prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them. We did not find anything to suggest that data and information disclosed in the Report do not give a fair representation of Toray Advanced Materials Korea's actions.

Impact

Toray Advanced Materials Korea identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible.

Reliability of Specific Sustainability Performance Information

In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of sustainability performance data, including economic, environmental, and social performance data. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

KMR's Competence, Independence, and Quality Control

Korea Management Registrar (KMR) is a verification body for the Republic of Korea Emissions Trading Scheme (K-ETS), accredited to ISO/IEC 17029:2019 (Conformity Assessment - General principles and requirements for validation and verification bodies), ISO 14067, the additional accreditation criteria ISO 14065, and ISO/IEC 17021:2015 (Requirements for bodies providing audit and certification of management systems). Additionally, KMR maintains a comprehensive quality control system that includes documented policies and procedures of the KMR EDV 01:2024 (ESG Disclosure Assurance System) based on ISO/IEC 17029 requirements and compliant with IAASB ISQM1:2022 (International Standard on Quality Management 1 by the International Auditing and Assurance Standards Board). Furthermore, KMR adheres to the ethical requirements of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior in accordance with the IESBA Code:2023 (International Code of Ethics for Professional Accountants). Our assurance team consists of sustainability experts. Other than providing an independent assurance, KMR has no other contract with Toray Advanced Materials Korea and did not provide any services to Toray Advanced Materials Korea that could compromise the independence of our work.

Limitations of Use

This assurance statement is made solely for the management of Toray Advanced Materials Korea for the purpose of enhancing an understanding of the organization's sustainability performance and activities. We assume no liability or responsibility for its use by third parties other than the management of Toray Advanced Materials Korea. As this assurance statement may be subject to revision after the assurance date below, we recommend verifying whether this is the latest version.

July 2026



E. J. Hwang

About this report

| Report Overview

Toray Advanced Materials Korea has published the 「2026 Sustainability Report」 in order to inform stakeholders of various management activities for sustainable growth and to transparently disclose the results of ESG management activities. We published our first Sustainability Report in 2022 and have since published a Sustainability Report every year. (5th edition in 2026)

| Reporting Period and Scope

This report covers sustainability management activities and achievements from January 1 to December 31, 2025. Some indexes and metrics include data from different reporting periods due to reasons such as legal disclosures, regulatory agency reporting, or Toray (Japan) reporting cycles. Quantitative performance data includes the most recent three-year period (2023-2025) to enable year-over-year trend comparisons. The report also covers environmental, social, and governance performance across all of our operations, including ones in Seoul and Gumi.

※ Items with different reporting periods

Key Index	Index	Reporting period	Remarks
Water Resource Management	Water withdrawal, water recycled, water reduction	2025.04.01 ~ 2026.03.31 (28th term)	Based on Toray report
Talent Development	All indices related to training		Based on audit report
Supply Chain Management	Supplier compliance and ethics pledge status		Based on audit report
Corporate Social Responsibility	Annual donation		Based on audit report
Corporate Governance	Board composition and operation		Based on fiscal year
Risk Management	All indices		Based on Toray report

| Reporting Principles

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, and under the global initiatives (GRI, SASB, TCFD, UN-SDGs) and the K-ESG guidelines jointly proposed by relevant departments of the Ministry of Trade, Industry, and Energy for balanced and transparent disclosure. To ensure the reliability of the report's preparation process and the information presented, a third-party verification was conducted by an independent certification body, the Korea Management Certification.

| Preparation of Report (Published in : July 2026)

- Team in Charge: ESG Office (Corporate Strategic Team / Legal & Compliance Team)
- Inquiries on this Report : www.torayamk.com [Contact Us]

| Working Group

Key Index	Department
Energy Management and GHG Emissions Reduction	Energy Solution team
Water Resource Management	Environment team
Pollution Prevention & Chemicals Management	Environment team
Waste Management	Environment team
Labor & Human Rights	HR Planning team
Diversity and Equal Opportunity	HR Planning team
Talent Acquisition and Development	Talent Development team
Occupational Safety and Health, Health Improvement	Safety team & S&H team
Stakeholder Engagement	Win-Win Partnership Team
Work-Life Balance	HR Planning team
Supply Chain Management	Purchase Planning team
Product Quality and Safety	Quality Planning team
Corporate Social Responsibility	Communication team
Corporate Governance	Corporate Strategic Planning team
Risk Management	Corporate Strategic Planning team, Information Strategy team
Compliance	Legal & Compliance team, Security Trade Control team, Purchase Planning team

※ The illustrations in this report are the winners of TAK's 'ESG Painting Contest with Your Child' held in 2026.



Toray Advanced Materials Korea Inc.