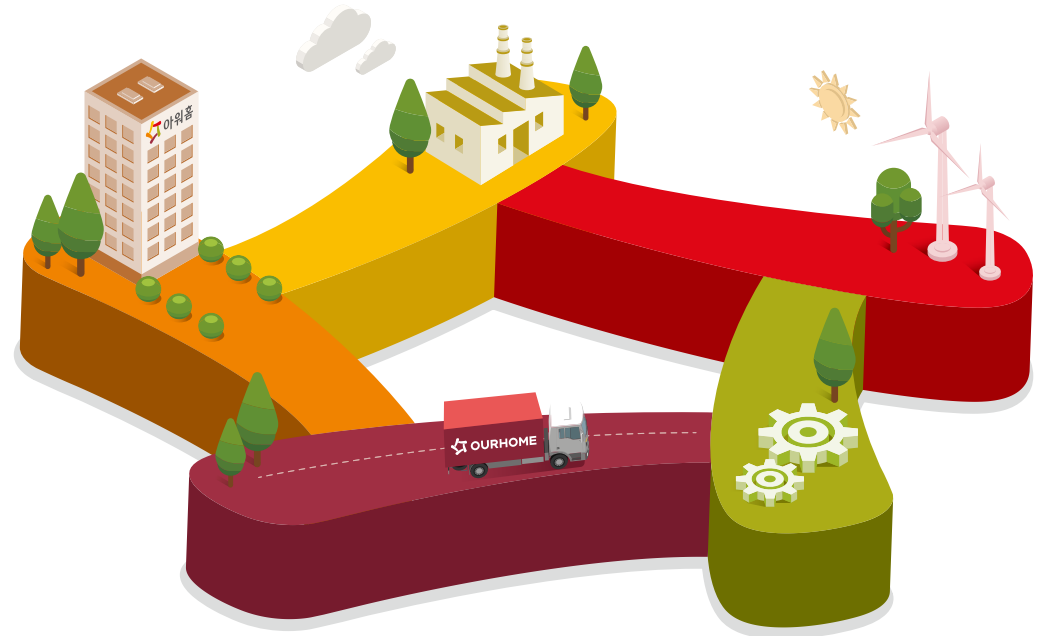


OURHOME 2024 ESG REPORT

Tasty Future Starts Here



ABOUT THIS REPORT

How to use this report

This report is an interactive PDF that incorporates features such as navigation to related pages within the report and direct links to associated web pages.

Navigator Button

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Report Overview

Ourhome has published its first sustainability report to communicate more proactively with stakeholders about its ESG management achievements and activities. Going forward, Ourhome intends to issue a sustainability report on an annual basis to share its sustainability management efforts and outcomes with stakeholders, while actively incorporating their feedback into management activities.

Report Period and Frequency

This report covers activities from January to December 2023, and in order to enhance comparability, it includes data from 2021 to 2023. Additionally, important information that could influence stakeholders includes content prior to 2023 and the first half of 2024.

Reporting Scope

This report encompasses the sustainability management performance across all Ourhome business sites, including headquarters, research centers, manufacturing/logistics centers, and foodservice operations. The reporting scope includes all domestic business sites, and for certain data with different reporting scopes, these are separately indicated.

Report Preparation Standards

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021, which are international guidelines for sustainability reporting. Additionally, to reflect key industry-specific issues, the report complies with SASB (Sustainability Accounting Standards Board) standards, and the financial information included follows K-IFRS (Korean International Financial Reporting Standards).

External Verification

For enhancing the credibility and quality of the report, Ourhome has conducted third-party verification by the Korean Institute of Management Certification (KMR) and the results are included on page 93.

Report Contact

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CEO Message

“ Ourhome will present the standards of a sustainable global food industry and leap forward as a company trusted by stakeholders. ”

Hello, this is Koo Meehyun from Ourhome,

Globally, ESG is no longer just a trend; it has established itself as an essential strategy for a sustainable future in businesses. Since its inception in 1984 with group catering and food distribution businesses, Ourhome has been leading a sustainable food culture that considers both customers and the environment. Expanding beyond domestic group catering and food distribution to include international group catering, Ourhome provides comprehensive global food service. Additionally, with the industry's largest global-level infrastructure consisting of 8 manufacturing plants and 14 logistics centers nationwide, Ourhome is enhancing its competitiveness for a sustainable future.

Ourhome is contributing to the creation of a sustainable future in line with social trends. Based on its research, manufacturing, and logistics infrastructure, it considers healthy food culture and sustainable distribution as core values of ESG management with customers and local communities. Sustainability is no longer an option for companies but a vital task for survival and growth. Therefore, Ourhome is adopting ESG management as a core strategy to open up a sustainable future.

Climate change and environmental issues are challenges faced by the entire world. Ourhome has set the cyclic use of resources as a core goal and is concentrating the company's capabilities on this. By minimizing waste generated in the food production process and maximizing the use of renewable organic waste resources, we are reducing the negative impact on the environment. For instance, by-products from baking and soy processing (Biji) are used for livestock

We are establishing a resource circulation system by converting feed into resources and recycling waste cooking oil as a raw material for biodiesel production. Additionally, we are strengthening management systems for the sustainable development of the food industry and compliance with eco-friendly international regulations, while continuously promoting the introduction of high-efficiency equipment and the use of renewable energy to actively respond to the climate crisis.

The health and safety of internal and external stakeholders, including customers and employees, is Ourhome's top priority. To provide safe and healthy food to our customers, we practice thorough quality and hygiene management and have implemented a quality management system that allows for tracking of product history and food safety data from raw materials to final products, thus increasing our credibility. Additionally, we are promoting sustainable food culture by providing alternative meat and environmentally-friendly diets that consider the health of customers and the environment. We also offer differentiated services tailored to customers' lifestyles through personalized healthcare solutions.

Additionally, Ourhome is strengthening its health and safety management system within the workplace to ensure that employees and partners can work in a safe and comfortable environment. We regard the safety of workers and the improvement of working conditions as the company's social responsibility, and we will continuously strive to enhance customer satisfaction and quality.

Ourhome has grown based on trust with customers and stakeholders.

We intend to further enhance communication with customers, partners, and the community by transparently disclosing ESG management performance and targets in the future. Through the publication of this sustainability report, we will share both financial performance and the achievement of non-financial performance and targets in areas such as the environment, society, and governance, growing as a company more trusted by stakeholders. Ourhome will continue to strengthen ESG management and advance as a company setting new standards in the global food industry. We ask for the continued interest and participation of stakeholders.

Thank you.

Ourhome CEO and Chairman
Koo Meehyun

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01 OURHOME



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COMPANY
INTRODUCTION



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08
OUR HISTORY



09
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Company Introduction

Taste for a Healthy Life.
The greater value

Ourhome, a comprehensive food company leading the food culture of South Korea

Every dish introduced by Ourhome encompasses the steadfast determination cultivated over 40 years in pursuit of 'flavor', the heartfelt sincerity of creating meals for our family, and the healthiness crafted by over 1,000 experts. With extensive experience and systematic, professional capabilities, Ourhome, a comprehensive food company that has led Korea's food culture, promises to continue delivering flavors that bring happiness beyond taste for the healthy lives of our customers, through unwavering challenges and efforts. Additionally, we aim to grow as a global food company extending to the world.

Company Overview

Company Name

Ourhome Co., Ltd.

Headquarters

91 Magokjungang 10-ro,
Gangseo-gu, Seoul

Year Established

1984 (Former LG Distribution FS Division)

2020 (First Corporate establishment within the industry)

Sales (Separate)

Unit: 100 KRW million



17,653

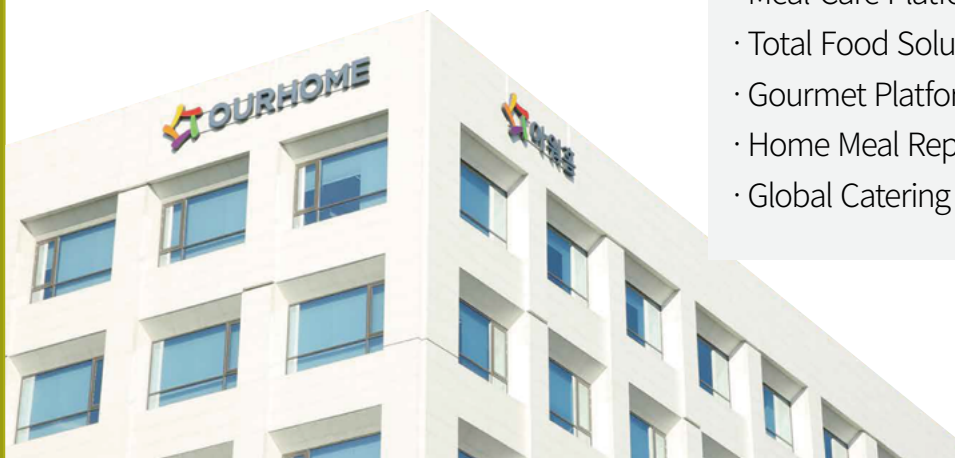
Sales (Consolidated)



19,835

Business areas

- Meal-Care Platform
- Total Food Solution
- Gourmet Platform
- Home Meal Replacement
- Global Catering



OURHOME MISSION STATEMENTS

Ourhome has established a vision and mission framework to expand its business strategy by embracing global business ambitions and new ventures while inheriting the company's essence and identity. Through the establishment of this mission framework, we emphasize sustainability throughout the customer's life cycle and aim to clearly convey the company's identity as an innovative food solution provider to stakeholders. Going forward, we will strive even harder to be a partner in our customers' health journey and to add health and happiness to their lives.

Our Mission



Our Code of Culture



Tasty Welcome, Ourhome

We invite you to a delicious life created by Ourhome

Connect to a Healthy Life Journey

With the goal of "enriching life with good food," Ourhome is preparing for the future with diverse and innovative solutions for the health and success of our customers

A company where you can learn and grow during the work process,
and feel a sense of accomplishment through the achievements made together



Pioneering Spirit

Frontier Spirit



Passion

Passion &
Proactivity



Teamwork

Communication &
Collaboration



Customer-oriented

Customer
First

OUR HISTORY

The history of food service in Korea is synonymous with Ourhome. Starting with the food ingredient supply business in 1984, we have maintained our leading position in the industry, expanding into group catering, dining, and food businesses as a comprehensive food company. Based on over 40 years of accumulated experience and know-how, we aim to grow alongside our customers as a representative global food company of Korea.

1984

Laying the Foundation

Birth of the Korea Meal-Care Business

- 1984** • Commenced ingredient supply business
- 1987** • Started catering business
 - Opened L company employee cafeteria
 - Opened ingredient cutting center
- 1991** • Supplied ingredients for the World Jamboree
 - Entered into a technical alliance with Japan's Green House Corporation
- 1993** • Selected as the official dining operator for the Daejeon EXPO
- 1994** • Established the industry's first computerized menu card system and introduced pre-paid card system
- 1995** • Opened Culinary Training Center
- 1997** • Obtained ISO 9002 certification in the catering sector
 - Development of a Food Service Specialist Brand 'OURHOME'
 - Introducing and operating the industry's first hygiene evaluation applying the HACCP system
- 1998** • Development and operation of the Wellness Guide program
- 1999** • Opening of GS Tower OURHOME Dining and AMORIS

2000

Spreading Wings

Achieving the Industry's First 1 Trillion KRW in Sales

- 2000** • Separated and established as (Co.) OURHOME (formerly LG Distribution FS Business Division)
 - First in the food service industry to receive HACCP designation for food service locations
 - Opening of Hospital Food Service Management System
 - Establishment of R&D Institute
- 2001** • Opening of OURHOME Cooking Academy (OCA)
- 2002** • Launch of the food ingredient specialist brand 'Haengbokhan Matnam'
- 2003** • Obtained integrated certification of ISO 9001/ISO 14001 in the food service sector
 - Awarded as the Best Company in the Food Service Sector (Minister of Health and Welfare)
- 2004** • Established Cheongdo Lucky Foods Co., Ltd.
- 2005** • Food Analysis Testing Laboratory, Recognized as the first KOLAS Internationally Accredited Testing Laboratory in the industry
 - Signed a business agreement with the Korea Food Research Institute
- 2006** • Entered the food manufacturing business
 - Additional KOLAS certification for Food Analysis Testing Laboratory
- 2007** • Launched the comprehensive food brand 'Sonsu'
- 2008** • Opened the Key Talent Development Center 'Jisuwon (智修院)' in Jumunjin
- 2009** • Received an A2+ credit rating from Korea Ratings Corporation
 - Korea Logistics Award Industrial Packaging Recipient
 - Acquired Re-certification for the ISO 9001/ISO 14001 in the Food Service Division
 - Achieved 1 Trillion Won in Sales

2010

Soaring Powerfully

Business Enhancement through New Market Development

- 2010** • Achieved 1 Trillion Won in Sales
 - Fine Dining 'Kisara' Opened
 - Establishment of Nanjing Ourhome Corporation
- 2011** • Recognized as a Food Hygiene Inspection Institution (Food, Norovirus)
- 2012** • Recognized as a Livestock Hygiene Inspection Institution
 - Selected as an Excellent Food Materials Management Company
 - Establishment of Cheongdo Ourhome Trading Corporation
- 2013** • Commendation from the Minister of Trade, Industry and Energy as an Excellent Testing Institution by KOLAS
 - Certification as a specialized analysis institution for the National Management Network for Food and Nutrition Components (NLS)
 - Establishment of Beijing Ourhome Corporation
- 2015** • Selected as the Official Sponsor for the Catering Division of the Gwangju Summer Universiade
 - Opening of 'Food Empire' at Incheon Airport Terminal 1 Food Hall
- 2016** • Opening of Dongseoul Logistics Center with the industry's first automatic sorting system introduced
 - Yongin 2 Logistics Center, Integrated Livestock Safety Management Certification
 - Vegetable Processing Center designated as a GAP Excellent Agricultural Products Management Facility
 - Ourhome Jirisan Water Launch
- 2017** • Jeju Logistics Center Opened
 - Establishment of Vietnam Haiphong Corporation
 - Core Talent Development Center Yongin 'Jisuwon (智修院)' Opened
- 2018** • Acquisition of In-flight Catering Service Company HACOR
- 2019** • Establishment of US Ourhome Catering Corporation
 - Industry's First Introduction of Automated Meal Distribution Equipment
 - Industry's First Introduction of Concession Operation Management System (COMS)

2020

Reaching Out Globally

Securing New Growth Engines

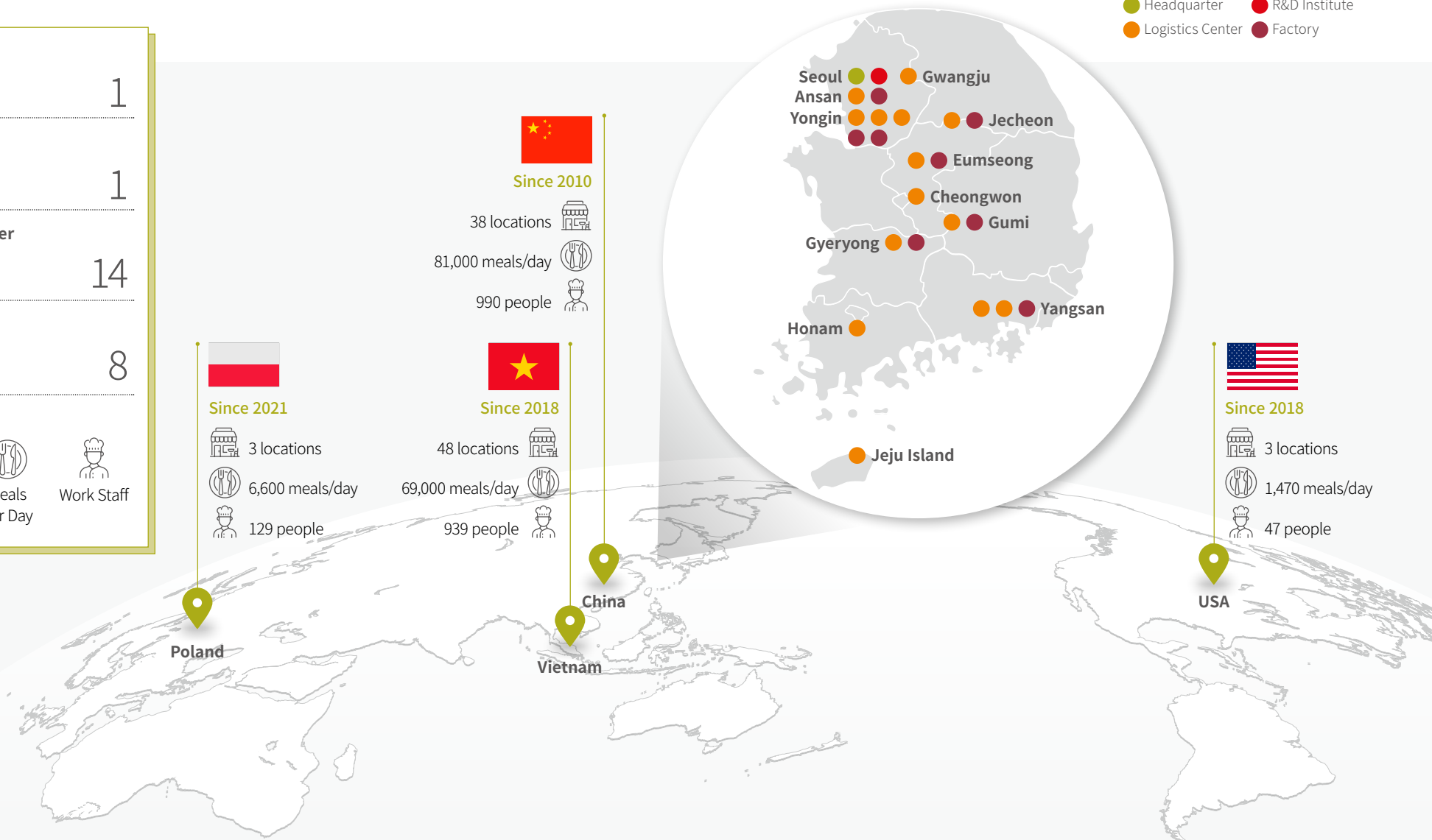
- 2020** • Launched B2C Exclusive Softened Food Products
 - Implemented 'Automated Fire Prevention System' in Food Service Establishments Nationwide
 - Won the 'WorldStar Packaging Award' from the World Packaging Organization (WPO)
 - Established Magok Food Research Center
- 2021** • First in the domestic industry to secure the contract for managing the cafeteria of the United States Postal Service (USPS)
 - First in the industry to be certified as an 'Agricultural Products Safety Testing Institution'
 - Establishment of Poland Corporation
- 2022** • Selected as the lead research institution for 'Development and Industrialization of Medical Food for Digestive Cancer Patients'
 - Acquired international standard 'Food Safety Management System (ISO 22000)'
 - Launch of 'OHROKA' Customized Military Consulting Service
 - Seven types of care food products designated as Excellent Senior-Friendly Food
 - First in the food industry to achieve 'Zero Waste to Landfill' with the highest Platinum rating
- 2023** • Achieved double victory at the '31st Korea Package Design Contest'
 - Selected as the official sponsor for total food service at the Saemangeum World Scout Jamboree
 - Selected as a food tech research institution to solve workforce shortages in the food service industry (Ministry of Agriculture, Food and Rural Affairs)
 - Launched personalized healthcare services
 - MOU Signed with Vietnam 'FPT EDUCATION'
 - Food Order Platform 'Bobtner' Opened
 - Launch of Premium Ready Meal Brand 'Koossi-Banga'
 - New Concession Brand at IFC Mall 'Culinary Square by Ourhome' Opened
 - 2023 Good Design (GD) Product Selection Award 'Reusable Delivery Thermal Lunchbox' Patent Commissioner Award Received

MAJOR BUSINESS SITES

Ourhome sources fresher ingredients through 14 logistics centers and production bases within Korea to produce and provide tastier products to customers and businesses. Additionally, we operate over 600 group catering outlets domestically, and since entering the Chinese catering market in 2010, we have diversified our business across various countries including the U.S., Vietnam, and Poland.

Headquarter	1
R&D Institute	1
Logistics Center	14
Factory	8
Operating Point Meals per Day Work Staff	

Headquarter
 R&D Institute
 Logistics Center
 Factory



02 OUR BUSINESS



11
MEAL-CARE
PLATFORM



12
TOTAL FOOD
SOLUTION



13
GOURMET PLATFORM



14
HOME MEAL
REPLACEMENT



15
GLOBAL CATERING



OUR BUSINESS

Meal-Care Platform Business

Meal-Care meets 400,000 customers daily

Based on over 40 years of accumulated know-how and systematic systems, Meal-Care is responsible for the tables of about 400,000 individuals daily across more than 630 diverse business locations nationwide.



CAFE GRAN



BEST JOY

365일
건강한 식탁

CAFE GRAN

IN THE BOX
EASY but ENOUGH

BEST JOY
BEVERAGE & SNACK

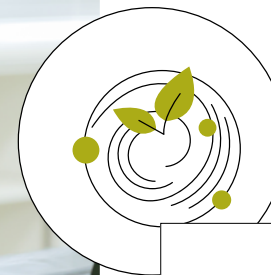
OUR BUSINESS



Total Food Solution Business

Total Food Solution from Ourhome provides a total solution for the food ingredients business

Ourhome is a leading company in the food material distribution sector, offering high-quality products at reasonable prices with the largest logistics and infrastructure and manufacturing facilities. Additionally, based on its extensive experience, Ourhome provides comprehensive food solutions, including operations management, hygiene management, menu and cooking, customized manufacturing, and space design consulting, positioning itself as a partner growing together with customers.



OUR BUSINESS

Gourmet Platform Business

A place where precious moments become happy memories through food

We operate a variety of businesses including fine dining, casual dining, food halls, fast casual, and weddings & conventions, creating a global dining culture space through differentiated concepts, high-quality service, and trust with customers.

KISARA
JAPANESE RESTAURANT

XINGKAI
CHINESE FINE CUISINE

송악호
Songakho

CULINARY SQUARE
by OURHOME

아워홈 Food Empire
PREMIUM FOOD HALL 푸드엠페아

한식미담길
KOREAN FOOD STREET

AMORIS
BANQUET & CONVENTION

別味분식
BIBIM BUNSIK

구미네 KOO SINE

남산왕 돈까스
Namsan King Pork Cutlet's



OUR BUSINESS



Kimchi



Processed Meat

Home Meal Replacement Business

Creating delightful daily experiences with Home Meal Replacement

Starting with the industry's first launch of refrigerated home meal replacements, we are offering the best taste infused with the expertise of 127 professional chefs across 200 kinds of HMR (Home Meal Replacement) products.



Refrigerated Home Meal Replacement

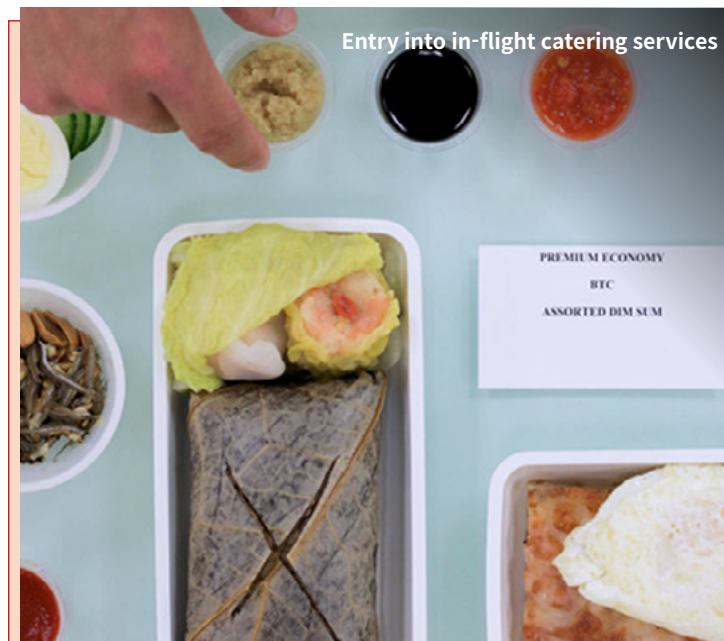


OUR BUSINESS

Global Catering Business

Global Ourhome attracting the world's attention

In 2010, breaking new ground for global expansion, we became the first domestic company to enter the Chinese group catering market. Following further expansion into Vietnam and extending our business into the hotel industry, we acquired an in-flight catering services company in the United States, and ventured into the Cafeteria market in both the United States and Poland, thereby extending our reach globally.



03 OUR MATERIALITY

17
Double Materiality Assessment

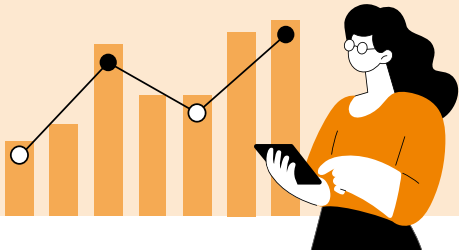


21
Material Issues



- Double Materiality Assessment Process
- Double Materiality Assessment Result

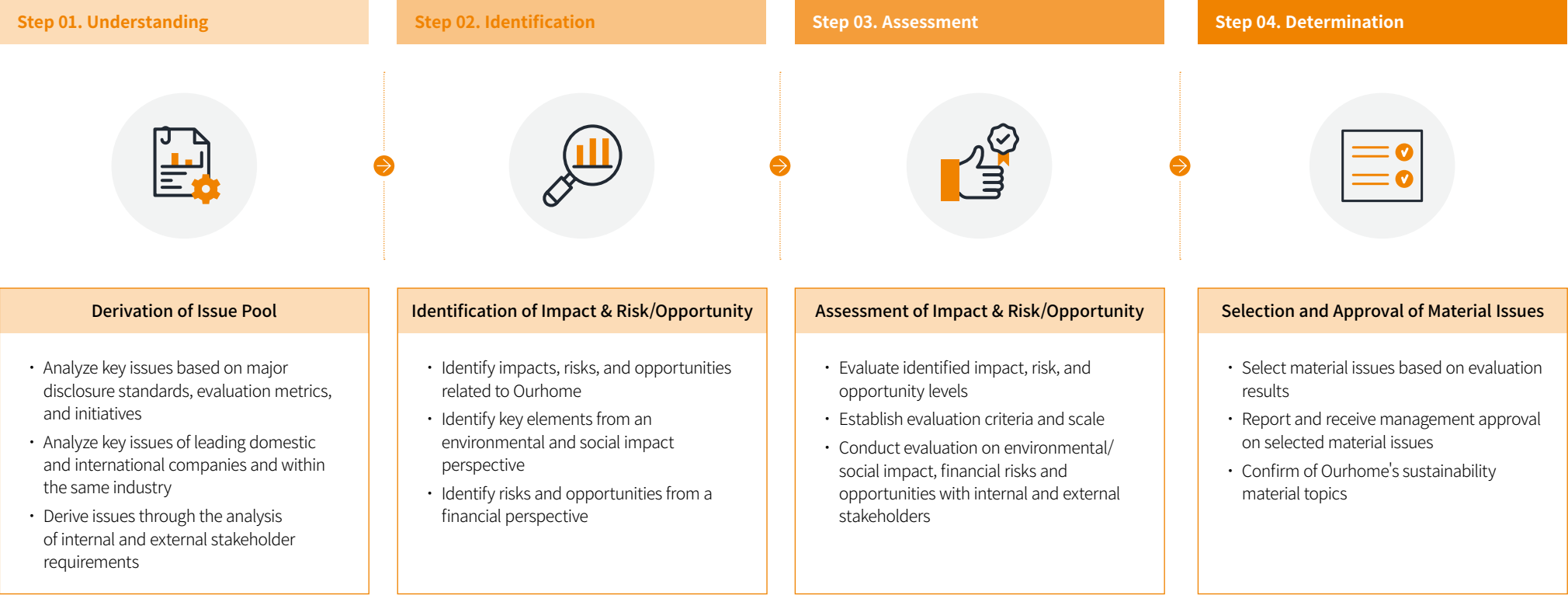
Double Materiality Assessment Process



Double Materiality Assessment

Ourhome conducted a double materiality assessment suggested by the GRI (Global Reporting Initiative) and EU ESRS (European Sustainability Reporting Standards) to identify issues that are of major concern to stakeholders and have significant impacts on the business. Utilizing primary topics and industry-specific topics of EU ESRS as well as material issues selected by the industry, a pool of 16 key ESG issues was composed. A survey was conducted among both internal and external stakeholders of Ourhome on October 17, 2024. Through the survey, the impacts on the environment and society, as well as financial risks and opportunities, were comprehensively considered, identifying the influence, potential risks, and opportunities for each issue. Six material issues were selected as a result.

The first double materiality assessment conducted by Ourhome defined the boundaries of materiality and key focus areas, identifying actionable opportunities to create value from a resilience and long-term perspective. Going forward, Ourhome plans to conduct materiality assessments regularly to prioritize sustainability issues that meet stakeholders’ expectations and demands, and will focus on managing the selected material issues intensively.



Double Materiality Assessment Result

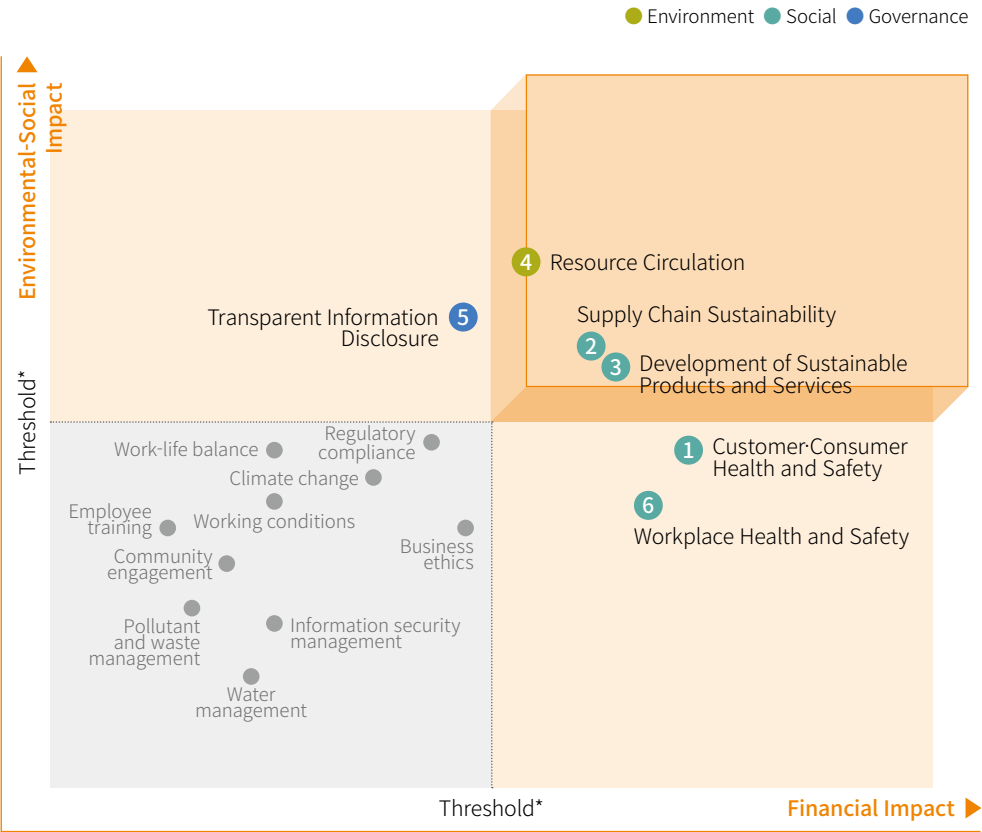
Double Materiality Assessment Result

Ourhome materiality assessment results have identified six key material issues, including resource circulation, supply chain sustainability, and the development of sustainable products and services. The main outcomes and objectives related to the impact of the selected issues are detailed in this report.

Comprehensive List of Material Issues

●: High ◐: Medium ○: Low

Category	Issue Name	Environmental-Social Impact	Financial Impact
E	Climate Change Response	◐	◐
	4 Resource Circulation	●	◐
	Pollutant and Waste Management	◐	◐
	Water Management	○	○
S	1 Customer-Consumer Health and Safety	◐	●
	3 Sustainable Product and Service Development	●	●
	Community Coexistence and Development	◐	○
	Work-Life Balance	◐	○
	6 Workplace Health and Safety	◐	●
	Employee Training and Capacity Building	◐	○
	Advancement of Information Security Management Systems	○	○
	Working Conditions and Benefits	◐	○
	2 Supply Chain Sustainability	●	●
	5 Transparent Information Disclosure	●	◐
G	Corporate Ethics and Compliance	◐	◐
	Response to Government Policies and Regulations	◐	○
	5 Transparent Information Disclosure	●	◐

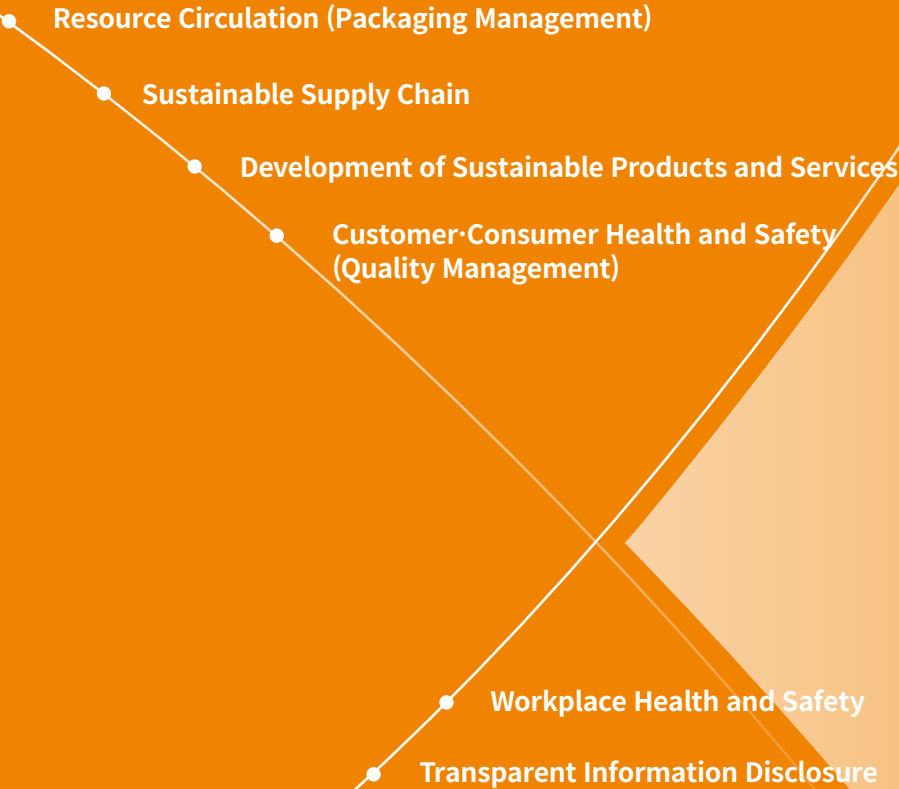


*Threshold: Issues with an environmental and social impact score exceeding the reporting benchmark of 67.58 out of 100 points / Issues with a financial impact score exceeding the reporting benchmark of 54.56 out of 100 points

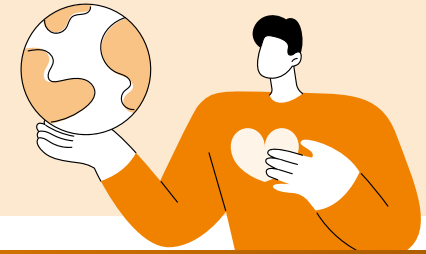
Double Materiality Assessment Result

Identification of Detailed Impact by Material Issue

No.	Category	Material Issue	Company → Society/Environment (Inside-out perspective) Impact of the company on the external society/ environment	Company ← Society/Environment (Outside-in perspective) Impact of external society/environment on company finance	Metrics and Targets	Reporting Location
1	Environment	Resource Circulation (Packaging Management)	<ul style="list-style-type: none"> Contributing to the reduction of environmental impact for end-users through the resource recovery and commercialization of waste generated in business activities 	<ul style="list-style-type: none"> Cost reduction in waste disposal and securing new revenue through resource recovery and commercialization of waste Cost savings through reduced packaging material usage 	<ul style="list-style-type: none"> Metrics: 25 eco-friendly packaging certifications (19 Green Certifications / 6 FSC Certifications), reduction of 2,573kg in plastic waste Target: Introduction of resource-circulating packaging technology and expansion of eco-friendly certification by 2027 	p.22
2	Social	Supply Chain Sustainability	<ul style="list-style-type: none"> (When building a sustainable supply chain) Positively influencing factors such as the environment, human rights, and safety, which ultimately leads to the enhancement of social value and sustainable growth 	<ul style="list-style-type: none"> (If a sustainable supply chain is not established) Transition costs incurred for securing new supply chains and building a sound supply chain Costs arising from production reduction and delays in production and delivery, as well as exposure to reputational risks 	Metrics and targets to be established	p.25
3	Social	Sustainable Product and Service Development	<ul style="list-style-type: none"> Contributing to the reduction of environmental impact for end-users and enhancing social value by creating employment effects through business expansion via the development of sustainable products and services 	<ul style="list-style-type: none"> Revenue and profit increase through market expansion by developing sustainable products and services 	<ul style="list-style-type: none"> Metrics: New product development in the Vegetable, Nutrition Balance, and Food Upcycling sectors Target: Development of 20 products based on R&D-driven, differentiated technology using sustainable resources 	p.28
4	Social	Customer-Consumer Health and Safety (Quality Management)	<ul style="list-style-type: none"> Harm to consumer health, such as food poisoning or allergic reactions, caused by inadequate quality control and safety accidents 	<ul style="list-style-type: none"> (If food safety standards are not followed) fines imposed due to inadequate quality control, decreased company reputation leading to reduced sales, and increased costs for enhancing safety 	Metrics and targets to be established	p.34
5	Social	Workplace Health and Safety	<ul style="list-style-type: none"> (If safety and health regulations are violated) Decreased productivity, increased social security costs, potential loss of workforce, and negative impact on the quality of life of employees' families 	<ul style="list-style-type: none"> (If accidents and diseases occur due to violations of safety and health regulations) Penalties or fines, and compensation costs incurred by the management Increased expenditure for future accident prevention (training, purchase of supplies) 	<ul style="list-style-type: none"> Metrics: Employee psychological counseling 3 times per year, publication of major accident reports. Target: Achieving ZERO major accidents through reduction of incident occurrences. 	p.39
6	Governance	Transparent Information Disclosure	<ul style="list-style-type: none"> Enhancing transparency by publishing a sustainability management report, thereby strengthening responses to stakeholder demands and improving external trust 	<ul style="list-style-type: none"> Improved capital inflow due to increased reputation and trust from disclosing performance through various channels to meet stakeholder demands 	Metrics and targets to be established	p.44

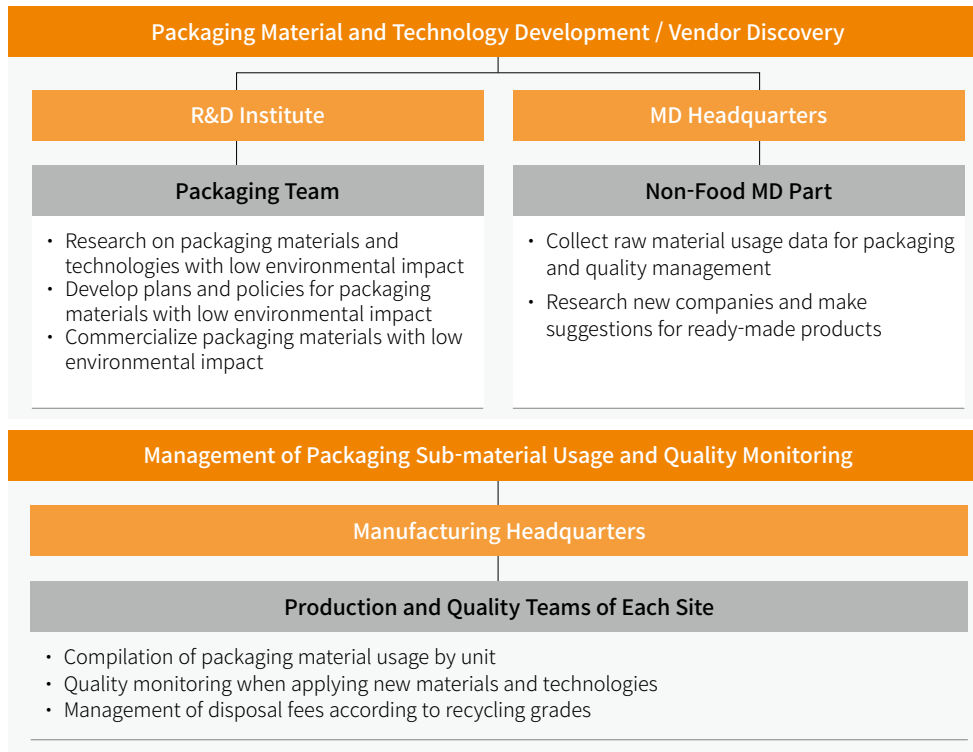


Resource Circulation (Packaging Management)



Governance

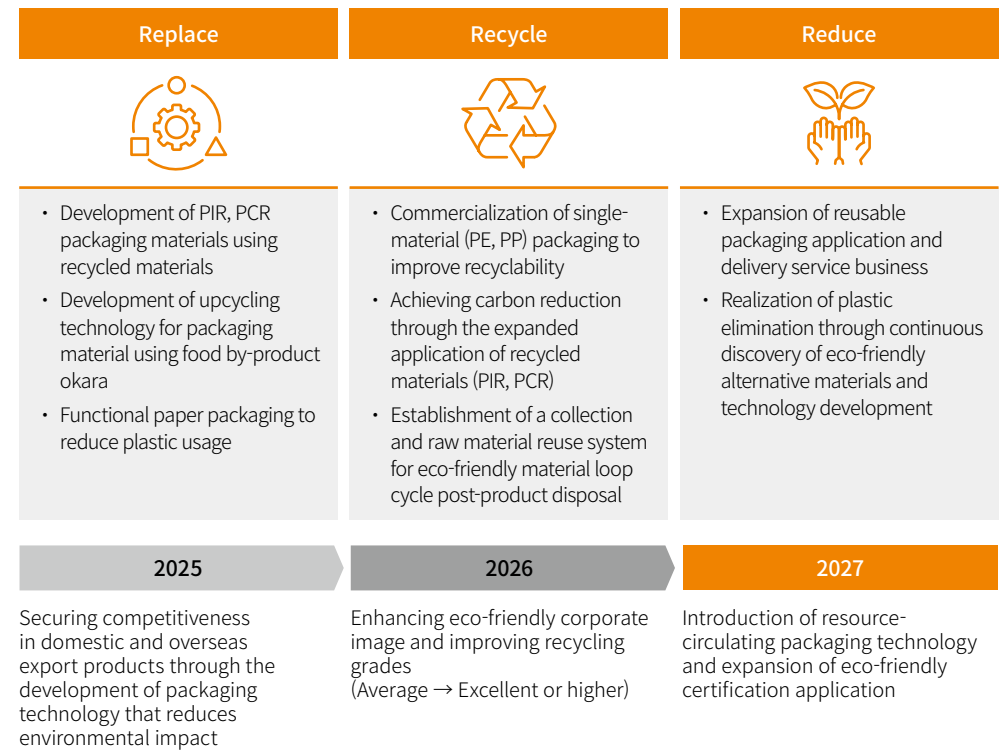
Ourhome is striving to minimize environmental impact caused by packaging materials through close collaboration between development and quality-related departments. The Packaging Team plays a pivotal role in the research and development of eco-friendly packaging materials, by leading the entire process from material and technology research, development planning, policy formulation to commercialization. The Non-Food MD Part of the MD Headquarters is exploring new ways by discovering new companies and seeking alternatives to existing products to introduce packaging materials that can reduce environmental impact. Production and quality management teams at each site gather packaging material usage by production part and continuously monitor the quality of packaging materials with new materials and technologies to derive improvement directions. Through this collaborative structure, Ourhome aims to simultaneously promote the introduction of eco-friendly packaging materials and quality improvement, thereby establishing a sustainable packaging system.



Strategy

Packaging Research and Development Road Map. 3R (Replace, Recycle, Reduce) Strategy

Ourhome is conducting research on the development and commercialization of packaging-related technologies based on the 3R (Replace, Recycle, Reduce) strategy. We have established a technology development and research roadmap to expand the application of packaging materials with minimal environmental impact by 2027. We are implementing the expansion of the use of waste resources such as food by-products, functional materials, and recyclable raw materials generated during the business process. In the future, Ourhome will continue its efforts to minimize negative environmental impacts by reducing the use of packaging-related raw materials, including plastics. In this process, we will continuously verify the safety and environmental effectiveness of our products and transparently disclose relevant data.



Resource Circulation (Packaging Management)

Strategy

Plastic-Reducing Packaging Material Usage

Ourhome is conducting research to utilize Biji, a byproduct from the manufacturing process, as an eco-friendly packaging material. Traditionally considered waste, Biji is being dried and pulverized in collaboration with material development companies. Ourhome is exploring methods to mix it with waste wood or synthetic plastic resin for use as packaging material for its products.

Specifically, we aim to reduce plastic usage by incorporating approximately 30% okara, with a goal of commercialization after field testing by 2025.

Furthermore, in 2021, Ourhome reduced the use of plastic film by replacing tofu packaging with 100% biodegradable packaging made from PLA (Poly Lactic Acid), while minimizing full product wrapping and shifting to band packaging to lessen environmental impacts. Ourhome is planning to continuously minimize resource waste and develop packaging materials with reduced carbon emissions through ECO (Replace) Packaging and Up-Cycling research, with plans to expand our application to various products.

Reusable Packaging Usage

Ourhome is working toward satisfying both environmental and customer satisfaction aspects by implementing reusable thermal delivery lunch boxes at our business sites. By applying foam technology to the PP material of the lunch box exterior, we have enhanced insulation while also reducing plastic usage. Additionally, disposable internal condiment containers were replaced with reusable stainless steel ones, potentially reducing waste by approximately 30 tons annually when applied to all business sites.

The reusable thermal delivery lunch box received international recognition by winning the highest honor, the Gold Winner, at the iF Design Award 2024.

In the future, Ourhome plans to continue efforts to meet customer needs and apply eco-friendly packaging technology to products.

Development of Packaging Materials Using Biji



Reusable Delivery Insulated Lunchboxes



Resource Circulation (Packaging Management)

Strategy

Introduction of Eco-Friendly Packaging Materials

Ourhome, in response to the increased demand for take-out products, has introduced biodegradable plastic bags certified with biodegradable raw material (EL724) to reduce the use of disposable packaging materials. This packaging has been certified by the Korea Environmental Industry & Technology Institute for reducing local environmental pollution and harmful substances, and it decomposes 100% into water and carbon dioxide within 180 days when buried, allowing it to be disposed of as general waste. Ourhome is exploring various measures to establish an eco-friendly consumption culture.

Eco-Friendly Takeout Packaging



Recycling of Waste Cooking Oil and Food Waste

Ourhome entrusts the treatment of waste cooking oil and food waste generated at the MCP business sites to licensed companies. The waste cooking oil is recycled into biofuel through a collection company with ISCC EU certification, while food waste is recycled through animal feed and composting processes. Through this, we strive to promote the circulation of resources by using waste generated from business activities as renewable resources and minimizing environmental impact. Ourhome prioritizes environmental protection and resource recycling in waste management processes and is continuously improving.

* ISCC EU: Certification system for environmentally friendly products regarding biofuel

Using Eco-Bands for Logistics Packaging

At Ourhome Eumseong Logistics Center, reusable eco-bands for packaging have been implemented for transporting kimchi instead of the traditional disposable plastic wrap, reducing plastic waste generation. Although it is currently being trialed at a single logistics center, based on the results, there are plans to gradually apply it to all logistics centers by 2025. Over a 10-month operational period, an average of 257kg of plastic usage was reduced monthly.



Reduction of Plastic Waste through Using Eco-Bands

2,573 kg



* Reduction Performance from January to October 2024

Metrics and Targets

Core Technology Research for Driving Business Competitiveness

For enhancing business competitiveness, Ourhome established a target to secure 8 core technologies in 2023, and as a result, successfully acquired 7 of these technologies. Notably, in the field of eco-friendly packaging technologies, Ourhome was able to achieve technologies that align with the 3R (Replace, Recycle, Reduce) principle.

Replace

- Research on upcycling technology for converting food by-products into packaging material raw materials
- Completion of quality verification for commercializing paper-based packaging materials
- Completion of eco-friendly certification for 25 packaging materials (Cumulative) (19 Green Certifications / 6 FSC Certifications)



Recycle

- Development of single PE packaging technology (Completion of logistics and distribution quality assurance for frozen products)
- Development and expansion of use of reusable delivery thermal lunch boxes at stores

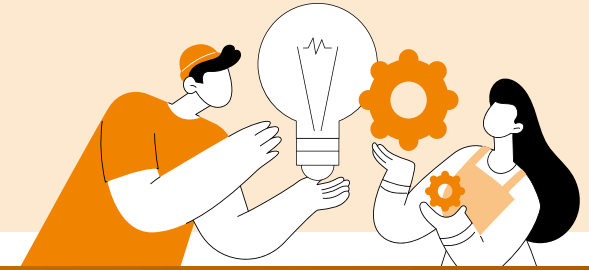


Reduce

- Cost reduction realized through optimization of packaging specifications (Achievement of 568 million, exceeding target by 378 million)



Sustainable Supply Chain



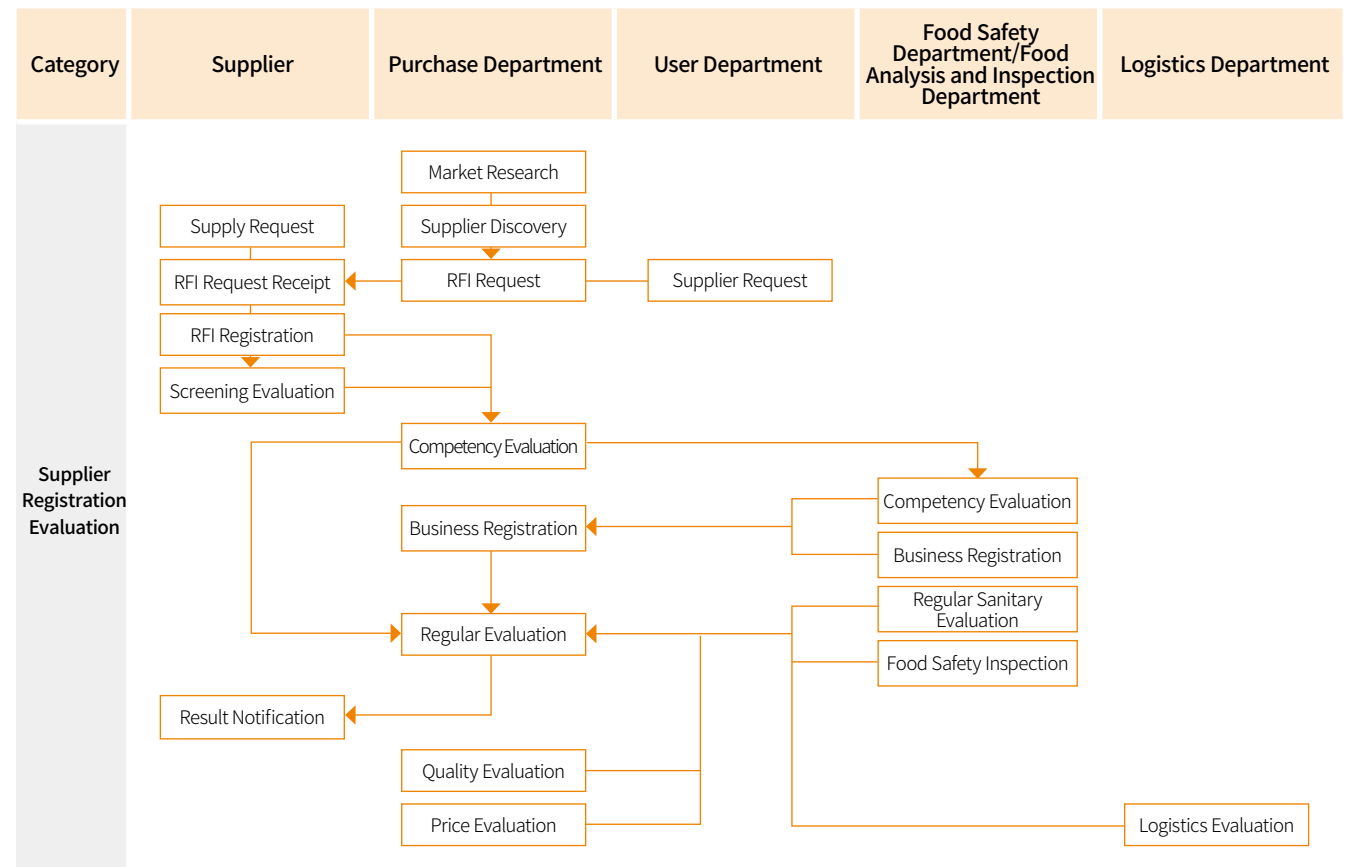
Governance

Ourhome is striving to create a transparent and fair trading culture. Purchases are primarily carried out by the MD Headquarters, which distinguishes teams and parts by purchasing items and main regional units. To manage sustainability across the supply chain, the MD Headquarters responsible for purchasing work collaborates with departments related to food service, manufacturing, logistics, and sustainability, including environment and safety.

Supplier Management Guidelines Operation

Ourhome operates supplier management guidelines to systematically manage the supply chain. We conduct evaluations such as basic capability assessments and hygiene evaluations to select suppliers with the appropriate qualifications and abilities. After being registered as a supplier, regular evaluations are conducted on existing suppliers to ensure the quality of supplied products is maintained. Corrective actions and improvement activities are taken for each supplier based on the regular evaluation scores, which may lead to the termination of transactions if improvement is not possible. Ourhome is striving to manage suppliers effectively to stably construct a sustainable supply chain.

Supplier Registration and Evaluation Process

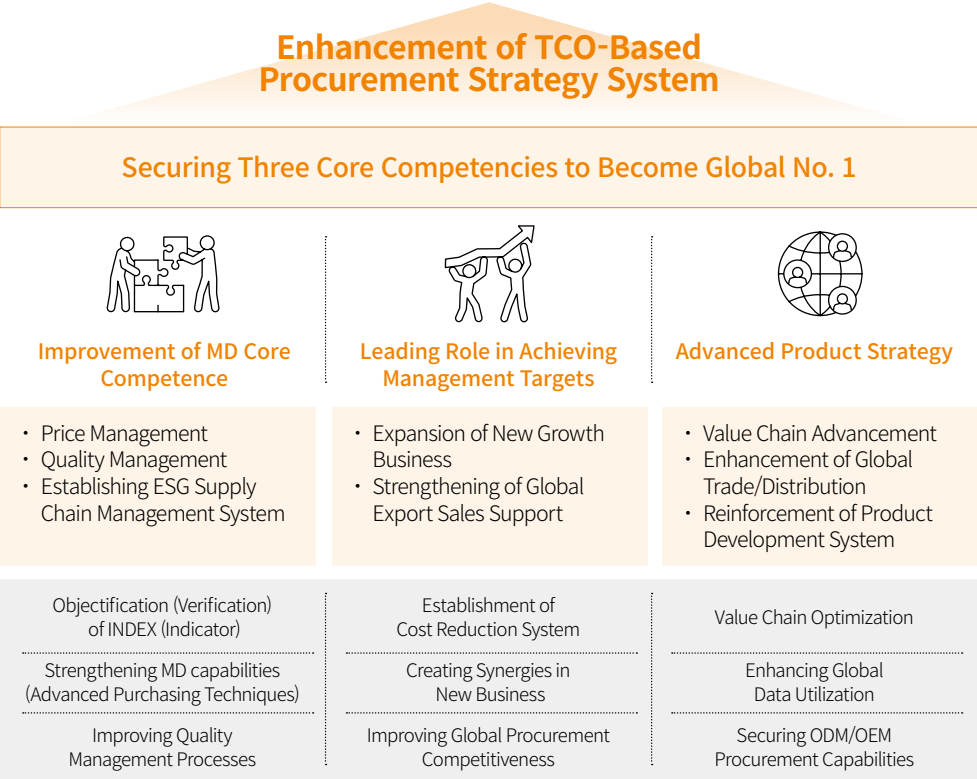


Sustainable Supply Chain

Strategy

Procurement Vision/Mission/Strategy

Under the vision of expanding new growth businesses and sustainable supply chains, Ourhome has newly established a medium- to long-term strategy for the MD Headquarters to strengthen close relationships with partners. In line with the new strategy, the focus is on developing new channels for building a sustainable supply chain, beyond the existing supply chain management methods, and strengthening global procurement competitiveness as a core goal. Through this, we aim to fulfill our environmental and social responsibilities and build a better sustainable future together with our partners.



Enhancing Supplier Communication

Ourhome is preparing for the future with a variety of innovative solutions under the mission of "Enriching lives with good food." To build a sustainable supply chain, we are promoting smooth communication and a medium-to-long-term cooperation system with suppliers based on supplier management guidelines. Through this, we ensure the efficiency and stability of the supply chain. We systematically convey evaluations and guidelines to suppliers so that each supplier can comply with the quality management standards required by our company and support continuous improvement. Additionally, leveraging diverse materials related to procurement, we conduct regular training for all suppliers who deal with Ourhome, providing guidance on revisions to legislation and other issues. Through this training, we help our partners to understand and follow Ourhome's quality standards and work processes. These educational and communication efforts increase the transparency and efficiency of supply chain management. Also, as a comprehensive food company that values the practice of coexistence, Ourhome gives additional points to social enterprises when selecting partners to support the activation and self-sufficiency of social enterprises. We are also smoothly conducting communication with potential partners by sincerely responding to inquiries about delivery through our website.



Sustainable Supply Chain

Strategy

Revitalization of Local Agricultural Specialty Product Supply

Ourhome is continuously expanding efforts to coexist with the local community. To revitalize the social economy within Gyeongsangbuk-do, we are actively supporting its distribution and logistics infrastructure and human and physical resources, and are expanding the use of local food ingredients while strengthening cooperation to revitalize the supply of agricultural specialty products produced in Dangjin City and Seosan City. Through these efforts, Ourhome aims to contribute to the local economy and build a sustainable supply chain. Furthermore, we maintain sustainable cooperative relationships by holding regular meetings with partners to exchange opinions, seek solutions, and explore collaborative measures. Through agreements with the local community, we secure stable markets for regional agricultural products, promote income stabilization for farmers and mutual prosperity, and lay the groundwork for expanding supply of diverse regional agricultural products in the future.

Local Government Agricultural Products MOU



Risk Management

Supply Chain Management

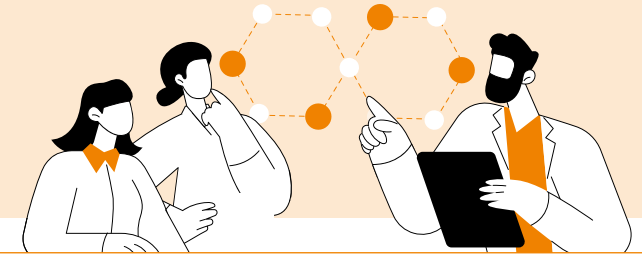
The risk management activities conducted by Ourhome in sustainable procurement and supply chain management play a vital role in strengthening the hygiene and quality management systems of suppliers. From selecting new suppliers to regular evaluations, re-evaluations, special assessments, and on-site inspections, various inspection methods are employed to periodically review suppliers' hygiene status and management levels. Through this, risks that may arise in areas such as hygiene, environment, facilities, processes, pest control, and personal hygiene can be identified and addressed in advance. The results of supplier evaluations are managed in records and systematized for quick response in case of future problems. Such systematic risk management contributes to ensuring product safety and enhancing sustainability across the entire supply chain.

Metrics and Targets

Supply Chain Evaluation

Ourhome conducts two regular evaluations of its suppliers three times a year to strengthen supply chain risk management—capability assessment (current status) and post-performance evaluation. Through these evaluations, the overall management capabilities and performance of suppliers are systematically reviewed. If corrective actions are needed based on the evaluation results, a corrective action notice is sent, and if these corrective actions are not repeatedly implemented, the transaction is terminated. This regular and stringent evaluation system helps identify potential risks that may arise within the supply chain in advance and respond swiftly, ensuring stability and aiding in the construction of a sustainable supply chain. Through this, Ourhome aims to maintain a risk-free and stable supply chain that prioritizes quality and safety.

Sustainable Product and Service Development



Health Care

Personalized Health Management Service

Ourhome provides personalized health management services through '247 Our Fit'. By utilizing advanced Big-Data technology, it precisely analyzes health status, weight targets, activity levels, and nutritional requirements to propose optimized, personalized meal plans.



Comprehensive Nutrition Care Solution

Ourhome is developing customized foods for clients needing special nutritional care, such as seniors, patients, and children, considering nutritional value and intake convenience. We strictly adhere to four health principles (low salt, low sugar, low fat, low calorie) to provide premium well-being ingredients. We are implementing innovative manufacturing/processing technologies that effectively support the intake, supplementation, and absorption of nutrients for the elderly.



Eco-friendly Ingredients for Infant and Child Health

Ourhome supplies high-quality ingredients to kindergartens and daycare centers, prioritizing the health of growing infants and young children. We use domestically grown, eco-friendly raw materials to provide safe and healthy food for children.



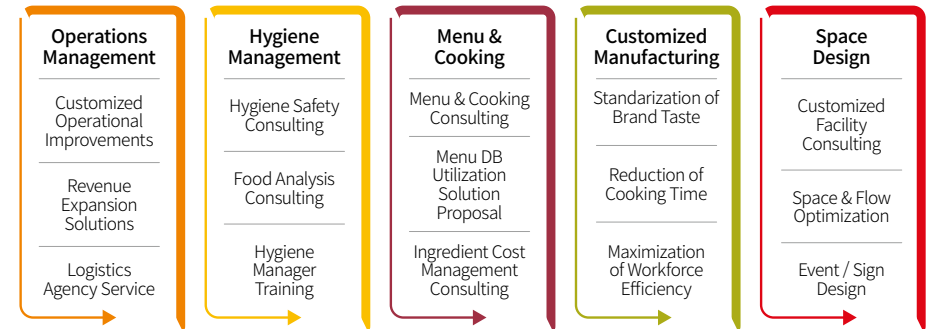
Food Material Platform

Innovative Solutions for the Restaurant Industry

The 'Bobtner' food ordering platform provides restaurant entrepreneurs with menu optimization and food products, comprehensive solutions to help restaurants achieve maximum results with minimal time and manpower. Additionally, it provides solutions that consider the environment and society through standardized taste and quality management, thorough food hygiene and safety management, and waste reduction for sustainable operations.

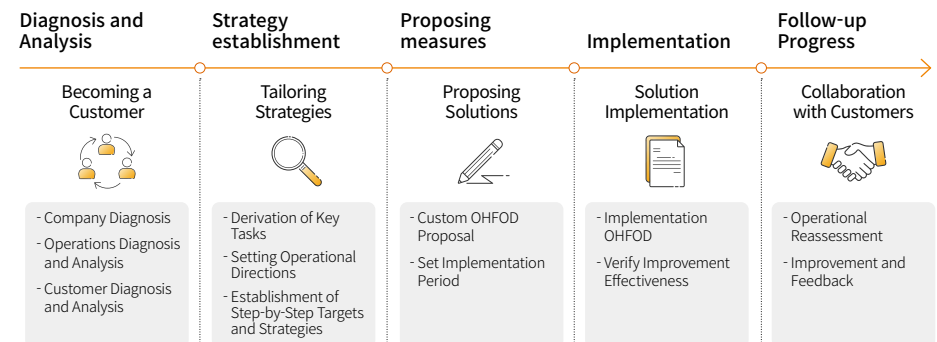


Customer Customized Consulting OHFOD*



OHFOD, Ourhome's customer-tailored consulting service, provides professional solutions across various fields such as operations, hygiene, menu and cooking, customized manufacturing, and space design. It offers strategies for customized operational improvement and revenue expansion, thorough hygiene management through hygiene safety and food analysis, efficient menu composition and ingredient cost management, design of optimized manufacturing processes and maximization of labor efficiency by reducing cooking time, and custom facility design considering space and workflow efficiency, all to assist the business success of our clients. Through this, customers can enhance competitiveness, maximize operational efficiency, and achieve sustainable growth.

OHFOD SOLUTION PROCESS



* Operation, Hygiene, Food (Menu and Cooking), Order Made, Space Design

Sustainable Product and Service Development

Governance

Food R&D

Ourhome operates an integrated R&D organization composed of experts specializing in food materials and global product research. The integrated research organization comprehensively conducts 39 areas of study, undertaking diverse research to provide healthier and tastier products to customers. Leveraging an excellent R&D network, we collaborate with domestic universities and government institutions for industry-academia research and international food technology laboratories to develop healthy ingredients and convenient products. This includes differentiated technologies in food materials, heat treatment, freezing/drying/sterilization technology, and focuses on sustainable product development like Food Tech and Advanced Processing Tech.

OUR INNOVATION

Differentiated Product Development

- Convenience Product Development, Food Tech-Based Product Development, and Customer-Customized Product Development



Core Technology Research

- Research on Freezing/Sterilization Technologies for Quality Improvement
- Eco-Friendly Packaging Technology Research
- Category-Specific Core Processing Technology Research

High Value-Added Material Research

- Development of Unique Domestic Flavor Materials and Probiotic-Related Material Research

Strategy

Development of Environmentally Friendly Food and Enhancement of Consumer Health

Ourhome is exploring innovative approaches for sustainable food development. Notably, it is developing Cheongip Kimchi using green leaf cabbage, aiming to reduce the environmental impact of food by-products and introduce healthy products. The goal is to improve the rough texture of Cheongip by finding the optimal seasoning ratio and low-temperature maturation conditions, thus upcycling over 45% of green leaf cabbage, which had previously not been used in kimchi manufacturing. Alongside environmental protection, Ourhome proposes eco-friendly meals, including low-carbon foods and alternative meats, to contribute to consumer health improvement. Through our own brand, 'OurKids', Ourhome develops products that consider both customers and the environment. 'OurKids' is a food brand providing balanced nutritional solutions with carefully selected ingredients by experts for the health of growing children. To offer safe food for children, we are rigorously selecting ingredients, such as organic produce, animal welfare meat, and radiation-safe seafood, and providing nutritionally enhanced and child-preferred quality certified products. About 39% of OurKids products, among approximately 1,200, have been developed as environmentally friendly foods, and with the increasing customer interest in health, we will continue to renew and further develop products considering customer health and safety.

OurKids Product Status

Overall	Main Category	Number of SKUs*
Total Sum		1,189
Merchandise	Merchandise Subtotal	1,155
	Processed Agricultural Products	24
	Agricultural Products	509
	Side Dishes	7
	Household Goods	10
	Processed Marine Products	4
	Aquatic Products	72
	Beverages, Tea, Alcohol	6
	Seasoned Foods	4
	Processed Livestock Products	11
	Livestock Products	508
	Product Subtotal	34
	Processed Agricultural Products	22
Products	Side Dishes	5
	Seasoned Foods	7

* SKU (Stock Keeping Unit): A unique code for identifying merchandise

Sustainable Product and Service Development

Strategy

Ourhome Careplus

In 2013, Ourhome launched the care food brand “Careplus.” Careplus aims to support health maintenance through lifecycle dietary management, embracing nutritional values required by all age groups. It emphasizes the 4-Low (low-sodium, low-sugar, low-fat, low-calorie) approach, avoiding the use of chemical additives. Certain products are designated as elderly-friendly excellence foods, with adjustments in texture and ingredients to aid seniors in ingestion, nutritional supplementation, and digestion. Additionally, a tenderized food product has been developed using a patented technology that softens meat by over 50% from its original texture to better cater to elderly clients. Through ongoing research, Ourhome continues to refine the technology to enhance the quality of our meat products. Recognized for these efforts, Ourhome Careplus was selected as the best brand in the care food category in 2024 by our customers, at an event hosted by The Chosun Ilbo. Going forward, Ourhome plans to focus on care food R&D through nutritional design.

Careplus Nutritional Policy Standards and Main Uses

Physical Property Standards		OR	Nutritional Standards	
Hardness	Viscosity		LOW	ADD
500,000N/m ² or less	1,500 mPa-s or more		Low Sodium / Low Sugar / Low Saturated Fat	Protein, Vitamins A, C, D, Riboflavin, Niacin, Calcium
* Applicable only to liquid products with viscosity control and hardness of 20,000N/m ² or less			* Meets low emphasis criteria: At least one nutrient * Meets content emphasis criteria: At least one nutrient	
Hospitals and Nursing Homes			Senior Welfare Centers	
			Others (Food/Distribution Companies, etc.)	

Representative Products

Category	Product Name
Sauce	Tomato Spaghetti Sauce, Cheongyang-style Spicy Soy Sauce
Seasoned Meat	Soy Sauce Spicy Pork Bulgogi, Tender Spicy Pork Gochujang Bulgogi
Braised	Braised Whole Garlic and Chickpeas
Porridge	High-Calcium Pumpkin Porridge
Kimchi	Fresh Whole Cabbage Kimchi, Mild Radish Kimchi, Low-salt Kimchi
Processed Marine Products	Yuja-flavored Atka Mackerel Fillet, Yuja-flavored Pollock Fillet, Yuja-flavored Mackerel Fillet

Certificate for Elderly-Friendly Excellence Food and Tenderizing Food Patent



Sustainable Product and Service Development

Strategy

Development of Customized Health Care Solution

Ourhome aims to fulfill its social responsibility beyond consumer health by enhancing technical innovation and sustainable approaches. Health care solutions using big data provide practical assistance to consumers, and environmentally friendly diets and choices contribute to realizing a sustainable life. Through this, Ourhome presents a new lifestyle that considers both health and the environment.

247 OURFIT

Through customized health care services like 247 OURFIT, Ourhome offers diets tailored to consumers' personal health targets. 247 OURFIT embodies the meaning of being with customers 24 hours a day, 7 days a week. The service presents customized diets by comprehensively analyzing consumers' health statuses, target weights, activity levels, and nutritional requirements. This allows consumers to easily practice balanced meals and adjust weight management and nutritional balance to their health targets. 247 OURFIT is designed to enable personalized health management even in busy daily lives, focusing on strengthening and expanding interaction with customers.

247 OURFIT Representative Products



OUR Talk

Development of AI-based Cooking (Peeling) Robot

Ourhome has established a business agreement for 'Food Tech New Industry Field Joint R&D' with the aim of reducing agricultural product waste and labor costs by improving efficiency in food material distribution and management. Through this agreement, Ourhome participates with the government and robot-specialized companies in the development of AI-based 'Potato Peeling Robot' to improve kitchen efficiency and food distribution competitiveness. Beginning with the development of the peeling robot, Ourhome will grow as a leading company in food tech.



Food Tech New Industry Field MOU Signing

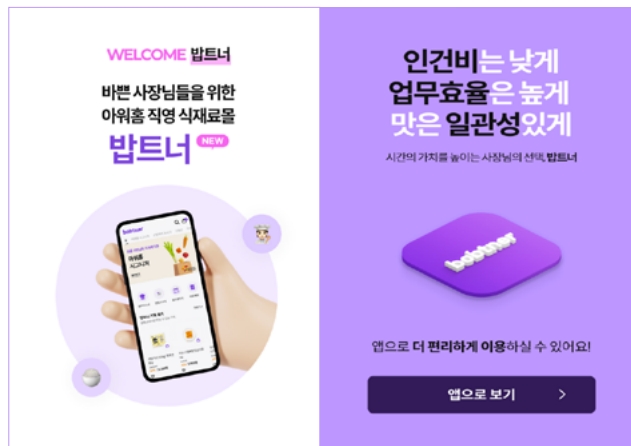
Sustainable Product and Service Development

Strategy

Bobtner: Food Ingredient Ordering Platform for Restaurant and Self-Employed

Ourhome has launched a food ordering platform called 'Bobtner' for food service entrepreneurs. This platform aims to boost operational efficiency by offering food items and solutions optimized for each restaurant's menu, specifically catering to restaurant start-ups and small eatery operators. Bobtner provides over 1,000 kinds of products, including both distinctive products directly produced by Ourhome and general merchandise, thus enhancing the diversity of food choices and enabling comparative ordering. The range of offered products includes simplified and pre-processed food items to maximize kitchen operation efficiency, and encompasses various categories such as soups, stews, and side dishes. Through this, dining establishments can enjoy the benefits of reduced cooking time and labor, standardized taste quality, food hygiene and safety management, as well as a reduction in food waste, promoting sustainable operations.

Bobtner Launch



Development of Innovative New Menus Utilizing Phytochemicals

Ourhome is continuously pursuing innovative approaches considering sustainability in the development of new menus. Particularly, we are focusing on developing menus using phytochemicals, which are plant-based compounds obtained from nature known for their antioxidant, anti-inflammatory, and anti-cancer effects. Ourhome actively utilizes ingredients rich in these phytochemicals to provide meals beneficial not only for health but also from an environmental perspective to consumers. For this year's concession annual menu concept, Ourhome selected 'Tasty Rainbow 2024,' presenting the 'Rainbow Phytochemical' menu, which expresses the unique character and nutrients of food through distinctive tastes and colors. In spring (March and April), 'red' was selected as the main color, in which menus using ingredients rich in phytochemicals such as tomatoes, bell peppers, pork, and beef were launched. Red fruits and vegetables contain abundant lycopene. Additionally, the following were newly launched as seasonal menus: cheese hamburger stew, Mapo Tofu fried noodles, tomato boneless chicken stir fry, and Hi, rice pot with scallion beef soup.

In summer (May to July), the main colors selected were 'orange' and 'yellow', using themes such as carrots, corn, lemons, and bell peppers. The plant pigments called carotenoids found in orange and yellow fruits and vegetables are referred to as golden vitamins, which include nutrients such as beta-carotene, alpha-carotene, lutein, and lycopene. These substances assist in improving eye health, enhancing immune response, and slowing aging. Seasonal new menu items included corn potato rice, Chinese chicken bibimbmyeon, and China king pork cutlet. In autumn (August to October), the main color was selected as 'green'. Green fruits and vegetables are known to be rich in glucosinolates, which protect against pests and diseases. This ingredient is so renowned for its anti-cancer properties that it is called a natural anticancer agent, enhancing liver detoxifying enzymes, promoting the removal of accumulated toxins in the body, and offering strong antioxidant effects that help prevent aging and chronic diseases. Seasonal new menu items included bok choy beef mala noodle soup, pork kimchi stew, clear pork bone soup, and whole mackerel kimchi stew. During winter (November to January), the main colors were 'purple' and 'black'. Ingredients such as black rice, hijiki, green laver, seaweed, and truffles were used. Fruits and vegetables in purple and black contain an abundance of a phytochemical called anthocyanin, which has powerful antioxidant effects that prevent cell damage and help to combat aging, improve memory, protect against brain damage, reduce depression, and enhance immunity and eyesight.

The seasonal new menu includes five types: Spicy Octopus Stew, Two Whole Octopuses Spicy Noodles, Perilla Oil Three-Color Cockle Set, Black Rice Hijiki Pot Rice, and Truffle Mashed Potato Pork Cutlet.



Sustainable Product and Service Development

Strategy

Ourhome OHFOD: Customized Consulting Services

In Ourhome's TFS (Total Food Solution) division, consulting training services, known as Ourhome OHFOD services, are provided based on 40 years of Ourhome's know-how in food service and dining operation. Through OHFOD services, Ourhome offers five types of customized consulting to help clients strategically respond to changes in business trends. This includes operational consulting related to menu management and efficient personnel deployment, hygiene consulting covering raw materials and manufacturing products, menu and cooking consulting suggested by an expert from Ourhome, customized manufacturing consulting focusing on operational convenience and efficiency, and space design consulting proposing efficient work flow and customized facilities. In particular, education to provide sustainable services to clients, such as workplace safety, creating a comfortable working environment, and hygiene in the workplace, is offered to pursue mutual growth with Ourhome and clients. Even after consulting, Ourhome endeavors to continuously manage client's satisfaction and provide higher quality services by offering educational materials, hygiene guides, food market status, and POP through the TFS website.

[Go to Ourhome TFS Homepage](#)

OHFOD Consulting Areas

Operations Management Consulting (OCS)	Operational solutions including business site opening, work efficiency, sales expansion, system management, and logistics agency consulting
Hygiene Management Consulting (HMS)	Comprehensive food analysis tests with systematic systems and hygiene management across catering and dining, along with customized diagnostic solutions
Menu & Cooking Consulting (FLS)	Ourhome menu experts vetted 16,000 menu & cooking recipe solutions
Custom Manufacturing Consulting (OMS)	Customized product manufacturing solutions that reflect the unique taste of the brand, ensuring operational convenience and efficiency
Space Design Consulting (DSS)	A variety of design services needed for the workplace, efficient workflow, and customized facility solutions

Ourhome OHFOD Process

Diagnosis and Analysis	Strategy establishment	Proposing measures	Implementation	Follow-up Progress
<ul style="list-style-type: none"> Company Diagnosis Operations Diagnosis and Analysis Customer Diagnosis and Analysis 	<ul style="list-style-type: none"> Derivation of Key Tasks Setting Operational Directions Establishment of Step-by-Step Targets and Strategies 	<ul style="list-style-type: none"> Custom OHFOD Proposal Set Implementation Period 	<ul style="list-style-type: none"> Implementation OHFOD Verify Improvement Effectiveness 	<ul style="list-style-type: none"> Operational Reassessment Improvement and Feedback

Risk Management

Transparent Traceability System and Quality Management of Products

Ourhome actively adopts a traceability system from raw materials to products to guarantee quality and safety throughout the entire process. Through this, Ourhome transparently provides detailed information and production history about products to consumers, achieving reliable quality management. Additionally, Ourhome thoroughly manages all stages, including raw materials, manufacturing processes, and personnel management internally, to maintain consistent quality.

Metrics and Targets

Development of Leading-edge Products based on Differentiated R&D Technology

In 2023, Ourhome launched 150 customer-differentiated new products and notably achieved success by launching 20 leading-edge new products focused on Vegetable and Nutrition Balance, based on differentiated R&D technology. Furthermore, in 2024, from the perspective of food upcycling, Ourhome introduced new products like green leaf cabbage kimchi, okara stew using soybean pulp, and cookies utilizing bread crusts.

Vegetable

Plant-based sauces, cooking-style tofu, soybean powder, meat substitutes, plant-based flavors, etc.



Nutrition Balance

Grain shaker (Ourfit)



Food Upcycling

Green leaf cabbage kimchi, soybean paste stew, cookies using bread by-products



*The 20 products were counted only from the 2023 achievements in terms of Vegetable and Nutrition Balance

Customer•Consumer Health and Safety (Quality Management)



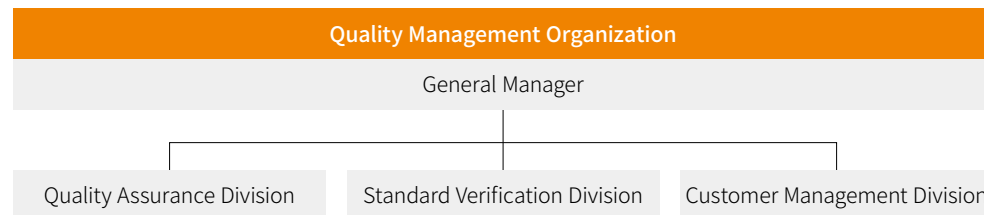
Governance

Under the mission "Ourhome enriches life with good food," we are establishing and operating a food safety management system. Through this food safety management system, we strive to achieve management policy effectively and realize customer satisfaction by ensuring that all employees adhere to the principles of conduct. Departments related to food safety set quality and environmental targets according to management policies, establishing promotion plans and detailed implementation strategies to systematically manage them.

Internationally Accredited Testing Agency Certification

Ourhome holds KOLAS (Korea Laboratory Accreditation Scheme) accredited testing agency certification to enhance trust in product quality and safety. KOLAS is recognized as a national authority accreditation body that designates testing agencies based on internationally recognized evaluation standards (ISO/IEC 17025, ISO/IEC 17020, etc.), acknowledging that the test reports issued by these agencies possess credibility. Ourhome has been consistently renewing this certification since 2005, maintaining quality assurance research institutions and systems at an international level. Companies are designated by the Seoul Regional Food and Drug Administration as a testing and inspection agency for food, allowing for quality inspections regarding physicochemical, microbiological, and food-grade water, including norovirus, radioactivity, and genetically modified food. Notably, Ourhome is the only company in the catering industry certified for physicochemical (agricultural and livestock) testing, enabling the industry's most precise analysis. Furthermore, Ourhome maintains various certifications, including registration as a norovirus investigation agency in groundwater by the National Institute of Environmental Research, and designation as a livestock testing and inspection agency. Only products that pass inspections by the Quality Assurance Center, an internationally accredited testing agency, are offered to customers, as we strive to increase trust in quality and the level of analysis.

Quality Headquarters Organizational Chart



Ourhome Internationally Accredited Testing Agency Certification



Customer•Consumer Health and Safety (Quality Management)

Strategy

Establishment of Expiration Date Tracking System

Since October 2021, as the recording of expiration dates in inspection logs has become mandatory for mass catering facilities, managing the expiration dates of food ingredients has emerged as a crucial issue. Consequently, Ourhome has implemented a tracking system for food ingredient histories to enhance the efficiency of expiration date management and minimize inefficiencies that may occur in the field. This system automatically records expiration date information in real-time, replacing the previously manual method, thereby ensuring data accuracy and promptness.

Currently, this system allows for real-time history management of product categories where expiration date management is essential, such as preprocessed livestock and seafood items, and it is also applied to items with a high risk of food poisoning, such as preprocessed agricultural products and kimchi. Through this, the expiration dates of each food ingredient are strictly managed, further strengthening food safety. Additionally, for easier management of expiration dates, items are categorized into targeted and non-targeted groups, with over 60,000 food ingredient standards being updated and managed in real-time. This system further solidifies Ourhome's quality assurance framework, contributing to providing safer and more trustworthy meals to customers.

Computerized Management System for Recording Ingredient Expiry Date

Stage (Implementation Date)	Content	Standard
Stage 1 (11/22~)	Inspection log (delivery summary) ① Identification of items not subject to expiry date recording ② Automatic expiry date display for processed agricultural, marine, and livestock products	Approximately 64% of all ingredient codes (50% for non-subject items + 14% for processed agricultural, marine, and livestock products)
Stage 2 (12/14~)	Expansion of automatic expiry date display for imported livestock products and processed meat cutting items (Note: Limited to our own processed meat cutting products from the Eumseong factory)	Approximately 1% of all ingredient codes

Livestock products Traceability Management

Ourhome rigorously manages the detailed traceability of all Livestock products distributed by the TFS Division using the TOS (Total Order System) Livestock products traceability management system. This system allows for real-time recording and querying of crucial data such as inbound and outbound records for each business site, distribution history reports, and slaughter inspection certificates. Through this, Ourhome systematically manages the quality and freshness of Livestock products, ensuring product safety. By employing the TOS traceability management system, Ourhome prevents potential issues during the distribution process in advance, providing reliable and safe Livestock products to consumers while minimizing unnecessary risks. This system supports transparent management of all processes from live shipment to delivery to final consumers, aiding consumers in choosing products with peace of mind.

Additionally, Ourhome issues slaughter inspection certificates for each product (cattle, pigs, chickens, ducks) and verifies whether the products are shipped from HACCP-certified safe management farms. Through this, Ourhome clearly manages all verification procedures that must be passed before livestock distribution, further enhancing product quality and safety. This management system meticulously checks every stage from production to distribution, continuously striving for quality improvement and customer satisfaction. Ourhome's thorough traceability management and verification procedures play a crucial role in providing fresh and safe livestock to consumers, thereby strengthening the brand's value, which prioritizes trust and quality.

Customer•Consumer Health and Safety (Quality Management)

Strategy

FSSC 22000 Certification Achieved

In 2024, Ourhome became the first in the domestic group catering industry to receive FSSC 22000 certification, acknowledging its excellence in food safety management systems. FSSC 22000 is an internationally recognized food safety management standard, and through this, Ourhome ensures thorough safety management and quality assurance across the entire process from food ingredients to the final menu. Based on this, Ourhome guarantees safe and reliable quality for all food provided to customers. This certification is the result of Ourhome's outstanding performance in areas such as food ingredient and menu analysis, annual safety inspection plans, food fraud verification systems, and waste management through an environmental management system. Additionally, it proves the completion of the food safety system throughout the manufacturing, logistics, and catering processes, positioning Ourhome as a stable partner in the supply chains of global companies. Using this certification as a stepping stone, Ourhome will meet customer expectations through enhanced quality management and sustainable catering systems. Through FSSC 22000 certification, Ourhome meets global food safety standards and will continue to provide trusted catering services to domestic and international customers.

FSSC 22000 Certification (Catering, Logistics, Manufacturing)



Customer•Consumer Health and Safety

(Quality Management)

Risk Management

Ourhome meticulously manages all foods and livestock products handled and stored according to HACCP safety management certification standards to minimize health risks to customers and consumers from food ingredients. Additionally, we provide information on diets and food-related allergens, nutritional information to customers and consumers, as well as strengthen management and control over food residues like pesticides through the establishment of food safety standards and analysis by our own research center. Particularly, the research center is a nationally accredited testing institution, ensuring food safety through regular monitoring.

Food Material Safety Management Process

Ourhome implements a systematic management process to ensure the safety of food materials. The first step is supplier management, where we select and rigorously manage food material suppliers that meet Ourhome's hygiene standards. Next, in the safety inspection stage, the safety of food materials is checked according to Ourhome's internal standards to ensure quality. Following this, in the inspection stage, intensive inspection and inspection of the food materials are conducted according to Ourhome's quality standards.

In particular, food ingredient safety inspections focus on items with high risk, items with large usage volumes, items that require special management according to the food safety management guidelines of government agencies, items previously rated as non-compliant in past inspections, and items that may cause issues based on global safety information. Through this process, Ourhome thoroughly manages the safety of food ingredients, providing customers with safe and reliable products. This process is a crucial part of Ourhome's efforts to realize sustainable management, playing a significant role in adhering to strict standards for food safety and quality management.

Food Material Safety Management Process

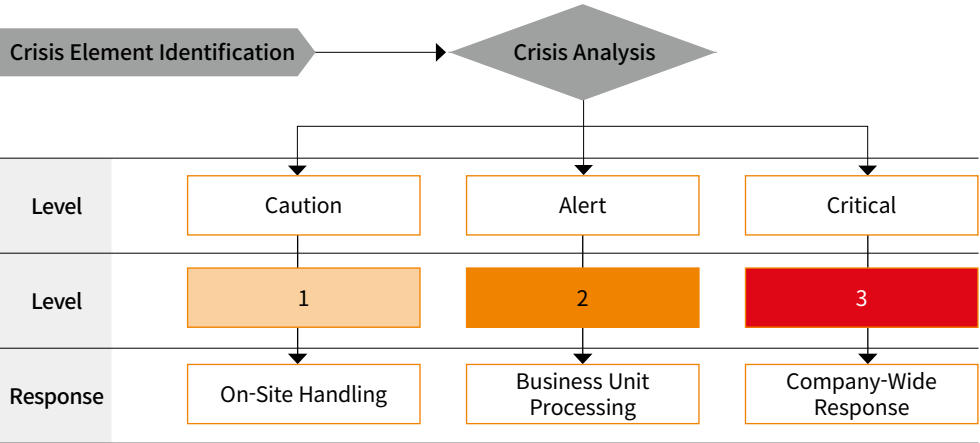
Supplier Management	Management of ingredient suppliers in compliance with Ourhome hygiene standards	1. New supplier evaluation: initial transaction evaluation 2. Annual regular evaluation 3. Planned evaluation: concerns such as food poisoning
Safety Inspection	Safety Inspection in accordance with Ourhome internal standards	1. Food group-based grade classification 2. Regular safety inspection 3. Issue identification/planned verification
Inspection and Testing	Intensive inspection and testing in accordance with Ourhome quality-standards	1. Establishing product-specific quality standards 2. Conducting intensive inspection and testing

Conducting Mock Recall Training

Ourhome conducts mock recall training annually to ensure a swift and systematic response in the event of food safety and hygiene-related issues. This training is carried out by setting detailed scenarios that reflect various elements such as the problem-causing product, time, and distribution routes to replicate real crisis situations. Through the training, smooth communication between departments is checked, collaboration skills in crisis situations are enhanced, and the sense of responsibility for food safety and the role of each employees are reaffirmed to improve the ability to respond to actual situations.

Additionally, Ourhome's employees thoroughly understand the response manual through the training and are rigorously prepared to respond immediately in the event of an actual situation. This training provides an important opportunity to establish a fast and effective response system to crises such as food poisoning, contributing to the implementation of Ourhome's social responsibility activities, which prioritize customer safety and trust.

Food Hygiene Issue Response Process



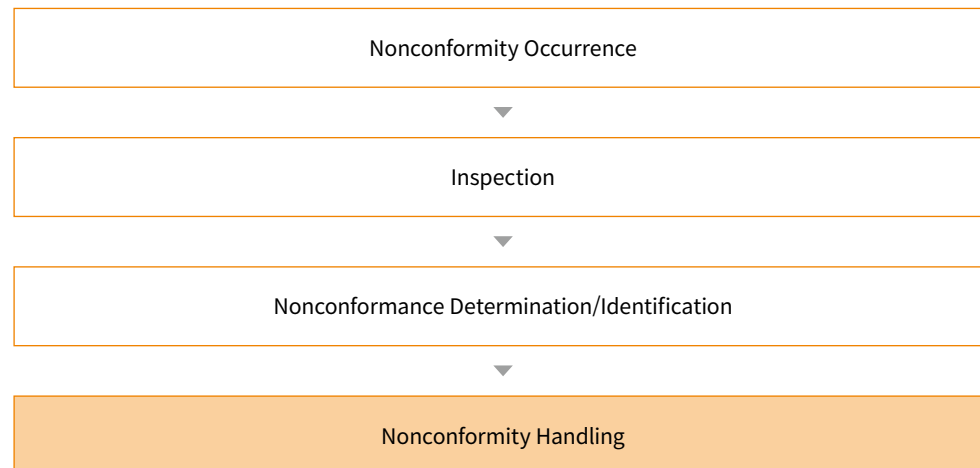
Customer•Consumer Health and Safety (Quality Management)

Risk Management

Nonconforming Product Management

Ourhome has established and strictly adheres to internal regulations to prevent the misuse of defective products and services and inappropriate deliveries, ensuring quality management of its goods and services. If products that do not meet product requirements arise, they are labeled for identification and separately recorded and managed. For nonconforming products, the reasons are reviewed and corrective actions to prevent recurrence and eliminate root causes are decided and applied. Corrected nonconforming products undergo a reverification process before being provided to customers. Ourhome is continuously striving to increase customer value by inherently managing food safety hazards and providing safe, high-quality products.

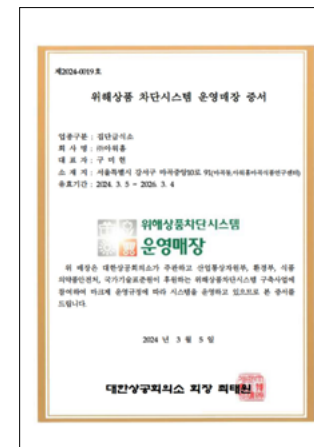
Process



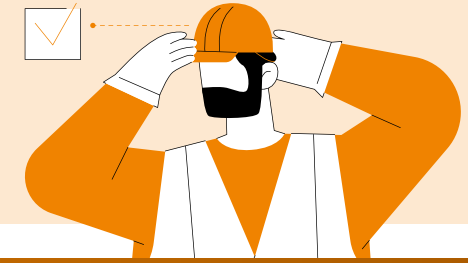
Hazardous Product Sales Block System

Ourhome operates a rigorous management system to provide safe and high-quality products. Through the 'Hazardous Product Block System,' hazard information about distributed goods is checked in real-time, and based on this information, nonconforming products are swiftly blocked to ensure only safe products are supplied. The system first verifies the hazardous product information, determines whether to handle the product, and checks inventory and order quantities. Results are then analyzed, and relevant departments are notified to thoroughly manage nonconforming products. Through this process, Ourhome is doing its utmost to provide customers with safe, high-quality products.

Certificate for Operating Hazardous Product Block System Stores



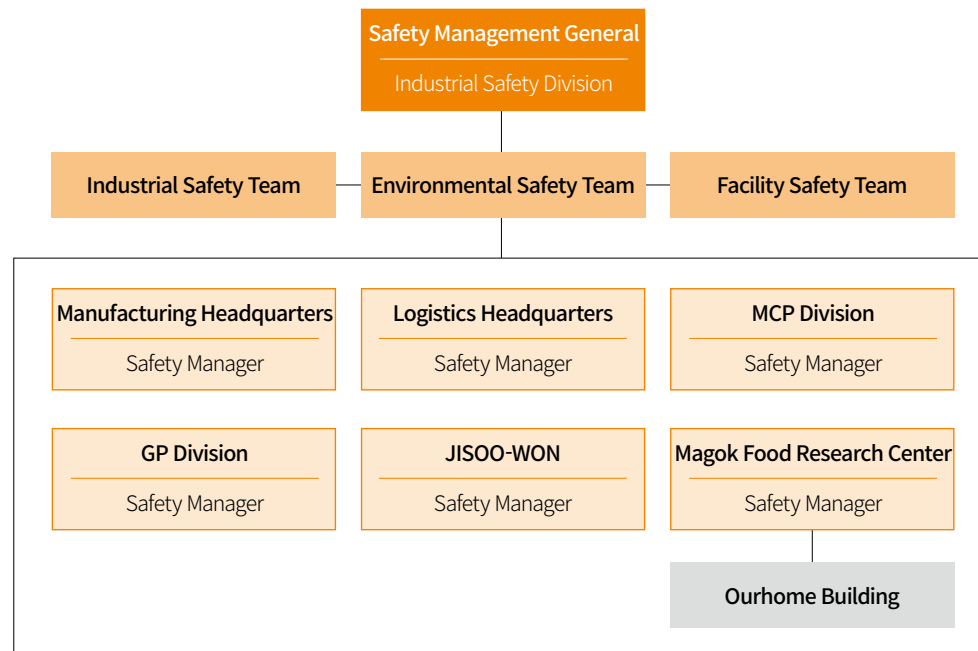
Workplace Health and Safety



Governance

Ourhome's workplace health and safety are systematically managed by the industrial safety team under the direction of the Safety Management General Supervisor, who, as the Chief Health and Safety Officer, receives reports from execution organizations at the business division and head office levels on the achievement of health and safety targets and responses to issues. The industrial safety team monitors the overall safety situation of Ourhome through daily situation reports and systematically manages relevant documents and manuals, continuously improving them. Each business division, including the Manufacturing Headquarters, Logistics Headquarters, MCP Business Division, GP Business Division, Jisuwon, and Magok Food Research Center, forms its own safety management organizations to strengthen on-site safety inspections and responses, and builds and operates a systematic and efficient health and safety management system through continuous improvement activities.

Safety Management Organizational Chart



Health and Safety Management Policy

Ourhome prioritizes the health and safety of its employees, leading accident prevention efforts in all business activities and sectors, and strengthening health and safety management through continuous improvement activities. To this end, Ourhome drafts and retains a health and safety management plan aligned with health and safety management targets annually at all workplaces, and thoroughly verifies its implementation through inspections by the industrial safety team.

- First,** health and safety are considered fundamental elements in management decision-making.
- Second,** continuous improvement in health and safety is pursued to prevent the occurrence of disasters and safety accidents in advance.
- Third,** domestic and international agreements, health and safety laws, and regulations are voluntarily complied with.
- Fourth,** for systematic health and safety improvement, health and safety objectives and action plans are formulated and operated.
- Fifth,** contributions to community development are made through the participation and cooperation of all employees, partners, and local communities.
- Sixth,** health and safety-related transparency and appropriateness are provided to customers and stakeholders.



Workplace Health and Safety

Strategy

Fire Emergency Evacuation Drill Training

Ourhome conducts fire emergency evacuation drills twice a year for each business division to continuously enhance the safety awareness of employees. Through training tailored to the characteristics of each site (MCP, GP, manufacturing, logistics, and Magok site), employees are equipped to handle real situations, fostering their ability to quickly respond to unexpected accidents or emergencies. Additionally, these trainings contribute to the prevention of safety accidents and boost the capacity to swiftly handle operational disruptions. Ourhome has established emergency response training regulations to systematically address unexpected accidents or normal operational disruptions, maintaining a safe work environment company-wide and continuously strengthening efforts to protect the lives and health of employees.

Fire Emergency Evacuation Drill



Employee Health and Safety Education

Ourhome operates a structured education program to enhance health and safety awareness among all employees and to create a safe workplace environment. Regular health and safety education* is conducted monthly, with continuous education targeting manufacturing/logistics, MCP/GP, and headquarters employees. Key training items include legal education for safety management officers (6 hours initially, followed by 4 hours every 2 years), safety/health manager training (once initially, then 4 hours every 2 years), and management supervisor training (16 hours annually), thereby enhancing the company-wide safety management level. The manufacturing and logistics sectors receive 2 hours of training per month, MCP and GP receive 1-2 hours, and Magok headquarters receives 2 hours of training per month to strengthen safety awareness. In environments like food service sites, where significant labor is involved and there is a high risk of burns and cuts, education schedules are established through on-site management supervisors who actively conduct safety training.

Ourhome's 10,954 employees receive an average of 24 hours of training annually, while 825 management supervisors working in manufacturing, logistics, MCP, GP, and headquarters receive an additional 13,200 hours of management supervisor training annually. Through these efforts, Ourhome continuously invests in maintaining a safe working environment that complies with legal requirements, including that for partners' employees. Moreover, to prevent workplace accidents, manuals and codes of conduct are displayed at sites to support employees in creating a safer working environment. Ourhome is committed to protecting employees' lives and health through enhanced health and safety awareness and continuous education and training, thereby strengthening safety management levels company-wide.

* Health and Safety Education: Programs related to specific disasters such as fire response emergency evacuation drill, as well as stress and mental health programs

Category	Title
Office Workers	<ul style="list-style-type: none"> Health and safety education through internal education sites(12 hours/half-year) Target: Magok, Ourhome Building, support departments in each manufacturing/logistics center (e.g., accounting)
On-site Workers	<ul style="list-style-type: none"> Conduct weekly/monthly regular safety and health education according to the annual education plan Target: MCP, GP, manufacturing, logistics <ul style="list-style-type: none"> - MCP/GP: regular safety and health education 1-2 hours per month, weekly education, education upon hiring, etc. - Manufacturing/logistics: regular safety and health education 2 hours per month

Employee annual safety training hours

262,896 hours



Annual training hours for managers and supervisors

13,200 hours*



* Total hours of education for managers and supervisors

Workplace Health and Safety

Strategy

Workplace Safety Inspection

At Ourhome's MCP workplace, the supervisor conducts safety inspections every day before starting work. This involves checking high-risk equipment and the order & arrangement to prevent potential safety accidents. Additionally, using a workplace safety inspection checklist, the inspector verifies the occurrence of accidents, implementation of countermeasures, and education status. In the second half of 2023, the MCP Division conducted an internal inspection to identify and improve hazardous and risky factors within the business. After implementing the inspection through all responsible managers, on-site and document inspections, as well as corrective actions for non-compliance, were carried out.

Listening to Workers' Opinions

Ourhome conducts a workplace worker listening survey to identify and improve substantial risks related to health and safety. When performing workplace risk assessments, evaluators apply countermeasures to improve harmful and risky factors experienced directly and shared through interviews with on-site workers. In 2023, Ourhome opened an 'Employee Opinion Listening Board' to facilitate more open acceptance of opinions and applied this across the company. Via this board, on-site workers can submit suggestions related to health and safety, and apply for safety education and training.

Safety Broadcast (TTS) Implementation

Ourhome prioritizes the safety of workers at nationwide logistics centers by regularly implementing safety broadcasts (Text-to-Speech, TTS). These broadcasts provide workers with concise and clear guidance on important considerations at the start of each work shift and announce designated break times, enabling workers to take appropriate rest periods. Through these efforts, we aim to raise safety awareness among workers and contribute to preventing overwork and fatigue by ensuring they take necessary breaks.

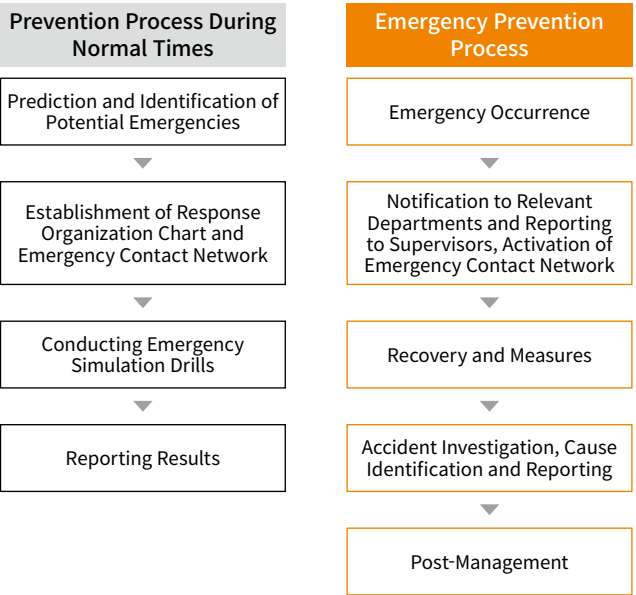
Safety TTS Broadcast Status

Category	Time	Content
Daytime	13:30	Forklift Safety Driving
	14:30	On-site Safety Broadcast
Night	20:00	On-site Safety Precautions
	21:00	Subcontractor Work Precautions
	22:00	On-site Safety Caution
	23:00	Partner Company Work Caution
	24:00	Delivery SC Broadcast
	01:00	Delivery SC Broadcast

Acquisition of Accident Prevention Activity Certificate

Ourhome has systematically and continuously pursued accident prevention activities. As a result, it acquired an accident prevention activity certificate at the Eumseong Sales Office. The Eumseong Sales Office supports employees to perform their tasks safely by identifying risks in advance through continuous safety inspections and training, and implementing preventive measures. The acquisition of the certificate at the Eumseong Sales Office is an important milestone showing Ourhome's commitment to disaster prevention and safety management, and it will continue to maintain a safe working environment through ongoing improvements and investments.

Risk Prevention and Emergency Response Process



Workplace Health and Safety

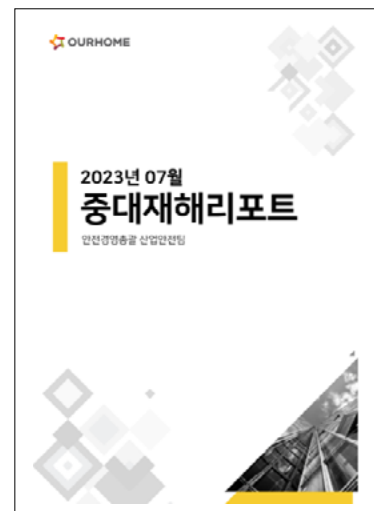
Risk Management

Serious Accident Report Publication

To strengthen the management of workplace health and safety risks, Ourhome publishes a serious accident report both on an annual and monthly basis. This report is based on data related to serious accidents provided by the Occupational Health and Safety Agency, compiling and analyzing cases of serious accidents related to Ourhome, and evaluating potential risks that may affect our workplaces and work environment. The primary purpose of the report is to raise awareness organization-wide about the prevention of serious accidents and to predict possible future accidents, thereby strengthening the health and safety management system. To this end, the list of serious accidents provided by the occupational safety and health agency is thoroughly reviewed, and the correlation with our company is analyzed and reflected in the report.

The report is distributed to all employees across the company and serves as a crucial resource for systematically managing health and safety risks in the industrial site, providing education and improvement measures to prevent accidents. This process plays an essential role in establishing the company's health and safety culture and minimizing accident occurrences through continuous improvement.

Serious Accident Report



Employee Assistance Program (EAP) Operation

Ourhome is dedicated to preventing and improving emotional labor, stress, and depression among workers through the Employee Assistance Program (EAP). This program aims to help identify and resolve various psychological difficulties faced by employees within the organization at an early stage. In particular, it provides psychological counseling services in cooperation with professional psychological counseling centers to prevent and improve mental issues in the workplace proactively. The EAP program has been in effect since September 1, 2022, and employees are supported with psychological counseling up to three times a year. Additionally, the organization offers an online stress diagnostic feature through its website, allowing employees to assess their stress levels and enhance self-awareness via self-examination. Through this, employees can better understand their mental health status and receive additional counseling or support if needed. The EAP program plays a significant role in promoting mental health among employees and establishing a positive culture within the organization.

OUR HUG: Employee Psychological Counseling Service

Since 2022, Ourhome has been operating an employee counseling service called "OUR HUG" to diagnose and manage employee job stress and support psychological stability. Through this program, employees can self-assess job stress (KOSS) and depression (CES-D) via a PC and mobile website, with tests taking approximately 15 minutes, allowing for assessments without time and space constraints. Additionally, employees can engage in personal consultations with professional counselors to address various concerns, such as workplace life, job-related issues, psychological or emotional problems, and insomnia, through both in-person and remote counseling sessions. Ourhome supports employees in maintaining stable psychological health, thereby enhancing work engagement and fostering a positive organizational culture.



Workplace Health and Safety

Metrics and Targets

Health and Safety Management Targets

Ourhome establishes health and safety management plans annually, setting health and safety targets, fundamental objectives, and key action items. The Industrial Safety Team drafts health and safety management work plans for all workplaces based on the newly set health and safety management targets, through which they inspect health and safety management issues. Additionally, by operating a 'Safety/Health Opinion Listening Board', they collect opinions from workplace (on-site) workers and derive practical improvements to apply to the workplace.

Targets	<div>Zero serious accidents</div> <div>Reduction of general accidents (Lv.2, Lv.3)</div>	
Key Tasks	<ul style="list-style-type: none">Regular safety inspections (Twice a year, biannual)<ul style="list-style-type: none">Hazardous materials management, risk work (fire, heights, confined spaces, electricity, etc.), conveyors, robotic operations, safety measures (protective covers, safeguarding measures, lockout devices, etc.)Enhancement of safety training and process-specific safety rules(once a month or more)Conduct disaster prevention inspections at workplaces where disasters occur (regularly)Conduct high-frequency safety accident campaigns (regularly)	
Progress	Strengthen Safety Rules for Accident Prevention	<ol style="list-style-type: none">Manufacturing plant<ul style="list-style-type: none">Install LOTO and attach signs at all workplacesAttachment of Lift Protection Devices, etc.Manufacturing plant/Logistics center<ul style="list-style-type: none">Limiting forklift speed to 5 km/h at all business sites and installation of rear red beamsAll business sites<ul style="list-style-type: none">Enhancement of TBM activities and implementation of power-off campaigns
	Enhancement of Safety Education and Process-Specific Safety Rules	<ol style="list-style-type: none">Distribution of safety education materials weekly/monthly, and implementation of field worker-centric safety educationProvision and execution of SOPs and safety rules education by divisionConducting management supervisor education for all MCP/GP business sites
	Conduct Regular Safety Inspections	<ol style="list-style-type: none">On-site inspection or Online inspection for manufacturing plant/logistics center/ MCP (twice a year)MCP with 100 or more employees (twice a year), establishments with more than 50 employees (once a year) Inspection

Zero Serious Accidents Goal

Ourhome sets workplace health and safety management targets annually with a company-wide aim of achieving zero serious accidents. To accomplish this, the headquarters' safety management team and safety/health managers of each department work in organic cooperation, strictly adhere to safety regulations, and share accident cases, fostering active ongoing communication activities. Through such collaborative efforts, Ourhome focuses on identifying potential risk factors in advance and taking preventive measures to establish a safe working environment.

Conduct Group Training for Managers and Supervisors

Ourhome conducted group training for managers and supervisors in accordance with the Industrial Health and Safety Act, covering various topics such as the roles and duties of supervisors, hazardous factor investigation, and risk assessment practices. The training content included key compliance matters of the Industrial Health and Safety Act and the Serious Accident Punishment Act, focusing on supporting site supervisors in effectively carrying out safety management tasks. This aimed to enhance supervisors' safety awareness and practical capabilities, contributing to the creation of a safe work environment. Furthermore, Ourhome set a goal to reduce training costs, converting existing external training to internal group training. As a result of conducting internal group training for 710 MCP and GP supervisors, they were able to save 82.4 KRW million, achieving a 118% of the target.

Cost Reduction in Supervisors Training

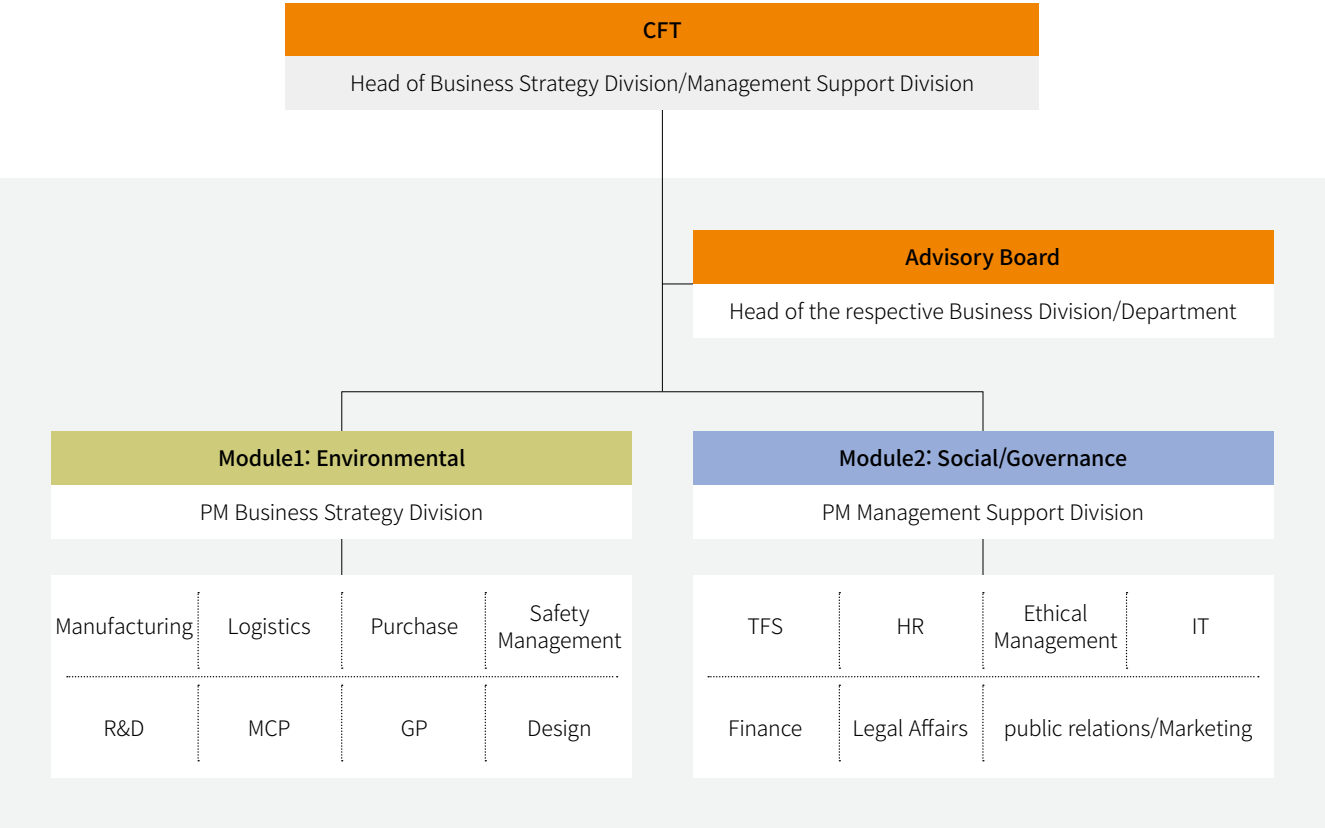
2023 Targets	2023 Performance	Achievement(Achievement Rate)
Reduce external training cost by 69.6 KRW million	Reduce external training cost by 82.4 KRW million	118%

Transparent Information Disclosure



Governance

As an unlisted company, Ourhome is not obliged to disclose ESG management status and sustainability management. However, to proactively respond to the demand for transparent information disclosure from a variety of stakeholders, including current and future potential customers, it has published its first sustainability report in 2024. This report details performances, targets, activities in terms of sustainable management and aims to provide reliable information to all stakeholders. The report was prepared by assigning the dedicated role of establishing an ESG management system to the existing strategy/management organization, based on which a CFT (Cross Functional Team) execution organization encompassing management and organizations from each field was formed to ensure transparent disclosure of each item. Going forward, Ourhome will further strengthen communication with stakeholders for sustainable development.





Transparent Information Disclosure

Strategy

Ourhome, through its sustainability report, seeks transparent information disclosure and active communication with external stakeholders. In 2024, we responded to the supply chain ESG assessment (EcoVadis) to share our commitment and achievements in sustainable management with multiple global clients.

Furthermore, to prepare a high-quality report compliant with global standards such as SASB and GRI, we diagnosed the current status with external experts and established an ESG strategy and roadmap. It is expected that this will lay the foundation for a transparent and sophisticated information disclosure that aligns with future global standards.

- First,** there are plans to continually and transparently disclose various information annually in accordance with the globally standardized ESG criteria as well as the mandatory information disclosure requirements.
- Second,** for the major areas of policy, Ourhome intends to reveal advanced policies, including target levels, and set performance indicators to ensure compliance.
- Third,** to actively respond to climate change, Ourhome is planning to measure greenhouse gas emission levels, set related indicators and improvement targets, and ensure compliance through public disclosure.
- Fourth,** from the current CFT system approach, Ourhome is planning to enhance governance for transparent information disclosure and internalizing its capabilities by forming decision-making bodies, dedicated teams, and consultation bodies among relevant organizations.



04 OUR SUSTAINABILITY

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Environment

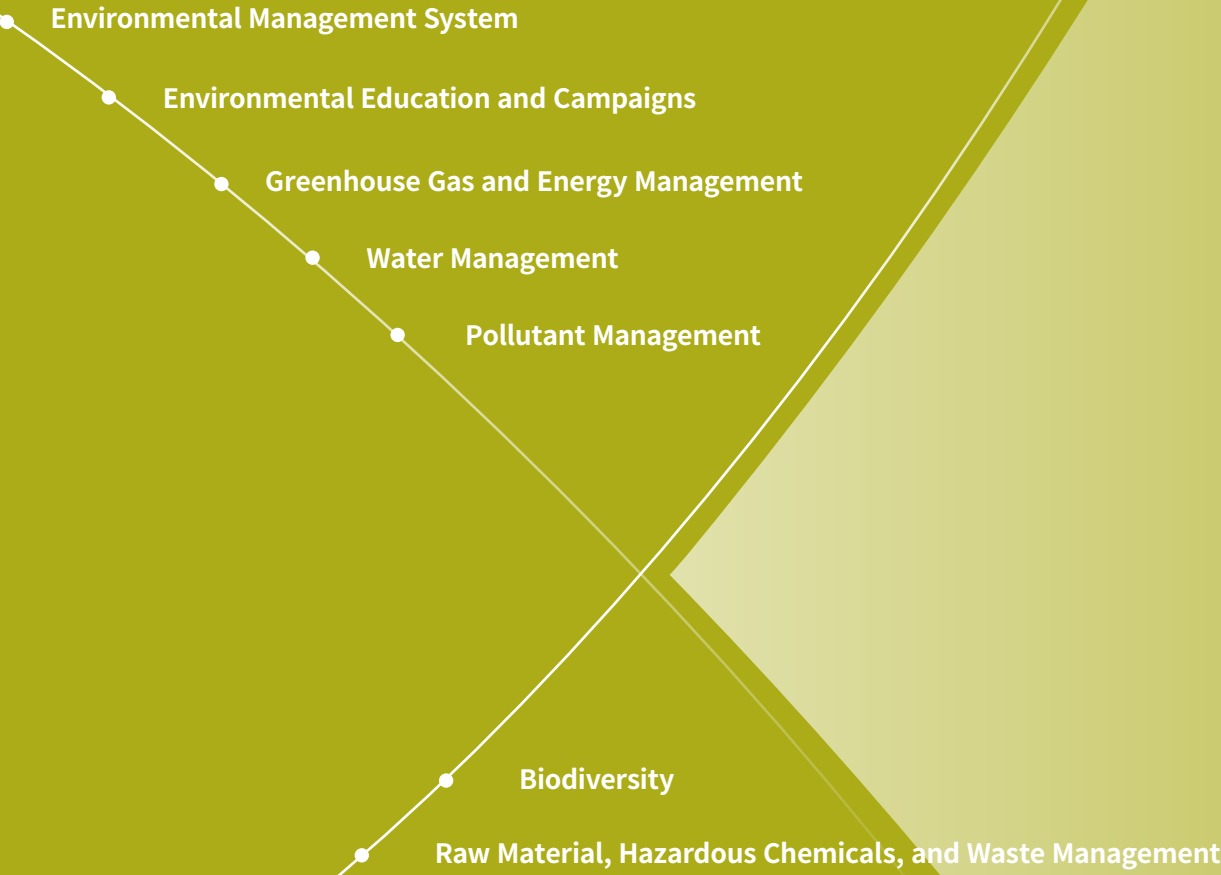


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Social



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Governance





Environmental Management System

Governance

Environmental Management Organizational System

Ourhome's environmental management is systematically handled with a focus on the Environmental Safety Team. The General Manager of Safety Management concurrently oversees safety and environmental management, receiving reports on the implementation of environmental targets and issue responses from execution organizations at the business and headquarters levels as the chief officer of environmental management. The Environmental Safety Team meticulously reviews the suitability of issues related to the achievement of environmental targets. In this process, they establish and improve risk management plans, strictly comply with regulatory requirements, and build and continuously enhance the environmental management system. Additionally, by collaborating with the environmental departments of five major divisions—Manufacturing Headquarters, Logistics Headquarters, Magok Food Research Center, MCP Division, and GP Division—they build a systematic and efficient environmental management system through continuous communication.

Environmental Safety Management Organizational Chart



ISO 14001 Certification and Management System

Ourhome has obtained the ISO 14001 environmental management system certification, and based on this, it systematically identifies, evaluates, manages, and improves environmental risks, efficiently controlling them. Ourhome has established an environmental management system based on ISO 14001 to thoroughly comply with environmental laws and regulations and continuously strive to improve negative impacts on the environment. In addition, it is attempting to establish environmental management targets and a framework based on the environmental management system, identifying and assessing environmental risks. For major risks identified through risk evaluation, it establishes improvement measures to mitigate risks related to environmental management, and regularly monitors the effectiveness of these measures to continuously enhance the environmental management system.

Environmental Management System Certification

ISO 14001 Application Rate

80.3 %



(As of 2023, applicable employees/total employees)



Policies and Objectives

Environmental Management Policy and Regulations

Ourhome has established a clear environmental management policy to realize sustainable environmental management, and is implementing this across all business sectors and sites. Additionally, through environmental management regulations, it sets environmental objectives, evaluates the environmental impact on each site, and promotes systematic management and continuous improvement activities. These efforts have positioned themselves as a key strategy for Ourhome in protecting the environment and achieving sustainable growth.

Environmental Management Policy

- First,** Compliance with Environmental Laws and Regulations
- Second,** Saving Resources and Efficient Energy Use
- Third,** Implementation of Improvement Activities to Minimize Pollutants
- Fourth,** Fostering Environmental Awareness among All Employees and Actively Participating in Environmental Conservation Activities

Data-Driven Energy Reduction Goal Establishment

Ourhome has set concrete targets for energy reduction from 2023, aiming to reduce electricity and gas usage costs by 10% compared to the previous year. To achieve this, energy consumption data is analyzed, and efficient usage measures are devised and implemented. These efforts focus on creating tangible outcomes for energy use optimization and greenhouse gas emission reduction and will become an important foundation for future sustainable management.

Environmental Education and Campaigns

Strategy

Value EAT GO Campaign

Ourhome has launched the 'Value EAT GO Campaign' as part of an ESG campaign that enables customers to practice a 'valuable meal' for the environment and society. Each store selects and operates detailed campaign items (menu, leftovers, containers) that fit its status. The goal is to provide positive experiences with vegetarianism, thereby increasing the number of people inclined towards vegetarianism across society, aiming to protect rivers and create a sustainable planet. Various detailed campaigns have been conducted, such as 'Meat-Free Day' to reduce meat consumption by replacing meat with alternative meats, 'Water Footprint Reduction Campaign' to commemorate World Water Day, the phased environmental campaign 'Value Challenge,' and 'Donation Day,' which organizes donations from leftover side dishes. Additionally, low-carbon, eco-friendly menus have been developed to be provided as meal menus or added to the in-house meal brand In the Box at meal service locations, while also expanding eco-friendly activities such as reducing the use of disposable items. Beyond the environment, social campaigns through collaborations with external brands, including volunteering and donation activities, are also being conducted. Ourhome pledges to lead in sustainable management in the meal service business by promoting the 'Value EAT GO' campaign.

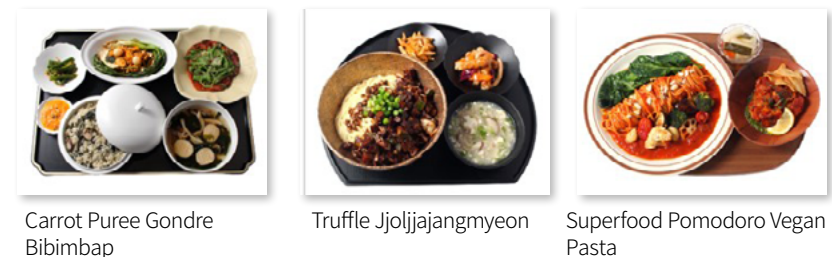
Detailed Aspects of the 'Value EAT GO' Campaign

Category	Detailed Activities
Environment	Menu <ul style="list-style-type: none"> Meal Service: Development of 15 annual menu items focusing on low-carbon and eco-friendly ingredients Low Carbon: Meat-free, local food / Eco-friendly: Use of eco-friendly certified agricultural products Convenience Food: Addition of low-carbon (vegan) eco-friendly menu line within 'In the Box' Cafe: Addition of vegan option menus in beverage selections (using oat, soy, almond milk, etc.)
	Food Waste <ul style="list-style-type: none"> Setting and practicing monthly/quarterly food waste reduction targets (Customer participatory campaign) Operate in a way that allows customers to set personal targets and check their reductions, expanding based on customer participation
	Container <ul style="list-style-type: none"> Expansion of the use of reusable containers and tumblers/reusable cups in cafes: For reusable cups, the initiative will be carried out in collaboration with companies specializing in the cleaning and supply of reusable containers Expansion of the use of eco-friendly disposable containers and cutlery: Increased use in 'In the Box' and cafes
Community	Donation <ul style="list-style-type: none"> Value EAT GO - Undertaking donation activities with entrusted companies and Ourhome through mileage accumulation : Practicing social contributions (donations) through environmental efforts (menu, leftovers, dishes, containers)
	Volunteering <ul style="list-style-type: none"> Carried out volunteer activities for the socially disadvantaged through collaboration with external brands

'Value EAT GO' Campaign



'Value EAT GO' Vegan menu



Environmental Education and Campaigns

Strategy

Environmental Education Activation Agreement

Ourhome has entered into a business agreement with the Ministry of Environment for environmental education cooperation, recognizing the importance of environmental education and strengthening joint efforts to activate it. Both parties have pledged to actively participate in and support various environmental education activities with the goal of cultivating nationwide environmental literacy. Through this agreement, Ourhome plans to collaborate with the Ministry of Environment to create and lead an atmosphere of environmental education throughout society as a leading company in the field of environmental education and corporate social responsibility.

'Blue Sky Day' Commemorative Plogging Campaign

Ourhome conducted a plogging campaign around the trails near its Magok headquarters to commemorate 'Blue Sky Day.' Under the slogan 'Blue Sky, Blue Ourhome,' approximately 40 employees voluntarily participated in this two-day campaign. Participants wore eco-friendly uniforms made from upcycled plastic bottles for the campaign. After the plogging, employees were presented with eco-friendly hygiene kits composed of bamboo toothbrushes and solid toothpaste as souvenirs, encouraging the practice of environmental protection in daily life. Ourhome plans to continue promoting various environmental campaigns with employees, sustaining environmental protection activities at the company level.

Ministry of Environment-Ourhome Environmental Education Cooperation Agreement



Employee Plogging Campaign



Greenhouse Gas and Energy Management

Strategy

Greenhouse Gas and Energy Management

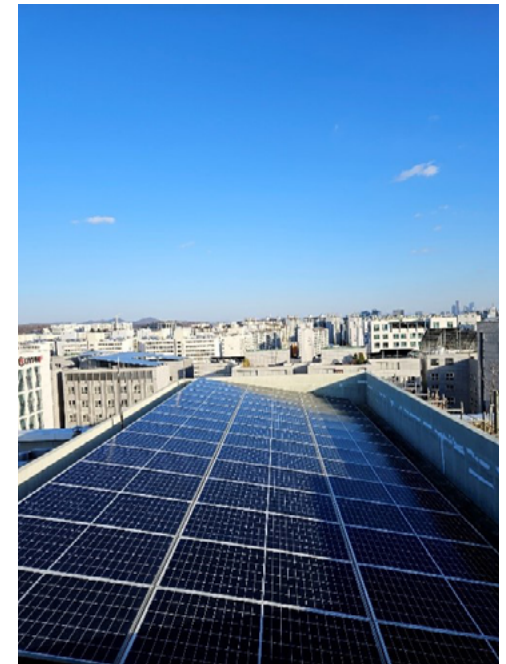
Ourhome is actively pursuing various environmental management activities aimed at reducing greenhouse gas emissions and improving energy efficiency. Through employee environmental education, Ourhome educates staff on environmental theory and practical solutions regarding greenhouse gases, energy, water resources, chemicals, and more. Additionally, through environmental management regulations, Ourhome aims to enhance employees' environmental awareness and systematically conduct practical activities. Ourhome is contributing to environmental protection through the active utilization of renewable energy. In 2020, solar panels were installed at the Magok headquarters, producing approximately 1.9% of the annual power usage. Moreover, at the Ourhome Eumseong Plant, a wood pellet boiler has been introduced. Wood pellets, made by compressing wood by-products and sawdust, are a renewable resource and release significantly less carbon during combustion compared to fossil fuels. According to the emission factors of air pollutants under the Ministry of Environment's "Air Environment Conservation Act," the emissions of air pollutants from wood pellets are only 1/20 compared to those from anthracite, thus reducing negative environmental impacts due to air pollution and greenhouse gas emissions.

Additionally, Ourhome has greatly improved energy efficiency by replacing high-energy-consuming FPL lamps with high-efficiency LED panel lights within the facilities. LED panel lights use less electricity, have a longer lifespan, contribute to energy savings, and positively impact employees' health by reducing the blue light wavelength range.

Moreover, Ourhome has been the first in Korea to obtain certification for circulating resources of waste cooking oil and is the first in the food industry to achieve the highest grade in zero waste to landfill, continuing its own initiatives. Furthermore, through various eco-friendly campaigns and activities, including providing environmentally friendly meals, Ourhome is directly and indirectly contributing to efforts towards carbon neutrality. Ourhome will continue to strengthen various environmental protection activities to implement sustainable management and create a sustainable future together with employees.

Self-Produced Renewable Energy (Solar)

1.9 % of Annual Power Usage for Headquarters/R&D Institute



Water Management

Strategy

Water Resource Risk Analysis and Management

Ourhome is actively promoting the introduction of water treatment technologies and water reuse activities to strengthen the efficient use and management of water resources. Additionally, we monitor the water risks in the regions where major business sites are located and take appropriate measures based on this monitoring. According to data from the World Resources Institute (WRI), most of Ourhome's business sites are located in areas with Medium-High or higher water risk, underscoring the importance of continuous water resource management activities. Therefore, Ourhome plans to continuously improve water resource efficiency in the production and transportation process and systematically manage water resource risks.

Water Risk

		Low	Low-Medium	Medium-High	High	Extremely High
Business Site		Water Stress				
Area	Usage	Current 2023	Future 2030 (BAU)			
Seoul	Headquarters & R&D Institute	Medium-high	Medium-high			
Gyeonggi, Gwangju (East Seoul)	Logistics Center	Medium-high	Medium-high			
Gyeonggi, Ansan	Factory & Logistics Center	Medium-high	Medium-high			
Gyeonggi, Yongin (1, 2, 3)	Factory & Logistics Center	Medium-high	Medium-high			
Chungbuk, Jecheon	Factory & Logistics Center	Medium-high	Medium-high			
Chungbuk, Eumseong	Factory & Logistics Center	Medium-high	Medium-high			
Chungbuk, Cheongwon	Logistics Center	Medium-high	Medium-high			
Chungnam, Gyeryong	Factory & Logistics Center	Medium-high	Medium-high			
Gyeongbuk, Gumi	Factory & Logistics Center	Medium-high	Medium-high			
Gyeongnam, Yangsan (1, 2)	Factory & Logistics Center	Medium-high	Medium-high			
Gwangju (Honam)	Logistics Center	Medium-high	Medium-high			
Jeju	Logistics Center	Low	Low			

* WRI(World Resource Institute) Aqueduct Water Risk Atlas (<https://www.wri.org/applications/aqueduct/water-risk-atlas>)

Water Reuse and Water Quality Management in Processes

Ourhome recycles water in the manufacturing process by implementing various water treatment technologies such as saline and UV disinfection to achieve efficient water reuse. This minimizes water resource waste and promotes efficient use of resources. Additionally, by regularly testing the quality of process water and establishing a quality control system, we conduct water audits to ensure that the water used in the processes always maintains safe and appropriate quality. These efforts are a key management activity for sustainable production, playing an important role in reducing environmental burden while ensuring product quality.

Introduction of Water Treatment Technology and Local-Based Water Management

Ourhome is striving to actively apply new water treatment methods to the manufacturing process by benchmarking innovations from visits to the Asan Water Environment Center. In addition, the Magok headquarter operates a wastewater treatment facility, discharging water that has undergone quality improvement treatment to minimize the impact on the local environment. These activities significantly contribute to Ourhome's commitment to environmental responsibility, sustainable resource management, and the active practice of eco-friendly management.

On-site Benchmarking Photos



Pollutant Management

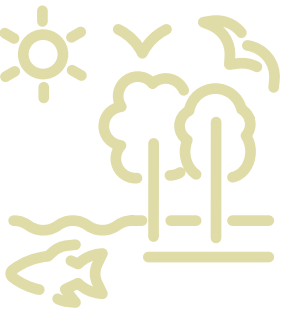
Strategy

Operation of IoT Systems for Air/Water Pollution Prevention

Ourhome Ansan Plant has adopted an IoT system that allows for real-time monitoring of the operation status of air emission facilities and prevention facilities to enhance operational efficiency and bolster environmental safety. Additionally, the discharge water quality standards are applied at a level approximately 70% more stringent than the legal standards, and in-house discharge water quality standards are adhered to more strictly than the legal discharge limits. Through these measures, environmental pollutant emissions are minimized, and low NOx boilers are installed in all manufacturing sites to reduce air pollutant emissions, contributing to air quality improvement by replacing conventional boilers. These efforts are a crucial foundation for simultaneously achieving sustainable plant operations and environmental protection.

Status of Water Pollutant Emission Standards (Unit: mg/L)

Category	BOD	TOC	SS
Emission Allowance Standards (Legal Standards)	60	70	60
Discharge Water Quality Standards (Internal Standards)	10	15	10



Wastewater and Air Pollutant Management

Ourhome conducts thorough water quality analysis for wastewater generated at manufacturing plants to strictly evaluate and manage the quality of raw water and discharged water. This helps minimize environmental impact that may occur during the wastewater treatment process. Additionally, various environmental pollution reduction facilities are constructed and operated to reduce the emission of air pollutants and odors, and these facilities are continuously managed through regular inspections and monitoring to control pollutant emissions. To comply with air pollutant emission standards, air pollutant measurements are conducted twice a year through external specialized agencies, and efforts are made to strictly manage the results to always meet legal standards.

Pollutant Reduction in Research Facilities

Ourhome has equipped research facilities with purification filters and wet gas absorption facilities to systematically manage and effectively reduce pollutants that may be generated. These facilities play a significant role in preemptively blocking hazardous substances from research facilities, thereby providing a safe and healthy working environment. Furthermore, Ourhome conducts regular inspections and maintenance work on these facilities to ensure they operate in optimal condition, fulfilling environmental responsibilities. Through these actions, Ourhome practices environmental management that considers sustainable environmental protection and employee health simultaneously.

Protection of Surrounding Environment and Facility Management

Ourhome has installed dust and noise control facilities to protect the environment around its business sites and reports these installations to relevant authorities in accordance with applicable regulations, ensuring thorough management. In order to alleviate the inconvenience experienced by local residents due to noise and other issues arising from vehicle entry and exit at logistics centers, Ourhome is striving to actively participate in meetings organized by local governments to listen to residents' opinions and resolve any discomforts. Additionally, to minimize odor emissions, wet and decomposition odor reduction facilities for each equipment have been installed and operated. These facilities are continuously inspected and managed so as to meet legal requirements. These measures are essential foundations for minimizing environmental impacts around the business site and for coexisting with local residents. Ourhome will continue to make efforts to minimize the environmental impact around our business sites and fulfill our social responsibility by coexisting with local residents.

Biodiversity

Strategy

Biodiversity

As a company engaged in food-related businesses, Ourhome identifies and reviews the impacts on natural capital and ecosystems as a critical task. We are continuously monitoring the regional characteristics and related regulations of each business site in order to minimize negative impacts on biodiversity and ecosystems caused by business activities.

Currently, Ourhome is identifying potential risks at a basic level by distinguishing biodiversity risks into physical risks and reputational risks, utilizing the WWF* Biodiversity Risk Filter. Moving forward, Ourhome plans to establish biodiversity protection and deforestation prohibition policies to prevent natural habitat loss, deforestation, and biodiversity reduction as a result of business activities. By doing so, we aim to prevent biodiversity loss (No Net Loss, NNL) during the business operation process and engage in activities that can have a positive impact on biodiversity. These efforts will play an important role in not only complying with legal standards but also realizing Ourhome's ESG management and sustainable development targets.

* Refer to WWF Biodiversity Risk Filter (<https://riskfilter.org/biodiversity/home>)

Biodiversity Status of Business Sites (Identification of Risks and Endangered Species within Business Site Locations)

Business Site Name	Location	Usage	Physical Risk*	Reputational Risk*	Endangered Wildlife Class 1**							Endangered Wildlife Class 2**						
					Mammals	Birds	Amphibians	Fish	Insects	Invertebrate	Terrestrial	Mammal	Bird	Amphibian	Fish	Insects	Animals	Plants
Headquarters and R&D Institute	Gangseo-gu, Seoul	Office, Research	Medium	Low			Reptiles			Animal	Plant			Reptile			Animals	Plants
East Seoul Logistics Center	Gyeonggi, Gwangju	Logistics	Medium	Low	1	4	-	-	-	-	-	2	14	2	-	-	-	2
Ansan Factory & Logistics Center	Gyeonggi, Ansan	Manufacturing, Logistics	Low	Low	-	4	-	-	-	-	-	1	16	1	-	1	1	2
Yongin Factory & Logistics Center	Gyeonggi, Yongin	Manufacturing, Logistics	Medium	Low	1	1	-	-	-	-	-	1	11	-	-	1	-	-
Jecheon Factory & Logistics Center	Chungbuk, Jecheon	Manufacturing, Logistics	Low	Low	2	-	-	-	1	-	-	2	8	1	1	4	-	6
Eumseong Plant & Logistics Center	Chungbuk, Eumseong	Manufacturing, Logistics	Medium	Low	1	2	1	-	-	-	-	1	6	-	-	1	-	-
Cheongwon Logistics Center	Chungbuk, Cheongwon	Logistics	Medium	Low	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gyeryong Factory & Logistics Center	Chungnam, Gyeryong	Manufacturing, Logistics	Medium	Low	1	-	-	-	-	-	-	2	1	1	-	-	-	-
Gumi Factory & Logistics Center	Gyeongbuk, Gumi	Manufacturing, Logistics	Low	Low	1	2	-	-	-	-	-	2	11	4	-	1	-	2
Yangsan Factory & Logistics Center	Gyeongnam, Yangsan	Manufacturing, Logistics	Low	Low	1	-	-	-	-	-	-	3	8	2	-	-	-	4
Gwangju (Honam) Logistics Center	Gwangju Metropolitan City, Buk-gu	Logistics	Low	Low	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Jeju Logistics Center	Jeju Special Self-Governing Province, Jeju City	Logistics	Low	Low	-	3	1	-	1	1	4	-	31	1	-	5	8	16

* Risk Measurement: Refer toWWF Biodiversity Risk Filter (<https://riskfilter.org/biodiversity/home>)

** Reference Material for Endangered Species by Region: National Institute of Ecology Endangered Species Restoration Center. (2023). Endangered Wildlife Statistics Book. National Institute of Ecology

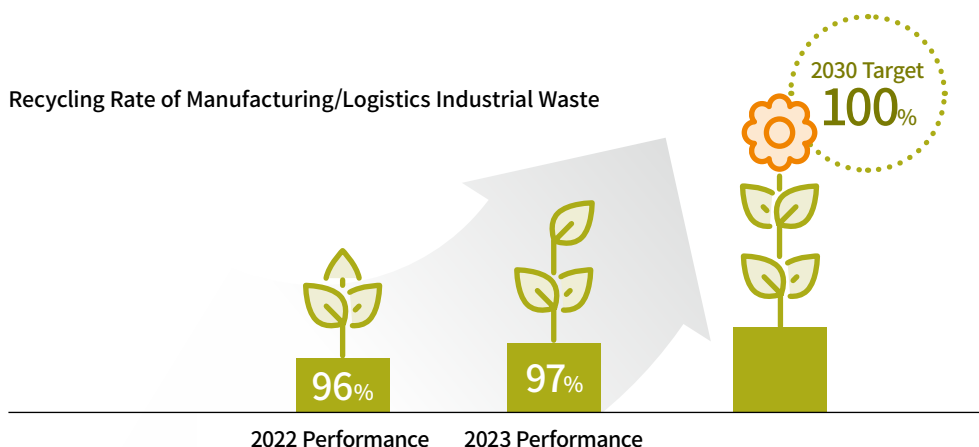
Raw Materials, Hazardous Chemicals, and Waste Management

Policies and Objectives

Waste Recycling Targets and Achievements

Ourhome has set a goal of achieving a 100% waste recycling rate at its manufacturing sites by 2030. Ourhome is actively managing a waste management inventory to achieve this goal, continuously exploring various recycling methods considering the properties and characteristics of non-recyclable waste and steadily improving recycling rates. In 2022, Ourhome achieved a recycling rate of 96%, followed by 97% in 2023, aiming for 100% by 2030. Furthermore, Ourhome became the first in the food manufacturing industry to receive the highest grade (Platinum) in Zero Waste to Landfill (ZWTL) by the global certification body UL Solutions. Ourhome maintains this Platinum grade in conjunction with achieving a 100% recycling rate at its Gyeryong Plant. With this foundation, Ourhome plans to continuously expand its waste recycling rates. We are striving to develop specific regulations for waste treatment and reduction, as well as sustainability in management practices. Specifically, with the goal of reducing food waste, Ourhome has established a data-driven management system, setting a target to reduce the average emission from each restaurant by more than 10% compared to the previous year in 2023. As a result of pursuing our environmental goals for 2023, we were able to reduce waste by 11.18%. These efforts minimize resource wastage, contributing significantly to environmental protection through the treatment and reduction of food waste. Ourhome systematically monitors food waste emissions at each restaurant, consistently reviewing and implementing effective waste management policies. This approach maximizes resource efficiency and lays the management foundation for a sustainable future.

Recycling Rate of Manufacturing/Logistics Industrial Waste



Activities

Ourhome is implementing various innovative methods for environmental protection and resource conservation to achieve sustainable management. Through systematic approaches in waste management, resource recycling, and eco-friendly packaging research, the impact on the environment is minimized.

Raw Materials and Hazardous Chemicals Management System

Ourhome has established a stringent management system to minimize the use of hazardous chemicals and create a safe and eco-friendly work environment. We are continuously making efforts to replace existing hazardous chemicals with general chemicals at its manufacturing sites. For instance, products without sodium hydroxide are used in wastewater treatment facilities, and products free of methyl ethyl ketone are introduced in the product information stamping process, creating a safer environment. Additionally, Ourhome carefully examines the possibility of substituting currently used hazardous chemicals and is reducing their use in phases. The Environment Safety Team has developed a proprietary Chemical Management System (CMS) that preemptively blocks the introduction and use of hazardous chemicals across all business sites, including catering and dining, thereby protecting the health of both customers and employees. Ourhome prioritizes employee safety and environmental protection in managing hazardous chemicals, establishing systematic regulations and strictly adhering to them. All facilities handling hazardous chemicals conduct regular weekly inspections, setting detailed inspection items suitable for each facility's characteristics, such as laboratories, wastewater treatment plants, and production processes. Hazardous chemicals are clearly classified as toxic substances, permitted substances, restricted substances, prohibited substances, and accident-ready substances, with optimized management procedures established for each type to prevent accidents. This management system plays a crucial role in preemptively blocking the potential health and environmental impacts of hazardous chemicals, protecting employee safety, and preventing environmental pollution.

Raw Materials, Hazardous Chemicals, and Waste Management

Activities

Efficient Management of Raw Materials and Waste Reduction Activities

Ourhome has established and operates processes to systematically manage raw materials and waste. Upon receiving raw materials, the inventory management system automatically notifies the expiration date to prevent the use of spoiled ingredients, ensuring systematic management of incoming and outgoing processes. Additionally, for hazardous chemical management, an initial input of MSDS information into the Chemical Hazard Review System (CMS) is conducted, and a system is in place to review and approve the use of hazardous chemicals. This system fundamentally blocks the use of hazardous chemicals and ensures the safety of employees. Ourhome also actively participates in waste reduction by utilizing by-products such as green leaves to produce kimchi, ultimately reducing internal waste. Furthermore, waste generation processes are reported to relevant agencies and through management and consignment processing by generation process, more efficient waste management is achieved. These efforts are a vital foundation for Ourhome to increase resource efficiency and contribute to environmental protection.

Food Waste Reduction and Recycling

Ourhome has introduced a system for reducing food waste to promote sustainable waste management. In particular, by implementing fermentation and reduction systems, we decrease waste output and thereby expand standardized contracts. In addition to reducing food waste, we collaborate with recycling companies to recycle waste oil and organic waste into eco-friendly energy or use them as livestock feed, thereby circulating resources. Additionally, Ourhome conducts employee training on waste-related targets and reduction activities to raise environmental awareness. Following waste management regulations, waste is internally separated and managed to be processed separately. Ourhome also meticulously implements all processes of waste management, such as separating the wrapping materials used in logistics operations for segregated processing by external companies.

Plastic Curtain Recycling Agreement Signing

Ourhome, in cooperation with the Korea Environmental Corporation and the Korea Single Material Plastic Association, has signed a business agreement for the collection and recycling of plastic curtains. This agreement aims to gather curtains used in food service facilities to prevent the spread of COVID-19 and transmit them to recycling companies to create social value. In the post-COVID era, Ourhome will effectively recycle waste plastics, fulfilling its responsibility for resource circulation and contributing to achieving a carbon-neutral society.

Plastic Curtain Collection/Recycling Agreement



- Workplace Environment
- Labor-Management Relations
- Training and Career Development
- Human Rights (Diversity, Equity, and Inclusion)
- Community Coexistence and Development

Workplace Environment

Policies and Objectives

Ensuring Workers' Rights and Fair Treatment

Ourhome operates various policies prioritizing employees' rights and welfare to achieve sustainable management. We ensure that all workers are respected for their legal rights and ethics and can work in a safe environment. These standards play a crucial role in making Ourhome's work environment transparent and fair. Ourhome has established rules to thoroughly protect workers' rights and ensure fair treatment, explicitly prohibiting child labor and forced labor in our employment rules, guaranteeing an environment where all workers are respected for their legal rights and ethics.

The wage calculation process is operated transparently and systematically to ensure workers receive rightful compensation, providing commendable rewards for their efforts. Ourhome values the safety and comfort of the work environment, ensuring physical and mental safety through employment rules and travel regulations. Additionally, we provide residential support policies to offer a stable living environment so employees do not face discomfort due to regional transfers.

Employee Welfare and Balanced Life Support

Ourhome is operating various policies to support the welfare and balanced life of its employees. We have established a leave guarantee system to ensure employees can lead healthy and stable lives, providing ample time for rest and recharging. Through this, we help employees maintain a balance between work and personal life.

Moreover, Ourhome actively implements a family-friendly corporate culture by rigorously enforcing maternity protection systems. In particular, we spare no effort to enable employees experiencing pregnancy, childbirth, and childcare to live a balanced life in both work and home. These systems help female employees continue their careers without interruption and are key policies enabling the coexistence of family and work. Such welfare systems not only increase employee satisfaction with the company but also contribute to improving the productivity of the entire organization.

Activities

Ourhome is running various systems and programs to create a healthy and happy working environment for employees. Through these efforts, Ourhome supports employees in achieving a good work-life balance and delivering results in a stable working environment.

Employee Benefits and Compensation System

Ourhome is operating various welfare systems to support the health and welfare of employees by expanding the coverage of medical examinations. Comprehensive examinations are provided for employees and their spouses every other year, and for unmarried employees, the comprehensive examination support is extended to include their immediate family members. Moreover, a compensation system based on ability and performance is implemented to ensure fair rewards for employees' efforts and achievements. Additionally, for employees who live far from their worksite, company housing or travel support is provided to help stabilize their lives, thereby increasing employee satisfaction.

Flexible Working Hours and Support for People with Disabilities

To support various work styles of employees, Ourhome has specified the adoption of flexible and selective working hour systems in its employment regulations, allowing employees the flexibility to adjust between work and personal schedules. Through this, employees can create a more efficient and self-driven work environment, improving their work-life balance.

Furthermore, Ourhome implements a telecommuting system for employees with disabilities, providing an environment where they can actively participate in the workplace. These systems assist employees with disabilities to perform tasks without physical constraints and contribute to forming an inclusive culture that allows employees from diverse backgrounds to work without discrimination. By doing so, an environment where all employees can work without discrimination is fostered.

Workplace Environment

Activities

Imposing Efforts to Improve Employee Commute Fatigue and Stress Management

Ourhome prioritizes the health and safety of its workers by implementing various measures to prevent job-related stress and health disorders. As such, we conduct job stress assessments and management in accordance with industrial health and safety standards, with thorough inspections and management particularly for work environments involving night shifts. Additionally, to support work-life balance, Ourhome provides housing to employees assigned to different regions, and offers monthly rental support if housing is unavailable. This helps ensure employees work in a more comfortable environment, minimizing commute times and fatigue.

Moreover, Ourhome operates commuter buses for the convenience of its employees, currently expanding routes in 11 regions, including Yongin, Gunpo, Incheon, and Gwangjin, allowing employees in diverse areas to utilize this service. This transportation support system plays a significant role in reducing worker fatigue, cutting commute times, and balancing work and life. Ourhome continually strives to enhance the work environment, providing a pleasant and safe working atmosphere.



Family-Friendly Working Environment

Ourhome is under review to be certified as a family-friendly company and operates various programs to help employees balance work and family life. As part of these efforts, they organize a semi-annual family invitation program called 'Why Did You Come to Ourhome?' offering opportunities for employees and their families to participate together, fostering a family-friendly culture. Furthermore, Ourhome supports employees to return to work securely after childbirth through maternity protection systems, including parental leave. These initiatives aim to support employees in balancing childcare and work life, fostering a healthier and more sustainable work environment.

National Family Month: Family Invitation Event



Labor Relations

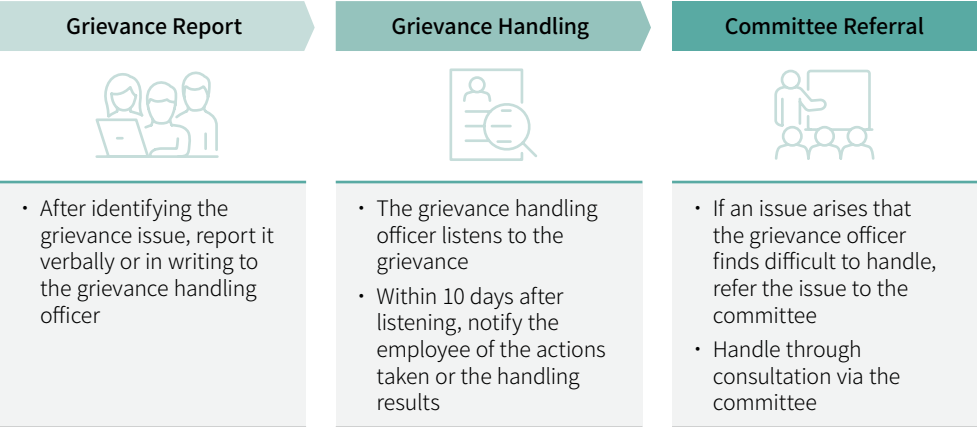
Policies and Objectives

Labor-Management Council Operation Regulations

Ourhome operates the Labor-Management Council with the aim of promoting welfare and sound development through cooperation with employees. The council consists of 3 to 10 members, and the employee representatives are elected through a direct, secret, and anonymous ballot participated in by a majority of employees.

Additionally, Ourhome appoints grievance handling officers to listen to and address employee concerns. The grievance handling committee is composed of a maximum of 3 members, including one representative each from the labor and management sides, and the council selects the grievance officer from among them.

Grievance Handling Procedures



Human Rights Grievance Handling

Category	Unit	2021	2022	2023
Number of Reports	case	36	6	66
Number of Grievances Processed Related to Reports	case	36	6	61*
Grievance Handling Rate	%	100	100	92

* Unresolved cases are carried over to the following year for processing.

Activities

Labor-Management Council

Ourhome holds the Labor-Management Council regularly every three months to facilitate smooth communication with employees. The council is composed of 5 employee representatives elected through employee voting. Although there is currently no legal employee representative, various opinions are gathered through the council.

Ourhome continues to strengthen systems and measures for improving employee safety and welfare, with active discussions regarding salaries. By providing wages that exceed the minimum wage, the aim is to promote the economic stability of employees. The activities of the Labor-Management Council play a vital role in realizing Ourhome's sustainable management. In 2024, in addition to the Labor-Management Council, major matters such as extending support for health examinations (Collective Agreement Article 61) and improving working conditions (Collective Agreement Article 58) were discussed with the labor union through collective bargaining with the labor union. Furthermore, based on regulations for preventing workplace harassment and sexual harassment, as well as sexual violence prevention, systems and policies for protecting employees were established in Article 73 of the Collective Agreement and Articles 37, 140 to 145 of the employment rules. Through these efforts, Ourhome strives to maintain a safe and respectful working environment where employees are protected from sexual harassment and workplace bullying.

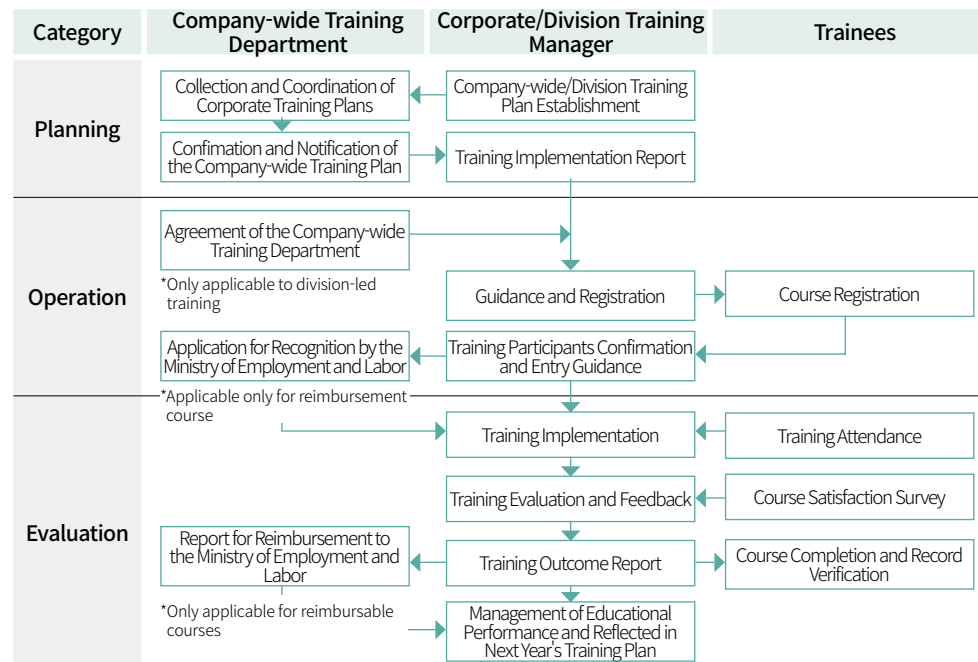


Training and Career Development

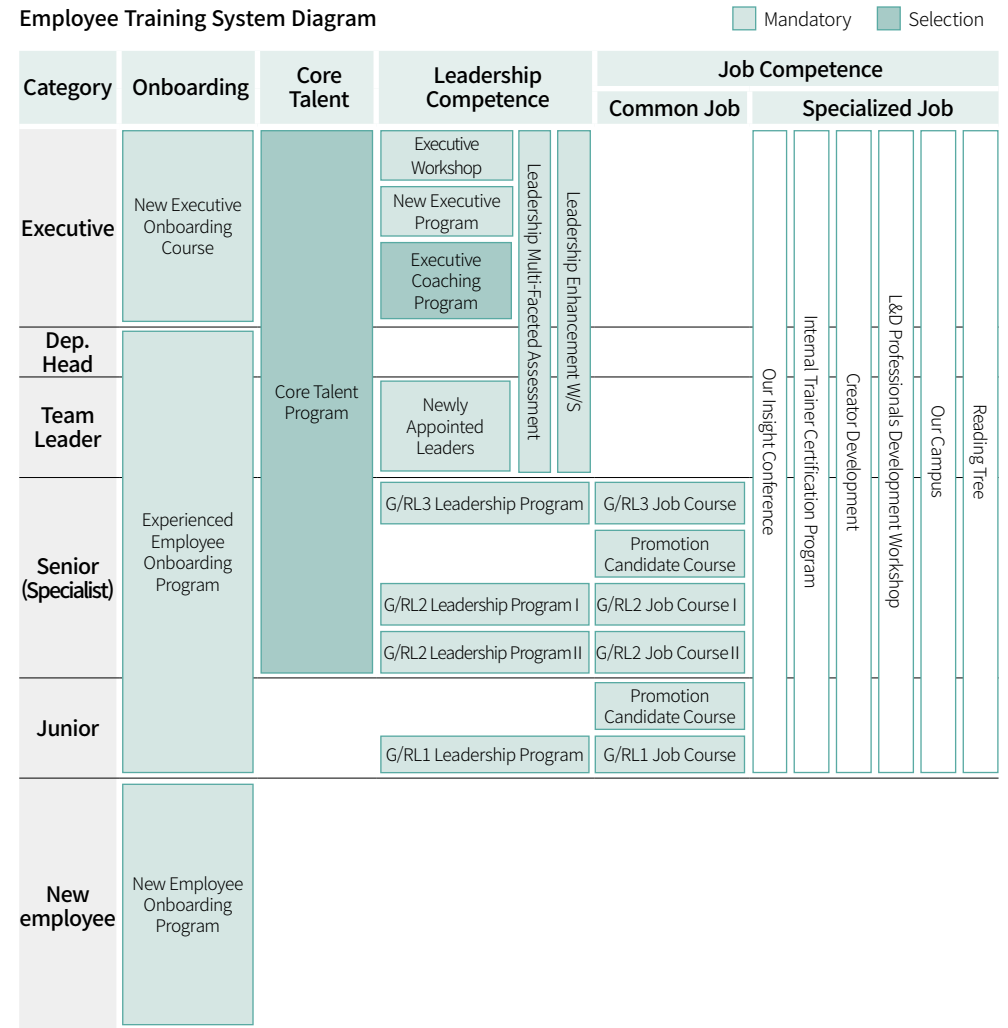
Policies and Objectives

Ourhome supports a variety of training programs to enhance the capabilities and personal growth of its employees. As of 2023, Ourhome is operating more than 136 courses annually to cultivate experts needed for a Global Food Company, offering a wide range of training in leadership, onboarding, language skills, job-related training, and more. Ourhome sets the direction and targets for talent development based on corporate environment, HR trends, and employee feedback (FGI and Survey) to conduct systematic training. Recently, we have expanded training opportunities such as Global School, division-level Sales Academy, and Marketing University to allow employees to develop their job competencies. All these educational programs promote self-development and growth for employees, thereby improving the quality of work and service. Ourhome continuously strives to be a company where employees and the company grow together.

Employee Training Flowchart



Employee Training System Diagram



Training and Career Development

Activities

Ourhome operates systematic and diverse training programs for employee career development and job competence enhancement. Through these programs, employees acquire the latest skills and knowledge required for their roles, providing opportunities for individual growth and contributing to organizational performance improvement. Each year, employee performance is evaluated, and objective feedback and goal setting based on these evaluations support motivation and continuous growth opportunities. This education and evaluation system plays a crucial role in enabling employees to effectively adapt to the changing work environment and achieve organizational targets.

Leadership Training

Ourhome is conducting leadership enhancement training for over 330 position holders to cultivate leaders with robust execution capabilities capable of driving organizational change and innovation. Depending on the position such as team leaders, head of departments, and executives, a variety of leadership development programs such as position holder workshops, insight forums, mentoring/coaching, multi-faceted diagnostics, and debriefing are systematically operated.

Ourhome Mandatory Training System Operation

Ourhome operates a mandatory training system based on the required leadership and job competencies for each level, with an education system tailored to the characteristics of each occupational group such as nutritionists, chefs, and office/research staff, offering 37 courses focused on essential competencies required for each group. For office/research staff, courses comprise communication, planning, leadership, and problem-solving, while nutritionists are provided with practical-focused education necessary for store operations like menu/operation and hygiene. For chefs, the focus is on enhancement through various mandatory training on menu trends, mass cooking, F&B, and fine dining courses, and all courses are developed reflecting the needs of the members.

In 2024, a total of 60 courses were held at educational centers nationwide to support members in accessing education more easily and conveniently.

Ourhome Leadership Program(Core Talent, O.L.P)

Ourhome has implemented the Ourhome Leadership Program (O.L.P) for the first time in 2023 to proactively foster next-generation leaders. O.L.P is designed for the systematic development of position candidates and consists of networking among key talents, mentoring with major positions, retention and motivation programs. In 2023, six themed training sessions were provided to improve job competencies, and a total of 335 people completed this course (cumulative). The program focuses on systematically developing future leaders for the organization's continuous growth and innovation, enhancing leadership capabilities to lead changes and challenges. To strengthen leadership, Ourhome has introduced multi-faceted diagnosis and debriefing programs to objectively analyze the current leaders' capabilities and formulated customized development plans based on these analyses. New training courses for newly appointed executives, team leaders, and part leaders have been operated both online and offline to clarify their roles and responsibilities as leaders and to support the practical exercise of leadership. Additionally, the onboarding process for new executives has been strengthened to cultivate organizational culture adaptation and early strategy formulation competencies. The mentoring system has also been diversified. Programs for new and experienced employees have been established, and customized mentoring based on key talents and positions has been focused on innovating communication and collaboration culture within the organization. Furthermore, to support each business division's achievement of targets, a capability enhancement workshop for business unit training managers was held for the first time, and customized training consulting tailored to each division's characteristics was conducted. Moving forward, Ourhome plans to continuously pursue systematic job training and skill-centered capability advancements.

Category	Process	Target	Mandatory Status
O.L.P (Core Talent)	Selection & Monitoring	Selection	Mandatory
	O.L.P Start Up & Partnership Ceremony		
	O.L.P Leadership Track		
	O.L.P Skill-up Professional Role		
	O.L.P Skill-up Basic Role		
	O.L.P Mentoring		



Training and Career Development

Activities

Onboarding Training

At Ourhome, we offer an onboarding program for new hires to ensure a smooth transition and early integration into the company.

We operate onboarding programs tailored to the characteristics of office staff, researchers, nutritionists, and chefs to enhance understanding of our business and sites, and assist organizational adaptation through a mentoring program.

For New Employees

Ourhome supports new employees so that they can quickly adapt by providing a structured onboarding program for about one year from the time of joining. Through introductory training, new employees are aided in understanding Ourhome's history, vision, mission, core values, and major business operations. Through on-site OJT, they gain various experiences in catering, logistics, and manufacturing environments, acquiring the basics needed as a member of Ourhome. After assignment to their respective departments, they improve job skills and foster emotional stability through departmental OJT and mentoring, and further enhance vocational skills through competency development training. After one year of employment, they are given the opportunity to establish career plans and visions through Jump Up Day.

In particular, in 2024, we selected 8 new foreign employees to receive the same level of training as domestic employees, applying the same diverse programs such as on-site OJT and mentoring. For foreign employees who have difficulty with the Korean language, coordinators accompanied them to support learning. Customized training was implemented to help them grow into talent for Ourhome.

※ Number of people who completed the 2024 introductory training: Total 147 (44 Nutritionists/Chefs, 95 Office/Research staff, 8 Foreigners)

New Employee Introductory Training



For Experienced (Occasional) Hires

Ourhome supports experienced employees to quickly adapt to the organization through a six-month onboarding program after joining, enabling them to leverage their personal experiences and strengths to produce results. From the first day of employment, employees are offered onboarding guides and the Oh! Starter course to help understand Ourhome and develop job competencies through introductory training for experienced employees, enhancing their understanding of Ourhome's business. Furthermore, factory and logistics site tours are provided, allowing employees to directly experience the company's exceptional facilities and increase their understanding of the field.

Following this, a three-month mentoring (buddy) program is conducted to provide psychological and emotional comfort, aligning and evaluating personal targets with the organization's vision through Retention Workshops. This supports experienced employees in growing steadily as core members of the organization.

Expansion of Job Competency

In October 2021, OurCampus, an online learning platform, was launched to offer over 300 courses in leadership, humanities, digital transformation, etc., for employees to freely access. The courses are also accessible in a mobile environment, allowing employees to take any course they desire at any time and from anywhere.

Additionally, in partnership with the largest bookstore in Korea, Kyobo Book Centre, a variety of books are provided every month, along with various programs to promote reading.



Human Rights (Diversity, Equity, and Inclusion)

Policies and Objectives

Ourhome values workplace diversity, equity, and inclusion, and operates various policies to achieve this. We ensure that all employees are respected without discrimination and can work in a safe environment. Strict regulations are in place, particularly regarding the prevention of sexual harassment and violence, and the prevention of workplace bullying.

Workplace Harassment Prevention and Sexual Harassment/Sexual Violence Prevention Regulations

Ourhome has established and strictly enforces regulations for the prevention of workplace harassment, sexual harassment, and sexual violence to ensure that all employees respect each other and maintain a safe and healthy work environment. This is to prevent employees from experiencing unpleasant situations during their work and to actively respond to prevent discriminatory situations by preparing procedures for prompt handling if any issues arise.

Prevention of Discrimination and Fair Employment Procedures

Ourhome strictly prohibits discrimination at the hiring stage and ensures that migrant workers are treated fairly according to the same standards. We make continuous efforts to eliminate discrimination based on gender, race, and country of origin in all HR management processes, including recruitment, promotion, and training, to provide fair opportunities to all employees.

Category	Unit	2021	2022	2023
Female Ratio	%	75	75	74
Male Ratio	%	25	25	26
Veteran Employees Ratio	%	0.50	0.45	1.00
Disabled Employees Ratio	%	1.82	2.15	2.46
Foreign Employees Ratio	%	0.41	0.41	0.56

Activities

Promoting Diversity and an Inclusive Organizational Culture

Ourhome continuously endeavors to establish an inclusive organizational culture where all employees can respect and cooperate with each other without discrimination. In particular, various support programs and workplace integration strategies are in place for vulnerable groups such as women, the disabled, and migrant workers to promote employee diversity and create an environment where employees from diverse backgrounds can maximize their potential.



Human Rights (Diversity, Equity, and Inclusion)

Activities

Work Bullying Prevention and Ethical Management Training

Ourhome has established policies for the prevention of workplace bullying and is conducting training to ensure that employees recognize and implement these practices. Employees familiarize themselves with the code of conduct to prevent bullying in the workplace and strive together to create a healthy work culture. Additionally, through the grievance handling system, problems arising during work are supported to be resolved quickly and fairly, providing a safe environment where employees can freely express opinions and raise issues.

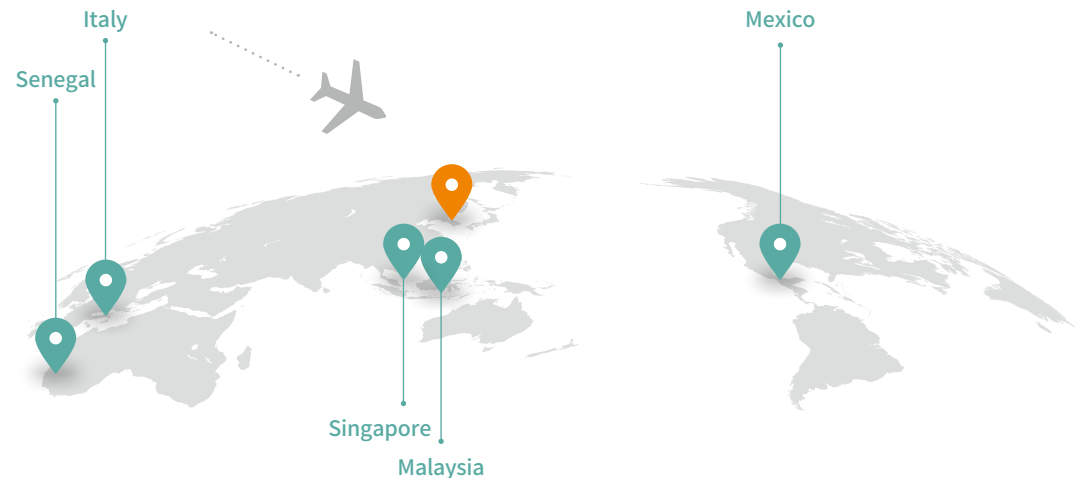
The practice of ethical management at Ourhome extends beyond solving discrimination and bullying issues, promoting ethical business conduct company-wide. The Ethical Management Office operates a system to receive reports of discrimination or bullying, swiftly investigate, and improve upon these reports, playing a crucial role in facilitating continuous improvement activities that encourage employees to easily raise workplace issues and work towards solutions.

Global Open Recruitment for New Employees

Ourhome is hiring migrant workers through open global recruitment, with a total of six new recruits from countries like Malaysia, Mexico, Senegal, Singapore, and Italy recently joining our company. Following employment, a unique onboarding process is provided to systematically assist these migrant workers in adapting to Ourhome's organizational culture and work environment.

Additionally, Ourhome is actively promoting an employment policy for employees with disabilities. We have prepared various support measures to ensure that employees with disabilities can work without inconvenience, and are offering a more convenient work environment through flexible work systems such as remote work. Ourhome not only hires individuals with disabilities but also conducts awareness improvement education on disabilities for all employees. This helps foster understanding and respect needed to work alongside colleagues with disabilities.

New Recruitment of Foreign Employees



Community Coexistence and Development

Activities

Ourhome Happiness Sharing Volunteer Group

Ourhome is actively engaging in various activities aimed at coexisting with the local community. Through the signing of MOUs with Dangjin and Seosan cities, Ourhome is ensuring a stable supply of local agricultural products and raw materials, contributing to the revitalization of the local economy. Additionally, every New Year, Ourhome practices warm sharing with customers and the local community by offering Tteokguk at all global stores. Such activities are a vital example of Ourhome's continuous efforts to strengthen relations with the local community and contribute to regional development through cooperation based on mutual trust. Furthermore, to fulfill its social responsibilities, Ourhome is carrying out diverse social contribution activities. These include nursing center volunteer activities involving 95 new employees, health promotion programs for vulnerable groups, and supporting the remodeling of old cafeterias in nursing hospitals, thus contributing to welfare improvement. Moreover, efforts to create a sustainable environment are ongoing through environmental protection and social campaigns like the creation of forest paths at the old battlefield in Gapyeong. By providing food supplies to flood-affected areas, Ourhome extends practical help and continues proactive social contribution activities tailored to various social demands.

Ourhome Happiness Sharing Volunteer Group



'Police Day' Special Meal Offering

In October 2023, Ourhome celebrated 'Police Day' by expressing gratitude to police officers responsible for public safety through special meal offerings and food truck events. Nutritious special meals and unique snacks were served to more than 1,000 participants, including officers from the Seoul Metropolitan Police Agency and affiliated company employees, carefully selecting the food to meet the nutritional needs considering the demanding nature of police work. A food truck zone was also set up in the police agency's inner garden, allowing for the free use of snacks after meals. Going forward, Ourhome plans to continuously offer 'delicious memories' in various parts of the community.

Seoul Police Agency Special Meal Offering



Community Coexistence and Development

Activities

Global Store Tteokguk Provision

Ourhome provided Tteokguk to all domestic and international stores to mark the New Year of January 2024. This was part of the 'Global Integrated Menu' initiative that started in 2023, presenting the same menu not only in Korea but also in overseas catering sites such as the US, Vietnam, Poland, and China. Particularly, Ourhome delivered a unique experience by recreating the authentic taste of Tteokguk with a special recipe from the Master Chefs affiliated with Ourhome. Through this, Ourhome aimed to share the meaning of eating Tteokguk at the start of the New Year worldwide, sharing Korea's traditional culture and spreading joy globally.

New Year's Tteokguk Provision



Ourhome Cooking Class

In 2023, Ourhome collaborated with the edutech startup Mingling to conduct native speaker cooking classes. This program was designed with recipes and menus tailored for children, allowing them to engage with food enjoyably and naturally. It aimed to help children learn about diverse cultures and foods, fostering a positive attitude toward eating habits through creative cooking activities. Ourhome will continue to develop and offer various programs to cultivate healthy eating habits among children, thereby contributing to the spread of a healthy food culture.

Jamboree Cooking Class Conducted



Senior Health Expo

Ourhome annually hosts a health expo in Incheon's Michuhol District to promote the health of local seniors. At the health expo held in May 2023, a nutrition index test called 'BBTI (Bap-BTI)' based on senior meal types was conducted, along with nutrition consulting, cognitive function content experiences, and various health promotion programs. Through nutrition consulting, seniors were informed about health management methods and dietary improvements, supporting a healthy lifestyle. Ourhome will continue to operate programs aimed at forming healthy eating habits and promoting health among vulnerable groups, contributing to the healthy future of the community.

15th Senior Health Expo



- 
- Ethical Management
 - Anti-Competitive Behavior
 - Information Security
 - Board of Directors and Audit Committee

Ethical Management

Policies and Objectives

Establishment of Corporate Ethics Code

Ourhome regards ethical management as a core value of the company, actively practicing transparent and responsible management. To achieve this, Ourhome has established a Corporate Code of Ethics that clarifies the ethical standards all employees must observe and provides concrete guidelines to resolve ethical conflicts or issues should they arise. Additionally, a reporting channel for unethical behavior has been established, allowing employees to quickly report and resolve ethical issues in a supportive environment. Ourhome conducts regular audits related to ethics to assess ethical risks within the company, ensuring that all employees rigorously adhere to the ethical standards. These audit activities play a crucial role in maintaining ethical transparency and preventing misconduct, where immediate corrective actions and penalties are applied in accordance with relevant regulations in case of problems. Through these efforts, Ourhome aims to achieve sustainable management and strengthen trust with customers, partners, shareholders, and society.

[Ourhome Employees' Code of Conduct ↗](#)

Code of Conduct for Employees

Employees establish correct values based on respect for customers with honesty and fair beliefs, fulfilling their given mission through constant self-development and fair task performance.

1. Fundamental Ethics

- Employees hold a sense of pride and self-esteem as members of the company, maintaining an always honest and fair attitude
- I always strive to uphold high ethical values to maintain personal dignity and the honor of the company.

2. Fair Job Performance

- I perform all duties honestly and fairly and always strive to foster a healthy corporate culture.
- I do not accept any form of financial gain from stakeholders that could impair judgment fairness in relation to duties.
- I do not engage in any immoral or unethical behavior that could be condemned by society in daily life or work.
- Avoid any actions or relationships that could conflict with the interests of the company and do not use company assets for personal gain without authorization.

Activities

Operation of Ethics Reporting Center

As part of its ethical management, Ourhome operates an Ethics Reporting Center where all employees and external stakeholders can freely report ethical issues. Internal employees can report ethical issues through the company intranet, and issues reported through this system undergo thorough consultation and investigation to ensure appropriate actions are taken. The results of investigations are continuously monitored with follow-up measures in place to prevent recurrence.

Additionally, external stakeholders can report unethical behavior or unfair transactions through the 'Ethical Reporting Center' on Ourhome's official website. Both channels allow for anonymous or named reporting, and all report content is handled with strict security. The informant's personal information is protected, and their identity will not be disclosed or implied unless they consent. In the case of anonymous reports, investigations may not proceed if the information is vague or the facts are unclear. Furthermore, informants are thoroughly protected from any retaliatory actions or disadvantages, and strict penalties are imposed if such protections are violated.

Ourhome conducts regular ethical management training for employees to prevent and effectively manage corruption and ethical misconduct. The training emphasizes cases of ethical violations such as bribery and clearly guides the reporting procedures for items that may be perceived as bribes through ethical practice guidelines. Additionally, all ethical-related reports received are processed through thorough pre-verification and post-management systems, and improvement measures are put in place to prevent recurrence. Through this, Ourhome strengthens the practice of sustainable ethical management.

[Ourhome Ethical Reporting Center ↗](#)

Anti-competitive Behavior

Policies and Objectives

Corporate Code of Ethics

Ourhome’s Corporate Code of Ethics clearly presents the standards of correct behavior and value judgments that all executives and employees must follow. It has established norms related to key stakeholders such as 'Responsibility and Duty to Customers', 'Fair Competition', and 'Fair Transactions'. Based on these norms, the 'Code of Conduct for Executives and Employees' has been documented to encourage implementation. In particular, Ourhome aims to strictly adhere to local laws in all global activities regarding 'Fair Competition', respecting the market economy order according to the principle of free competition, and securing customer trust through the quality of products and services. Furthermore, Ourhome seeks genuine and fair competition by not infringing on competitors' profits or exploiting their weaknesses unfairly, but rather competing honorably with true capability.

[Ourhome Corporate Code of Ethics ↗](#)

Fair Competition Ethics Code

Fair Competition

Ourhome complies with relevant regulations in all activities worldwide and secures competitive advantages through legitimate means.

1. Pursuit of Free Competition
- 1) Adhering to the principles of free competition, the company respects the market economy order everywhere around the world and secures customer trust through the quality of goods and services.

2) The company engages in fair and genuine competition based on true competence without infringing on competitors' interests or exploiting their weaknesses unfairly.
2. Compliance with Laws
- 1) The company complies with all applicable laws and regulations in its business activities both domestically and internationally.

Activities

Ethics Education for Employees

Ourhome conducts regular training for employees on anti-competitive practices and other unethical behaviors. Through this training, employees gain a deep understanding of the definition of unethical behavior and the legal and social responsibilities that arise from it, thereby establishing clear standards to practice ethical management. The training content focuses on preventing and curbing anti-competitive practices, unfair transactions, and unethical behavior, aiming to raise employees' awareness of practicing ethical management. Additionally, it aids in applying ethical standards to daily operations and achieving sustainable management.

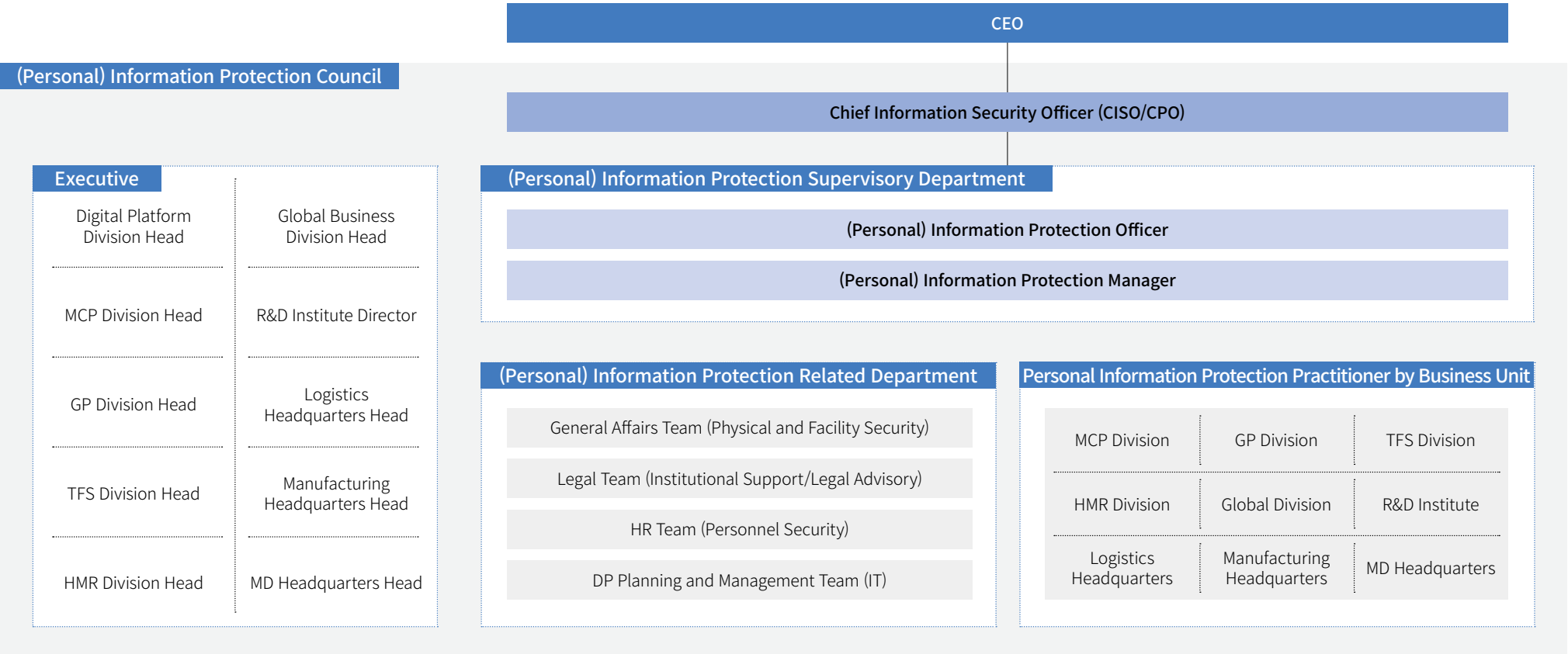
Status of Ethics Education by Job Category

Category	Total Training Hours (H)					Participants (persons)				
	Office/ Research Positions	Nutritionists/ Cooks	Executives/ Directors	Dining/ Production	Total	Office/ Research Positions	Nutritionists/ Cooks	Executives/ Directors	Dining/ Production	Total
2021	0	60	0	0	60	0	60	0	0	60
2022	215	183	0	0	398	215	183	0	0	398
2023	9,807	13,690	136	1,272	24,905	2,000	2,359	31	159	4,549
Total	10,022	13,933	136	1,272	25,363	2,215	2,602	31	159	5,007
Proportion	39.5%	54.9%	0.5%	5.0%	100%	44.2%	52.0%	0.6%	3.2%	100%

Information Security

Governance

Ourhome has appointed a Chief Information Security Officer (CISO/CPO) under the CEO and operates a (personal) information protection council. This council is a company-wide organization involving the executives' council, the department in charge of information security, relevant departments, and working staff, all aimed at prioritizing the protection of internal company information. In addition to cyber security, the council includes relevant departments responsible for physical security and institutional/legal advisory, thereby establishing a more comprehensive and robust information security system. In June 2023, reports on important security matters identified during information security meetings were presented to the CISO and the executive board.



Information Security

Policies and Objectives

Information Protection Regulations

In order to strengthen the information protection management system, Ourhome has appointed a Chief Information Security Officer (CISO) as an executive, and has designated the Information Security Team as the department responsible for overseeing information protection, thereby systematically managing the establishment and implementation of regulations. Furthermore, an information security council has been formed, involving information security-related departments and the information protection managers of each department and business division, to regularly discuss security measures, coordination, and performance reviews. Through this process, information protection policies and guidelines are periodically reviewed and revised, and are re-evaluated as necessary to accommodate changes in the work environment or risk assessments. The revised policies are then confirmed by the approval authority, including the management team, and are announced and enforced company-wide. Additionally, the revisions are reported to the management team to clarify the basis for these changes.

Ourhome has established information protection regulations and applies them not only to the company's executives and employees but also to visitors, licensees, daily workers, and specific individuals in contractual relationships. It is rigorously managed from a physical security perspective as well. By managing building access and more, we enhance information protection and security, continually maintaining a safe working environment.

Education Result Table

Category		Education Target	Completion Number	Non-completers	Completion Rate
First Half	Ourhome	3,153	3,089	64	97.9%
	Partner Company	30	30	0	100%
	Total	3,183	3,119	64	97.9%
Second Half	Ourhome	306	287	19	93.8%
	Partner Company	1	1	0	100%
	Total	307	288	19	93.8%

Personal Information Protection Training

Ourhome conducts information protection training for all employees to raise awareness and strengthen capabilities regarding information security. The initiative goes beyond mere implementation, analyzing completion rates by department to identify and continuously improve areas in need. Specifically, for departments with high non-completion rates, the causes are identified, and various measures are taken, such as encouraging participation through managers and sending guidance emails, to ensure that all employees participate in the training.

For employees returning from leave and mid-term new hires, additional training was conducted in November 2023 to increase the completion rate for the second half of the year. Furthermore, in order to evaluate the quality of the training and incorporate employee feedback, a survey was conducted, resulting in a satisfaction score of 4.9 out of 5, indicating a very high level of satisfaction. Efforts are being made to address the gathered dissatisfaction issues. Ourhome aims to achieve a 100% completion rate for personal information protection training through listening to employee feedback and strengthening training, and will continue to endeavor to improve the training system and operate it efficiently in the future.

Education Satisfaction

Category	2021	2022	2023
Positive Response Rate (Very Satisfied, Satisfied)	74%	86%	97%



Information Security

Activities

ISMS Certification

Ourhome has obtained ISMS (Information Security Management System) certification to enhance external trust in personal information protection and information security, and to strengthen business stability. The ISMS certification is a system that certifies the suitability of a comprehensive information protection management system that an organization establishes and manages to protect its key information assets. Based on this certification, Ourhome conducts tabletop exercises and recovery tests to respond quickly in the event of a disaster and thoroughly complies with the ISMS certification standard 2.12.2 'Disaster Recovery Test and Improvement'. Through this, the information protection management system is reinforced, securing continuous business stability.

Internal Audit

Ourhome conducts internal audits at least once a year to continually manage and improve information security activities. These audits are performed by independent and expert personnel, thoroughly checking the effective operation of the information security management system. Issues identified during the audit are analyzed for root causes, and measures are developed and executed to prevent recurrence. In addition, the audit results are reported to management to ensure continuous improvement and strengthening of the information security management system.

ISMS Certificate



Risk Management

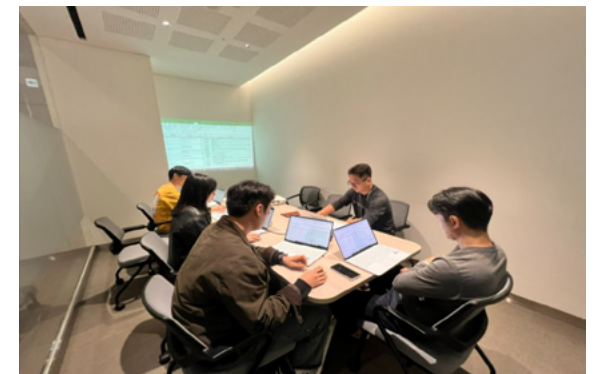
Protection Measures Against Unauthorized Access

Ourhome implements measures to block unauthorized access from outside and enhance data protection using various security solutions such as firewalls and DB Safer. Through this, unauthorized access to the system is prevented, and important information is thoroughly managed to prevent leaks to the outside. These security solutions prevent risk factors in advance, ensuring the safety of personal information and DB assets. Ourhome strengthens its response to potential security threats through proactive information protection measures, providing a secure data environment while minimizing potential risks and ensuring personal information protection.

IT Disaster Recovery Drill

Ourhome regularly conducts IT disaster recovery drills with the targets of quick and accurate response in the event of an emergency, maintaining business continuity, and familiarizing with disaster recovery procedures. The drills are conducted by assuming disaster situations on major services based on pre-established virtual scenarios to recover data and measure recovery time. The exercises involve participation from the Chief Information Security Officer to practitioners and partner companies, and based on the drill outcomes, we derive improvement plans for recovery procedures and re-evaluate the Recovery Time Objective (RTO) and Recovery Point Objective (RPO). The results are reported to management to maximize the effectiveness and performance of the drills.

Tabletop Exercise



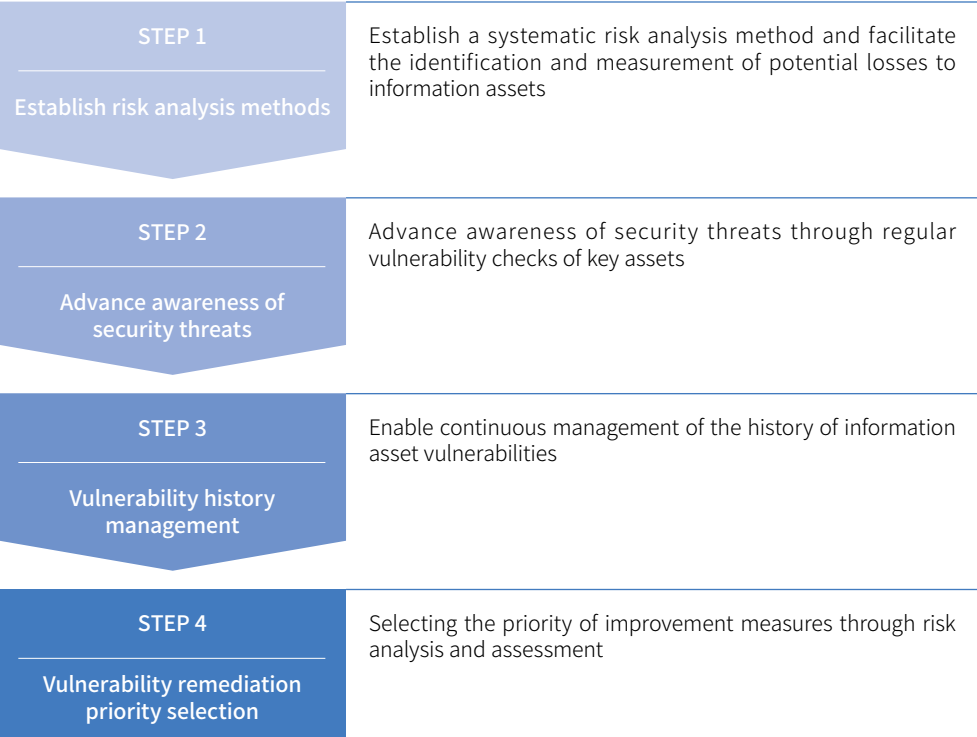
Information Security

Risk Management

Risk Assessment Implementation

Ourhome diagnoses and improves information security vulnerabilities by conducting risk analysis over the entire management, physical/legal, and technical areas within the certification scope. The risk assessment proceeds step by step, from establishing risk management methods and planning to selecting protective measures. Priority actions are taken on high-risk items identified through the risk assessment, formulating implementation action plans and improvement activities according to their importance. Additionally, by conducting self-initiated penetration testing, improvement plans and vulnerabilities in the technical area are identified. As a result of improving vulnerabilities through risk assessment, the level of information security is enhanced yearly, and efforts to achieve zero security incidents will continue.

Risk Assessment Procedures



Board of Directors and Audit Committee

Governance

Board of Directors

Date	Location	Agenda
2023.03.20	Magok Headquarters Management Meeting Room	<ul style="list-style-type: none">Agenda for Reporting<ul style="list-style-type: none">Report on the operational status of the internal control system for the year 2022Report on the evaluation of the operational status of the internal control system for the year 2022Agenda for Resolution<ul style="list-style-type: none">Appointment of the chairperson of the Board of DirectorsApproval of the health and safety planConvening of regular general meeting of shareholder
2023.05.12	Magok Headquarters Management Meeting Room	<ul style="list-style-type: none">Agenda for Resolution<ul style="list-style-type: none">Appointment of executive officer in charge of business

Operation of the Audit Committee

The internal sustainable product and service development of Ourhome plays a critical role in enhancing the company's transparency and responsible management. Employees within the internal sustainable product and service development are appointed for their expertise and high morality, with strict regulations applied to those deemed ineligible due to disciplinary actions or poor performance. Auditors conduct their duties in compliance with audit regulations, related rules, standards, directions, and orders. Upon the conclusion of an audit, a report detailing the audit summary, results, corrective actions, and recommendations is clearly documented and submitted to the CEO. Ourhome will continue to strengthen internal controls, promote rational management, and strive for a sustainable future.

Operation of the Ethics Committee

Ourhome has established and operates an Ethics Committee to foster the organization's ethical awareness, create ethical policies, and investigate and deliberate ethical-related issues to establish an ethical management and culture within the organization.

2023 Ethics Committee Agenda

Meeting Date	Number of Agenda Items
2023.02.16	1
2023.03.22	3
2023.05.08	2
2023.05.10	1
2023.07.19	3
2023.12.05	4
Total	14

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OUR ESG METRICS

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Economy and Governance

Financial Performance (Consolidated)

	Category	Unit	2021	2022	2023
Assets	Total	KRW million	1,410,577	1,432,673	1,386,685
	Current Assets	KRW million	507,913	555,520	560,215
	Non-current Assets	KRW million	902,664	877,153	826,470
Liabilities	Total	KRW million	861,038	851,849	736,367
	Current Liabilities	KRW million	276,919	403,182	638,434
	Non-Current Liabilities	KRW million	584,118	448,667	97,933
Equity Total		KRW million	549,539	580,824	650,318
Sales Revenue		KRW million	1,740,757	1,835,439	1,983,483
Cost of Sales		KRW million	-1,424,196	-1,485,435	-1,578,495
Gross Profit		KRW million	316,561	350,003	404,988
Operating Profit		KRW million	25,680	53,672	94,294
Earning Before Taxes		KRW million	9,274	35,765	90,565
Taxes		KRW million	-4,412	-10,226	-19,830
Net Income		KRW million	4,862	25,539	70,735
Other Comprehensive Income		KRW million	14,074	6,175	1,779
Total Comprehensive Income		KRW million	18,936	31,713	72,514

Business Location Status

Location	Business Site	Usage ¹⁾	Area(m ²)
Seoul, Gangseo	Headquarters/ Research Institute	Office and Research	35,425
Seoul, Gangnam	Headquarters	Office	6,601
Gyeonggi, Ansan	Logistics Center/ Manufacturing Plant	Logistics and Manufacturing	33,384
Gyeonggi, Gwangju (East Seoul)	Logistics Center	Logistics	27,272
Gyeonggi, Yongin (1, 2, 3)	Logistics Center/ Manufacturing Plant	Logistics and Manufacturing	30,796
Chungbuk, Jecheon	Logistics Center/ Manufacturing Plant	Logistics and Manufacturing	22,376
Chungbuk, Eumseong	Logistics Center/ Manufacturing Plant	Logistics and Manufacturing	37,029
Chungbuk, Cheongwon	Logistics Center	Logistics	2,148
Chungnam, Gyeryong	Logistics Center/ Manufacturing Plant	Logistics and Manufacturing	25,271
Gyeongbuk, Gumi	Logistics Center/ Manufacturing Plant	Logistics and Manufacturing	9,801
Gyeongnam, Yangsan (1, 2)	Logistics Center/ Manufacturing Plant	Logistics and Manufacturing	30,795
Gwangju, Buk-gu (Honam)	Logistics Center	Logistics	9,140
Jeju	Logistics Center	Logistics	3,668

1) Office, Research, Manufacturing, Logistics

ESG DATA

Economy and Governance

Economic Performance Distribution

	Category	Unit	2021	2022	2023
Shareholders and Investors	Total	KRW million	95,682	15,388	18,550
	Dividends	KRW million	77,586	-	3,000
	Interest Expenses	KRW million	18,096	15,388	15,550
Employees	Total	KRW million	442,574	484,398	553,791
	Salaries, etc.	KRW million	387,118	420,411	482,041
	Employee Benefits	KRW million	55,456	63,987	71,749
Government	Income Taxes	KRW million	4,412	10,226	19,830

Research and Development

	Category	Unit	2021	2022	2023
R&D Investment ¹⁾		KRW million	7,885	9,721	11,026
Intellectual Property Rights	Cumulative Patent Registrations	number	33	35	36
	New Patent Registrations	number	4	2	1
	New Patent Applications	number	1	7	3

1) Include both Direct/Indirect R&D Organizational Expenses

Board of Directors Activities

	Category	Unit	2021	2022	2023
Board Meeting Held		time	4	3	2
Board Meeting Agenda Items	Resolution Agenda Items	case	12	10	4
	Report Agenda Items	case	2	3	2

Key Shareholders' Stock Holdings (2023)

Category	Number of Shares Held (Shares)	Shareholding Ratio
Koo Bonsung	8,800,000	38.56%
Koo Meehyun	4,400,000	19.28%
Koo Myungjin	4,473,448	19.60%
Koo Jieun	4,717,400	20.67%
Others	428,672	1.89%
Total	22,819,520	100.00%

Association Membership (Disclosed from 2023)

	Category	Unit	2021	2022	2023
Total Association Membership Fee		KRW million	56	39	93
Major Association Fees (Top 5 by Amount)	Korea Food Industry Association	KRW million	10	7	20
	Korea FoodTech Council ¹⁾	KRW million	-	-	20
	Korea Foodservice Distribution Association ²⁾	KRW million	13	-	12
	Korea Meat Industries Association	KRW million	10	10	10
	Korea Fish Meat Paste Products Industry Cooperation Association	KRW million	6	4	3.6

1) New Membership in 2023

2) Non-Membership in 2022

ESG DATA

Economy and Governance

Investigation of Reports and Internal Audit

Category	Unit	2021	2022	2023
Number of Reports Received via the Ethics Reporting Channel	case	33	39	38
Number of Reports Processed	case	33	39	38
Number of Disciplinary Actions Related to Reports	case	1	6	10
Total Number of Disciplinary Actions across the Organization ¹⁾	case	4	11	17

1) Disciplinary actions based on reports and internal audit results

Violation of Regulations

Category	Unit	2021	2022	2023
Number of Violations	Total	case	0	0
	Anti-corruption	case	0	0
	Unfair Trade	case	0	0
	Marketing and Labeling	case	0	0
	Labor Law Violation	case	0	0
	Information Protection	case	0	0
Fine and Penalty Amount	Total	KRW million	0	0
	Anti-Corruption	KRW million	0	0
	Unfair Trade	KRW million	0	0
	Marketing and Labeling	KRW million	0	0
	Labor Law Violation	KRW million	0	0
	Information Protection	KRW million	0	0

Information Security

Category	Unit	2021	2022	2023
Number of Information Security Incidents such as Data Leaks/Breaches	case	0	0	0
Number of Personal Information Leak Incidents	case	0	0	0
Number of customers affected by an information security incident	persons	0	0	0
Information protection education completion rate ¹⁾	%	100	99.7	97.6
Number of people who have received information protection training ²⁾	persons	2,845	2,909	3,407
Information Security Investment Ratio to Total IT Budget	%	4.8	4.9	2.5
Information Security Investment Costs	KRW million	383	459	234

1) The denominator for the calculation of the training completion rate: Permanent employees and above

2) Conducted twice a year starting in 2023 (May/November (for mid-term hires)

ESG DATA

Environment

Energy Usage

Category			Unit	2021	2022	2023
Total Energy Consumption			TJ	412.19	404.95	414.79
General Energy Consumption	Total		TJ	411.93	404.69	414.53
	Direct Energy	Total	TJ	135.54	134.26	137.52
		LNG	TJ	135.54	134.26	137.52
	Indirect energy	Total	TJ	276.39	270.43	277.01
		Electricity	TJ	276.39	270.43	277.01
Renewable Energy Consumption			TJ	0.25	0.26	0.26
Energy Usage Intensity			TJ/ KRW billion	0.24	0.22	0.21

Energy Production

Category		Unit	2021	2022	2023
Energy Production Volume	Renewable Energy	Total	0.25	0.26	0.26
		Solar Energy	0.25	0.26	0.26

Water (All Sites)

Category		Unit	2021	2022	2023
Water Intake Volume		m ³	771,886	759,280	782,316
Water Consumption Volume		m ³	228,465	230,013	219,004
Water Intensity		m ³ / KRW billion	131	125	110
Wastewater Discharge Volume		m ³	543,421	529,267	563,312
Wastewater Discharge Intensity		m ³ / KRW billion	312	288	284

Pollutant Emission

Category		Unit	2021	2022	2023
Air Pollutants	Air Pollutants Total Emissions	ton	8.04	13.95	12.69
	Nitrogen Oxides (NOx)	ton	7.34	9.90	8.31
	Sulfur Oxides (SOx)	ton	0.11	0.34	0.29
	Carbon Monoxide (CO)	ton	0	3.00	2.81
	Dust (PM)	ton	0.60	0.70	1.28
Water Pollutants ¹⁾	Water Pollutants Total Emissions	ton	41.42	43.07	42.08
	Biochemical Oxygen Demand (BOD)	ton	9.55	10.30	7.14
	Chemical Oxygen Demand (COD)	ton	5.92	0	0
	Total Organic Carbon (TOC)	ton	5.19	11.52	11.95
	Suspended Solids (SS)	ton	12.45	11.08	8.79
	Total Nitrogen (T-N)	ton	7.31	8.50	12.44
	Total Phosphorus (T-P)	ton	1.00	1.67	1.75

1) Excluding Jecheon and Yongin2 sites

ESG DATA

Environment

Waste Management

Category		Unit	2021	2022	2023
Waste	Generated Volume	ton	9,508.73	8,506.28	8,439.57
	Recycled Volume	ton	9,005.64	8,209.49	8,220.37
	Recycling Rate	%	94.71	96.51	97.40
	Processing Volume	Total	503.09	296.79	219.2
		Incineration (No Energy Recovery)	456.57	265.48	203.51
		Incineration (Energy Recovery)	0	0	0
		Landfill	44.2	31.31	11.15
		Others	2.32	0	4.44
	Waste Intensity	ton/ KRW 100 Million	0.55	0.46	0.43
General Waste	Generated Volume	ton	9,507.19	8,503.71	8,438.01
	Recycled Volume	ton	9,005.64	8,208.89	8,220.37
	Recycling Rate	%	94.71	96.53	97.40
	Processing Volume	Total	501.55	294.82	217.65
		Incineration (No Energy Recovery)	455.03	263.51	202.06
		Incineration (Energy Recovery)	0	0	0
		Landfill	44.20	31.31	11.15
		Others	2.32	0	4.44
Designated Waste	Generated Volume	ton	1.54	2.57	1.55
	Recycled Volume	ton	0	0.60	0
	Recycling Rate	%	0	23.34	0
	Processing Volume	Total	1.54	1.97	1.55
		Incineration (No Energy Recovery)	1.54	1.97	1.55
		Incineration (Energy Recovery)	0	0	0
		Landfill	0	0	0
		Others	0	0	0

Environmental Certification

Category		Unit	2021	2022	2023
Environmental Certification	ISO 14001 Certification Rate ¹⁾	%	82.3	82.0	80.2
	Number of ZWTL Recognized Sites	number	0	1	1
	Other Environment-Related Certifications	number	1	1	2 ²⁾

1) Percentage of applicable employees (Meal-Care Platform Business)

2) Certifications related to resource circulation

Environmental Investment_OPEX

Category	Unit	2021	2022	2023
Total Manufacturing Plant	KRW Million	948.5	1,012.0	891.3
Gyeryong	KRW Million	214.3	205.9	166.6
Gumi	KRW Million	168.7	172.1	152.8
Ansan	KRW Million	96.1	95.9	90.6
Yangsan	KRW Million	275.9	282.1	307.5
Yongin1	KRW Million	54.1	39.4	25.6
Yongin2	KRW Million	4.2	29.7	2.6
Eumseong	KRW Million	64.8	49.7	54.6
Jecheon	KRW Million	70.3	137.2	91.1

ESG DATA

Environment

Raw Material Purchase

Category		Unit	2021	2022	2023
Purchase Quantity of Raw Materials	Total Purchase Quantity of Raw Materials	ton	504,105	422,576	390,520
	Total Purchase Amount for Raw Materials	KRW Million	1,142,460	1,152,089	1,177,098
Purchase Amount for Sustainable Raw Materials	Total Purchase Quantity for Sustainable Raw Materials	ton	2,673.3	2,770.9	2,934.9
	GAP	ton	959.1	892.8	729.5
	Animal Welfare	ton	23.5	31.4	107.7
	Pesticide-free	ton	306.1	275.3	18.2
	Antibiotic-free	ton	908.1	968.2	1,416.5
	Vegan	ton	4.8	4.6	25.2
	Biodegradable	ton	0.3	0	2.2
	Organic	ton	179.6	268.7	333.3
	Eco-friendly	ton	291.8	329.9	302.3
	Total Purchase Amount for Sustainable Raw Materials	KRW Million	11,925.5	12,409.5	14,459.2
	GAP	KRW Million	3,222.6	2,930.6	2,537.5
	Animal Welfare	KRW Million	130.6	232	869
	Pesticide-free	KRW Million	700.3	637.2	51.9
	Antibiotic-free	KRW Million	5,961.6	6,321.0	8,325.2
	Vegan	KRW Million	42.9	41.8	196.2
	Biodegradable	KRW Million	5.2	0.2	107.4
	Organic	KRW Million	812.6	1,057.8	1,334.6
	Eco-friendly	KRW Million	1,049.7	1,188.9	1,037.4
	Ratio of Sustainable Raw-Materials Purchase (Amount-based)	%	1.04	1.08	1.23

TFS Business Unit Revenue for Sustainable Raw Material

Category	Unit	2021	2022	2023
GAP	KRW Million	1,559.4	1,117.9	1,025.5
Animal Welfare	KRW Million	167.8	125.0	121.7
Pesticide-Free	KRW Million	674.6	889.6	40.1
Antibiotic-free	KRW Million	6,443.4	5,600.0	6,837.8
Vegan	KRW Million	31.2	57.9	210.4
Organic	KRW Million	763.4	1,695.3	2,083.2
Eco-friendly	KRW Million	1,189.6	1,196.4	1,025.9
Total	KRW Million	10,829.4	10,682.1	11,344.7

ESG DATA

Social

Employee Status

Category			Unit	2021	2022	2023
Total Employees			persons	8,925	9,057	9,118
MCP Division Employees			persons	7,351	7,430	7,320
Percentage of MCP Division Employees			%	82.4	82.0	80.3
By Gender	Female		persons	6,730	6,777	6,755
	Percentage		%	75	75	74
	Male		persons	2,195	2,280	2,363
	Percentage		%	25	25	26
By Age	Under 30	Total	persons	1,063	1,110	1,042
		Female	persons	702	730	675
		Male	persons	361	380	367
	30-49 years old	Total	persons	3,288	3,410	3,519
		Female	persons	1,809	1,914	1,968
		Male	persons	1,479	1,496	1,551
	50 and above	Total	persons	4,574	4,537	4,557
		Female	persons	4,219	4,133	4,112
		Male	persons	355	404	445
	Permanent Employees	Total	persons	2,835	3,062	3,184
		Female	persons	1,257	1,385	1,441
		Male	persons	1,578	1,677	1,743
By Contract Type	Non-Regular Employees	Total	persons	119	25	42
		Female	persons	48	10	20
		Male	persons	71	15	22
	Full-time Employees	Total	persons	3,574	3,615	3,567
		Female	persons	3,137	3,151	3,108
		Male	persons	437	464	459
	Part-time Employees	Total	persons	2,378	2,334	2,300
		Female	persons	2,285	2,228	2,179
		Male	persons	93	106	121
	Other Employees (Executives) ¹⁾	Total	persons	19	21	25
		Female	persons	3	3	7
		Male	persons	16	18	18

1) Includes only the number of executives

Diversity by Position and Role

Category			Unit	2021	2022	2023
Gender Diversity	Registered Director	Female	persons	1	1	1
		Male	persons	3	4	4
	Executive (excluding Registered Directors)	Female	persons	2	2	6
		Male	persons	13	14	14
	Managerial Position ¹⁾	Female	persons	847	892	947
		Percentage of Female	%	42.35	41.72	41.55
		Male	persons	1,153	1,246	1,332
		Percentage of Male	%	57.65	58.28	58.45
	Non-Manual Position ²⁾	Female	persons	458	503	514
		Male	persons	496	446	433
	Managerial Position for Revenue Generating Department ³⁾	Female	persons	1,115	754	1,097
		Male	persons	1,201	875	1,214
Other Diversity	STEM Department Position ⁴⁾	Female	persons	59	53	81
		Male	persons	55	55	68
	Veteran Employees		persons	45	41	91
	Percentage of Veteran Employees		%	0.50	0.45	1.00
	Employees With Disabilities		persons	162	195	224
	Percentage of Employees With Disabilities		%	1.82	2.15	2.46
	Foreign Employees		persons	37	37	51
	Percentage of Foreign Employees		%	0.41	0.41	0.56

1) Managerial Position: Team Leader (L2~L3)

2) Non-Manual Position: Staff (L1)

3) Sales Generating Departments

- 21: Global Meal-Care, GP, MCD, MCP, RMS, TFS Division

- 22: GP, MCD, MCP, RMS, TFS, New Growth Development, Overseas Division

- 23: GP, HMR, MKD, MCP, TFS, Overseas Division

4) STEM Departments: R&D Institute, IT Division, Digital Commerce Division, DP Division

ESG DATA

Social

Job Change

Category	Unit	2021	2022	2023
Turnover Rate	%	49	46	45
Voluntary Turnover Rate ¹⁾	%	66	74	72

1) Voluntary Turnover Rate = Number of Voluntary Leavers / Total Number of Leavers * 100

Recruitment

Category			Unit	2021	2022	2023
Total New Hires			persons	3,828	4,438	4,041
Entry Level	Total		persons	81	194	145
	By Gender	Female	persons	65	113	89
		Male	persons	16	81	56
	By Age	Under 30	persons	81	169	134
		30-49 years old	persons	0	25	10
		50 and above	persons	0	0	1
Experienced	Total		persons	3,747	4,244	3,896
	By Gender	Female	persons	3,091	3,474	3,131
		Male	persons	656	770	765
	By Age	Under 30	persons	646	624	497
		30-49 years old	persons	951	1,284	1,250
		50 and above	persons	2,150	2,336	2,149
New Recruitment Cost			KRW Million	106	465	404
Internal Hiring (Department Transfer)			persons	2,478	2,407	2,304

Seniority¹⁾

Category	Unit	2021	2022	2023
Average Length of Service	year	7.9	7.7	8.1
Male Length of Service	year	8.9	8.4	8.6
Female Length of Service	year	7.3	7.2	7.7

1) Calculation based on the number of regular employees

Employee Evaluation¹⁾

Category	Unit	2021	2022	2023
Regular Performance Evaluation Weight	%	70	70	70
Competency Development Evaluation Weight	%	30	30	30
Multi-faceted Performance Evaluation Weight	%	0	0	0

1) Performance Evaluation is conducted with a weight of 70% on Performance Evaluation and 30% on Competency Evaluation

Labor Relations

Category	Unit	2021	2022	2023
Union Membership Rate	%	15	20	25
Work Loss Days due to Strike	day	0	0	0
Total Number of Labor-Management Council Members	persons	30	30	10
Number of Labor-Management Council Meetings ¹⁾	time	4	0	3
Employee Collective Agreement Application Rate	%	11	14	18

1) 2022~1st Quarter of 2023: Remote operations due to COVID-19 and the election of employee representatives

ESG DATA

Social

Employee benefits

Category	Unit	2021	2022	2023
Number of Employees Using Flexible Working Systems	persons	46	28	34
Participation Rate of Flexible Working Systems	%	7.5	3.9	4.1
Welfare Expenses Relative to Sales Revenue	%	3.19	3.49	3.62

Training

Category		Unit	2021	2022	2023
Number of Annual Courses		number	45	61	64
Number of Annual Training Sessions		number	106	130	122
Average Number of Participants per Training		persons	321	245	250
Average Duration per Training		hour	10.1	14	15.2
Training Cost per Employee		KRW thousand	16	47	27
Total Number of Employees Participating in Training ¹⁾		persons	2,969	3,134	3,237
Human Rights Training	Percentage of Employees who Completed Workplace Sexual Harassment Prevention Training	%	92	90	94
	Percentage of Employees who Completed Disability Awareness Training	%	87	89	95
Ethics Training	Percentage of Employees who Completed Ethics Training	%	1	4	50
Other Training	Number of Employees who Received Job-related Training	persons	29,474	26,869	32,180
	Number of Technical Training Provided to Employees	number	96	65	65

1) The course with the highest number of participants in the given year

Equal Salary

Category			Unit	2021	2022	2023
Male and Female Average Base Salary Ratio ³⁾	Overall Employee Base Salary Ratio		%	88.1	88.6	88.9
	Managerial Position ¹⁾ Base Salary Ratio		%	91.3	91.5	91.7
	Non-Managerial Position ²⁾ Base Salary Ratio		%	93.1	93.3	87.5
Male and Female Average Annual Salary (Base Salary + Performance Bonus) Ratio ³⁾	Overall Employee Annual Salary Ratio		%	86.0	88.6	87.5
	Managerial Position Annual Salary Ratio		%	91.3	93.6	92.0
	Non-Managerial Position Annual Salary Ratio		%	93.1	90.3	90.9
Base Salary	Average Base Salary for Women	All Employees	KRW Million	3.7	3.9	4.0
		Executives	KRW Million	24.3	38.9	23.7
		Managerial	KRW Million	4.2	4.3	4.4
		Non-managerial	KRW Million	2.7	2.8	2.8
	Average Base Salary for Men	All Employees	KRW Million	4.2	4.4	4.5
		Executives	KRW Million	23.8	17.5	16.0
		Managerial	KRW Million	4.6	4.7	4.8
		Non-managerial	KRW Million	2.9	3.0	3.2
Total Annual Salary (Base Salary + Performance Bonus)	Average Base Salary for Women	Entire Staff	KRW Million	3.7	3.9	4.2
		Executives	KRW Million	24.3	38.9	23.7
		Managerial	KRW Million	4.2	4.4	4.6
		Non-managerial	KRW Million	2.7	2.8	3.0
	Average Base Salary for Men	All Employees	KRW Million	4.3	4.4	4.8
		Executives	KRW Million	23.8	17.5	16.0
		Managerial	KRW Million	4.6	4.7	5.0
		Non-managerial	KRW Million	2.9	3.1	3.3
Average Gender Wage Gap			KRW Million	14.0	11.4	12.5

1) Managerial Position: Team Leader (Level L2~L3)

2) Non-Managerial Position: Staff (Level L1)

3) Calculated as the ratio of female to male wages

ESG DATA

Social

Parental Leave

Category		Unit	2021	2022	2023
Employees Taking Parental Leave	Total	persons	188	190	142
	Male	persons	42	51	42
	Female	persons	146	139	100
Employees who Returned to Work After Taking Parental Leave	Total	persons	176	183	166
	Male	persons	37	42	37
	Female	persons	139	141	129
Employees Retained After Returning from Parental Leave (12 months or more)	Total	persons	126	148	131
	Male	persons	24	32	24
	Female	persons	102	116	107
Parental Leave Return Rate ¹⁾	Total	%	97	92	91
	Male	%	95	88	76
	Female	%	97	93	96
Retention Rate After Returning from Parental Leave (12 months or more) ²⁾	Total	%	72	81	79
	Male	%	65	76	65
	Female	%	73	82	83

1) Return Rate = Number of employees who returned from parental leave each year / Number of employees eligible to return from parental leave each year

2) Retention Rate = Number of employees who worked for 12 months or more after returning each year / Number of employees who returned from parental leave each year

Certification

Category	Unit	2021	2022	2023
ISO 45001 Certification Site Ratio ¹⁾	%	82.4	82.0	80.3
HACCP Certification	number	9	9	9
FSSC 22000 Certification	number	2	3	8
HALAL	number	3	3	3

1) Percentage of applicable employees (Meal-Care Platform business)

Industrial Accident Rate

Category		Unit	2021	2022	2023
Employees	LTI	case	93	115	133
	LTIFR (Lost Time Injury Frequency Rate)	case/ million hours	4.3	5.3	5.7
	OI	case	26	25	15
	OIFR (Occupational Illness Frequency Rate)	case/ million hours	1.2	1.2	0.7
	TRI	case	119	140	148
	TRIFR (Total Recordable Injury Frequency Rate)	case/ million hours	5.6	6.4	6.4
	Total Annual Working Hours for Employees	hour	21,420,000	21,736,800	21,883,200
	Industrial Accident Rate	%	0.31	0.32	0.26

Employee Health Check-up

Category	Unit	2021	2022	2023
Comprehensive Medical Check-up	persons	459	979	500
General Medical Check-up	persons	7,622	7,248	7,470

Human Rights Grievance Handling

Category	Unit	2021	2022	2023
Number of Reports	case	36	6	66
Number of Report-related Grievances	case	36	6	61 ¹⁾
Grievance Handling Rate	%	100	100	92

1) Unresolved cases are carried over to the following year and processed.

Supply Chain Status

Category	Unit	2021	2022	2023
Total Partners	number	1,532	1,396	1,318

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APPENDIX

	87 GRI Index	91 SASB Index
93 Independent Assurance	95 Major Awards and Status of Membership Orgainzations	96 Major Certifications and Designated Inspection Agencies

GRI Index

Statement of Use	Ourhome adheres to the guidelines and principles of the 2021 GRI (Global Reporting Initiative) Standards for sustainability international reporting, and reports on economic, environmental, and social performance from January 1, 2023, to December 31, 2023. It also includes information relevant to important topics from before 2023 and the first half of 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	As of January 2025, when the report is published, there are no applicable GRI Sector Standards. Various external sources were reviewed to select key issues applicable to the Household & Personal Products sector according to the Global Industry Classification Standard, and related performance was reported.

Reasons for Omission - (A) Not Applicable (B) Legally Prohibited (C) Confidential (D) Insufficient Information

GRI Standard	Contents	Reporting Location	Remarks
Universal Standards (General Disclosures)			
GRI 2: General Disclosures 2021	2-1 Organizational details	p.6,9	
	2-2 Entities included in the organization’s sustainability reporting	p.2	
	2-3 Reporting period, frequency and contact point	p.2	
	2-4 Restatements of information	-	(A)
	2-5 External assurance	p.93	
	2-6 Activities, value chain and other business relationships	p.11-15	
	2-7 Employees	p.82	
	2-8 Workers who are not employees	p.82	
	2-9 Governance structure and composition	-	(C)
	2-10 Nomination and selection of the highest governance body	-	(C)
	2-11 Chair of the highest governance body	-	(D)
	2-12 Role of the highest governance body in overseeing the management of impacts	p.74	
	2-13 Delegation of responsibility for managing impacts	-	(D)
	2-14 Role of the highest governance body in sustainability reporting	p.44	
	2-15 Conflicts of interest	-	(D)
	2-16 Communication of critical concerns	p.45	
	2-17 Collective knowledge of the highest governance body	-	(D)

GRI Standard	Contents	Reporting Location	Remarks
Universal Standards (General Disclosures)			
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	-	(C)
	2-19 Remuneration policies	-	(C)
	2-20 Process to determine remuneration	-	(C)
	2-21 Annual total compensation ratio	-	(C)
	2-22 Statement on sustainable development strategy	p.3	
	2-23 Policy commitments	p.48,60,64,69 70,72	
	2-24 Embedding policy commitments	p.49,65,70,72	
	2-25 Processes to remediate negative impacts	p.69	
	2-26 Mechanisms for seeking advice and raising concerns	p.69	
	2-27 Compliance with laws and regulations	p.78,86	
	2-28 Membership associations	p.94	
	2-29 Approach to stakeholder engagement	p.18	
	2-30 Collective bargaining agreements	p.60	

(D) Insufficient information: Data is being prepared or the information is incomplete for release

GRI Index

GRI Standard	Contents	Reporting Location	Remarks
Material Topic (Material Issues)			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p.18	
	3-2 List of material topics	p.19	
Material Issue 1: Resource Circulation (Packaging Management)			
GRI 3: Material Topics 2021	3-3 Management of material topics	p.20	
GRI 301: Raw Materials	301-1 Materials used by weight or volume	p.81	
	301-2 Recycled input materials used	-	Ⓓ
	301-3 Reclaimed products and packaging materials	-	Ⓓ
Material Issue 2: Sustainable Supply Chain			
GRI 3: Material Topics 2021	3-3 Management of material topics	p.20	
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	-	Ⓓ
GRI 308: Supply chain Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	-	Ⓐ
	308-2 Negative environmental impacts in the supply chain and actions taken	p.27	
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	-	Ⓐ
	414-2 Negative social impacts in the supply chain and actions taken	p.27	
Material Issue 3: Sustainable Product and Service Development			
GRI 3: Material Topics 2021	3-3 Management of material topics	p.20	

Reasons for Omission - Ⓐ Not Applicable Ⓑ Legally Prohibited Ⓒ Confidential Ⓓ Insufficient Information

GRI Standard	Contents	Reporting Location	Remarks
Material Issue 4: Customer•Consumer Health and Safety (Quality Management)			
GRI 3: Material Topics 2021	3-3 Management of material topics	p.20	
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		
Significant Issue 5: Workplace Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 403: Industrial Health and Safety	403-1 Occupational health and safety management system	p.39	
	403-2 Hazard identification, risk assessment, and incident investigation	p.41-42	
	403-3 Occupational health services	p.42	
	403-4 Worker participation, consultation, and communication on occupational health and safety	p.41	
	403-5 Worker training on occupational health and safety	p.40	
	403-6 Promotion of worker health	p.42	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-	Ⓐ
	403-8 Workers covered by an occupational health and safety management system	p.39	
	403-9 Work-related injuries	p.85	
	403-10 Work-related diseases	p.85	
Key Issue 6: Transparent Information Disclosure			
GRI 3: Material Topics 2021	3-3 Management of material topics	p.20	

GRI Index

Reasons for Omission - (A) Not Applicable (B) Legally Prohibited (C) Confidential (D) Insufficient Information

GRI Standard	Contents	Reporting Location	Remarks
Specific Topics			
Economic			
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	p.77	
	201-2 Financial implications and other risks and opportunities due to climate change	-	(D)
	201-3 Defined benefit plan obligations and other retirement plans	-	(D)
	201-4 Financial assistance received from government	-	(D)
GRI 202: Market Presence	202-1 Ratio of standard entry level wage by gender compared to local minimum wage	-	(C)
	202-2 Proportion of senior management hired from the local community	p.82	
Environmental			
GRI 302: Energy	302-1 Energy consumption within the organization	p.79	
	302-2 Energy consumption outside of the organization	-	(A)
	302-3 Energy intensity	p.79	
	302-4 Reduction of energy consumption	p.51	
	302-5 Reductions in energy requirements of products and services	p.51	
GRI 303: Water and Wastewater	303-1 Interactions with water as a shared resource	p.79	
	303-2 Management of water discharge impacts	p.52	
	303-3 Water withdrawal	p.79	
	303-4 Water discharge	p.79	
	303-5 Water consumption	p.79	

GRI Standard	Contents	Reporting Location	Remarks
Environmental			
GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	p.54	
	304-2 Significant impacts of activities, products and services on biodiversity	p.54	
	304-3 Habitats protected or restored	p.54	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	p.54	
GRI 305: Emissions*	305-1 Direct GHG emissions (Scope 1)	-	(D)
	305-2 Indirect GHG emissions (Scope 2)	-	(D)
	305-3 Other indirect GHG emissions (Scope 3)	-	(D)
	305-4 GHG emissions intensity	-	(D)
	305-5 Reduction of GHG emissions	-	(D)
GRI 306: Wastewater and Waste (2020)	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	p.79	
	306-2 Management of significant waste-related impacts	p.55-56	
	306-3 Waste generated	p.80	
	306-4 Waste diverted from disposal	p.80	
	306-5 Waste directed to disposal	p.80	

*GHG emissions calculation planned from 2024

GRI Index

Reasons for Omission - (A) Not Applicable (B) Legally Prohibited (C) Confidential (D) Insufficient Information

GRI Standard	Contents	Reporting Location	Remarks
Social			
GRI 401: Employment	401-1 New employee hires and employee turnover	p.83	
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	p.58-59	
	401-3 Parental leave	p.85	
GRI 402: Labor Relations	402-1 Minimum notice period for operational changes	-	
GRI 403: Occupational Health and Safety			
GRI 404: Training and Education	404-1 Average hours of training per year per employee	p.84	
	404-2 Programs for upgrading employee skills and transition assistance programs	p.62-63	
	404-3 Percentage of employees receiving regular performance and career development reviews	p.83	
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	p.82	
	405-2 Ratio of basic salary and remuneration of women to men	p.84	
GRI 406: Non-Discrimination	406-1 Incidents of discrimination and corrective actions taken	p.78,85	
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	-	(D)
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	-	(D)
GRI 409: Forced Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	(D)
GRI 410: Security Practices	410-1 Security personnel trained on human rights policies and procedures	-	(D)

GRI Standard	Contents	Reporting Location	Remarks
Social			
GRI 413: Local Community	413-1 Percentage of operations with implemented local community engagement, impact assessments, and development programs	-	(D)
GRI 416: Customer Health and Safety	416-1 Percentage of significant product and service categories assessed for health and safety improvements	p.37-38	
	416-2 Number of incidents of non-compliance with legal and voluntary regulations concerning the health and safety impacts of products and services during their life cycle (by outcome)	p.78	

SASB Index

SASB Sustainability Disclosure – Food Retailers & Distributors

Sustainability Disclosure Topics & Accounting Metrics

Reasons for Omission - ① Not Applicable ② Legally Prohibited ③ Confidential ④ Insufficient Information

Topic	Code	Accounting Metrics	Report Location and Response	Remarks
Vehicle Fuel Management	FB-FR-110a.1	Fleet fuel consumed, percentage renewable	④	
Air Emissions from Refrigeration	FB-FR-110b.1	Gross global Scope 1 emissions from refrigerants	④	
	FB-FR-110b.2	Percentage of refrigerants consumed with zero ozone-depleting potential	④	
	FB-FR-110b.3	Average refrigerant emissions rate	④	
Energy Management	FB-FR-130a.1	(1) Operational energy consumed, (2) percentage grid electricity and (3) percentage renewable	p.79	
Food Waste Management	FB-FR-150a.1	(1) Amount of food waste generated, (2) percentage diverted from the waste stream	④	
Data Security	FB-FR-230a.1	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of customers affected	p.78	
	FB-FR-230a.2	Description of approaches to identify and address data security risks	p.73-74	
Food Safety	FB-FR-250a.1	High-risk food safety violation rate	③	
	FB-FR-250a.2	(1) Number of recalls, (2) Number of recalled products, (3) Percentage of recalled products that are own-brand products	③	
Product Health and Nutrition	FB-FR-260a.1	Revenue from products labeled and/or marketed for health and nutrition claims	④	
	FB-FR-260a.2	Discussion on identifying and managing products and ingredients that raise consumer health and nutrition concerns	p.35-38	
Product labeling and marketing	FB-FR-270a.1	Number of incidents of non-compliance with industry or labeling regulations and/or marketing regulations	p.78	
	FB-FR-270a.2	Total amount of monetary loss due to legal proceedings related to marketing and/or labeling practices	p.78	
	FB-FR-270a.3	(1) Revenue from products containing Genetically Modified Organisms (GMO) and (2) products labeled as Non-Genetically Modified Organisms (Non-GMO)	①	
Labor Practices	FB-FR-310a.1	(1) Average hourly wage and (2) percentage of employees at stores and logistics centers receiving minimum wage by region	④	
	FB-FR-310a.2	Proportion of active workforce covered by collective bargaining agreements	p.83	
	FB-FR-310a.3	(1) Total number of work stoppages and (2) total days of work lost	p.85	
	FB-FR-310a.4	Total financial loss resulting from outcomes of legal litigation related to: (1) Labor law violations and (2) Employment discrimination lawsuits	p.78	
Environment of the Supply Chain and Management of Social Impact	FB-FR-430a.1	Revenue from products certified by third parties according to environmental or social sustainability sourcing standards	④	
	FB-FR-430a.2	(1) Revenue ratio of eggs produced in cage-free farming and (2) pork produced without gestation crates	④	
	FB-FR-430a.3	Discussion on strategies for managing environmental and social risks within the supply chain, including animal welfare	④	
	FB-FR-430a.4	Discussion on strategies to reduce the environmental impact of packaging	p.23-24	
Activity Metrics				
	FB-FR-000.A	Number of (1) retail locations and (2) logistics centers	(1) None (2) 14 Logistics Centers	
	FB-FR-000.B	Total area of (1) retail space and (2) logistics centers	(1) None (2) 86,190m ² (26,072 pyeong)	
	FB-FR-000.C	Number of vehicles in commercial fleet	④	
	FB-FR-000.D	Tonne-kilometres travelled	④	

SASB Index

SASB Sustainability Disclosure – Processed Foods

Sustainability Disclosure Topics & Accounting Metrics

Topic	Code	Accounting Metrics	Report Location and Response	Remarks
Energy Management	FB-PF-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	p.79	
Water Management	FB-PF-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	p.79	
	FB-PF-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Ⓒ	
	FB-PF-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	p.52	
Food Safety	FB-PF-250a.1	Global Food Safety Initiative (GFSI) audit (1) non-conformance rates and (2) associated corrective action rates for (a) major and (b) minor non-conformances	Ⓒ	
	FB-PF-250a.2	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognised food safety certification programme	Ⓓ	
	FB-PF-250a.3	(1) Total number of notices of food safety violation received, (2) percentage corrected	Ⓒ	
	FB-PF-250a.4	(1) Number of recalls issued and (2) total amount of food product recalled	Ⓐ	
Health and Nutrition	FB-PF-260a.1	Revenue from products labeled and/or marketed for health and nutrition claims	Ⓓ	
	FB-PF-260a.2	Discussion on identification and management procedures for products and ingredients related to consumer concerns about impact and health	p.35-38	
Product Labeling and Marketing	FB-PF-270a.1	(1) Children's exposure to advertising and (2) Children's exposure rate to promotions for products meeting dietary guidelines	Unable to gather relevant information	
	FB-PF-270a.2	(1) Products labeled as containing genetically modified organisms (GMOs) and (2) Non-GMO labeled products Not applicable	Ⓐ	
	FB-PF-270a.3	Number of incidents of non-compliance with industry or regulatory labelling or marketing codes	p.78	
	FB-PF-270a.4	Total amount of monetary losses as a result of legal proceedings associated with labelling or marketing practices	p.78	
Packaging Lifecycle Management	FB-PF-410a.1	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, and (3) percentage that is recyclable, reusable, or compostable	Ⓓ	
	FB-PF-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	p.23-24	
Environmental and Supply Chain of Raw Materials	FB-PF-430a.1	Percentage of food ingredients sourced that are certified to third-party environmental or social standards, and percentages by standard	Ⓒ	
	FB-PF-430a.2	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor nonconformances	Ⓒ	
Raw Material Procurement	FB-PF-440a.1	Ratio of food raw materials procured from areas with high or extremely high water stress	Ⓓ	
	FB-PF-440a.2	Discussion on procurement risks due to prioritized food group raw materials list and environmental and social considerations	p.27	
Activity Metrics				
	FB-PF-000.A	Weight of products sold	78,505 tons (Based on 8 domestic production facilities)	
	FB-PF-000.B	Number of production facilities	Total of 9 manufacturing plants (8 domestic, 1 in Qingdao, China)	

Independent Auditor's Verification Report

Introduction

Korea Management Registrar (KMR) was commissioned by OURHOME to conduct an independent assurance of its 2024 ESG Report (the “Report”). The data and its presentation in the Report is the sole responsibility of the management of OURHOME. KMR’s responsibility is to perform an assurance engagement as agreed upon in our agreement with OURHOME and issue an assurance statement.

Scope and Standards

OURHOME described its sustainability performance and activities in the Report. Our Assurance Team carried out an assurance engagement in accordance with the AA1000AS v3 and KMR’s assurance standard SRV1000. We are providing a Type 2, moderate level assurance. We evaluated the adherence to the AA1000AP (2018) principles of inclusivity, materiality, responsiveness and impact, and the reliability of the information and data provided using the Global Reporting Initiative (GRI) Index provided below. The opinion expressed in the Assurance Statement has been formed at the materiality of the professional judgment of our Assurance Team.

Confirmation that the Report was prepared in accordance with GRI standards 2021 was included in the scope of the assurance. We have reviewed the topic-specific disclosures of standards which were identified in the materiality assessment process

- GRI Sustainability Reporting Standards 2021
- Universal standards
- Topic specific standards

- GRI 204 : Procurement Practices
- GRI 301 : Materials
- GRI 308 : Supplier Environmental Assessment
- GRI 403 : Occupational Health and Safety
- GRI 414 : Supplier Social Assessment
- GRI 416 : Customer Health and Safety

As for the reporting boundary, the engagement excludes the data and information of OURHOME’s partners, suppliers and any third parties.

KMR's Approach

To perform an assurance engagement within an agreed scope of assessment using the standards outlined above, our Assurance Team undertook the following activities as part of the engagement:

- reviewed the overall Report
- reviewed materiality assessment methodology and the assessment report
- evaluated sustainability strategies, performance data management system, and processes
- interviewed people in charge of preparing the Report
- reviewed the reliability of the Report's performance data and conducted data sampling
- assessed the reliability of information using independent external sources such as Financial Supervisory Service’s DART and public databases.

Limitations and Recommendations

KMR’s assurance engagement is based on the assumption that the data and information provided by OURHOME to us as part of our review are provided in good faith. Limited depth of evidence gathering including inquiry and analytical procedures and limited sampling at lower levels in the organization were applied. To address this, we referred to independent external sources such as DART and National Greenhouse Gas Management System (NGMS) and public databases to challenge the quality and reliability of the information provided.

Independent Auditor's Verification Report

Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with OURHOME 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. Based on the work performed, it is our opinion that the Report applied the GRI Standards. Nothing comes to our attention to suggest that the Report was not prepared in accordance with the AA1000AP (2018) principles.

Inclusivity

OURHOME 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

OURHOME 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

OURHOME 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 OURHOME's actions.

Impact

OURHOME 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 economic, environmental, and social performance data related to sustainability performance. 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.

Competence and Independence

KMR maintains a comprehensive system of quality control including documented policies and procedures in accordance with ISO/IEC 17021:2015 - Requirements for bodies providing audit and certification of management systems. This engagement was carried out by an independent team of sustainability assurance professionals. KMR has no other contract with OURHOME and did not provide any services to OURHOME that could compromise the independence of our work.

Jan. 23, 2025 Seoul, Korea

CEO *E. J. Hwang*



Major Awards and Status of Membership Organizations

Major Awards

Awards	Awarding Institution	Awarding Period
'2024 Korea Packaging Award' President of the Korea Packaging Association Award	Ministry of Trade, Industry and Energy	2024.04
'iF International Design Award 2024' Gold Award	International Forum Design	2024.04
'2023 Korea Food and Food Tech Awards' Winner in 4 Categories	ChosunBiz	2023.11
'2023 Korea Packaging Awards' Winner in 2 Categories	Ministry of Trade, Industry and Energy	2023.04
'31st Korea Package Design Award' Gold Award, Packstar Award	Korea Package Design Association	2023.03
'11th Kimchi Quality Contest' Minister of Agriculture, Food and Rural Affairs Award	Ministry of Agriculture, Food and Rural Affairs	2022.11
'2022 Korea Packaging Competition' Korean Packaging Technology Society President's Award	Ministry of Trade, Industry and Energy	2022.06
'2022 Korea's Most Trusted Brand Award for Consumer Choice' in the Food Materials Distribution Category	Digital Chosun Ilbo	2022.01
'2022 Korea's Most Trusted Brand Award for Consumer Choice' in the Children's Food Materials Category for three consecutive years	Digital Chosun Ilbo	2022.01
'WorldStar Packaging Award' - Winner of the 2020 WorldStar Packaging Awards	World Packaging Organization	2020.07
'2019 DLG International Food Fair' 9 products awarded	German Agricultural Society	2019.10
'2019 Brand of the Year Awards' selected as Brand of the Year in 2 categories (Kimchi/Ready-to-Eat Meals)	Korea Consumer Brand Institute	2019.07
'Future Packaging New Technology Research Institute Director's Award'	Ministry of Trade, Industry and Energy	2019.04
'1st Best Cold Chain Awards' Grand Prize	Korea Food Cold Chain Association	2019.02

Major Memberships Status

Korea Foodservice Distributors Association



Korea Society of Food Science and Technology



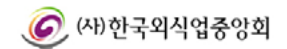
Korea Food Industry Association



Korea Fish Meat Paste Products Industry Cooperation Association



Korea Foodservice Industry Association



Korea Meat Industries Association



Federation of Middle Market Enterprises of Korea



Korea FoodTech Council



2023 Customer Satisfaction Survey

3.98



Major Certifications and Designated Inspection Agencies

Major Certification Details

Category		Scope
ISO14001 (Environmental Management System)	Headquater (MCP Business)	- Provision of Contracted Food Service
	Headquarter (Manufacturing)	- Development and manufacturing of bread, egg products, noodles, frozen rice, sauce soup, rice cake, confectionery, bakery, fish cake, kimchi, ham, sausages, sauces and dressing - Processing and packaging of livestock products
	Headquater (MCP Business)	- Provision of Contracted Food Service
ISO45001 (Occupational Health and Safety Management System)	Headquarter	- Provision of Contracted Food Service
	Gyeryong	- Production of sterilized tofu packed in plastic containers
	Gumi	- Manufacturing of Whole Egg Liquid, Frying Egg, Steamed Egg and Boiled Egg packed in plastic pouch
	Ansan	- Production of refrigerated or and frozen ready to cook food such as cooked rice, side
	Yangsan	- Production of noodle, rice cake, frozen rice and HMR packed in plastic bag and paper cup
	Yongin1	- Manufacture (Mixing, Fermenting, Moulding, Topping, Oven baking) of Bread, cakes, and confectionery-type products packaged in plastic packs or cartons and stored at room temperature or refrigerated or frozen
	Yongin2	- Manufacture of Fish Cake and Laver
	Eumseong	- Manufacture (Mixing, heating, filling, packaging) of seasoned meats, hams, sauces, soups, flavored oils, seasonings, cooked noodles and roasted Kimchi packed in plastic pouch and containers
	Jecheon	- Manufacture of Chilled Kimchi products packaged in plastic container
	Gyeryong	- STORAGE AND TRANSPORT OF CHILLED, FROZEN AND AMBIENT STABLE FOOD by road
FSSC22000 (Food Safety Management System)	Gumi	- STORAGE AND TRANSPORT OF CHILLED, FROZEN AND AMBIENT STABLE FOOD by road
	East Seoul	- STORAGE AND TRANSPORT OF CHILLED, FROZEN AND AMBIENT STABLE FOOD
	Ansan	- STORAGE AND TRANSPORT OF CHILLED, FROZEN AND AMBIENT STABLE FOOD by road
	Yangsan 2	- STORAGE AND TRANSPORT OF CHILLED, FROZEN AND AMBIENT STABLE FOOD
	Yongin 2	- STORAGE AND TRANSPORT OF CHILLED, FROZEN AND AMBIENT STABLE FOOD by road
	Jecheon	- STORAGE AND TRANSPORT OF CHILLED, FROZEN AND AMBIENT STABLE FOOD by road
	Honam	- STORAGE AND TRANSPORT OF CHILLED, FROZEN AND AMBIENT STABLE FOOD by road
	Cafeteria	Twin Tower Branch - Preparation and Provision of meals in the kitchen and within the same kitchen area

Major Certifications and Designated Inspection Agencies

Major Certification Details

Category			Scope
HACCP	Manufacturing Plant	Gyeryong	- Processed tofu, other processed products, processed beans, tofu, jelly, bread
		Gumi	- Livestock products processing industry - Egg processing industry (thermal products, whole egg liquid)
		Ansan	- Fruit and vegetable processed products, cereal processed products, processed meat-containing products, pickled products, braised products, other processed products, ready-to-eat food, ready-to-cook food, livestock processing industry - Meat Processing (type of processed products) - marinated meat (rib products), marinated meat (ground meat products), marinated meat (seasoned meat), ham products (ham)
		Yangsan	- Instant noodles (fresh noodles, cooked noodles), frozen food noodles (cooked noodles), rice cakes, retort food (instant food), fresh noodles, sauces, cooked noodles, stews, instant food, mixed sauces - Livestock processing business - meat processing industry (types of processed products): meat extracts, seasoned meat (seasoned meat)
		Yongin 1	- Snacks, bread
		Yongin 2	- Seasoned seaweed, fish cake
		Eumseong	- Noodles (rice noodles), processed grains, processed fruits and vegetables, solid tea, flavored oil, other processed products, other processed fish products, other sauces, other cocoa processed products, kimchi (other kimchi), kimchi (napa cabbage kimchi), kimchi fillings, sugar-processed products, legume processed products, mayonnaise, mixed seasoning products, sauces, processed meat products, beverage bases, jams, pickled products, instant cooking products, mixed sauces, processed tofu - Meat packaging and processing business (types of processed products): packaged meat - Livestock processing business - processed meat industry (types of processed products): bacon, sausages (fermented sausages), sausages, seasoned meat (rib processed products), seasoned meat (ground processed meat products), seasoned meat, ham (raw ham), ham (pressed ham), ham
		Jecheon	- Kimchi (napa cabbage kimchi), kimchi (other kimchi), kimchi fillings, pickled products
	Catering	LG Chem Osong Branch	- Food service industry (contracted catering)
Smart HACCP	Logistics Center	East Seoul	- Food freezing and refrigeration industry
HALAL	Manufacturing Plant	Gyeryong	- SOYBEAN COOKING TOFU
		Yangsan	- Sannuki Udon Noodle I, Gungmul Tteok-bokki, Rice Cake(Sliced Type), Rice Cake(Stick Type)
		Jecheon	- Ah-sahc cut kimchi
Recognized Recyclable Resources	Manufacturing Plant	Gyeryong	- Other plant residues (bread by-products, legume processing by-products)
		Eumseong	- Waste cooking oil
	Catering	LGD Paju Point 1	- Waste cooking oil
Norovirus Testing Institution in Groundwater			- Investigation of Norovirus in groundwater according to the Operational Guidelines for Investigation Agencies (National Institute of Environmental Research Announcement No. 2009-222)
Designated Food Testing and Inspection Institutions			- Outsourced quality management testing (food, food additives)
Designated Livestock Testing and Inspection Institutions			- Outsourced quality management testing (livestock products, excluding formula dairy products)
KOLAS Accredited Testing Institution Certification			
Agricultural Product Safety Inspection Institution			- Analysis of hazardous substances (agricultural products: radioactivity, pesticide residues, heavy metals)
Hazardous Food Blocking System			
Senior-Friendly Excellent Food Designation			
ISMS (Information Security Management System) Certification			
Zero Waste to Landfill Platinum Operations			

Production General Manager

Business Strategy Division Food Strategy Team / Management Support Division Management Coordination Department

Jang Jaeho, Kim Hwasoo, Nam Changwoo, Kim Suhyeon, Lee Jeakwan / Kim Namsu, Choi Eunjung, Kwon Minkyu, Im Jangbin

Production Participation

Advisory Board

Lee Youngpyo, Geum Dongil, Oh Jiyoung, Lee Sumi, Kim Yonggyu, Chi Kyungmi, Kang Soonsik, Yang Jungik, Lee Sanghyun, Cha Kipal, Joo Hyunsik, Wang Taeho, Ko Myungjin, Jeon Junbeom

CFT Member

Safety	R&D	Quality	Manufacturing	Logistics	MD	MCP Division	TFS Division	GP Division	HR	Ethical	Information Security	Legal Affairs	Public Relations	Design	Finance	Marketing
Kim Heeseob	Yun Woojin	Eom Taigun	Kim Heekwon	Han Junyung	Jeon Seungmin	Yang Heeyong	Kim Binyi	Yoo Hyunjae	Kim Seungwoo	Shin Jongsoo	Park Chansoo	Ahn Taewon	Han Seungjun	Cho Heajung	Song Suin	Oh Changhyun
Lim Kyuam	Choi Mingyu	Lee Dohyun	Cho Sunggwan	Park Sungwon	Jang Jiyeon	An Yunsun	Lee Youngsil	Jung Dongyul	Lee Jaehoon		Kang Sungmo	Choi Chansub	Ha Byunghoon	Seo Jimin	Shin Dongwook	
Kim Junesub	Lee Jungyoung	Lee Booyeon		Hwang Juyoung					Yoon Donghyun				Kwon Yaesule	Sung Rahel	Ju Wonsuk	
Hong Seokmin				Hwang Hansaem					Lee Yunsung							
Lee Jaehyung				Roh Sungkwang					Lee Haekyung							
									Hwang Pyeongkang							
									Song Jeongyun							
									Kim Hyeli							



OURHOME 2024 ESG REPORT