EASY SOLUTIONS for a GREENER FUTURE



2025 EASY BIO SUSTAINABILITY REPORT

About This Report

Report Overview

Since 2023, EASY BIO has published an annual Sustainability Report to share its sustainability management activities and performance with stakeholders. EASY BIO will continue to communicate its sustainability initiatives and achievements through future Sustainability Reports.

Reporting Period and Scope

The reporting period for this report is from January 1, 2025, to December 31, 2025. To enhance stakeholder understanding, certain information includes data up to the first half of 2026. The report is published annually, beginning with the 2023 Sustainability Report. This report covers EASY BIO's Seoul headquarters and two production plants (Jiksan and Ipjang). In cases where data collection was limited, variations in reporting scope are noted in the footnotes.

Reporting Standards

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021, an international guideline for sustainability reporting. The scope of financial performance reporting has been prepared in accordance with Korean International Financial Reporting Standards (K-IFRS). In addition, this report includes EASY BIO's activities and contributions toward achieving the United Nations Sustainable Development Goals (UN SDGs).

Report Assurance

This report is prepared by using the third-party verified data to ensure the accuracy, reliability and objectivity of the content. Further details of the certification can be found on page 64.

2025 EASY BIO
Sustainability Report User Guide

This report is published in an interactive PDF format. To enhance reader convenience, it provides in-report navigation to related pages as well as direct links to relevant webpages.

- EASY BIO Website
- LinkedIn
- Facebook
- Youtube (ifeed)
- Youtube (PATHWAY)

Contents

1. Introduction

CEO Message	5P
Why EASY BIO	6P
Global Network	11P
Business Area of EASY BIO	13P

2. Pathway to Sustainability

2025 ESG Highlights	15P
Sustainability Management Infrastructure	16P
Stakeholder Communication	18P
Double Materiality Assessment	19P

3-1. ESG Performance : E

Environmentally Friendly Solutions	26P
Procurement of Sustainable Ingredients	30P
Safety · Energy · Water Management	31P
Biodiversity	34P

3-2. ESG Performance : S

Quality Management	37P
Safety · Righteousness Management	39P
Improvement of the Organization Culture	41P
Respect for Diversity	42P
Corporate Social Responsibility Programs	43P

3-3. ESG Performance : G

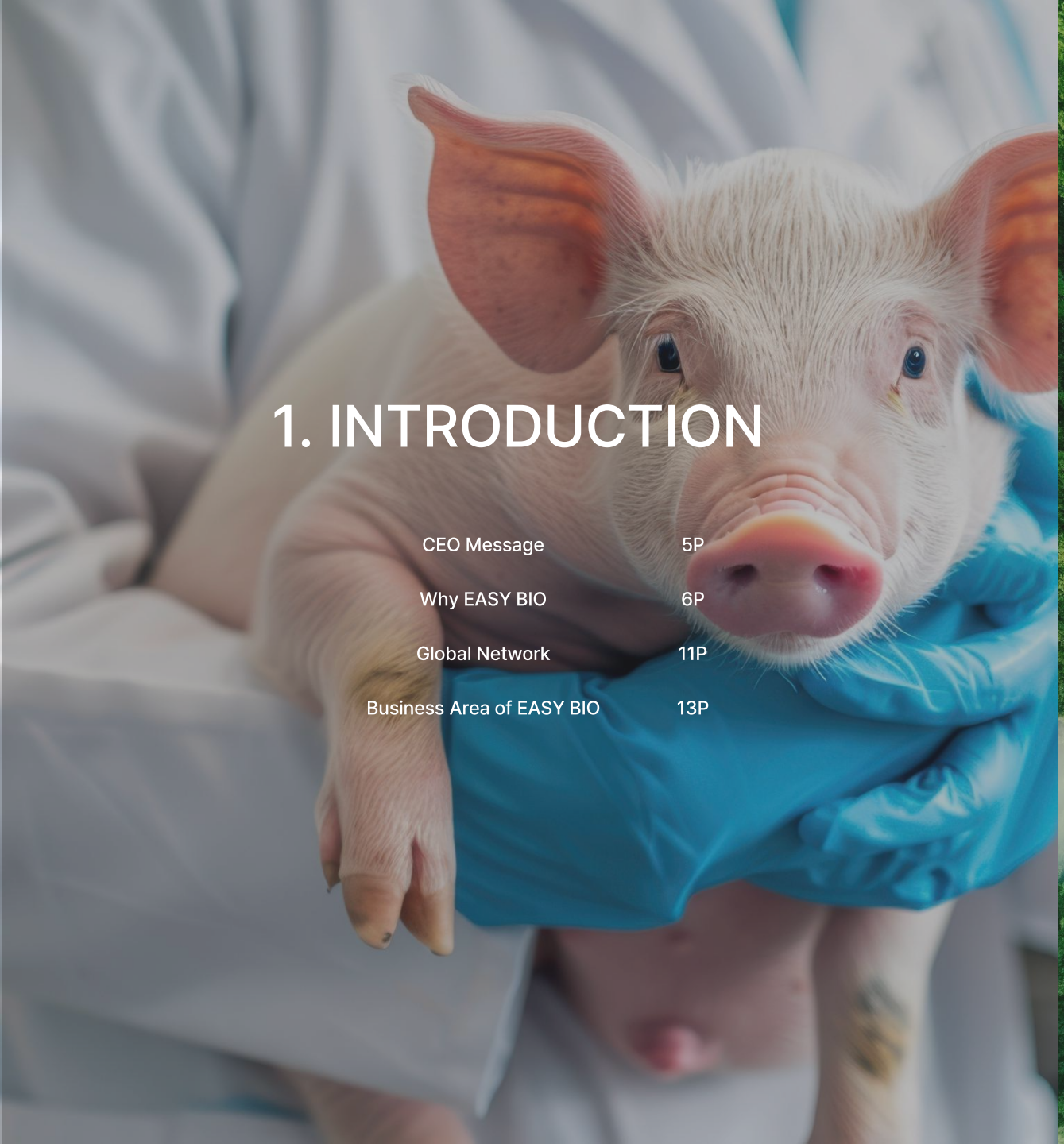
Talent · Ethical Management	47P
Board of Directors	49P
Responsible Management	50P
Strengthening Shareholder Rights	51P

4. Global Performance

Pathway Intermediates Ltd.	53P
ESG Performance in UK	54P

5. Appendix

ESG Data	57P
Independent Assurance Statement	64P



1. INTRODUCTION

CEO Message	5P
Why EASY BIO	6P
Global Network	11P
Business Area of EASY BIO	13P





EASY BIO Will Lead the Future of a Sustainable Bioresource Industry

Since its founding, EASY BIO has walked a single path in the bioresource industry, guided by one conviction: to provide healthy food for the happy lives of humankind. Today, building on the valuable achievements and trust we have accumulated over the years, I would like to share the new turning point that EASY BIO is about to embrace and our commitment to a sustainable future.

We recognized the environmental crisis facing our planet early on. Taking the lesson of nature that "if we do not cherish the world, the world in turn will not cherish us" as the foundation of our management, we have taken the lead in solving the challenges common to all humanity—the climate crisis and food security.

As a pioneer in the industry, EASY BIO has continued to present innovative solutions. We were the first in Korea and abroad to introduce phytase, reducing soil pollution, and through our proprietary multi-enzyme products and nutrient absorption enhancers, we minimized resource waste and increased farm profitability. In addition, offering a solution to the problem of livestock manure through the construction of Korea's first commercial biogas plant in 2006 became a symbolic milestone for sustainable livestock farming.

Now, EASY BIO is practicing more systematic ESG management, centered on the ESG Committee established under the direct supervision of the CEO in 2021.

First, in terms of environmental management (E), we will accelerate the development of low-carbon, eco-friendly products. We will strengthen solutions that effectively replace antibiotics and, through greenhouse gas-reducing products, contribute to conserving the ecosystem of the livestock environment.

Second, we will fulfill our social responsibility (S). We will continue the food support for underprivileged groups and the scholarship programs for nurturing future talent that we have carried on each year, and, centered on the Safety Committee, we will build a safe and healthy workplace where all executives and employees can pursue their dreams.

Third, we will establish transparent governance (G). We will systematize independent board operations and ethical management, and become a trusted company that maximizes shareholder value through shareholder-friendly policies.

EASY BIO will reinvent itself as a value-creating company that sets a new standard for the bioresource industry not only in Korea but also in the global market. With the belief that the path we walk is the only path on which humanity and the planet coexist, we will press forward without pause.

We ask for your unwavering interest and support. Thank you.

CEO

EASY BIO, Inc.

Seok Hyeon Cho



01 Introduction
Why EASY BIO

EASY BIO,
Pioneer of the Korean Feed Additive Market

The animal industry in South Korea underwent rapid growth in the 1980's but the methods and techniques of feed formulations were still lagging behind. With its establishment, EASY BIO introduced the Least Cost Formulation Program, which calculates the optimal formula of animal feed at minimal cost to the South Korean market.

This program has opened an era where nutrition and profitability could both be achieved, while saving costs of 5.4 billion US dollars across the animal feed industry across South Korea.

To this day, EASY BIO continues to be a leader in the market for formulation software for animal feed with an economic advantage that contribute to healthy growth of animals.

1988
EASY BIO is established

Launchpad for Korea's feed additive market

1995
Bio-Resource Institute is established

Bio-Resource Institute(BRI) is established

1998
A Canada-based joint venture, Esys Bioferm, Inc. is established

Esys Bioferm, Inc is established
(Production of Endo-Power®)

1999
Listed on KOSDAQ

01 Introduction
Why EASY BIO

From the Feed Additive Market to Feed Market, towards Global Business

Drawing on its knowhow of various functional substances and dairy products gained in its feed additive business, EASY BIO entered the market for specialized piglet feed. The plant was constructed in 2001 and the brand I-feed was launched in 2004.

Since then, the brand has seen rapid growth based on the proprietary technology and quality of the products to become number one in its category in South Korea by 2010.
As a leading brand for feed for piglets in South Korea, I-feed continues to maintain its stance in the market while growing the market as a whole. Through collaboration with the feed additive business, high value-added newborn piglet feed that serves special functions was developed and a growth program for healthy baby piglets has been distributed.

I-feed also successfully launched its feed for newborn piglets in the Philippines and is now gearing towards another success story in the global market, by leveraging the global network of EASY BIO.

2004
I-feed is launched

I-feed,
the brand for specialized piglet feed is launched

2006
HACCP Certified

EASY BIO's Ipjang Plant is certified for HACCP

2008
Endo-Power® is supplied to the U.S.-based company, ADM

becoming the first South Korean company to sell enzyme products in the U.S.

2010
EASY Animal Research Center is established

I-feed captures the largest market share in the South Korean market for specialized piglet feed

Pathway Intermediates, A New Goal of Becoming a Global Brand for Feed Additives

After seeing rapid growth in the animal business in South Korea, EASY BIO successfully entered the global market for animal feed, worth 400 billion US dollars, with its feed additive solution in 2013. The solution is the fruit of EASY BIO's proprietary technology and knowhow acquired while competing successfully in the South Korean market against multinational firms, and continues to prove to be a success story for EASY BIO.

In 2019, Pathway Intermediates was launched as a global brand for animal nutrition. This allowed all the solutions developed by EASY BIO in South Korea, Canada and U.K. to be supplied to markets around the world under the single brand of Pathway Intermediates for a more efficient brand strategy.

EASY BIO also successfully launched another business in North America by announcing of acquisition of Devenish Nutrition LLC., a U.S. corporation specializing in feed additives, particularly more than 30 of its 200-plus employees of Ph.D.-level personnel which helped the company establish a firm position in the North American livestock market.

2011
Joint Venture, Pathway Intermediates International, Inc., is established

Established a joint venture company with the U.K., Pathway Intermediates International (PII)

2015
A China-based Joint Venture, PII (Nantong) Bio-Tech Co., Ltd. Is established

PII (Nantong) Bio-Tech Co. Ltd is established

2017
Pathway Intermediates (Thailand) Co., Ltd is established

Pathway Intermediates (Thailand) Co., Ltd is established

2019
Pathway Intermediates USA, LLC and Pathway Intermediates Vietnam Co., Ltd are established

Pathway Intermediates USA, LLC and Pathway Intermediates Vietnam Co., Ltd are established

2024
Acquired a U.S. Company Devenish Nutrition LLC

Acquired a U.S. Company Devenish Nutrition LLC

01 Introduction

Why EASY BIO

"EASY BIO is working towards becoming a corporation that strives for the co-existence of nature and mankind."

EASY BIO offers animal feed additives and feed solutions for piglets based on the latest biotechnologies.

Drawing its expertise of having been in the animal business for over three decades, EASY BIO is gearing up to become a global leader in the future of a sustainable animal industry in the future by thinking long and hard about the challenges that lie ahead.

Company Overview

Company	EASY BIO, Inc.
Representatives	Seok Hyeon Cho, Jae Won Kim
Date Established	May 1, 2020
Address of H.Q	310, Gangnam-daero, Gangnam-gu, Seoul
Address of Plant	222, Gunsu 1-gil, Jiksan-eup, Seobuk-gu, Cheonan-si, Chungcheongnam-do 1870-12, Wiryeseong-ro, Ipjang-myeon, Seobuk-gu, Cheonan-si, Chungcheongnam-do
Business Line	Manufacture and Trade of Livestock Feeds and Prepared Animal Feeds

*EASY BIO, Inc. started anew as a new company on May 1, 2020 by carrying spinoff with the existing corporation of EASY HOLDINGS, Inc.

10
Global Subsidiaries

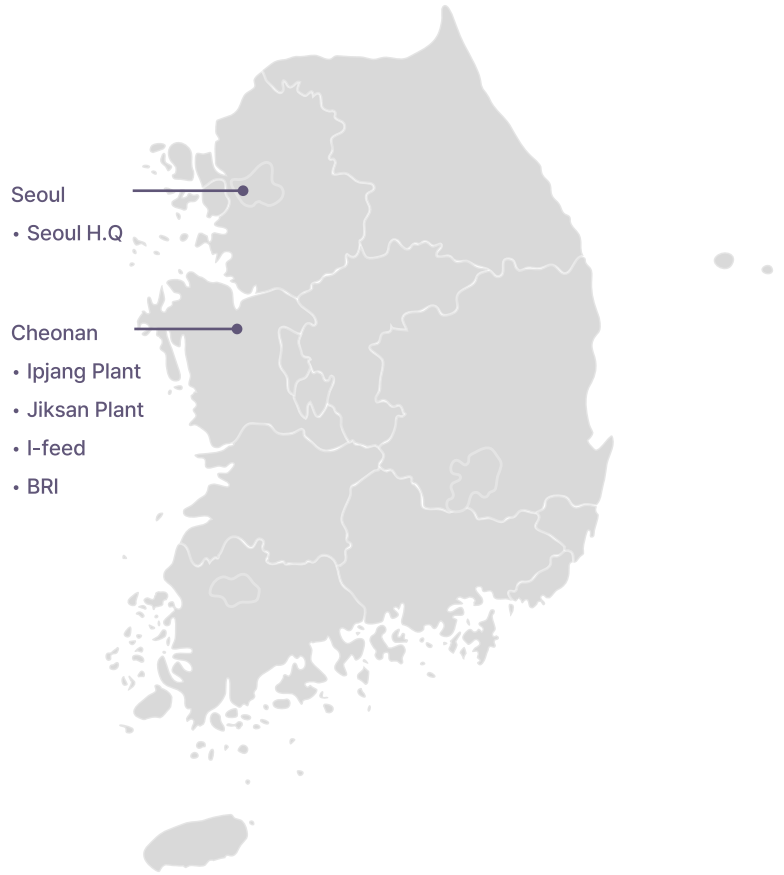
36
Global Partners

476.9 billion KRW
Sales
2025 consolidated basis

44.9 billion KRW
Operating Profit
2025 consolidated basis

10
Global Subsidiaries

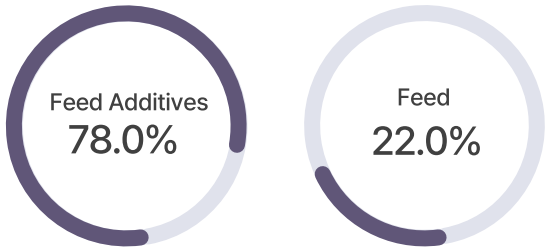
139
Employees
2025 Separate basis



01 Introduction

Why EASY BIO

Sales Composition by business



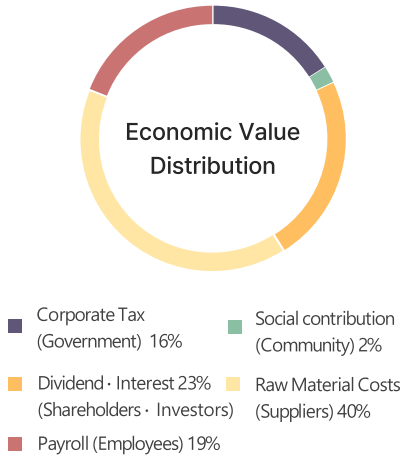
Sales

476.9 billion KRW

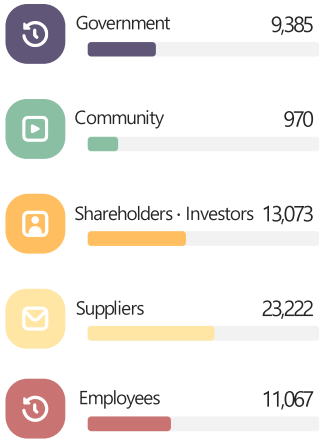
+24.09% Sales Growth (YoY)



Economic Value Distribution

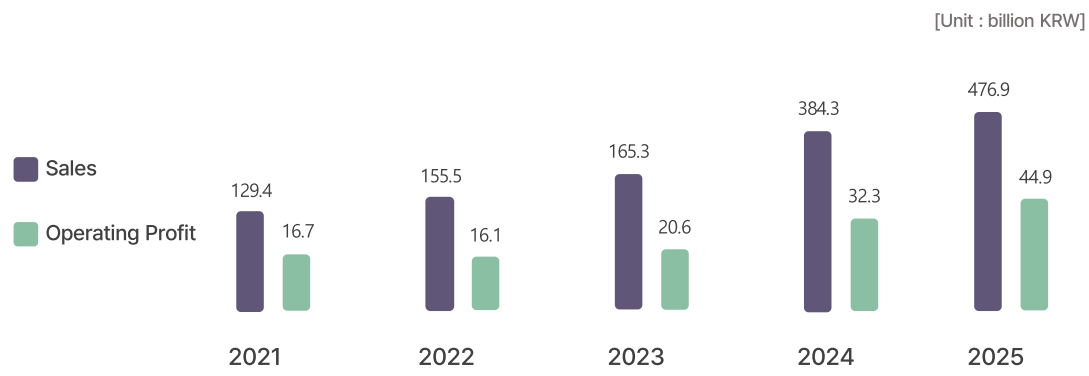


[Unit : million KRW]



2025 consolidated basis

[Unit : billion KRW]



2025 consolidated basis

EASY BIO

Global Network



Global Subsidiaries

AMERICA	Mexico & Canada & USA(2)
ASIA	China(2) & Thailand & Vietnam
EUROPE	UK & Spain
SEOUL	Headquarters

Global Subsidiaries	Global Partners	Employees
10	36	139

01 Introduction

Global Network



Edward Youngman

CEO of Pathway Intermediates Limited ('Pathway UK')

When I first joined Pathway in 2011 I did so to be close to family and expected to stay for only 2 years. Pathway was, and still is, a special place to work. 15 years later it still has the close family feel and commitment to delivering quality products to our partners, underpinned by robust science. I am proud of what we achieve together and enjoy the challenge of each day.

When Pathway was founded in 2001 it was with the aim of delivering more sustainable alternatives to farmers to reduce the need for antibiotics. The commitment to sustainability and efficiency remains and through additives like Lipidol we help to better utilize the nutrients already present in feed. This leads to lower waste and better use of limited resources.

Lipidol, first launched in the UK is now shared with Pathway branches, including additional production in Korea. This allows us to serve customers around the globe, reducing shipping times and costs and giving further resilience when transport is disrupted. Our close connection with other EASY BIO companies means we continue to share new technologies with colleagues and to learn from developments elsewhere such as Lipidol Protect developed in USA.

Le Thi Bich Lieu (Lily)

Sales Director of Pathway Intermediates Vietnam Co.LTD ('Pathway Vietnam')

When I first joined Pathway Intermediates, I was highly motivated to contribute to a dynamic and globally integrated company. With my background in aquaculture, I immediately recognized strong potential to expand the application of our feed additive products in Vietnam's aquaculture sector. In the Vietnamese market, the company's ESG values are clearly demonstrated through our commitment to sustainable aquaculture and livestock. We actively promote solutions that enhance animal health, optimize feed efficiency, and minimize environmental impact, helping customers achieve more responsible and profitable production. I actively collaborate with HQ and other global sites to exchange technical expertise, market insights, and practical solutions. This strong alignment enables us to deliver more effective support to local customers while identifying new growth opportunities, particularly in Vietnam's highly competitive and rapidly developing aquaculture industry.



01 Introduction

Business Area of EASY BIO

Feed



"I-feed" is South Korea's number one feed specialized for piglets.

Piglet feed is provided once the piglet is weaned from its mother, usually from 25 days to 60 days since birth. The feed consists of three formulae numbered 1st, 2nd and 3rd stage.

Each formula caters to the different stages of the piglet's digestive and physiological development and bodyweight as their needs for nutrients differ. The feed is made of dairy, crops, functional additives, vitamins and minerals mixed at a ratio appropriate for each development stage.

[Selected as a 2025 HACCP Outstanding Feed Mill and Achieving Certification for 19 Consecutive Years]

I-feed(Cheonan Plant) was selected as a "2025 HACCP Outstanding Feed Mill" by the Korea Institute for Food Safety Management Accreditation in recognition of its top-tier quality management system and hygiene management capabilities. In particular, since first obtaining HACCP certification in 2006 as the first dedicated piglet-feed plant to do so, I-feed has recorded the unrivaled achievement of maintaining certification for 19 consecutive years through the thorough operation of the system by all employees. Going forward, under the vision that "we are responsible for the safety of the table," I-feed will contribute to creating a sustainable, safe-food ecosystem through continuous improvement in quality performance and the production of feed at Korea's highest standard of hygiene.

Feed Additives



Pathway Intermediates is EASY BIO's integrated brand for feed additives.

Feed additives are used to increase the efficacy of animal feed and is used in small amounts to achieve nutritional or specific purposes. Feeds made of corn or soy alone are not enough to help the producers adjust to the changes in productivity that comes with changes in the rearing environment of the animals. As such, the use of feed additives is essential. In recent years, as demand for environment-friendly or safer livestock products has grown, the development and supply of feed additives that can replace antibiotics has become a new trend as well.

We have established offices and subsidiaries around the world to engage in a sustainable business in the global market.



2. PATHWAY to SUSTAINABILITY

2025 ESG Highlights 15P

Sustainability Management Infrastructure 16P

Stakeholder Communication 18P

Double Materiality Assessment 19P

2025 ESG Highlights

Enhancing Sustainability	Expansion of R&D Investment	Lipidol Ultra LCA & 3rd party assurance	Development of environmentally friendly product
Sharing Value	Local Community Donation	100% Completion Rate of Legally Mandated Training	Corporate Social Responsibility Programs
Growing Trust	Zero Ethics Reports	Strengthening Shareholder Return Policy	Introduction of Electronic Voting System



External Recognition

As a result of an evaluation by the external ESG rating company SUSTINVEST, EASY BIO achieved an investment-grade level (Grade A) across ESG as a whole, with performance improvements confirmed particularly in the environmental (E) area. Going forward, we plan to continue strengthening our ESG competitiveness by advancing our frameworks in the social (S) and governance (G) areas.

SUSTINVEST 서스틴베스트 ESG RATING 2025 하반기 A GOLD

2025 ESG Performance Highlights

- Achieved ESG Grade A (Up One Level from the Previous Year)
- Strong Environmental (E) Performance
  Demonstrated achievements in eco-friendly R&D and GHG management
- Improvement Opportunities in S and G Areas
  Further enhancement is needed in supply chain management, governance, and disclosure practices.
- No ESG Controversies
  Maintained stable ESG management without significant risks.

Sustainability Management Infrastructure

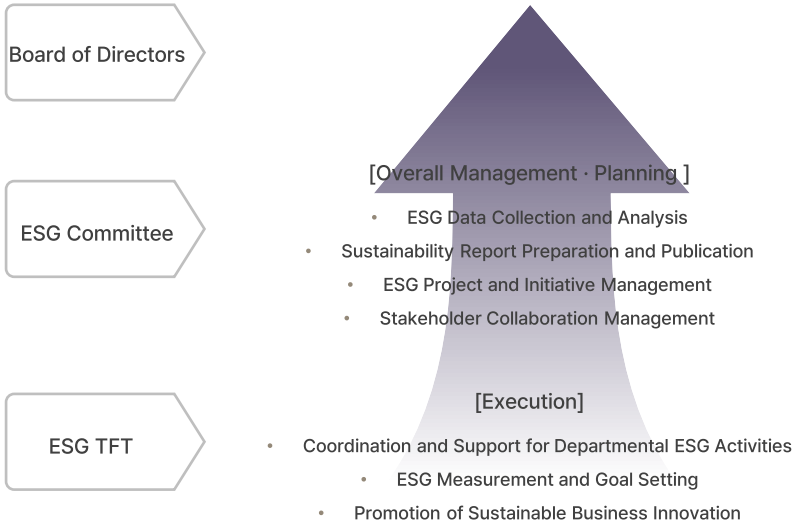
Sustainability Governance

EASY BIO's ESG Committee, under the direct leadership of the CEO, is chaired by CEO Seok Hyeon Cho and composed of six key executives. The Committee leads company-wide ESG management initiatives, with participation from all relevant departments, including production, quality, human resources, finance, sales, and marketing, to implement ESG policies across environmental, social, and governance areas.

2025 ESG Committee Agenda Item

I. 「Third-party assurance of Lipidol Ultra LCA(Life Cycle Assessment)」 approved

II. 「Third-party assurance of the Sustainability Report」 approved





EASY Solutions for a Greener Future

EASY BIO selected "EASY Solutions for a Greener Future" as its corporate slogan, effectively expressing its strong commitment to ESG management and sustainability.

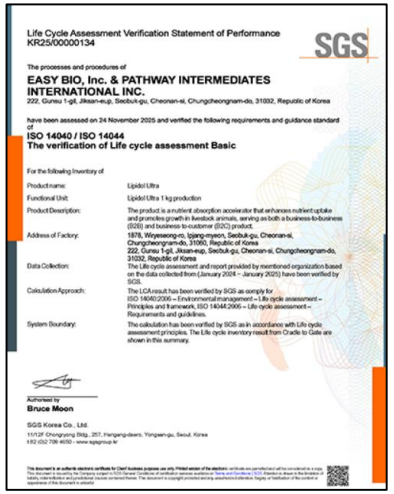
The slogan was adopted through an internal contest, receiving the highest number of votes, demonstrating broad consensus and support among employees for the realization of eco-friendly values.

Climate Change Response

Conducting Life Cycle Assessment (LCA)

EASY BIO conducted a Life Cycle Assessment(LCA) in accordance with international standards for its feed additive brand Lipidol Ultra, and completed third-party verification by SGS Korea.

Through this, we objectively calculated and verified the environmental impact from raw material extraction to product manufacturing, and strengthened the reliability and transparency of our products' environmental performance. We will continue to strive for sustainable product development and the practice of ESG management.


Life Cycle Assessment Verification Statement of Performance
KR25/00000134

SGS

EASY BIO, Inc. & PATHWAY INTERMEDIATES INTERNATIONAL INC.

ISO 14040 / ISO 14044
The verification of Life cycle assessment Basic

Bruce Moon

02 Pathway to Sustainability

Sustainability Management Infrastructure

Key Sustainability Focus Areas

01 Animals: Improving livestock health and productivity through scientific solutions

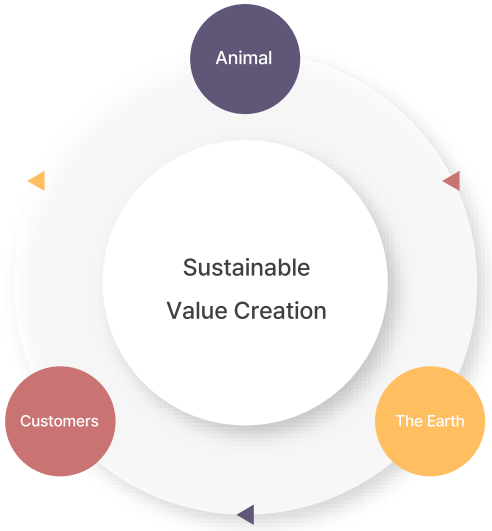
Through the research and development of innovative feed additives and nutritional solutions, we fundamentally strengthen the digestive function and immunity of livestock. This raises the disease resistance of livestock and enhances animal welfare, while at the same time serving as a foundation for maximizing the productivity and profitability of livestock farms.

02 Consumers: Supplying safe food and contributing to global food security

We serve as the starting point of a high-quality protein supply chain for the healthy lives of humankind. Through "safe feed and additives"—the very first step of food safety—we guarantee the quality of the livestock products that reach the final consumer, and contribute to building a stable food-security system for future generations.

03 The Earth: Enhancing resource efficiency and developing reduction additives

We consider resource efficiency throughout the process from product manufacturing to consumption. By developing eco-friendly reduction additives that curb the generation of greenhouse gases such as methane and support resource circulation, we present proactive solutions to the climate change and environmental pollution challenges facing the livestock industry.



01 Animals ↔ The Earth: Resource efficiency and ecosystem protection

By applying biological technologies that maximize the digestion and absorption rates of nutrients within livestock, we addition, improved feed efficiency reduces dramatically reduce environmental pollutants such as nitrogen and phosphorus discharged through manure. In the amount of grain raw materials used for feed, thereby preventing the forest destruction and loss of biodiversity caused by indiscriminate cultivation.

02 Consumers ↔ The Earth: A sustainable future food system

We overcome environmental limits through the introduction of low-carbon processes and company-wide efforts to respond to climate change. This becomes a powerful driving force for maintaining a "Sustainable Food System" in which future generations and humanity can continuously and stably produce and consume healthy food even amid the climate crisis.

03 Animals ↔ Consumers: Food safety

With solutions that fundamentally boost immunity and improve the intestinal environment, we prevent the misuse and overuse of antibiotics and chemical substances, thereby providing a reliable food-safety system so that premium livestock products that are harmless to the human body and of high nutritional value can reach the table.

Stakeholder Communication

EASY BIO operates a variety of communication channels to enhance communication with key stakeholders. Through each channel, EASY BIO is making efforts to receive and actively reflect feedback as the agenda of the ESG Committee.

Stakeholder	Definition	Key Interests	Communication Channel	Key Response Activities	Economic Value Creation
Employees	Those who plan and manage products and services that EASY BIO provides to customers	• Business and project update • Safety and Health Management • Recruitment and development of human resources • Work and Life Balance • Objective Performance Assessment	• Recruitment Fair • Ethics Reporting Center • Intranet Portal • Organization Culture Improvement Activity ('Challenge Day') • *Dahamkke* Meeting	• Control of workplace zero-accident objective • Introduction of flexible work system • Professional Competency Development Program	• Payroll 11 billion KRW
Customers	Those who use products and services provided by EASY BIO	• Project progress and schedule • Product safety • Product Environmental Impact and Carbon Footprint	• EASY BIO website & SNS • Strengthening of Quality Control	• Strengthening of Quality Control	• -
Shareholders & Investors	Those who affect the ownership and the company directly or indirectly, including individuals, institutions, and funds that hold stocks of EASY BIO	• Compliance management • Governance stability • Investment plan and outlook	• General shareholder's meeting • IR Activities and Disclosure • Sustainability Report	• Business Report • Sustainability Report	• Dividend and Interest expenses 13 billion KRW
Government	Government aiming for 'carbon neutrality by 2050'	• Response to Climate Change • SCM and Sustainability cooperation	• Meeting for development of environmentally friendly product • Supplier meeting	• Use of environmentally friendly raw materials • Development of environmentally friendly products • Establishment of Energy Saving Measures	• Corporate Tax 9.3 billion KRW
Suppliers	Those who establish a business relationship by providing the company with raw materials and services	• Supplier evaluation and sharing of results • Fairtrade	• EASY BIO website (Ethical Management Declaration) • Meetings with suppliers • Ethics Reporting Center • Fairtrade Compliance Training	• Fairtrade Compliance • Win-win cooperation and co-growth	• Raw material cost 23.2 billion KRW
Community	Those who are affected by the business activities of EASY BIO	• Local environmental and safety issues • Contribution to employment opportunities and regional development	• Local Community Meetings • Participation in community events • Attendance at conferences and seminars • Collaboration with Research Institutes, Corporate Social Responsibility Programs	• Social contribution activities in domestic and international • Collaboration with experts	• Donation 0.9 billion KRW

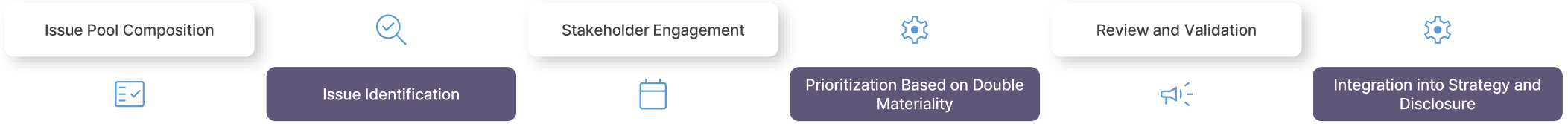
02 Pathway to Sustainability

Double Materiality Assessment

Double Materiality Assessment Process

- The impact materiality, which is the effect of sustainability issues related to corporate activities on society and the environment, and
- The financial materiality, which is the potential financial impact arising from risks and opportunities related to sustainability issues.

This approach is based on a framework adopted by the European Financial Reporting Advisory Group (EFRAG). To derive priorities, EASY BIO identified ten key sustainability issues by referencing the previous year's disclosures, relevant laws and regulations, media exposure, peer group practices, industry-specific ESG disclosure standards, and ESG assessment criteria.



Issue Identification

▸ Sustainability issues requiring critical management were assessed in terms of both impact and financial materiality, incorporating insights from internal and external experts

Prioritization Based on Double Materiality

▸ 10 final material issues were selected based on integrated prioritization of financial significance and environmental/social impact

Integration into Strategy and Disclosure

▸ The results of the assessment are reflected in EASY BIO's sustainable management strategy, with material issues disclosed by their respective levels of financial, environmental, and social importance

Issue Pool Composition

▸ Previous year's disclosures
▸ Business model-related laws and regulations
▸ Media exposure of EASY BIO and sustainability issues
▸ Benchmarks from 3 domestic and 3 overseas companies
(animal feed, functional food industries)
▸ ESG disclosure standards and rating frameworks (K-ESG, SASB, MSCI, DJSI)

Stakeholder Engagement

▸ A stakeholder survey collected 12 responses from internal stakeholders (domestic executives and employees), providing input on the relevance of each issue

Review and Validation

▸ The ESG Committee reviewed and approved the assessment, and a third-party organization conducted an external assurance to ensure objectivity and validity

02 Pathway to Sustainability

Double Materiality Assessment

Double Materiality Assessment Matrix

2025 Material Topics Assessment

Material Topic	Impact Materiality	Financial Materiality	Combined
A	Climate Change Response	Climate Change Response	Climate Change Response
B	Product Safety & Quality Management	Safety & Health Management	Product Safety & Quality Management
C	Waste & Resource Circulation	Raw Material Management	Waste & Resource Circulation
D	Supply Chain Management	Water Management	Safety & Health Management
E	Raw Material Management	Waste & Resource Circulation	Raw Material Management
F	Safety & Health Management	Product Safety & Quality Management	Supply Chain Management
G	Human Rights Management	Supply Chain Management	Water Management
H	Water Management	Ethical Management	Human Rights Management
I	Community Contribution	Human Rights Management	Ethical Management
J	Ethical Management	Community Contribution	Community Contribution

EASY BIO analyzes a wide range of economic, environmental, and social issues to identify and incorporate into strategic management decisions Material Issues that significantly influence EASY BIO's long-term growth and value creation, defining materiality in terms of both relevance—the degree of connection to business operations and stakeholder concerns—and impact—the extent to which the issue affects the ability to create sustained value.

In particular, in accordance with the latest global guidelines, we conducted a double materiality assessment to evaluate and prioritize issues from both the impact and financial perspectives, successfully identifying 10 material topics—including 'Climate Change Response,' 'Product Safety and Quality Management,' and 'Waste and Resource Circulation'—and establishing a management framework to address each based on its importance and priority.

Additionally, EASY BIO fully supports all 17 United Nations Sustainable Development Goals (UN SDGs) and adopts them as core criteria for sustainable management. Focusing on the key material topics of "Climate Change Response", "Product Safety and Quality Management", and "Waste and Resource Circulation", EASY BIO gives priority to these issues in the execution of its businesses and projects, and actively practices them to generate sustainable value.

2025 Double Materiality Assessment Matrix





02 Pathway to Sustainability

Double Materiality Assessment

Double Materiality Assessment Results

EASY BIO fully supports all 17 United Nations Sustainable Development Goals (UN SDGs) and adopts them as core criteria for sustainable management. Focusing on the key material topics of "Climate Change Response", "Product Safety and Quality Management", and "Waste and Resource Circulation", EASY BIO gives priority to these issues in the execution of its businesses and projects, and actively practices them to generate sustainable value.

① Climate Change Response

*Materiality level : ● High, ● Medium, ● Low

Environmental·Social Impact	Financial Impact
●	●

+ Strategic Approach

EASY BIO establishes its response strategies by considering both the degree and the likelihood of climate change impacts. We manage the carbon footprint of our products through LCA, and manage climate risks across the entire value chain through investment in greenhouse gas-reduction facilities and environmental assessments of suppliers.

Sustainability Impacts

EASY BIO is deeply aware of the impact that the greenhouse gas emissions generated during the production of feed and livestock products have on climate change. The climate crisis brings tangible risks across the business as a whole, including instability in raw material supply and rising operating costs. Accordingly, EASY BIO seeks to secure objective data for reducing carbon emissions and to strengthen the climate resilience of the entire supply chain, thereby contributing to the transition to a low-carbon economy.

Key Activities and Plans

- Calculating greenhouse gas emissions from raw material extraction to the manufacturing stage for major products, and expanding the range of LCA products.
- Reviewing a climate-friendly product lineup, including low-carbon formulations and methane-reducing feeds.
- Self-diagnosis and monitoring of the climate change response status (energy use and compliance with environmental regulations) of major partner companies.





Double Materiality Assessment

Double Materiality Assessment Results

② Product Safety & Quality Management

Sustainability Impacts

As a company specializing in feed additives and feed, EASY BIO recognizes product quality and safety as its core responsibilities. Through high-quality products, EASY BIO seeks to enhance the safety and reliability of livestock products and to contribute to the sustainable development of the livestock industry on the basis of world-class quality competitiveness.

Key Activities and Plans

▸ Quality Certifications : Major European feed safety standards including HACCP, ISO 22000, and FAMI-QS (UFAS, FEMAS).

▸ Supply chain quality management: Managing the quality and safety of raw materials through supplier evaluations, and reviewing supply chain risks to build a sustainable supply chain.

*Materiality level : High, Medium, Low

Environmental·Social Impact	Financial Impact
●	●





+ Strategic Approach

To meet the expectations of global customers and stakeholders beyond mere regulatory compliance, EASY BIO has established and operates its own quality management system, the E:qual system. By applying rigorous quality-control standards throughout the entire process—from raw material purchasing to the production of the final finished product—we supply hygienic and safe products. In particular, we operate a prevention-oriented integrated management system that blocks potential hazards in advance, and, based on our global business capabilities, we continuously strive to provide high-quality solutions of the same level anywhere in the world by internalizing country-specific quality standards and trademark protection systems.

02 Pathway to Sustainability

Double Materiality Assessment

Double Materiality Assessment Results

③ Wastes & Resource Circulation

*Materiality level : ● High, ● Medium, ● Low

Environmental·Social Impact	Financial Impact
●	●

Sustainability Impacts

Proper management of wastewater and waste is an important factor for water-quality conservation and resource circulation. EASY BIO strives to minimize environmental impact and build a sustainable production base by systematically managing the waste and by-products generated during the manufacture of feed additives and feed.

Key Activities and Plans

- Waste Invoice Management.
- Expanding the Use of Renewable Raw Materials.
- Efforts to Extend Product Shelf Life.

+ Strategic Approach

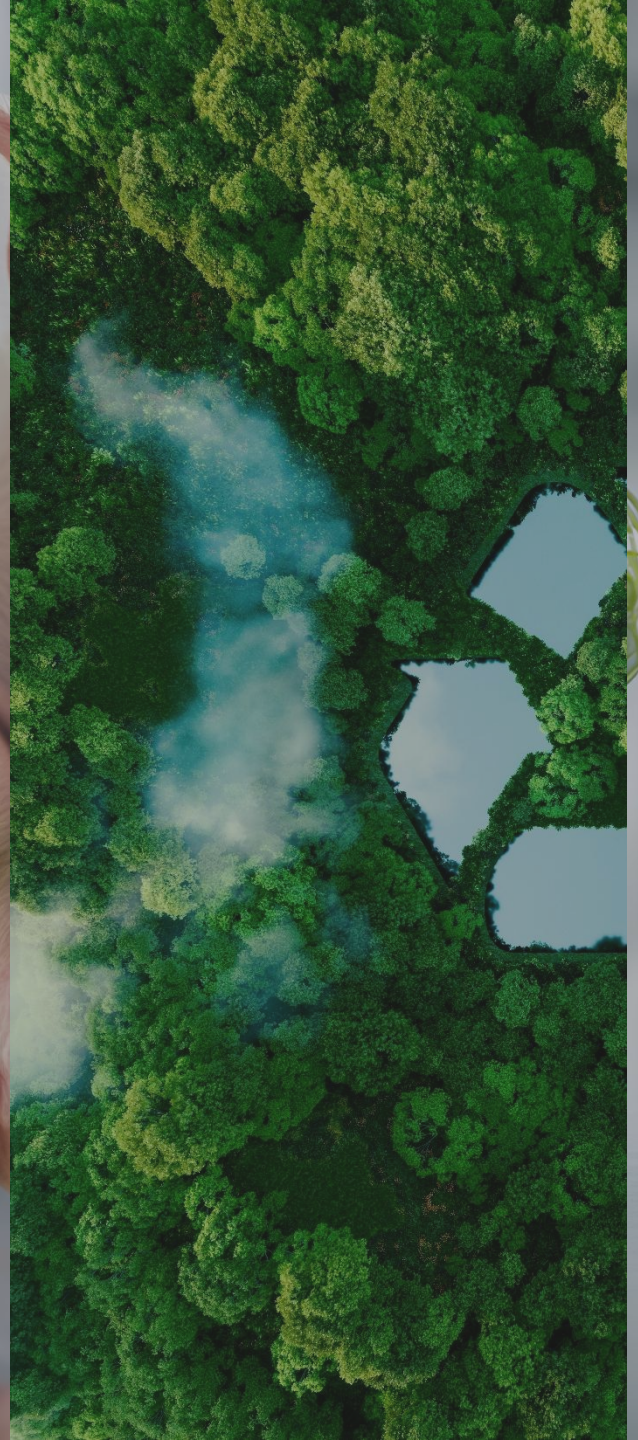
Along with precise, data-based waste management, EASY BIO focuses on optimizing resource efficiency by leveraging its R&D capabilities.

Rather than simply treating the waste that is generated, we strive to implement proactive resource-circulation strategies—such as enhancing product stability to delay the point of disposal, or reviewing ways to introduce renewable raw materials into our processes.









3. ESG Performance

3-1. ESG Performance: E

3-2. ESG Performance: S

3-3. ESG Performance: G



3-1. ESG Performance: E

Environmentally Friendly Solutions 26P

Procurement of Sustainable Ingredients 30P

Safety · Energy · Water Management 31P

Biodiversity 34P

Environmentally Friendly Solutions

Environmentally Friendly Products

endopower

Endo-Power® is a multi-enzyme product optimized for various feed ingredients. It increases the digestibility of animals and promotes the efficient use of feed crop that are the main component of feed, thereby contributes to preserving the water quality, and reducing use of soil resources and a carbon footprint, during feed crop production.

endopower green

Endo-Power® Green is a multi-enzyme product optimized for various feed ingredients and OMRI (Organic Materials Review Institute) listed in the United States as an environmentally friendly organic solution. Further environmentally friendly processing has been applied to the existing excellent enzyme features of Endo-Power.

endophos

Phosphorus is an essential nutrient required for the growth of animals, but if discharged in large amounts, can cause eutrophication in rivers or lakes. Endo-Phos® is a highly efficient enzyme product to increase the digestibility of Phosphorus and other nutrients within the animal's digestive tract, reducing Phosphorus and nitrogen excretion and thus contributing to environmental preservation.

endopro

Endopro is a complex enzyme formulation containing both acidic and neutral proteases. It contributes to reducing nitrogen emissions by promoting protein digestion and maximizing its bioavailability in the body. This eco-friendly solution enables efficient use of protein resources while reducing the environmental burden caused by manure.

I-ZINC

I-Zinc, a solution to reduce Zinc excretion in swine farms, is developed with the advanced technologies of ideal amino acid ratio, i-ND and natural anti-diarrhea complex. This combination allows the solution to contain just one third of the Zinc level of existing products while maximizing the animal's growth and reducing Zinc excretion and hazardous gas emitted through manure to contribute to environmental preservation.

IntelliBond

IntelliBond is a hydroxy trace mineral that improves the bioavailability of copper and zinc, essential for animal growth. Its low solubility at neutral pH minimizes nutrient interactions in the feed. Better absorption leads to reduced mineral excretion. This supports sustainable and environmentally friendly livestock production.



'I-ZINC', an I-feed zinc solution



OMRI is an international nonprofit organization that certifies input products for use in USDA-certified organic production

Environmentally Friendly Solutions

Environmentally Friendly Products

STREX

STREX is an all-in-one anti-stress solution designed to support heat stress management in livestock. Through its three key mechanisms—cooling, antioxidant support, and immunomodulation—STREX helps maintain animal health and productivity under heat stress conditions.

By supporting feed intake and growth performance during periods of heat stress, STREX can help animals reach market weight sooner. Improved production efficiency may also help reduce resource requirements throughout the production cycle, contributing to more sustainable livestock production.

ProBe-Bac

ProBe-Bac is a bacteriophage-based solution that targets major bacterial pathogens affecting livestock production, including Salmonella, Escherichia coli, and Clostridium perfringens. By reducing pathogen pressure and lowering the risk of infection, ProBe-Bac may reduce the need for antibiotic use in livestock production. In turn, this may support efforts to address the public health risks associated with antimicrobial resistance. ProBe-Bac may also reduce mortality while supporting animal health and productivity. ProBe-Bac is currently supplied in domestic and international markets, primarily for poultry and swine. The ProBe-Bac portfolio is expanding to include products for shrimp and other aquaculture species, contributing to more sustainable livestock and aquaculture production.

Lipidol

Lipidol® is a feed additive that promote the absorption of nutrients with the help of functional lysophospholipids to create a more efficient use of animal feed and a reduction in the carbon footprint during feed crop production.

Lipidol Protect

Lipidol® Protect is a functional lysophospholipid product designed to protect the rumen. It enhances feed efficiency by promoting nutrient absorption in the small intestine of ruminants and reduces the level of undigested nutrients excreted in feces. Additionally, improved feed efficiency results in a decrease in total feed intake, thereby helping to lower the carbon footprint generated during feed ingredient production. To align with global sustainability standards, carbon footprint data per ton has been verified based on reliability, supporting livestock farms in achieving carbon neutrality.



Recipient of the Nexus Award at the Professional Dairy Producer (PDP) Business Conference



IntelliBond LCA certification

03 ESG Performance

Environmentally Friendly Solutions

Environmentally Friendly Solution Achievements

01

endopower: Publishing Research Papers in PLOS ONE

Seyedoshohadaei et al. (2024)

By improving the nutrient digestibility of broilers, it reduces nitrogen excretion, thereby contributing to sustainable productivity and a reduced environmental burden

02

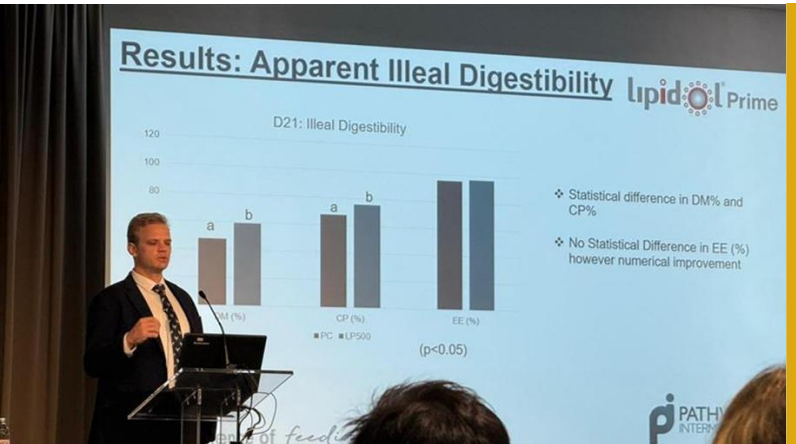
endopower: Publishing Research Papers in the Journal of Animal Science and Technology (JAST)

Sta. Cruz et al. (2024)

When used together with a phytase enzyme, endopower raises the utilization of phosphorus and energy, maintaining broiler productivity while at the same time improving resource efficiency

[Presentation at Krmiva 2025 Conference]

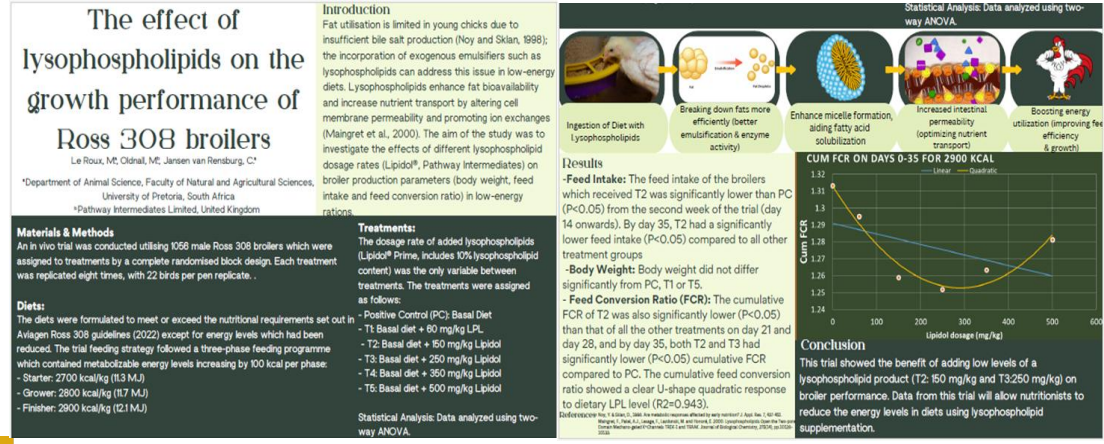
Lipidol is a sustainable solution that maintains and improves broiler growth performance and feed efficiency even under low-energy feed conditions, enhancing both productivity and resource efficiency





[Lipidol: Making Poster Presentations at WPSA South Africa 2025]

Lipidol improves the feed efficiency of broilers, reducing feed energy consumption and the excretion burden for the same level of productivity, thereby contributing to sustainable productivity and a reduced environmental burden



03

ProBe-Bac: Publishing Research Papers in Animal Physiology and Animal Nutrition

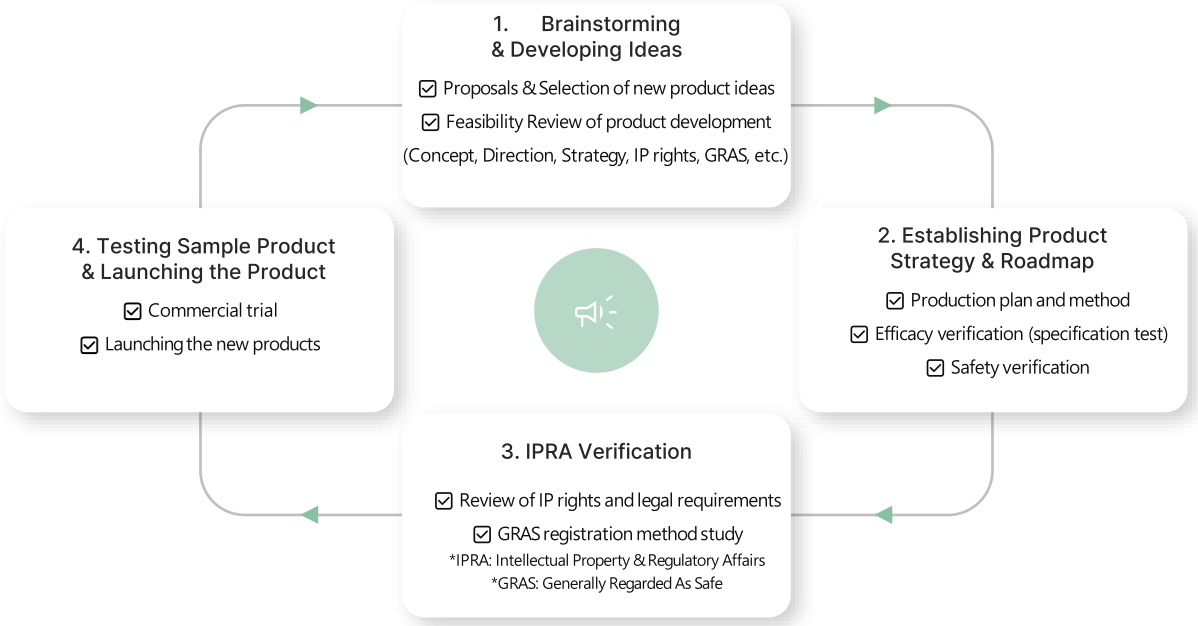
Saleh et al. (2025)

The bacteriophages in ProBe-Bac contribute to improving meat quality, enhancing intestinal microbiota composition and intestinal morphological characteristics, and mitigating the antibiotic resistance of pathogenic microorganisms such as Enterobacteriaceae

Environmentally Friendly Solutions

Environmentally Friendly Products

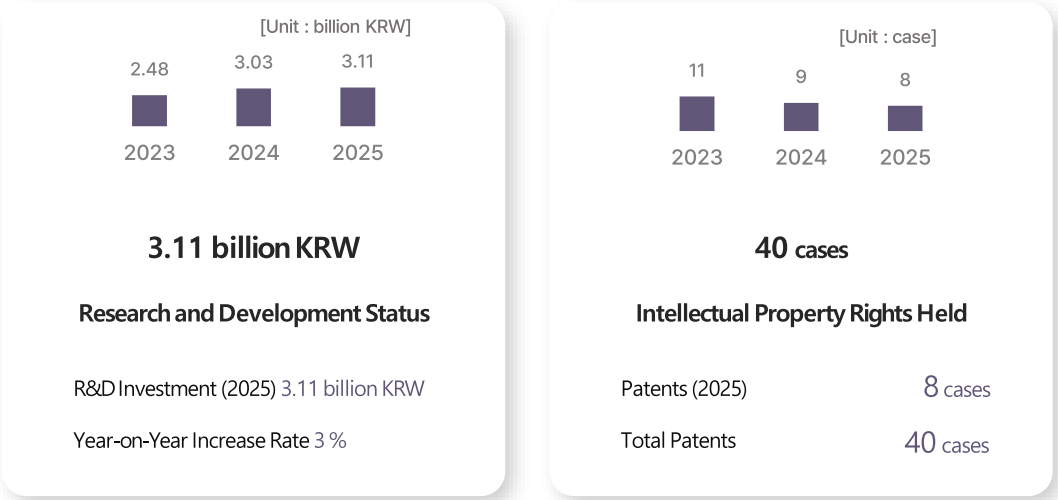
EASY BIO aims to strengthen the competitiveness of livestock farms and ensure the supply of safe livestock products for people through the production of healthy animal protein, thereby contributing to global food security. From the early stages of product development, ideas are carefully selected, and production strategies, safety, and efficacy are thoroughly reviewed. Legal requirements and potential hazards are assessed from multiple perspectives to establish effective management plans. EASY BIO also operates a systematic development process that includes market testing and the strategic launch of new products.



R&D and Intellectual Property Status

EASY BIO is enhancing its research and development capabilities as a core foundation for sustainable growth. In 2025, EASY BIO increased its R&D investment by approximately 3% from the previous year to KRW 3.11 billion and secured 8 new patents, bringing its total number of patents to 40. Moving forward, EASY BIO will continue to strengthen its technological competitiveness and responsiveness to future markets through ongoing research and development.





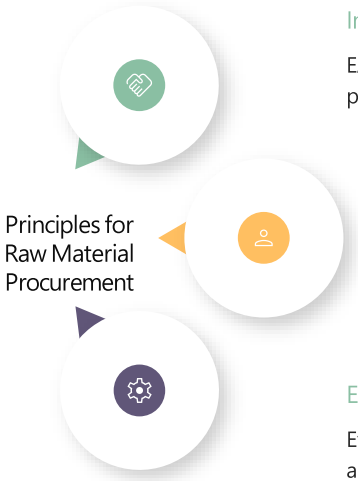
03 ESG Performance

Sustainable Raw Material Procurement

Efforts for Sustainable Raw Material Procurement

EASY BIO strives to ensure the stability of its global raw material supply chain and promote sustainable growth based on mutual cooperation with its business partners. EASY BIO proactively identifies potential risks, including those arising from climate change, policy changes, and exchange rate volatility, and has established a comprehensive risk management system. By sharing relevant risk information with suppliers, EASY BIO seeks to mitigate potential supply chain risks and strengthen a sustainable raw material procurement framework.

For soybean meal, one of the key raw materials used in EASY BIO's major products, EASY BIO sources a portion from suppliers certified under the Round Table on Responsible Soy (RTRS). In addition, EASY BIO monitors and manages the sustainability practices of its suppliers and is committed to gradually expanding the scope of its sustainability assessment to cover the entire supply chain.



Implementation of raw material evaluations

EASY BIO evaluates raw materials during new product development and procurement review stages.

Operation of quality management systems

EASY BIO operates an international-standard feed safety and quality management system. (Standards include HACCP, FAMI-QS, FSSC 22000, GMP+International, ISO 22000, ISO 9001, UFAS/FEMAS, etc.)

Evaluation under quality control regulations

Evaluations are conducted based on domestic/international regulations and internal quality control standards, covering factors such as environmental/social activities and the excellence and safety of raw materials.

Sustainable Supply Chain Management Strategy

EASY BIO recognizes that building an eco-friendly and ethical supply chain is directly linked to a company's long-term competitiveness. EASY BIO has set three strategic directions—"expanding supplier cooperation," "establishing a flexible response system," and "resolving supply chain risks"—to create a sustainable procurement ecosystem.

1. Expanding supplier cooperation

When evaluating new and existing suppliers, EASY BIO reflects sustainability indicators such as the environment (E) and labor ethics (S)—beyond mere quality and price—as core factors, and pursues continuous cooperation with outstanding suppliers.

2. Establishing a flexible response system

To prepare for supply chain uncertainty arising from climate change and geopolitical instability, EASY BIO operates a proactive response system centered on its procurement organization. By establishing processes that can respond quickly and flexibly in the event of crises such as logistics instability, we ensure business continuity.

3. Resolving supply chain risks

EASY BIO fulfills a responsible role in resolving the environmental and social risks facing not only EASY BIO but the entire supply chain of the animal resource industry. We strive to jointly resolve the difficulties experienced by our partners and to support the mitigation of risks, thereby fostering the healthy growth of the industrial ecosystem as a whole.

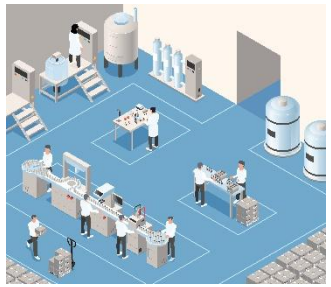


Supplier's RTRS Certificate
*Roundtable on Responsible Soy

03 ESG Performance

Safety Inspections

Product Safety Inspections



EASY BIO carries out safety inspections for all products and raw materials in the process of product development and purchase. The list of control parameters complies with internal standards of EASY BIO and relevant domestic and international laws and regulations. We especially conducted the analysis semi-annually for main ingredients of the products and specific items which have high importance for human and animal safety. Semi-annual analysis is a regular feed inspection in accordance with Control of Livestock and Fish Feed Act of Republic of Korea. The feed inspection is conducted by feed testing and inspection institutions designated by MAFRA (Minister of Agriculture, Food and Rural Affairs of Korea.)

Product and Raw Material Safety Testing Process

EASY BIO establishes a systematic inspection plan by comprehensively considering the importance of the product, the severity of hazard factors, and the time required for analysis, and begins thorough quality control by collecting samples upon the receipt of raw materials.

The collected raw materials undergo rigorous quality evaluation through in-house testing for each raw material or testing by external specialized institutions, in addition to verification of the supplier's certificate of analysis; based on this, product manufacturing and sample collection are carried out.

For finished products, we ensure safety by conducting self-quality inspections and other precise evaluations at least once every half-year, and we issue certificates of analysis and reports based on the final inspection results.

If a non-conforming product occurs, we immediately halt shipment and take recall measures, and we maximize product reliability by operating a follow-up management system—identifying the cause through corrective-action tracking inspections and improving the process.

01 Inspection Plan

- ☑ Establishing a test plan considering the importance of the product, severity of hazards, analysis period, etc.

02 Raw Material Receiving & Sampling

03 Quality Inspection of Raw Material

- ☑ Each raw material is inspected by reviewing suppliers' quality certificates and quality analysis through internal laboratories and external testing institutions

04 Manufacturing of products and collection of samples

05 Quality Test of Product

- ☑ Semi-annual feed inspection
- ☑ Other internal quality inspections

06 Quality Certificate & Report Release

07 Corrective Actions for the Non-Conforming Products

- ☑ Suspending the release of non-conforming products or recall activities
- ☑ Investigation of cause and improvement through the traceability system

03 ESG Performance

Energy Management

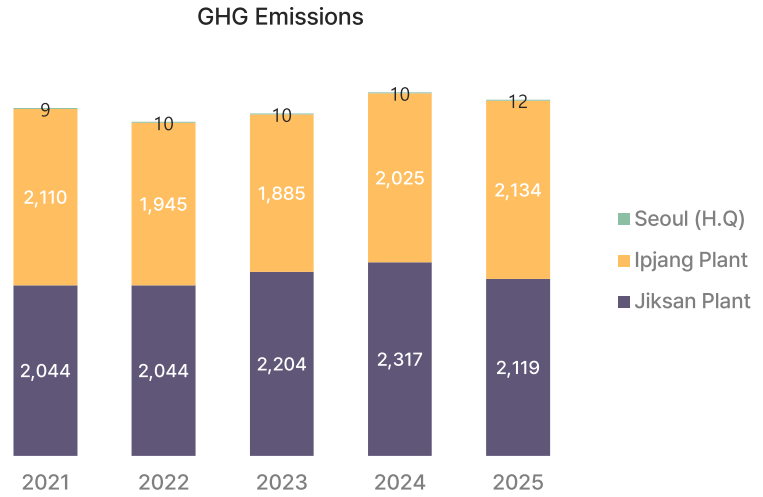
Management of Greenhouse Gas and Energy

EASY BIO systematically manages its energy consumption while continuously pursuing initiatives to improve energy efficiency and reduce energy use each year. In particular, EASY BIO implements a range of energy-saving initiatives at its Jiksan and Ipjang plants, which account for the largest share of energy consumption, thereby contributing to continuous reductions in both energy use and greenhouse gas emissions.

GHG Emissions[1)]	Unit	2021	2022	2023	2024	2025
Jiksan Plant	tCO_2	2,044	2,044	2,204	2,317	2,119
Ipjang Plant		2,110	1,945	1,885	2,025	2,134
Seoul (H.Q)		9	10	10	10	12
Total		4,163	3,999	4,099	4,352	4,265

[1)] Scope 1 + Scope 2

[Unit : tCO_2]



Greenhouse Gas and Energy Reduction Activities

The primary source of EASY BIO's energy consumption is Scope 2 electricity. To reduce electricity use, EASY BIO manages peak demand (maximum power demand) and utilizes the Korea Electric Power Corporation (KEPCO) Power Planner alert system, which provides notifications when electricity usage exceeds predefined thresholds. This enables timely responses and efficient equipment operation with minimum power consumption, thereby reducing overall energy use.

In addition, EASY BIO continuously implements energy-saving initiatives across its Seoul office and production plants. Since 2023, EASY BIO has expanded LED lighting at its Jiksan and Ipjang plants and installed a dryer condensate recovery system to reduce energy consumption, contributing to improved operational efficiency and enhanced environmental sustainability.

Life Cycle Assessment (LCA) and Future Plans

As part of its environmental management strategy activities based on Life Cycle Thinking, EASY BIO obtained LCA (Life Cycle Assessment) certification for its major product Lipidol Ultra. Going forward, we plan to obtain LCA certification for other major products as well, expanding the range of certified items.



03 ESG Performance

Water Management

Water and Wastewater Volume Management

EASY BIO continuously manages its water usage and wastewater discharge. EASY BIO reduces water consumption through facility improvements and the reuse of cooling water.

Water Consumption	Unit	2021	2022	2023	2024	2025
Jiksan Plant	Ton	3,592	3,373	3,141	4,001	3,141
Ipjang Plant		14,260	10,080	10,863	10,301	8,891
Total		17,852	13,453	14,004	14,302	12,032

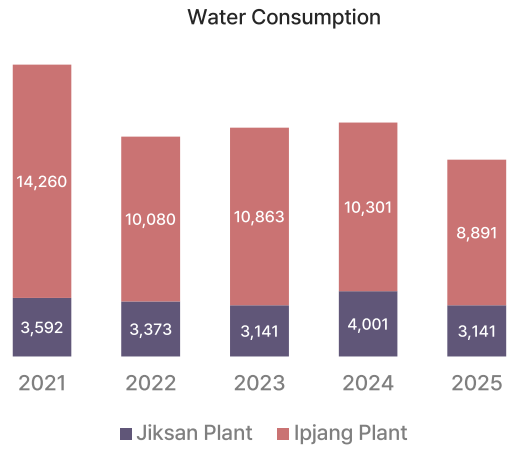
* All water used is tap water supplied from Cheonan-si Water Institute (Cheonan-si Yonggok-myeon)

Wastewater Emissions	Unit	2021	2022	2023	2024	2025
Jiksan Plant	Ton	15.16	14.82	7.3	14.76	7.38
Ipjang Plant		24.92	31.50	23.79	23.50	16.39
Total		40.08	46.32	31.09	38.26	23.77

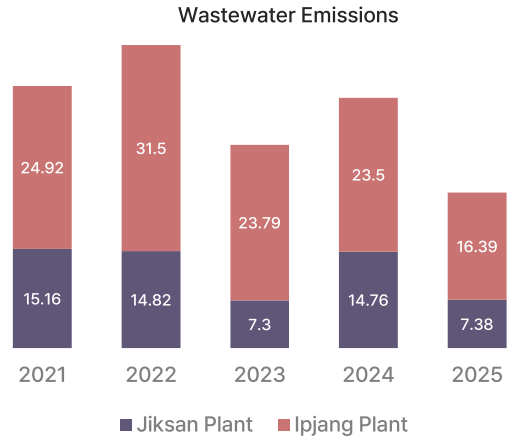
Water and Wastewater Volume Reduction Activities

EASY BIO complies with all applicable wastewater discharge regulations at its operational sites. Wastewater generated during the production process is systematically monitored through daily records of discharge volumes and managed transparently using the official waste management system (Allbaro). Although wastewater generation remains minimal, EASY BIO continues to pursue ongoing management and improvement initiatives to further reduce wastewater discharge.

[Unit : Ton]



[Unit : Ton]



03 ESG Performance

Biodiversity

Biodiversity Management Policy

Under the vision of a "New Standard of Food Value Chain," EASY BIO seeks to build a healthy ecosystem by minimizing the negative impact on nature from raw material production to the livestock field and by contributing to ecosystem recovery. To this end, we are establishing a plan to build a process for identifying the biodiversity dependencies and impacts within our business sites.

Biodiversity Management Activities

Minimizing Environmental Impact through Eco-friendly Feed Additive Technology

To minimize the impact of the livestock industry on the environment, EASY BIO develops eco-friendly solutions based on its proprietary microbial and fermentation engineering technologies. Using microbial strains extracted from nature and natural raw materials, we supply alternative solutions that lower dependence on antibiotics and chemical drugs. Through this, we strive to reduce the heavy-metal content in livestock manure and to suppress the emission of harmful gases, thereby improving the environmental load in the field. Eco-friendly solution products such as the Lipidol series—functional lysophospholipid products—maximize feed efficiency to minimize resource consumption. By optimizing livestock feed intake through the promotion of nutrient absorption in the small intestine, they contribute to more efficient land use by mitigating the land conversion and deforestation required to cultivate feed crops (such as corn and soybeans).



Major Ecosystems near Business Sites and Protection Activities

EASY BIO recognizes the significance of the impact that the operation of its Jiksan and Ipjang sites in Cheonan—its major production bases—has on the surrounding ecosystem, and strives to realize business sites that coexist with nature.

Key Biodiversity Areas near Domestic Business Sites

☑ [GRI 304-1, 2] EASY BIO Cheonan Jiksan and Ipjang Sites GRI 304-1, 2

(222, Gunsu 1-gil, Jiksan-eup, Seobuk-gu, Cheonan-si, Chungcheongnam-do/ 1870-12, Wiryeseong-ro, Ipjang-myeon, Seobuk-gu, Cheonan-si, Chungcheongnam-do)

The Jiksan and Ipjang sites, major production bases in Cheonan, are located near Hancheon—a major watercourse of Cheonan—and Mt. Wirye, the heart of the forest ecosystem. We recognize that this area has high conservation value as a habitat for diverse wild flora and fauna. Accordingly, EASY BIO manages the environmental impacts that may arise during site operations by strictly complying with the relevant environmental regulations. In particular, we fulfill our fundamental ecosystem-protection obligations, such as blocking pollutant sources flowing into nearby watercourses through the proper operation of wastewater treatment and drainage systems.

Biodiversity Management at Overseas Business Sites: Pathway Intermediates UK

☑ [GRI 304-1] UK subsidiary (Unit, Harlescott Business Park, Harlescott Lane, Shrewsbury)

Pathway Intermediates Limited ("Pathway UK"), EASY BIO's global base in the United Kingdom, continues its responsible operations to conserve the unique ecosystem value near its site. Harlescott Lane, where the UK entity is located, is an area adjacent to the "Old River Bed," a "Site of Special Scientific Interest (SSSI)" designated by the UK government.

Pathway UK is aware of the ecological importance of the SSSI area and complies with local environmental regulations to ensure that its business activities do not adversely affect the wetland ecosystem. Going forward, it will continuously monitor the guidelines of the local Environment Agency for the protection of the regional ecosystem, and will manage the potential risks that site operations pose to the surrounding environment.

3-2. ESG Performance: S

Quality Management	37P
Safety · Righteousness Management	39P
Improvement of the Organization	41P
Respect for Diversity	42P
Corporate Social Responsibility Programs	43P



Quality Mission Statement

EASY BIO's main purpose of quality management is to provide hygienic and safe products through strict quality control from raw materials to finished products. E:qual System is the in-house quality management system of EASY BIO. It is our commitment to quality management to ensure that all our customers around the world have the same level of quality products.

We comply with national and international standards and strive to set new standards with creative thinking and innovation for sustainable industry.

EASY BIO's Quality Mission Statement

- ☑ We, as those who safeguard the quality of EASY BIO products, do our best to produce products of the highest quality.
- ☑ We produce safe products in a hygienic manner by applying the strictest quality control throughout the entire process, from the purchase of ingredients to the finishing of the products.
- ☑ We operate our business in accordance with the quality and safety management system and comply with national and international standards and specifications.
- ☑ We present new standards through creative thinking and innovation to promote the sustainable development of the industry.
- ☑ We find out issues, address them and improve quality through ongoing communication with one another.
- ☑ We secure competitiveness in quality by reinforcing our technological capabilities and expertise.
- ☑ We do not spare proactive support in providing customer satisfaction, increasing profitability and enhancing business performance.

Quality Policy

- ☑ Maximize customer satisfaction through world-class competitive products and services
- ☑ Secure competitive advantage through compliance with laws and efficient implementation of the quality management system
- ☑ Minimize quality costs through thorough preventive activities
- ☑ Strengthen responsibility for honest and transparent product and service supply
- ☑ Effectively defend against fraudulent activities by identifying potential internal and external risk factors

Quality Objectives

- ☑ Zero customer complaints through quality management by all employees
- ☑ Maintain compliance with laws and the quality and safety management system
- ☑ Zero defect rate through the use of carefully selected raw materials and accurate product production
- ☑ Strengthen security maintenance for business sites and system operations
- ☑ Zero incidence of fraud through proactive identification of internal and external factors

03 ESG Performance

Quality Management

EASY BIO operates a world-class quality management system to produce and supply safe and reliable solutions to the domestic and overseas animal resource industry. EASY BIO's feed additive production plant first obtained ISO 22000 certification in 2009 and FAMI-QS certification in 2014, and its dedicated newborn-piglet feed production plant first received HACCP certification in 2006.

Quality Management at the Global Level

- **HACCP** The First Certification of EASY BIO Plant (Ipjang) in 2006

HACCP (Hazard Analysis Critical Control Point) is a systematic preventive approach to food safety from biological, chemical, and physical hazards in production processes that can cause the finished product to be unsafe and designs measures to reduce these risks to a safe level. The HACCP system can be used at all stages of a food chain from food production and preparation processes including packaging, distribution, etc.

- **ISO 22000** The First Certification of EASY BIO Plant (Jiksan) in 2009

ISO 22000 is a food safety management system by the International Organization for Standardization (ISO) which is outcome focused, providing requirements for any organization in the food industry with objective to help to improve overall performance in food safety. The standards involve the overall guidelines for food safety management and also focuses on traceability in the feed and food chain.

- **FAMI-QS** The First Certification of EASY BIO Plant (Jiksan) in 2014

FAMI-QS is a global quality and feed safety management system for Specialty Feed Ingredients. The FAMI-QS code has the same high level structure as the well-known ISO management system standards. The code is adopted by FAMI-QS a non-profit organization.

- **UFAS** Pathway Intermediates Limited ('Pathway UK')

UFAS (Universal Feed Assurance Scheme) is an assurance scheme that manages the safety of the entire supply chain from feed manufacturing to distribution, and it rigorously ensures product traceability based on HACCP principles. This scheme undergoes rigorous audit and certification each year by an independent certification body in accordance with the international standard ISO 17065, and the certification body itself is also independently assessed each year, thereby ensuring that the standard is operated consistently and fairly. Thanks to the independence and objectivity of such inspections, local authorities use UFAS certification as a key indicator when assessing the risk of feed companies.

- **FEMAS** Pathway Intermediates Limited ('Pathway UK')

FEMAS (Feed Materials Assurance Scheme) is an industry-led global certification standard that applies HACCP principles to ensure the safety of all feed raw materials and additives, and the safety of raw material sourcing and processes is verified each year through independent third-party audits based on ISO 17065. Through its mutual linkage with UFAS, it underpins the reliability of the entire feed supply chain, and through the "Gatekeeper" system it performs thorough advance verification procedures even for uncertified raw materials, thereby completely blocking risks at the feed raw material stage.



ICI Value

ICI Value ICI Value' is the values and behaviors that guide our quality management practices and fulfill our promises to our customers based on EASY BIO's quality management philosophy.

E:qual System

The E:qual System is EASY BIO's quality management system to deliver the same quality and value to all our customers around the world. In the entire process of quality, we have a 3-step process, defining the works to be executed at each stage, and strictly manage them with a systematic system. Specifically, from raw materials to final product production, we apply a systemized real-time quality control and LOT management system that contains production log management, precise record keeping, sample management, and product quality data control. With the products' tracking, history management and a traceability system, we are applying unified quality standards for raw materials and products.



Bio Research Institute (BRI)

EASY BIO's BIO Research Institute is a corporate research institute that conducts research across a wide range of fields, from basic science to biotechnology, and it plays a central role in EASY BIO's quality management through the development of high value-added new products and the operation of a world-class quality management system. In particular, through advanced scientific analysis infrastructure such as an artificial organ model (DAGS, Dynamic Artificial Gastrointestinal System), liquid chromatography (HPLC), gas chromatography (GC), a near-infrared spectrophotometer (FT-NIR), and an ultraviolet-visible spectrophotometer, it carries out the research and development and precise evaluation of feed and feed additive solutions under various conditions. Furthermore, by thoroughly verifying product efficacy through more than 1,373 quality analyses per year as of 2025, it provides customers and stakeholders with data of the highest level of reliability.

R&D Areas of Bio Research Institute

- Animal Productivity & Health Improvement
- Environmental Protection
- Fermentation Engineering
- Microbial Engineering
- Artificial Organ Models
- New Bio-substances
- In-house Analysis & Evaluation Systems

03 ESG Performance

Safety Management

EASY BIO places priority on the health and safety of all of its members and practices safe management to create a safety workplace. A Safety Committee has been established within EASY BIO to regularly conduct safety inspections, safety training, and health checkups. Internal rules have been set up to take immediate response measures in the case of safety incidents. The Safety Clock raises awareness on safety among all employees and instills a mindset that emphasizes safety.

Safety Committee

EASY BIO commitment to consider safety as a top priority is carried out through a dedicated organization. EASY BIO has an in-house health and safety department that sets health and safety policies. Through our internal safety committee, we are promoting a variety of activities aimed at preventing safety incidents. In 2025, we operated a "monthly reminder campaign" to raise safety awareness among all executives and employees. In addition, we strengthened field-centered safety management activities by periodically sharing major safety issues such as "guidance on workwear operating standards" and "spring fire prevention."

☑ Safety Training (once a month) ☑ 'Near Miss' Report (every 3 months)

☑ Safety Committee (once a month) ☑ Safety Inspections (once a year) ☑ Safety Campaigns (daily routine)





Safety Clock

In 2025, the total number of accidents that occurred at EASY BIO's Seoul headquarters and its plants (Jiksan and Ipjang) was 1.

0 cases - Seoul
Started from May 1, 2020

1 cases - Jiksan
Started from June 1, 2016

0 cases - Ipjang
Started from Sep 1, 2005

Safety Training Program

To improve safety awareness among employees, EASY BIO provides various health and safety training programs throughout the year. Training records are maintained in writing, documenting the purpose of the training, the number of participants, and the content of each session.

2021	2022	2023	2024	2025
• Prevention of seasonal safety accidents	• Prevention of seasonal safety accidents	• Prevention of musculoskeletal stress	• Prevention of seasonal safety accidents	• Prevention of seasonal safety accidents
•CardiopulmonaryResuscitation (CPR)	• Organization, Order, and Safety & Health	• Accident Rescue and Emergency Measures	• Summer Season Safety Management	• Summer Season Safety Management and Safety Training for Older Workers
• Understanding Organization & Order and Improving Productivity	• Fire Prevention through Fire Safety Education	• Fire and Natural Disaster Safety Rules	• Types of Musculoskeletal Disorders and Prevention Measures	• Types of Musculoskeletal Disorders and Prevention Measures
• Fire Prevention	• Prevention of Unsafe Acts	• Prevention of Winter Safety Accidents	• Prevention of Winter Safety Accidents	• Prevention of Winter Safety Accidents

Completion Rate of Legally Mandated Training



03 ESG Performance

Righteousness Management

Product Labeling & Marketing Communications Management

EASY BIO provides customers with necessary information by indicating legal requirements on the packaging of products sold domestically. Export products are managed by indicating local regulations and customer requirements for each country. Through continuous marketing activities, EASY BIO provides customers with product information, effectiveness, impact on animals during consumption, and usage methods.

Product labeling complies with domestic laws (such as Article 13, Article 13-2 of the Feed Management Act, and Article 14 of the Enforcement Rule of the Feed Management Act), and for export products, labeling content is determined according to local legal requirements.

0 cases
2020 ~ 2025
Violation of Product Information & Labeling

0 cases
2020 ~ 2025
Violation of Regulations Related with Marketing Communications

Violation of Relevant Laws and Regulations

EASY BIO complies with domestic Feed Management Act and regulations of various foreign countries. Before exporting, product sales and relevant permits are obtained to ensure no violations of domestic and international regulations.

Furthermore, EASY BIO did not violate any product and service safety-related regulations in 2025.

01	Compliance with regulation of Korean Control of Livestock and Fish Feed Act	To secure feed safety and improve quality, we comply with the strict regulations that manufacturers, importers, and distributors must observe.
02	Compliance with overseas regulations	We comply with all the statutes of overseas export countries as well as the Feed Control Act and quarantine regulations.
03	Sales & Export permission	To meet the hygiene requirements of export countries, we carry out the feed additive approval procedures of each country prior to export.
04	Zero-Violation of products labeling and Marketing regulations	From 2020 to 2025, we achieved zero violations of product information, labeling, and marketing regulations, practicing “ZERO regulatory violations.”

03 ESG Performance

Improvement of the Organization Culture

"SCU" to Revitalize the Organizational Culture

Pathway Intermediates, EASY BIO's integrated feed additive brand, held the 8th SCU (Solution Creation University) in Korea from November 6 to 7, 2025, as part of its activities to invigorate organizational culture. SCU is an in-house workshop designed to promote the creativity, collaboration, and growth of global members; in this program, the 2030 and 2040 visions and strategies were shared, and the linkage between organizational goals and individual work was strengthened through team-based discussions. In addition, participants internalized adaptability to change and a growth mindset through external lectures, and deepened the sense of camaraderie among members through traditional cultural experience activities. Launched in 2016, SCU has established itself as a key program that strengthens learning, collaboration, and organizational unity based on a global network; going forward, Pathway plans to continue developing a value-centered organizational culture through such activities, in which members grow together.





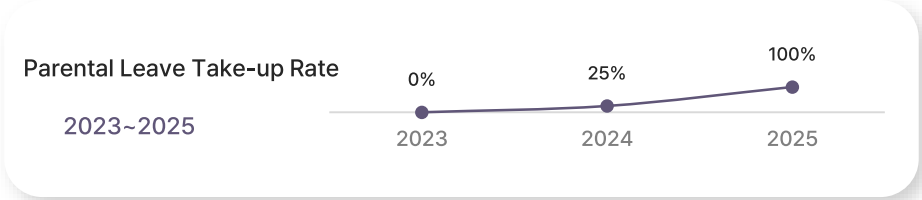
Improving the Work Environment

In February 2026, EASY BIO improved its office space to enhance employees' work efficiency and collaborative environment.

To increase work engagement, we improved the office space to create an open yet focus-friendly environment, and established phone booths so that calls and tasks requiring privacy can be carried out. In addition, we expanded the meeting rooms to improve the utilization of collaboration and meeting spaces, and we support smoother and more efficient work through the modernization of office equipment.

Strengthening Family-Friendly Policies

EASY BIO continuously strives to support the work-family balance of its executives and employees. By expanding the split use of parental leave, we have enabled flexible responses to the diverse situations of each life stage, and by creating an environment in which employees can focus on childbirth and childcare, we prevent career interruption. As these programs have become more active, the parental leave utilization rate reached 100% in 2025. Based on an organizational culture in which members can make practical use of these programs, this contributes to improving employees' quality of life and enhancing organizational commitment.



Enhancing Work Autonomy and Establishing a Flexible Work Environment

EASY BIO operates a flextime (staggered commuting) system, quarter- and half-day annual leave, and reduced working hours during pregnancy and childcare periods, striving to create a flexible work environment. In addition, as the use of these programs has expanded, the utilization rate of the flextime system in 2025 increased by 37.5% compared to the previous year, contributing to members' work-life balance and improved work efficiency.

Employee Recognition Campaign

As part of its activities to invigorate organizational culture, EASY BIO operated an "ESG Mini Praise Campaign." The purpose of this campaign is to discover outstanding cases of in-house ESG activities and share them in the form of a praise relay, thereby spreading positive communication among members and a culture of practicing ESG. Outstanding cases were awarded at the year-end party to encourage participation, providing an opportunity for sustainable values to take root naturally in everyday life.

03 ESG Performance

Respect for Diversity

'Dahamkke Meeting'

A Culture That Listens to Everyone:

EASY BIO values diversity and employee rights, and hosts monthly "Dahamkke Meetings" as a direct communication channel with the workforce. These meetings especially serve as a platform to hear concerns and suggestions from production departments, and all discussions are recorded and managed transparently. This initiative reflects EASY BIO's effort to build a better work environment based on mutual trust.

'Birkman Method'

To support effective teamwork and acknowledge individual differences, EASY BIO has provided the Birkman Method assessment consistently, holding its second workshop in 2025 following the first in 2024. This tool analyzes personal communication styles, stress factors, and problem-solving approaches, helping employees understand and respect diverse perspectives and behavior patterns. It ultimately enhances collaboration and mutual understanding within teams.







What is the 'Birkman' Method?

① A comprehensive assessment that reveals an individual's behavioral tendencies, strengths, stress triggers, and interpersonal dynamics.

② It supports better career matching, relationship building, and the development of effective communication strategies.

③ It offers insights into organizational relationships and work habits, helping individuals identify their strengths and set personal development strategies.

03 ESG Performance

Corporate Social Responsibility Programs

Realizing Eco-Friendly and Biodiversity Values through Environmental Cleanup

Fallen Branch Collection Activity at Olympic Park

Under the slogan "A Day Walked Together, a Valuable Day," EASY BIO carried out a fallen-leaf collection activity at Seoul Olympic Park in April 2025, in which 33 executives and employees participated. This activity was arranged to prevent wildfires caused by the dry spring climate and to create a safe environment within the park, and the participants voluntarily shared a meaningful time together.



'Fallen Branch Collection Activity' (2025.4.)

Flower Planting and Environmental Cleanup along the Yonggokcheon Trail

To realize the values of local environmental conservation and shared growth, EASY BIO carried out flower-planting and environmental clean-up activities on the Yonggokcheon trail in April 2025, in cooperation with the Cheonan Volunteer Corps. The flower path along the waterside walkway and the cleaned-up environment, created through the voluntary participation of executives and employees, achieved the outcome of providing local residents with a pleasant place to rest.



'Flower Planting and Environmental Cleanup ' (2025.4.)

Supporting Vulnerable Groups and Expanding the Culture of Giving

Sharing Volunteer Activity for the Homeless at Cheonan Station

To help stabilize the actual livelihoods of vulnerable groups in local welfare blind spots, EASY BIO carried out a sharing volunteer activity for the homeless at Cheonan Station in April 2025. Executives and employees participated directly, packaging and delivering support items such as 200 packs of instant noodles to practice love for their neighbors; using this activity as a catalyst, EASY BIO plans to establish a regular volunteer participation system and continue providing ongoing support for marginalized members of the local community.



'Sharing Volunteer Activity for the Homeless ' (2025.4.)

Meal Support Volunteer Activity with the Giuncharim Volunteer Group

To prevent food insecurity among vulnerable groups in the region and to support healthy eating, EASY BIO carried out a meal-support volunteer activity with employee participation at the Cheonan Giuncharim restaurant in April 2025. Lending a hand across all aspects of meal-service operations—from preparing ingredients to serving and washing dishes—EASY BIO plans to establish this as a regular volunteer program combined with the donation of goods, further strengthening the local culture of sharing.



'Meal Support Volunteer Activity ' (2025.4.)

03 ESG Performance

Corporate Social Responsibility Programs

Realizing the Value of Respect for Life

Volunteer Activity at the Cheonan Animal Protection Center

To realize the value of respect for life, EASY BIO carried out volunteer activities for the protection of abandoned animals and environmental maintenance in cooperation with the Cheonan Animal Protection Center. On two occasions from April to June 2025, executives and employees participated directly in walking and bathing the sheltered dogs and cleaning up the environment within the center, working to enhance animal welfare. Through such regular activities, EASY BIO raises social awareness of abandoned animals and, as a company that handles life resources, fulfills its ethical responsibility and takes the lead in creating a healthy protective environment for animals.



1st 'Animal Shelter Volunteer Activity' (2025.4.)





2nd 'Animal Shelter Volunteer Activity'(2025.6.)

Practicing Sustainable Life-Sharing

Blood Donation

To help ensure a stable blood supply and to realize the value of respect for life, EASY BIO conducts regular employee blood-donation campaigns. Beginning with participation through a visit to a "Blood Donation House" in April and, in June, operating an in-house blood-donation bus to mark "World Blood Donor Day," executives and employees actively took part in donating blood and blood-donation certificates. Based on this strong willingness to participate in blood donation, EASY BIO plans to establish a systematic life-sharing system—such as operating a regular blood-donation bus each quarter—to continuously contribute to improving public health in the local community.



1st 'Blood Donation'(2025.4.)





2nd 'Blood Donation' (2025.6.)



03 ESG Performance

Corporate Social Responsibility Programs

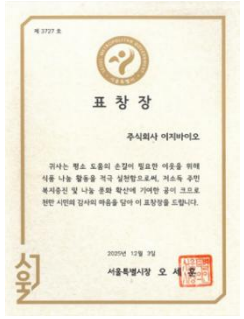
Shared growth with the community

Based on its management philosophy of being "a value-creating company for the health and happiness of humankind," EASY BIO carries out social contribution activities that look after marginalized neighbors in the local community and provide practical help. Beyond simple donations, we practice ESG-based responsible management through sharing that draws on the characteristics of our business.

The Mayor of Seoul Commendation at the 2025 ITDA Food Bank Event

EASY BIO has been regularly sponsoring convenient and healthy food, such as chicken and duck meat, every month since 2018 to support underprivileged neighbors in the local community. In 2025, EASY BIO donated approximately KRW 900 million to the local community. This is a process of continuously practicing "Share Value," one of EASY BIO's core values; in recognition of its contributions to donation activities and the improvement of local community welfare, EASY BIO received a commendation from the Mayor of Seoul at the "2025 ITDA Food Bank" event. Going forward, EASY BIO will further strengthen its practice of ESG management in order to continue activities that provide stable support to neighbors in need and expand social value. In addition, as a company that grows together with the local community, it plans to take the lead in spreading "Share Value."





Scholarship Fund for Talent Development

As part of its commitment to fostering future leaders in the livestock industry, EASY BIO donated KRW 10 million each to Konkuk University, Dankook University, Seoul National University, Chung-Ang University, and Chungbuk National University. The donations were allocated to departments related to animal science and will be awarded as scholarships to promising students who are expected to lead the industry both in Korea and abroad. EASY BIO remains dedicated to fostering specialized talents in the livestock biotechnology field through continuous charitable giving and close collaboration with domestic and international universities and research institutes.



Awarded a Commemorative Plaque for the Dankook University 'DKU Honors Club'

As a result of its continued support for improving the educational environment and nurturing outstanding talent, EASY BIO received a commemorative plaque of appreciation from the "Dankook University (DKU) Honors Club." This is an example of recognition for EASY BIO's sincere educational contribution activities, which have supported the development of the university and the growth of its students. Going forward, we will strive to strengthen partnerships with leading universities at home and abroad and to build various industry-academia cooperation models in which education and industry can thrive together.



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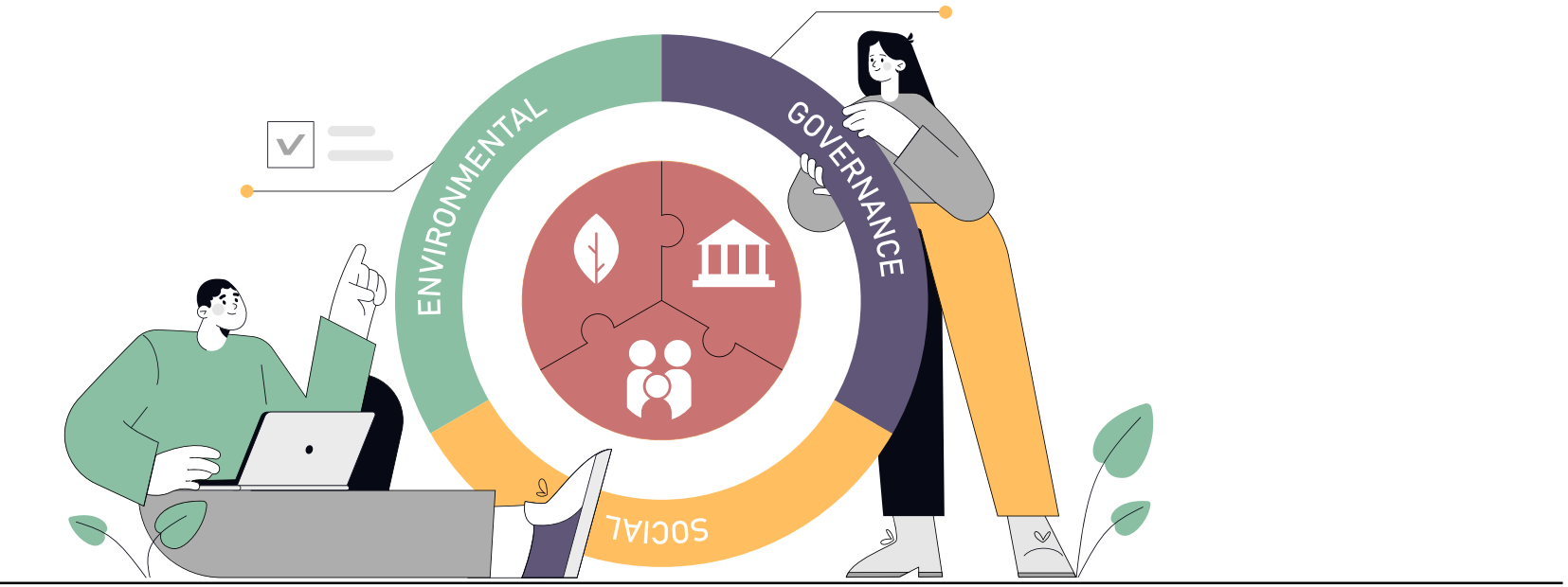


Talent · Ethical Management	47P
Board of Directors	49P
Responsible Management	50P
Strengthening Shareholder Rights	51P

EASY BIO Ideal Talent

EASY BIO ideal talent is a person who is humble and continuously prepares for the future with effort and passion; we seek talented individuals full of challenge and passion.

Challenge & Passion

Achieving through challenge with fearless passion

Self-Development & Innovation

Pursuing innovative thinking by continuously developing new things and seeking new methods

Humility & Ownership

A spirit of always respecting courtesy, the humility not to overstate small achievements, and approaching all work with the sense of responsibility that I am an owner of the company

EASY Family Charter

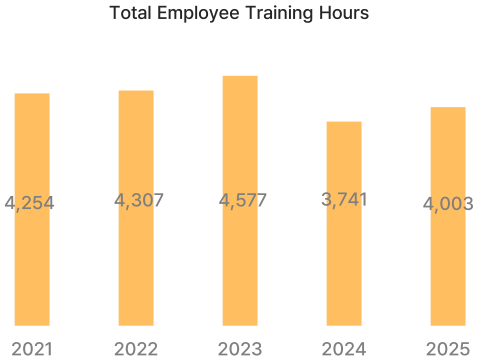
As the best team with open minds and warm hearts, we prepare for the future of Korea's agri-food industry by continuously learning new knowledge and developing new technologies with unceasing effort and passion. Our capabilities are limitless, and, always maintaining a humble attitude, we advance our business to become pioneers of the 21st-century agri-food industry who cultivate healthy lives for humankind and a clean environment.





Enhancing Employee Capabilities

EASY BIO operates various training programs for executives, including inside directors and outside directors. In addition to statutory mandatory training, we place particular emphasis on providing systematic coaching courses to strengthen leadership capabilities as executives, and we also actively support customized training to enhance the expertise required in each job function and industry field.



Support for Self-Development

EASY BIO provides various self-development opportunities for the continuous growth and capability enhancement of its executives and employees.

We operate an in-house e-learning program to support the improvement of job-specific and common competencies, and we encourage the development of expertise through participation in internal and external training. We are also spreading a culture of self-directed learning so that members can respond to the changing management environment.



Work, Family & Leisure

· Mutual aid support for family events
Birthday & wedding anniversary gifts
· Club activity & corporate resort support

Health & Wellness

· Annual health screening program
· Group personal accident insurance

Self-Development

· 'EASY Family' e-learning platform
· Internal & external training opportunities

Child Education Support

· College tuition for employees' children
· Childcare allowance support

Leave System

· Annual paid leave & family event leave
· Reward leave & travel expenses for long-term service

Financial Stability Support

· Financial support for housing & living stability

Ethical Management

Establishment of Ethical Management Policy

EASY BIO is committed to ethical management, striving to be a transparent and fair company. EASY BIO and its affiliates have established codes of conduct and practical guidelines, including ethical behavior principles, and operate an Ethics Information Center. Regular ethics training programs are also conducted to ensure that all employees take initiative in upholding ethical standards.

Operation of Ethics Reporting Center

To gain the trust of customers and society through transparent and thorough ethical practices, EASY BIO operates an Ethics Reporting Center. This platform is accessible to all stakeholders, including employees, customers, and business partners.

When a report is submitted to the Ethics Reporting Center, it is processed confidentially by the designated personnel and promptly addressed in accordance with internal procedures. Upon receiving a report, consultations with the reporter and the affected party are conducted to understand the circumstances of the case and the victim's needs. Based on this information, appropriate solutions are explored. EASY BIO continuously strives to improve ethical management practices and prevent recurrence. In 2025, the EASY BIO Ethics Reporting Center received one report. This case has been resolved in accordance with EASY BIO's reporting handling procedures.

Operating Principles

- All reports are handled confidentially, and the identity of the whistleblower is strictly protected.
- Reports involving slander not based on facts or matters related to personal privacy will not be processed.
- Customer complaints are handled by the appropriate customer service department.

Employee Ethics Education

EASY BIO regards ethical management as a core value in fostering a transparent and responsible corporate culture. To raise awareness and strengthen practical competency, regular ethics education is provided to all employees. In particular, cartel prevention training has been implemented to prevent collusion between companies and to uphold fair market practices. Through this training, employees gained an understanding of the objectives and key provisions of the Fair Trade Act, its exceptions, and the legal consequences of violations, and learned seven practical rules to prevent unlawful conduct. EASY BIO will continue to provide education and awareness programs to empower employees to voluntarily uphold ethical standards and legal compliance, and will make every effort to cultivate a fair and transparent workplace culture.

- Cartel Prevention Training
- Personal Information Protection Training
- Workplace Disability Awareness Training
- Sexual Harassment Prevention Training
- Bullying Prevention Training

Identification of Key Human Rights Risks & Response Strategies

Potential Human Rights Risks	Risk Level	Key Stakeholders	Communication Channels & Response Strategies
Non-compliance with Working Conditions	High	Employees, Supplier	Working & Rest Hours Management (incl. Attendance System)
Forced Labor	High	Supplier, Foreign Workers	Regular Interviews for Foreign Workers
Workplace Harassment	Medium	Employees	Ethics Reporting Center Procedure Formalization & Disclosure
Sexual Harassment	Medium	Employees	
Freedom of Association & Collective Bargaining	Medium	Employee, Supplier	Labor Law Compliance, Labor-Management Council
Recruitment Discrimination	Medium	Applicants, New Employees	Recruitment Law Compliance, Interviewer Training & Pledge
Community Impacts (Migrants & Vulnerable Groups)	Low	Local Communities, Supplier	Notice to All Suppliers on Ethics Reporting Center, Community Communication

03 ESG Performance

Board of Directors

Board of Directors & Composition of the Board of Directors

EASY BIO pursures diversity of the board by appointing directors based on various indicators such as gender, age, race, nationality, country of birth, and cultural background to respond to changes in the business environment flexibly. The Board of Directors should be composed of competent individuals with expertise to make substantial contributions to the management of EASY BIO, and endeavor not to have all directors of a particular gender. Also, EASY BIO guarantees tenure unless there is a specific reason for disqualification. The board consists of a sufficient number of directors to ensure that the committees established within the board of directors are technically active, and it enables the board to have more prudent and effective discussions and decision-making.

In addition, the board of directors has independent directors who can function independently of management and control the shareholders. EASY BIO has seven directors in total, two of whom are independent directors, and all decisions of EASY BIO are made in full discussion and agreement with the independent directors.

Position	Name	Gender	Duty
CEO	Seok Hyeon Cho	Male	Management (Feed Additives Business)
	Jae Won Kim	Male	Management (Feed Business)
Internal Director	Hyun Wook Ji	Male	Management
	Won Cheol Ji	Male	Management
	Il Hwan Hwang	Male	Management
Independent Director	Young Guk Kwak	Male	Advisor
	Chul Byeon	Male	Advisor

*As of April 1, 2026

Board of Operation

Category	Unit	2021	2022	2023	2024	2025
No. of Board Meeting	Case	12	12	15	18	20
Agenda	Case	12	12	15	18	20
Attendance Rate	%	100	100	100	100	≥ 99



03 ESG Performance

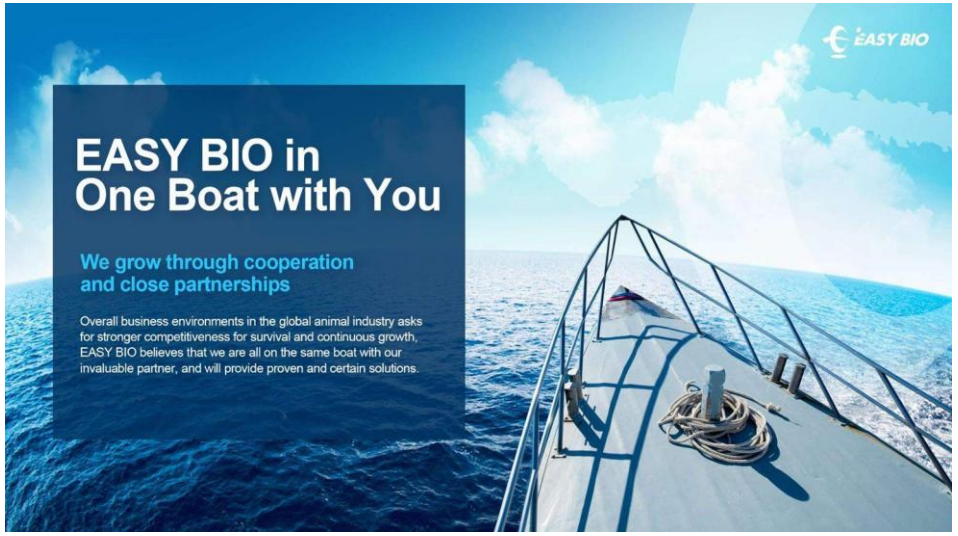
Responsible Management

Practicing Responsible Management through Faithful Tax Payment

EASY BIO establishes sound governance on the basis of faithful tax payment and transparent management. As part of these efforts, EASY BIO received a Prime Minister's Commendation at the ceremony for the "60th Taxpayer's Day" in March 2026; this is the result of external recognition of EASY BIO's continued tax compliance and responsible corporate operations.

While contributing to industrial development through research and development and the expansion of its global business, EASY BIO continuously strengthens a management system that complies with relevant laws and regulations. Going forward, we will continue responsible corporate activities based on a high level of ethics and transparency, and continue to fulfill our role as a trusted company.





Responsible Decision-making and Field-centered Management

EASY BIO pursues the creation of sustainable corporate value based on transparent decision-making and ethical, safety-oriented management. Centered on the ESG Committee under the direct supervision of the CEO, we review major ESG issues, and related departments—including production, quality, human resources, finance, and sales—participate in reviewing implementation tasks.

In addition, to proactively manage the safety, quality, and environmental risks of our business sites at the field level, we carry out regular inspection and improvement activities centered on the managers of each department and production site. Through this, we are strengthening a responsible management system that ensures not only regulatory compliance and accident prevention but also the trust of members and stakeholders.

03 ESG Performance

Strengthening Shareholder Rights

Realizing 'Shareholder-Centric Management' through Transparent Communication and Shared Value

To build a virtuous cycle where shareholders and the company grow together, EASY BIO is committed to delivering substantial shareholder returns and guaranteeing active participation through an electronic voting system. Moving forward, we will maintain transparent disclosure practices that actively reflect market input, establishing a responsible governance structure that places shareholder value at the forefront.



Shareholder Rights Protection

EASY BIO strictly adheres to disclosure regulations to ensure the prompt and accurate delivery of key management information. Earnings announcements and investor relations (IR) materials are transparently shared through the official company website. Additionally, EASY BIO operates various communication channels-including analyst briefings and investor presentations-to enhance communication and build trust with the market. Through these ongoing efforts, EASY BIO aims to strengthen trust with shareholders and realize transparent and responsible management.



Introduction of Electronic Voting System

EASY BIO introduced an electronic voting system to protect shareholders' rights and interests and to strengthen a transparent decision-making structure. Through this, shareholders can now participate in the agenda of the general meeting of shareholders without constraints of time and place, and by improving access to the exercise of voting rights, we encourage broader shareholder participation. In particular, by laying the foundation for the opinions of diverse stakeholders—including minority shareholders—to be reflected in management, we contribute to establishing fair and responsible governance.



Strengthening Shareholder Return Policy

EASY BIO operates a sustainable dividend policy based on stable cash flow and financial soundness. In the 2025 fiscal year, we strengthened shareholder returns by expanding cash dividends by approximately 25% compared to the previous year, and going forward, we plan to continue enhancing shareholder value and corporate value through a dividend policy that balances profitability and financial stability.

4. Global Performance

Pathway Intermediates Ltd. 53P

ESG Performance in UK 54P



04 Global Performance

Pathway Intermediates Ltd.

"The research-dedicated animal nutrition company"

Pathway Intermediates Ltd ("Pathway UK"), EASY BIO's UK subsidiary, is a company established in 2001 that specializes in animal nutrition and functional feed additives, and it continues science-based research and development and quality management with the goal of developing alternatives to antibiotic growth promoters and realizing sustainable livestock farming. It currently operates the integrated feed additive brand "Pathway Intermediates," supplying solutions based on a global research network across Korea, the UK, and Canada to markets worldwide; it also practices management that considers sustainability across its business as a whole—including lysophospholipid (LPL)-based solutions for promoting digestion and absorption and improving gut health, as well as energy use, waste management, procurement, and community contribution.



Company Overview

Company Name	Pathway Intermediates Ltd.
Representatives	Edward Youngman
Date Established	May 2001
Address of H.Q.	Unit 1, Harlescott Business Park, Harlescott Lane, Shrewsbury, SY1 3FG, United Kingdom
Business Line	Manufacturing and Sales of Feed Additives

*As of March 2026, EASY BIO's equity stake stands at 81.36%.

Message from the CEO

When Pathway Intermediates was founded in 2001 our focus was addressing the challenges of antibiotic resistance through the development of alternatives to antibiotic growth promoters in feed. Our founding principles - of rigorous scientific research and quality control - in order to address the challenges of feeding a growing human population, in a more sustainable way, remain as relevant and central to what we do now, as they did 25 years ago.

Sustainability is not just about our pioneering products to improve the feed efficiency in animals, but also about our built environment, energy usage, waste disposal, procurement and our contribution to the society where we work and live. We will continue to challenge ourselves to improve our performance from one year to the next so that we keep the science of feeding tomorrow central to our endeavours.

Edward Youngman

04 Global Performance

ESG Performance in UK

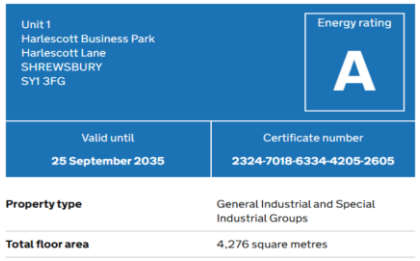
Environment

Energy Efficiency & Renewable Energy

Through reducing energy consumption in the course of site operations and expanding the use of renewable energy, we are pursuing activities to reduce carbon emissions.

- Installation and operation of 882 solar panels at the Shrewsbury site
- Improving the site's power self-sufficiency through in-house power generation
- Contributing to regional energy circulation by supplying approximately 189,600 kWh of surplus power externally
- Improving energy-use efficiency per unit of production despite increased production volume





Operation of Eco-friendly Facilities & Site Energy Efficiency Improvement

To improve energy efficiency across site operations, we continue to pursue eco-friendly facility improvement activities.

- Obtained Grade A (24 points), the highest grade in the UK EPC (Energy Performance Certificate) assessment
- Improving building energy performance through the installation of solar panels and energy-saving activities
- Securing an excellent level of energy efficiency compared to buildings of similar age
- Promoting water-resource efficiency by reviewing the introduction of a rainwater recycling system at the site

Expansion of Sustainable Raw Material Use

Considering sustainability across the supply chain, we are pursuing the expanded use of eco-friendly and certified raw materials.

- Use of FSC (Forest Stewardship Council)/PEFC (Programme for the Endorsement of Forest Certification) certified paper bags
- Use of sustainable palm oil and soybean raw materials based on RSPO and RTRS certifications
- Strengthening a responsible procurement system by giving priority to sustainably certified raw materials

Strengthening Waste Management & Resource Circulation

In addition, we are pursuing the minimization of environmental impact by recycling the waste generated during site operations and expanding resource circulation.

- Strengthening the operation of the waste-separation system at the site
- Recycling of approximately 13.4 tons of plastic raw material packaging
- Reducing waste generation and expanding resource circulation through the operation of an IBC tank reuse system



ESG Performance in UK

Social

Community Contribution & CSR Activities

Recognizing shared growth with the local community as an important social responsibility, we pursue various community contribution activities.

- Regular donation activities for the local food bank (Shrewsbury Foodbank)



SHREWSBURY FOOD BANK

Environmental Awareness & Employee Training

To raise environmental and sustainability awareness among executives and employees, we operate regular training and in-house communication activities.

- Conducting Environmental Briefing for Employees
- Strengthening environmental and safety awareness through Toolbox Talks

Safety & Environmental Incident Response System

To minimize environmental and safety risks at the site, we operate accident-prevention and emergency-response systems.

- Operating Environmental Incident Reporting and Response Processes
- Conducting Environmental Emergency Response Drills

Governance

Establishment & Operation of EMS

For systematic environmental management, we have established and operate an Environmental Management System (EMS), and we pursue continuous improvement activities.

- Introducing and Launching EMS Operations in 2021
- Continuous management of the EMS manual, environmental management policy, environmental operating procedures, and environmental guidelines
- Operating a systematic management process to minimize environmental impact

Operation of Environmental Management Committee

To strengthen the execution of environmental management at the company-wide level, we operate an Environmental Management Committee.

- Operating an Environmental Management Committee based on the participation of one representative from every department
- Conducting Regular Meetings Four Times a Year (Feb, May, Aug, Nov 2025)
- Sharing major environmental and sustainability-related issues and discussing improvements

Internal Audit & Compliance Management

To comply with environmental regulations and strengthen the internal operating system, we conduct regular internal audits and inspections.

- Operating the Annual Internal Environmental Audit Plan
- Conducting internal audits of waste management, waste separation, environmental regulatory registration items, and the like
- Implementing improvement measures and follow-up management based on audit results



5. Appendix

ESG Data 57P

Independent Assurance Statement 64P

ESG Data

GHG Emissions (Scope 1 + Scope 2)

GHG Emissions	Unit	2021	2022	2023	2024	2025
Jiksan Plant	tCO_2	2,044	2,044	2,204	2,317	2,119
Ipjang Plant		2,110	1,945	1,885	2,025	2,134
Seoul (H.Q)		9	10	10	10	12
Total		4,163	3,999	4,099	4,352	4,265

*Calculated based on the '2022 National Specific Calorific Value Coefficients'

Water Consumption

Water Consumption	Unit	2021	2022	2023	2024	2025
Jiksan Plant	Ton	3,592	3,373	3,141	4,001	3,141
Ipjang Plant		14,260	10,080	10,863	10,301	8,891
Total		17,852	13,453	14,004	14,302	12,032

*All water used is tap water, and water intake and consumption volumes are identical

Wastewater Emissions

Wastewater Emissions	Unit	2021	2022	2023	2024	2025
Jiksan Plant	Ton	15.16	14.82	7.3	14.76	7.38
Ipjang Plant		24.92	31.50	23.79	23.50	16.39
Total		40.08	46.32	31.09	38.26	23.77

ESG Data

Employee By Gender

Gender	Unit	2021	2022	2023	2024	2025
Male	Person	95	102	101	101	102
Female		34	37	31	34	37
Total		129	139	132	135	139

*As of the end of the relevant year

Employee By Position

Position	Unit	Gender	2021	2022	2023	2024	2025
Executive	Person	Male	13	20	20	21	21
		Female	1	1	1	1	1
		Total	14	21	21	22	22
Assistant manager or higher position holders		Male	37	37	39	41	44
		Female	20	21	16	18	19
		Total	57	58	55	59	63
Employees		Male	45	45	42	39	37
		Female	13	15	14	15	17
		Total	58	60	56	54	54

*As of the end of the relevant year

ESG Data

Employee By Employment Type

Type	Unit	Gender	2021	2022	2023	2024	2025
Full time worker	Person	Male	94	100	98	97	95
		Female	34	37	31	34	37
		Total	128	137	129	131	132
Temporary worker		Male	0	1	2	4	7
		Female	0	0	0	0	0
		Total	0	1	2	4	7

*Non-full-time workers are one-year fixed term employees performing production operations
*As of the end of the relevant year

Dispatched Workers Status

Type	Unit	Gender	2021	2022	2023	2024	2025
Dispatched workers	Person	Male	1	1	1	0	0
		Female	0	0	0	0	0
		Total	1	1	1	0	0

*Dedicated to serving as the CEO's driver
*As of the end of the relevant year

ESG Data

New Hire Status (Domestic)

New Hire Status	-	Unit	2021	2022	2023	2024	2025
Total number of new hires	-	Person	23	23	15	8	13
By employment type	Fulltime worker (Entry-level)		17	12	5	5	10
	Fulltime worker (Experienced)		6	7	3	2	3
	Temporary worker		0	4	7	1	0
By gender	Male		13	17	12	5	8
	Female		10	6	3	3	5
By age group	Under age 30		17	11	10	5	11
	30-50		6	11	5	3	2
	Over age 50		0	1	0	0	0

Turnover & Retirement (Domestic)

Turnover & Retirement	-	Unit	2021	2022	2023	2024	2025
Total number of employees who moved to other companies or retired	-	Person	15	20	26	8	11
By gender	Male		8	17	18	8	9
	Female		7	3	8	0	2
By age group	Under age 30		9	10	8	3	5
	30s		3	4	13	3	2
	40s		2	4	3	1	1
	50s		1	1	1	0	0
	Over age 60		0	1	1	1	3

ESG Data

Family-Friendly Programs

Family-Friendly Programs	Gender	Unit	2022	2023	2024	2025
Target employees for parental leave	Male	Person	3	2	3	0
	Female		1	0	1	1
Employees on parental leave	Male		0	0	0	0
	Female		1	0	1	1
Percentage of parental leave	-	%	25	0	25	100
Employee who have returned from parental leave	Male	Person	0	0	0	0
	Female		1	0	1	1
Employees retained for 12 months (or more) after returning from parental leave	Male		0	0	0	0
	Female		1	0	1	1
Employees who used reduced working hours during child-rearing	-		0	0	1	1
Employees who used spousal paternity leave	-		3	2	3	2

*Target employees for parental leave Number of employees with children eligible for parental leave under applicable laws
*Employees on parental leave: Employees who used parental leave among parents of babies born in the relevant year
*Employees who have returned from parental leave: Employees who returned to work after completing parental leave in the relevant year
*Employees retained for 12 months (or more) after returning from parental leave: Number of employees who returned from parental leave in the previous year and remained employed for 12 months or more

Flexible Working System

Flexible Working System	Unit	2022	2023	2024	2025
Total number of employees using flexible work arrangements	Person	0	0	0	0
Total number of employees using staggered working hours		13	17	16	22
Total number of employees using Flexible working hours		0	0	0	0
Total number of employees using remote work (including work from home)		0	0	0	0

ESG Data

Employee Diversity

Employee Diversity	-	Unit	2021	2022	2023	2024	2025
Female Talent	Number of female managers (Manager level and higher position holders)	Person	12	13	11	16	17
	Percentage of female manager	%	27	22	17	21	22

*As of the end of the relevant year
*Percentage of female managers = Female managers (Manager level and above) / Total managers (Manager level and above)

Economic Value Creation & Distribution

Economic Value Creation & Distribution	Unit	-	Amount
Economic Value Creation	million KRW	Sales	476,939
		Operating Profit	44,990
Economic Value Distribution		Total	57,717
- Government		Corporate Tax	9,385
- Community		Donation	970
- Shareholders		Dividend & Interest Expenses	13,073
- Suppliers		Raw Material Cost	23,222
- Employees		Payroll	11,067

ESG Data

Employee Training Hours

Employee Training Hours	Unit	2021	2022	2023	2024	2025
Total Employee Training Hours	Hours	4,254	4,307	4,577	3,741	4,003

Violation Status

Violation Status	Unit	2021	2022	2023	2024	2025
Violation of Product Information & Labeling	Cases	0	0	0	0	0
Violation of Regulations related with Marketing Communications		0	0	0	0	0

Independent Assurance Statement

To the Valued Stakeholders of EASY BIO, Inc.,

QuantifiedESG, Inc. (hereinafter "QESG" or "the Assurer") has conducted an independent third-party assurance engagement on the <2025 EASY BIO Sustainability Report > issued by EASY BIO, Inc.(hereinafter "EASY BIO" or "the Reporting Organization") and hereby submits its assurance opinion as follows.

Responsibilities of Reporting Organization's Management

The ultimate responsibility for the accuracy of the information and data disclosed in the Report rests with EASY BIO.

Assurance Target, Scope, and Limitations

・Assurance Target: <2025 EASY BIO Sustainability Report > (hereinafter "the Report")

(https://cdn.qesg.co.kr/sources/2025년_이지바이오_지속가능경영보고서_GRI.pdf)

・Scope: As of May 2026, the disclosures contained in the Report for the period January 1 to December 31, 2025

(For some sustainability-related performance, information from the first half of 2026 is included.)

・Limitations: Financial information audited by external auditors and all forward -looking statements presented by EASY BIO are excluded from the scope

Independence, Internal Control, and Quality Control Efforts

As an independent assurance provider, QESG was not involved in the development or preparation of the Report and is responsible for providing an objective assurance opinion based on independent assurance procedures. QESG maintains no relationships that could impair its independence in performing this engagement. In addition, to ensure the accuracy and reliability of the AA1000 assurance, QESG conducts regular internal training for its assurance practitioners. Furthermore, QESG monitors the progress of the

assurance process to maintain quality standards throughout the entire cycle and derive objective assurance opinions.

Type of Assurance

QESG followed the procedures required to achieve a moderate level of assurance in accordance with the AA1000AS v3 Type 1 assurance type. Compliance with the four principles of AA1000AP (2018) —Inclusivity, Materiality, Responsiveness, and Impact—was reviewed, and both document-based verification and on-site interviews with EASY BIO were conducted.

Assurance Procedures

To assure the validity of the Report's content in accordance with the above criteria, QESG reviewed relevant procedures, systems, controls, and available performance data. Interviews were conducted with those responsible for preparing the Report to assess the validity of the materiality assessment process, issue selection considering stakeholders, data collection and management, the report preparation process, and the accuracy of the narrative content. QESG confirmed that any errors, inadequate information, or unclear expressions identified in the preceding steps were appropriately corrected prior to the publication of the Report.

Independent Assurance Statement

Details of Assurance Activities

· Evaluation of written materials on a sampling basis to assess the Reporting Organization's procedures for collecting, analyzing, and synthesizing sustainability information

· Review of material topics determined through stakeholder engagement, external media, and peer sustainability reports

· Review of whether the Report was prepared with reference to the GRI Standards 2021

· Interviews with those responsible for sustainability management strategy and the materiality matrix

· Interviews with those responsible for data collection and preparation procedures and internal controls for each GRI indicator

· Review of the overall quality of sustainability reporting

GRI Scope

(1) Universal Standard: All indicators of GRI 2 (General Disclosures 2021)and GRI 3 (Material Topics 2021)

(2) Topic Standard: 101-2, 101-5, 201-1~3, 301-1~3, 302-1, 302-3~4, 303-1~5, 305-1~2, 306-1, 306-3, 308-1~2, 401-1, 401-3, 403-1~2, 403-5~6, 403-9, 405-1, 414-1~2, 416-1~2, 417-1~

Assurance Results and Opinion

Through the assurance engagement described above, QESG did not find any matters indicating that the Report is inappropriately stated or that the information or data is incorrect. The Report is considered to have been prepared in accordance with the GRI Standards 2021. The assurance opinion on the four principles set out in AA1000AP (2018) is as follow.

- Inclusivity: Stakeholder Engagement

EASY BIO defines its key stakeholders as five groups: Employees, Customers, Shareholders &

Investors, Government , Suppliers. EASY BIO has established both online and offline communication channels for each group to actively engage with stakeholders and discloses relevant activities in the Report , identifying the key issues and concerns of stakeholders.

- Materiality: Identification and Reporting of Material Topics

EASY BIO identified its issue pool based on international sustainability guidelines, reports by leading domestic and global peers in the same industry, and media analysis. Each issue was quantitatively assessed in terms of its environmental/social impact materiality and financial materiality targeting internal stakeholders. Following reviews by the ESG Committee and relevant internal ESG departments, the six material topics (Climate Change Response, Product Safety and Quality Management, Waste and Resource Recycling, Safety & Health Management, Raw Materials Management, Supply Chain Management) were selected. The materiality assessment process and the full list of material topics are disclosed in the Report.

- Responsiveness: Organizational Response to Material Topics

EASY BIO has identified the impacts of the selected material topics on stakeholders and manages and responds to them within the sustainability context, which has been appropriately described in the Report. The Report demonstrates that EASY BIO has established the governance structure spanning from the ESG Committee and operational organizations to systematically manage ESG-related risks.

Independent Assurance Statement

- Impact: Consideration of Organizational Impact

EASY BIO has defined its reporting boundary as 2 domestic business sites including its headquarters . EASY BIO identifies significant qualitative and quantitative impact information by operating a management system that collects and monitors relevant data. Furthermore, the Report provides the results of regular monitoring, including information on areas that EASY BIO needs to manage in the future in connection with sustainability management.

Recommendations for Improvement

EASY BIO discloses in the report that it proactively identifies environmental impact information arising from its business activities and continues its management efforts. Furthermore, to enhance the transparency of environmental and social impact information and facilitate trend identification, EASY BIO provides three to five years of data for quantitative performance, thereby improving the effectiveness of information delivery to stakeholders. As EASY BIO's sustainability management system gradually advances in the future, it is recommended to enhance its process for selecting material topics and gradually expand the scope of non- financial management

May 22, 2026
Seoul, Korea
QuantifiedESG, Inc. CEO (ACSAP) Ikhyun Bae
QuantifiedESG, Inc. Sanggun Lee

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QUANTIFIEDESG Technology-Driven Sustainability

2025 EASY BIO
Sustainability Report

EASY Solutions for a Greener Future

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