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NEW ENCOUNTER

FOR SUSTAINABILITY

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2022 KT&G ESG FACTBOOK

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ENSURE

Amid growing interest, expectations and demands regarding ESG, discussions on the adoption of mandatory ESG regulation are fully in progress.

This trend is an opportunity for prepared companies to further strengthen their external credibility. KT&G will therefore make continued efforts to ensure effective communication with stakeholders by sharing quality information about important ESG issues that may impact the company's strategies and financial status, in addition to systematic data management.

Head of Strategy & Planning Office of KT&G
Yoon, Young-chan



Financial Statement

Consolidated Statements of Financial Position

(Unit: KRW in millions)

	2020	2021	2022
Assets			
Current assets	6,750,383	6,255,862	6,509,585
Cash and cash equivalents	1,253,611	946,571	1,401,018
Current other financial assets	407,735	457,057	201,075
Current financial assets at fair value through profit or loss	914,424	965,384	393,106
Trade and other receivables	1,215,049	1,012,741	1,528,511
Derivative assets	12,710	580	23,069
Inventories	2,535,032	2,375,381	2,575,842
Refund assets and others	1,055	1,795	984
Accrued tobacco excise and other taxes	271,577	324,920	276,181
Advance payments	96,526	98,045	51,090
Prepaid expenses	39,982	53,263	58,708
Assets held for sale	2,681	20,124	-

(Unit: KRW in millions)

	2020	2021	2022
Non-current assets	4,718,000	5,381,409	5,792,131
Long-term other financial assets	10,129	9,001	42,826
Long-term deposits in MSA Escrow Fund	909,794	1,250,468	1,437,130
Long-term financial assets measured at fair value through profit or loss	253,562	304,816	320,429
Long-term trade and other receivables	97,409	94,760	108,476
Long-term financial assets measured at fair value through other comprehensive income or loss	239,539	228,398	206,494
Property, plant and equipment	132,187	242,992	274,534
Tangible assets	1,718,412	1,741,042	1,837,041
Intangible assets	134,084	145,719	167,851
Investment properties	1,030,179	1,150,980	1,071,463
Right-of-use assets	49,088	36,445	40,244
Long-term advance payments	83,059	104,560	113,066
Long-term prepaid expenses	9,579	8,539	7,131
Deferred income tax assets	50,933	52,555	55,758
Net defined benefit assets	46	11,136	109,688
Total Assets	11,468,383	11,637,271	12,301,716

Financial Statement

Consolidated Statements of Financial Position

(Unit: KRW in millions)

	2020	2021	2022
Liability			
Current liabilities	1,991,492	2,063,946	2,527,315
Short-term borrowings	17,308	75,432	72,629
Current portion of long-term borrowings	37,506	2,166	4,126
Trade and other payables	969,202	971,120	1,505,796
Current lease liabilities	19,880	17,181	16,559
Derivative liabilities	57	908	-
Advance receipts	100,837	21,918	21,493
Current refund liabilities and provisions	27,509	26,130	21,563
Current income tax liabilities	234,566	236,397	218,730
Tobacco excise and other taxes payables	584,576	712,693	666,419
Liabilities held for sale	51	-	-
Non-current liabilities	385,319	364,463	415,821
Long-term borrowings	53,492	53,195	78,808
Long-term trade and other payables	49,480	57,434	52,896
Long-term lease liabilities	25,829	19,377	21,050
Long-term advance receipts	8,193	5,077	2,568
Net defined benefit liabilities	112,959	57,736	32,478
Long-term refund liabilities and provisions	3,192	5,222	18,954
Deferred income tax liabilities	130,558	148,105	181,299
Non-controlling interests liabilities	1,615	18,317	27,769
Total liabilities	2,376,811	2,428,409	2,943,136

(Unit: KRW in millions)

	2020	2021	2022
Equity			
Share capital	9,036,851	9,158,786	9,315,644
Capital	954,959	954,959	954,959
Other capital surplus	4,498	4,498	4,498
Treasury shares	-531,618	-879,982	-1,236,933
Gain on sale of treasury shares	528,894	528,894	528,894
Reserve	5,977,643	6,490,161	6,812,286
Retained earnings (loss)	2,102,475	2,060,255	2,251,940
Non-controlling interests	54,721	50,076	42,936
Total equity	9,091,572	9,208,862	9,358,580
Total liabilities and equity	11,468,383	11,637,271	12,301,716

Financial Statement

Consolidated Statements of Comprehensive Income

(Unit: KRW in millions)

	2020	2021	2022
Sales	5,055,311	5,228,352	5,851,406
Cost of sales	2,127,074	2,350,180	2,891,166
Gross profit	2,928,237	2,878,172	2,960,240
Sales, general and administrative expenses	1,455,054	1,539,788	1,692,590
Operating profit	1,473,183	1,338,383	1,267,650
Other income	289,353	188,398	299,644
Other expense	266,387	144,991	230,629
Financial income	117,739	78,753	131,413
Financial cost	13,161	31,901	87,540
Share of net profit of associates and joint ventures	4,135	10,911	29,370
Profits arising from net monetary assets	-	-	19,611
Profit before income tax	1,604,862	1,439,553	1,429,520
Corporate tax expense	438,493	415,441	415,602
Profit from Continuing Operations	1,166,369	1,024,113	1,013,918
Profit from Discontinued Operations	5,274	-52,354	-8,591
Profit for the year	1,171,643	971,759	1,005,327
Other comprehensive income (loss) after income tax	-49,877	89,479	77,245
Item that will not be reclassified to profit or loss	-26,802	54,412	70,632
Re-measurements of net defined benefit liabilities	-16,212	42,562	64,777
Gain (loss) on valuation of fair value through other comprehensive income or loss	-10,548	11,843	5,818
Capital changes in equity method	-42	7	38
Item that will be reclassified to profit or loss	-23,074	35,067	6,613
Exchange differences on translating foreign operations	-23,241	35,086	6,757
Capital changes in equity method	167	-19	-144

(Unit: KRW in millions)

	2020	2021	2022
Total comprehensive income for the year	1,121,767	1,061,237	1,082,573
Profit attributable to:	-	-	-
Owners of the Parent Company	1,171,734	977,259	1,015,785
Profit from Continuing Operations	1,166,460	1,029,613	1,024,376
Profit from Discontinued Operations	5,274	-52,354	-8,591
Non-controlling interests	-91	-5,500	-10,458
Profit from Continuing Operations	-91	-5,500	-10,458
Profit from Discontinued Operations	-	-	-
Other comprehensive income for the year attributable to:	-	-	-
Owners of the Parent Company	1,122,415	1,065,882	1,089,713
Profit from Continuing Operations	1,118,989	1,117,672	1,099,831
Profit from Discontinued Operations	3,426	-51,790	-10,118
Non-controlling interests	-648	-4,645	-7,140
Profit from Continuing Operations	-648	-4,645	-7,140
Profit from Discontinued Operations	-	-	-
Earnings per Share	-	-	-
Basic & Diluted (Unit: KRW)	9,320	7,898	8,489
Profit from Continuing Operations (Unit: KRW)	9,278	8,321	8,561
Profit from Discontinued Operations (Unit: KRW)	42	-423	-72

Financial Statement

Consolidated Statements of Changes in Equity

	Equity								Total Capital
	Share Capital				Reserve	Retained earnings	Total capital attributable to the owners of the Parent Company	Non-controlling interests	
	capital	Other capital surplus	Treasury shares	Gain on sale of treasury shares					
Balance at January 1, 2020	954,959	4,498	-318,789	528,894	5,680,009	1,834,646	8,684,217	55,369	8,739,585
Profit for the year	0	0	0	0	0	1,171,734	1,171,734	-91	1,171,643
Other comprehensive income (loss) after income tax	0	0	0	0	-33,666	-15,654	-49,320	-557	-49,877
Dividends	0	0	0	0	0	-556,952	-556,952	0	-556,952
Gain (loss) on disposal of retained earnings	0	0	0	0	331,300	-331,300	0	0	0
Gain (loss) on treasury share transactions	0	0	-212,829	0	0	0	-212,829	0	-212,829
Balance at December 31, 2020	954,959	4,498	-531,618	528,894	5,977,643	2,102,475	9,036,851	54,721	9,091,572
Balance at January 1, 2021	954,959	4,498	-531,618	528,894	5,977,643	2,102,475	9,036,851	54,721	9,091,572
Profit for the year	0	0	0	0	0	977,259	977,259	-5,500	971,759
Other comprehensive income (loss) after income tax	0	0	0	0	47,880	40,743	88,624	855	89,479
Dividends	0	0	0	0	0	-595,584	-595,584	0	-595,584
Gain (loss) on disposal of retained earnings	0	0	0	0	464,638	-464,638	0	0	0
Gain (loss) on treasury share transactions	0	0	-348,364	0	0	0	-348,364	0	-348,364
Balance at December 31, 2021	954,959	4,498	-879,982	528,894	6,490,161	2,060,255	9,158,786	50,076	9,208,862
Balance at January 1, 2022	954,959	4,498	-879,982	528,894	6,490,161	2,060,255	9,158,786	50,076	9,208,862
Profit for the year	0	0	0	0	0	1,015,785	1,015,785	-10,458	1,005,327
Other comprehensive income (loss) after income tax	0	0	0	0	20,911	53,017	73,928	3,317	77,245
Dividends	0	0	0	0	0	-575,904	-575,904	0	-575,904
Gain (loss) on disposal of retained earnings	0	0	0	0	301,213	-301,213	0	0	0
Gain (loss) on treasury share transactions	0	0	-356,951	0	0	0	-356,951	0	-356,951
Balance at December 31, 2022	954,959	4,498	-1,236,933	528,894	6,812,286	2,251,940	9,315,644	42,936	9,358,580

Financial Statement

Consolidated Statements of Cash Flows

(Unit: KRW in millions)

	2020	2021	2022
Consolidated statements of cash flows	1,261,665	1,419,821	887,887
Cash generated from operations	1,685,603	1,832,611	1,310,291
Income taxes paid	-423,938	-412,790	-422,405
Cash flows from investing activities	-85,835	-797,610	547,544
Interest received	19,927	10,842	31,996
Interest received	26,140	28,903	32,682
Decrease in other financial assets	562,840	322,158	881,076
Decrease in current financial assets measured at fair value through profit or loss	346,404	158	661,016
Decrease in long-term financial assets measured at fair value through profit or loss	33,667	21,261	2,030
Decrease in financial assets measured at fair value through other comprehensive income or loss	3,134	15,895	7,200
Decrease in long-term deposits in MSA Escrow Fund	30,191	461	-
Disposal of property, plant and equipment	4,814	5,326	3,744
Disposal of intangible assets	2,639	152	300
Disposal of investment properties	4,407	440	2,277
Disposal of assets held for sale	144,712	663	69,796
Disposal of investments in associates and joint ventures	21,208	-	42,882
Collection of loans	14,315	21,163	22,493
Collection of guarantee deposits	694	5,939	543
Collection of finance lease receivables	488	79	-
Increase in other financial assets	-578,456	-371,913	-658,997
Increase in current financial assets measured at fair value through profit or loss	-6,000	-41,743	-19,799
Increase in long-term financial assets measured at fair value through profit or loss	-14,423	-80,708	-64,701
Decrease in financial assets measured at fair value through other comprehensive income or loss	-	-3,500	-3,000
Increase in long-term deposits in MSA Escrow Fund	-223,125	-247,624	-96,556

(Unit: KRW in millions)

	2020	2021	2022
Increase in long-term deposits in MSA Escrow Fund	-216,059	-224,443	-241,382
Acquisition of intangible assets	-35,744	-43,671	-41,502
Acquisition of investment properties	-86,158	-109,650	-27,906
Acquisition of right-of-use assets	-522	-181	-3,295
Acquisition of assets held for sale	-3,283	-	-
Acquisition of investments in associates and joint ventures	-101,500	-79,786	-34,489
Increase in loans	-35,189	-27,337	-16,651
Increase in guarantee deposits	-956	-493	-2,214
Cash flows from financing activities	-808,888	-947,574	-931,785
Dividends paid	-556,952	-595,584	-575,904
Interest paid	-3,372	-3,205	-10,205
Commission of borrowings extention	-	-	-1,200
Repayment of lease liabilities	-21,187	-23,279	-20,341
Repayment of borrowings	-165,109	-144,221	-216,994
Acquisition of treasury shares	-212,829	-348,364	-356,951
Capital increase with consideration	1	-	-
Increase in borrowings	150,559	164,078	249,808
Increase in non-controlling interest	-	3,000	-
Net increase (decrease) in cash and cash equivalents	366,942	-325,362	503,645
Cash and cash equivalents at the beginning of the year	891,306	1,253,611	946,571
Effect of exchange rate fluctuation on cash and cash equivalents	-4,636	18,322	-49,198
Cash and cash equivalents at the end of the year	1,253,611	946,571	1,401,018

ESG Facts & Figures

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COSMOCOS
Tae-A Industrial
KGCYebon

KT&G ESG Quantitative Data

Energy use (TJ)

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Total	TJ	2,090	2,278	2,209	2,338
	Fuel (Non-renewable energy)	TJ	626	678	626	650
	Steam (Non-renewable energy)	TJ	1	21	28	31
	Electricity (Non-renewable energy)	TJ	1,463	1,577	1,552	1,510
	Electricity (renewable energy)	TJ	-	2	3	147
	Energy intensity	TJ/KRW 100 million	0.07	0.07	0.06	0.06
Overseas	Total	TJ	168	171	190	266
	Fuel (Non-renewable energy)	TJ	53	53	54	68
	Steam (Non-renewable energy)	TJ	-	-	-	-
	Electricity (Non-renewable energy)	TJ	115	118	136	56
	Electricity (renewable energy)	TJ	-	-	-	142
Entire	Total	TJ	2,258	2,448	2,399	2,604
	Fuel (Non-renewable energy)	TJ	679	731	680	718
	Steam (Non-renewable energy)	TJ	1	21	28	31
	Electricity (Non-renewable energy)	TJ	1,577	1,694	1,688	1,567
	Electricity (renewable energy)	TJ	-	2	3	289

* Scope: Domestic sites (156 buildings, including all manufacturing sites, including Sintanjin, Yeongju, and Gwangju Plants, rental buildings, and branches) and overseas manufacturing sites (Indonesia, Russia, Turkey))

** Verification status: Completed third-party verification for all business sites in the scope

*** Data reflection of changes in overseas manufacturing site's emissions factor (electric power IEA, other than electric power IPCC) in connection to third-party verification

Energy use (TOE)

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Total	TOE	49,915	54,393	52,758	55,838
	Fuel (Non-renewable energy)	TOE	14,951	16,197	14,959	15,531
	Steam (Non-renewable energy)	TOE	28	493	672	730
	Electricity (Non-renewable energy)	TOE	34,936	37,660	37,063	36,075
	Electricity (renewable energy)	TOE	-	43	64	3,502
	Energy Intensity	TOE/KRW 100 million	1.70	1.58	1.51	1.51
Overseas	Total	TOE	4,013	4,076	4,537	6,358
	Fuel (Non-renewable energy)	TOE	1,272	1,268	1,281	1,618
	Steam (Non-renewable energy)	TOE	-	-	-	-
	Electricity (Non-renewable energy)	TOE	2,740	2,808	3,256	1,343
	Electricity (renewable energy)	TOE	-	-	-	3,398
Entire	Total	TOE	53,928	58,469	57,295	62,196
	Fuel (Non-renewable energy)	TOE	16,223	17,465	16,240	17,149
	Steam (Non-renewable energy)	TOE	28	493	672	730
	Electricity (Non-renewable energy)	TOE	37,676	40,468	40,319	37,418
	Electricity (renewable energy)	TOE	-	43	64	6,900

* Scope: Domestic sites (156 buildings, including all manufacturing sites, including Sintanjin, Yeongju, and Gwangju Plants, rental buildings, and branches) and overseas manufacturing sites (Indonesia, Russia, Turkey)

** Verification status: Completed third-party verification for all business sites in the scope

*** Data reflection of changes in overseas manufacturing site's emissions factor (electric power IEA, other than electric power IPCC) in connection to third-party verification

ESG Facts & Figures

KT&G KGC Yungjin Pharm COSMOCOS Tae-A Industrial KGCYebon

Electricity consumption (MWh)

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Total electricity consumption	MWh	152,364	164,433	161,921	172,604
	Renewable electricity consumption	MWh	-	188	281	15,273
	Percentage of renewable electricity consumption¹⁾	%	0.0%	0.1%	0.2%	8.9%
Overseas	Total electricity consumption	MWh	11,952	12,247	14,199	20,675
	Renewable electricity consumption	MWh	-	-	-	14,818
	Percentage of renewable electricity consumption	%	0.00%	0.00%	0.00%	71.70%
Entire	Total electricity consumption	MWh	164,316	176,680	176,120	193,279
	Renewable electricity consumption	MWh	-	188	281	30,091
	Percentage of renewable electricity consumption	%	0.00%	0.10%	0.20%	15.60%

* Scope: Domestic sites (156 buildings, including all manufacturing sites, including Sintanjin, Yeongju, and Gwangju Plants, rental buildings, and branches) and overseas manufacturing sites (Indonesia, Russia, Turkey)

¹⁾ Renewable electricity consumption rate: Percentage of electricity supplied by renewable energy among the total electricity consumption at business sites

GHG emissions (Scope 1, 2)

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Total (Scope 1+2)	tCO ₂ eq	104,631	113,859	109,162	108,568
	Direct emissions (Scope 1)	tCO ₂ eq	33,549	36,430	33,744	34,964
	Indirect emissions (Scope 2)	tCO ₂ eq	71,082	77,429	75,418	73,604
	GHG emission intensity (Scope 1+2)	tCO ₂ eq/KRW 100 million	3.56	3.31	3.13	2.94
Overseas	Total (Scope 1+2)	tCO ₂ eq	10,178	10,049	11,353	6,027
	Direct emissions (Scope 1)	tCO ₂ eq	2,823	2,854	2,878	3,597
	Indirect emissions (Scope 2)	tCO ₂ eq	7,354	7,194	8,475	2,431
Entire	Total (Scope 1+2)	tCO ₂ eq	114,809	123,908	120,516	114,595
	Direct emissions (Scope 1)	tCO ₂ eq	36,372	39,284	36,622	38,561
	Indirect emissions (Scope 2)	tCO ₂ eq	78,436	84,623	83,894	76,034

* Based on market-based GHG emissions calculation method

** Scope: Domestic sites (156 buildings, including all manufacturing sites, including Sintanjin, Yeongju, and Gwangju Plants, rental buildings, and branches) and overseas manufacturing sites (Indonesia, Russia, Turkey)

*** Verification status: Completed third-party verification for all business sites in the scope

**** Emission factor: In accordance with IEA (emission factor electric power at overseas sites) and IPCC (other than electric power) in connection with third-party verification

***** Renewable energy consumption: Sum of self-generation (photovoltaic), Renewable Energy Certificate (REC), etc.

ESG Facts & Figures

KT&G KGC Yungjin Pharm COSMOCOS Tae-A Industrial KGCYebon

GHG emissions (Scope 3)

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Other Indirect emissions (Scope 3)	tCO ₂ eq	85,199	292,583	269,486	323,951
	Procured products and services	tCO ₂ eq	77,747	138,077	144,731	150,012
	Capital goods	tCO ₂ eq		84,909	60,281	99,877
	Fuel & energy related activities	tCO ₂ eq		10,463	11,089	12,837
	Upstream transport & distribution	tCO ₂ eq		5,551	4,944	5,234
	Waste from business sites	tCO ₂ eq	3,937	8,096	4,099	2,373
	Business trip	tCO ₂ eq	1,890	332	405	2,013
	Employee commuting	tCO ₂ eq		4,118	4,101	4,237
	Upstream lease assets	tCO ₂ eq				
	Downstream transport & distribution	tCO ₂ eq		12,173	7,344	5,414
	Processing of sold products	tCO ₂ eq				
	Use of sold products	tCO ₂ eq	1,620	3,353	6,955	14,527
	Disposal of sold products	tCO ₂ eq	5	25,510	25,537	27,428
	Downstream lease assets	tCO ₂ eq				

* Scope: 7 upstream items (purchased goods and services, business trip, etc.) 3 downstream items (transportation and distribution, end-of-life treatment of sold products, etc.)

** Verification status: Third-party verification based on GHG data management and collection, and emission calculation and reporting process is completed

*** Verification principle: ISO 14064-1:2018 (WRI/WBCSD GHG Protocol:2004, Corporate Value Chain (Scope 3) Accounting and Reporting Standard

**** Data is different for some items from the previous year's report due to advanced calculation method applied to Scope 3 emissions

Water resources management

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Total water withdrawal	ton	543,790	594,269	538,346	522,708
	Service water	ton	439,861	489,651	444,569	453,298
	Ground water	ton	103,929	104,618	93,777	69,410
	Total water discharge	ton	146,586	171,993	151,236	153,218
	Surface water (fresh water)	ton	57,254	57,702	51,548	48,246
	Discharge to a third-party	ton	89,332	114,291	99,688	104,972
	Total water consumption (withdrawal-discharge)	ton	397,204	422,276	387,110	369,490
	Water recycling amount	ton	-	-	436	7,653
	Water withdrawal intensity	ton/KRW 100 million	18.48	17.30	15.42	14.15
	Overseas	Total water withdrawal	ton	198,602	171,898	204,977
Service water		ton	30,861	28,764	29,074	32,650
Ground water		ton	167,741	143,134	175,903	177,656
Total water discharge		ton	18,101	21,598	27,893	29,997
Surface water (fresh water)		ton	-	-	-	6,427
Discharge to a third-party		ton	18,101	21,598	27,893	23,570
Total water consumption (withdrawal-discharge)		ton	180,501	150,300	177,084	180,309
Water recycling amount		ton	-	-	-	1,320

ESG Facts & Figures

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 KGC Yungjin Pharm COSMOCOS Tae-A Industrial KGCYebon

Water resources management

Scope	Subcategory	Unit	2019	2020	2021	2022
Entire	Total water withdrawal	ton	742,392	766,167	743,323	733,014
	Service water	ton	470,722	518,415	473,643	485,948
	Ground water	ton	271,670	247,752	269,680	247,066
	Total water discharge	ton	164,687	193,591	179,129	183,215
	Surface water (fresh water)	ton	57,254	57,702	51,548	54,673
	Discharge to a third-party	ton	107,433	135,889	127,581	128,542
	Total water consumption (withdrawal-discharge)	ton	577,705	572,576	564,194	549,799
	Water recycling amount	ton	-	-	436	8,973

* Scope: Domestic manufacturing sites (Sintanjung 1, Sintanjung 2, Yeongju, Gwangju, Cheonan, Gimcheon) and overseas manufacturing sites (Indonesia, Turkey, Russia)

** Wastewater discharge: Wastewater discharge of all sites in the scope (Gimcheon is calculated as the amount of wastewater inflow)

Waste discharge (by type)

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Subtotal waste emitted	ton	8,983	9,863	8,939	9,974
	General	ton	4,282	5,812	4,779	4,806
	Designated	ton	4,701	4,051	4,161	5,167
Overseas	Subtotal waste emitted	ton	1,035	1,647	1,442	2,206
	General	ton	1,023	1,613	1,398	2,154
	Designated	ton	12	34	44	52
Entire	Subtotal waste emitted	ton	10,019	11,509	10,382	12,179
	General	ton	5,305	7,425	6,177	6,960
	Designated	ton	4,713	4,085	4,205	5,219

* Scope: Domestic manufacturing sites (Sintanjung 1, Sintanjung 2, Yeongju, Gwangju, Gimcheon, Cheonan) and overseas manufacturing sites (Indonesia, Turkey, Russia)

Waste discharge (by treatment)

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Subtotal waste emitted	ton	8,984	9,863	8,939	9,974
	General (Incineration)	ton	1,554	3,642	2,239	1,613
	General (Landfill)	ton	3	-	-	2
	General (Recycling)	ton	615	403	569	668
	General (Recycling with energy recovery)	ton	1,289	910	1,780	2,524
	General (Non-recycling and others)	ton	821	857	191	-
	Designated (Incineration)	ton	4	10	9	12
	Designated (Landfill)	ton	0	3	18	3
	Designated (Recycling)	ton	4,647	3,980	4,081	5,108
	Designated (Recycling with energy recovery)	ton	50	58	53	44
	Designated (Non-recycling and others)	ton	-	-	-	-
	Waste recycling rate	%	73.5	54.3	72.5	83.7
	Waste emission intensity	ton/KRW 100 million	0.31	0.29	0.26	0.27
	Subtotal waste emitted	ton	1,035	1,647	1,442	2,206
	Overseas	General (Incineration)	ton	-	-	149
General (Landfill)		ton	93	414	351	396
General (Recycling)		ton	930	1,199	898	1,524
General (Non-recycling and others)		ton	-	-	-	-
Designated (Incineration)		ton	8	7	2	5
Designated (Landfill)		ton	-	-	-	-
Designated (Recycling)		ton	4	26	42	47
Designated (Non-recycling and others)		ton	-	-	-	-
Waste recycling rate	%	90.3	74.4	65.2	71.2	

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Waste discharge (by treatment)

Scope	Subcategory	Unit	2019	2020	2021	2022
Entire	Subtotal waste emitted	ton	10,019	11,509	10,382	12,179
	General (Incineration)	ton	1,554	3,642	2,388	1,847
	General (Landfill)	ton	96	414	351	399
	General (Recycling)	ton	2,835	2,512	3,247	4,715
	General (Others)	ton	821	857	191	-
	Designated (Incineration)	ton	11	17	11	16
	Designated (Landfill)	ton	0	3	18	3
	Designated (Recycling)	ton	4,701	4,065	4,176	5,199
	Waste recycling rate	%	75.2	57.1	71.5	81.4

* Scope: Domestic manufacturing sites (Sintanjin 1, Sintanjin 2, Yeongju, Gwangju, Gimcheon, Cheonan) and overseas manufacturing sites (Indonesia, Turkey, Russia)

Air pollutant emissions

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Subtotal	ton	22.78	11.66	18.69	28.27
	NOx	ton	16.76	9.18	14.82	23.66
	SOx	ton	1.71	0.05	0.02	0.28
	Dust (PM)	ton	4.31	2.43	3.85	4.33

* Scope: 6 domestic manufacturing sites (Sintanjin 2 Plant was added in 2022)

Water pollutant emissions

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Subtotal	ton	7.59	5.17	6.16	4.56
	BOD	ton	0.89	0.58	1.28	0.41
	COD	ton	3.56	2.11	1.97	0.00
	Total organic carbon	ton	0.00	0.00	0.00	1.46
	SS	ton	1.73	1.01	1.52	1.48
	T-N	ton	1.35	1.43	1.38	1.16
	T-P	ton	0.06	0.04	0.03	0.05

* Scope: Domestic manufacturing sites (Sintanjin 1, Sintanjin 2, Yeongju, Gwangju, Gimcheon, Cheonan). The Sintanjin 2 Plant was included in the scope starting in 2022.

** Verification status: Third party verification of Environmental Information Verification Center linked to Environmental Information Disclosure System completed.

*** The data verification confirmation for the previous year is December of the following year, and the data may be corrected according to the verification results.

Environmental investment

Scope	Subcategory	Unit	2019	2020	2021	2022
Entire	Environmental investment plan	KRW million	1,361	6,379	5,374	8,724
	Environmental investment practice	KRW million	1,718	6,615	6,011	8,176
	Execution rate	%	126.2%	103.7%	111.9%	93.7%

* Environmental investment scope: Domestic sites (Sintanjin 1, Sintanjin 2, Yeongju, Gwangju, Gimcheon, Cheonan, Head Office)

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Purchase of eco-friendly packaging materials Status

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Recyclable Packaging Materials	KRW 10 million	10,487	11,132	11,513	18,042
		ton	26,763	29,163	28,163	43,750
		Rate (in weight basis)	93.4%	93.0%	93.5%	95.9%
	Renewable packaging materials	KRW 10 million	9,714	10,334	10,736	17,061
		Ton	25,035	27,298	26,402	41,832
		Rate (in weight basis)	87.4%	87.1%	87.6%	91.7%
	Eco-friendly packaging materials	KRW 10 million	10,487	11,132	11,513	18,042
		ton	26,763	29,163	28,163	43,750
		Rate (in weight basis)	93.4%	93.0%	93.5%	95.9%
	Total purchase amount	KRW 10 million	11,000	11,768	12,163	19,033
		ton	28,640	31,355	30,130	45,642
		Rate (in weight basis)	100	100	100	100

* According to KT&G's Sustainable Product Policy, "eco-friendly materials" refer to externally eco-friendly certified materials, recycled materials, recyclable materials, renewable materials, biomass materials, and compostable materials.

Packaging materials

Scope	Subcategory	Unit	Scope (cost to sales cost)	Recycled and certified materials (relative to total weight)
Domestic	Wood/paper fiber	%	12.1	100.0
	Metal (aluminum or steel)	%	0.7	0.0

* Use of 100% recycled and certified raw materials for wood/paper packaging by 2022 (98% target in 2022)

** In 2022, in the case of metal packaging materials, used 0.6% of recycled and certified raw materials, and replacement with recyclable paper packaging materials is currently being pursued

Use of packaging materials

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Total weight of all plastic packaging	ton	1,761	1,903	1,795	1,996
	Percentage of recyclable plastic packaging	%	95.7	95.6	95.6	96.1
	The ratio of packaging material (cost to sales cost)	%	12.1	11.3	10.2	13.4

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Employment

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Subtotal	person	4,386	4,331	4,311	4,469
	Subtotal	person	3,454	3,563	3,889	4,979
Overseas	Turkey	person	78	77	84	111
	Indonesia	person	3,052	3,176	3,568	4,559
	Russia	person	131	133	180	247
	Others	person	193	177	57	62
Entire	Total	person	7,840	7,894	8,200	9,448
	Percentage of overseas employees	%	44.1	45.4	47.4	52.7

¹ Based on direct employment (full-time employees, contract workers)

Female employees

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Percentage of female employees	%		10.3	10.1	10.3
	Percentage of female employees in departments ¹⁾ generating profit	%		7.2	7.2	7.4
	Percentage of female employees in STEM ²⁾ related positions	%		11.1	10.9	11.0
Overseas	Percentage of female employees	%		18.1	17.3	16.2
Entire	Percentage of female employees	%		13.8	13.5	13.4

¹⁾ Profit-generating departments: Sales, Marketing, NGP, Global HQs (including subsidiaries and institutions)

²⁾ Female employees in STEM-related positions: Number/percentage of women in R&D, raw materials, manufacturing departments, PI promotion team, NGP development office in NGP HQ, Privacy Office in Management Support Headquarters HQ, and local plants

Manager position

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Subtotal	person		2,009	1,936	1,903
	Male executive directors	person		60	52	44
	Male managers in charge	person		289	304	317
	Male senior managers	person		1,481	1,404	1,365
	Female executive directors	person		1	1	1
	Female managers in charge	person		13	16	18
	Female senior managers	person		165	159	158
	Percentage of female managers	%		8.9	9.1	9.3
	Subtotal	person		412	510	626
	Overseas	Male executive directors	person		3	2
Male managers in charge		person		79	80	97
Male senior managers		person		264	350	417
Female executive directors		person		0	1	1
Female managers in charge		person		19	15	18
Female senior managers		person		47	62	92
Percentage of female managers		%		16.0	15.3	17.7
Entire	Subtotal	person		2,421	2,446	2,529
	Male executive directors	person		63	54	45
	Male managers in charge	person		368	384	414
	Male senior managers	person		1,745	1,754	1,782
	Female executive directors	person		1	2	2
	Female managers in charge	person		32	31	36
	Female senior managers	person		212	221	250
	Percentage of female managers	%		10.1	10.4	11.4

¹ Classified managers according to KT&G's D&I target (p. 114): Senior managers include level 2, Level 3, Level 4 at domestic business sites, while G3 and M3 are include at overseas business sites

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Equal wage (percentage of the average wage of women to men, %)

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Average gender wage gap	%	4.7	0.5	1.7	-1.0
	Median gender wage gap	%	1.2	0.8	0.4	0.0
	Average gender incentive gap	%	8.1	5.1	2.0	2.2
	Median gender incentive gap	%	3.1	2.4	0.4	1.3

* Based on level-4 basic salary + service allowance based on direct employment

** Calculation method: (Average wage of men-average wage of women)/average wage of men*100

Average service period

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Male	year	17.1	17.7	17.5	17.0
	Female	year	15.3	15.1	14.9	14.3

* Service period is aggregated based on the day of joining the company with remaining months

Employment of persons with disabilities

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Employees with disabilities	person	140	126	104	103
	Employment rate for persons with disabilities	%	3.2	2.9	2.4	2.3

* Based on direct employment (full-time employees, contract workers)

Age

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Total	person	4,386	4,331	4,311	4,469
	Under 30	person	433	489	539	677
	30-49	person	2,207	2,349	2,226	2,089
	50 and older	person	1,746	1,493	1,546	1,703

* Based on direct employment (full-time employees, contract workers)

New employment

Scope	Subcategory	Unit	2019	2020	2021	2022	
Domestic	Total	person	404	163	233	376	
	By gender	Male	person	331	116	192	309
		Female	person	73	47	41	67
	By age	Under 30	person	221	33	132	225
		30-49	person	138	90	58	116
		50 and older	person	45	40	43	35
	By position	Executive directors	person	-	-	-	-
		Managers in charge	person	4	1	2	2
		Senior managers	person	19	13	3	3
		Entry-level managers and associates	person	381	149	228	371
	Internal recruiting (percentage)	%	96.6	95.9	98.7	95.2	
Overseas	Total	person	1,853	1,674	1,723	2,519	

* Based on direct employment (full-time employees, contract workers)

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Turnover

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Total	person	224	197	244	312
	Male	person	193	145	197	270
	Female	person	31	52	47	42
	Under 30	person	9	18	22	43
	30-49	person	25	33	39	58
	50 and older	person	190	146	183	211
	Executive directors	person	4	6	12	10
	Managers in charge	person	0	2	4	19
	Entry-level managers and associates	person	114	109	121	135
	Employee	person	106	80	107	148
	Turnover rate	%	5.1	4.5	5.7	7.0
	Voluntary turnover rate ¹⁾	%	0.4	0.3	0.6	1.3

¹⁾ Voluntary turnover rate: No. of persons who left the company based on direct employment / total employees

CI (Culture Index) Diagnosis Results

Scope	Subcategory	Unit	2020	2022
Domestic	Engagement of Corporate Culture	%	80.9	81.33

* CI: Index to diagnose KT&G's corporate culture that consists of five areas, including corporate vision, leadership, work, and D&I, since 2022. It is assessed every other year. Target for 2022: 80.0 points

Childbirth leave and childcare leave

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Male employees taking childbirth leave	person	73	54	75	79
	Female employees taking childbirth leave	person	18	20	17	13
	Rate of male returning to work after childbirth leave	%	100	100	100	100
	Rate of female returning to work after childbirth leave	%	100	100	100	100
	Male employees taking childcare leave	person	18	12	22	30
	Female employees taking childcare leave	person	22	23	24	19
	Rate of male returning to work after childcare leave	%	100	100	95.5	93.3
	Rate of female returning to work after childcare leave	%	100	100	91.7	100
	Rate of male retiring within 12 months after returning to work from childcare leave	%	11.0	8.3	9.1	-
	Rate of female retiring within 12 months after returning to work from childcare leave	%	-	-	-	-

* There may be some changes according to employees' leave end date and aggregation criteria.

** Male and female childcare leave is paid leave. As long as two years can be used per child.

Union membership

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Union membership rate	%	100	100	100	100

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Employee training

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Total number of trainees	person	32,454	61,054	67,311	56,329
	Male	person	-	-	59,894	49,861
	Female	person	-	-	7,417	6,468
	Annual average training expense per employee	KRW thousand	1,387	1,030	1,079	855
	Male	KRW thousand/Person	-	-	1,075	845
	Female	KRW thousand/Person	-	-	1,122	950
	Executive directors	KRW thousand/Person	-	-	-	8,817
	Managers in charge	KRW thousand/Person	-	-	-	1,840
	Middle-level managers	KRW thousand/Person	-	-	-	758
	Entry-level managers	KRW thousand/Person	-	-	-	766
	Staff	KRW thousand/Person	-	-	-	430
	On the job training	KRW thousand/Person	-	-	550	350
	Leadership training	KRW thousand/Person	-	-	260	114
	General competency training	KRW thousand/Person	-	-	487	391
	Annual average time spent on training per employee	hour/Person	124	172	110	103
	Male	hour/Person	-	-	107	100
	Female	hour/Person	-	-	138	137
	Executive directors	hour/Person	-	-	-	161
	Managers in charge	hour/Person	-	-	-	112
	Middle-level managers	hour/Person	-	-	-	98

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Entry-level managers	hour/Person	-	-	-	125
	On the job training	hour/Person	-	-	43	23
	Leadership training	hour/Person	-	-	7	9
	General competency training	hour/Person	-	-	60	72

Performance evaluation

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Employees subject to evaluation	person	3,796	3,886	3,849	3,825
	Percentage of employees evaluated	%	97	100	100	100

* All level-1 and lower employees subject to performance/capability evaluations, excluding persons on leave, new employees, employees planning to retire, and separately evaluated personnel according to company regulations (dispatched to the Group subsidiaries, etc.)

Human rights protection

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Sexual harassment prevention training	time	1	1	2	1
	Completion ratio of sexual harassment prevention training	%	98.1	98.5	99.4	98.3

* Based on employees in office (full-time employees)

Industrial accident

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Number of victims ¹⁾	person	3	2	5	5
	Industrial accident rate	%	0.057	0.042	0.106	0.112
Overseas	Number of victims	person	11	15	0	12
	Industrial accident rate	%	0.318	0.417	0	0.249

¹⁾ Including full-time employees, contract workers, daily workers

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Work loss

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	(Employee) LTIFR ¹⁾		0.395	0.256	0.652	0.535
	(Partners) LTIFR		2.856	1.547	2.841	3.194
Overseas	(Employee) LTIFR		1.232	1.630	0	1.294
	(Partners) LTIFR		0	0	0	4.354
Entire	(Employee) Total of LTIFR		0.847	0.999	0.227	0.913
	(Partners) Total of LTIFR		2.856	1.532	2.784	3.252

¹⁾ LTIFR (Lost Time Injuries Frequency Rate) = (Number of accidents / Total labor hour) x 1,000,000

** No casualty accidents at domestic or overseas business sites between 2019-2022

¹⁾ Including full-time employees, contract workers, daily workers

ISO Certification Status

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	ISO 14001 certification					
	- Certification rate	%	66.7	66.7	83.3	83.3
	- Number of worksites obtained the certification	place	4	4	5	5
	- Number of worksites eligible to obtain	place	6	6	6	6
	ISO 9001 certification					
	- Certification rate	%	83.3	83.3	83.3	83.3
	- Number of worksites obtained the certification	place	5	5	5	5
	- Number of worksites eligible to obtain	place	6	6	6	6
	ISO 45001 certification					
	- Certification rate	%	-	-	83.3	83.3
	- Number of worksites obtained the certification	place	-	-	5	5
	- Number of worksites eligible to obtain	place	-	-	6	6

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	ISO 50001 certification					
	- Certification rate	%	-	-	83.3	83.3
	- Number of worksites obtained the certification	place	-	-	5	5
	- Number of worksites eligible to obtain	place	-	-	6	6
	ISMS-P certification					
	- Certification rate	%	-	100.0	80.0	100.0
	- Number of worksites obtained the certification	place	-	4	4	5
	- Number of worksites eligible to obtain	place	-	4	5	5
	ISO 27001 certification					
	- Certification rate	%	100.0	100.0	100.0	100.0
	- Number of worksites obtained the certification	place	5	5	6	6
	- Number of worksites eligible to obtain	place	5	5	6	6
Business Continuity Management System (ISO 22301) certification						
- Certification rate	%	100.0	-	-	100.0	
- Number of worksites obtained the certification	place	4	-	-	4	
- Number of worksites eligible to obtain	place	4	-	-	4	

* Added "SangSang Planet" to the ISMS-P and ISO 27001 acquisition target in 2021

** Reacquired ISO 22301 in 2022

*** Business sites that obtained ISO 22301: Internet Data Center equipped with an IT server, and Sintanjin, Yeongju, and Gwangju Plants

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Purchase and use of raw materials

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Purchasing of raw materials (leaf tobacco, tobacco sheet, auxiliary material)	KRW million	288,833	281,820	245,963	289,600
	Raw materials consumption	ton	38,095	41,665	38,579	41,763

* Some purchase details or raw materials based on domestic sites are sourced through overseas sites.

Leaf tobacco partner

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Domestic partners (farmers)	person	2,880	2,960	2,854	2,706
	Amount of domestic purchasing ¹⁾	KRW 100 million	1,175	961	1,071	1,124
	Overseas partners	firm	19	19	20	17
	Amount of overseas purchasing	KRW 100 million	1,713	1,858	1,389	1,772
	Total amount of purchasing	KRW 100 million	2,888	2,819	2,460	2,896

¹⁾ Including purchasing of tobacco sheet from Tae-a Industrial (toll processing cost)

Purchase of entire domestic leaf tobacco

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Purchasing volume	ton	10,214	7,741	8,013	7,224
	Purchasing amount	KRW 100 million	965	745	802	718

NTM (Non-Tobacco Material) partners

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Domestic partners	firm	74	70	76	82
	Domestic purchasing	KRW 100 million	4,352	5,173	6,871	10,261
	Overseas partners	firm	12	10	11	10
	Overseas purchasing	KRW 100 million	440	445	395	384
	Total number of partners	firm	86	80	87	92
	Total amount of purchasing	KRW 100 million	4,792	5,618	7,266	10,645

Support for partners

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Early payment of purchasing amount	KRW million	45,885	27,234	64,383	96,610

Partner opinion collection channels

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Channel operations (workshop, survey, etc.)	time		1	1	2
	Cases received ¹⁾	case				67
	Handling rate	%				36

¹⁾ No. of cases of partner opinions collected through a survey in 2022

Haearin project

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Number of farmers	person	20	22	19	21
	Purchasing of dried red pepper	kg	10,488	11,640	10,680	9,750
	Purchasing amount of dried red pepper	KRW 100 million	1.6	3.0	2.0	1.9

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Social contribution

Scope	Subcategory	Unit	2019	2020	2021	2022
	Total	KRW 100 million	1,010	671.6	540.1	620.4
	Social contribution investment to sales	%	3.4	2.0	1.5	1.7
Domestic (by category)	Social responsibility (youth startup, SangSang Fund, CSR, sponsorship, etc.)	KRW 100 million	507	198	128	178
	Arts & culture (SangSang Madang, SangSang Univ., etc.)	KRW 100 million	343	298	218	249
	Scholarship foundation, welfare foundation, etc.	KRW 100 million	160	176	194	193

Board of Directors (BOD)

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Number of BOD meetings held	time	10	14	13	12
	Attendance rate of nonexecutive directors	%	98.3	100.0	97.2	100.0

Compensation

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Director compensation (all directors and auditors)	KRW million	2,403	2,330	5,111	2,709
	CEO salary	KRW million	1,177	1,173	2,557	1,548
	Average salary of employees	KRW million	80	88	90	90
	CEO salary compared with average employee salary	%	6.80	7.50	3.51	5.81
		time	15	13	28	17

ESG evaluation

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	KCGS	rating	A+	A	A	A
	MSCI	rating	BBB	A	AA	AA
	CDP Climate Change	rating			C	A-
	CDP Water	rating			B	A-
	Sustainvest ¹⁾	rating	-	AA	AA	AA

¹⁾ Based on overall grades

R&D

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	R&D investment	KRW million	23,401	26,317	39,206	23,063
	R&D performance	case	48	59	61	67
	R&D researcher	person	172	180	185	187
	Patents (owned) ¹⁾	case	401	514	781	1,258

¹⁾ Including overseas patents

Violation of laws and regulations

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Fair trade related legal sanctions	case	-	-	-	-
	Monetary sanctions of administrative/public organizations (environment)	KRW million	4.4	8.4	0.8	5.3
	Monetary sanctions of administrative/public organizations (safety)	KRW million	0.6	5.1	2.0	15.5
	Violation of display advertising regulation	case	-	-	-	-
	Personal information infringement	case	-	-	-	-

* There are no unfair trade-related investigations under progress.

ESG Facts & Figures

KT&G KGC Yungjin Pharm COSMOCOS Tae-A Industrial KGCYebon

2022 Misconduct Reports Received

Scope	Subcategory	Unit	Corruption/ bribery	Discrimination/ harassment	Protection of customers' personal information
Domestic	Employees	Case	0	4	-
		Unit			
	Case	Conflict of interests	1	0	Others ¹⁾ 37
		Money laundering/ internal trading			

* Target: All organizations of KT&G

** There were no corruption/bribery-related investigations in the past four years (2019-2022) and there are none at present

¹⁾ Others: Violation of data security, violation of duty of good faith, etc.

Disciplinary Actions in 2022

Scope	Subcategory	Unit	Termination	Suspension	Pay cut	Reprimand
Domestic	Employees	Person	1	5	3	6

NGP

Scope	Subcategory	Unit	2019	2020	2021	2022
Entire	Unit sales of sticks ¹⁾	100 million sticks	25	31	72	107
	Market share in the stick market (domestic)	%	32	34	40	48
	NGP sales	KRW 100 million	2,265	2,792	5,040	8,763
	NGP sales growth (YoY)	%	29	23	81	74
	NGP's sales proportion in the tobacco business	%	8.0	9.5	18.3	24.5
	NGP sales markets	countries	1	4	23	31
	NGP patents applied	item	352	992	1,010	1,339
	- Domestic	item	179	336	361	397
	- Overseas	item	173	656	649	942
	NGP trademarks applied	item	1,572	688	354	392
	- Domestic	item	62	56	17	23
	- Overseas	item	1,510	632	337	369
	NGP design rights applied	item	281	71	87	31
	- Domestic	item	37	25	28	19
	- Overseas	item	244	46	59	12

¹⁾ Based on market sales

Customer satisfaction

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	National Customer Satisfaction Index	point	77	78	79	79

ESG Facts & Figures

KT&G
 KGC Yungjin Pharm COSMOCOS Tae-A Industrial KGCYebon

Customer communication channel

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Total channels	place	189	249	253	146
	iil MINIMUMIUM	place	8	8	4	5
	Customer service (A/S) center	place	17	17	25	28
	iil station	place	40	98	100	0
	Visiting A/S	place	121	121	119	108
	Homepage	place	1	1	1	1
	Online customer center	place	-	1	1	1
	Kakao channel	place	-	1	1	1
	Online mall	place	-	1	10	10
	CS center	place	1	1	1	1

VOCs by channel

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Total VOCs received	case	302,128	221,430	193,319	185,845
	Phone counseling	case	262,760	183,585	134,050	125,610
	ARS	case	19,372	26,402	36,144	34,353
	1:1 counseling	case	19,996	10,258	17,834	19,276
	Chat counseling	case	-	1,185	5,291	6,606

VOCs by type

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Total VOCs received	case	302,128	221,430	193,319	185,845
	Inquiry of product purchasing and location	case	29,916	21,157	11,702	32,563
	Discount coupon and homepage	case	11,349	9,443	5,039	4,156
	Inquiry of customer service (A/S)	case	237,383	174,380	165,792	137,045
	Claim on cigarettes	case	118	697	847	963
	Others (phone number, general)	case	23,362	15,753	9,939	11,118

Customer Information Protection

Scope	Subcategory	Unit	2019	2020	2021	2022
Domestic	Information leakage	case	-	-	-	-

ESG Facts & Figures

KT&G **KGC** Yungjin Pharm COSMOCOS Tae-A Industrial KGCYebon

KGC ESG Quantitative Data

Energy use

Scope	Subcategory	Unit	2020	2021	2022
	Total	TJ	782	757	772
Domestic	Fuel (LNG)	TJ	371	339	343
	Electricity	TJ	411	418	430
	Others	TJ	0.5	0.5	0.4
	Energy use Intensity	TJ/KRW 100 million	0.06	0.06	0.06
	Subtotal	TJ	36	38	42
Overseas	Diesel (fixed combustion)	TJ	0.073	0.606	0.098
	Electricity(indirect emissions)	TJ	16	17	19
	Others(steam, etc.)	TJ	20	20	23
Entire	Energy Intensity	TJ	818	795	815

* Scope: Domestic manufacturing sites (Buyeo, Wonju), overseas manufacturing site (China)

GHG emissions

Scope	Subcategory	Unit	2020	2021	2022
	Total (Scope 1+2)	tCO₂eq	38,826	37,224	37,981
Domestic	Direct emissions (Scope 1)	tCO ₂ eq	18,856	17,221	17,393
	Indirect emissions (Scope 2)	tCO ₂ eq	19,970	20,003	20,588
	GHG emission intensity(Scope 1+2)	tCO ₂ eq/KRW 100 million	2.91	2.88	2.91
Overseas	Total (Scope 1+2)	tCO₂eq	2,199	2,371	2,579
	Direct emissions (Scope 1)	tCO ₂ eq	5	45	7
	Indirect emissions (Scope 2)	tCO ₂ eq	2,194	2,326	2,572
Entire	Total (Scope 1+2)	tCO₂eq	41,025	39,595	40,561
	Direct emissions (Scope 1)	tCO ₂ eq	18,861	17,266	17,400
	Indirect emissions (Scope 2)	tCO ₂ eq	22,164	22,330	23,161

* Scope: Domestic manufacturing sites (Buyeo, Wonju), overseas manufacturing site (China)

** Verification status: Completed third-party verification for all business sites within the scope

Environmental investment

Scope	Subcategory	Unit	2020	2021	2022
Domestic	Environmental investment plan	KRW million	205.90	817.10	1,063.61
	Amount of environmental investments	KRW million	585.90	888.40	746.89
	Execution rate	%	284.6	108.7	70.2

* Scope: Domestic manufacturing sites (Buyeo, Wonju)

Water resources management

Scope	Subcategory	Unit	2020	2021	2022
	Total water consumption (A-B)	ton	128,480	150,562	173,478
Domestic	Service water	ton	779,119	731,235	700,524
	Ground water	ton	1,078	692	782
	Water withdrawal (A)	ton	780,197	731,927	701,306
	Waste water and water discharge (B)	ton	651,717	581,365	527,828
	Water recycling	ton	54,576	43,463	72,812
	Water withdrawal intensity	ton/KRW 100 million	58.5	56.6	53.7
	Total water consumption (A)	ton	38,851	46,548	57,582
Overseas	Service water	ton	38,851	46,548	57,582
	Water withdrawal (A)	ton	38,851	46,548	57,582
Entire	Total water consumption (A-B)	ton	167,331	197,110	231,060
	Water withdrawal (A)	ton	819,048	778,475	758,888
	Waste water and water discharge (B)	ton/KRW 100 million	651,717	581,365	527,828

* Scope: Domestic manufacturing sites (Buyeo, Wonju), overseas manufacturing site (China)

** Internal verification based on all business sites' bills and internal meter-reading proof documents

*** Added missing amount from Buyeo Plant's wastewater discharge amount: 2020 (431,498 tons), 2021 (383,153 tons)

ESG Facts & Figures

KT&G **KGC** Yungjin Pharm COSMOCOS Tae-A Industrial KGCYebon

Waste discharge

Scope	Subcategory	Unit	2020	2021	2022
Domestic	Subtotal waste emitted (Incineration+Landfill+Recycling+Others)	ton	4,762	4,788	5,369
	Incineration	ton	20	15	20
	Landfill	ton	298	218	254
	Recycling	ton	4,443	4,549	5,088
	Others	ton	0	6	6
	Waste recycling rate	%	93.3	95.1	94.8
	Waste emission intensity	ton/KRW 100 million	0.36	0.37	0.41
Overseas	Subtotal waste emitted (Incineration)	ton	75	80	132
	Incineration	ton	75	80	132
Entire	Subtotal waste emitted	ton	4,837	4,863	5,498
	Incineration	ton	95	95	152
	Landfill	ton	298	218	254
	Recycling	ton	4,443	4,549	5,088
	Others	ton	-	6	6
Waste recycling rate	%	91.9	93.6	92.6	

* Scope: Domestic manufacturing sites (Buyeo, Wonju), overseas manufacturing site (China)

Air pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022
Domestic	NOx	ton	9.5	8.5	10.7
	SOx	ton	0.0	0.0	0.0
	Dust (PM)	ton	0.6	0.5	1.0
	Volatile Organic Compounds (VOCs)	ton	0.0	0.0	0.0

* Scope: Domestic manufacturing sites (Buyeo, Wonju)

Water pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022
Domestic	Subtotal	ton	14.9	12.6	12.6
	BOD	ton	1.6	1.8	1.8
	COD	ton	2.4	0.9	1.1
	TOC	ton	5.2	5.2	5.2
	SS	ton	3.3	2.9	2.6
	T-N	ton	2.2	1.6	1.7
	T-P	ton	0.2	0.2	0.1

* Scope: Domestic manufacturing sites (Buyeo, Wonju)

ESG Facts & Figures

KT&G **KGC** Yungjin Pharm COSMOCOS Tae-A Industrial KGCYebon

Employment

Scope	Subcategory	Unit	2020	2021	2022
Domestic	Total	person	1,677	1,665	1,633
	Male	person	914	898	890
	Female	person	763	767	743
	Under 30	person	169	157	152
	30-49	person	1,007	968	936
	50 and older	person	501	540	545

* Based on direct employment (full-time employees, contract workers)

Female employees

Scope	Subcategory	Unit	2020	2021	2022
Domestic	Percentage of female employees	%	45.5	46.1	45.5
Overseas	Percentage of female employees	%	5.9	10.0	8.7
Entire	Percentage of female employees	%	45.1	45.6	45.0

* Based on direct employment (full-time employees, contract workers)

Employment of persons with disabilities

Scope	Subcategory	Unit	2020	2021	2022
Domestic	Employees with disabilities	person	16	14	13
	Employment rate for persons with disabilities	%	94.5	83.9	77.9

Average service period

Scope	Subcategory	Unit	2020	2021	2022
Domestic	Male	year	14.2	14.4	14.3
	Female	year	14.0	14.4	14.5

* Based on direct employment (full-time employees, contract workers)

ESG Facts & Figures

KT&G **KGC** Yungjin Pharm COSMOCOS Tae-A Industrial KGCYebon

New employment

Scope	Subcategory	Unit	2020	2021	2022
Domestic	Total	person	55	67	126
	Male	person	32	30	65
	Female	person	23	37	61
	Under 30	person	23	31	55
	30-49	person	20	24	42
	50 and older	person	12	12	29

* Based on direct employment (full-time employees, contract workers)

Turnover

Scope	Subcategory	Unit	2020	2021	2022
Domestic	Total	person	16	25	78
	Male	person	7	16	41
	Female	person	9	9	37
	Turnover rate	%	1.0	1.6	5.0
	Voluntary turnover rate	%	1.0	1.6	5.0

* Based on direct employment (full-time employees, contract workers)

Childbirth leave and childcare leave

Scope	Subcategory	Unit	2020	2021	2022
Domestic	Male employees taking childbirth leave	person	32	30	22
	Female employees taking childbirth leave	person	28	18	17
	Rate of male returning to work after childbirth leave	%	100.0	100.0	100.0
	Rate of female returning to work after childbirth leave	%	96.4	100.0	100.0
	Male employees taking childcare leave	person	6	3	11
	Female employees taking childcare leave	person	35	24	43
	Rate of male returning to work after childcare leave	%	100.0	100.0	90.9
	Rate of female returning to work after childcare leave	%	100.0	100.0	100.0
	Rate of male retiring within 12 months after returning to work from childcare leave	%	-	-	-
	Rate of female retiring within 12 months after returning to work from childcare leave	%	5.7	-	-

* Based on direct employment (full-time employees, contract workers)

Union membership

Scope	Subcategory	Unit	2020	2021	2022
Domestic	Employees eligible for membership	person	1,369	1,371	1,330
	Union members	person	1,369	1,371	1,330
	Union membership rate	%	100.0	100.0	100.0

ESG Facts & Figures

KT&G **KGC** Yungjin Pharm COSMOCOS Tae-A Industrial KGCYebon

Employee training

Scope	Subcategory	Unit	2020	2021	2022
Domestic	Total number of trainees	person	15,436	21,969	20,282
	Male	person	8,148	11,681	10,933
	Female	person	7,288	10,288	9,349
	Annual average training expense per employee	KRW thousand	1,030	605	911
	Male	KRW thousand	1,030	605	911
	Female	KRW thousand	1,030	605	911
	Annual average time spent on training per employee	hour	27.3	50.6	29.7
	Male	hour	27.3	47.0	32.1
	Female	hour	27.3	54.7	26.9

Performance evaluation

Scope	Subcategory	Unit	2020	2021	2022
Domestic	Employees subject to evaluation	person	1,557	1,542	1,521
	Percentage of employees evaluated	%	96.0	94.0	90.1

* All level-1 and lower employees subject to performance/capability evaluations, excluding persons on leave, new employees, employees planning to retire, and separately evaluated personnel according to company regulations (dispatched to the Group subsidiaries, etc.)

Human rights protection

Scope	Subcategory	Unit	2020	2021	2022
Domestic	Sexual harassment prevention training	time	1	1	1
	Employees who completed sexual harassment prevention training	person	1,444	1,694	1,462

Industrial accident

Scope	Subcategory	Unit	2020	2021	2022
Domestic	Number of victims	person	2	3	5
	Industrial accident rate	%	0.10	0.18	0.30
	accident-related injuries	case	2	3	5
	disease-related injuries	case	0	0	0
	Total working hour	hour	3,521,440	3,344,520	3,273,680

* Including full-time employees, contract workers, and daily workers

Work loss

Scope	Subcategory	Unit	2020	2021	2022
Domestic	(Employee) LTIFR ¹⁾	-	0.57	0.90	1.53
	(Partners) LTIFR	-	0.33	0.00	0.00

* Including full-time employees, contract workers, daily workers

** No casualty accidents at domestic or overseas business sites between 2019-2022

¹⁾ LTIFR (Lost Time Injuries Frequency Rate) = (Number of accidents / Total labor hour) x 1,000,000

Social contribution

Scope	Subcategory	Unit	2020	2021	2022
Domestic	Total social contribution investment	KRW 100 million	9.2	10.1	13.5
	Social contribution investment to sales	%	0.07	0.08	0.10

ESG Facts & Figures

KT&G **KGC** Yungjin Pharm COSMOCOS Tae-A Industrial KGCYebon

Board of Directors (BOD)

Scope	Subcategory	Unit	2020	2021	2022
Domestic	Number of BOD meetings held	time	8	10	9
	Attendance rate of non-executive directors	%	100.0	100.0	100.0

Violation of laws and regulations

Scope	Subcategory	Unit	2020	2021	2022
Domestic	Fair trade related legal sanctions	case	-	-	-
	Environment-related penalty	KRW thousand	-	6,400	-
	Violation of display advertising regulation	case	-	-	-
	Personal information leakage	case	-	-	-

R&D

Scope	Subcategory	Unit	2020	2021	2022
Domestic	R&D investment	KRW million	11,259	12,234	15,560
	R&D performance	case	66	70	58
	Patents (owned)	case	231	265	289

* Including overseas patents

ESG Facts & Figures

KT&G KGC **Yungjin Pharm** COSMOCOS Tae-A Industrial KGCYebon

Yungjin Pharm ESG Quantitative Data

Energy use

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total	TJ	56.2	47.1	61.8
	Fuel (LNG)	TJ	20.7	15.8	20.0
	Electricity	TJ	35.5	31.3	41.8
	Energy use Intensity	TJ/KRW 100 million	0.03	0.02	0.03
	Total	TOE	2,754.5	2,369.9	3,138.5
Entire	Fuel (LNG)	TOE	496.3	378.8	479.5
	Electricity	TOE	2,258.2	1,991.0	2,658.9
	Energy use Intensity	TJ/KRW 100 million	1.32	1.21	1.44

* Scope: Domestic manufacturing sites (Namyang, Jeonju)

** Verification status: Completed third-party verification for all business sites within the scope

GHG emissions(Scope 1, 2)

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total (Scope 1+2)	tCO₂eq	5,444.4	4,793.7	6,364.5
	Direct emissions (Scope 1)	tCO ₂ eq	1,075.6	807.7	1,027.4
	Indirect emissions (Scope 2)	tCO ₂ eq	4,368.8	3,986.0	5,337.1
	GHG emission intensity (Scope 1+2)	tCO ₂ eq/KRW 100 million	2.6	2.4	3.0

* Scope: Domestic manufacturing sites (Namyang, Jeonju)

** Verification status: Completed third-party verification for all business sites within the scope

Environmental investment

Scope	Subcategory	Unit	2020	2021	2022
Entire	Environmental investment plan	KRW million	1,231.0	1,089.0	387.8
	Environmental investment practice	KRW million	1,247.0	114.5	387.8
	Execution rate	%	101.3	10.5	100.0

* Scope: Domestic manufacturing sites (Namyang, Jeonju)

Water resources management

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total consumption	ton	105,257	92,913	111,468
	Service water	ton	105,257	92,913	111,468
	Water withdrawal	ton	105,257	92,913	111,468
	Water recycling amount	ton	36,783	6,348	11,832
	Water use intensity	ton/KRW 100 million	50.5	47.4	51.0

* Scope: Domestic manufacturing sites (Namyang, Jeonju)

ESG Facts & Figures

KT&G KGC **Yungjin Pharm** COSMOCOS Tae-A Industrial KGCYebon

Waste discharge (by treatment)

Scope	Subcategory	Unit	2020	2021	2022
Namyang plant	Subtotal waste emitted	ton	173.4	228.6	198.6
	Incineration	ton	167.3	213.6	178.2
	Landfill	ton	-	4.8	-
	Recycling	ton	6.1	10.2	20.3
	Waste recycling rate	%	3.52	4.45	10.24
Jeonju plant	Subtotal waste emitted	ton	3,566.7	1,866.4	2,811.5
	Incineration	ton	520.5	96.4	34.1
	Landfill	ton	145.8	56.4	97.0
	Recycling	ton	2,896.8	1,709.2	2,680.5
	Waste recycling rate	%	81.2	91.6	95.3
Entire	Subtotal waste emitted	ton	3,736.5	2,090.5	3,010.1
	Incineration	ton	687.8	309.9	212.3
	Landfill	ton	145.8	61.2	97.0
	Recycling	ton	2,902.9	1,719.4	2,700.8
	Waste recycling rate	%	77.7	82.2	89.7
	Waste emission intensity	ton/KRW 100 million	1.8	1.1	1.4

Waste discharge (by type)

Scope	Subcategory	Unit	2020	2021	2022
Namyang plant	Subtotal waste emitted	ton	176.9	224.0	198.6
	General	ton	167.1	212.5	182.3
	Designated	ton	9.8	11.5	16.3
Jeonju plant	Subtotal waste emitted	ton	3,563.1	1,871.3	2,811.5
	General	ton	230.7	132.3	181.5
	Designated	ton	3,332.4	1,739.0	2,630.0
Entire	Subtotal waste emitted	ton	3,740.0	2,095.3	3,010.1
	General	ton	397.8	344.8	363.8
	Designated	ton	3,342.2	1,750.5	2,646.3

ESG Facts & Figures

KT&G KGC **Yungjin Pharm** COSMOCOS Tae-A Industrial KGCYebon

Air pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022
Namyang plant	NOx	ton	0.146	0.154	0.211
	SOx	ton	0.006	0.006	0
	Dust (PM)	ton	1.198	0.819	0.290
	Volatile Organic Compounds (VOCs)	ton	-	-	-
Jeonju plant	NOx	ton	-	-	-
	SOx	ton	-	-	0.005
	Dust (PM)	ton	0.923	0.650	0.512
	Volatile Organic Compounds (VOCs)	ton	-	-	-
Entire	NOx	ton	0.146	0.154	0.211
	SOx	ton	0.006	0.006	0.005
	Dust (PM)	ton	2.121	1.469	0.801
	Volatile Organic Compounds (VOCs)	ton	-	-	-

Water pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022
Namyang plant	Subtotal	ton	0.459	0.532	0.708
	BOD	ton	0.041	0.008	0.153
	COD	ton	0.129	0.168	0.268
	SS	ton	0.015	0.002	0.004
	T-N	ton	0.260	0.330	0.259
	T-P	ton	0.013	0.024	0.024
	Subtotal	ton	8.216	11.191	12.357
Jeonju plant	BOD	ton	1.533	4.555	5.030
	COD	ton	2.453	5.081	5.610
	SS	ton	2.453	1.034	1.141
	T-N	ton	1.769	0.519	0.573
	T-P	ton	0.008	0.002	0.003
	Total	ton	5.675	11.726	13.064
Entire	BOD	ton	1.574	4.563	5.182
	COD	ton	2.582	5.249	5.878
	SS	ton	2.468	1.036	1.146
	T-N	ton	2.030	0.849	0.832
	T-P	ton	0.021	0.029	0.026

ESG Facts & Figures

KT&G KGC **Yungjin Pharm** COSMOCOS Tae-A Industrial KGCYebon

Use of major raw/secondary materials

Scope	Subcategory	Unit	2020	2021	2022
Entire	Raw materials	ton	50,685	32,050	45,655
	Secondary materials	ton	4,260	2,561	4,537

Purchase of eco-friendly products/services

Scope	Subcategory	Unit	2020	2021	2022
Entire	Amount of eco-friendly product/service purchase	KRW million	440	424	583
	Percentage of eco-friendly product/service purchase	%	10.3	16.6	12.8

Employment

Scope	Subcategory	Subcategory	2020	2021	2022	
Entire	Total	person	630	629	610	
	By gender	Male	person	462	462	450
		Female	person	168	167	160
	By age	Under 30	person	108	114	91
		30-49	person	443	429	426
		50 and older	person	79	86	93
	Percentage of female employees	%	26.7	26.6	26.2	

* Employee status: Based on business report of December 2022

** Based on direct employment (full-time employees, contract workers)

Employment of persons with disabilities

Scope	Subcategory	Unit	2020	2021	2022
Entire	Employees with disabilities	person	3	3	3
	Employment rate for persons with disabilities	%	0.5	0.5	0.5

* Based on direct employment (full-time employees, contract workers)

Average service period

Scope	Subcategory	Unit	2020	2021	2022
Entire	Male	Year	11.0	11.2	11.3
	Female	Year	9.3	10.2	10.3

* Compiling years of service based on the date of joining the company

New employment

Scope	Subcategory	Unit	2020	2021	2022	
Entire	Total	person	36	41	93	
	By gender	Male	person	19	27	66
		Female	person	17	14	27
	By age	Under 30	person	17	24	52
		30-49	person	18	14	36
		50 and older	person	1	3	5

* Based on direct employment (full-time employees, contract workers)

ESG Facts & Figures

KT&G KGC **Yungjin Pharm** COSMOCOS Tae-A Industrial KGCYebon

Turnover

Scope	Subcategory	Unit	2020	2021	2022	
Domestic	Total	person	43	52	100	
	By gender	Male	33	33	70	
		Female	10	19	30	
		Turnover rate	%	6.8	8.3	16.4
		Voluntary turnover rate	%	6.8	7.8	13.6

* Based on direct employment (full-time employees)

Childbirth leave and childcare leave

Scope	Subcategory	Unit	2020	2021	2022
Entire	Male employees taking childbirth leave	person	6	23	22
	Female employees taking childbirth leave	person	5	8	5
	Rate of male returning to work after childbirth leave	%	100.0	100.0	100.0
	Rate of female returning to work after childbirth leave	%	100.0	100.0	100.0
	Male employees taking childcare leave	person	-	-	1
	Female employees taking childcare leave	person	6	8	24
	Rate of male returning to work after childcare leave	%	-	-	-
	Rate of female returning to work after childcare leave	%	100.0	100.0	87.5
	Rate of male retiring within 12 months after returning to work from childcare leave	%	-	-	-
	Rate of female retiring within 12 months after returning to work from childcare leave	%	-	-	-

* There may be some changes according to employees' leave end date and aggregation criteria.

Union membership

Scope	Subcategory	Unit	2020	2021	2022
Entire	Employees eligible for membership	person	455	454	454
	Union members	person	399	395	385
	Union membership rate	%	87.7	87.0	84.8

Employee training

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total number of trainees	person	157	165	105
	Male	person	113	125	76
	Female	person	44	40	29
	Annual average training expense per employee	KRW thousand	164	160	180
	Male	KRW thousand	199	165	156
	Female	KRW thousand	90	143	243
	Annual average time spent on training per employee	hour	21.0	21.4	11.1
	Male	hour	-	-	11.5
	Female	hour	-	-	9.9

Performance evaluation

Scope	Subcategory	Unit	2020	2021	2022
Entire	Employees subject to evaluation	person	588	581	541
	Percentage of employees evaluated	%	93.3	92.4	88.7

* All level-2 A and lower employees subject to performance/capability evaluations, excluding persons on leave, new employees, employees planning to retire, and separately evaluated personnel according to company regulations (dispatched to the Group subsidiaries, etc.)

ESG Facts & Figures

KT&G KGC **Yungjin Pharm** COSMOCOS Tae-A Industrial KGCYebon

Human rights protection

Scope	Subcategory	Unit	2020	2021	2022
Entire	No. of cases of human rights-related opinions received	case	1	3	2
	No. of cases of human rights-related opinions handled	case	1	3	2
	Handling ratio of human rights-related opinions	%	100	100	100
	Sexual harassment prevention training	time	1	1	1
	Employees who completed sexual harassment prevention training	person	586	623	628

Industrial accident

Scope	Subcategory	Unit	2020	2021	2022
Entire	Number of victims	person	-	-	1
	Industrial accident rate	%	-	-	0.2
	accident-related injuries	case	-	-	-
	disease-related injuries	case	-	-	-
	Total working hour	hour	1,613,965	1,577,904	1,584,000

* Including full-time employees and contract workers

Work loss

Scope	Subcategory	Unit	2020	2021	2022
Entire	(Employee) LTIFR ¹⁾	-	-	0.6	0.88

* Including full-time employees and contract workers

¹⁾ LTIFR (Lost Time Injuries Frequency Rate) = (Number of accidents / Total labor hour) x 1,000,000

Social contribution

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total social contribution investment	KRW 100 million	0.98	0.04	0.11
	Social contribution investment to sales	%	0.05	0.00	0.01

Board of Directors (BOD)

Scope	Subcategory	Unit	2020	2021	2022
Entire	Number of BOD meetings held	time	10	10	12
	Attendance rate of non-executive directors ¹⁾	%	93.9	93.3	100

¹⁾ Sum of no. of times of attendance by director / no. of times BOD meetings were held X no. of non-executive directors * 100

Violation of laws and regulations

Scope	Subcategory	Unit	2020	2021	2022
Entire	Fair trade related legal sanctions	case	-	-	-
	Environment-related penalty	KRW thousand	-	-	-
	Violation of display advertising regulation	case	-	-	-
	Personal information infringement	case	-	-	-

R&D

Scope	Subcategory	Unit	2020	2021	2022
Entire	R&D investment	KRW million	15,074	13,261	16,142
	R&D performance	case	36	16	16
	Patents (owned)	case	190	176	181

¹⁾ Including domestic and overseas patents

ESG Facts & Figures

KT&G KGC Yungjin Pharm **COSMOCOS** Tae-A Industrial KGCYebon

COSMOCOS ESG Quantitative Data

Energy use(TJ)

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total	TJ	30.7	32.1	32.0
	Fuel(Non-renewable energy)	TJ	8.0	8.4	7.7
	Electricity	TJ	23	24	24
	Energy use Intensity*	TJ/KRW 100 million	0.05	0.04	0.04

* Scope: Domestic manufacturing site (Incheon)

** Verification status: Completed third-party verification for all business sites within the scope

GHG emissions

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total (Scope 1+2)	tCO₂eq	1,508	1,558	1,549
	Direct emissions (Scope 1)	tCO ₂ eq	408	426	387
	Indirect emissions (Scope 2)	tCO ₂ eq	1,101	1,131	1,162
	GHG emission intensity (Scope 1+2)	tCO ₂ eq/KRW 100 million	2.30	2.16	1.96

* Scope: Domestic manufacturing site (Incheon)

** Verification status: Completed third-party verification for all business sites within the scope

Water resources management

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total water withdrawal	ton	29,866	28,437	28,610
	Service water	ton	29,866	28,437	28,610
	Total water consumption	ton	29,866	28,437	28,610
	Water use intensity	ton/KRW 100 million	45.57	39.44	36.38

* Scope: Domestic manufacturing site (Incheon)

Waste discharge

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total waste emitted	ton	415.6	372.1	441.2
	General (Incineration)	ton	152.8	93.4	152.5
	Designated (Recycling)	ton	262.8	278.7	288.7
	Waste recycling rate	%	63.2	74.9	65.4
	Waste emission intensity	ton/KRW 100 million	0.63	0.52	0.56

* Scope: Domestic manufacturing site (Incheon)

** Based on waste discharge and treatment performance report pursuant to the Enforcement Regulations of the Wastes Control Act

Air pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022
Incheon Plant	NOx	ppm	-	25.7	18.7
	SOx	ppm	non-detection	0.55	non-detection
	Dust (PM)	mg/Sm ³	1.48	1.68	0.76
	Volatile Organic Compounds (VOCs)	ppm	-	-	-

* Scope: Domestic manufacturing site (Incheon)

** Based on self-measurement

ESG Facts & Figures

KT&G KGC Yungjin Pharm **COSMOCOS** Tae-A Industrial KGCYebon

Water pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022
Incheon Plant	Total	mg/L	77.10	66.45	51.38
	BOD	mg/L	15.45	5.40	7.60
	COD	mg/L	37.15	33.35	26.63
	SS	mg/L	17.65	15.10	8.00
	T-N	mg/L	6.81	12.54	9.12
	T-P	mg/L	0.05	0.06	0.04

* Scope: Domestic site (Incheon)

** Implemented self-measurement of a specific harmful substance polluting the environment

Employment

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total	person	263	264	272
	Male	person	129	129	135
	Female	person	134	135	137
	Under 30	person	35	32	36
	30-49	person	169	170	174
	50 and older	person	59	62	62
	Percentage of female employees	%	51.0	51.1	50.4

* Based on direct employment (full-time employees, contract workers)

Employment of persons with disabilities

Scope	Subcategory	Unit	2020	2021	2022
Entire	Employees with disabilities	person	5	5	6
	Employment rate for persons with disabilities	%	1.9	1.9	2.2

* Based on direct employment (full-time employees, contract workers)

Average service period

Scope	Subcategory	Unit	2020	2021	2022
Entire	Male	Year	9	9	10
	Female	Year	10	9	9

* Based on the date of joining the company

New employment

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total	person	36	56	64
	Male	person	19	23	31
	Female	person	17	33	33
	Under 30	person	10	22	18
	30-49	person	25	33	37
	50 and older	person	1	1	9

* Based on direct employment (full-time employees, contract workers)

Turnover

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total	person	26	51	53
	Male	person	10	19	26
	Female	person	16	32	27
	Turnover rate	%	9.9	19.3	19.5
	Voluntary turnover rate ¹⁾	%	6.5	17.0	14.0

* Based on direct employment (full-time employees, contract workers)

¹⁾ Voluntary turnover rate: No. of persons who left the company based on direct employment / total employees

ESG Facts & Figures

KT&G KGC Yungjin Pharm **COSMOCOS** Tae-A Industrial KGCYebon

Childbirth leave and childcare leave

Scope	Subcategory	Unit	2020	2021	2022
Entire	Male employees taking childbirth leave	person	3	4	2
	Female employees taking childbirth leave	person	1	4	1
	Rate of male returning to work after childbirth leave	%	100.0	100.0	100.0
	Rate of female returning to work after childbirth leave	%	100.0	100.0	100.0
	Male employees taking childcare leave	person	1	1	1
	Female employees taking childcare leave	person	2	5	2
	Rate of male returning to work after childcare leave	%	100.0	100.0	0.0
	Rate of female returning to work after childcare leave	%	100.0	100.0	100.0
	Rate of male retiring within 12 months after returning to work from childcare leave	%	0.0	0.0	100.0
	Rate of female retiring within 12 months after returning to work from childcare leave	%	50.0	0.0	50.0

* Male and female childcare leave is unpaid. A maximum of 1 year can be used.

Employee training

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total number of trainees	person	39	88	167
	Male	person	34	47	83
	Female	person	5	41	84
	Annual average training expense per employee	KRW thousand	195	94	115
	Male	KRW thousand	207	98	137
	Female	KRW thousand	105	88	94
	Annual average time spent on training per employee	hour	13	9	8
	Male	hour	13	9	9
	Female	hour	11	10	6

Performance evaluation

Scope	Subcategory	Unit	2020	2021	2022
Entire	Employees subject to evaluation	person	195	220	218
	Percentage of employees evaluated	%	66.2	70.0	81.0

* All level-1 and lower employees subject to performance/capability evaluations (employees who continually worked for less than three months in the corresponding year (including employees on leave, who returned to work, who joined the company in the middle of the year, etc. are excluded))

Human rights protection

Scope	Subcategory	Unit	2020	2021	2022
Entire	Sexual harassment prevention training	time	1	1	1
	Employees who completed sexual harassment prevention training	person	263	275	275

Industrial accident

Scope	Subcategory	Unit	2020	2021	2022
Entire	Number of victims	person	1	1	2
	Industrial accident rate ¹⁾	%	38.2	38.2	73.5
	Accident-related injuries	case	1	1	2
	Disease-related injuries	case	0	0	0
	Total working hour ²⁾	hour	512,237	503,360	517,888

¹⁾ Industrial accident rate: (No. of workers in accidents/no. of workers subject to industrial accident insurance application) * 100

²⁾ Total working hour: Annual prescribed no. of work days * prescribed work hours (8 hours) * Annual average workers

Work loss

Scope	Subcategory	Unit	2020	2021	2022
Entire	(Employee) LTIFR ¹⁾		1.95	1.99	3.86

* Including full-time employees, contract workers, daily workers

¹⁾ No casualty accidents at domestic or overseas business sites between 2019-2022

ESG Facts & Figures

KT&G KGC Yungjin Pharm **COSMOCOS** Tae-A Industrial KGCYebon

Board of Directors (BOD)

Scope	Subcategory	Unit	2020	2021	2022
Entire	Number of BOD meetings held	time	14	14	10

Violation of laws and regulations

Scope	Subcategory	Unit	2020	2021	2022
Entire	Fair trade related legal sanctions	case	-	-	-
	Environment-related penalty	KRW thousand	-	-	-
	Violation of display advertising regulation	case	-	-	-
	Personal information infringement	case	-	-	-

R&D

Scope	Subcategory	Unit	2020	2021	2022
Entire	R&D investment	KRW million	273	426	433
	R&D performance ¹⁾	case	121	192	200
	Patents(owned)	case	1	4	2

¹⁾ R&D performance in 2022: 194 cases of new products, 6 cases of functional permission, 0 cases of quasi-drug permission

²⁾ 2 cases of patent registration in 2022

ESG Facts & Figures

KT&G KGC Yungjin Pharm COSMOCOS **Tae-A Industrial** KGCYebon

Tae-A Industrial ESG Quantitative Data

Energy use(TJ)

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total	TJ	369.9	395.6	439.4
	Fuel (LNG)	TJ	232.1	249.4	268.4
	Electricity	TJ	137.3	145.6	170.4
	Others	TJ	0.5	0.6	0.6
	Energy use Intensity	TOE/KRW 100 million	1.7	1.6	1.3

* Scope: Daejeon Plant, Gimcheon Plant

** Verification status: Completed third-party verification for all business sites within the scope

GHG emissions

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total (Scope 1+2)	tCO₂eq	18,468	19,647	21,799
	Direct emissions (Scope 1)	tCO ₂ eq	11,798	12,679	13,644
	Indirect emissions (Scope 2)	tCO ₂ eq	6,670	6,968	8,155
	GHG emission intensity (Scope 1+2)	tCO ₂ eq/KRW 100 million	84.9	77.9	66.9

* Scope: Daejeon Plant, Gimcheon Plant

** Verification status: Completed third-party verification for all business sites within the scope

Environmental investment

Scope	Subcategory	Unit	2020	2021	2022
Entire	Environmental investment plan	KRW million	818	1,140	1,197
	Environmental investment practice	KRW million	704	838	2,030
	Execution rate	%	86.0	73.5	169.6

Water resources management

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total water withdrawal (A)	ton	458,045	447,731	511,245
	Service water	ton	445,096	439,106	507,644
	Ground water	ton	12,949	8,625	3,601
	Waste water and water discharge (B)	ton	-	-	-
	Total water consumption (A-B)	ton	458,045	447,731	511,245
	Recycled water	ton	-	-	-
	Water use intensity	ton/KRW 100 million	2,105	1,774	1,569

* Scope: Daejeon Plant, Gimcheon Plant

Waste emissions and recycling

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total waste emitted	ton	5,892	5,927	6,265
	Incineration	ton	131	194	197
	Recycling	ton	5,760	5,733	6,068
	Waste recycling rate	%	97.8	96.7	96.9
	Waste emission intensity	ton/KRW 100 million	27.1	23.5	-

* Scope: Daejeon Plant, Gimcheon Plant

** Based on waste discharge and treatment performance report pursuant to the Enforcement Regulations of the Wastes Control Act

ESG Facts & Figures

KT&G KGC Yungjin Pharm COSMOCOS **Tae-A Industrial** KGCYebon

Air pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022
Daejeon plant ¹⁾	NOx	ppm	28.0	15.0	15.5
	SOx	ppm	-	-	0.1
	Dust (PM)	mg/Sm3	4.7	3.4	2.5
	Volatile Organic Compounds (VOCs)	ppm	-	-	-
Gimcheon plant ²⁾	NOx	ppm	23.1	23.5	27.5
	SOx	ppm	0.2	0.5	0.2
	Dust (PM)	mg/Sm3	1.5	1.6	1.3
	Volatile Organic Compounds (VOCs)	ppm	-	-	-

¹⁾ Daejeon Plant: Based on 8 air measurement locations

²⁾ Gimcheon Plant: Based on 4 air measurement locations

Water pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022
Daejeon plant ¹⁾	Total water pollutant	mg/L	132.5	116.2	117.1
	BOD	mg/L	13.0	5.3	6.9
	COD	mg/L	86.0	87.2	87.2
	SS	mg/L	17.0	11.0	12.3
	T-N	mg/L	16.4	12.7	10.6
	T-P	mg/L	0.1	0.1	0.1
Gimcheon plant ²⁾	Total water pollutant	mg/L	56.7	49.8	86.0
	BOD	mg/L	4.1	4.0	5.0
	COD	mg/L	30.5	28.3	50.0
	SS	mg/L	10.4	9.4	17.0
	T-N	mg/L	11.0	7.9	13.0
	T-P	mg/L	0.7	0.2	1.0

¹⁾ Daejeon Plant: Based on water discharge

²⁾ Gimcheon Plant: Based on water discharge of KT&G's joint prevention facility

Employment

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total	person	100	112	145
	Male	person	94	106	137
	Female	person	6	5	8
	Under 30	person	14	20	20
	30-49	person	62	70	96
	50 and older	person	24	21	29
	Percentage of female employees	%	6.0	5.4	5.5

* Based on direct employment (full-time employees, contract workers)

Employment of persons with disabilities

Scope	Subcategory	Unit	2020	2021	2022
Entire	Employees with disabilities	person	1	1	2
	Employment rate for persons with disabilities	%	1.0	0.9	1.4

Average service period

Scope	Subcategory	Unit	2020	2021	2022
Entire	Male	year	7	7	7
	Female	year	15	12	10

* As of the end of each year

ESG Facts & Figures

KT&G KGC Yungjin Pharm COSMOCOS **Tae-A Industrial** KGCYebon

New employment

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total	person	12	19	44
	Male	person	12	18	41
	Female	person	0	1	3
	Under 30	person	3	10	17
	30-49	person	7	8	21
	50 and older	person	1	1	6

* Based on direct employment (full-time employees, contract workers)

Turnover

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total	person	6	9	14
	Male	person	6	9	14
	Female	person	0	0	0
	Turnover rate	%	6.4	9.0	12.6
	Voluntary turnover rate	%	4.3	4.0	6.3

* Based on direct employment (full-time employees)

Childbirth leave and childcare leave

Scope	Subcategory	Unit	2020	2021	2022
Entire	Male employees taking childbirth leave	person	2	6	4
	Female employees taking childbirth leave	person	-	1	-
	Rate of male returning to work after childbirth leave	%	100.0	100.0	100.0
	Rate of female returning to work after childbirth leave	%	-	-	-
	Male employees taking childcare leave	person	-	1	2
	Female employees taking childcare leave	person	-	1	1
	Rate of male returning to work after childcare leave	%	-	-	50.0
	Rate of female returning to work after childcare leave	%	-	-	100.0
	Rate of male retiring within 12 months after returning to work from childcare leave	%	-	-	-
	Rate of female retiring within 12 months after returning to work from childcare leave	%	-	-	100.0

Union membership

Scope	Subcategory	Unit	2020	2021	2022
Entire	Employees eligible for membership	person	81	85	108
	Union members	person	81	85	108
	Union membership rate	%	100.0	100.0	100.0

ESG Facts & Figures

KT&G KGC Yungjin Pharm COSMOCOS **Tae-A Industrial** KGCYebon

Employee training

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total number of trainees	person	403	491	845
	Male	person	378	464	791
	Female	person	25	27	54
	Annual average training expense per employee	KRW thousand	84	96	41
	Male	KRW thousand	85	96	41
	Female	KRW thousand	69	85	38
	Annual average time spent on training per employee	hour	24	28	6
	Male	hour	24	28	6
	Female	hour	20	26	7

Performance evaluation

Scope	Subcategory	Unit	2020	2021	2022
Entire	Employees subject to evaluation	person	97	109	141
	Percentage of employees evaluated	%	100.0	100.0	100.0

* All level-1 and lower employees subject to performance/capability evaluations (excluding persons on leave)

Human rights protection

Scope	Subcategory	Unit	2020	2021	2022
Entire	Sexual harassment prevention training	person	1	1	1
	Employees who completed sexual harassment prevention training	person	120	131	165

Industrial accident

Scope	Subcategory	Unit	2020	2021	2022
Entire	Number of victims	person	2	-	2
	Industrial accident rate	%	2.2	-	1.9
	Accident-related injuries	case	2	-	2
	Disease-related injuries	case	-	-	-
	Total working hour	hour	193,139	207,913	258,289

* Based on KOSHA industrial accident rate confirmation document

Social contribution

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total social contribution investment	KRW 100 million	0.0	0.0	0.2
	Social contribution investment to sales	%	0	0	0.1

Board of Directors (BOD)

Scope	Subcategory	Unit	2020	2021	2022
Entire	Number of BOD meetings held	time	8	8	9
	Attendance rate of non-executive directors	%	87.5	100.0	100.0

Violation of laws and regulations

Scope	Subcategory	Unit	2020	2021	2022
Entire	Fair trade related legal sanctions	case	-	-	-
	Environment-related penalty	KRW thousand	14,131	2,480	1,600
	Violation of display advertising regulation	case	-	-	-
	Personal information infringement	case	-	-	-

ESG Facts & Figures

KT&G KGC Yungjin Pharm COSMOCOS Tae-A Industrial **KGCYebon**

KGCYebon ESG Quantitative Data

Energy use(TJ)

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total	TJ	124	119	127
	Fuel (LNG)	TJ	56	56	57
	Electricity	TJ	68	63	70
	Energy use Intensity	TOE/KRW 100 million	0.89	0.77	0.86

* Scope: Headquarters and Chungju Plant

** Verification status: Completed third-party verification for all business sites within the scope

GHG emissions

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total (Scope 1+2)	tCO₂eq	6,117	5,855	6,331
	Direct emissions (Scope 1)	tCO ₂ eq	2,838	2,834	2,933
	Indirect emissions (Scope 2)	tCO ₂ eq	3,279	3,021	3,398
	GHG emission intensity (Scope 1+2)	tCO ₂ eq/KRW 100 million	44.0	38.0	43.3

* Scope: Headquarters and Chungju Plant

** Verification status: Completed third-party verification for all business sites within the scope

Water resources management

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total water withdrawal (A)	ton	121,381	119,961	123,703
	Service water	ton	38,224	37,012	34,398
	Ground water	ton	83,157	82,949	89,305
	Water use intensity	ton/KRW 100 million	873	779	837

* Scope: Headquarters and Chungju Plant

Waste Emissions and Recycling

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total waste emitted	ton	3,002	2,518	2,580
	Incineration	ton	10	5	12
	Recycling	ton	2,993	2,513	2,568
	Waste recycling rate	%	99.7	99.8	99.5
	Waste emission intensity	ton/KRW 100 million	22	16	17

* Scope: Headquarters and Chungju Plant

Air pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022
Entire	NO _x	ppm	0.8	4.7	30.3
	SO _x	ppm	4	44	-
	Dust (PM)	mg/Sm ³	3	2	3
	Volatile Organic Compounds (VOCs)	ppm	-	-	-

* Scope: Chungju Plant

Water pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total	mg/L	29.0	45.7	17.5
	BOD	mg/L	3.8	5	2.2
	COD	mg/L	19.7	23.5	8.2
	SS	mg/L	3.7	14.8	7.2
	T-N	mg/L	1.75	2.37	-
	T-P	mg/L	0.098	0.031	-

* Scope: Chungju Plant

ESG Facts & Figures

KT&G KGC Yungjin Pharm COSMOCOS Tae-A Industrial **KGCYebon**

Employment

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total	person	82	82	85
	Male	person	74	73	74
	Female	person	8	9	11
	Under 30	person	11	13	11
	30-49	person	59	54	55
	50 and older	person	12	15	19
	Percentage of female employees	%	10.0	11.0	13.0

* Based on full-time employees, contract workers

Average service period

Scope	Subcategory	Unit	2020	2021	2022
Entire	Male	year	5	6	6
	Female	year	3	3	3

* Based on the date of joining the company

New employment

Scope	Subcategory	Unit	2020	2021	2022
Entire	Subtotal	person	12	9	14
	Male	person	9	7	11
	Female	person	3	2	3
	Under 30	person	10	5	5
	30-49	person	2	4	6
	50 and older	person	-	-	3

* Based on direct employment

Turnover

Scope	Subcategory	Unit	2020	2021	2022
Entire	Subtotal	person	9	11	9
	Male	person	8	9	9
	Female	person	1	2	-
	Turnover rate	%	11.4	13.6	11.0
	Voluntary turnover rate	%	100.0	100.0	100.0

* Based on full-time employees

ESG Facts & Figures

KT&G KGC Yungjin Pharm COSMOCOS Tae-A Industrial **KGCYebon**

Childbirth leave and childcare leave

Scope	Subcategory	Unit	2020	2021	2022
Entire	Male employees taking childbirth leave	person	-	1	-
	Female employees taking childbirth leave	person	-	1	-
	Rate of male returning to work after childbirth leave	%		100.0	-
	Rate of female returning to work after childbirth leave	%	-	100.0	-
	Male employees taking childcare leave	person	-	-	1
	Female employees taking childcare leave	person	-	1	1
	Rate of male returning to work after childcare leave	%	-	-	100.0
	Rate of female returning to work after childcare leave	%	-	-	-
	Rate of male retiring within 12 months after returning to work from childcare leave	%	-	-	-
	Rate of female retiring within 12 months after returning to work from childcare leave	%	-	-	-

Employee training

Scope	Subcategory	Unit	2020	2021	2022
Entire	Total number of trainees	person	33	30	68
	Male	person	31	29	63
	Female	person	2	1	5
	Annual average training expense per employee	KRW thousand	174	154	132
	Male	KRW thousand	175	154	118
	Female	KRW thousand	160	150	302
	Annual average time spent on training per employee	hour	14	12	10
	Male	hour	14	12	10
	Female	hour	8	8	15

Performance evaluation

Scope	Subcategory	Unit	2020	2021	2022
Entire	Employees subject to evaluation	person	42	45	82
	Percentage of employees evaluated	%	53.8	53.5	96.0

* Persons subject to performance evaluation: All employees (excluding professional contract workers and executives)

Human rights protection

Scope	Subcategory	Unit	2020	2021	2022
Entire	Sexual harassment prevention training	time	7	6	6
	Employees who completed sexual harassment prevention training	person	82	80	83

ESG Facts & Figures

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Industrial accident

Scope	Subcategory	Unit	2020	2021	2022
Entire	Number of victims	person	0	0	0
	Industrial accident rate	%	0	0	0
	Accident-related injuries	case	0	0	0
	Disease-related injuries	case	0	0	0
	Total working hour	hour	0	0	0

¹ Based on the cases of incidents reported to the Korea Workers' Compensation & Welfare Service

Work loss

Scope	Subcategory	Unit	2020	2021	2022
Entire	(Employee) LTIFR ¹⁾	-	0	0	0

¹⁾ LTIFR (Lost Time Injuries Frequency Rate) = (Number of accidents / Total labor hour) x 1,000,000

Board of Directors (BOD)

Scope	Subcategory	Unit	2020	2021	2022
Entire	Number of BOD meetings held	time	6	6	8
	Attendance rate of non-executive directors	%	100.0	100.0	100.0

Violation of laws and regulations

Scope	Subcategory	Unit	2020	2021	2022
Entire	Fair trade related legal sanctions	case	-	-	-
	Environment-related penalty	KRW thousand	-	-	-
	Violation of display advertising regulation	case	-	-	-
	Personal information infringement	case	-	-	-

R&D

Scope	Subcategory	Unit	2020	2021	2022
Entire	R&D investment	KRW million	518	341	336
	R&D performance	case	17	10	10

