

The background of the cover is a complex, abstract geometric design. It features a central perspective view of a hallway or corridor. The walls and ceiling are composed of numerous overlapping, semi-transparent rectangular planes in shades of blue and green. These planes are arranged in a way that creates a sense of depth and movement, as if they are floating or shifting. The lighting is bright and even, highlighting the edges and surfaces of the planes. The overall effect is one of modernity and technological sophistication.

FROM ASPIRATION TO ACTION

2023 KT&G ESG FACTBOOK

FINANCIAL STATEMENT

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

(Unit: KRW in millions)

	2021	2022	2023
Assets			
Current assets	6,255,861	6,509,585	6,418,374
Cash and cash equivalents	946,571	1,401,018	1,031,953
Current other financial assets	457,057	201,075	294,103
Current financial assets at fair value through profit or loss	965,384	393,106	342,933
Trade and other receivables	1,012,741	1,528,511	1,506,539
Derivative assets	580	23,069	7,751
Inventories	2,375,381	2,575,842	2,763,769
Refund assets and others	1,795	984	820
Accrued tobacco excise and other taxes	324,920	276,182	324,366
Advance payments	98,045	51,090	79,451
Prepaid expenses	53,263	58,708	66,689
Assets held for sale	20,124	0	0

(Unit: KRW in millions)

	2021	2022	2023
Non-current assets	5,381,410	5,792,131	6,354,078
Long-term other financial assets	9,001	42,826	84,462
Long-term deposits in MSA Escrow Fund	1,250,468	1,437,130	1,479,737
Long-term financial assets measured at fair value through profit or loss	304,816	320,429	344,455
Long-term trade and other receivables	94,760	108,476	149,670
Long-term financial assets measured at fair value through other comprehensive income or loss	228,398	206,494	233,058
Property, plant and equipment	242,992	274,534	471,327
Tangible assets	1,741,042	1,837,041	2,096,467
Intangible assets	145,719	167,851	175,028
Investment properties	1,150,980	1,071,463	1,018,434
Right-of-use assets	36,445	40,244	49,029
Long-term advance payments	104,560	113,066	105,725
Long-term prepaid expenses	8,539	7,131	12,663
Deferred income tax assets	52,555	55,758	74,949
Net defined benefit assets	11,135	109,688	59,074
Total Assets	11,637,271	12,301,716	12,772,452

FINANCIAL STATEMENT

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

(Unit: KRW in millions)

	2021	2022	2023
Liability			
Current liabilities	2,063,946	2,527,315	2,672,414
Short-term borrowings	75,432	72,629	61,576
Current portion of long-term borrowings	2,166	4,126	27,521
Trade and other payables	971,121	1,505,796	1,684,673
Current lease liabilities	17,181	16,559	18,702
Derivative liabilities	908	0	0
Advance receipts	21,918	21,493	17,203
Current refund liabilities and provisions	26,130	21,563	33,213
Current income tax liabilities	236,397	218,730	191,016
Tobacco excise and other taxes payables	712,693	666,419	638,510
Non-current liabilities	364,463	415,821	805,103
Long-term borrowings and bond	53,195	78,808	469,813
Long-term trade and other payables	57,434	52,896	58,390
Long-term lease liabilities	19,377	21,050	27,776
Long-term advance receipts	5,077	2,567	4,177
Net defined benefit liabilities	57,736	32,478	36,038
Long-term refund liabilities and provisions	5,222	18,954	5,117
Deferred income tax liabilities	148,105	181,299	185,971
Non-controlling interests liabilities	18,317	27,769	17,821
Total liabilities	2,428,409	2,943,136	3,477,517

(Unit: KRW in millions)

	2021	2022	2023
Equity:			
Capital	954,959	954,959	954,959
Other capital surplus	4,498	4,498	4,946
Treasury shares	(879,982)	(1,236,933)	(1,236,933)
Gain on sale of treasury shares	528,894	528,894	528,894
Reserve	6,490,161	6,812,286	7,230,300
Retained earnings	2,060,256	2,251,940	1,692,239
Share capital	9,158,786	9,315,644	9,174,405
Non-controlling interests	50,076	42,936	120,530
Total equity	9,208,862	9,358,580	9,294,935
Total liabilities and equity	11,637,271	12,301,716	12,772,452

FINANCIAL STATEMENT

CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME

(Unit: KRW in millions)

	2021	2022	2023
Sales	5,228,352	5,851,406	5,862,608
Cost of sales	(2,350,180)	(2,891,166)	(3,054,393)
Gross profit	2,878,172	2,960,240	2,808,215
Sales, general and administrative expenses	(1,539,789)	(1,692,590)	(1,640,879)
Operating profit	1,338,383	1,267,650	1,167,336
Other income	188,398	299,644	201,551
Other expense	(144,991)	(230,629)	(194,022)
Financial income	78,753	131,413	138,936
Financial cost	(31,901)	(87,540)	(67,814)
Share of net profit of associates and joint ventures	10,911	29,370	9,610
Profits arising from net monetary assets	0	19,611	(7,215)
Profit before income tax	1,439,553	1,429,519	1,248,382
Corporate tax expense	(415,440)	(415,602)	(318,836)
Profit from continuing operations	1,024,113	1,013,917	929,546
Profit from discontinued operations	(52,354)	(8,590)	(7,185)
Profit for the year	971,759	1,005,327	922,361
Other comprehensive income (loss) after income tax	89,479	77,246	(21,542)
Item that will not be reclassified to profit or loss	54,412	70,633	(12,394)
Re-measurements of net defined benefit liabilities	42,562	64,777	(31,954)
Gain (loss) on valuation of fair value through other comprehensive income or loss	11,843	5,818	19,629
Capital changes in equity method	7	38	(69)
Item that will be reclassified to profit or loss	35,067	6,613	(9,148)
Exchange differences on translating foreign operations	35,086	6,757	(8,755)
Capital changes in equity method	(19)	(144)	(393)

(Unit: KRW in millions)

	2021	2022	2023
Total comprehensive income for the year	1,061,238	1,082,573	900,819
Profit attributable to:			
Owners of the Parent Company	977,259	1,015,785	902,662
Profit from continuing operations	1,029,613	1,024,375	909,847
Profit from discontinued operations	(52,354)	(8,590)	(7,185)
Non-controlling interests	(5,500)	(10,458)	19,699
Profit from continuing operations	(5,500)	(10,458)	19,699
Profit from discontinued operations	0	0	0
Other comprehensive income for the year attributable to:			
Owners of the Parent Company	1,065,883	1,089,714	881,976
Profit from continuing operations	1,117,672	1,099,832	889,677
Profit from discontinued operations	(51,789)	(10,118)	(7,701)
Non-controlling interests	(4,645)	(7,141)	18,843
Profit from continuing operations	(4,645)	(7,141)	18,843
Profit from discontinued operations	0	0	0
Earnings per Share			
Basic & Diluted (Unit: KRW)	7,898	8,489	7,843
Profit from continuing operations (Unit: KRW)	8,321	8,561	7,905
Profit from discontinued operations (Unit: KRW)	(423)	(72)	(62)

FINANCIAL STATEMENT

CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY

(Unit: KRW in millions)

	Equity								Non-controlling interests	Total Capital
	Share Capital				Reserve	Retained earnings	Total capital attributable to the owners of the Parent Company			
	Capital	Other capital surplus	Treasury shares	Gain on sale of treasury shares						
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	
Total comprehensive income for the year										
Profit for the year	0	0	0	0	0	977,259	977,259	(5,500)	971,759	
Other comprehensive income (loss) after income tax										
Re-measurements of net defined benefit liabilities	0	0	0	0	0	41,586	41,586	976	42,562	
Gain (loss) on valuation of fair value through other comprehensive income or loss	0	0	0	0	11,843	0	11,843	0	11,843	
Transfer from gain on disposal of fair value through other comprehensive income or loss to retained earnings	0	0	0	0	843	(843)	0	0	0	
Exchange differences on translating foreign operations	0	0	0	0	35,206	0	35,206	(120)	35,086	
Capital changes in equity method	0	0	0	0	(12)	0	(12)	0	(12)	
Subtotal of other comprehensive income (loss)	0	0	0	0	47,880	40,743	88,623	856	89,479	
Total comprehensive income (loss) for the year	0	0	0	0	47,880	1,018,002	1,065,882	(4,644)	1,061,238	
Transactions with owners of the Parent Company:										
Dividends paid	0	0	0	0	0	(595,584)	(595,584)	0	(595,584)	
Transfer to other reserve	0	0	0	0	464,638	(464,638)	0	0	0	
Acquisition of treasury shares	0	0	(348,364)	0	0	0	(348,364)	0	(348,364)	
Retirement of treasury shares	0	0	0	0	0	0	0	0	0	
Changes in non-controlling interest	0	0	0	0	0	0	0	0	0	
Share options	0	0	0	0	0	0	0	0	0	
Total transactions with owners of the Parent Company	0	0	(348,364)	0	464,638	(1,060,222)	(943,948)	0	(943,948)	
Balance at December 31, 2021	954,959	4,498	(879,982)	528,894	6,490,161	2,060,255	9,158,785	50,077	9,208,862	

FINANCIAL STATEMENT

CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY

(Unit: KRW in millions)

	Equity							Non-controlling interests	Total Capital
	Share Capital				Reserve	Retained earnings	Total capital attributable to the owners of the Parent Company		
	Capital	Other capital surplus	Treasury shares	Gain on sale of treasury shares					
Balance at January 1, 2022	954,959	4,498	(879,982)	528,894	6,490,161	2,060,255	9,158,785	50,077	9,208,862
Total comprehensive income for the year									
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									
Re-measurements of net defined benefit liabilities	0	0	0	0	0	61,462	61,462	3,315	64,777
Gain (loss) on valuation of fair value through other comprehensive income or loss	0	0	0	0	5,818	0	5,818	0	5,818
Transfer from gain on disposal of fair value through other comprehensive income or loss to retained earnings	0	0	0	0	8,445	(8,445)	0	0	0
Exchange differences on translating foreign operations	0	0	0	0	6,755	0	6,755	2	6,757
Capital changes in equity method	0	0	0	0	(106)	0	(106)	0	(106)
Subtotal of other comprehensive income (loss)	0	0	0	0	20,912	53,017	73,929	3,317	77,246
Total comprehensive income (loss) for the year	0	0	0	0	20,912	1,068,802	1,089,714	(7,141)	1,082,573
Transactions with owners of the Parent Company:									
Dividends paid	0	0	0	0	0	(575,904)	(575,904)	0	(575,904)
Transfer to other reserve	0	0	0	0	301,213	(301,213)	0	0	0
Acquisition of treasury shares	0	0	(356,951)	0	0	0	(356,951)	0	(356,951)
Retirement of treasury shares	0	0	0	0	0	0	0	0	0
Changes in non-controlling interest	0	0	0	0	0	0	0	0	0
Share options	0	0	0	0	0	0	0	0	0
Total transactions with owners of the Parent Company	0	0	(356,951)	0	301,213	(877,117)	(932,855)	0	(932,855)
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 CHANGES IN EQUITY

(Unit: KRW in millions)

	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, 2023	954,959	4,498	(1,236,933)	528,894	6,812,286	2,251,940	9,315,644	42,936	9,358,580
Total comprehensive income for the year									
Profit for the year	0	0	0	0	0	902,662	902,662	19,699	922,361
Other comprehensive income (loss) after income tax									
Re-measurements of net defined benefit liabilities	0	0	0	0	0	(31,098)	(31,098)	(856)	(31,954)
Gain (loss) on valuation of fair value through other comprehensive income or loss	0	0	0	0	19,629	0	19,629	0	19,629
Transfer from gain on disposal of fair value through other comprehensive income or loss to retained earnings	0	0	0	0	0	0	0	0	0
Exchange differences on translating foreign operations	0	0	0	0	(8,755)	0	(8,755)	0	(8,755)
Capital changes in equity method	0	0	0	0	(462)	0	(462)	0	(462)
Subtotal of other comprehensive income (loss)	0	0	0	0	10,412	(31,098)	(20,686)	(856)	(21,542)
Total comprehensive income (loss) for the year	0	0	0	0	10,412	871,564	881,976	18,843	900,819
Transactions with owners of the Parent Company:									
Dividends paid	0	0	0	0	0	(720,935)	(720,935)	0	(720,935)
Transfer to other reserve	0	0	0	0	407,602	(407,602)	0	0	0
Acquisition of treasury shares	0	0	(302,728)	0	0	0	(302,728)	0	(302,728)
Retirement of treasury shares	0	0	302,728	0	0	(302,728)	0	0	0
Changes in non-controlling interest	0	0	0	0	0	0	0	58,751	58,751
Share options	0	448	0	0	0	0	448	0	448
Total transactions with owners of the Parent Company	0	448	0	0	407,602	(1,431,265)	(1,023,215)	58,751	(964,464)
Balance at December 31, 2023	954,959	4,946	(1,236,933)	528,894	7,230,300	1,692,239	9,174,405	120,530	9,294,935

FINANCIAL STATEMENT

CONSOLIDATED STATEMENTS OF CASH FLOWS

(Unit: KRW in millions)

	2021	2022	2023
Consolidated statements of cash flows	1,419,821	887,887	1,265,993
Cash generated from operations	1,832,611	1,310,291	1,646,282
Income taxes paid	(412,790)	(422,404)	(380,289)
Cash flows from investing activities	(797,610)	547,544	(848,296)
Interest received	10,842	31,996	55,856
Dividends received	28,903	32,682	27,515
Decrease in other financial assets	322,158	881,076	138,975
Decrease in current financial assets measured at fair value through profit or loss	158	661,016	403,273
Decrease in long-term financial assets measured at fair value through profit or loss	21,261	2,030	5,086
Decrease in long-term financial assets measured at fair value through other comprehensive income or loss	15,895	7,200	0
Decrease in long-term deposits in MSA Escrow Fund	461	0	0
Disposal of property, plant and equipment	5,326	3,744	7,253
Disposal of intangible assets	152	300	1,035
Disposal of investment properties	440	2,277	9,526
Disposal of assets held for sale	663	69,796	372
Disposal of investments in associates and joint ventures	0	42,882	41
Receipt of government grant	0	0	332
Collection of loans	21,163	22,494	24,309
Collection of guarantee deposits	5,939	543	3,232
Collection of finance lease receivables	79	0	0
Increase in other financial assets	(371,913)	(658,997)	(276,186)
Increase in current financial assets measured at fair value through profit or loss	(41,743)	(19,799)	(300,950)
Increase in long-term financial assets measured at fair value through profit or loss	(80,708)	(64,701)	(62,038)
Increase in financial assets at fair value through other comprehensive income or loss	(3,500)	(3,000)	0
Increase in long-term deposits in MSA Escrow Fund	(247,624)	(96,556)	(1,635)

	2021	2022	2023
Acquisition of property, plant and equipment	(224,443)	(241,382)	(472,769)
Acquisition of intangible assets	(43,671)	(41,502)	(40,613)
Acquisition of investment properties	(109,650)	(27,906)	(22,392)
Acquisition of right-of-use assets	(181)	(3,295)	(1,440)
Acquisition of investments in associates and joint ventures	(79,786)	(34,489)	(191,978)
Increase in loans	(27,338)	(16,651)	(106,880)
Increase in guarantee deposits	(493)	(2,214)	(4,201)
Net cash outflows due to changes in scope of consolidation	0	0	(47,298)
Other increase in relation to investment properties	0	0	3,279
Cash flows from financing activities	(947,574)	(931,786)	(775,827)
Dividends paid	(595,584)	(575,904)	(776,434)
Interest paid	(3,205)	(10,205)	(25,407)
Repayment of lease liabilities	(23,278)	(20,341)	(23,849)
Acquisition of treasury shares	(348,364)	(356,951)	(302,728)
Repayment of borrowings	(144,221)	(218,193)	(1,823,639)
Proceeds in borrowings	164,078	249,808	1,847,311
Proceeds from issuance of bond	0	0	328,919
Increase in non-controlling interest	3,000	0	0
Net increase (decrease) in cash and cash equivalents	(325,363)	503,645	(358,130)
Cash and cash equivalents at the beginning of the year	1,253,611	946,571	1,401,018
Effect of exchange rate fluctuation on cash and cash equivalents	18,323	(49,198)	(10,935)
Cash and cash equivalents at the end of the year	946,571	1,401,018	1,031,953

ESG FACTS & FIGURES

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

GHG emissions (Scope 1, 2)

Scope	Subcategory	Unit	2020	2021	2022	2023
	Total (Scope 1+2)	tCO₂eq	184,786	178,737	182,898	178,433
Domestic	Direct emissions (Scope 1)	tCO ₂ eq	71,724	67,969	70,654	67,803
	Indirect emissions (Scope 2)	tCO ₂ eq	113,062	110,768	112,244	110,630
	Total (Scope 1+2)	tCO₂eq	12,242	13,666	8,520	7,239
Overseas	Direct emissions (Scope 1)	tCO ₂ eq	2,860	2,923	3,604	4,284
	Indirect emissions (Scope 2)	tCO ₂ eq	9,383	10,743	4,916	2,955
	Total (Scope 1+2)	tCO₂eq	197,028	192,403	191,418	185,672
Entire	Direct emissions (Scope 1)	tCO ₂ eq	74,583	70,892	74,258	72,087
	Indirect emissions (Scope 2)	tCO ₂ eq	122,445	121,511	117,160	113,585
	Reduction rate compared to the baseline year (2020)	%		2.35	2.85	5.76

* Based on market-based GHG emissions calculation method

** Scope of aggregation: All domestic business sites of KT&G (138 buildings including manufacturing sites (Daejeon Plant 1 and 2, Yeongju Plant, Gwangju Plant, etc.), leased buildings, branches, offices, etc.) and overseas manufacturing sites (Indonesia, Russia, Türkiye), and domestic and overseas manufacturing sites of subsidiaries

*** Verification status: Third-party verification completed within the scope of aggregation

**** 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 (solar power), PPA (Power Purchase Agreement), and Renewable Energy Certificates (REC), etc.

GHG emissions (Scope 3)

	Unit	2020	2021	2022	2023
Total (Scope 3)	tCO₂eq	613,499	565,572	857,279	516,237
Procured products and services	tCO ₂ eq	194,065	198,907	240,323	224,444
Capital goods	tCO ₂ eq	156,932	101,376	45,281	103,537
Fuel & energy related activities	tCO ₂ eq	20,639	21,692	23,508	23,423
Upstream transport & distribution	tCO ₂ eq	24,920	24,152	31,571	19,190
Waste from business sites	tCO ₂ eq	10,167	6,211	4,596	4,602
Business trip	tCO ₂ eq	903	779	2,548	3,453
Employee commuting	tCO ₂ eq	11,893	11,769	11,883	11,822
Upstream lease assets	tCO ₂ eq	508	671	654	696
Downstream transport & distribution	tCO ₂ eq	12,196	7,386	14,744	10,903
Processing of sold products	tCO ₂ eq	1,207	1,029	703	1,069
Use of sold products	tCO ₂ eq	53,668	52,090	398,866	57,830
Disposal of sold products	tCO ₂ eq	38,160	38,357	66,399	40,275
Downstream lease assets	tCO ₂ eq	152	2,819	2,457	1,347
Franchises	tCO ₂ eq	3,653	3,427	3,670	3,687
Investment	tCO ₂ eq	84,436	94,907	10,077	9,961

* Scope of aggregation: KT&G and its subsidiaries (KGC, Yungjin Pharm, COSMOCOS, Tae-A Industrial, KGCYebon)

** Verification status: Completed third-party verification for all business sites within the scope (Based on the GHG data management and collection, emission calculation, and reporting process)

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



ESG FACTS & FIGURES

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

Energy use (TJ)

Scope	Subcategory	Unit	2020	2021	2022	2023
	Total	TJ	3,705	3,621	3,847	3,732
Domestic	Fuel (Non-renewable energy)	TJ	1,372	1,300	1,352	1,294
	Steam (Non-renewable energy)	TJ	21	28	31	35
	Electricity (Non-renewable energy)	TJ	2,310	2,290	2,318	2,284
	Electricity (Renewable energy)	TJ	2	3	147	119
	Energy intensity	TJ/KRW 100 million	0.07	0.07	0.07	0.06
	Total	TJ	206	228	308	356
Overseas	Fuel (Non-renewable energy)	TJ	53	54	68	81
	Steam (Non-renewable energy)	TJ	20	20	23	25
	Electricity (Non-renewable energy)	TJ	133	154	75	24
	Electricity (Renewable energy)	TJ	-	-	142	226
	Total	TJ	3,911	3,849	4,155	4,088
Entire	Fuel (Non-renewable energy)	TJ	1,425	1,354	1,420	1,375
	Steam (Non-renewable energy)	TJ	41	49	53	61
	Electricity (Non-renewable energy)	TJ	2,444	2,444	2,393	2,309
	Electricity (Renewable energy)	TJ	2	3	289	344

* Scope of aggregation: All domestic business sites of KT&G (138 buildings including manufacturing sites (Daejeon Plant 1 and 2, Yeongju Plant, Gwangju Plant, etc.), leased buildings, branches, offices, etc.) and overseas manufacturing sites (Indonesia, Russia, Türkiye), and domestic and overseas manufacturing sites of subsidiaries

** 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

**** When calculating electricity consumption, 9.6MJ/kWh is applied in accordance with the Guidelines for Reporting and Certification of Emissions under the Emissions Trading Scheme (Ministry of Environment Notice) in Korea.

Electricity consumption (MWh)

Scope	Subcategory	Unit	2020	2021	2022	2023
	Total electricity consumption	MWh	240,858	238,866	256,712	251,547
Domestic	Renewable electricity consumption	MWh	188	281	15,273	13,993
	Percentage of renewable electricity consumption ¹⁾	%	0.1	0.1	5.9	5.6
	Total electricity consumption	MWh	13,867	16,003	22,668	26,030
Overseas	Renewable electricity consumption	MWh	0	0	14,818	23,494
	Percentage of renewable electricity consumption	%	0.0	0.0	65.4	90.3
	Total electricity consumption	MWh	254,725	254,869	279,380	277,577
Entire	Renewable electricity consumption	MWh	188	281	30,091	37,487
	Percentage of renewable electricity consumption	%	0.1	0.1	10.8	13.5

* Scope of aggregation: All domestic business sites of KT&G (138 buildings including manufacturing sites (Daejeon Plant 1 and 2, Yeongju Plant, Gwangju Plant, etc.), leased buildings, branches, offices, etc.) and overseas manufacturing sites (Indonesia, Russia, Türkiye), and domestic and overseas manufacturing sites of subsidiaries

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

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

ESG FACTS & FIGURES

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

GHG emissions (Scope 1, 2)

Scope	Subcategory	Unit	2020	2021	2022	2023
	Total (Scope 1+2)	tCO₂eq	113,859	109,162	108,568	108,540
Domestic	Direct emissions (Scope 1)	tCO ₂ eq	36,430	33,744	34,964	34,335
	Indirect emissions (Scope 2)	tCO ₂ eq	77,429	75,418	73,604	74,205
	GHG emission intensity (Scope 1+2)	tCO ₂ eq/ KRW 100 million	3.31	3.13	2.94	3.03
	Total (Scope 1+2)	tCO₂eq	10,049	11,353	6,027	4,247
Overseas	Direct emissions (Scope 1)	tCO ₂ eq	2,854	2,878	3,597	4,247
	Indirect emissions (Scope 2)	tCO ₂ eq	7,194	8,475	2,431	0
	Total (Scope 1+2)	tCO₂eq	123,908	120,516	114,595	112,787
Entire	Direct emissions (Scope 1)	tCO ₂ eq	39,284	36,622	38,561	38,583
	Indirect emissions (Scope 2)	tCO ₂ eq	84,623	83,894	76,034	74,205

* Based on market-based GHG emissions calculation method

** Scope of aggregation: All domestic business sites of KT&G (138 buildings including manufacturing sites (Daejeon Plant 1 and 2, Yeongju Plant, Gwangju Plant, etc.), leased buildings, branches, offices, etc.) and overseas manufacturing sites (Indonesia, Russia, Türkiye)

*** 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 (solar power), PPA (Power Purchase Agreement), and Renewable Energy Certificates (REC), etc.

GHG emissions (Scope 3)

	Unit	2020	2021	2022	2023
Other Indirect emissions (Scope 3)	tCO₂eq	451,093	421,864	697,091	326,621
Procured products and services	tCO ₂ eq	107,785	119,695	146,498	136,643
Capital goods	tCO ₂ eq	132,518	87,932	35,698	43,292
Fuel & energy related activities (Excluding the contents related to Scope 1 and 2)	tCO ₂ eq	12,639	13,621	15,525	15,893
Upstream transport & distribution	tCO ₂ eq	5,634	5,055	7,042	7,661
Waste from business sites	tCO ₂ eq	8,096	4,099	2,523	2,670
Business trip	tCO ₂ eq	319	405	1,965	2,471
Employee commuting	tCO ₂ eq	8,391	8,344	8,470	8,407
Upstream lease assets	tCO ₂ eq	-	-	-	-
Downstream transport & distribution	tCO ₂ eq	12,196	7,386	14,744	10,903
Processing of sold products	tCO ₂ eq	-	-	-	-
Use of sold products	tCO ₂ eq	53,668	52,090	398,866	57,830
Disposal of sold products	tCO ₂ eq	25,408	25,667	53,336	29,631
Downstream lease assets	tCO ₂ eq	0	2,660	2,328	1,221
Franchises	tCO ₂ eq	3	3	18	37
Investments	tCO ₂ eq	84,436	94,907	10,077	9,961

* Scope of aggregation: 13 categories excluding Category 8 (Upstream leased assets) and Category 10 (Processing of sold products)

** Verification status: Completed third-party verification for all business sites within the scope (Based on the GHG data management and collection, emission calculation, and reporting process)

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

**** Due to the expansion of the scope of aggregation and the enhancement of calculation methods, there are discrepancies with the data disclosed in the previous year.



ESG FACTS & FIGURES

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

Energy use (TJ)

Scope	Subcategory	Unit	2020	2021	2022	2023
	Total	TJ	2,277	2,209	2,338	2,309
Domestic	Fuel (Non-renewable energy)	TJ	678	626	650	636
	Steam (Non-renewable energy)	TJ	21	28	31	35
	Electricity (Non-renewable energy)	TJ	1,577	1,552	1,510	1,523
	Electricity (Renewable energy)	TJ	2	3	147	115
	Energy intensity	TJ/ KRW 100 million	0.07	0.06	0.06	0.06
	Total	TJ	171	190	266	306
Overseas	Fuel (Non-renewable energy)	TJ	53	54	68	80
	Steam (Non-renewable energy)	TJ	-	-	-	-
	Electricity (Non-renewable energy)	TJ	118	136	56	0
	Electricity (Renewable energy)	TJ	-	-	142	226
	Total	TJ	2,448	2,399	2,604	2,615
Entire	Fuel (Non-renewable energy)	TJ	731	680	718	716
	Steam (Non-renewable energy)	TJ	21	28	31	35
	Electricity (Non-renewable energy)	TJ	1,694	1,688	1,567	1,523
	Electricity (Renewable energy)	TJ	2	3	289	341

* Scope of aggregation: All domestic business sites of KT&G (138 buildings including manufacturing sites (Daejeon Plant 1 and 2, Yeongju Plant, Gwangju Plant, etc.), leased buildings, branches, offices, etc.) and overseas manufacturing sites (Indonesia, Russia, Türkiye)
 ** 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
 **** When calculating electricity consumption, 9.6MJ/kWh is applied in accordance with the Guidelines for Reporting and Certification of Emissions under the Emissions Trading Scheme (Ministry of Environment Notice) in Korea.

Electricity consumption (MWh)

Scope	Subcategory	Unit	2020	2021	2022	2023
	Total electricity consumption	MWh	164,433	161,921	172,604	172,260
Domestic	Renewable electricity consumption	MWh	188	281	15,273	13,609
	Percentage of renewable electricity consumption ¹⁾	%	0.1	0.2	8.8	7.9
	Total electricity consumption	MWh	12,247	14,199	20,675	23,494
Overseas	Renewable electricity consumption	MWh	0	0	14,818	23,494
	Percentage of renewable electricity consumption	%	0	0	71.7	100.0
	Total electricity consumption	MWh	176,680	176,120	193,279	195,754
Entire	Renewable electricity consumption	MWh	188	281	30,091	37,103
	Percentage of renewable electricity consumption	%	0.1	0.2	15.6	19.0

* Scope of aggregation: All domestic business sites of KT&G (138 buildings including manufacturing sites (Daejeon Plant 1 and 2, Yeongju Plant, Gwangju Plant, etc.), leased buildings, branches, offices, etc.) and overseas manufacturing sites (Indonesia, Russia, Türkiye)
¹⁾ Renewable electricity consumption rate: Percentage of electricity supplied by renewable energy among the total electricity consumption at business sites

ESG FACTS & FIGURES

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

Water resources management

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Total water withdrawal	ton	594,269	538,346	522,708	534,285
	Service water	ton	489,651	444,569	453,298	478,377
	Ground water	ton	104,618	93,777	69,410	55,908
	Total water discharge	ton	171,993	151,236	153,218	144,829
	Surface water (Fresh water)	ton	57,702	51,548	48,246	46,257
	Discharge to a third-party	ton	114,291	99,688	104,972	98,572
	Total water consumption (Withdrawal-discharge)	ton	422,276	387,110	369,490	389,456
	Water recycling amount	ton	-	436	7,653	23,822
	Water withdrawal intensity	ton/ KRW 100 million	17.30	15.42	14.15	14.90
	Overseas	Total water withdrawal	ton	171,898	204,977	210,306
Service water		ton	28,764	29,074	32,650	28,928
Ground water		ton	143,134	175,903	177,656	136,015
Total water discharge		ton	21,598	27,893	29,997	26,346
Surface water (Fresh water)		ton	-	-	6,427	6,985
Discharge to a third-party		ton	21,598	27,893	23,570	19,361
Total water consumption (Withdrawal-discharge)		ton	150,300	177,084	180,309	138,597
Water recycling amount		ton	-	-	1,320	6,287

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total water withdrawal	ton	766,167	743,323	733,014	699,228
	Service water	ton	518,415	473,643	485,948	507,305
	Ground water	ton	247,752	269,680	247,066	191,923
	Total water discharge	ton	193,591	179,129	183,215	171,175
	Surface water (Fresh water)	ton	57,702	51,548	54,673	53,242
	Discharge to a third-party	ton	135,889	127,581	128,542	117,933
	Total water consumption (Withdrawal-discharge)	ton	572,576	564,194	549,799	528,053
	Water recycling amount	ton	-	436	8,973	30,109

* Scope of Aggregation: Domestic manufacturing sites (Daejeon 1, Daejeon 2, Yeongju, Gwangju, Cheonan, Gimcheon) and overseas manufacturing sites (Indonesia, Türkiye, 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	2020	2021	2022	2023
Domestic	Subtotal waste emitted	ton	9,863	8,939	9,974	12,442
	General	ton	5,812	4,779	4,806	5,739
	Designated	ton	4,051	4,161	5,167	6,703
	Subtotal waste emitted	ton	1,647	1,442	2,206	2,668
Overseas	General	ton	1,613	1,398	2,154	2,599
	Designated	ton	34	44	52	69
	Subtotal waste emitted	ton	11,509	10,382	12,179	15,109
	Entire	General	ton	7,425	6,177	6,960
Designated		ton	4,085	4,205	5,219	6,771

* Scope of Aggregation: Domestic manufacturing sites (Daejeon 1, Daejeon 2, Yeongju, Gwangju, Cheonan, Gimcheon) and overseas manufacturing sites (Indonesia, Türkiye, Russia)

ESG FACTS & FIGURES

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

Waste discharge (by treatment)

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Subtotal waste emitted	ton	9,863	8,939	9,974	12,442
	General (Incineration)	ton	3,642	2,239	1,613	1,637
	General (Landfill)	ton	-	-	2	-
	General (Recycling)	ton	403	569	668	659
	General (Recycling with energy recovery)	ton	910	1,780	2,524	3,437
	General (Non-recycling and others)	ton	857	191	-	-
	Designated (Incineration)	ton	10	9	12	64
	Designated (Landfill)	ton	3	18	3	3
	Designated (Recycling)	ton	3,980	4,081	5,108	6,541
	Designated (Recycling with energy recovery)	ton	58	53	44	96
	Designated (Non-recycling and others)	ton	-	-	-	-
	Construction (Landfill)	ton	-	-	-	6
	Waste recycling rate	%	54.3	72.5	83.7	86.3
	Waste emission intensity	ton/ KRW 100 million	0.29	0.26	0.27	0.35
	Overseas	Subtotal waste emitted	ton	1,647	1,442	2,206
General (Incineration)		ton	-	149	234	421
General (Landfill)		ton	414	351	396	295
General (Recycling)		ton	1,199	898	1,524	1,883
General (Non-recycling and others)		ton	-	-	-	-
Designated (Incineration)		ton	7	2	5	2
Designated (Landfill)		ton	-	-	-	-
Designated (Recycling)		ton	26	42	47	67
Designated (Non-recycling and others)		ton	-	-	-	-
Waste recycling rate		%	74.4	65.2	71.2	73.1

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Subtotal waste emitted	ton	11,509	10,382	12,179	15,109
	General (Incineration)	ton	3,642	2,388	1,847	2,059
	General (Landfill)	ton	414	351	399	295
	General (Recycling)	ton	2,512	3,247	4,715	5,979
	General (Others)	ton	857	191	-	-
	Designated (Incineration)	ton	17	11	16	65
	Designated (Landfill)	ton	3	18	3	3
	Designated (Recycling)	ton	4,065	4,176	5,199	6,703
	Construction (Landfill)	ton	-	-	-	6
	Waste recycling rate	%	57.1	71.5	81.4	83.9

* Scope of Aggregation: Domestic manufacturing sites (Daejeon 1, Daejeon 2, Yeongju, Gwangju, Cheonan, Gimcheon) and overseas manufacturing sites (Indonesia, Türkiye, Russia)

Air pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Subtotal	ton	11.66	18.69	28.27	18.68
	NOx	ton	9.18	14.82	23.66	14.53
	SOx	ton	0.05	0.02	0.28	0.19
	Dust (PM)	ton	2.43	3.85	4.33	3.95

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

ESG FACTS & FIGURES

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

Water pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Subtotal	ton	5.17	6.16	4.56	5.87
	BOD	ton	0.58	1.28	0.41	0.47
	COD	ton	2.11	1.97	0.00	-
	Total organic carbon	ton	0.00	0.00	1.46	1.54
	SS	ton	1.01	1.52	1.48	1.76
	T-N	ton	1.43	1.38	1.16	1.99
	T-P	ton	0.04	0.03	0.05	0.12

* Scope: Domestic manufacturing sites (Daejeon 1, Daejeon 2, Yeongju, Gwangju, Gimcheon, Cheonan), Daejeon Plant 2 has been included in the scope of aggregation since 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	2020	2021	2022	2023
Domestic	Environmental investment plan	KRW million	6,379	5,374	8,724	39,949
	Environmental investment practice	KRW million	6,615	6,011	10,571	31,946
	Execution rate	%	103.7	111.9	121.2	80.0

* Scope of Environmental Investment: Domestic manufacturing sites (Daejeon 1, Daejeon 2, Yeongju, Gwangju, Gimcheon, Cheonan) and the headquarters site

Purchase of eco-friendly packaging materials Status

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Recyclable Packaging Materials	KRW 10 million	11,132	11,513	18,042	18,803
		ton	29,163	28,163	43,737	40,923
		Rate (in weight basis)	93.0	93.5	95.9	96.3
	Renewable packaging materials	KRW 10 million	10,334	10,736	17,061	17,799
		ton	27,298	26,402	41,832	39,018
		Rate (in weight basis)	87.1	87.6	91.7	91.8
	Eco-friendly packaging materials	KRW 10 million	11,132	11,513	18,042	18,803
		ton	29,163	28,163	43,737	40,923
		Rate (in weight basis)	93.0	93.5	95.9	96.3
	Total purchase amount	KRW 10 million	11,768	12,163	19,033	19,687
		ton	45,065	37,290	45,629	42,513
		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.
 ** Due to the refinement of packaging material classification, changes occurred in the 2022 data.



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

Packaging materials

Scope	Subcategory	Unit	Scope (cost to sales cost)	Recycled and certified materials (relative to total weight)
Domestic	Wood/paper fiber	%	12.3	100.0
	Metal (Aluminum or steel)	%	0.7	0.0

* Use of 100% recycled and certified raw materials for wood/paper packaging by 2023

** As of 2023, metal packaging is currently being replaced with recyclable paper packaging, and the use of new metal packaging is being restricted.

Use of plastic packaging materials

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Total weight of all plastic packaging ¹⁾	ton	1,903	1,795	2,044	1,994
	Percentage of recyclable plastic packaging	%	95	95.6	96.2	95.6

¹⁾ Due to the refinement of packaging material classification, changes occurred in the 2022 data.

Employment

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Subtotal	person	4,331	4,311	4,469	4,378
	Türkiye	person	77	84	111	159
Overseas	Indonesia	person	3,176	3,568	4,559	4,519
	Russia	person	133	180	247	357
	Others	person	177	57	62	154
Entire	Total	person	7,894	8,200	9,448	9,567
	Percentage of overseas employees	%	45.4	47.4	52.7	54.2

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

Female employees

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Percentage of female employees	%	10.3	10.1	10.3	10.6
	Percentage of female employees in departments ¹⁾ generating profit	%	7.2	7.2	7.4	7.9
	Percentage of female employees in STEM ²⁾ -related positions	%	11.1	10.9	11	10.7
Overseas	Percentage of female employees	%	18.1	17.3	16.2	16.1
	Percentage of female employees in departments generating profit	%	N/A	N/A	N/A	9.8
	Percentage of female employees in STEM-related positions	%	N/A	N/A	N/A	31.3
Entire	Percentage of female employees	%	13.8	13.5	13.4	13.6
	Percentage of female employees in departments generating profit	%	N/A	N/A	N/A	9.1
	Percentage of female employees in STEM-related positions	%	N/A	N/A	N/A	17.2

* From the 2023 data onwards, overseas business sites are being aggregated.

¹⁾ Revenue-generating departments

- Domestic: Sales, Marketing, NGP, Overseas Business Division, APAC & Eurasia CIC (including affiliated institutions)

- Overseas: Marketing, Sales personnel (including Regional Office)

²⁾ STEM-related positions

- Domestic: R&D, SCM (Raw Material Business Office, Gimcheon Plant), Manufacturing HQ (including affiliated institutions), APAC & Eurasia Manufacturing HQ, Platform Development Center in NGP HQ,

IT HQ, New Material Development Center

- Overseas: R&D, Manufacturing, IT personnel



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

Manager position

Scope	Subcategory	Unit	2020	2021	2022	2023	
Domestic	Subtotal (Executives - Middle-level managers)	person	2,009	1,936	1,903	1,849	
	Subtotal (Executives - Junior managers)	person	3,117	3,069	3,073	3,039	
	Male executives	person	60	52	44	55	
	Male managers in charge	person	289	304	317	322	
	Male middle-level managers	person	1,481	1,404	1,365	1,287	
	Male junior managers	person	980	1,006	1,032	1,047	
	Female executives	person	1	1	1	1	
	Female managers in charge	person	13	16	18	21	
	Female middle-level managers	person	165	159	158	163	
	Female junior managers	person	128	127	138	143	
	Percentage of female managers	%	8.9	9.1	9.3	10.0	
	Overseas	Subtotal (Executives - Middle-level managers)	person	412	510	626	784
		Subtotal (Executives - Junior managers)	person	737	885	1073	1354
		Male executives	person	3	2	1	1
Male managers in charge		person	79	80	97	103	
Male middle-level managers		person	264	350	417	513	
Male junior managers		person	179	210	242	366	
Female executives		person	-	1	1	1	
Female managers in charge		person	19	15	18	33	
Female middle-level managers		person	47	62	92	133	
Female junior managers		person	146	165	205	204	
Percentage of female managers		%	16.0	15.3	17.7	21.3	

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Subtotal (Executives - Middle-level managers)	person	2,421	2,446	2,529	2,633
	Subtotal (Executives - Junior managers)	person	3,854	3,954	4,146	4,393
	Male executives	person	63	54	45	56
	Male managers in charge	person	368	384	414	425
	Male middle-level managers	person	1,745	1,754	1,782	1,800
	Male junior managers	person	1,159	1,216	1,274	1,413
	Female executives	person	1	2	2	2
	Female managers in charge	person	32	31	36	54
	Female middle-level managers	person	212	221	250	296
	Female junior managers	person	274	292	343	347
	Percentage of female managers	%	10.1	10.4	11.4	13.4

* Management positions: Executives, Managers, Middle Managers

** Middle-level managers include domestic grades 1 to 4 and equivalent positions, and overseas G3/M3, excluding managers in charge.

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

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Average gender wage gap ¹⁾	%	0.5	1.7	-1.0	0.1
	Median gender wage gap	%	0.8	0.4	0.0	-0.4
	Average gender incentive gap	%	5.1	2.0	2.2	0.3
	Median gender incentive gap	%	2.4	0.4	1.3	0.2

* 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



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

Average service period

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Male	year	17.7	17.5	17.0	17.0
	Female	year	15.1	14.9	14.3	14.5
Overseas	Male	year	N/A	N/A	N/A	3.7
	Female	year	N/A	N/A	N/A	9.9

* Calculating years of service based on the date of joining, for direct employment (full-time, contract)
 ** Aggregation for overseas business sites began in 2023.

Employment of persons with disabilities

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Employees with disabilities	person	126	104	103	91
	Employment rate for persons with disabilities	%	2.9	2.4	2.3	2.1
	Subcategory: Internal recruiting	%	95.9	98.7	95.2	93.8

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

Age

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Total	person	4,331	4,311	4,469	4,378
	Under 30	person	489	539	677	668
	30-49	person	2,349	2,226	2,089	2,050
	50 and older	person	1,493	1,546	1,703	1,660
Overseas	Total	person	-	-	-	5,189
	Under 30	person	-	-	-	2,074
	30-49	person	-	-	-	2,900
	50 and older	person	-	-	-	215

* Based on direct employment (full-time employees, contract workers)
 ** Aggregation for overseas business sites began in 2023.

New employment

Scope	Subcategory	Unit	2020	2021	2022	2023	
Domestic	Total	person	163	233	376	199	
	By gender	Male	person	116	192	309	163
		Female	person	47	41	67	36
	By age	Under 30	person	33	132	225	76
		30-49	person	90	58	116	100
		50 and older	person	40	43	35	23
	By position	Executives	person	-	-	-	1
		Managers in charge	person	1	2	2	5
		Middle-level managers	person	13	3	3	12
		Junior managers and associates	person	149	228	371	181
	Internal recruiting	%	95.9	98.7	95.2	93.8	
Overseas	Total	person	1,674	1,723	2,519	2,519	

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

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

Turnover

Scope	Subcategory	Unit	2020	2021	2022	2023
	Total	person	197	244	312	183
	Male	person	145	197	270	155
	Female	person	52	47	42	28
	Under 30	person	18	22	43	35
	30-49	person	33	39	58	41
	50 and older	person	146	183	211	107
Domestic	Executives	person	6	12	10	3
	Managers in charge	person	2	4	19	2
	Middle-level managers	person	109	121	135	82
	Junior managers and associates	person	80	107	148	96
	Turnover rate	%	4.5	5.7	7.0	4.2
	Voluntary turnover rate ¹⁾	%	0.3	0.6	1.3	1.2
	Female employee turnover rate	%	26.4	19.3	13.5	15.3

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

Promotion

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Proportion of female employees among those promoted	%	9.6	8.0	8.9	7.1

CI (Culture Index) diagnosis results

Scope	Subcategory	Unit	2020	2022	2023
Domestic	Engagement of corporate culture	%	80.9	81.33	81.75

^{*} 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

^{**} CI diagnosis not conducted in 2021

Childbirth leave and childcare leave

Scope	Subcategory	Unit	2020	2021	2022	2023
	Male employees taking childbirth leave	person	54	75	79	61
	Female employees taking childbirth leave	person	20	17	13	14
	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	12	22	30	47
	Female employees taking childcare leave	person	23	24	19	29
	Male employees who returned after parental leave	person	12	21	28	45
Domestic	Female employees who returned after parental leave	person	23	22	19	28
	Parental leave retention rate of male employees ¹⁾	%	100	95.5	93.3	95.7
	Parental leave retention rate of female employees ¹⁾	%	100	91.7	100	96.6
	Rate of male retiring within 12 months after returning to work from childcare leave	%	8.3	9.1	-	4.3
	Rate of female retiring within 12 months after returning to work from childcare leave	%	-	-	-	3.4
	Paid primary parental leave weeks count	week	104	104	104	104
	Paid primary secondary leave weeks count	week	104	104	104	104

¹⁾ Percentage of employees who remain employed for more than one year after returning from parental leave

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

^{**} Paid parental leave for employees(primary and non-primary caregivers) is available for two years per child.

Union membership

Scope	Subcategory	Unit	2020	2021	2022	2023
	Employees eligible for membership	person	3,679	3,583	3,640	3,698
Domestic	Union members	person	3,679	3,583	3,640	3,698
	Union membership rate	%	100	100	100	100

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

Employee training

Scope	Subcategory	Unit	2020	2021	2022	2023
	Total number of trainees	person	61,054	67,311	56,329	66,296
	Male	person	-	59,894	49,861	58,225
	Female	person	-	7,417	6,468	8,071
	Annual average training expense per employee	KRW thousand	1,030	1,079	855	1,370
	Male	KRW thousand/person	-	1,075	845	1,355
	Female	KRW thousand/person	-	1,122	950	1,508
	Executives	KRW thousand/person	-	-	8,817	8,676
	Managers in charge	KRW thousand/person	-	-	1,840	4,662
	Middle-level managers	KRW thousand/person	-	-	758	1,480
	Junior managers	KRW thousand/person	-	-	766	911
	Staff	KRW thousand/person	-	-	430	377
Domestic	On the job training	KRW thousand/person	-	550	350	384
	Leadership training	KRW thousand/person	-	260	114	172
	General competency training	KRW thousand/PerKRW thousand/personson	-	487	391	814
	Annual average time spent on training per employee	hour/person	172	110	103	115
	Male	hour/person	-	107	100	110
	Female	hour/person	-	138	137	159
	Executives	hour/person	-	-	161	212
	Managers in charge	hour/person	-	-	112	157
	Middle-level managers	hour/person	-	-	98	111
	Junior managers	hour/person	-	-	125	139
	Executives	hour/person	-	43	23	21
	Managers in charge	hour/person	-	7	9	5
	Middle-level managers	hour/person	-	60	72	88

Performance evaluation

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Employees subject to evaluation ¹⁾	person	3,886	3,849	3,825	4,027
	Percentage of employees evaluated	%	100	100	100	100

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	2023
Domestic	Sexual harassment prevention training	time	1	2	1	3
	Completion ratio of sexual harassment prevention training	%	98.5	99.4	98.3	97.6

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

Industrial accident

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Number of victims ¹⁾	person	2	5	5	9
	Industrial accident rate	%	0.042	0.106	0.112	0.202
Overseas	Number of victims	person	4	6	11	5
	Industrial accident rate	%	0.117	0.178	0.232	0.118
Entire	Number of victims	person	6	11	16	14
	Industrial accident rate	%	0.073	0.136	0.174	0.161
	Total working hour	hour	16,649,929	21,629,938	18,464,789	16,905,298

* Due to the enhancement of calculation standards for the number of industrial accident victims at overseas business sites and correction of data errors, there are discrepancies with the data disclosed in the previous year.

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

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

Work loss

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	(Employee) LTIR ¹⁾	-	0.051	0.130	0.107	0.205
	(Partners) LTIR	-	0.309	0.568	0.639	0.448
Overseas	(Employee) LTIR	-	0.091	0.086	0.241	0.123
	(Partners) LTIR	-	-	-	-	-
Entire	(Employee) Total of LTIR	-	0.072	0.102	0.173	0.166
	(Partners) Total of LTIR	-	0.309	0.568	0.607	0.439

* Including full-time employees, contract workers, daily workers. In case of partner companies, it refers to resident subcontractors.

** No casualty accidents at domestic or overseas business sites between 2020-2023

¹⁾ LTIR (Lost Time Injuries Rate) = (Number of accidents / Total labor hour) x 200,000

ISO certification status

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	ISO 14001 certification					
	Certification rate	%	66.7	83.3	83.3	100
	Number of business site obtained the certification	site	4	5	5	6
	Number of business site eligible to obtain	site	6	6	6	6
	ISO 9001 certification					
	Certification rate	%	83.3	83.3	83.3	100
	Number of business site obtained the certification	site	5	5	5	6
	Number of business site eligible to obtain	site	6	6	6	6
	ISO 45001 certification					
Certification rate	%	-	83.3	83.3	100	
Number of business site obtained the certification	site	-	5	5	6	
Number of business site eligible to obtain	site	-	6	6	6	

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	ISO 50001 certification					
	Certification rate	%	-	83.3	83.3	83.3
	Number of business site obtained the certification	site	-	5	5	5
	Number of business site eligible to obtain	site	-	6	6	6
	ISMS-P certification					
	Certification rate	%	100	80.0	100	100
	Number of business site obtained the certification	site	4	4	5	5
	Number of business site eligible to obtain	site	4	5	5	5
	ISO 27001 certification					
Certification rate	%	100	100	100	100	
Number of business site obtained the certification	site	5	6	6	6	
Number of business site eligible to obtain	site	5	6	6	6	
Business Continuity Management System (ISO 22301) certification						
Certification rate	%	-	-	100	100	
Number of worksites obtained the certification	site	-	-	4	4	
Number of worksites eligible to obtain	site	-	-	4	4	

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

** Reacquired ISO 22301 in 2022 (ISO 22301 certified sites: IDC (Internet Data Center), Daejeon Plant, Yeongju Plant, and Gwangju Plant, which have IT servers)

Purchase and use of raw materials

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Purchasing of raw materials (leaf tobacco, tobacco sheet, auxiliary material) ¹⁾	KRW million	292,987	255,138	251,281	314,763
	Raw materials consumption	ton	41,665	38,579	43,316	40,635

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

¹⁾ Due to changes in aggregation criteria, it differs from the publicly disclosed data of previous years (same as the business report, excluding processing costs of Tae-A Industrial)



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

Leaf tobacco partner

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Domestic partners (farmers)	person	2,960	2,854	2,706	2,365
	Amount of domestic purchasing ¹⁾	KRW 100 million	961	1,071	1,124	1,009
	Overseas partners	company	19	20	17	18
	Amount of overseas purchasing	KRW 100 million	1,969	1,480	1,389	2,139
	Total amount of purchasing	KRW 100 million	2,930	2,551	2,513	3,148

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

Purchase of entire domestic leaf tobacco

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Purchasing volume	ton	7,741	8,013	7,224	6,240
	Purchasing amount	KRW 100 million	745	802	718	655

NTM (Non-Tobacco Material) partners

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Domestic partners	company	70	76	82	89
	Domestic purchasing	KRW 100 million	5,173	6,871	10,261	9,050
	Overseas partners	company	10	11	10	12
	Overseas purchasing	KRW 100 million	445	395	384	291
	Total number of partners	company	80	87	92	101
	Total amount of purchasing	KRW 100 million	5,618	7,266	10,645	9,341

Support for partners

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Early payment of purchasing amount	KRW million	27,234	64,383	96,610	158,023

Partner opinion collection channels

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Channel operations (workshop, survey, etc.)	time	1	1	2	2
	Cases received ¹⁾	case	-	-	67	14
	Handling rate	%	-	-	36	100

¹⁾ No. of cases of partner opinions collected through a survey in 2023

Haearin project

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Number of farmers	person	22	19	21	20
	Purchasing of dried red pepper	kg	11,640	10,680	9,750	9,810
	Purchasing amount of dried red pepper	KRW 100 million	3.0	2.0	1.9	2.1

Contributions and other expenditures

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Lobbying	KRW million	-	-	-	-
	Political contributions	KRW million	-	-	-	-
	Industry associations	KRW million	26	27	175	276
	Charitable donations	KRW million	5,085	40,178	5,235	3,925

^{*} Donations, sponsorships, political funds, election funds related to voting, and lobbying funds for political organizations for political purposes are strictly prohibited in accordance with Article 31 of the Political Funds Act of the Republic of Korea (which prohibits political contributions from foreigners, domestic and foreign corporations or organizations, and restricts political contributions made with funds related to corporations or organizations) and the KT&G Group Ethics Charter.

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

Board of Directors (BOD)

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Number of BOD meetings held	time	14	13	12	16
	Attendance rate of non-executive directors	%	100.0	97.2	100.0	100.0

Compensation

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Director compensation (all directors and auditors)	KRW million	2,330	5,111	2,709	3,050
	CEO salary	KRW million	1,173	2,557	1,548	1,677
	Average salary of employees	KRW million	88	90	90	99
	CEO salary compared with average employee salary	%	7.50	3.52	5.81	5.90
		time	13	28	17	17

ESG evaluation

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	KCGS	rating	A	A	A	A+
	MSCI	rating	A	AA	AA	AA
	CDP Climate Change	rating	-	C	A-	A-
	CDP Water	rating	-	B	A-	A
	Sustainvest ¹⁾	rating	AA	AA	AA	A

¹⁾ Based on overall grades

R&D

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	R&D investment	KRW million	26,317	39,206	23,063	25,068
	R&D performance	case	59	61	67	65
	R&D reseacher	person	180	185	187	188
	Patents (owned) ¹⁾	case	514	781	1,258	1,853

¹⁾ Including overseas patents

Violation of laws and regulations

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Fair trade related legal sanctions	case	-	-	-	-
	Monetary sanctions of administrative/public organizations (environment)	KRW million	8.4	0.8	5.3	5.6
	Monetary sanctions of administrative/public organizations (safety)	KRW million	5.1	2.0	15.5	3.4
	Violation of display advertising regulation	case	-	-	-	-
	Personal information infringement	case	-	-	-	-

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

Reports received through the unethical conduct reporting channel in 2023

Scope	Unit	Corruption/ bribery	Discrimination, harassment, sexual harassment	Customer information leak	Conflict of interests	Money laundering/ internal trading	Others ¹⁾	Total
Domestic	Case	4	8	-	-	-	77	89

^{*} The number of incidents and accidents received by the existing audit planning team has been changed to the number of cases received through the "unethical behavior reporting channel."¹⁾ Issues related to Group subsidiaries and partners, customer and consumer complaints, and other non-unethical issues, etc.

Actions taken through the unethical behavior reporting channel in 2023

Scope	Unit	Disciplinary actions	Caution/Warning	Others ¹⁾	Total
Domestic	Case	3	1	85	89

¹⁾ Issues related to the Group subsidiaries and partners, matters found not to constitute unethical behavior, or issues deemed unnecessary for action, etc.

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

NGP

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Unit sales of sticks ¹⁾	100 million sticks	30.6	71.8	107	139
	Market share in the stick market (Domestic)	%	34	40	48	47
	NGP sales	KRW 100 million	2,792	5,040	8,763	7,794
	NGP sales growth (YoY)	%	23.3	80.5	73.9	- 11.1
	NGP's sales proportion in the tobacco business	%	9.5	18.3	24.5	21.5
	NGP sales markets	countries	4	24	32	32
	NGP patents applied	item	992	1,010	1,339	2,025
	Domestic	item	336	361	397	404
	Overseas	item	656	649	942	1,621
	NGP trademarks applied	item	688	354	392	315
	Domestic	item	56	17	23	32
	Overseas	item	632	337	369	283
	NGP design rights applied	item	71	87	31	35
	Domestic	item	25	28	19	35
	Overseas	item	46	59	12	-

¹⁾ Based on market sales

Customer satisfaction

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Customer satisfaction rate (NCSI)	%	78	79	79	78

^{*} 2023 Target: 77%

Customer communication channel

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Total channels	place	249	262	474	624
	lil MINIMULIUM	place	8	4	5	5
	Customer service (A/S) center	place	17	25	28	28
	lil station	place	98	100	319	517
	Visiting A/S ¹⁾	place	121	119	108	-
	Branch visit A/S	place	-	-	-	60
	Homepage	place	1	1	1	1
	Online customer center	place	1	1	1	1
	Kakao channel	place	1	1	1	1
	Online mall	place	1	10	10	10
	CS center	place	1	1	1	1

^{*} Due to the omission of lil station figures in 2022, data has been corrected and the 2021 total has been revised.^{**} In 2023, estimated percentage of NGP device online customers is 18%, percentage of NGP device online revenue is 15% (domestic)¹⁾ Starting from 2023, the "On-site A/S" was changed to "Branch visit A/S."

VOCs by channel

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Total VOCs received	case	221,430	193,319	185,845	177,534
	Phone counseling	case	183,585	134,050	125,610	127,565
	ARS	case	26,402	36,144	34,353	27,356
	1:1 counseling	case	10,258	17,834	19,276	17,635
	Chat counseling	case	1,185	5,291	6,606	4,978

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

VOCs by type

Scope	Subcategory	Unit	2020	2021	2022	2023
	Total VOCs received	case	221,430	193,319	185,845	177,534
Domestic	Inquiry of product purchasing and location	case	21,157	11,702	32,563	28,217
	Discount coupon and homepage	case	9,443	5,039	4,156	4,113
	Inquiry of customer service (A/S)	case	174,380	165,792	137,045	129,348
	Claim on cigarettes	case	697	847	963	2,040
	Others (phone number, general)	case	15,753	9,939	11,118	13,816

Customer Information Protection

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Information leakage	case	-	-	-	-

Social contribution

Scope	Subcategory	Unit	2020	2021	2022	2023
	Total	KRW 100 million	671.6	540.1	620.4	678.6
Domestic (by category)	Social contribution investment to sales	%	2.0	1.5	1.7	1.9
	Social responsibility (youth startup, SangSang Fund, CSR, sponsorship, etc.)	KRW 100 million	198.0	127.7	178.3	195.1
	Arts & culture (SangSang Madang, SangSang Univ., etc.)	KRW 100 million	297.7	218.1	249.4	285.7
	Scholarship foundation, welfare foundation, etc.	KRW 100 million	175.9	194.3	192.7	197.8



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

GHG emissions (Scope 1, 2)

Scope	Subcategory	Unit	2020	2021	2022	2023
	Total (Scope 1+2)	tCO₂eq	38,826	37,225	37,981	33,071
Domestic	Direct emissions (Scope 1)	tCO ₂ eq	18,856	17,221	17,393	15,316
	Indirect emissions (Scope 2)	tCO ₂ eq	19,970	20,003	20,589	17,755
	GHG emission intensity (Scope 1+2)	tCO ₂ eq/ KRW 100 million	2.91	2.88	2.91	2.70
	Total (Scope 1+2)	tCO₂eq	2,194	2,313	2,493	2,992
Overseas	Direct emissions (Scope 1)	tCO ₂ eq	5	45	7	37
	Indirect emissions (Scope 2)	tCO ₂ eq	2,188	2,268	2,486	2,955
	Total (Scope 1+2)	tCO₂eq	41,020	39,537	40,474	36,063
Entire	Direct emissions (Scope 1)	tCO ₂ eq	18,861	17,266	17,400	15,352
	Indirect emissions (Scope 2)	tCO ₂ eq	22,158	22,271	23,074	20,710

* Based on market-based GHG emissions calculation method

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

*** Verification status: Third-party verification completed for all business sites within the scope of aggregation

**** Due to the refinement of emission factors for overseas business sites, there are some discrepancies with the data disclosed in the previous year.

GHG emissions (Scope 3)

	Unit	2020	2021	2022	2023
Other Indirect emissions (Scope 3)	tCO₂eq	117,038	94,564	107,043	134,183
Procured products and services	tCO ₂ eq	60,395	51,909	61,016	49,632
Capital goods	tCO ₂ eq	18,754	6,115	3,741	58,415
Fuel & energy related activities (Excluding the contents related to Scope 1 and 2)	tCO ₂ eq	4,810	4,651	4,151	3,645
Upstream transport & distribution	tCO ₂ eq	15,708	15,198	21,021	7,782
Waste from business sites	tCO ₂ eq	955	876	824	657
Business trip	tCO ₂ eq	475	272	466	781
Employee commuting	tCO ₂ eq	2,189	2,102	2,067	2,031
Upstream lease assets	tCO ₂ eq	505	671	654	696
Downstream transport & distribution	tCO ₂ eq	-	-	-	-
Processing of sold products	tCO ₂ eq	7	4	3	4
Use of sold products	tCO ₂ eq	-	-	-	-
Disposal of sold products	tCO ₂ eq	9,434	9,185	9,320	6,763
Downstream lease assets	tCO ₂ eq	152	159	129	126
Franchises	tCO ₂ eq	3,650	3,424	3,651	3,649
Investments	tCO ₂ eq	-	-	-	-

* Scope of aggregation: 13 categories excluding Category 11 (Use of sold products) and Category 15 (Investments)

** Verification status: Completed third-party verification for all business sites within the scope (Based on the GHG data management and collection, emission calculation, and reporting process)

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



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

Energy use (TJ)

Scope	Subcategory	Unit	2020	2021	2022	2023
	Total	TJ	782	757	773	676
Domestic	Fuel (LNG)	TJ	371	339	343	301
	Electricity(Non-renewable energy)	TJ	411	418	430	371
	Others (steam, etc.)	TJ	-	-	-	-
	Renewable energy	TJ	-	-	-	3.7
	Energy use Intensity	TJ/ KRW 100 million	0.06	0.06	0.06	0.06
	Total	TJ	36	38	42	50
Overseas	Fuel (LNG)	TJ	0.1	0.6	0.1	0.5
	Electricity(Non-renewable energy)	TJ	16	17	19	24
	Others (steam, etc.)	TJ	20	20	23	25
	Renewable energy	TJ	-	-	-	-
	Total	TJ	818	796	815	726
Entire	Fuel (LNG)	TJ	371	340	343	301
	Electricity	TJ	427	435	449	395
	Others (steam, etc.)	TJ	20	20	23	25
	Renewable energy	TJ	-	-	-	3.7

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

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

*** Reflected data due to third-party verification and modification of emission factors for overseas manufacturing sites (electricity IEA, non-electricity IPCC)

**** When calculating electricity consumption, 9.6MJ/kWh is applied in accordance with the Guidelines for Reporting and Certification of Emissions under the Emissions Trading Scheme (Ministry of Environment Notice) in Korea.

Electricity consumption (MWh)

Scope	Subcategory	Unit	2020	2021	2022	2023
	Total electricity consumption	MWh	42,831	43,541	44,814	38,648
Domestic	Renewable electricity consumption	MWh	-	-	-	384
	Percentage of renewable electricity consumption ¹⁾	%	-	-	-	1.0
	Total electricity consumption	MWh	1,620	1,803	1,993	2,536
Overseas	Renewable electricity consumption	MWh	-	-	-	-
	Percentage of renewable electricity consumption	%	-	-	-	-
	Total electricity consumption	MWh	44,451	45,345	46,807	41,184
Entire	Renewable electricity consumption	MWh	-	-	-	384
	Percentage of renewable electricity consumption	%	-	-	-	0.9

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

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

Environmental investment

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Environmental investment plan	KRW million	205.90	817.10	1,063.61	1958.5
	Environmental investment practice	KRW million	585.90	888.40	746.89	1893.8
	Execution rate	%	284.6	108.7	70.2	96.7

* Scope: Domestic manufacturing sites(Buyeo, Wonju)



ESG FACTS & FIGURES

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

Water resources management

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Total water consumption (A-B)	ton	128,480	150,562	173,478	206,713
	Service water	ton	779,119	731,235	700,524	626,117
	Ground water	ton	1,078	692	782	572
	Water withdrawal (A)	ton	780,197	731,927	701,306	626,689
	Waste water and water discharge (B)	ton	651,717	581,365	527,828	419,976
	Water recycling	ton	54,576	43,463	72,812	55,337
	Water withdrawal intensity	ton/ KRW 100 million	58.5	56.6	53.7	51.2
Overseas	Total water consumption (A-B)	ton	7,016	6,982	9,914	9,344
	Service water	ton	38,979	46,548	57,582	51,907
	Ground water	ton	-	-	-	-
	Water withdrawal (A)	ton	38,979	46,548	57,582	51,907
	Waste water and water discharge (B)	ton	31,963	39,566	47,668	42,563
	Water recycling	ton	-	-	-	-
Entire	Total water consumption (A-B)	ton	135,496	157,544	183,392	216,057
	Service water	ton	818,098	777,783	758,106	678,024
	Ground water	ton	1,078	692	782	572
	Water withdrawal (A)	ton	819,176	778,475	758,888	678,596
	Waste water and water discharge (B)	ton	683,680	620,931	575,496	462,539
	Water recycling	ton	54,576	43,463	72,812	55,337

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

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

*** Due to the expansion of the aggregation scope (addition of wastewater and discharge data from overseas sites) and correction of data errors, there are discrepancies with the data disclosed in the previous year.

Waste discharge

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Subtotal waste emitted (Incineration+Landfill+Recycling+Others)	ton	4,762	4,788	5,369	3,507
	Incineration	ton	20	15	20	9.27
	Landfill	ton	298	218	254	71
	Recycling	ton	4,443	4,549	5,088	3,428
	Others	ton	0.0	6.2	6.4	4.8
	Waste recycling rate	%	93.3	95.1	94.8	97.6
	Waste emission intensity	ton/ KRW 100 million	0.36	0.37	0.41	0.29
Overseas	Subtotal waste emitted(Incineration)	ton	75	80	132	173
	Incineration	ton	75	80	132	173
Entire	Subtotal waste emitted	ton	4,837	4,863	5,498	3,680
	Incineration	ton	95	95	152	182
	Landfill	ton	298	218	254	71
	Recycling	ton	4,443	4,549	5,088	3,422
	Others	ton	-	1	3	5
	Waste recycling rate	%	91.9	93.6	92.6	93.0

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

ESG FACTS & FIGURES

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

Air pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	NOx	ton	9.5	8.5	8.2	7.1
	SOx	ton	0.0	0.0	0.0	0.1
	Dust (PM)	ton	0.6	0.5	0.9	0.4
	Volatile Organic Compounds (VOCs)	ton	0.0	0.0	0.0	0

* Scope: Domestic manufacturing sites (Buyeo, Wonju)

** Due to the correction of aggregation errors in 2022, there are discrepancies with the data disclosed in the previous year.

Water pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Subtotal	ton	14.9	13.3	13.1	9.3
	BOD	ton	1.6	1.8	1.8	0.67
	COD	ton	2.4	0.0	0.0	0
	Total organic carbon	ton	5.2	6.8	6.6	5.16
	SS	ton	3.3	2.9	2.6	1.73
	T-N	ton	2.2	1.6	1.9	1.69
	T-P	ton	0.2	0.2	0.1	0.09

* Scope: Domestic manufacturing sites (Buyeo, Wonju)

** Due to the correction of unit conversion errors in 2021 and 2022, there are discrepancies with the data disclosed in the previous year.

Employment

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Subtotal	person	1,677	1,665	1,633	1,606
	Male	person	914	898	890	883
	Female	person	763	767	743	723
	Under 30	person	169	157	152	118
	30-49	person	1,007	968	936	910
	50 and older	person	501	540	545	578

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

Female employees

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Percentage of female employees	%	45.5	46.1	45.5	45.0
Overseas	Percentage of female employees	%	5.9	10.0	8.7	8.3
Entire	Percentage of female employees	%	45.1	45.6	45.0	44.5

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

Employment of persons with disabilities

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Employees with disabilities	person	16	14	13	14
	Employment rate for persons with disabilities	%	0.95	0.84	0.78	0.86



ESG FACTS & FIGURES

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

Average service period

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Male	year	14.2	14.4	14.3	14.7
	Female	year	14.0	14.4	14.5	15.2

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

New employment

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Total	person	55	67	126	124
	Male	person	32	30	65	51
	Female	person	23	37	61	73
	Under 30	person	23	31	55	45
	30-49	person	20	24	42	54
	50 and older	person	12	12	29	25

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

Turnover

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Total	person	16	25	78	71
	Male	person	7	16	41	40
	Female	person	9	9	37	31
	Turnover rate	%	1.0	1.6	5.0	4.6
	Voluntary turnover rate	%	1.0	1.6	5.0	4.5

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

Childbirth leave and childcare leave

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Male employees taking childbirth leave	person	32	30	22	15
	Female employees taking childbirth leave	person	28	18	17	13
	Rate of male returning to work after childbirth leave	%	100.0	100.0	100.0	100.0
	Rate of female returning to work after childbirth leave	%	96.4	100.0	100.0	100.0
	Male employees taking childcare leave	person	6	3	11	11
	Female employees taking childcare leave	person	35	24	43	44
	Rate of male returning to work after childcare leave	%	100.0	100.0	90.9	91.0
	Rate of female returning to work after childcare leave	%	100.0	100.0	100.0	100.0
	Rate of male retiring within 12 months after returning to work from childcare leave	%	-	-	-	10.0
	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	2023
Domestic	Employees eligible for membership	person	1,369	1,371	1,330	1,293
	Union members	person	1,369	1,371	1,330	1,293
	Union membership rate	%	100.0	100.0	100.0	100.0



ESG FACTS & FIGURES

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

Employee training

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Total number of trainees	person	15,436	21,969	20,282	18,340
	Male	person	8,148	11,681	10,933	10,381
	Female	person	7,288	10,288	9,349	7,959
	Annual average training expense per employee	KRW thousand	1,030	605	911	803
	Male	KRW thousand	1,030	605	911	803
	Female	KRW thousand	1,030	605	911	803
	Annual average time spent on training per employee	hour	27.3	50.6	29.7	58.6
	Male	hour	27.3	47.0	32.1	61.9
	Female	hour	27.3	54.7	26.9	54.3

Performance evaluation

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Employees subject to evaluation	person	1,557	1,542	1,521	1,513
	Percentage of employees evaluated	%	96.0	94.0	90.1	93.9

* 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	2023
Domestic	Sexual harassment prevention training	time	1	1	1	1
	Completion ratio of sexual harassment prevention training	person	1,444	1,694	1,462	1,623

Industrial accident

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Number of victims	person	2	3	5	1
	Industrial accident rate	%	0.10	0.18	0.30	0.06
	accident-related injuries	case	2	3	5	1
	disease-related injuries	case	0	0	0	0
	Total working hour	hour	3,521,440	3,344,520	3,273,680	3,247,122

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

Work loss

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	(Employee) LTIR ¹⁾	-	0.57	0.90	1.53	0.31
	(Partners) LTIR	-	0.33	0.00	0.00	0.00

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

** No casualty accidents at domestic or overseas business sites between 2020-2023

¹⁾ LTIR (Lost Time Injuries Rate) = (Number of Accidental Injuries / Total Working Hours) X 200,000

Social contribution

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Total social contribution investment	KRW 100 million	9.2	10.1	13.5	19.6
	Social contribution investment to sales	%	0.07	0.08	0.10	0.16

Board of Directors (BOD)

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Number of BOD meetings held	time	8	10	9	10
	Attendance rate of non-executive directors	%	100.0	100.0	100.0	100.0

ESG FACTS & FIGURES

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

Violation of laws and regulations

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	Fair trade related legal sanctions	case	-	-	-	-
	Environment-related penalty	KRW thousand	-	4,400	-	-
	Violation of display advertising regulation	case	-	-	-	-
	Personal information infringement	case	-	-	-	-

* Due to errors in the 2021 environmental-related fines and penalties data, corrections have been made.

R&D

Scope	Subcategory	Unit	2020	2021	2022	2023
Domestic	R&D investment	KRW million	11,259	12,234	15,560	18,293
	R&D performance	case	66	70	58	39
	Patents (owned) ¹⁾	case	231	265	289	306

¹⁾ Including overseas patents



ESG FACTS & FIGURES

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

GHG emissions (Scope 1, 2)

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total (Scope 1+2)	tCO₂eq	5,680	4,803	6,382	7,001
	Direct emissions (Scope 1)	tCO ₂ eq	1,073	814	1,045	1,145
	Indirect emissions (Scope 2)	tCO ₂ eq	4,607	3,990	5,337	5,856
	GHG emission intensity (Scope 1+2)	tCO ₂ eq/ KRW 100 million	2.72	2.45	2.92	2.98

* Scope: Domestic manufacturing sites (Namyang, Jeonju)

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

*** Due to the refinement of emission factors, there are some discrepancies with the data disclosed in the previous year.

GHG emissions (Scope 3)

	Unit	2020	2021	2022	2023
Other Indirect emissions (Scope 3)	tCO₂eq	26,991	27,762	32,206	31,122
Procured products and services	tCO ₂ eq	17,264	16,701	22,287	24,150
Capital goods	tCO ₂ eq	5,407	6,553	5,663	1,536
Fuel & energy related activities (Excluding the contents related to Scope 1 and 2)	tCO ₂ eq	506	528	702	770
Upstream transport & distribution	tCO ₂ eq	1,578	1,947	1,785	2,026
Waste from business sites	tCO ₂ eq	373	364	344	760
Business trip	tCO ₂ eq	2	9	13	28
Employee commuting	tCO ₂ eq	750	737	710	736
Upstream lease assets	tCO ₂ eq	-	-	-	-
Downstream transport & distribution	tCO ₂ eq	-	-	-	-
Processing of sold products	tCO ₂ eq	1,024	861	595	758
Use of sold products	tCO ₂ eq	-	-	-	-
Disposal of sold products	tCO ₂ eq	88	62	110	358
Downstream lease assets	tCO ₂ eq	-	-	-	-
Franchises	tCO ₂ eq	-	-	-	-
Investments	tCO ₂ eq	-	-	-	-

* Scope of aggregation: 10 categories of Upstream and Downstream

** Verification status: Completed third-party verification for all business sites within the scope (Based on the GHG data management and collection, emission calculation, and reporting process)

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

ESG FACTS & FIGURES

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

Energy use (TJ)

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total	TJ	116	99	132	145
	Fuel (LNG)	TJ	21	16	21	23
	Electricity	TJ	95	83	112	122
	Energy use Intensity	TJ/ KRW 100 million	0.06	0.05	0.06	0.06

* Scope: Domestic manufacturing sites(Namyang, Jeonju)

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

*** When calculating electricity consumption, 9.6MJ/kWh is applied in accordance with the Guidelines for Reporting and Certification of Emissions under the Emissions Trading Scheme (Ministry of Environment Notice) in Korea.

Electricity consumption (MWh)

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total electricity consumption	MWh	9,880.7	8,684.5	11,617.2	12,746.2
	Renewable electricity consumption	MWh	-	-	-	-
	Percentage of renewable electricity consumption ¹⁾	%	-	-	-	-

* Scope: Domestic manufacturing sites(Namyang, Jeonju)

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

Environmental investment

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Environmental investment plan	KRW million	1,231.0	1,089.0	387.8	45.4
	Environmental investment practice	KRW million	1,247	114.5	387.8	45.4
	Execution rate	%	103.6	10.5	100.0	100.0

* Scope: Domestic manufacturing sites(Namyang, Jeonju)

Water resources management

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total consumption	ton	105,257	92,913	111,468	142,756
	Service water	ton	105,257	92,913	111,468	142,756
	Water withdrawal	ton	105,257	92,913	111,468	142,756
	Water recycling amount	ton	36,783	6,348	11,832	20,708
	Water withdrawal intensity	ton/ KRW 100 million	50.5	47.4	51.0	60.8

* Scope: Domestic manufacturing sites(Namyang, Jeonju)

Waste discharge (by treatment)

Scope	Subcategory	Unit	2020	2021	2022	2023
Namyang Plant	Subtotal waste emitted	ton	173.4	228.6	198.6	217.7
	Incineration	ton	167.3	213.6	178.2	196.9
	Landfill	ton	-	4.8	-	0
	Recycling	ton	6.1	10.2	20.3	20.8
	Waste recycling rate	%	3.52	4.45	10.24	9.55
Jeonju Plant	Subtotal waste emitted	ton	3,566.7	1,866.4	2,811.5	2,729.0
	Incineration	ton	520.5	96.4	34.1	72.8
	Landfill	ton	145.8	56.4	97.0	86.5
	Recycling	ton	2,896.8	1,709.2	2,680.5	2,569.7
	Waste recycling rate	%	81.20	91.60	95.30	94.16
Entire	Subtotal waste emitted	ton	3,736.5	2,090.5	3,010.1	2,946.7
	Incineration	ton	687.8	309.9	212.3	269.67
	Landfill	ton	145.8	61.2	97.0	86.5
	Recycling	ton	2,902.9	1,719.4	2,700.8	2,590.5
	Waste recycling rate	%	77.70	82.20	89.70	87.91
	Waste emission intensity	ton/ KRW 100 million	1.8	1.1	1.4	1.3

ESG FACTS & FIGURES

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

Waste discharge (by type)

Scope	Subcategory	Unit	2020	2021	2022	2023
Namyang Plant	Subtotal waste emitted	ton	176.9	224.0	198.6	217.7
	General	ton	167.1	212.5	182.3	203.2
	Designated	ton	9.8	11.5	16.3	14.5
Jeonju Plant	Subtotal waste emitted	ton	3,563.1	1,871.3	2,811.5	2,729.0
	General	ton	230.7	132.3	181.5	197.46
	Designated	ton	3,332.4	1,739.0	2,630.0	2,531.6
Entire	Subtotal waste emitted	ton	3,740.0	2,095.3	3,010.1	2,946.7
	General	ton	397.8	344.8	363.8	400.66
	Designated	ton	3,342.2	1,750.5	2,646.3	2,546.1

Air pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022	2023
Namyang Plant	NOx	ton	0.146	0.154	0.211	0.066
	SOx	ton	0.006	0.006	-	-
	Dust (PM)	ton	1.198	0.819	0.290	0.063
	Volatile Organic Compounds (VOCs)	ton	-	-	-	-
Jeonju Plant	NOx	ton	-	-	-	-
	SOx	ton	-	-	0.005	0.017
	Dust (PM)	ton	0.923	0.650	0.512	0.286
	Volatile Organic Compounds (VOCs)	ton	-	-	-	-
Entire	NOx	ton	0.146	0.154	0.211	0.066
	SOx	ton	0.006	0.006	0.005	0.017
	Dust (PM)	ton	2.121	1.469	0.801	0.349
	Volatile Organic Compounds (VOCs)	ton	-	-	-	-

Water pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022	2023
Namyang Plant	Subtotal	ton	0.459	0.532	0.708	0.001
	BOD	ton	0.041	0.008	0.153	0.000
	COD	ton	0.129	0.168	0.268	0.000
	SS	ton	0.015	0.002	0.004	0.000
	T-N	ton	0.260	0.330	0.259	0.000
Jeonju Plant	T-P	ton	0.013	0.024	0.024	0.000
	Subtotal	ton	8.216	11.191	12.357	2.924
	BOD	ton	1.533	4.555	5.030	0.394
	COD	ton	2.453	5.081	5.610	0.736
	SS	ton	2.453	1.034	1.141	0.439
Entire	T-N	ton	1.769	0.519	0.573	1.350
	T-P	ton	0.008	0.002	0.003	0.005
	Subtotal	ton	5.675	11.726	13.064	2.925
	BOD	ton	1.574	4.563	5.182	0.394
	COD	ton	2.582	5.249	5.878	0.736
Entire	SS	ton	2.468	1.036	1.146	0.439
	T-N	ton	2.030	0.849	0.832	1.350
	T-P	ton	0.021	0.029	0.026	0.005

ESG FACTS & FIGURES

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

Purchase of key raw and subsidiary materials

Scope	Subcategory	Unit	2020	2021	2022	2023
	Total	KRW million	54,945	34,611	50,192	49,455
Entire	Raw materials	KRW million	50,685	32,050	45,655	43,410
	Secondary materials	KRW million	4,260	2,561	4,537	6,045

* Due to the correction of unit errors in the previous year's disclosed content, there are some discrepancies with the previous year's disclosed data.

Purchase of eco-friendly products/services

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Amount of eco-friendly product/service purchase	KRW million	440	424	583	645
	Percentage of eco-friendly product/service purchase	%	0.8	1.2	1.2	1.3

* Due to the expansion of the calculation scope (from subsidiary materials to all purchase targets) and the enhancement of the calculation method, there are discrepancies with the data disclosed in the previous year.

Employment

Scope	Subcategory	Unit	2020	2021	2022	2023	
	Subtotal	person	630	629	610	624	
By gender	Male	person	462	462	450	448	
	Female	person	168	167	160	176	
Entire	Under 30	person	108	114	91	101	
	By age	30-49	person	443	429	426	437
	50 and older	person	79	86	93	86	
	Percentage of female employees	%	26.7	26.6	26.2	28.2	

* Employee status: Based on business report of December 2023

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

Employment of persons with disabilities

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Employees with disabilities	person	3	3	3	10
	Employment rate for persons with disabilities	%	0.5	0.5	0.5	1.6

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

Average service period

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Male	year	11.0	11.2	11.3	10.4
	Female	year	9.3	10.2	10.3	9.5

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

New employment

Scope	Subcategory	Unit	2020	2021	2022	2023	
	Total	person	36	41	93	166	
By gender	Male	person	19	27	66	99	
	Female	person	17	14	27	67	
Entire	Under 30	person	17	24	52	55	
	By age	30-49	person	18	14	36	104
	50 and older	person	1	3	5	7	

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

ESG FACTS & FIGURES

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

Turnover

Scope	Subcategory	Unit	2020	2021	2022	2023	
Entire	Total	person	43	52	100	124	
	By gender	Male	person	33	33	70	91
		Female	person	10	19	30	33
	Turnover rate	%	6.8	8.3	16.4	19.9	
	Voluntary turnover rate	%	6.8	7.8	13.6	16.0	

* Based on direct employment (full-time employees)

Childbirth leave and childcare leave

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Male employees taking childbirth leave	person	6	23	22	17
	Female employees taking childbirth leave	person	5	8	5	8
	Rate of male returning to work after childbirth leave	%	100.0	100.0	100.0	100.0
	Rate of female returning to work after childbirth leave	%	100.0	100.0	100.0	100.0
	Male employees taking childcare leave	person	-	-	1	4
	Female employees taking childcare leave	person	6	8	24	13
	Rate of male returning to work after childcare leave	%	-	-	-	75
	Rate of female returning to work after childcare leave	%	100.0	100.0	87.5	100.0
	Rate of male retiring within 12 months after returning to work from childcare leave	%	-	-	-	25
	Rate of female retiring within 12 months after returning to work from childcare leave	%	-	-	-	0

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

Union membership

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Employees eligible for membership	person	455	454	454	457
	Union members	person	399	395	385	393
	Union membership rate	%	87.7	87.0	84.8	86

Employee training

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total number of trainees	person	157	165	105	90
	Male	person	113	125	76	66
	Female	person	44	40	29	24
	Annual average training expense per employee	KRW thousand	164	160	180	145
	Male	KRW thousand	199	165	156	134
	Female	KRW thousand	90	143	243	174
	Annual average time spent on training per employee	hour	21.0	21.4	11.1	10.8
	Male	hour	-	-	11.5	10.8
	Female	hour	-	-	9.9	10.8

Performance evaluation

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Employees subject to evaluation	person	588	581	541	540
	Percentage of employees evaluated	%	93.3	92.4	88.7	87

* 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.)

ESG FACTS & FIGURES

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

Human rights protection

Scope	Subcategory	Unit	2020	2021	2022	2023
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	1
	Completion ratio of sexual harassment prevention training	person	586	623	628	639

Industrial accident

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Number of victims	person	-	-	1	2
	Industrial accident rate	%	-	-	0.2	0.3
	accident-related injuries	case	-	-	-	2
	disease-related injuries	case	-	-	1	-
	Total working hour	hour	1,613,965	1,577,904	1,584,000	1,610,400

* Including full-time employees and contract workers

Work loss

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	(Employee) LTIR ¹⁾	-	-	0.12	0.18	0.25

* Including full-time employees and contract workers

¹⁾ LTIR (Lost Time Injuries Rate) = (Number of Accidental Injuries / Total Working Hours) X 200,000

Social contribution

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total social contribution investment	KRW 100 million	0.98	0.04	0.11	0.12
	Social contribution investment to sales	%	0.05	0.00	0.01	0.00

Board of Directors (BOD)

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Number of BOD meetings held	time	10	10	12	12
	Attendance rate of non-executive directors ¹⁾	%	93.9	93.3	100.0	97.2

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	2023
Entire	Fair trade related legal sanctions	case	-	-	-	-
	Environment-related penalty	KRW thousand	-	-	-	-
	Violation of display advertising regulation	case	-	-	-	1
	Personal information infringement	case	-	-	-	-

R&D

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	R&D investment	KRW million	15,074	13,261	16,142	11,909
	R&D performance	case	36	16	16	12
	Patents (owned) ¹⁾	case	190	176	181	204

¹⁾ Including domestic and overseas patents

ESG FACTS & FIGURES

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

GHG emissions (Scope 1, 2)

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total (Scope 1+2)	tCO₂eq	1,517	1,564	1,549	1,553
	Direct emissions (Scope 1)	tCO ₂ eq	414	433	387	390
	Indirect emissions (Scope 2)	tCO ₂ eq	1,103	1,131	1,162	1,163
	GHG emission intensity (Scope 1+2)	tCO ₂ eq/ KRW 100 million	2.31	2.17	1.97	2.05

* Scope: Domestic manufacturing sites (Incheon)

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

*** Due to the refinement of emission factors for overseas business sites, there are some discrepancies with the data disclosed in the previous year.

GHG emissions (Scope 3)

	Unit	2020	2021	2022	2023
Other Indirect emissions (Scope 3)	tCO₂eq	14,745	16,860	16,737	20,316
Procured products and services	tCO ₂ eq	8,621	10,602	10,522	14,019
Capital goods	tCO ₂ eq	28	69	46	73
Fuel & energy related activities (Excluding the contents related to Scope 1 and 2)	tCO ₂ eq	148	170	169	168
Upstream transport & distribution	tCO ₂ eq	1,999	1,952	1,723	1,721
Waste from business sites	tCO ₂ eq	191	120	191	129
Business trip	tCO ₂ eq	62	49	41	79
Employee commuting	tCO ₂ eq	291	291	307	298
Upstream lease assets	tCO ₂ eq	-	-	-	-
Downstream transport & distribution	tCO ₂ eq	-	-	-	-
Processing of sold products	tCO ₂ eq	176	164	105	307
Use of sold products	tCO ₂ eq	-	-	-	-
Disposal of sold products	tCO ₂ eq	3,229	3,443	3,634	3,523
Downstream lease assets	tCO ₂ eq	-	-	-	-
Franchises	tCO ₂ eq	-	-	-	-
Investments	tCO ₂ eq	-	-	-	-

* Scope of aggregation: 10 categories of Upstream and Downstream

** Verification status: Completed third-party verification for all business sites within the scope (Based on the GHG data management and collection, emission calculation, and reporting process)

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

ESG FACTS & FIGURES

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

Energy use (TJ)

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total	TJ	30.9	32.2	31.9	31.9
	Fuel (Non-renewable energy)	TJ	8.2	8.5	7.6	7.6
	Electricity	TJ	22.7	23.6	24.3	24.3
	Energy intensity	TOE/ KRW 100 million	0.05	0.04	0.04	0.04

* Scope: Domestic manufacturing sites (Incheon)

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

*** When calculating electricity consumption, 9.6MJ/kWh is applied in accordance with the Guidelines for Reporting and Certification of Emissions under the Emissions Trading Scheme (Ministry of Environment Notice) in Korea.

Electricity consumption (MWh)

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total electricity consumption	MWh	2,365	2,463	2,529	2,532
	Renewable electricity consumption	MWh	-	-	-	-
	Percentage of renewable electricity consumption¹⁾	%	-	-	-	-

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

Water resources management

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total consumption(A-B)	ton	15,465	13,461	13,962	14,909
	Total water withdrawal(A)	ton	29,866	28,437	28,610	29,304
	Service water	ton	29,866	28,437	28,610	29,304
	Waste water and water discharge (B)	ton	14,401	14,976	14,648	14,395
	Water withdrawal intensity	ton/ KRW 100 million	45.57	39.44	36.38	38.76

* Scope: Domestic manufacturing sites (Incheon)

Waste emissions and recycling

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Subtotal waste emitted	ton	415.6	372.1	441.2	361.4
	General (Incineration)	ton	152.8	93.4	152.5	87.6
	General (Recycling)	ton	262.8	278.7	288.7	273.7
	Waste recycling rate	%	63.2	74.9	65.4	75.7
	Waste emission intensity	ton/ KRW 100 million	0.63	0.52	0.56	0.48

* Scope: Domestic manufacturing sites (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	2023
Incheon Plant	NOx	ppm	-	25.7	18.7	30.18
	SOx	ppm	non-detection	0.55	non-detection	non-detection
	Dust (PM)	mg/Sm ³	1.48	1.68	0.76	1.53
	Volatile Organic Compounds (VOCs)	ppm	-	-	-	-

* Scope: Domestic manufacturing sites (Incheon)

** Based on the self-measurement standards. Nitrogen oxides have been measured since 2021 following the revision of the Air Quality Act, and VOCs are not a controlled item.



ESG FACTS & FIGURES

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

Water pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022	2023
Incheon Plant	Subtotal	mg/L	77.10	66.45	51.38	29.08
	BOD	mg/L	15.45	5.40	7.60	2.28
	COD	mg/L	37.15	33.35	26.63	11.88
	SS	mg/L	17.65	15.10	8.00	4.68
	T-N	mg/L	6.81	12.54	9.12	10.22
	T-P	mg/L	0.05	0.06	0.04	0.02

* Scope: Domestic manufacturing sites (Incheon)

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

Employment

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Subtotal	person	263	264	272	267
	Male	person	129	129	135	134
	Female	person	134	135	137	133
	Under 30	person	35	32	36	31
	30-49	person	169	170	174	177
	50 and older	person	59	62	62	59
	Percentage of female employees	%	51.0	51.1	50	49.8

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

Employment of persons with disabilities

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Employees with disabilities	person	5	5	6	7
	Employment rate for persons with disabilities	%	1.9	1.9	2.2	3

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

Average service period

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Male	Year	9	9	10	8
	Female	Year	10	9	9	8

* Based on the date of joining the company

New employment

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total	person	36	56	64	62
	Male	person	19	23	31	30
	Female	person	17	33	33	32
	Under 30	person	10	22	18	23
	30-49	person	25	33	37	35
	50 and older	person	1	1	9	4

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



ESG FACTS & FIGURES

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

Turnover

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total	person	26	51	53	58
	Male	person	10	19	26	25
	Female	person	16	32	27	33
	Turnover rate	%	9.9	19.3	19.5	21.7
	Voluntary turnover rate ¹⁾	%	6.5	17.0	14.0	19.5

* 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

Childbirth leave and childcare leave

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Male employees taking childbirth leave	person	3	4	2	3
	Female employees taking childbirth leave	person	1	4	1	8
	Rate of male returning to work after childbirth leave	%	100.0	100.0	100.0	100.0
	Rate of female returning to work after childbirth leave	%	100.0	100.0	100.0	100.0
	Male employees taking childcare leave	person	1	1	1	-
	Female employees taking childcare leave	person	2	5	2	4
	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	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	2023
Entire	Total number of trainees	person	39	88	167	130
	Male	person	34	47	83	79
	Female	person	5	41	84	51
	Annual average training expense per employee	KRW thousand	195	94	115	96
	Male	KRW thousand	207	98	137	99
	Female	KRW thousand	105	88	94	89
	Annual average time spent on training per employee	hour	13	9	8	7
	Male	hour	13	9	9	8
	Female	hour	11	10	6	7

Performance evaluation

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Employees subject to evaluation	person	195	220	218	235
	Percentage of employees evaluated	%	66.2	70.0	81.0	69.0

* 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	2023
Entire	Sexual harassment prevention training	time	1	1	1	1
	Completion ratio of sexual harassment prevention training	person	263	275	275	263



ESG FACTS & FIGURES

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

Industrial accident

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Number of victims	person	1	1	2	1
	Industrial accident rate ¹⁾	%	38.2	38.2	73.5	37.45
	accident-related injuries	case	1	1	2	1
	disease-related injuries	case	0	0	0	-
	Total working hour ²⁾	hour	512,237	503,360	517,888	510,504

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	2023
Entire	(Employee) LTIR ¹⁾	-	0.39	0.40	0.77	0.39

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

¹⁾ LTIR (Lost Time Injuries Rate) = (Number of Accidental Injuries / Total Working Hours) X 200,000

Board of Directors (BOD)

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Number of BOD meetings held	time	14	14	10	12

Violation of laws and regulations

Scope	Subcategory	Unit	2020	2021	2022	2023
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	2023
Entire	R&D investment	KRW million	273	426	433	535
	R&D performance	case	121	192	200	397
	Patents (owned)	case	1	4	2	2

* 251 new product developments, 19 functional cosmetics approvals, 127 functional cosmetics item registrations, and 0 approvals for quasi-drugs in 2023

** 2 cases of patent registration in 2023



ESG FACTS & FIGURES

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

GHG emissions (Scope 1, 2)

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total (Scope 1+2)	tCO₂eq	18,469	19,647	21,798	22,580
	Direct emissions (Scope 1)	tCO ₂ eq	11,799	12,679	13,642	13,800
	Indirect emissions (Scope 2)	tCO ₂ eq	6,670	6,968	8,155	8,780
	GHG emission intensity (Scope 1+2)	tCO ₂ eq/ KRW 100 million	84.9	77.9	66.9	64.9

* Scope: Daejeon Plant, Gimcheon Plant

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

*** Due to the refinement of emission factors for overseas business sites, there are some discrepancies with the data disclosed in the previous year.

GHG emissions (Scope 3)

	Unit	2020	2021	2022	2023
Other Indirect emissions (Scope 3)	tCO₂eq	2,804	3,598	3,241	3,083
Procured products and services	tCO ₂ eq	-	-	-	-
Capital goods	tCO ₂ eq	211	673	82	91
Fuel & energy related activities (Excluding the contents related to Scope 1 and 2)	tCO ₂ eq	1,941	2,074	2,279	2,366
Upstream transport & distribution	tCO ₂ eq	-	-	-	-
Waste from business sites	tCO ₂ eq	502	671	635	334
Business trip	tCO ₂ eq	6	10	42	70
Employee commuting	tCO ₂ eq	146	170	202	221
Upstream lease assets	tCO ₂ eq	-	-	-	-
Downstream transport & distribution	tCO ₂ eq	-	-	-	-
Processing of sold products	tCO ₂ eq	-	-	-	-
Use of sold products	tCO ₂ eq	-	-	-	-
Disposal of sold products	tCO ₂ eq	-	-	-	-
Downstream lease assets	tCO ₂ eq	-	-	-	-
Franchises	tCO ₂ eq	-	-	-	-
Investments	tCO ₂ eq	-	-	-	-

* Scope of aggregation: Five categories including Upstream and employee business trips

** Verification status: Completed third-party verification for all business sites within the scope (Based on the GHG data management and collection, emission calculation, and reporting process)

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

ESG FACTS & FIGURES

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

Energy use (TJ)

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total	TJ	370.0	395.6	439.4	455.6
	Fuel (LNG)	TJ	232.1	249.4	268.4	271.5
	Electricity	TJ	137.3	145.6	170.4	183.4
	Others	TJ	0.5	0.6	0.6	0.6
	Energy intensity	TOE/ KRW 100 million	1.7	1.6	1.3	1.3

* Scope: Daejeon Plant, Gimcheon Plant

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

*** When calculating electricity consumption, 9.6MJ/kWh is applied in accordance with the Guidelines for Reporting and Certification of Emissions under the Emissions Trading Scheme (Ministry of Environment Notice) in Korea.

Electricity consumption (MWh)

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total electricity consumption	MWh	14,306	15,168	17,751	19,112
	Renewable electricity consumption	MWh	-	-	-	-
	Percentage of renewable electricity consumption ¹⁾	%	-	-	-	-

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

Environmental investment

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Environmental investment plan	KRW million	818	1,140	1,197	6,255
	Environmental investment practice	KRW million	704	838	2,030	4,079
	Execution rate	%	86.0	73.5	169.6	65.2

Water resources management

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total water withdrawal(A)	ton	458,045	447,731	511,245	530,673
	Service water	ton	445,096	439,106	507,644	530,673
	Ground water	ton	12,949	8,625	3,601	-
	Waste water and water discharge (B)	ton	-	-	-	-
	Total consumption(A-B)	ton	458,045	447,731	511,245	530,673
	Water recycling amount	ton	-	-	-	-
	Water withdrawal intensity	ton/ KRW 100 million	2,105	1,774	1,569	1,525

* Scope: Daejeon Plant, Gimcheon Plant

Waste emissions and recycling

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Subtotal waste emitted	ton	5,892	5,927	6,265	6,451
	Incineration	ton	131	194	197	125
	Recycling	ton	5,760	5,733	6,068	6,326
	Waste recycling rate	%	97.8	96.7	96.9	98.1
	Waste emission intensity	ton/ KRW 100 million	27.1	23.5	-	18.5

* 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

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

Air pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022	2023
Daejeon Plant	NOx	ppm	28.0	15.0	15.5	16.6
	SOx	ppm	-	-	0.1	0.5
	Dust (PM)	mg/Sm ³	4.7	3.4	2.5	2.2
	Volatile Organic Compounds (VOCs)	ppm	-	-	-	-
Gimcheon Plant	NOx	ppm	23.1	23.5	27.5	29.4
	SOx	ppm	0.2	0.5	0.2	0.4
	Dust (PM)	mg/Sm ³	1.5	1.6	1.3	0.9
	Volatile Organic Compounds (VOCs)	ppm	-	-	-	-

* Daejeon Plant: Based on 8 air measurement locations
 ** Gimcheon Plant: Based on 4 air measurement locations

Water pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022	2023
Daejeon Plant	Subtotal	mg/L	132.5	116.2	117.1	122.6
	BOD	mg/L	13.0	5.3	6.9	8.3
	COD	mg/L	86.0	87.2	87.2	95.6
	SS	mg/L	17.0	11.0	12.3	10.4
	T-N	mg/L	16.4	12.7	10.6	8.1
	T-P	mg/L	0.1	0.1	0.1	0.2
Gimcheon Plant	Subtotal	mg/L	56.7	49.8	86.0	39.3
	BOD	mg/L	4.1	4.0	5.0	2.4
	COD	mg/L	30.5	28.3	50.0	18.5
	SS	mg/L	10.4	9.4	17.0	3.7
	T-N	mg/L	11.0	7.9	13.0	12.34
	T-P	mg/L	0.7	0.2	1.0	2.335

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

Employment

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Subtotal	person	100	111	145	153
	Male	person	94	106	137	144
	Female	person	6	5	8	9
	Under 30	person	14	20	20	24
	30-49	person	62	70	96	102
	50 and older	person	24	21	29	27
	Percentage of female employees	%	6.0	5.4	5.5	5.9

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



ESG FACTS & FIGURES

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

Employment of persons with disabilities

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Employees with disabilities	person	1	1	2	2
	Employment rate for persons with disabilities	%	1.0	0.9	1.4	1.3

Average service period

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Male	year	7	7	7	7
	Female	year	15	12	10	8

* As of the end of each year

New employment

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total	person	12	19	44	23
	Male	person	12	18	41	20
	Female	person	0	1	3	3
	Under 30	person	3	10	17	10
	30-49	person	7	8	21	9
	50 and older	person	1	1	6	4

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

Turnover

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total	person	6	9	14	11
	Male	person	6	9	14	10
	Female	person	0	0	0	1
	Turnover rate	%	6.4	9.0	12.6	7.8
	Voluntary turnover rate	%	4.3	4.0	6.3	4.3

* Based on direct employment (full-time employees)

Childbirth leave and childcare leave

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Male employees taking childbirth leave	person	2	6	4	5
	Female employees taking childbirth leave	person	-	1	-	-
	Rate of male returning to work after childbirth leave	%	100.0	100.0	100.0	100.0
	Rate of female returning to work after childbirth leave	%	-	-	-	-
	Male employees taking childcare leave	person	-	1	2	1
	Female employees taking childcare leave	person	-	1	1	-
	Rate of male returning to work after childcare leave	%	-	-	50.0	100.0
	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	-

ESG FACTS & FIGURES

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

Union membership

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Employees eligible for membership	person	81	85	108	116
	Union members	person	81	85	108	116
	Union membership rate	%	100.0	100.0	100.0	100.0

Employee training

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total number of trainees	person	403	491	845	863
	Male	person	378	464	791	808
	Female	person	25	27	54	55
	Annual average training expense per employee	KRW thousand	84	96	241	338
	Male	KRW thousand	85	96	240	324
	Female	KRW thousand	69	85	259	575
	Annual average time spent on training per employee	hour	24	28	38	45
	Male	hour	24	28	38	45
	Female	hour	20	26	44	47

* Due to the unification of the calculation method in 2022, data changes occurred.

Performance evaluation

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Employees subject to evaluation	person	97	109	141	146
	Percentage of employees evaluated	%	100.0	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	2023
Entire	Sexual harassment prevention training	time	1	1	1	1
	Completion ratio of sexual harassment prevention training	person	120	131	165	166

Industrial accident

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Number of victims	person	2	-	3	-
	Industrial accident rate	%	2.2	-	1.9	-
	accident-related injuries	case	2	-	3	-
	disease-related injuries	case	-	-	-	-
	Total working hour	hour	193,139	207,913	258,289	283,785

* Based on KOSHA industrial accident rate confirmation document

** Revisions in the number of industrial accident victims occurred in 2022.

Social contribution

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total social contribution investment	KRW 100 million	0.0	0.0	0.2	0.2
	Social contribution investment to sales	%	0	0	0.1	0.1

Board of Directors (BOD)

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Number of BOD meetings held	time	8	8	9	10
	Attendance rate of non-executive directors	%	87.5	100.0	100.0	-

* Due to the expiration of the term of the independent director in 2022, there was no attendance in 2023.

ESG FACTS & FIGURES

Group Subsidiaries [KT&G](#) [KGC](#) [Yungjin Pharm](#) [COSMOCOS](#) [Tae-A Industrial](#) [KGCYebon](#)

Violation of laws and regulations

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Fair trade related legal sanctions	case	-	-	-	-
	Environment-related penalty	KRW thousand	14,131	2,480	1,600	2,800
	Violation of display advertising regulation	case	-	-	-	-
	Personal information infringement	case	-	-	-	-

ESG FACTS & FIGURES

Group Subsidiaries KT&G KGC Yungjin Pharm COSMOCOS Tae-A Industrial KGCEbon

GHG emissions (Scope 1, 2)

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total (Scope 1+2)	tCO ₂ eq	6,435	6,335	6,621	5,689
	Direct emissions (Scope 1)	tCO ₂ eq	3,152	3,078	3,223	2,818
	Indirect emissions (Scope 2)	tCO ₂ eq	3,283	3,257	3,398	2,871
	GHG emission intensity (Scope 1+2)	tCO ₂ eq/ KRW 100 million	46.3	41.1	44.8	45.5

* Scope: Domestic manufacturing site (Chungju Plant)

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

*** Due to the refinement of emission factors for overseas business sites, there are some discrepancies with the data disclosed in the previous year.

GHG emissions (Scope 3)

	Unit	2020	2021	2022	2023
Other Indirect emissions (Scope 3)	tCO ₂ eq	827	924	960	912
Procured products and services	tCO ₂ eq	-	-	-	-
Capital goods	tCO ₂ eq	15	35	51	130
Fuel & energy related activities (Excluding the contents related to Scope 1 and 2)	tCO ₂ eq	597	648	683	580
Upstream transport & distribution	tCO ₂ eq	-	-	-	-
Waste from business sites	tCO ₂ eq	50	82	79	51
Business trip	tCO ₂ eq	39	33	21	23
Employee commuting	tCO ₂ eq	126	125	127	128
Upstream lease assets	tCO ₂ eq	-	-	-	-
Downstream transport & distribution	tCO ₂ eq	-	-	-	-
Processing of sold products	tCO ₂ eq	-	-	-	-
Use of sold products	tCO ₂ eq	-	-	-	-
Disposal of sold products	tCO ₂ eq	-	-	-	-
Downstream lease assets	tCO ₂ eq	-	-	-	-
Franchises	tCO ₂ eq	-	-	-	-
Investments	tCO ₂ eq	-	-	-	-

* Scope of aggregation: Five categories including Upstream and employee business trips

** Verification status: Completed third-party verification for all business sites within the scope (Based on the GHG data management and collection, emission calculation, and reporting process)

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



ESG FACTS & FIGURES

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

Energy use (TJ)

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total	TJ	128	127	133	114
	Fuel (LNG)	TJ	61	59	62	54
	Electricity	TJ	68	68	71	60
	Energy intensity	TJ/ KRW 100 million	0.92	0.83	0.90	0.92

* Scope: Domestic manufacturing sites (Chungju Plant)

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

*** When calculating electricity consumption, 9.6MJ/kWh is applied in accordance with the Guidelines for Reporting and Certification of Emissions under the Emissions Trading Scheme (Ministry of Environment Notice) in Korea.

Electricity consumption (MWh)

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total electricity consumption	MWh	7,042	7,089	7,396	6,249
	Renewable electricity consumption	MWh	-	-	-	-
	Percentage of renewable electricity consumption ¹⁾	%	-	-	-	-

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

Water resources management

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total water withdrawal(A)	ton	121,381	119,961	123,703	99,942
	Service water	ton	38,224	37,012	34,398	30,083
	Ground water	ton	83,157	82,949	89,305	69,859
	Water withdrawal intensity	ton/ KRW 100 million	873	779	837	801

* Scope: Headquarters and Chungju Plant

Waste Emissions and Recycling

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Subtotal waste emitted	ton	3,002	2,518	2,580	2,098
	Incineration	ton	9.7	4.8	11.7	8.5
	Recycling	ton	2,993	2,513	2,568	2,089
	Waste recycling rate	%	99.7	99.8	99.5	99.59
	Waste emission intensity	ton/ KRW 100 million	21.6	16.3	17.5	16.8

* Scope: Headquarters and Chungju Plant

Air pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	NOx	ppm	0.8	4.7	30.3	34.5
	SOx	ppm	4	44	-	0.2
	Dust (PM)	mg/Sm ³	3	2	3	34.5
	Volatile Organic Compounds (VOCs)	ppm	-	-	-	-

* Scope: Chungju Plant

** VOCs are not subject to regulation.

Water pollutant emissions

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Subtotal	mg/L	29.0	45.7	17.5	12.2
	BOD	mg/L	3.8	5	2.2	0.9
	COD	mg/L	19.7	23.5	8.2	5.8
	SS	mg/L	3.7	14.8	7.2	2.6
	T-N	mg/L	1.75	2.37	-	2.23
	T-P	mg/L	0.098	0.031	-	0.637

* Scope: Chungju Plant



ESG FACTS & FIGURES

Group Subsidiaries KT&G KGC Yungjin Pharm COSMOCOS Tae-A Industrial KGCEbon

Employment

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Subtotal	person	82	82	85	82
	Male	person	74	73	74	73
	Female	person	8	9	11	9
	Under 30	person	11	13	11	9
	30-49	person	59	54	55	54
	50 and older	person	12	15	19	19
	Percentage of female employees	%	10.0	11.0	13.0	11

* Based on full-time employees, contract workers

Average service period

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Male	year	5	6	6	6
	Female	year	3	3	3	4

* Based on the date of joining the company

New employment

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total	person	12	9	14	10
	Male	person	9	7	11	9
	Female	person	3	2	3	1
	Under 30	person	10	5	5	-
	30-49	person	2	4	6	9
	50 and older	person	-	-	3	1

* Based on direct employment

Turnover

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total	person	9	11	9	11
	Male	person	8	9	9	10
	Female	person	1	2	-	1
	Turnover rate	%	11.4	13.6	11.0	14.0
	Voluntary turnover rate	%	11.4	13.6	11.0	14.0

* Based on full-time employees

Childbirth leave and childcare leave

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Male employees taking childbirth leave	person	-	1	-	3
	Female employees taking childbirth leave	person	-	1	-	1
	Rate of male returning to work after childbirth leave	%	-	100.0	-	100.0
	Rate of female returning to work after childbirth leave	%	-	100.0	-	100.0
	Male employees taking childcare leave	person	-	-	1	4
	Female employees taking childcare leave	person	-	1	1	2
	Rate of male returning to work after childcare leave	%	-	-	100.0	100.0
	Rate of female returning to work after childcare leave	%	-	-	-	50.0
	Rate of male retiring within 12 months after returning to work from childcare leave	%	-	-	-	25.0
	Rate of female retiring within 12 months after returning to work from childcare leave	%	-	-	-	-

ESG FACTS & FIGURES

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

Employee training

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Total number of trainees	person	33	30	68	27
	Male	person	31	29	63	26
	Female	person	2	1	5	1
	Annual average training expense per employee	KRW thousand	174	154	132	222
	Male	KRW thousand	175	154	118	200
	Female	KRW thousand	160	150	302	800
	Annual average time spent on training per employee	hour	14	12	10	15
	Male	hour	14	12	10	14
	Female	hour	8	8	15	16

Performance evaluation

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Employees subject to evaluation	person	42	45	82	79
	Percentage of employees evaluated	%	53.8	53.5	96.0	96.0

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

Human rights protection

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Sexual harassment prevention training	time	7	6	6	5
	Completion ratio of sexual harassment prevention training	person	82	80	83	79

Industrial accident

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Number of victims	person	-	-	-	-
	Industrial accident rate	%	-	-	-	-
	Accident-related injuries	case	-	-	-	-
	Disease-related injuries	case	-	-	-	-
	Total working hour	hour	-	-	-	-

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

Work loss

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	(Employee) LTIR ¹⁾	-	-	-	-	-

¹⁾ LTIR (Lost Time Injuries Rate) = (Number of Accidental Injuries / Total Working Hours) X 200,000

Board of Directors (BOD)

Scope	Subcategory	Unit	2020	2021	2022	2023
Entire	Number of BOD meetings held	time	6	6	8	6
	Attendance rate of non-executive directors	%	100.0	100.0	100.0	100.0

ESG FACTS & FIGURES

Group Subsidiaries KT&G KGC Yungjin Pharm COSMOCOS Tae-A Industrial **KG CYEBON**

Violation of laws and regulations

Scope	Subcategory	Unit	2020	2021	2022	2023
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	2023
Entire	R&D investment	KRW million	518	341	336	-
	R&D performance	case	17	10	10	-



