ESG
Self-Assessment Report

Company	SHENB Co., Ltd.
Asssement Date	December 05, 2025

ESG
SELF-ASSESSMENT
REPORT

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◉ COMPANY OVERVIEW

Company Name	SHENB Co., Ltd.	Tel	+82-10-8830-0818
CEO	Seon Young, Kang	Business Registration No.	129-81-80788
Headquarter	Seongdong-gu, Seoul	Corporation Registration No.	131111-0132470
Export	Yes	Key Product	VIVACE
Partner	Medi Plus		
Key Business Areas	Cosmetics · Pharmaceuticals		

◉ SELF-ASSESSMENT FINAL RESULTS

Integrated Rating

Rating 2

Integrated Rating	Cumulative Ratio
Outstanding	Top 8.65%

According to the analysis of data from the company which participated in the ESG self-assessment in 2024, E Category was 69.23, ranking in the top 13.4%, S Category was 96.43, ranking in the top 3.24%, and G Category was 72.73, ranking in the top 20.22%. The integrated score was 79.0, ranking in the top 8.65% (Outstanding).
If only some indicators are improved, the company could sufficiently meet the needs of its clients.
Please check and make up for what you lack.

Integrated Rating Ratio (%)					
Rating	Rating 1	Rating 2	Rating 3	Rating 4	Rating 5
Ratio (%)	8.39	20.09	38.60	29.37	3.55

Category E

Rating 2

Company Rating	Cumulative Ratio
Outstanding	Top 13.4%

Your company is relatively outstanding at managing Category E (Environment),
including establishing your environmental goals, setting goals by areas, implementing eco-friendly innovations,
water treatment and wastewater management, waste management, and measuring and managing energy usage.

Category E Rating Ratio (%)					
Rating	Rating 1	Rating 2	Rating 3	Rating 4	Rating 5
Ratio (%)	7.36	13.48	30.49	34.68	13.99

Category S

Rating 1

Company Rating	Cumulative Ratio
Highly Outstanding	Top 3.24%

Your company is highly outstanding at managing Category S (Social), including establishing policies (objectives)
for your social responsibility, implementing community contribution programs, implementing fair trade practices, and protecting worker rights (compliance with employment rules, compliance with employment contracts, and overtime work management).

Category S Rating Ratio (%)					
Rating	Rating 1	Rating 2	Rating 3	Rating 4	Rating 5
Ratio (%)	21.80	38.60	28.28	10.07	1.26

Category G

Rating 2

Company Rating	Cumulative Ratio
Outstanding	Top 20.22%

Your company is relatively outstanding at managing Category G (Governance),
including establishing ethical management policies (objectives), managing unethical issues,
complying with laws and regulations, disclosing information, having human resources,
and obtaining certifications for sustainability.

Category G Rating Ratio (%)					
Rating	Rating 1	Rating 2	Rating 3	Rating 4	Rating 5
Ratio (%)	11.42	22.33	29.39	23.04	13.82

◉ ENVIRONMENT (E)

Rating 2

*Rating 1(Highly Outstanding) ~ Rating 5(Highly Vulnerable)

Your company is relatively outstanding at managing Category E (Environment), including establishing your environmental goals, setting goals by areas, implementing eco-friendly innovations, water treatment and wastewater management, waste management, and measuring and managing energy usage.

Areas	Outstanding	Average	Vulnerable
E(Environment,14)	9	0	4

Classification	ESG Indicators	Checklist	Result
E	E02. Environment Performance Inspection and Management	☑ Designate a person in charge of environmental performance measurement ☑ Conduct regular inspections of environmental performance	Outstanding
	E03. Greenhouse Gas Emissions Management	☐ Document greenhouse gas management policies (regulations, guidelines, etc.) ☐ Conduct regular inspections of greenhouse gas management	Vulnerable
	E04. Energy Use Management	☑ Maintain documentation of energy use management policies (regulations, guidelines, etc.) ☑ Conduct regular inspections of energy use management	Outstanding
	E05. Waste Management	☑ Document waste management policies (regulations, guidelines, etc.) ☑ Conduct regular inspections of waste management	Outstanding
	E06. Water Treatment and Wastewater Management	☐ Document wastewater management policies (regulations, guidelines, etc.) ☐ Conduct regular inspections of wastewater management	NA
	E10. Energy Use Saving Activities	☑ Campaign activities that don't require separate investment (PC low power mode, air conditioner temperature control, nighttime lights-out, etc.) ☑ Campaign activities that require separate investment (LED light bulb replacement, corporate vehicle replacement (electric and hydrogen vehicles), high-efficiency energy equipment replacement, etc.)	Outstanding
	E11. Water Saving Activities	☐ Water reuse (activities that recycle used water) ☐ Other water saving activities (rainwater pumps, water-saving devices, water saving campaigns, etc.)	Vulnerable
	E12. Recyling Raw Materials	☑ Use of renewable materials (biodegradable materials, recycled materials, etc.) ☑ Reuse and recycle raw materials	Outstanding
	E13. Environmental Pollution Reduction Activities	☑ Implementation of environmental pollutant reduction activities (equipment replacement, use of alternative raw materials, etc.) ☐ No related activities	Outstanding
	E14. Climate Change Mitigation Activities	☐ Implementation of climate change mitigation activities and investments (e.g., external greenhouse gas reduction projects, renewable energy purchases, renewable energy investments, eco-friendly R&D, etc.) ☑ No related activities	Vulnerable
	E15. Environment-related Certification	☐ Environmental Management System (EMS) Certification ☐ Product Certification	Vulnerable
	E16. Sustainable Packaging	☑ Implement activities related to sustainable packaging (using biodegradable packaging materials, recycling containers, minimizing packaging, etc.) ☐ No related activities	Outstanding

◉ ENVIRONMENT (E)

Classification	ESG Indicators	Checklist	Result
E	**E18. Compliance with Environmental Laws**	☐ Any administrative dispositions or defeated lawsuits related to environmental law violations ☑ No	Outstanding

⦿ ENVIRONMENT (S)

Rating 1

* Rating 1(Highly Outstanding) ~ Rating 5(Highly Vulnerable)

Your company is highly outstanding at managing Category S (Social), including establishing policies (objectives) for your social responsibility, implementing community contribution programs, implementing fair trade practices, and protecting worker rights (compliance with employment rules, compliance with employment contracts, and overtime work management).

Areas	Outstanding	Average	Vulnerable
S(Social,28)	26	2	0

Classification	ESG Indicators	Checklist	Result
S	S01. Establishment of Social-Related Policies	☑ Policy establishment and documentation ☑ Disclosure of relevant policies (company website, sustainability management report, etc.)	Outstanding
	S02. Social-related Certification	☑ ISO ☑ Product Certification	Outstanding
	S03. Application of Employment Rules	☑ Documentation of legal employment rules ☑ Reporting of Rules of Employment (Ministry of Employment and Labor)	Outstanding
	S04. Application of Standard Employment Contracts	☑ Apply the standard employment contract to all workers (including non-regular workers) ☐ Not applied	Outstanding
	S05. Prohibition of Recruitment Fees	☐ Impose any fees on employees during recruitment periods (recruitment screening fees, brokerage fees, etc.) within the past three years ☑ The company bears the entire cost	Outstanding
	S06. Prohibition of Child Labor	☑ Documentation of child labor prohibition provisions ☑ Imlementation of measures to prohibit child labor (identity verification, prohibition of employment of children under 15 and those in compulsory education, prohibition of hazardous work for children under 18, etc.)	Outstanding
	S07. Prohibition of Forced Labor	☑ Documentation of prohibition of forced labor ☑ Implementation of measures to prohibit forced labor (prohibiting unreasonable requests for identification, providing employment contracts in the native language, etc.)	Outstanding
	S08. Fostering a Culture of Labor-Management Cooperation	☑ Documentation of the three major worker rights policies ☑ Operation of a labor-management win-win culture program (establishment of a labor management meeting, a labor-management council, etc.)	Outstanding
	S09. Employee Capacity Development	☑ Implementation of support activities for employee capacity development (excluding the five major mandatory training programs, supporting for job expertise training and workshops, providing tuition assistance, etc.) ☐ No related activities	Outstanding
	S10. Prohibition of Employment Discrimination	☑ Establish policies to ensure equal opportunity and promote diversity within company regulations ☑ Run diversity management programs (conduct training and workshops related to gender or disability employment, etc.).	Outstanding
	S11. Anti-Discrimination and Monitoring	☑ Documentation of anti-discrimination provisions ☑ Activities to raise awareness of anti-discrimination (employee surveys to prevent discrimination, equal pay monitoring, education and campaigns, etc.)	Outstanding
	S12. Recruitment of Female Executives	☑ Recruitment of female inside directors ☐ Recruitment of female outside directors	Average

◉ ENVIRONMENT (S)

Classification	ESG Indicators	Checklist	Result
S	S13. Stakeholder Communication Channels	☑ Maintain internal communication channels for employees ☑ Maintain external communication channels for partners and customers	Outstanding
	S14. Whistleblower Protection and Guarantee of Rights	☑ Ensure anonymity of reporters and prohibit retaliation ☑ Provide notification of complaint resolution processes and results	Outstanding
	S15. Social Contribution Program Operation	☑ Run social contribution programs (financial and material donations for the poor and vulnerable, employee volunteer activities, etc.) ☐ No related activities	Outstanding
	S16. Shared Growth	☑ Participate in shared growth activities with clients ☑ Support shared growth activities with partners	Outstanding
	S17. Supply Chain Management	☑ Establish a supply chain code of conduct ☑ Conduct supply chain due diligence	Outstanding
	S18. Rest Facilities and Sanitation Management	☑ Have rest facilities for employees ☑ Regularly inspect hygiene and health of rest facilities for employees	Outstanding
	S19. Workplace Safety Management	☑ Establish and operate a dedicated organization for overall management of safety and health tasks ☑ Conduct workplace risk assessments and maintain work procedures	Outstanding
	S20. Employee Health Management	☑ Implement activities to manage employee health (support for special employee health checkups, psychological counseling, musculoskeletal disease prevention programs, etc.) ☐ No related activities	Outstanding
	S21. Industrial Accident	☐ Any industrial accident that occurred within the past three years ☑ Achieve zero accidents	Outstanding
	S22. Establishment of Emergency Response System	☑ Have an emergency response manual ☑ Conduct emergency inspections and training	Outstanding
	S23. Product Safety and Quality Management	☑ Maintain a product safety and quality control manual ☑ Regularly inspect and implement measures to ensure product safety design, compliance with safety and quality standards, and risk assessment	Outstanding
	S24. Provision of Product and Service Safety Information and Follow-up Management	☑ Provide accurate information on product and service characteristics, risks, ingredients, and instructions for use ☑ Implementation of measures such as recall and compensation for damages in the event of product or service defects	Outstanding

◉ ENVIRONMENT (S)

Classification	ESG Indicators	Checklist	Result
S	S25. Responsible Raw Materials and Parts Management	☑ Documentation of policies for raw material procurement ☐ Raw material (including mineral) traceability from origin to smelters	Average
	S26. Data and Information Security	☑ Documentation of information protection policies and procedures ☑ Operation of a computerized management system for information security	Outstanding
	S27. Privacy Protection	☑ Documentation of privacy policies and measures (including procedures for consent to collection, storage, and disposal) ☑ Inspection and management of privacy violations	Outstanding
	S28. Compliance with Social Laws	☐ Any administrative dispositions or defeated lawsuits due to violations of social laws and regulations within the past three years (violations of the Labor Standards Act, Fair Trade Act, Occupational Safety and Health Act, Privacy Act, Fatal Accidents Act, etc.) ☑ No related dispositions	Outstanding

◉ ENVIRONMENT (G)

Rating 2

* Rating 1(Highly Outstanding) ~ Rating 5(Highly Vulnerable)

Your company is relatively outstanding in managing Category G (Governance), including establishing ethical management policies (objectives), managing unethical issues, complying with laws and regulations, disclosing information, having human resources, and obtaining certifications for sustainability.

Areas	Outstanding	Average	Vulnerable
G(Governance,11)	8	0	3

Classification	ESG Indicators	Checklist	Result
G	G01. Ethical Management Policy	☐ Policy establishment and documentation ☐ Disclosure of related policies (company website, sustainability management report, etc.)	Vulnerable
	G02. Ethical Management Certification	☐ Management system certification related to governance ☑ No related certifications	Vulnerable
	G03. Establishment of Compliance Management System	☑ Internal compliance manager or organization in place ☑ Documentation of internal compliance regulations and disciplinary procedures (violations of duties and job performance, corruption, embezzlement, etc.)	Outstanding
	G04. Legal Compliance and Risk Management	☑ Regular internal inspections ☑ Shar internal compliance standards and training	Outstanding
	G05. Fair Contracts with Subcontractors	☑ Application of standard subcontracting agreements to ensure fair contract with subcontractors ☐ Not applied	Outstanding
	G06. ESG Key Performance Indicators (KPIs)	☐ Establishment of key performance indicators (KPIs) considering ESG (greenhouse gas reduction, zero accidents, compliance with laws, etc.) ☑ No ESG-related KPIs	Vulnerable
	G07. Disclosure of ESG Information	☑ Share non-financial information, such as environmental and social issues, with stakeholders (disclosure on website, publication of sustainability management report, etc.) ☐ No related activities	Outstanding
	G08. Developing Management's ESG Capabilities	☑ Regular executive participation in education and training for ESG management (partners' participation in education and training, related to public institutions and specialized agencies) ☐ No activity related to board of directors	Outstanding
	G09. Regular Board Meetings	☑ Board of directors meetings at least once a year ☑ Preparing and managing minutes of meeting	Outstanding
	G10. Guaranteeing Shareholder Participation	☑ Regular general shareholders' meeting ☑ Notice for convocation of meeting of shareholders at least 10 days prior to the general shareholders' meeting	Outstanding
	G11. Compliance with Ethical Laws	☐ Any administrative dispositions or defeated lawsuits due to violations of ethical laws and regulations within the past three years (violations of ethical laws and regulations such as breach of duty, embezzlement, bribery, solicitation, and brokerage by executives and employees). ☑ No related dispositions	Outstanding

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Classification	Areas for Improvement	Solution (Supply Chain Edition)
E	**E03. Greenhouse Gas Emissions Management** Document greenhouse gas management policies (regulations, guidelines, etc.) Conduct regular inspections of greenhouse gas management	24 page
	E11. Water Saving Activities Water reuse (activities that recycle used water) Other water saving activities (rainwater pumps, water-saving devices, water saving campaigns, etc.)	41 page
	E14. Climate Change Mitigation Activities Implementation of climate change mitigation activities and investments (e.g., external greenhouse gas reduction projects, renewable energy purchases, renewable energy investments, eco-friendly R&D, etc.)	47 page
	E15. Environment-related Certification Environmental Management System (EMS) Certification Product Certification	49 page
S	**S12. Recruitment of Female Executives** Recruitment of female inside directors Recruitment of female outside directors	80 page
	S25. Responsible Raw Materials and Parts Management Documentation of policies for raw material procurement Raw material (including mineral) traceability from origin to	107 page
G	**G01. Ethical Management Policy** Policy establishment and documentation Disclosure of related policies (company website, sustainability management report, etc.)	115 page
	G02. Ethical Management Certification Management system certification related to governance	117 page
	G06. ESG Key Performance Indicators (KPIs) Establishment of key performance indicators (KPIs) considering ESG (greenhouse gas reduction, zero accidents, compliance with laws, etc.)	125 page

※ ESG Management Guide (Supply Chain Edition) can be found on [ESG Integration Platform > Downloads> Management Guide > Management Guide E-BOOK]
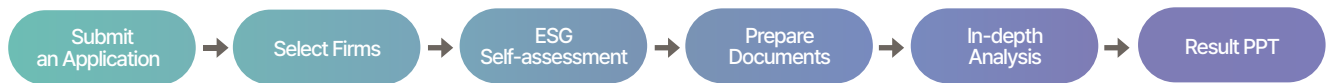
ESG In-depth Analysis?

ESG in-depth analysis is a comprehensive evaluation where ESG specialists assess a company's environmental, social, and governance practices through on-site observation to identify its management level and develop a tailored roadmap for improvement.

Firms for ESG In-depth Analysis

Companies that urgently need or demand ESG management implementation and are expected to strengthen their ESG capabilities through in-depth diagnosis
* Partners of large and mid-sized companies, companies recommended by relevant organizations, etc.

How to Apply for ESG In-depth Analysis

Submit an Application → Select Firms → ESG Self-assessment → Prepare Documents → In-depth Analysis → Result PPT

Please fill out an application on the ESG Integration Platform (esg@kosmesor.kr) and submit it via email esg@kosmes.or.kr.

* However, ESG in-depth analysis service may not be available when the budget is exhausted.

Financial Incentive

We offer favorable interest rates to SMEs that have completed ESG self-assessment through collaboration with financial institutions which are interested in ESG support.

ESG Loans		Conditions	Preferential interest rate
KB	KB Green Wave ESG Outstanding Company Loan	Regardless of the rating	Up to 0.4%
Nonghyup	NH Corporate Growth Loan	Rating 1 in the E category	0.1%
Woori	Woori ESG Innovation Enterprise Loan	Rating 3 or higher in the E category	0.2%
Shinhan	Shinhan ESG Outstanding Mutual Growth Support Loan	Rating 2 or higher in the E category	0.2%
Hana	Happy Plus SOHO Loan	Rating 3 or higher in all ESG categories	0.1 - 0.2%
iM Bank 〈Daegu〉	ESG Grow-up Special Loan	Companies that have completed ESG self-assessment	0.2%
iM Bank 〈Daegu〉	ESG Grow-up Special Loan	Commensurate with the results of ESG in-depth analysis	0.3 - 0.5%

[ESG Management Guide E-BOOK]

[Basics Edition]   [Solution Edition]   [Industry Export Edition]   [Supply Chain Edition]

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