

# With ESG Management, **We Envision a Better Tomorrow**

2025 **IS Dongseo** Sustainability Report

# About this Report

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### About this Report

IS Dongseo aims to disclose our ESG management efforts and progress with transparency and has published a sustainability report every year since 2022 for our stakeholders to ensure active communication. IS Dongseo will continue to disclose and manage ESG management goals and achievement transparency in the future through the IS Dongseo Sustainability Report (hereinafter, "the Report").

### Period & Scope of the Report

The reporting period is from January 1, 2024, to December 31, 2024. Furthermore, when identified as important information for the stakeholders, the performance results of the first half of 2025 were also incorporated. In order to obtain quantitative data, the past three years were compared to identify the trends. The year-on-year data changes were applied using the fiscal closing date of December 31 as the reference period. This was indicated whenever separate disclosure of information regarding the data collection period was required.

Information about the data collection period and any changes from previous reports were documented separately, and the reasons for such changes were indicated.

This report mainly focuses on our environmental, social, governance and economic performance, and the scope of the report entails the IS Dongseo head office and domestic business sites (construction work, Icheon factory, Chenoyang factory, and Cheongnyang factory). With this, activities of the affiliates and related companies were included for relevant material data.

### Report Principles

To disclose sustainability management performance more transparently, this report complies with the core options of the international sustainability report guidelines of the Global Reporting Initiative (GRI) standards. Financial information was reported according to the Korean International Financial Reporting Standards (K-IFRS). We incorporated disclosure principles aligned with Sustainability Accounting Standards Board (SASB) industry standards, while also adhering to the disclosure standards recommended by the Task Force on Climate-related Financial Disclosures (TCFD).

### Report Assurance

The financial information in this report is audited data. To ensure the report's reliability and fairness, it was verified by BSI Group Korea, an independent third-party verification agency. The results thereof are included in pages 105 to 107 of the Report.

### Additional Information

The IS Dongseo Sustainability Report can be downloaded via the official website ([www.isdongseo.co.kr](http://www.isdongseo.co.kr)). Please contact us via the details provided below for any inquiries or feedback regarding the report.



Corporate website



Eileen's Garden



YouTube

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**Eileen's Garden** [www.eileen-garden.co.kr](http://www.eileen-garden.co.kr)

**Munam Scholarship & Culture Foundation** [www.munamfoundation.or.kr](http://www.munamfoundation.or.kr)

**YouTube** [www.youtube.com/channel/UCvWjBNJ1vRcJmr0n9BPYDGA](https://www.youtube.com/channel/UCvWjBNJ1vRcJmr0n9BPYDGA)

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# Overview

IS Dongseo sees bigger tomorrow through ESG management

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# President Message

To all our valued stakeholders, we deeply appreciate your ongoing encouragement and support for IS Dongseo.



“  
IS Dongseo sees bigger tomorrow  
through ESG management  
”

The managerial environment is becoming increasingly unstable as a result of the global economic decline, supply chain instability, and the rising climate problem. Against this backdrop, Environmental, Social, and Governance (ESG) regulations and policies are becoming increasingly rigorous worldwide. Consequently, companies today face the critical challenge of not only delivering strong economic performance, but also actively engaging in environmental protection and social responsibility.

Despite these rapidly changing circumstances, IS Dongseo is committed to achieving sustainable growth. In particular, we are making continuous efforts to fulfill our responsibilities in terms of Environment (E), Social (S), and Governance (G) across the ESG dimensions through ESG practices.

Since announcing our ESG management vision in 2022, we have published annual sustainable management reports that publicly explain our results and current actions. This year marks the release of our fourth report.

Since 2019, we have steadily increased our new business activities in the environmental sector as part of our efforts to strengthen our response to climate change. This strategic shift has positioned environmental businesses as a new growth axis, helping us create sustainable value while also enhancing our competitiveness. Notably, we aim to take the lead in carbon neutrality by establishing a circular economy system that spans the entire lifecycle of secondary batteries — from waste batteries to rare metal recovery — through domestic and global subsidiaries. In order to reduce greenhouse gas emissions, we are also actively adopting eco-friendly construction technologies and continuing with our R&D efforts focused on low-carbon products.

Furthermore, to recognize the importance of respecting people’s lives, safety has been recognized as the primary principle that guides all of our management activities. We are expanding our capabilities to provide zero-accident workplaces

for our company’s employees and vendors through comprehensive injury-rate management and safety and health programs.

In line with our corporate mission, “Providing the best value to customers rather than prioritizing the company’s profits,” we are pursuing various social contribution activities that foster coexistence with our local communities. Our goal is to fulfill our social responsibilities and create a joyful local community.

We are developing a governance system based on best-practice suggestions for corporate governance, with a professional management system and an independent and transparent board of directors. In keeping with our goal of implementing successful ESG policies, we have established specialist committees in each area, giving them greater responsibility and accountability. Furthermore, by building an integrated risk-analysis system, we aim to protect our profitability as a top priority while continuously expanding growth opportunities based on stability.

IS Dongseo is dedicated to overcoming rapid changes and complex crises arising from the global economy by aligning with societal demands for “sustainable development.” We will continue to drive future growth with all stakeholders, fulfilling our responsibilities.

We sincerely thank everyone who trusts and supports IS Dongseo. We look forward to your continued support as we advance toward a sustainable future.

Thank you!

Chairman of the IS Group **Kwon Hyuk-woon**

# CEO Message for Each Business Division

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IS Dongseo is dedicated to achieving sustainable growth, viewing ESG management as a key pillar for securing the company's future success as a company with social responsibility, based on sustainable growth and innovation.

We have actively enhanced our sustainable business models to meet various ESG-related requirements, engaged in proactive risk management, and maintained a solid financial foundation to safeguard stakeholder interests. With transparent governance, we aim to generate value for customers, employees, and shareholders while promoting collaboration and shared growth for a more sustainable management environment. In 2025, our management business division outlined a clear vision and strategy to pursue stronger growth despite ongoing uncertainties in both domestic and global markets. We have strengthened governance with responsible corporate governance by the board of directors by pursuing checks and balances to secure management transparency, integrity, and stability. Additionally, we also have incorporated ESG management strategies into our business practices. Our focus remains on achieving sustainable, long-term performance across all business divisions, prioritizing continuous value-creation over short-term results.

We appreciate your ongoing interest and support, and together, we will continue to build an IS Dongseo that grows with all our stakeholders.



IS Dongseo's Construction Division is committed to fostering continuous innovation and growth in the complex domestic construction landscape. We will create a sustainable future through eco-friendly design and construction, ensuring harmony between nature and humanity. This approach will create customer-centered, unique designs that foster a premium, future-oriented residential culture, transcending the traditional construction.

We prioritize employee safety and health by implementing comprehensive measures to enhance standards at construction sites. Additionally, we strive to build a healthy corporate ecosystem through cooperative relationships with our vendors and fulfilling our role as a socially responsible enterprise.

In 2025, IS Dongseo's Construction Division will reach a crucial turning point for sustainable growth, despite the construction industry's downturn. We will demonstrate our competitiveness through continuous technological innovation and unique designs in a dynamic market. We aim to provide innovative solutions for future-oriented construction that enhance living environments and ensure safety for our customers.

IS Dongseo's construction business pledges to continuously develop and meet your expectations. We invite your ongoing interest and support as we work together toward a better future.



IS Dongseo is committed to pursuing sustainable growth based on ESG management, consistently practicing innovative and responsible management in both the concrete and safety and health sectors, even amid a rapidly changing global environment. The concrete industry is currently facing a market shift that emphasizes environmental protection and resource conservation, leading to the development of eco-friendly materials and carbon-reduction technologies. In response, IS Dongseo is redefining the construction industry through innovative technologies and eco-friendly materials. The company is developing eco-friendly products based on a circular economy, aiming for low-carbon product certifications and reduced carbon emissions. Additionally, we are enhancing customer communication and improving our quality-management systems through ongoing R&D to ensure product quality and stability.

Moreover, we hold the core values of safety and health as "creating a safe working environment centered on people." We prioritize creating a safe and healthy work environment for all employees. We are reinforcing our safety and health management systems as critical components of our sustainability and reliability, beyond mere legal compliance. Also, we are making multifaceted efforts to establish a safety culture aimed at achieving "zero major accidents."

Looking ahead, IS Dongseo will strive to enhance competitiveness in the eco-friendly construction materials market and work diligently toward creating a safe and sustainable industrial environment.

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# Introduction of IS Dongseo

IS Dongseo was first established as Ilshin Housing Construction in 1989. Based on our success in the housing construction field, the company merged with the construction material manufacturer Dongseo Industry (founded in 1975) in 2008, to be newly incorporated as IS Dongseo.

The main business division includes construction, environmental, and concrete business lines. In order to keep up with the global trend of responding to climate change, we have selected the model of an environmental business as a new growth engine and are expanding our investment to strengthen eco-friendly competitiveness. IS Dongseo has engaged in comprehensive construction, environmental business, and concrete business as its core businesses. In particular, eco-friendly business has been nurtured as a new growth engine for the future to keep up with the global trend of responding to climate change and resource circulation policies. As part of this effort, we are actively expanding our business focused on the circulation economy including harmful waste recycling such as waste and waste batteries, etc. and continuously reinforcing our capabilities in environmental business by strategic acquirement of subsidiaries. This enables us to strengthen our eco-friendly competitive edge, build a sustainable management system centered on ESG principles, and advance toward becoming a comprehensive eco-friendly enterprise.

(As of March 2025)

<b>Company Name</b>	IS Dongseo
<b>Date of Founding</b>	March 7, 1989
<b>Address</b>	231, Hakdong-ro, Gangnam-gu, Seoul, Republic of Korea
<b>Headcount*</b>	548 members
<b>Business Areas</b>	General construction, environmental business, concrete business
<b>Total Assets</b>	KRW 3.5539 trillion
<b>Revenues</b>	KRW 1.514 trillion
<b>Operating Income</b>	KRW 169.7 billion
<b>Credit Rating</b>	A+ (SCI Rating Information Inc.)

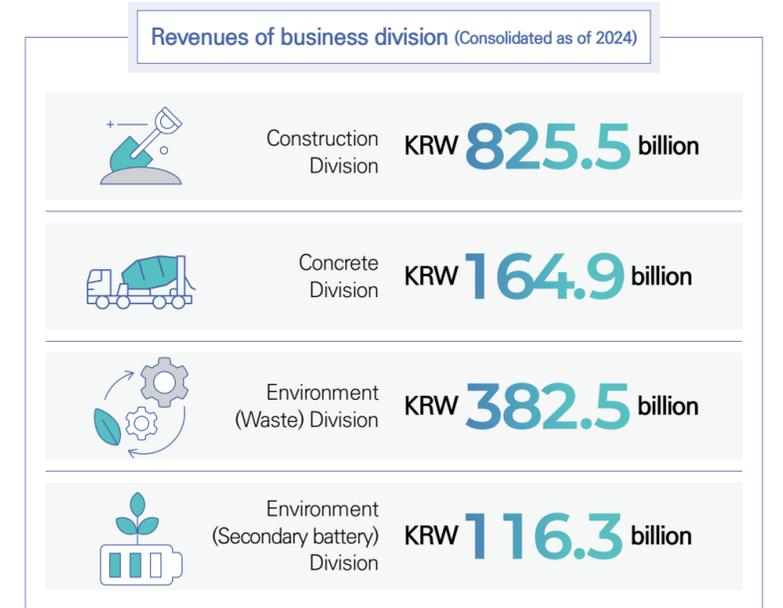
\* Headcount: As this has been calculated based on the total headcount including executives, it may differ from the employee figures reported in the business report.

**| Value Creation Process**

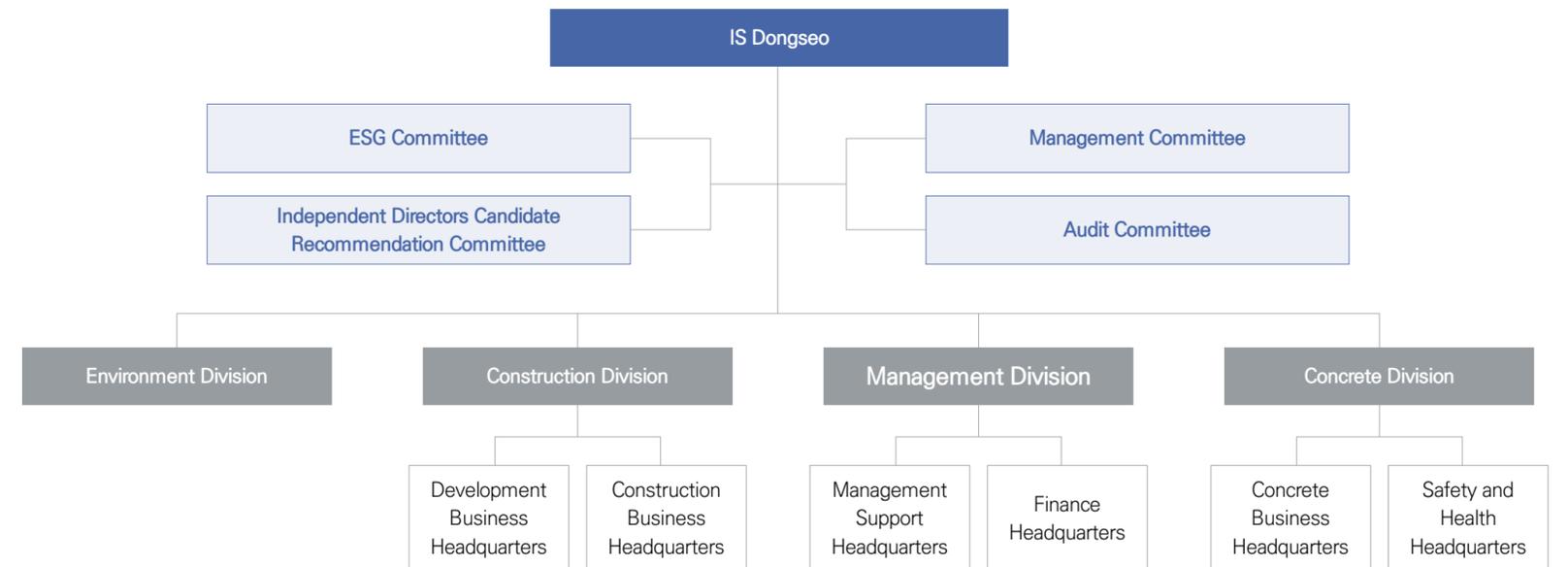


**| Main Business Areas and Achievements**

“Maximizing synergy with a portfolio focused on business efficiency”



**| Organizational Status**



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# Introduction of IS Dongseo

## Company History

### 2024-2022

- Oct. 2024** Merged with IS Eco solution and Young Poong Pile Co., Ltd, integrated corporation of secondary battery recycling
- Jun. 2024** Received commendation for Improvement of Living Conditions for National Meritorious Persons project conducted by the Ministry of Patriots and Veterans Affairs in 2024  
Factory construction in the Oswa region of Poland for BTS technology
- Mar. 2024** Signed a framework agreement for battery-recycling business cooperation with CNGR
- Dec. 2023** Completed the Factory of IS BM Solution Co., Ltd. in Hwaseong
- Dec. 2022** Investment Agreement for Lithium-Ion Battery Recycling Business in Ochang Technopolis
- Jul. 2022** IS GROUP won the Minister's prize of the Ministry of Foreign Affairs in the SDGs division at The 16th National Sustainability Management Conference  
Published the 2022 IS Dongseo Sustainable Management Report

### 2021-2019

- Dec. 2021** Chairman Hyuk-Woon Kwon won the Gold Tower Order of Industrial Service Merit at the Home Construction Day Celebration 2021
- Nov. 2021** Won the Deputy Prime Minister and Minister's prize of Strategy and Finance in the ESG Management division at the SRMQ Convention 2021
- Jul. 2021** Won the Grand prize in the Urban regeneration division at the Green Construction Industry Awards 2021
- Feb. 2021** Chairman Hyuk-Woon Kwon inaugurated as President of the Korean Basketball Association
- Nov. 2020** Won the Chairman's prize of the Community Chest of Korea at Hope 2020 Helping Neighbors Award Ceremony
- Jul. 2019** Won the Deputy Prime Minister and Minister's prize of Strategy and Finance in the CEO division at the SRMQ Convention 2020
- Nov. 2019** Hosted KLPGA Tour 'IS Dongseo Busan Open 2020'
- Jul. 2019** Won the Intellectual Property Office commissioner prize at the Good Design (GD) Awards for faucets  
Won the Minister's prize of the Ministry of Land, Infrastructure, and Transport in the Residential division at the Green Construction Industry Awards 2019

### 1990-1970

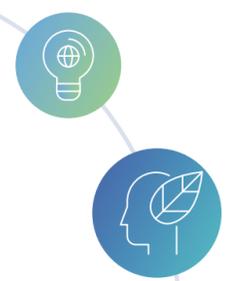
- Mar. 1989** Established Ilshin Housing Construction Co., Ltd
- Nov. 1988** Won the Grand Prize at the Industry Standardization Awards as the First in Korea's Ceramics Industry
- Jan. 1987** Established Ilshin Housing Co., Ltd.
- Jan. 1986** Listed on the Stock Exchange
- Dec. 1985** Launched IPO (Capital of KRW 11 billion)
- Dec. 1976** Acquired KS Marks for Four Concrete Products
- Apr. 1976** Supplied all of Special Pile to the naval base of Saudi Arabia
- Sep. 1975** Established the Company (separated from civil engineering division of Hyundai Engineering & Construction)

### 2009-1994

- Jul. 2009** Established the Concrete R&D Center
- Jun. 2008** Changed the company name from Dongseo Industry Co., Ltd. to IS Dongseo Co., Ltd
- Jul. 2006** Won the Excellence prize in Mid-sized Construction Division at 'The 10th Livable Apartment Contest by Maeil Business News'
- May. 2006** Won the Grand prize in Ceramic industry Division at 'The 6th Best Product Award of Female Consumer's Choice'
- Sep. 2005** Won the Grand prize in Eco-Friendly Category at 'Korea Master Apartment Awards 2005'
- Jul. 2005** Won the prize of Grand prize in Construction Division at 'Friendly Environmental Management Awards 2005'
- Nov. 1995** Completed the Concrete Factory in Cheongyang
- Aug. 1995** Completed the Concrete Factory in Cheonan
- Mar. 1994** Acquired Concrete Factory in Changnyeong

### 2018-2010

- Mar. 2018** Completed W Mixed-use apartment building, Yongho-dong, Busan
- Feb. 2018** Listed on KRX 300 Index
- Dec. 2017** Won the Grand prize in "National Brand Awards 2017"
- Mar. 2016** Established the Munam Scholarship & Culture Foundation
- Jul. 2015** Selected at the 2nd Rank in the Construction Division of Value Creation Enterprises of the World by Boston Consulting Group (BCG) Evaluation
- Mar. 2014** Declared IS Group Vision
- Jun. 2012** Established IS Holdings, Inc.
- May. 2010** Established IS Shipping Co., Ltd
- Apr. 2010** Included in the Kospi 200 Index



# Group Introduction

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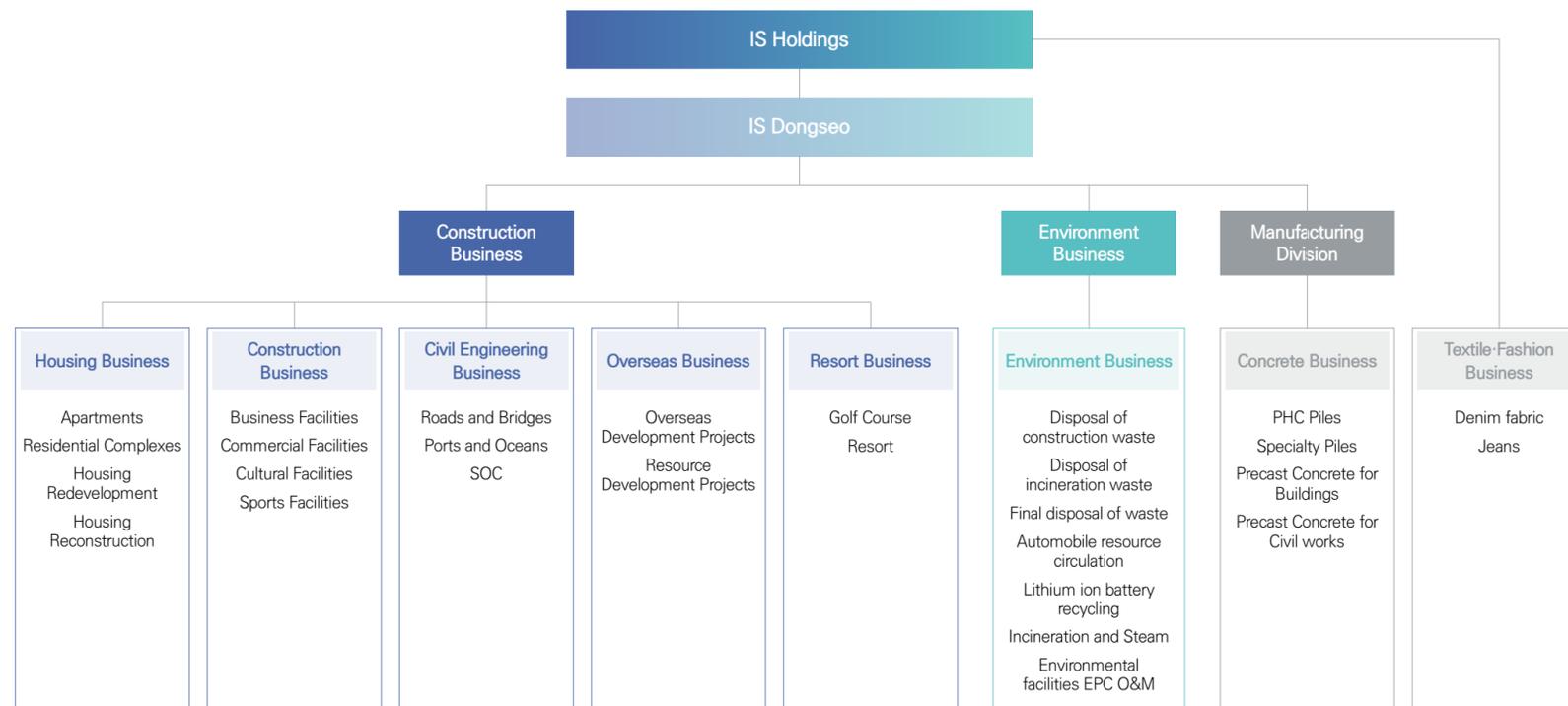
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Mission	We help everyone achieve a prosperous and happy life by designing a better tomorrow, close to our clients' needs		
Vision	A global leader creating unlimited possibilities and a culture of happiness through shared growth		
Core Values	Challenge is the Future	Passion is the Power	Trust is the foundation

**IS Group**



**Affiliates**

Construction Division	ILSHIN E&C
	ILSHIN DEVELOPMENT
Manufacturing Division	JOONGANG REMICON
	TCE
Environment Division	Insun ENT
	INSUN GIOEIP
	IS Eco Solution
	PAJUBNR
	GOLDEN ECO
	SAMJEONG ERK
	Environment Energy Solution
	Young Hung Industry Environment
	BTS Technology
	IS SHIPPING
Finance Service Division	OCEAN D&C
	TRIENE PARTNERS
	AMOR SOFT
	CENTENNIAL HEALTH KEEPER
	VAUNCE
Foundation	Munam Scholarship & Culture Foundation

# Environment Division

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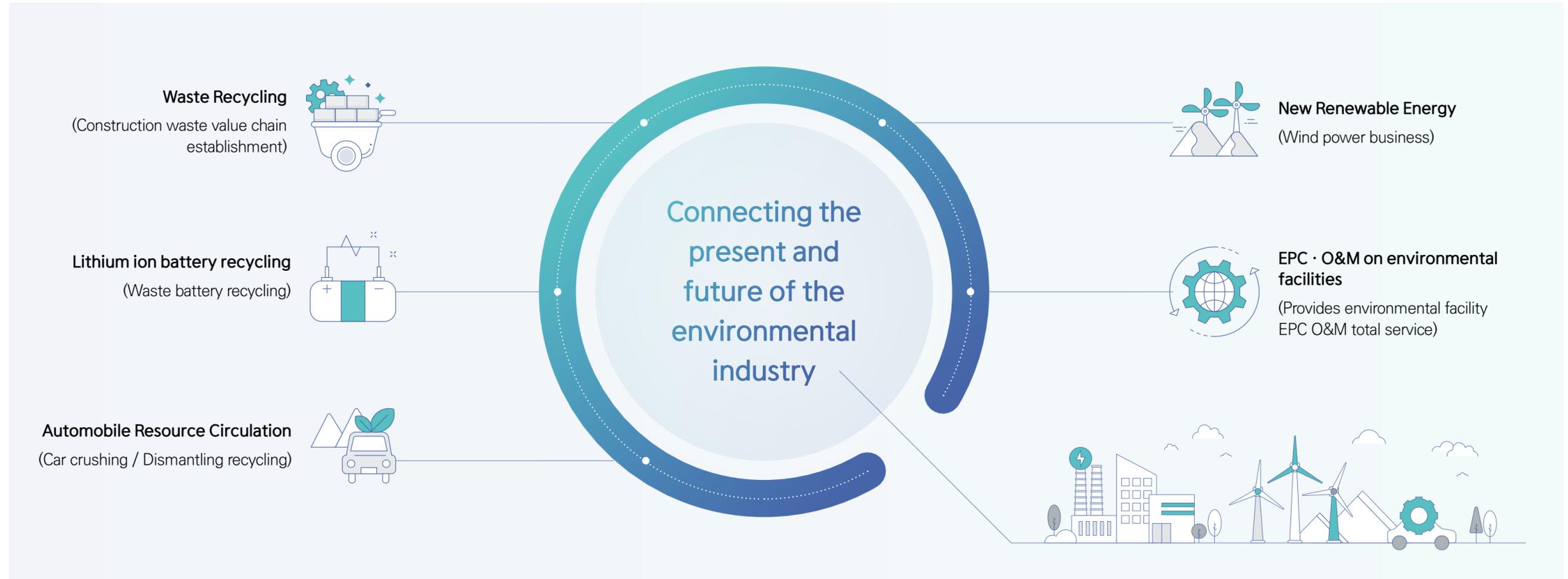
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| Waste Recycling



| Lithium ion battery recycling



| Automobile Resource Circulation



| New Renewable Energy



| EPC · O&M on environmental facilities



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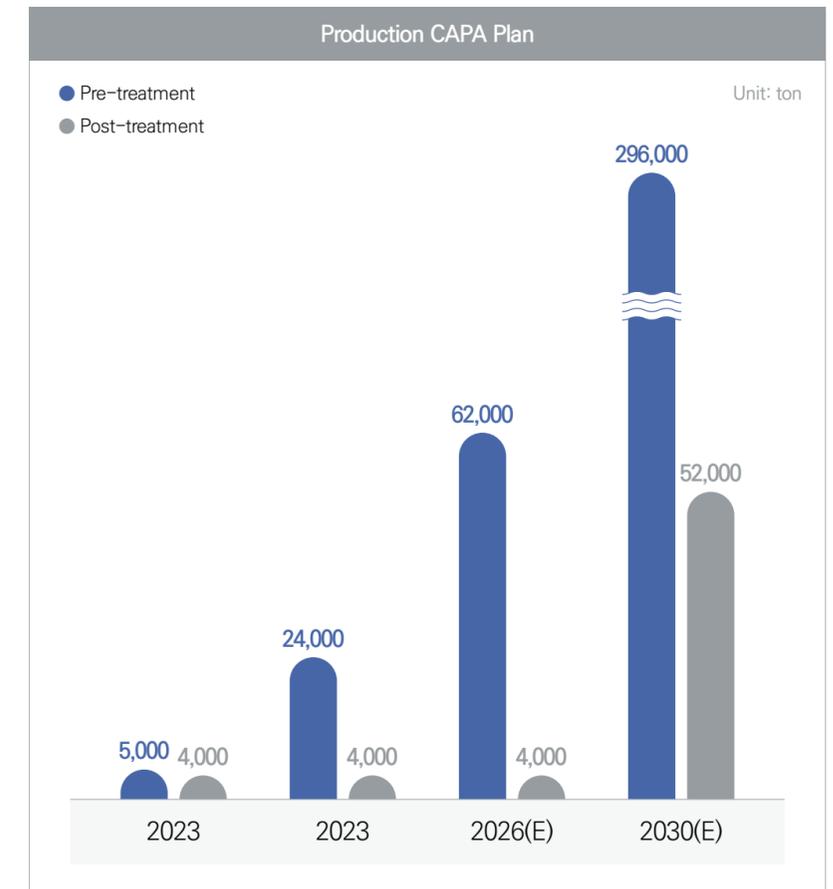
# Environment Division

## Lithium ion battery recycling (Completed Korea's first used battery recycling value chain)

As the importance of Lithium ion batteries increase due to increased demand for waste batteries, IS Dongseo has established a strategy to intensely foster the waste-battery recycling business and is making investments accordingly. IS Dongseo entered into technical cooperation with leading companies such as Lithion, the top recycling-technology provider in North America, and thus completed a three-stage waste battery value chain of raw material procurement (Insun Motors), pre-treatment (Hwaseong branch of IS eco-solution), and post-treatment (Gumi branch of IS eco-solution) Through these efforts, IS Dongseo has become the only company to achieve vertical integration in the secondary recycling battery field by completing a three-stage waste battery value chain: collecting used battery -pre- treatment (crushing)-post treatment (metal recovery)- resource circulation. Thereby, we have secured the foundation for sustainable growth in the rapidly growing electronic vehicle and waste-battery market.



### Business Planning and general management



# Environment Division

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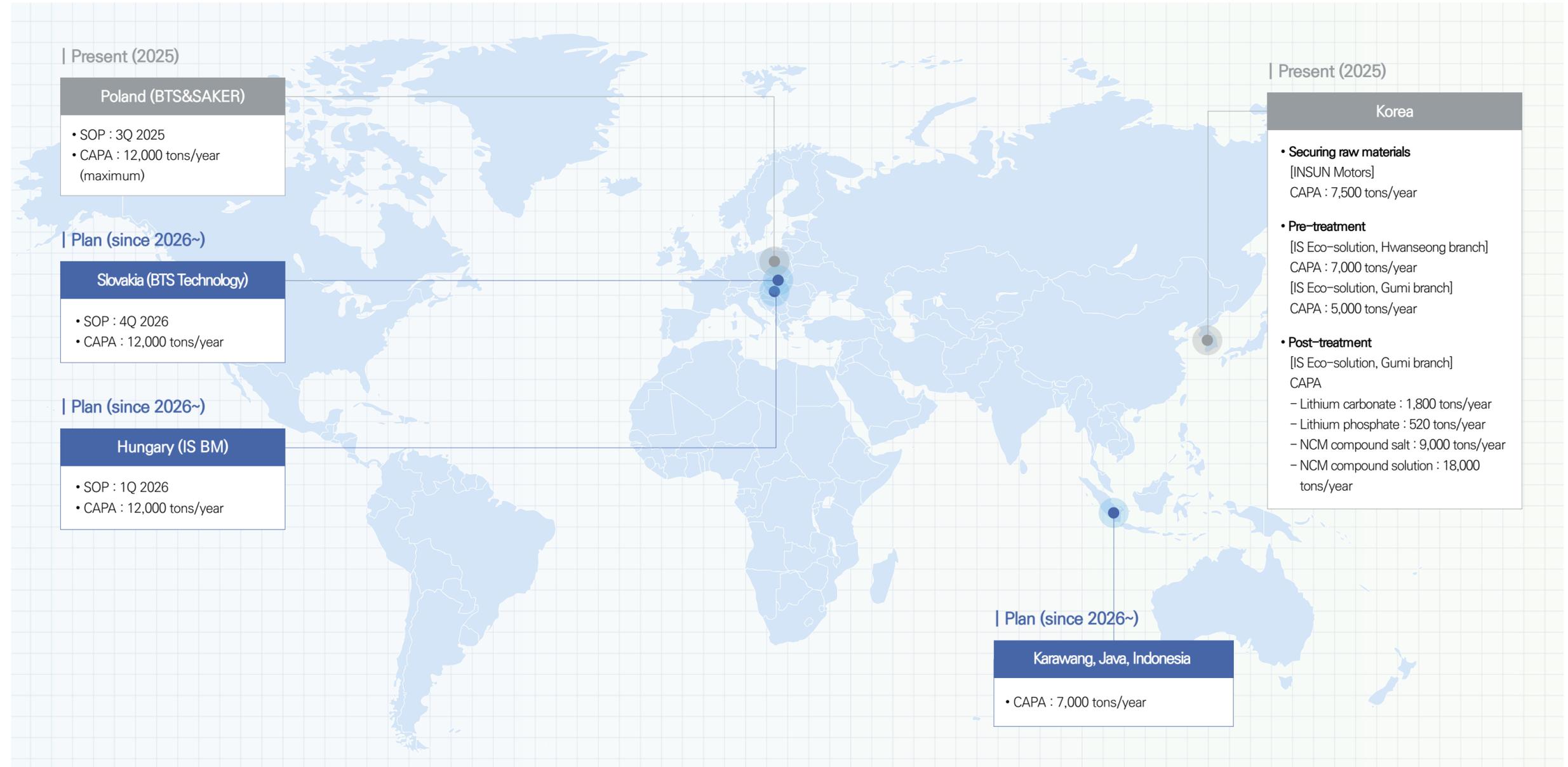
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## Entry status of used battery recycling market at home and abroad

### Completed Korea's first used battery recycling value chain



# Environment Division

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## Waste Recycling (Solving environmental pollution problems through waste resource circulation)

### Construction Waste Intermediate Treatment



IS Dongseo has established a sustainable resource circulation system where depletion of limited resources is prevented, and high-quality recycling aggregate is produced to perform the role as an alternative resource substituting natural resources that are conducive to the future environment by reproducing the construction waste possible for recycling from the construction sites with eco-friendly plant equipment, etc.

### Recycling Aggregate



INSUN E&T, an affiliate of IS Dongseo, is the first company in Korea to acquire the quality certification for recycling aggregate for concrete and has produced top-quality recycling aggregate. 'Recycling aggregate' refers to aggregate that is produced appropriately through a physical or chemical treatment process on construction waste and passing the recycling aggregate quality standards according to the provisions stated in Article 35 in the Construction Waste Recycling Promotion Act. It has gained attention as an eco-friendly construction material, boasting excellent quality comparable to natural aggregates.



## Automobile Resource Circulation (Adding new value to disused vehicles)

### Automobile Resource Circulation (Dismantling & Recycling)



IS Dongseo is operating a cutting-edge dismantling and recycling center for scrapped vehicle, the largest of its kind in scale in Asia, and established a commercialization system on all recycling stages of scrapped vehicles, ranging from dismantling scrapped vehicles to sales of used parts and cars. Currently, IS Dongseo is maintaining the top position in the domestic scrapped vehicle purchase and dismantling business. Over 70% of a single scrapped vehicle is metal, and more than 95% of it can be recycled. As such, we have transformed the scrapped vehicle industry into value-added blue ocean market based on these prominent shares.

### Automobile Resource Circulation (Crushing & Recycling)



A world-class shredder facility is operated to improve the crushing and sorting capability of IS Dongseo. It has transformed steel scraps and non-steel scraps into high value-added products. Steel scrap has gained attention not only as a key raw material for the steel industry, but also as an eco-friendly resource that can contribute to resource circulation and realize carbon neutrality. As such, IS Dongseo is establishing a stable and competitive market position in the steel scrap-related industry.



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# Environment Division

## EPC · O&M on environmental facilities (Providing customized solutions for waste disposal)

IS Dongseo has established a comprehensive value chain in the environmental industry that leads to waste recycling such as drying and incineration, EPC for water treatment, and O&M for environmental basic facility operation after it acquired Environmental Energy Solutions in 2022. With new technologies and field experience that we have accumulated over several years, we have provided tailored solutions with our own share of responsibility for waste treatment. As such, we are continuously focusing on capacity-building to become a top-tier company in the environment and energy fields as a specialized company that realizes total service for environmental issues.



Shinseung Energy's resource circulation facility



Energy network's waste incineration and exhaust gas treatment facility



Public food waste-treatment facility in Namdong-gu, Incheon

## Renewable energy (participated to achieve '2050 carbon neutrality')

IS Dongseo is participating in the goal of '2050 Net Zero Declaration' and renewable energy business, such as offshore wind power, etc. is promoted as part of our efforts in responding to climate change. IS Dongseo has the capability to conduct a comprehensive range of activities, from the preliminary site selection for wind-power generation facilities to project development, Engineering, Procurement & Construction (EPC), and Operation & Maintenance (O&M). Through rational and sustained investments, we are committed to actively contributing toward generating green energy that can lead the era of zero carbon emissions.



**Project discovery & review**

Wind farm discovery and business development

**Wind-power plant design and arrangement**

Onshore wind power generation business  
Offshore wind power generation business

**Provision of monitoring and O&M service**

O&M services and technology enhancement

# Construction Division

## Housing Construction Projects

IS Dongseo realizes an eco-friendly lifestyle where nature and humans coexist by utilizing environmentally friendly construction methods under the philosophy of "A company that earns customer trust creates customer happiness." While leading the future of premium residential culture through continuous technological innovation and R&D, we are establishing ourselves as a trusted partner in redevelopment and reconstruction projects, enhancing the value of life and space. We also provide a one-stop business experience that seamlessly integrates convenient work and leisure through advanced and innovative architecture in various fields including business, commercial, cultural, and sports facilities.

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'W' is IS Dongseo's high-rise residential-commercial complex brand and means a space where you can enjoy a quality that goes beyond that of a hotel. By applying the new concept of "high-rise, high-end residential culture for true leaders," we provide the pride of living in the best space. W completes the city's landmarks with innovative and iconic designs.



W in Suseong Beomeo, Daegu



W in Yongho-dong, Busan



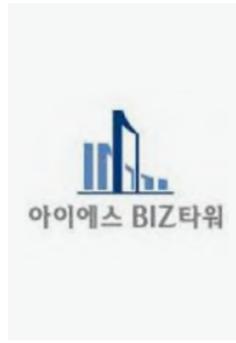
Eileen's Garden embodies the apartment philosophy of IS Dongseo, which pursues Human Design where humans, the environment, and cultural sensibilities coexist. 'Eileen' is the Irish name for Helen and it is a persona that symbolizes a happy woman with an independent and emotionally fulfilling lifestyle. Furthermore, it is a metaphor symbolizing women's dreams and future. 'Garden' means the most harmonious space for people that everyone dreams of.



Eileen's Garden 2nd in New City, Ulsan



Eileen's Garden in Beomeo, Daegu



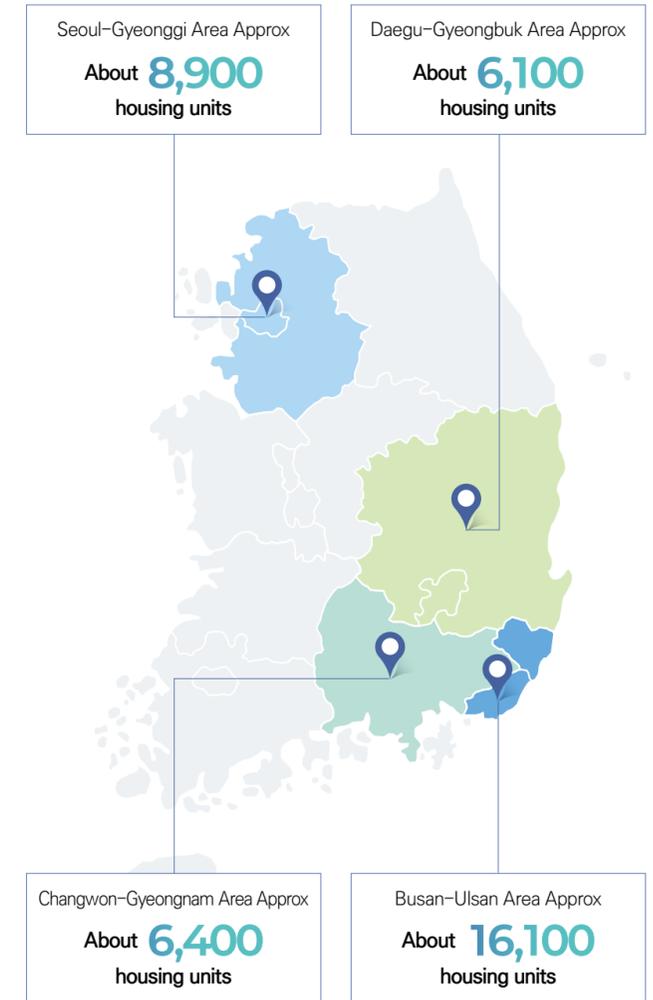
IS BIZ Tower is IS Dongseo's representative knowledge industry center and provides a futuristic business space that combines excellent community facilities and business infrastructure. By providing smart and trendy spaces, we create an efficient business environment and satisfy both companies and their talented employees.



Centum Sky Biz in Haeundae, Busan



IS Biz Tower Central in Anyang



# Construction Division

## Civil Engineering Business Line

IS Dongseo has contributed to the local community and national industry by implementing various projects in the national foundation facilities such as roads, bridges, tunnels, railroads, and ports. With its advanced technology and unparalleled expertise, it has successfully implemented large-scale SOC projects such as the site construction of the Busan New Port International Terminal, the largest in Northeast Asia, as well as the construction of the Namgang Dam regional water supply system and Wonjeon Port, among others. In addition, we are contributing to the improvement of the national transportation network and the expansion of industrial infrastructure through major infrastructure development projects such as the construction of general industrial complexes, road development, and tunnel construction.



Lighter's wharf repair work at Busan South Port



Seoreung Green Corridor Construction Project in Seoul



Busan New Port Dredged Soil Site Bank Construction Project (Phase 2)

Creation of spaces for national economic development on the foundation of nature

## Urban Maintenance/Urban Development Project

We present a successful model of urban regeneration for better residential environments and living spaces, and are contributing to the various synergy effects that cities can create, while revitalizing the local economy. IS Dongseo, which has been recognized for its construction and development capabilities through large-scale apartment and civil engineering projects, is promoting urban development projects across the country based on its outstanding capabilities and technology. We will continue to grow as a company that contributes to the balanced national development and local economies through large-scale urban development projects.



Ulsan Hogyemaegok District Urban Development Project



Ulsan Deokha District Urban Development Project



Busan Yeongdo Bongnae District 1 Housing Redevelopment Project



Chanwon Daewon District 3 Housing Redevelopment Project

Recreation of city value and completion of a premium residential town

### CHAPTER 01

## Overview

### CEO Message

President Message

CEO Message for Each Business Division

### Company Overview

Introduction of IS Dongseo

Group Introduction

### Introduction of Each Business Division

Environment Division

Construction Division

Concrete Division

# Concrete Division



## CHAPTER 01 Overview

### CEO Message

- President Message
- CEO Message for Each Business Division

### Company Overview

- Introduction of IS Dongseo
- Group Introduction

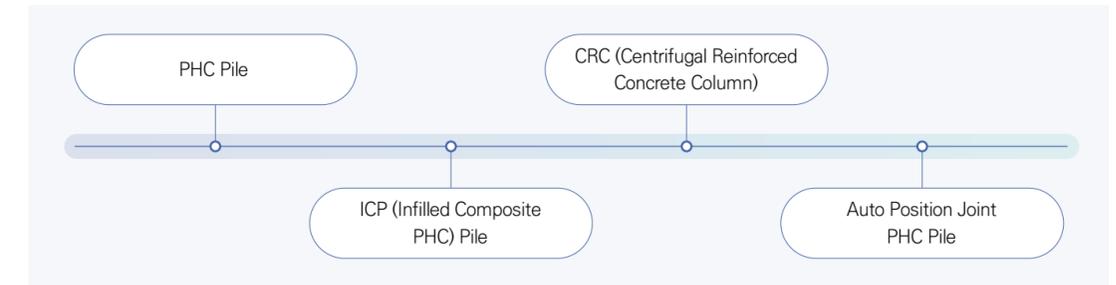
### Introduction of Each Business Division

- Environment Division
- Construction Division
- Concrete Division

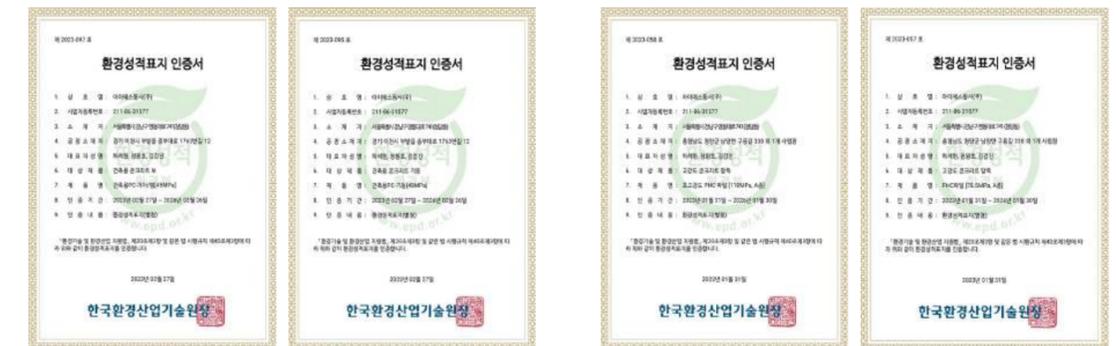
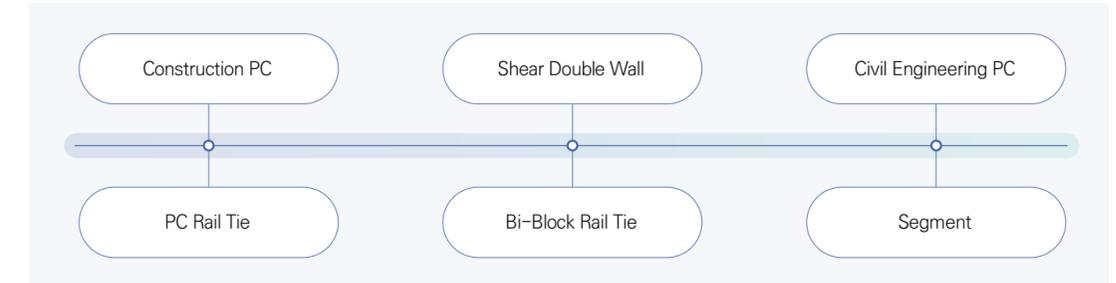
IS Dongseo's concrete division produces our products with thorough quality control and technology at five factories located nationwide. Technology institute aims to secure the industry's highest level of expertise by continuously developing new technologies and products through R&D in cooperation with academia and research institutions. It has also led to technological innovation and ensured top-tier quality in the domestic market. The Institute is also expanding its research scope to develop eco-friendly, high-performance, carbon-reducing, and energy-saving technologies. We have also conducted research on environmentally friendly technology that aligns with social and environmental changes as well as relevant regulations. As a result, we succeeded in developing a high-strength PHC pile using our own technology for the first time in Korea. At the same time, we acquired the first Environmental Product Declaration (EPD) in the PHC pile and PC industries. We have actively participated in the government's carbon-neutral policy goals by obtaining additional certification especially for PHC pile and low-carbon products.



### Production list of Pile



### Production list of PC (Precast Concrete)



Obtained Environmental Product Declaration for two types of beams and four types of columns for the first time in the PC industry

Environmental Product Declaration Certificate for ultra-high strength PHC pile

# CHAPTER 02 ESG Management

## 2024 ESG Highlights

2024 ESG Highlights

## ESG Management System

- ESG Strategy
- ESG Management Organization System
- Key ESG Performance Indicators

## Stakeholder Participation

Stakeholder Identification and Communication

## ESG Materiality Assessment

- Concept of Double Materiality Assessment
- Process of Double Materiality Assessment
- Result of Double Materiality Assessment
- Material Issues Management

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Stakeholder Participation

ESG Materiality Assessment



# ESG Management

IS Dongseo sees bigger tomorrow through ESG management

# 2024 ESG Highlights

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### Environment

Obtained the ISO 14001 (International Standard for Environmental Management Systems) at all business sites

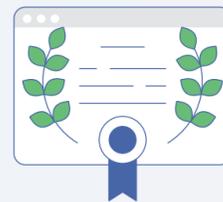


# ISO 14001

Purchase performance of eco-friendly products



Obtained low-carbon product certification (including affiliates)



# 5 EA

### Social

Preferred procurement performance for shared growth



# KRW 756.651 billion

99% increase over previous year

Performance of job-competency training



# 6,263 hours

Year-of-Year increase rate of community donation frequency



# 51.4 %

### Governance

(Board of Directors) BoD attendance rate



# 98 %

XBRL Financial Disclosure of the Financial Supervisory Service



# Selected as an excellent corporation

Number of treasury shares repurchased



# 414,400 shares

# ESG Strategy

IS Dongseo has established specific strategies and goals for each area of environment, society, and governance under the mission of “Pursuing growth through the creation of sustainable value together with stakeholders.” Based on a systematic ESG strategy, the company aims to actively reflect the expectations and demands of stakeholders and realize social value, thereby working toward the long-term goal of becoming a Lasting Corporation through Sustainability Management.



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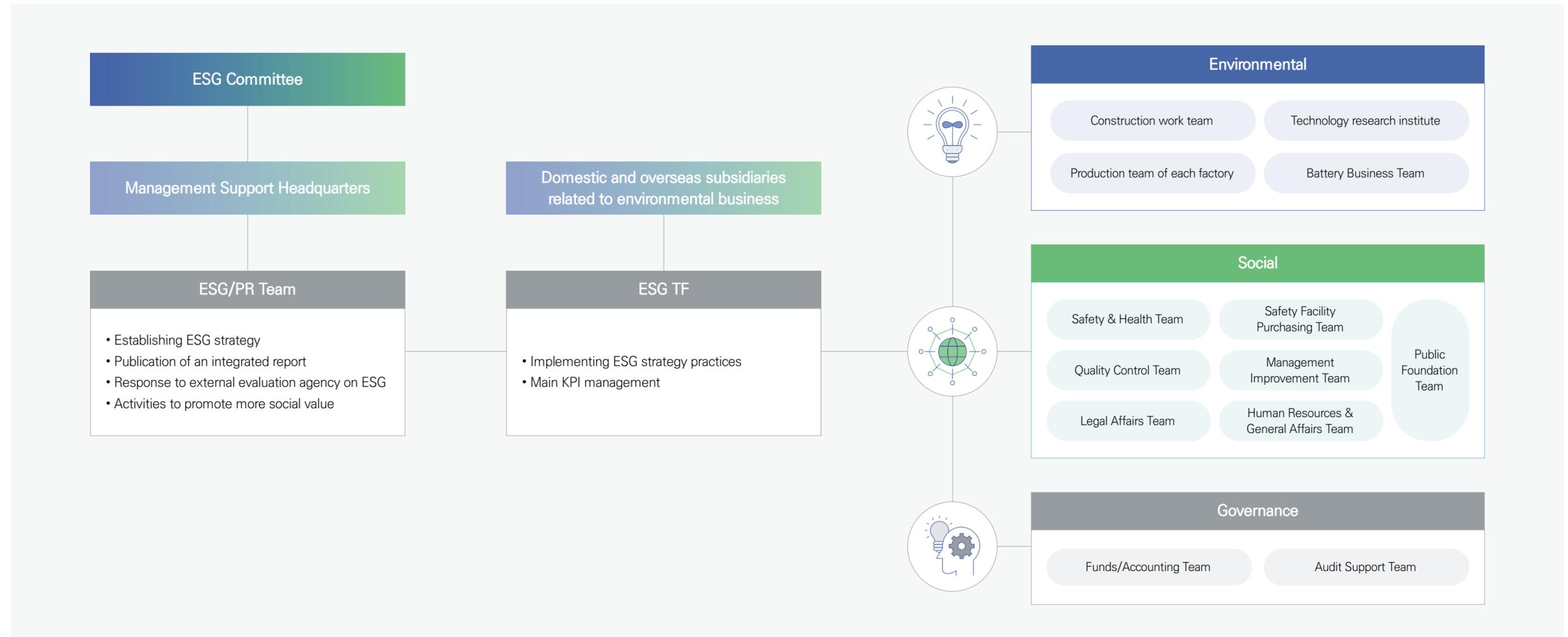
Process of Double Materiality Assessment

Result of Double Materiality Assessment

Material Issues Management

# ESG Management Organization System

IS Dongseo has established and operated an ESG Committee to systematically and efficiently implement the ESG management strategies. ESG committee continuously discusses major ESG-related issues such as climate-change response, safety and health, as well as fair trade, to review and decide on agenda issues. The committee consists of major executives and managers of each division, including outside directors. In addition, it regularly checks the status of establishing performance goals for each division and their implementation. In addition, the ESG Task Force (TF) supports the ESG Committee throughout the entire process of ESG management — from planning and implementation, to performance management. It also plays a key role in fostering an organizational culture to promote and internalize ESG awareness across the company.



- TFs in each division are responsible for implementing ESG strategies and managing key KPIs
- Each factory production team has a manager for environmental management to promote eco-friendly production management
- The ESG/PR team publishes integrated reports and responds to external evaluations
- Systematic promotion of social value through public foundations

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# Key ESG Performance Indicators

IS Dongseo has established key ESG performance indicators focused on the three core areas and is systematically managing the implementation level of tasks for each indicator. Through this approach, we are committed to securing the execution of ESG management, and improving the overall level of sustainable management.

Classification	Promotional areas	Major KPI	Unit	2022	2023	2024	2025(Goal)
<b>Green (Environmental)</b>	Response to climate change	Greenhouse Gas Emission (Scope1+2)	tCO <sub>2</sub> eq	22,162	22,251	17,176	17,000
		Energy usage (electricity)	TJ	97.1	258.7	209	200
	Water usage management	Water usage	ton	149,350	248,287	250,290	250,000
	Resource circulation	Waste discharge amount	ton	79,168.8	67,008.2	64,780.5	63,000.0
	 Compliance with Environmental Regulations	Violation of environmental regulations	EA	0	1	0	0
		Sustainable construction & development	R&D investment amount*	KRW 100 million	3,556	1,389	335
<b>Miracle (Social)</b>	Industrial Safety and Health	Number of serious accidents*	EA	0	1	0	0
		Industrial accident rate* (combined average of construction and manufacturing)	%	0.2	0.4	0.4	0.3
	Securing diversity of employment and workers	Ratio of Regular Employees	%	78.8	81.9	87.6	87.6
		Ratio of Female Employees	%	10.4	11	11.3	11.3
		Youth employment	Persons	72	33	15	15
 Creation of social values	Social contribution activity expenses	KRW 1 million	1,270	1,442	1,525	1,525	
	Customer satisfaction	Level of customer satisfaction	point	75	60	52	60
<b>Innovation (Governance)</b>	Securing sound governance	Securing female directors	Persons	1	1	1	1
		Ratio of outside directors in the Board of Directors	%	60	55	57	57
	 Acti-corruption practices	Number of violations of fair trade and anti-corruption regulations	EA	0	0	1	0
		Ethical management	Ratio of Employees Participating in Ethical Management Training*	%	78.4	69.3	61.7

\*Data was changed due to reporting errors in the previous year's data

# Stakeholder Identification and Communication

IS Dongseo collects feedback from stakeholders through online and offline communication channels and stakeholder surveys for their active reflection into overall management activities and ESG-related decision-making. Going forward, the company will continue to identify key areas of interest by each stakeholder group, manage them proactively, and strengthen communication with stakeholders.

Stakeholder Group	Definition of stakeholders	Communication channels	Areas of interest (topics of interest)	Related issues
 <b>Employees</b>	Key actors responsible for achieving management goals and growth of the organization	<ul style="list-style-type: none"> <li>• Continuous operation of online and offline grievance-handling channels</li> <li>• Holding regular and temporary labor-management council meetings</li> <li>• Rewards for long-serving employees</li> </ul>	<ul style="list-style-type: none"> <li>• Capacity-building for employees</li> <li>• Workplace safety and health</li> <li>• Provision of welfare benefits</li> <li>• Work and life balance</li> </ul>	<ul style="list-style-type: none"> <li>• Talent development</li> <li>• Ethical management</li> <li>• Human rights management</li> <li>• Safety and Health</li> </ul>
 <b>Partner Companies</b>	Partners pursuing mutual growth through business collaboration	<ul style="list-style-type: none"> <li>• Holding regular meetings for mutual growth</li> <li>• Operation of Webhard for services exclusively for vendors</li> <li>• Mutual growth meeting for excellent vendors</li> </ul>	<ul style="list-style-type: none"> <li>• Assessment of supply-chain ESG risk activities</li> <li>• Strengthening compliance with the Fair Transactions in Subcontracting Act</li> <li>• Finance/technology/management support</li> </ul>	<ul style="list-style-type: none"> <li>• Ethical management</li> <li>• Safety and Health</li> <li>• Mutual growth</li> <li>• Fair Trade</li> </ul>
 <b>Customers</b>	Principle agent who consumes IS Dongseo's services and value provided	<ul style="list-style-type: none"> <li>• Operating IS Dongseo website with improved customer convenience (same content provided for PC and mobile platforms)</li> <li>• Operating Happy Call all year round</li> <li>• Operating SNS channels (YouTube, Instagram, Facebook)</li> </ul>	<ul style="list-style-type: none"> <li>• Product-quality improvement</li> <li>• Customer-management, customer-satisfaction enhancement</li> </ul>	<ul style="list-style-type: none"> <li>• Quality management</li> <li>• Information security</li> </ul>
 <b>Community</b>	A community that promotes mutual growth through social responsibility activities	<ul style="list-style-type: none"> <li>• Operation of Munam Scholarship and Cultural Foundation</li> <li>• Operation of local community contribution programs</li> <li>• Operation of donation program</li> <li>• Cooperation with partner organizations and NGOs</li> </ul>	<ul style="list-style-type: none"> <li>• Contribution to community development</li> <li>• Realization of social responsibility through addressing social issues</li> <li>• Dust scattering and air-pollution at construction sites</li> </ul>	<ul style="list-style-type: none"> <li>• Social contribution</li> <li>• Environmental impact reduction</li> </ul>
 <b>Investors</b>	Principle agent of stakeholders who expect investment returns based on management performance and transparency	<ul style="list-style-type: none"> <li>• Corporate briefing session at the group level (once a quarter)</li> <li>• Electronic disclosure</li> <li>• Credit-rating response</li> </ul>	<ul style="list-style-type: none"> <li>• Stable profit creation</li> <li>• Smooth communication with shareholders</li> <li>• Active profit return</li> </ul>	<ul style="list-style-type: none"> <li>• Information disclosure</li> <li>• Protection of rights and interests</li> <li>• Profit return</li> </ul>
 <b>Government Agencies</b>	Principle agent that supervises corporate compliance with laws and regulations and collaborates with IS Dongseo to achieve sustainable industrial development	<ul style="list-style-type: none"> <li>• Participation in policy research</li> <li>• Joint cooperation program</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with laws and regulations</li> <li>• Creation of quality jobs</li> <li>• Implementation of social responsibility</li> </ul>	<ul style="list-style-type: none"> <li>• Tax obligation</li> <li>• Fulfillment of corporate obligations</li> <li>• Social responsibility</li> </ul>
 <b>Media</b>	Agent that reports on ESG activities of corporate and sustainability performance, and delivers fair and objective information	<ul style="list-style-type: none"> <li>• Website</li> <li>• Press release</li> <li>• Public hearing</li> </ul>	<ul style="list-style-type: none"> <li>• Transparent disclosure of information</li> <li>• Social impact and reputation of corporate</li> <li>• Environmental and safety-related incidents and responses</li> </ul>	<ul style="list-style-type: none"> <li>• ESG activities</li> <li>• Compliance with laws and regulations</li> <li>• Risk management</li> </ul>

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**ESG Management**

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Concept of Double Materiality Assessment

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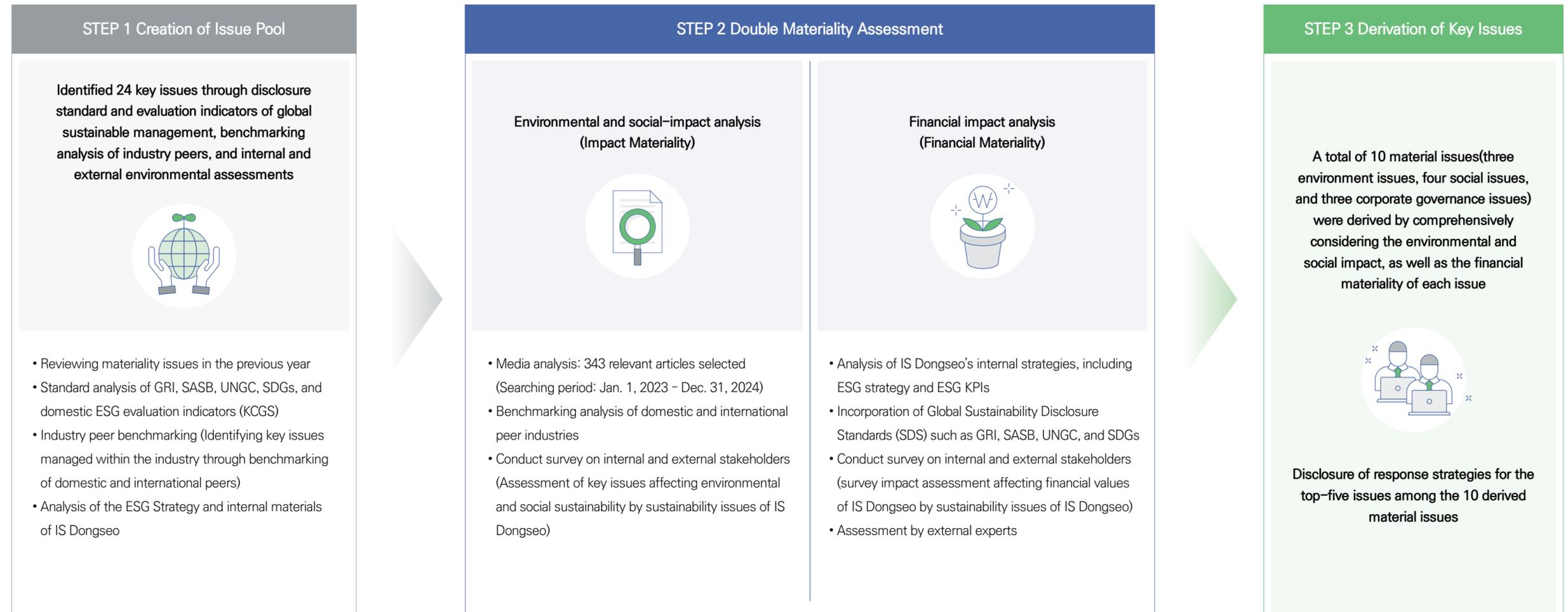
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# Concept of Double Materiality Assessment

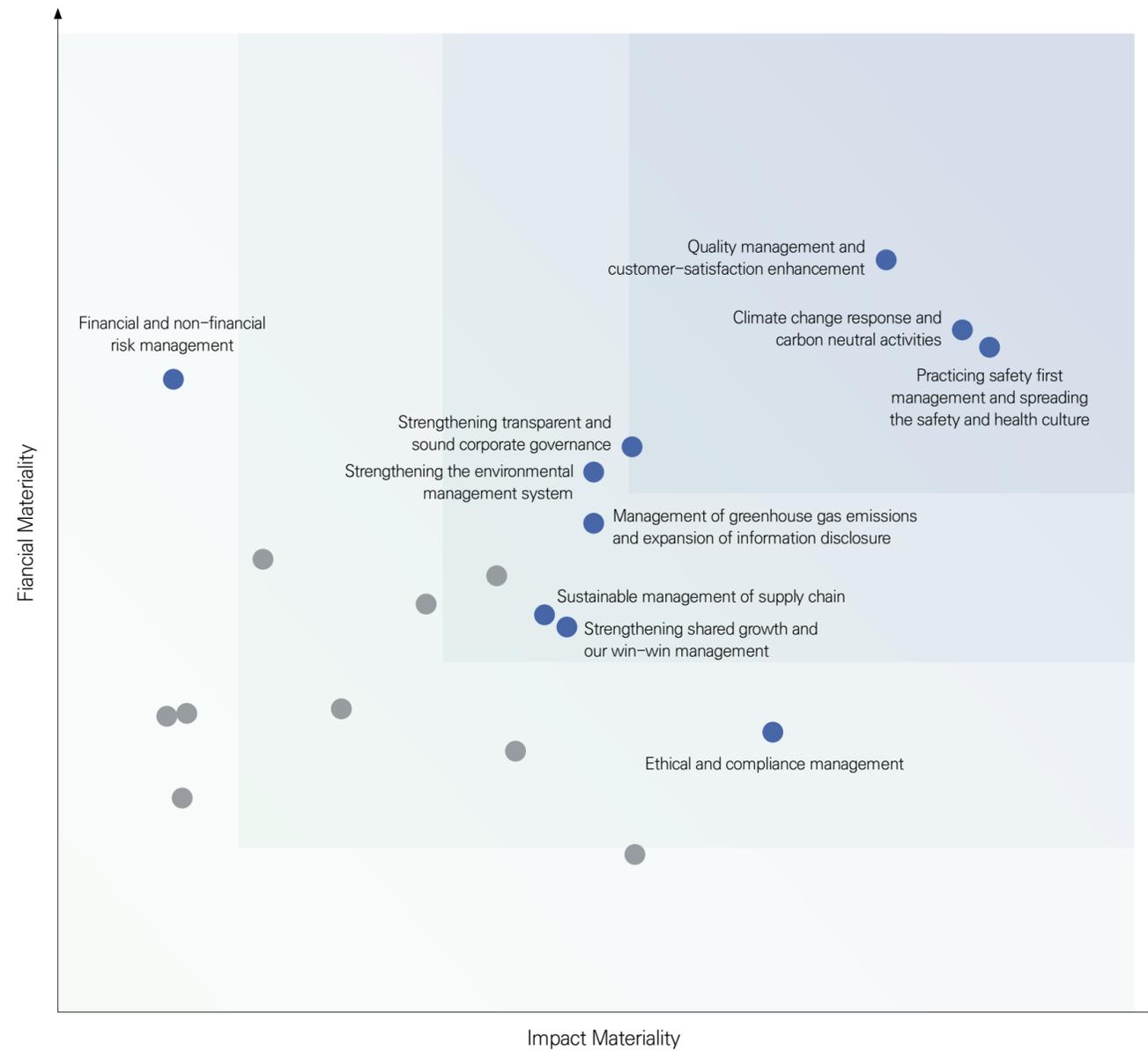
IS Dongseo has adopted a double-materiality perspective based on the standards of the Global Reporting Initiative (GRI) and the EU Corporate Sustainability Reporting Directive (CSRD). This approach enables us to identify key issues that can impact our sustainable management. Double-materiality assessment considers both the inside-out perspective — how our management activities affect the environment and society — and the outside-in perspective — how external environmental factors affect our financial health. We conduct a comprehensive assessment by evaluating each issue pool, identified through benchmarking against industry peers, analyzing global disclosure standards, and reviewing evaluation indicators, for both environmental and social impacts, as well as financial implications. The material issues identified through this process are transparently disclosed in the Report.

## Process of Double Materiality Assessment



# Result of Double Materiality Assessment

In 2024, IS Dongseo conducted a double-materiality assessment to comprehensively analyze the environmental and social impacts, as well as the financial impacts of a total of 24 issues. From this, five core reporting issues and five important reporting issues were selected. Compared to the previous year, there have been changes in the content and priority of some issues, and sustainable supply-chain management has been selected as a new issue. Activities and performance related to the selected reporting issues are transparently disclosed annually through the sustainability management report. Going forward, IS Dongseo will systematically manage key ESG issues to enhance ESG management and strengthen communication with stakeholders.



Ranking	Classification	Material Issues	Environmental and social impact	Financial impact	Changes in ranking compared to the previous year	Report page
1	Social	Practicing safety first management and spreading the safety and health culture	●●●●●	●●●●○	1▲	44~53
2	Environmental	Climate change response and carbon neutral activities	●●●●○	●●●●○	3▲	39~42
3	Social	Quality management and customer-satisfaction enhancement	●●●●○	●●●●○	9▲	62~64
4	Governance	Strengthening transparent and sound corporate governance	●●●●○	●●●●○	5▲	76~81
5	Environmental	Strengthening the environmental management system	●●●●○	●●●●○	3▲	29~34
6	Environmental	Management of greenhouse gas emissions and expansion of information disclosure	●●●●○	●●●○	3▼	42
7	Governance	Ethical and compliance management	●●●●○	●●○○○	1▼	82~85
8	Social	Strengthening shared growth and our win-win management	●●○○○	●●○○	1▼	65~68
9	Governance	Financial and non-financial risk management	●○○○○	●●●●○	2▲	86~88
10	Social	Sustainable management of supply chain	●●○○○	●●○○○	신규	31, 51, 65~68

# Material Issues Management

IS Dongseo has selected five core issues and established risk factors and response strategies for systematic management of these material issues. Additionally, the company plans to strengthen its ability to respond to ESG risks by continuously monitoring these key issues in response to the evolving management environment and ESG requirements.

Ranking	Key Issues	Background of selection	Opportunities and risk factors			Major response strategy
			Environmental and social	Financial	Type	
1	Practicing safety-first management and spreading the safety and health culture	<ul style="list-style-type: none"> <li>With strengthened safety-related regulations such as implementation of the Severe Accident Punishment Act, there are risks of legal liability and decline in social trust in case of inadequate safety management</li> <li>Securing corporate sustainability through the spread of a prevention-oriented safety culture</li> </ul>	<ul style="list-style-type: none"> <li>Prevention of worker accidents and protection of health by establishing the safety culture</li> <li>Improving the social trust of the organization</li> </ul>	<ul style="list-style-type: none"> <li>Improved productivity through the reduction of industrial accidents</li> <li>Reduction of construction delay and loss costs</li> </ul>	Positive	<ul style="list-style-type: none"> <li>Certification and maintenance of Safety and Health Management System (ISO 45001)</li> <li>Implementation of smart risk assessments across all sites</li> <li>Designation of Safety Inspection Day every month, safety inspections led by headquarters and external expert organizations to conduct on-site evaluations semi-annually</li> </ul>
			<ul style="list-style-type: none"> <li>Injuries and fatalities among workers caused by industrial accidents and serious accidents</li> <li>Decline in the company's social reputation</li> </ul>	<ul style="list-style-type: none"> <li>Delayed construction period caused by safety accidents</li> <li>Incurring financial losses such as through penalty or litigation</li> </ul>	Negative	
2	Climate change response and carbon-neutral activities	<ul style="list-style-type: none"> <li>Increasing demand for greenhouse gas reduction and energy transition</li> <li>Strengthening climate regulations and responding to eco-friendly supply chains have emerged as global challenges (tasks)</li> </ul>	<ul style="list-style-type: none"> <li>Addressing the climate crisis and fulfilling ESG responsibilities through greenhouse gas reduction</li> <li>Improvement of eco-friendly image</li> </ul>	<ul style="list-style-type: none"> <li>Cost savings from improved energy efficiency in operations</li> <li>Securing favorable green financing and procurement conditions</li> </ul>	Positive	<ul style="list-style-type: none"> <li>Development of a climate change response strategy roadmap</li> <li>Measurement and management of greenhouse gas emissions (Scope 1, 2, 3)</li> <li>Development of carbon-reduction products and adoption of eco-friendly manufacturing methods</li> <li>Building a resource circulation business portfolio, including recycling of used batteries</li> </ul>
			<ul style="list-style-type: none"> <li>Environmental pollution and the acceleration of abnormal climate phenomena due to lack of sufficient carbon-emission management</li> <li>Reduction in corporate brand reputation resulting from failure to comply with climate regulations</li> </ul>	<ul style="list-style-type: none"> <li>Increased costs from imposing carbon taxes and investments in greenhouse reduction facilities</li> </ul>	Negative	
3	Quality management and customer-satisfaction enhancement	<ul style="list-style-type: none"> <li>As the consumer-centered management paradigm shifts, quality and after-sales management capabilities are emerging as key factors in securing customer trust and brand competitiveness</li> <li>Risk of damage to reputation and claiming reputation in the event of quality issues</li> </ul>	<ul style="list-style-type: none"> <li>Increased customer satisfaction through enhanced quality reliability</li> <li>Strengthening the brand image</li> </ul>	<ul style="list-style-type: none"> <li>Improved customer retention rates</li> <li>Potential growth in revenue due to increasing number of new orders</li> </ul>	Positive	<ul style="list-style-type: none"> <li>Advancement of management systems through the establishment of a Quality Control Team under the Safety and Health Department</li> <li>Establishment of a process for filing complaints from customers and seeking remedies</li> <li>Communication with customers using the website and communication channels of construction sites</li> </ul>
			<ul style="list-style-type: none"> <li>Decline in customer satisfaction due to poor defect management and after-sales service</li> <li>Decrease in customer and social trust due to quality issues</li> </ul>	<ul style="list-style-type: none"> <li>Increased costs related to reworks and handling customer complaints</li> <li>Revenue loss from contract cancellations</li> </ul>	Negative	
4	Strengthening transparent and sound corporate governance	<ul style="list-style-type: none"> <li>Risk of reduced investments in the event of weak governance (vulnerable governance)</li> <li>Financial risks that may arise due to a decline in ESG assessment</li> </ul>	<ul style="list-style-type: none"> <li>Strengthening trust from stakeholders through enhanced management transparency</li> <li>Fulfillment of social responsibility</li> </ul>	<ul style="list-style-type: none"> <li>Enhancement of ESG ratings</li> <li>Increased prospects for attracting long-term investments</li> </ul>	Positive	<ul style="list-style-type: none"> <li>Maintaining the ratio of independent directors in the Board of Directors at over half to ensure independence</li> <li>Collecting stakeholders' feedbacks through general shareholders' meetings and regular communication with them</li> <li>Introduction of a board evaluation system and reviewing evaluation methods</li> </ul>
			<ul style="list-style-type: none"> <li>Distrust in fairness and accountability from stakeholders due to insufficient independence of the board of directors</li> </ul>	<ul style="list-style-type: none"> <li>Fines incurred in accordance with implementation of the Capital Markets Act</li> <li>Decline in ESG ratings and delays in attracting investments</li> </ul>	Negative	
5	Strengthening the environmental management system	<ul style="list-style-type: none"> <li>The need to enhance enterprise-wide environmental management levels due to strengthened environmental regulations and expanded green procurement requirements</li> </ul>	<ul style="list-style-type: none"> <li>Fulfillment of environmental responsibilities such as reducing pollution and improving resource efficiency</li> <li>Making social contributions through environmentally sustainable actions</li> </ul>	<ul style="list-style-type: none"> <li>Securing competitiveness in winning bids through certifications such as ISO 14001</li> <li>Cost savings from environmental management</li> </ul>	Positive	<ul style="list-style-type: none"> <li>Certification and maintenance of the Environmental Management System (ISO 14001)</li> <li>Promotion of environmentally friendly investments and R&amp;D (obtaining environmental label certifications, low-carbon certifications, etc.)</li> <li>Expansion of purchase and use of eco-friendly green products</li> </ul>
			<ul style="list-style-type: none"> <li>Pollution caused by inadequate environmental management</li> </ul>	<ul style="list-style-type: none"> <li>Increased costs for responding to environmental fines and regulatory penalties</li> <li>Disadvantages in green procurement</li> </ul>	Negative	

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**ESG Performance**

**Environmental**

- Environment Management
- Eco-Friendly Business
- Response to Climate Change

**Social**

- Safety and Health Management
- Human Resource Talent Management
- Human Rights Management
- Quality Management
- Win-win Management
- Social Contribution

**Governance**

- Governance
- Ethical Management
- Risk Management

- Environmental
- Social
- Governance



# ESG Performance

IS Dongseo sees bigger tomorrow through ESG management

CHAPTER 03

# ESG Performance

## Environmental

- Environment Management
- Eco-Friendly Business
- Response to Climate Change

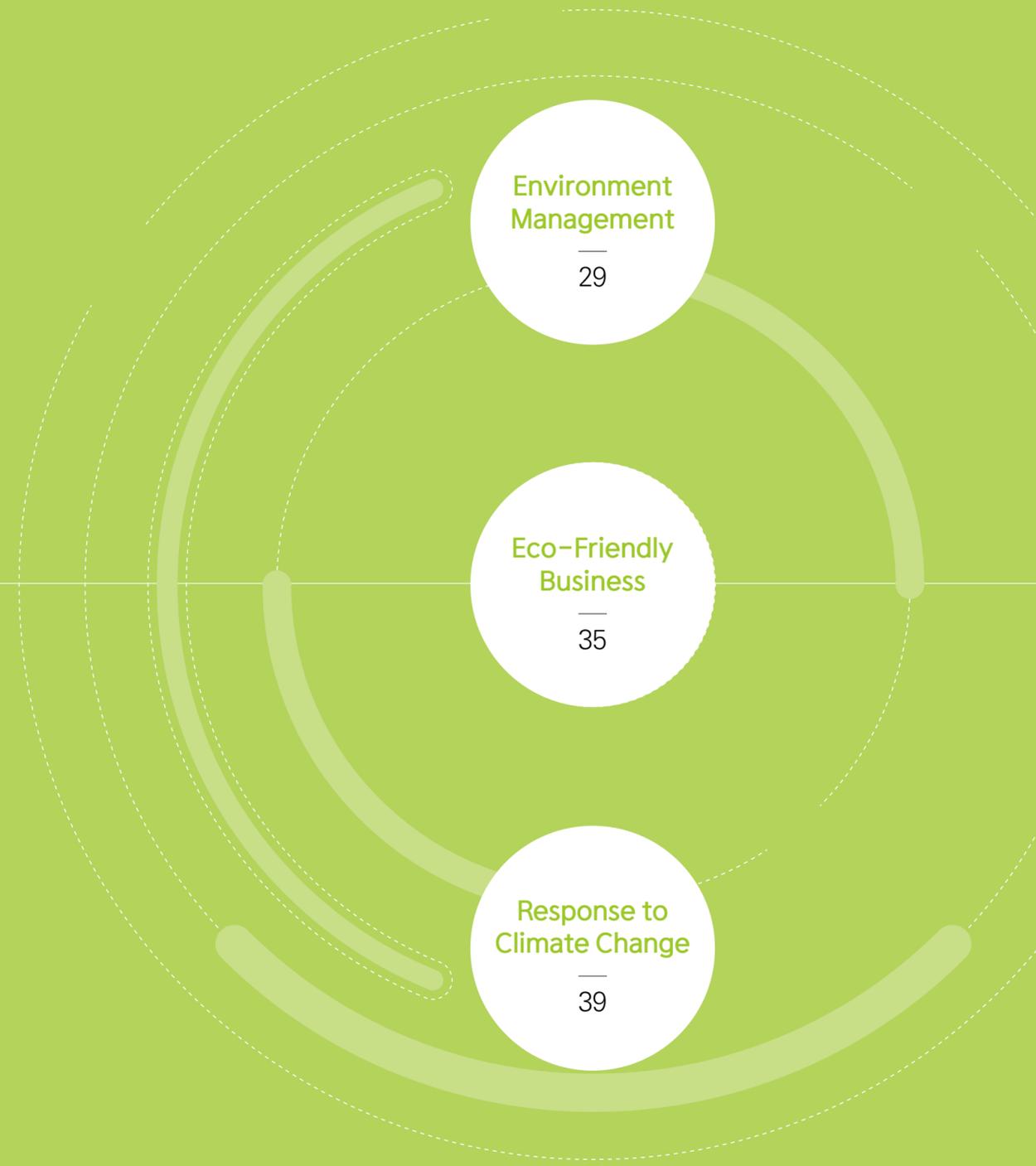
## Social

- Safety and Health Management
- Human Resource Talent Management
- Human Rights Management
- Quality Management
- Win-win Management
- Social Contribution

## Governance

- Governance
- Ethical Management
- Risk Management

# Environmental



CHAPTER 03  
**ESG Performance**

**Environmental**

**Environment Management**

- Eco-Friendly Business
- Response to Climate Change

**Social**

- Safety and Health Management
- Human Resource Talent Management
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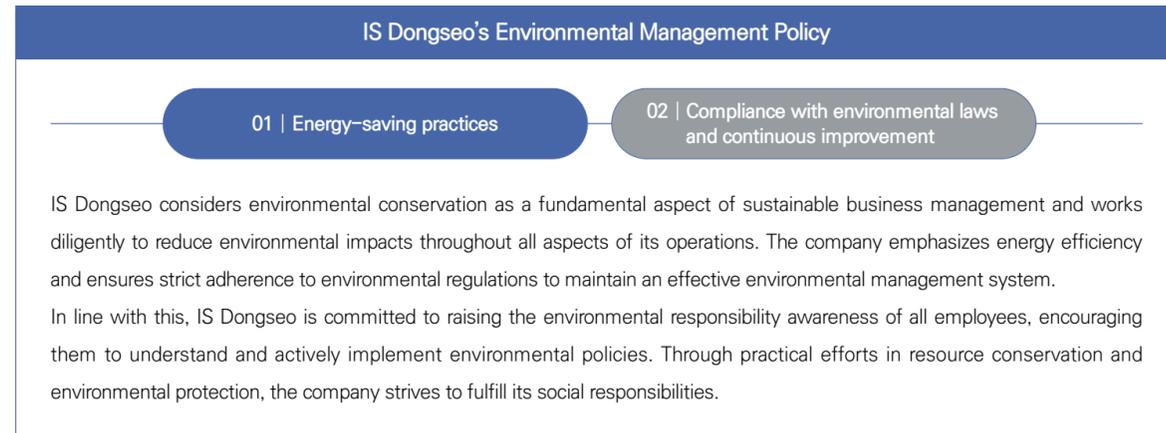
**Governance**

- Governance
- Ethical Management
- Risk Management

# Environmental Management System

## Environmental Management Policy

IS Dongseo recognizes the environment as a core value of corporate management activities and continues to implement enterprise-wide initiatives for sustainable growth and climate-crisis response. To balance economic development and environmental preservation, the company has established environmental management policies aimed at minimizing environmental impacts across all business areas and is systematically implementing these policies.



## Site Environmental Management Action Plan



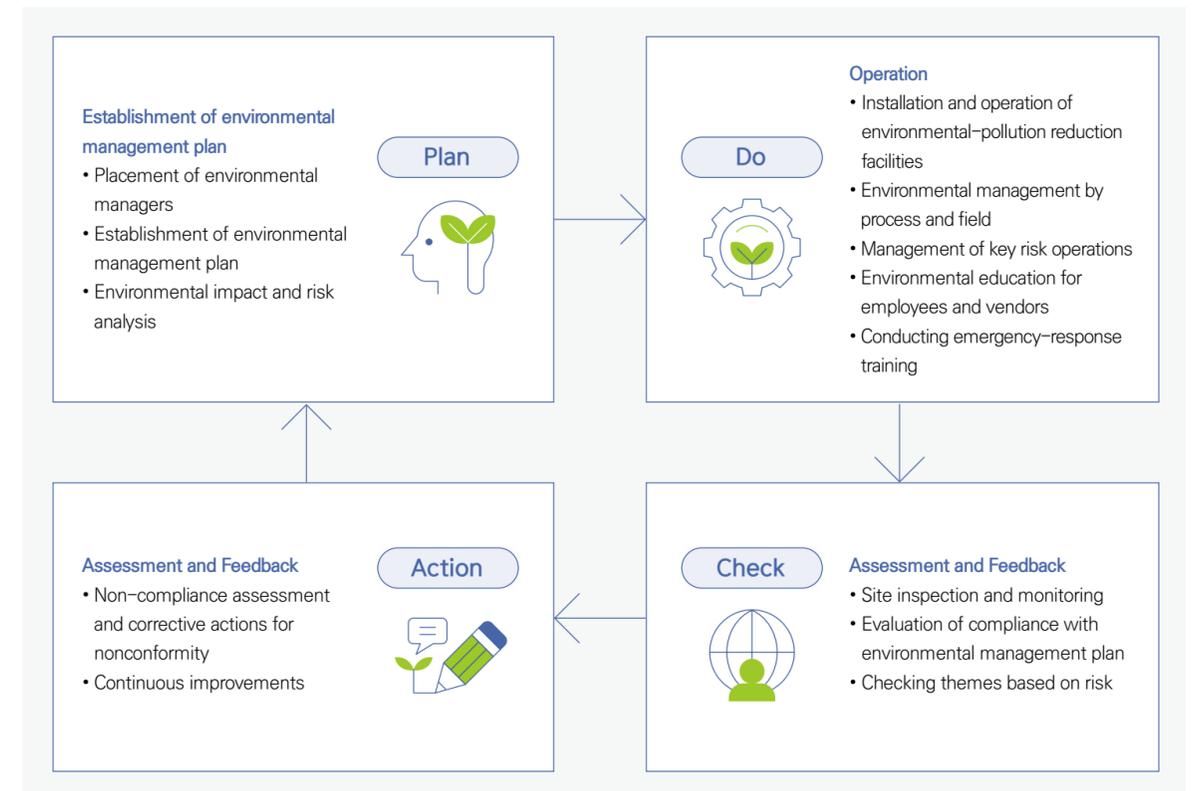
## Environmental Energy-Management System

IS Dongseo has established and operates environmental management systems at its manufacturing plants in Icheon and Cheongyang that conform to global standards, leading to the certification of its environmental management system under the international standard ISO 14001. In particular, the company has integrated systems to comprehensively manage key environmental indicators, such as greenhouse gas emissions and waste generation, thereby maximizing efficiency in environmental-performance management.

### ISO 14001 Environmental Management System Certification



## Environmental Management Process



CHAPTER 03  
**ESG Performance**

**Environmental**

**Environment Management**

Eco-Friendly Business  
Response to Climate Change

**Social**

Safety and Health Management  
Human Resource Talent Management  
Human Rights Management  
Quality Management  
Win-win Management  
Social Contribution

**Governance**

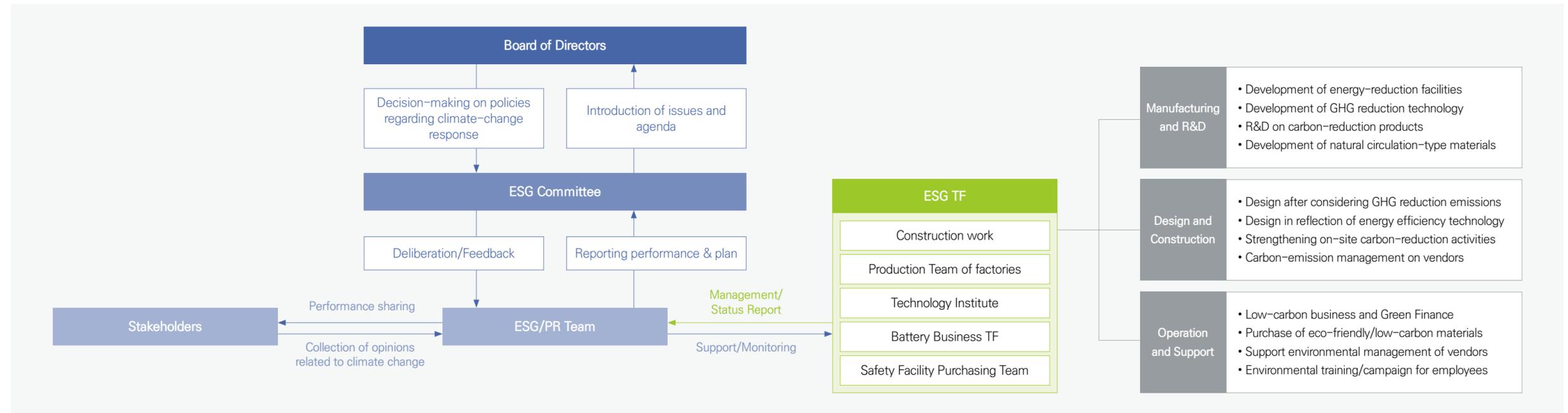
Governance  
Ethical Management  
Risk Management

# Environmental Management System

## Environmental Management Promotion Organization

IS Dongseo has established an environmental-management organization under the board of directors to internalize environmental management into its corporate system. In particular, it has strengthened the framework to ensure ESG issues are incorporated into key corporate decisions through the ESG Committee directly under the board. Additionally, the company operates a dedicated ESG task force to quickly identify and respond to on-site environmental and climate-related issues.

### Environmental Management Promotion Organizational Chart



## Environmental Management Training Program

To ensure systematic environmental management at production sites, IS Dongseo performs environmental training for the environmental manager designated in each factory for the sake of professional environment management at the production site. The training covers relevant laws, management systems, and control technologies related to air quality, water quality, noise and vibration, among others. It also includes sharing the best practices from other companies and practical training focused on responding to civil complaints to enhance on-site response capabilities. Moving forward, the company plans to assign the environmental manager designated in each factory and implement customized training programs to continuously improve environmental management expertise across all business sites.

### Implementing education program for environmental manager

Training Program Name	Training Target/No. of persons	2022	2023	2024
Atmospheric-environment engineer	Environmental manager/ three persons	10/11-10/14 (Icheon)	10/4-10/17 (Cheongyang)	11/5-11/18 (Changnyeong)
Water-environment engineer	Environmental manager/ three persons		7/27-7/28 (Cheongyang)	3/28-3/29 (Icheon), 11/12-11/25 (Changnyeong)
Noise/vibration-environment engineer	Environmental manager/ three persons		10/10-10/16 (Cheongyang), 11/14-11/20 (Icheon)	7/30-8/5 (Changnyeong)
Waste discharger	Environmental manager/ three persons	7/26-8/1 (Changnyeong)	5/17 (Cheongyang), 9/8 (Icheon)	5/17 (Cheongyang)

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# Environmental Impact Management

## Environmental Impact Management Activities

IS Dongseo implements systematic environment-management across all operational areas, including air quality, water quality, noise, vibration, and waste, to proactively identify and prevent potential environmental impacts at the site. In particular, following a leakage incident at the Changnyeong factory's wastewater discharge facility, the company enhanced its environmental-risk management standards by establishing monthly inspections and internal reporting protocols. It also undertook environmental improvement activities within factories such as dismantling the original water-treatment tanks to install new wastewater treatment tanks, and re-implementing covers to reduce dust scattering from the outdoor storage materials. Additionally, IS Dongseo also fostered strong community relations through eco-friendly activities like weeding activities of trails, and cleanup efforts for its nearby streams. This forms part of IS Dongseo's efforts to demonstrate its commitment to the local community and improve the surrounding environment.

Each manufacturing plant is gradually implementing process improvements to transition to Natural Air Cure (NAC) and Liquefied Petroleum Gas (LPG) to reduce fuel consumption and wastewater generation. Notably, in 2023, the Cheongyang Plant proactively completed this transition, achieving a 44% reduction in fuel use and a 90% decrease in wastewater emissions. Based on this success, the Changnyeong factory is also actively considering introducing this transition. As such, IS Dongseo proactively identifies and responds to environmental risks that occur or may occur at our sites, continuously strengthening our environmental impact management capabilities.

## Response Strategy to Environmental Regulations

IS Dongseo strives to fulfill its legal responsibilities based on its compliance policy with environmental laws. The company adheres to legal standards to minimize potential negative impacts on the surrounding community and environment, and regularly monitors the enactment and revision of relevant regulations. In case of environmental law violations, immediate corrective actions are taken to prevent further damage and ensure appropriate responses.

### | Status of Environmental Impact Management and Response to Changnyeong Factory

Classification	Details of regulations	Response strategy
<b>Clean Air Conservation Act</b>	<ul style="list-style-type: none"> <li>Management of emission standards for air pollutants (such as fine dust and nitrogen oxides) generated at business sites</li> <li>Registration of business sites generating scattering dust and the obligation to implement control measures</li> </ul>	<ul style="list-style-type: none"> <li>Conduct maintenance and regular inspections of air-emission facilities</li> <li>Establish management plans for construction sites generating dust scattering</li> <li>Implement dust-suppression activities such as water spraying on unpaved roads, installing dust covers on stockpiles, and operating dust-collection facilities</li> </ul>
<b>Water Environment Conservation Act</b>	<ul style="list-style-type: none"> <li>Report or approval required for the installation of wastewater discharge facilities</li> <li>Compliance with water-discharge quality standards</li> </ul>	<ul style="list-style-type: none"> <li>Review process improvements to reduce wastewater generation</li> <li>Establish a regular inspection system to prevent issues from recurring like cracks in wastewater retention tanks</li> </ul>
<b>Waste Controls Act</b>	<ul style="list-style-type: none"> <li>Obligation to segregate, store, transport, and properly dispose of waste according to type</li> <li>Mandatory establishment of resource-recycling target implementation plans</li> </ul>	<ul style="list-style-type: none"> <li>Build a system for proper disposal of waste</li> <li>Operate resource recycling systems</li> </ul>
<b>Noise and Vibration Control Act</b>	<ul style="list-style-type: none"> <li>Compliance with emission standards for noise and vibration at worksites</li> <li>Responsibilities to implement measures to prevent complaints from occurrence</li> </ul>	<ul style="list-style-type: none"> <li>Implement preventive measures such as regular noise measurements and other proactive actions</li> </ul>

## Environmental Assessment for Suppliers

IS Dongseo is considering the introduction of an evaluation system to diagnose and manage environmental management risks, aiming to strengthen sustainable partnerships with its vendors. To achieve this, the company plans to establish detailed criteria related to environmental management within ESG assessment items for partner companies. The evaluation will focus on key environmental performance indicators such as greenhouse gas emissions management, energy consumption, and pollutant emissions. In addition, IS Dongseo intends to conduct regular assessments to evaluate the environmental-management level of its key partners, using the results as foundational data for supply chain risk management and vendors improvement initiatives.

### | Supply Chain ESG Risk Assessment Indicators



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# Environmental Impact Management

## Air Pollutant Management

IS Dongseo is taking various measures to reduce air pollutants such as dust scattering and fine-dust emissions that can occur at concrete production factories and construction sites. These measures include operating wheel-washing facilities for site vehicles, introduction of mandatory installation of covers on loading boxes when transporting materials to prevent dust dispersion, and installing dust covers on outdoor storage materials to prevent the spread of airborne pollutants. Furthermore, the company conducts water spraying activities on unpaved roads and installs dust-control covers for stockpiles to reduce environmental damage caused by airborne particles during operations. Furthermore, all related equipment undergoes regular inspections and maintenance annually to ensure the effectiveness of air-quality management.

## Water Resource Management

IS Dongseo has established a water-recycling system to reduce water consumption and ensure efficient use of water resources across its manufacturing processes. Specifically, at the Cheongyang Factory, a wastewater reprocessing system has been installed to recycle all wastewater generated during the concrete-production process back into water for ready-mixed concrete. This helps to minimize water usage and significantly reduce wastewater discharge, thereby minimizing environmental impact. All sites managed by IS Dongseo actively monitor water usage and regularly inspect wastewater-treatment facilities to ensure their proper operation and strict compliance with legal standards. Based on these efforts, IS Dongseo is building a sound water-resource management system that promotes sustainable water use.

### | Status of Using Water Resources

Evaluation indicators	Unit	Performance in 2024		
		Goal	Achievement	Achievement rate (%)
Water resource usage	Ton	250,000	250,290	99.88

\* Data integration and calculation for headquarters/branches, construction sites and factories at Icheon, Cheongyang, and Changnyeong factories

## Waste Management

IS Dongseo manages waste in an enterprise-wide manner based on its legal waste-disposal system and resource-recycling system. Waste generated at each site is continuously monitored to prevent legal risks related to violations of environmental regulations. We also establish waste-recycling guidelines to actively promote material recycling and thoroughly manage data such as waste generation, recycling acknowledgment, and disposal quantities through the resource circulation plans set by the Ministry of Environment and Korea Environment Corporation. Through these activities, IS Dongseo works to suppress waste generation at the production sites and encourage resource circulation, thereby building a systematic waste-management system.

### | Status of Waste Discharge

Evaluation indicators	Unit	Achievements in 2024		
		Goal	Achievement	Achievement rate (%)
Waste discharge	Ton	65,000	64,780.5	100.3

\* Data integration and calculation for headquarters/branches, construction sites and factories at Icheon, Cheongyang and Changnyeong factories

## Noise and Demolition Management

When using loud-noise equipment and machinery at the site, IS Dongseo implements necessary measures to minimize the impact on nearby communities and the environment. Movable air soundproof walls are installed when initiating the work, and noise levels are regularly measured four times a day. At urban construction sites, noise meters with display panels are additionally installed on the soundproof walls to ensure compliance with legal noise limits. During demolition work, hazardous and potentially scattering materials, such as asbestos, are strictly managed, and relevant laws and guidelines are adhered to and followed in order to prevent dust dispersal. To ensure worker safety, protective gear and clothing are mandatory, and safety and health standards are continuously reinforced at the site.



Noise display-panels installed at urban construction sites

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# Environmental Impact Management

## Energy Efficiency Improvement

IS Dongseo is actively pursuing a variety of initiatives at the corporate level to enhance energy efficiency. At the head office, we efficiently manage the operation hours of air conditioning and heating systems through a centralized control system — and outside working hours, we apply a flexible operation approach to minimize unnecessary energy consumption. At construction sites, the installation of LED lighting and occupancy sensors has become mandatory, and we have established lighting standards for site equipment, such as tower cranes to systematically manage energy use within the site.

In the manufacturing sector, we are striving to improve energy efficiency through process improvements. At the Cheongyang concrete plant, IS Dongseo has converted the existing high-temperature, high-pressure curing (AC) process to a natural curing (NAC) method and established a system to operate LNG and LPG simultaneously, resulting in about a 27% reduction in annual fuel consumption. Based on these activities, the company implemented strategic projects to minimize carbon emissions, which helped reduce related costs such as safety management expenses, equipment maintenance fees, and wastewater treatment costs. Additionally, the space gained from process conversion is used as a product yard, enabling the production and storage of products of various specifications, thus providing operational advantages. Moving forward, IS Dongseo will continue its efforts to improve energy efficiency and enhance productivity.

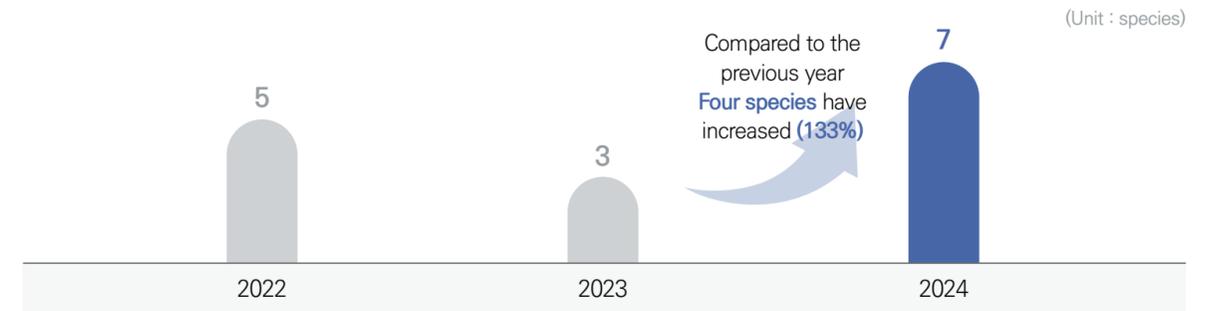
## Environmental Impact Monitoring System

At each site of IS Dongseo, environmental-pollution management personnel are assigned to systematically manage the emissions of pollutants. These managers regularly inspect the installation and operation status of air- and water pollution- prevention facilities, conducting self-measurements on an average of once per month, with results managed according to the internal reporting system. Through this system, the company continuously monitors waste generation and the emission levels of air- and water-pollutants.

## Biodiversity Management

IS Dongseo has recognized the importance of conservation of the natural environment and implementing activities for protecting the natural environment and monitoring biodiversity. Since 2022, Stonegate CC, an affiliate of IS Dongseo, has conducted annual environmental-impact assessments to monitor the effects on local ecosystems surrounding its business sites. In 2024, it was confirmed that seven species listed as national protected species —including endangered species such as the Asian badger, Eurasian otter, Chinese sparrowhawk, eastern black-eared kite, common buzzard, Chinese pond turtle, and eastern Chinese pond turtle — have habitats within the area. Within business sites, we have engaged in ecosystem-protection activities such as removing invasive species and preventing habitat destruction. Additionally, we will gradually expand the conservation to include habitat creation and the establishment of protected areas, considering the migration routes of key protected species around the site to support populations and contribute to biodiversity preservation.

### Results of biodiversity survey conducted by each affiliate



	Classification	Number of species	IUCN Red List Categories and Criteria
Business area Status of management for legally protected species	Birds	5	Chinese Sparrowhawk (LC), Red-shouldered Sparrowhawk (LC), Common Buzzard (LC), Eastern Black-eared Kite (LC), Chinese Pond Turtle (LC)
	Mammals	2	Eurasian Otter (NT - Near Threatened), Leopard Cat (LC - Least Concern)
	Fish	-	-
	Amphibians and Reptiles	-	-
	Terrestrial Insects	-	-
	Riparian and Aquatic Organisms	-	-
	Substrate-Benthic Large Invertebrates	-	-

# Environmental Management Practice

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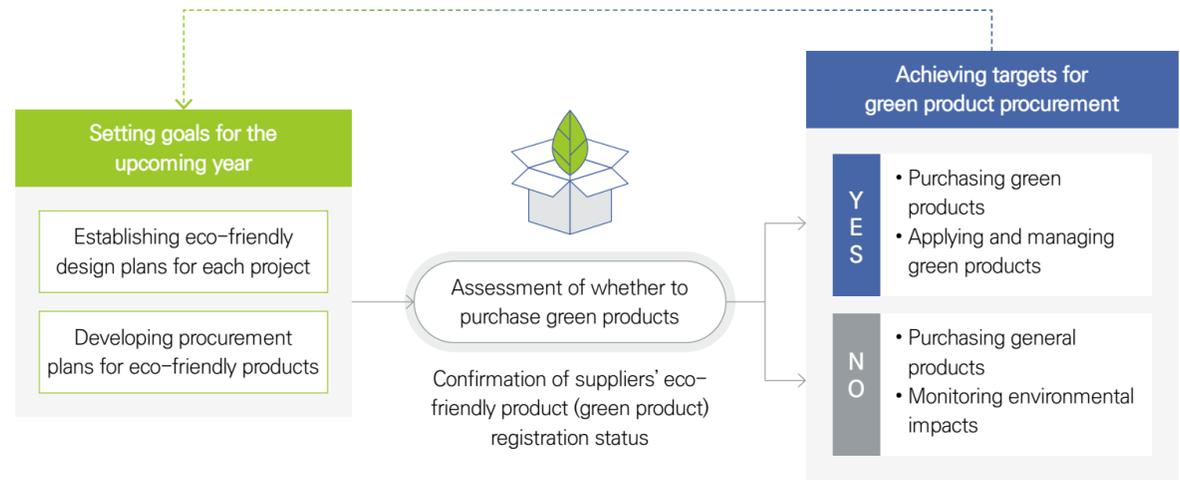
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### Purchase of Eco-Friendly Products

To realize eco-friendly construction and implement environmental management, IS Dongseo continuously expands the procurement and use of green products. From the design phase at project inception, the company establishes procurement processes for materials, and sets annual targets for green product purchases based on these processes. The actual purchase performance is measured annually against the targets, and the results are fed back into setting the goals for the following year. Through these efforts, IS Dongseo aims to conserve energy and resources by implementing an eco-friendly business model.

#### | Green Product Materials Purchase Process



#### | Green Product Material Purchase Performance

Classification	Unit	2022	2023	2024
Purchase of Eco-Friendly Green Products	KRW 1 million	4,359	12,351	24,794

### Activities to Improve Awareness of Environmental Management

IS Dongseo has conducted the Walk Good Steps Together in-house campaign annually as part of its efforts to raise awareness of environmental management among employees since 2022. This campaign is introduced across the entire organization to reduce greenhouse gas emissions and energy consumption by minimizing unnecessary business-vehicle use and promoting the use of public transportation. Additionally, starting from March 2025, the company replaced regular coffee beans with carbon-reduction beans as part of employee welfare. These beans are cultivated using organic fertilizers and renewable energy, which helps lower carbon emissions. With a monthly consumption of approximately 20kg, this change is expected to reduce about 4 tons of greenhouse gases annually. This reduction is equivalent to saving roughly 360,000 paper cups each year or the amount of greenhouse gases absorbed by about 500 pine trees over 30 years. Through such everyday environmental campaigns, IS Dongseo aims to embed environmental management into its corporate culture and foster win-win relationships with small and medium-sized enterprises supplying coffee beans, thereby building a sustainable corporate environment.



Current Status of in-house carbon reduced coffee

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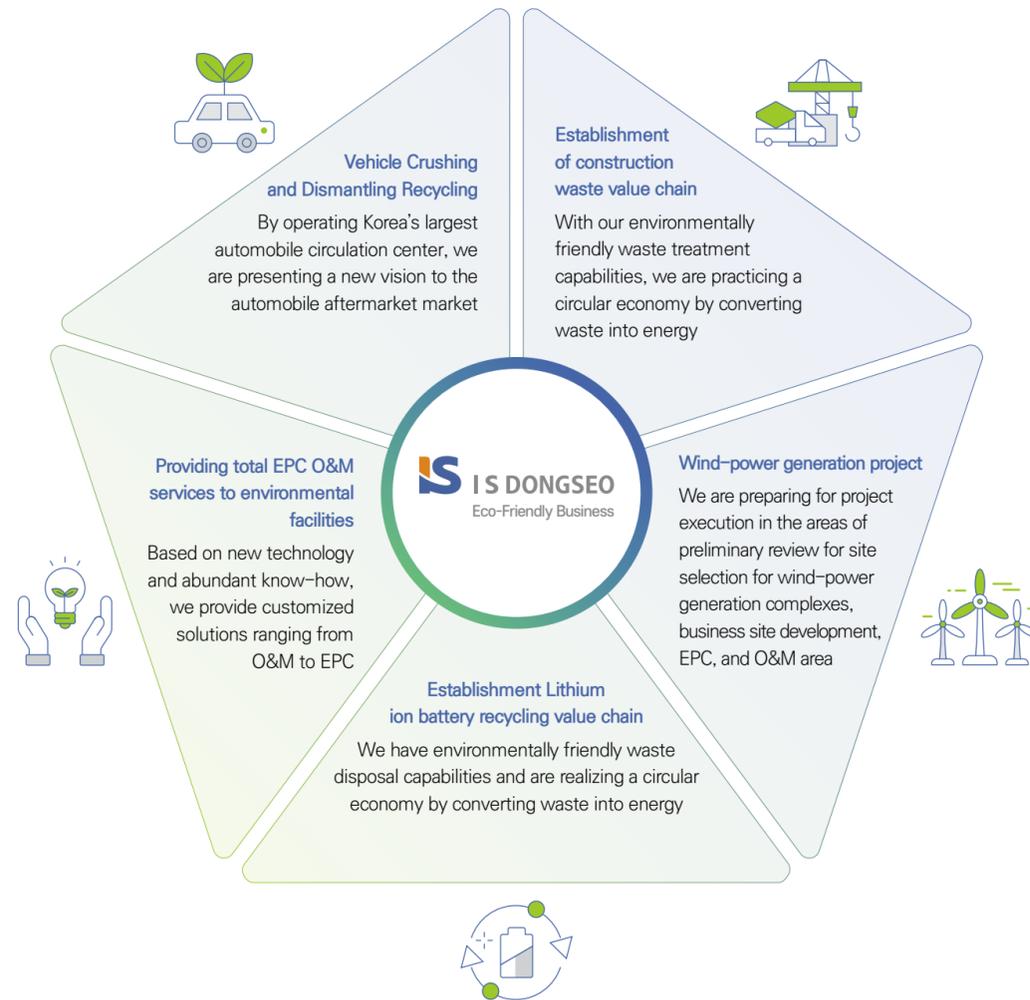
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# Expansion of Eco-Friendly Business Portfolio

## Eco-Friendly New Business Promotion Strategy

IS Dongseo has expanded its portfolio from its original (traditional) construction business into eco-friendly new business areas, strengthening the foundation of environmental management for sustainable future growth. In 2019, we acquired Insun ENT, a comprehensive environmental service company rated as the best in Korea, to make our entry into the eco-friendly business sector. Since then, we have diversified our business activities to include construction-waste treatment, automobile shredding and dismantling, incineration and steam generation, waste landfill operations, and EPC/O&M projects. Moving forward, IS Dongseo will continue to strengthen its capabilities in eco-friendly new businesses, and aims to become a leading ESG company committed to realizing a sustainable society.

### | Eco-Friendly Business Areas

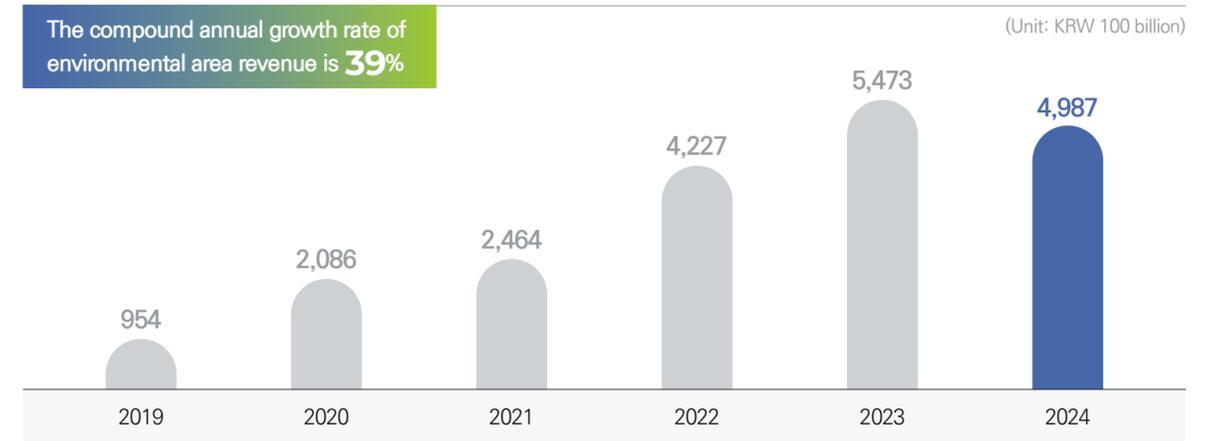
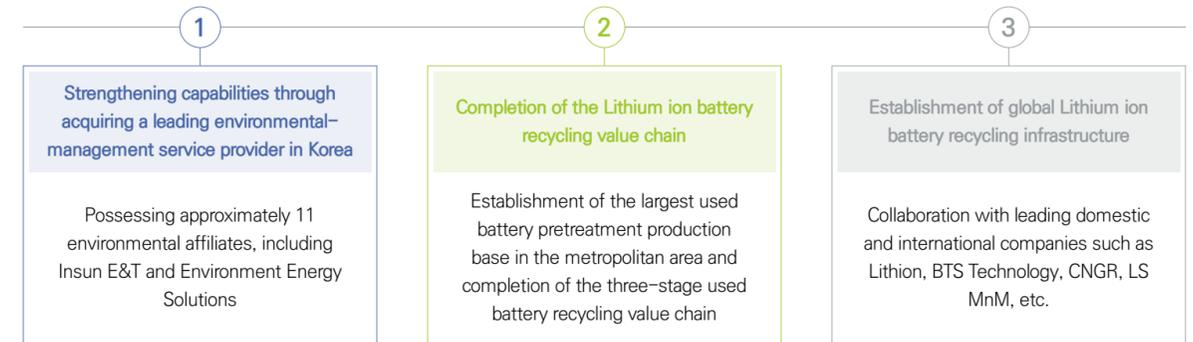


## Major Achievements of Eco-Friendly Business

IS Dongseo has created waste recycling and waste-battery recycling as its core growth engines, continuously enhancing its business capabilities to establish a resource circulation business model. In the environmental management service sector, the company secures competitive advantage based on top-tier domestic specialized affiliates. Notably, it has pioneered Korea's first complete three-stage waste-battery value chain, playing a leading environmental role. This three-stage value chain includes: ① Raw material procurement (Insun Motors) → ② Pre-treatment (IS Eco Solution Hwaseong Branch) → ③ Post-treatment (IS Eco Solution Gumi Branch)

In 2023, the company completed Korea's largest waste-battery pre-treatment plant in Hwaseong, Gyeonggi-do, establishing a full-scale production basis. Additionally, through the signing of an MOU for business cooperation with LS MnM, expanding global market infrastructure in North America and Europe, and securing long-term supply contracts, IS Dongseo is ensuring a stable profit structure across its eco-friendly business segments.

### | Eco-Friendly Business Performance



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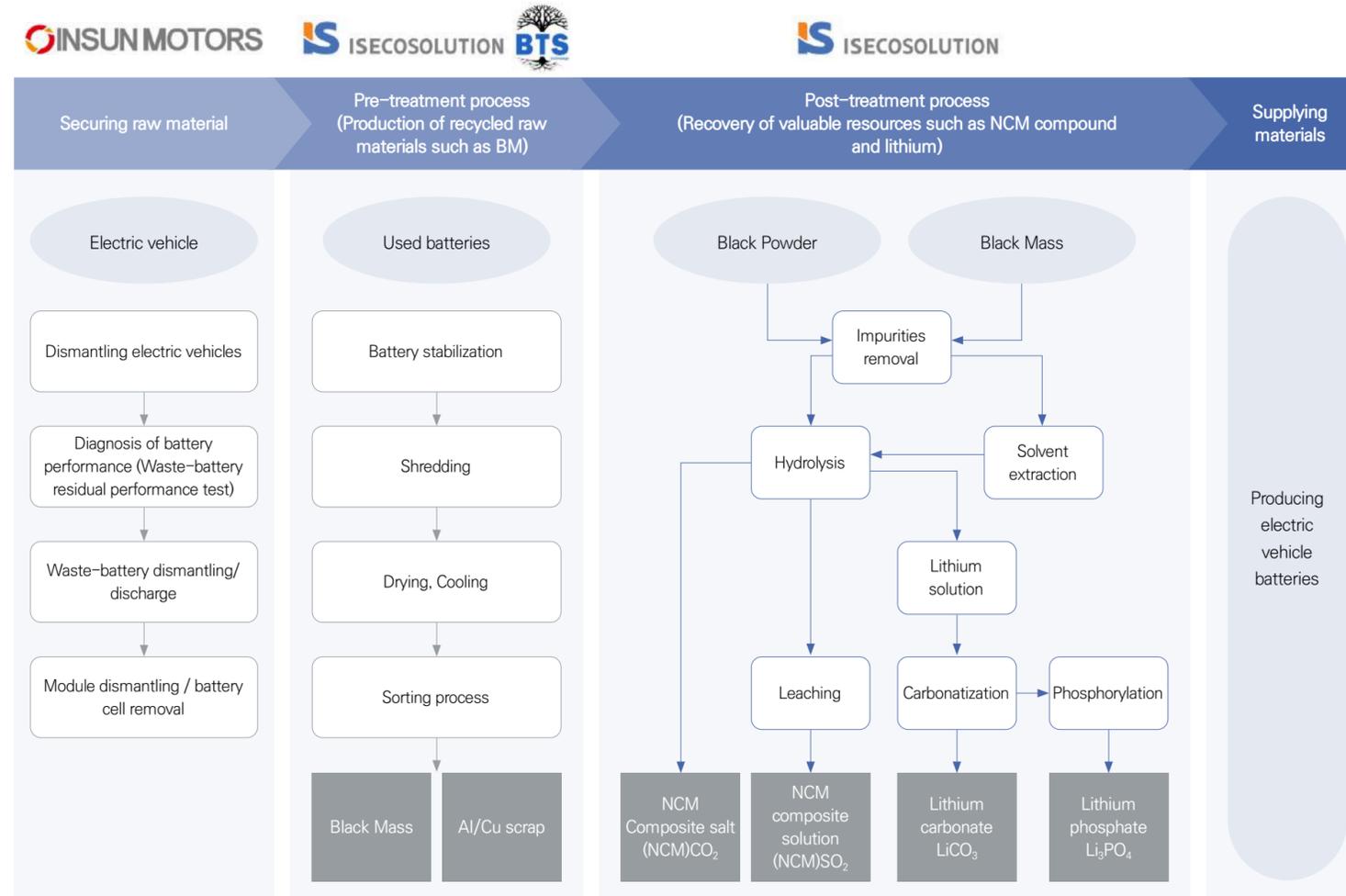
# Expansion of Eco-Friendly Business Portfolio

## Introduction of Eco-Friendly New Business: Lithium Ion Battery Recycling

In response to the rapid growth of the electric vehicle market, resource recovery of lithium-ion batteries has become a critical issue. Aligning with this trend, IS Dongseo is actively building its global competitiveness in the used battery recycling business as a key new growth driver. The company has entered into technological cooperation with a battery recycling firm in North America and has focused on securing its network, technology, and infrastructure in Europe through the acquisition of BTS Technology, a leading recycling company. Specifically, leveraging BTS Technology's local key personnel and operational know-how in battery recycling facilities, IS Dongseo established a dedicated pre-treatment plant in Poland with an annual capacity of 12,000 tons of cells and modules, and it is scheduled to begin its operation in the second half of 2025. This facility is built on a waste-specific site which can be expanded up to five times, laying a strong foundation for future business growth.

In Korea, the company has completed Korea's first three-stage battery recycling value chain—from securing of raw material, pre-treatment, and post-treatment—to deliver an integrated circular economy solution. Through these recycling systems, IS Dongseo aims to contribute to greenhouse gas reduction and the realization of a society based on resource circulation, as well as strengthen its competitive-edge continuously in eco-friendly new businesses.

### 3-Step Value Chain for Used Battery Recycling



### Waste Battery Recycling Global Value Chain



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# Expansion of Eco-Friendly Business Portfolio

## Eco-Friendly Investment and Research & Development

IS Dongseo is expanding its eco-friendly business and product portfolio based on its carbon-neutrality strategy, focusing intensively on R&D investments and the advancement of environmental technologies. In the construction sector, the company has established an environmental management system that oversees the entire business process from procurement, to transportation, construction and operation. Meanwhile, in the manufacturing sector, it is ramping up R&D activities and investments for the development of low-carbon products.

In 2023, IS Dongseo became the first in the domestic precast concrete (PC) product industry to obtain the Environmental Product Declaration (EPD) certification, and completed a Life Cycle Assessment (LCA) for a total of 12 products, including those produced by its affiliates in accordance with international standard ISO 21930. Additionally, for the PILE product line, IS Dongseo received 'low-carbon product certification' from KEITI, under the Ministry of Environment, after being recognized for its achievement of reducing carbon emissions through process-efficiency improvements in PHC PILE and ultra-high-strength PHC PILE.

IS Dongseo's technology research center has accelerated carbon-emission reduction and development of resource-recycling technology. As a result, Korea's first centrifugal casting ultra-high strength 100 MPa structural square beam has been successfully developed. Excellence of the product has been proven through various effects such as reducing carbon emissions as well as construction costs.

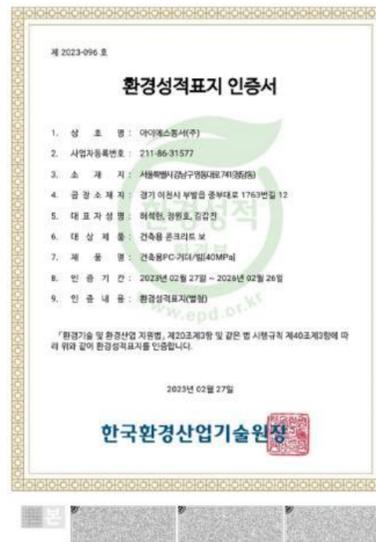
It has also secured resource circulation value by utilizing blast furnace slag, a byproduct of the steel industry, as a primary raw material. Additionally, in 2024, the company participated as the lead organization and the primary institution in the project, "Life Care and Construction Structural Material Application Technology Development Using Carbon Fiber," which is part of the "K-Carbon Flagship Technology Development Project.

Moving forward, IS Dongseo aims to play a leading role in addressing climate emergencies and fostering a sustainable construction ecosystem by enhancing its eco-friendly capabilities. We will also proactively meet the growing demand for green products both within Korea and around the world.

### Current Status of Environmental Product Declaration, EPD

Classification	Product name	Certification Status
PC	Construction PC - Girders/Beams [40 MPa]	Environmental Product Declaration (EPD)
PC	Construction PC - Girders/Beams [45 MPa]	Environmental Product Declaration (EPD)
PC	Construction PC - Pillar [40MPa]	Environmental Product Declaration (EPD)
PC	Construction PC - Pillar [42MPa]	Environmental Product Declaration (EPD)
PC	Construction PC - Pillar [45MPa]	Environmental Product Declaration (EPD)
PC	Construction PC - Pillar [49MPa]	Environmental Product Declaration (EPD)
PHC PILE	PHC Pile [78.5MPa, Type A]	Environmental Product Declaration (EPD)
PHC PILE	Ultra-high strength PHC pile [110MPa, Type A]	Environmental Product Declaration (EPD)
PHC PILE	PHC Pile [78.5MPa, Type A]	Low-carbon products
PHC PILE	Ultra-high strength PHC pile [110MPa, Type A]	Low-carbon products

(certified products of affiliates are excluded)



### Project Agreement Ceremony for K-carbon Flagship Technology Development



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# Eco-Friendly Construction

## Eco-Friendly Construction Project

In order to preemptively respond to the eco-friendly policies of the government and increased customer demand for G-SEED certified sites, IS Dongseo is committed to providing residential spaces that enhance energy efficiency and minimize environmental impact. From the material and resource selection phase through to structural design and integration of functional elements, the company designs and constructs high-quality buildings that comprehensively incorporate eco-friendly features throughout the entire process. Going forward, IS Dongseo will contribute to creating sustainable residential environments through construction projects equipped with both environmental friendliness and functionality.

### | Current Status of G-Seed Certification

Classification	Name of Project	Certification Grade	Certification Date
Housing Business Division	Changwon Daewon District 3 Housing Reconstruction Project Complex 1	Official Green Building Certification Top performing	Oct. 17, 2024
	Changwon Daewon District 3 Housing Reconstruction Project Complex 2	Official Green Building Certification Top performing	Oct. 17, 2024
	Changwon Daewon District 3 Housing Reconstruction Project Complex 3	Official Green Building Certification Top performing	Oct. 17, 2024
	Jukjeon Station, Daegu Eileen's Garden	Official Green Building Certification General performing	Feb. 8, 2024.
	New City, Ulsan Eileen's Garden 1 <sup>st</sup>	Official Green Building Certification Top performing	Jan. 19, 2024
	New City, Ulsan Eileen's Garden 2 <sup>nd</sup>	Official Green Building Certification Top performing	Jun. 12, 2024
	Suseong Beomeo, Daegu W	Official Green Building Certification General performing	Dec. 17, 2023
Construction Business Lines	10BL complex in the industrial site in Deogeun District, Goyang-si	Official Green Building Certification - Outstanding	Dec. 24, 2024.
	6,7BL complex in the industrial site in Deogeun District, Goyang-si	Preliminary Green Building Certification - Top performing	Oct. 16, 2022
	8,9BL complex in the industrial site in Deogeun District, Goyang-si	Preliminary Green Building Certification - Outstanding	Apr. 18, 2022

## Award for Eco-Friendly Apartment Construction

At the 27th Maekyung Livable Apartment Contest, IS Dongseo's Ulsan Munsu-ro Grand Park Eileen's Garden won the Excellence Award in the mid-sized company category, showcasing its eco-friendly residential technology. The complex reduces management costs by implementing rainwater recycling and enhances energy efficiency through the installation of rooftop solar panels. By strengthening insulation performance and applying high-efficiency energy equipment, it secured the maximum Energy Performance Index (EPI) score, contributing to reduced energy costs and carbon emissions for residents, thereby earning recognition for its eco-friendly achievements.

## Promotion of Environmental Improvement Activities

To minimize the environmental pollution around our construction and production sites, preventive management and improvement measures regarding the pollution and waste are undertaken at each site based on our manuals, such as legal guidelines, practical guidelines, and environment management, etc. At the same time, the environmental awareness of our workers at all workplaces is being improved, and activities on purification of the surrounding environment are implemented regularly. Meanwhile, every effort is being made to minimize the impact on the surroundings by installing wastewater discharge and air-emission facilities for each business site, and registering the total pollutant management site, etc.

### | Environmental purification activities in the local community nearby business sites



Weeding activities along the trail outside the business sites



Cleanup efforts along the stream outside the business sites



Separate storage of excavated soil surrounding the condensate water storage tank



Maintenance of dust-scattering prevention (barriers) at the aggregate storage yard

# Establishment of Roadmap to respond to Climate Change

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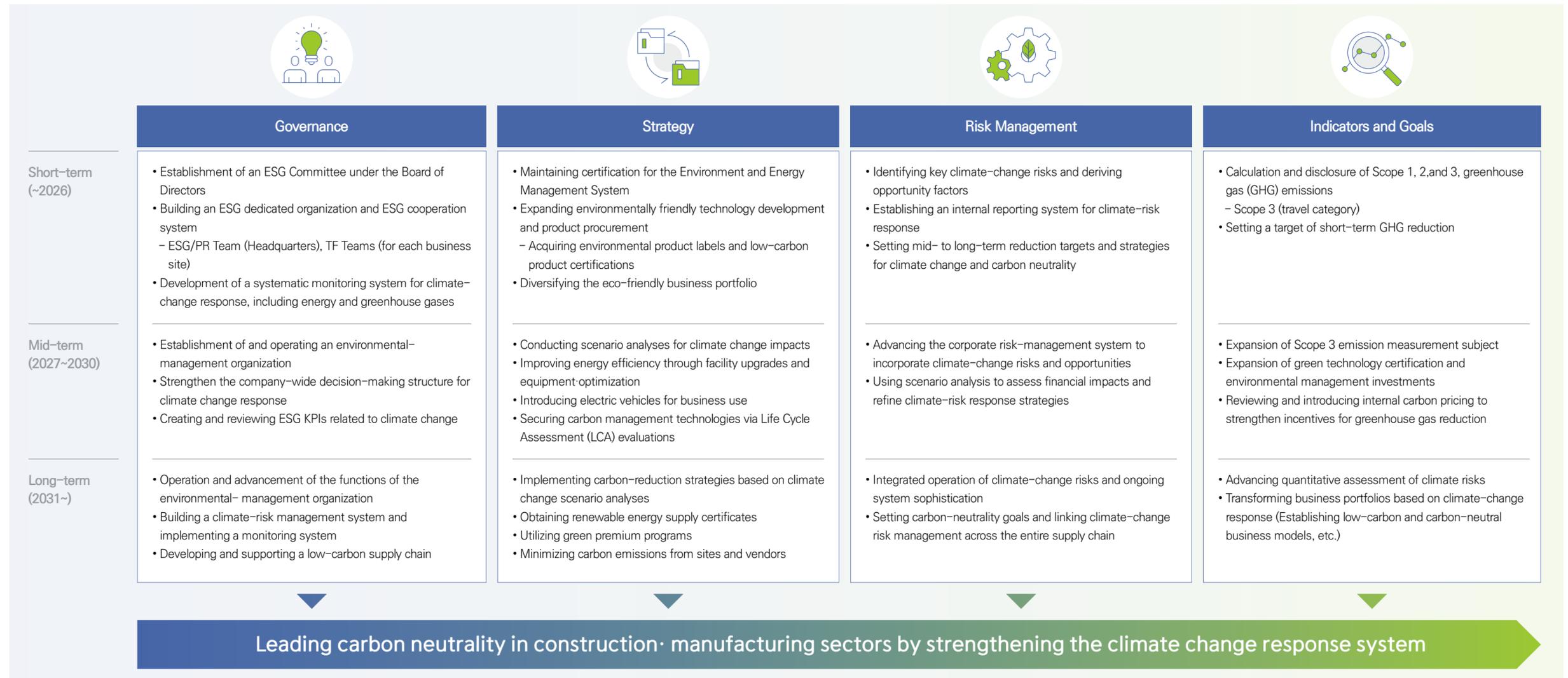
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## Carbon Neutral Strategy Roadmap

As global concerns over climate change, carbon neutrality, and other environmental issues have emerged, the company's responsibility toward environmental protection is expanding. Accordingly, IS Dongseo has established a climate-change management strategy after referring to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), to continuously identify and manage related risks and opportunities. The company has developed an environmental management system covering all processes of construction and manufacturing businesses and is systematically managing detailed action plans aligned with phased strategies to enhance eco-friendly value. In the short term, IS Dongseo aims to strengthen its response capabilities across the organization by establishing a foundation for climate change response systems. In the mid-term, the company will promote low-carbon management to achieve its carbon-reduction targets. And in the long term, it aspires to position itself as a leading company in carbon neutrality. Moving forward, IS Dongseo plans to expand various activities toward carbon neutrality, including low-carbon management, resource circulation enhancement, and the use of certified low-emission indoor air-pollution reduction materials, as part of its efforts to realize its vision of becoming a "pioneer in carbon neutrality."



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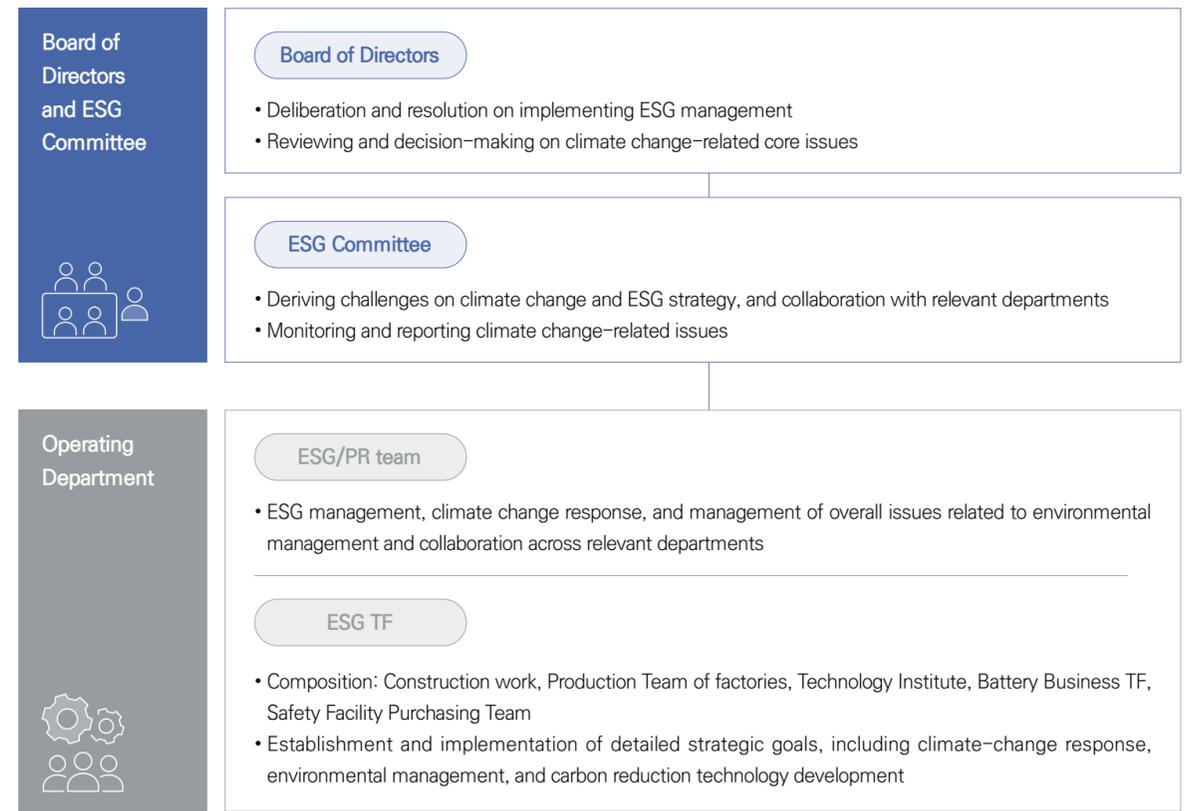
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# Governance

## Governance to respond to Climate Change

IS Dongseo has established an ESG Committee under the board of directors to proactively respond to ESG risks, systematize environmental management, and enhance implementation capabilities. The ESG Committee collaborates closely with practical departments to comprehensively manage key issues such as ESG management, carbon neutrality, and environmental management. The practical departments consist of the ESG Task Force team, which focuses on major business areas, and the ESG/PR Team, overseeing overall ESG activities. These teams develop and implement detailed strategies related to climate change, with their performance regularly reviewed and scrutinized by the ESG Committee and the board of directors. Additionally, greenhouse gas reduction achievements and target accomplishment is monitored at the ESG Committee level. Along with this, its execution capabilities have been enhanced through the operational integration and clear role allocation among practical departments.

### Structure of Climate Change Response Organization

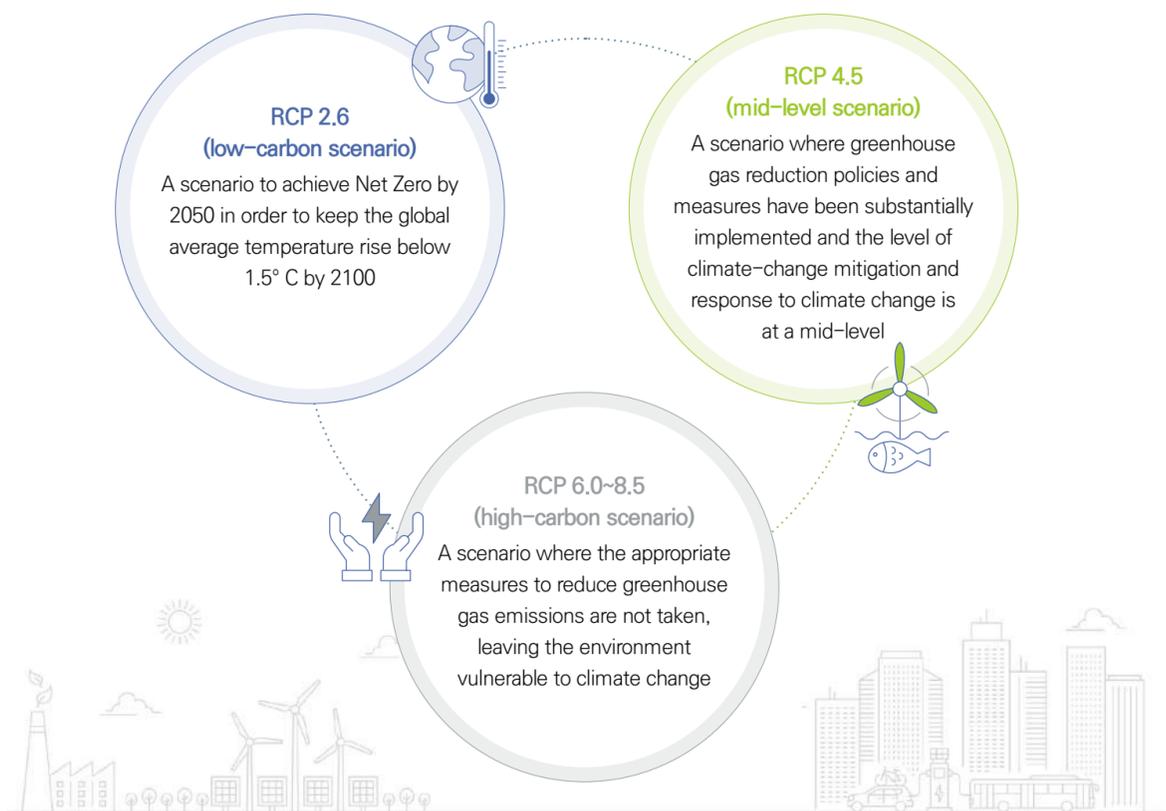


# Strategy

## Climate Change Scenario Analysis and Response Measures

As issues related to climate change have accelerated, climate-change response strategy has become a core element for corporate survival and sustainable management. The international community is strengthening greenhouse gas reduction targets and demanding that companies manage climate risks effectively and speed up their transition to carbon neutrality. In response, IS Dongseo plans to analyze climate change scenarios presented by organizations such as the Intergovernmental Panel on Climate Change (IPCC) and the (International Energy Agency (IEA), and to establish mid- to long-term strategies based on these analyses. The company is committed to actively managing physical risks and transition risks associated with climate change, and to improving its response systems to provide transparent and trustworthy climate information to investors and stakeholders. Through these efforts, IS Dongseo will evolve as a responsible and sustainable company committed to environmental responsibility.

### Types of Climate Change Scenario Analysis

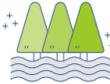


# Risk Management

## Identification of Climate Change Risks and Opportunities

IS Dongseo systematically identifies, evaluates, and manages risks and opportunities related to climate change for enhancement of the company-wide response capabilities. Based on collected information about key issues, we analyze risk and opportunity factors and develop strategies by selecting core risks and formulating response strategies. To strengthen the implantation of each department, we establish and communicate detailed action plans and policies and continuously monitor progress toward our goals. Climate change-related issues are gathered and managed by responsible departments, with clear description of the top management's responsibilities and authority for environmental management to improve execution capabilities of issue response.

### Analysis of Climate-Related Risk Factors and Opportunities

Risk type	Financial Impacts	Response Strategies	Degree of impact	
			Short term	Mid-and long term
<b>Transition risks</b> 	<b>Policies &amp; Regulations</b> <ul style="list-style-type: none"> <li>Increased costs of purchasing emissions rights due to reduction in quota of the domestic greenhouse gas emissions trading system and expansion of paid quota</li> <li>Increased costs of complying with global greenhouse gas regulations such as CBAM</li> <li>Decrease in corporate value and occurrence of litigation costs in the event of a lawsuit due to insufficient disclosure of climate information or poor implementation</li> </ul>	<ul style="list-style-type: none"> <li>Based on the carbon-reduction roadmap, low-carbon technology development and facility investment is being strengthened</li> <li>GHG reduction</li> <li>Pre-emptive application of climate-disclosure standards</li> </ul>	High	High
	<b>Technology</b> <ul style="list-style-type: none"> <li>Increase in development costs of low-carbon new technologies</li> <li>Decreased market-share when the introduction of low-carbon technology is delayed</li> </ul>	<ul style="list-style-type: none"> <li>Enhancing international collaboration to advance development and commercialization of low-carbon process technologies</li> <li>Promotion of national research projects</li> </ul>	Low	Mid
	<b>Market</b> <ul style="list-style-type: none"> <li>Increased operational costs due to production of low-carbon products</li> <li>Increased purchasing costs due to intensifying competition for the procurement of low-carbon fuel materials</li> <li>Reduction in profits due to decline in market-share when there is insufficient supply of low-carbon products</li> </ul>	<ul style="list-style-type: none"> <li>Optimizing reduction of facility operations at each business site while minimizing increases in operating costs</li> <li>Strengthening carbon-reduction implementation to increase the competitiveness of low-carbon products</li> </ul>	Low	Mid
<b>Physical risks</b> 	<b>Acute</b> <ul style="list-style-type: none"> <li>Operation disruption, decrease in sales, and occurrence of recovery costs in case of coastal flooding, river flooding, etc.</li> <li>Increased productivity and purchasing costs due to disruption in supply of main raw materials</li> </ul>	<ul style="list-style-type: none"> <li>Expansion of the installation of flood walls and retaining walls: improvement of factory cooling-system efficiency</li> <li>Diversification of overseas raw-material procurement sources</li> </ul>	Mid	Low
	<b>Chronic</b> <ul style="list-style-type: none"> <li>Increase in costs due to extension of construction period, damage recovery, preventive activities, etc.</li> <li>Decreased labor productivity due to climate change, increased costs due to increased use of cooling equipment</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of abnormal-weather monitoring to improve delay of construction periods</li> <li>Strengthening activities to apply water recycling</li> <li>Establishing energy and environmental monitoring and management systems</li> </ul>	Mid	Low
<b>Opportunities</b> 	<b>Products and Services</b> <ul style="list-style-type: none"> <li>Expansion of sales of eco-friendly products such as waste-battery recycling, secondary-battery materials, and low-carbon certified products, as demand for low-carbon industries such as electric vehicles (EVs) and renewable energy increases</li> <li>Strengthening cost-competitiveness by switching to a production process for low-carbon-certified products</li> </ul>	<ul style="list-style-type: none"> <li>Accelerating the transition of production and sales system of low-carbon certified products</li> <li>Completing a full value-chain for secondary-battery materials, from raw materials to finished products</li> </ul>	Low	High
	<b>Energy Sources</b> <ul style="list-style-type: none"> <li>Government financial support and tax benefits through the adoption of renewable energy sources.</li> <li>Operation cost-reductions due to enhanced energy efficiency</li> </ul>	<ul style="list-style-type: none"> <li>Expanding the use of renewable energy through the installation of solar panels and the adoption of wind-power systems</li> </ul>	Low	Mid

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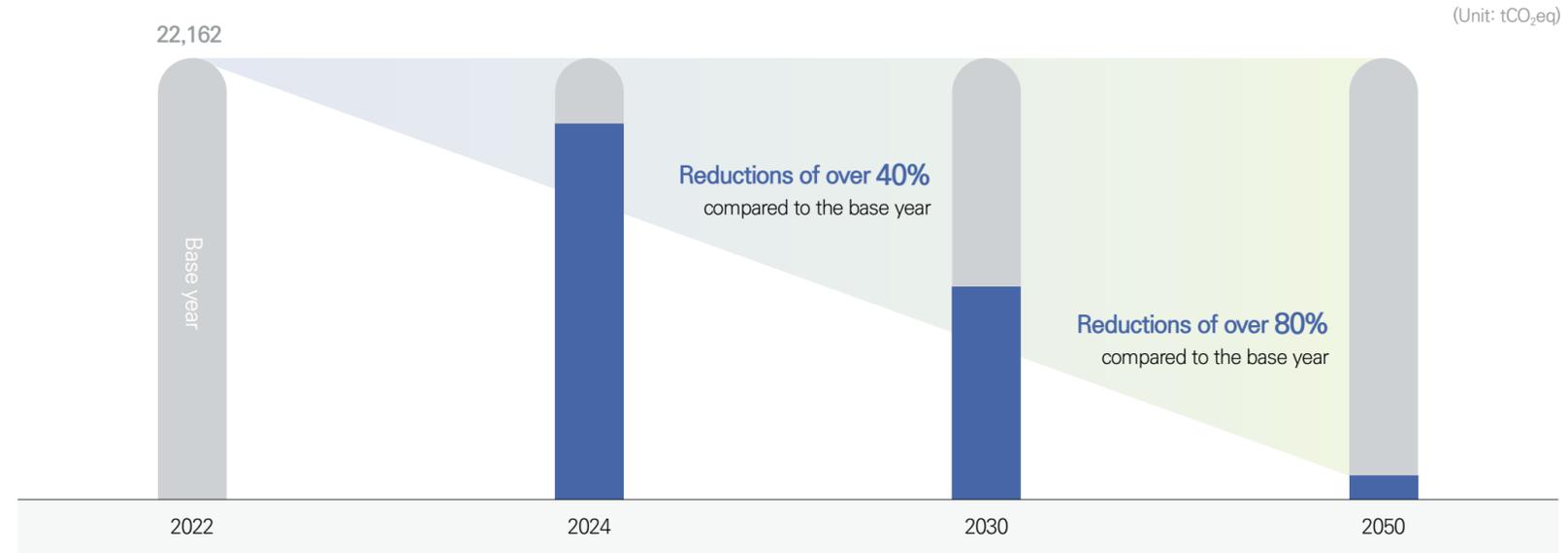
Risk Management

# Metrics and Targets

## Greenhouse Gas Reduction Goal

In order to successfully achieve the 2030 greenhouse gas reduction goal, IS Dongseo has established a roadmap for greenhouse gas reduction after comprehensively reviewing feasibility, reduction potential, cost, and effectiveness. We are making diversified efforts such as introducing renewable energy and carbon-credit securing projects, eco-friendly management activities, and low-carbon management expansion. We will continue to diligently manage and optimize greenhouse gas emissions to achieve our reduction targets.

### | IS Dongseo Greenhouse Gas Reduction Roadmap (Scope 1+2)



Evaluation indicators	Unit	2024 Performance			Mid- to Long-term Roadmap		
		Goal	Actual Results	Achievement Rate (%)	2025	2030	2050
Greenhouse gas emissions	Scope 1+2 tCO <sub>2</sub> eq	20,000	17,176	116%	17,000	13,000	4,400
Energy usage (electricity)	- TJ	230	209	110%	200	125	42

\* Data integration and calculation for headquarters/branches, construction sites, and factories at Icheon, Cheongyang and Changnyeong factories

## Greenhouse Gas Reduction Activities

IS Dongseo is committed to reducing energy consumption and greenhouse gas emissions at its sites by implementing various measures such as turning off unnecessary lights and upgrading to LED lighting. These efforts focus on minimizing emissions during both operational and construction phases. Additionally, the company regularly runs campaigns within its headquarters to promote energy-saving habits among employees, fostering greater awareness and encouraging proactive behavior. As a result of these initiatives, IS Dongseo successfully reduced its greenhouse gas emissions by 22.8% year-over-year.

### | Main Activities

- Promoting eco-friendly lifestyle culture (expanding internal eco-campaigns)
- Environmental cleanup activities for surrounding communities (all site employees and vendors)
- Installing energy-saving equipment in manufacturing facilities

Evaluation indicators	Unit	2022	2023	2024
Scope 1+2	tCO <sub>2</sub> eq	22,162	22,250	17,176

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# Social



# Safety and Health System

## Safety and Health Policies and Goals

IS Dongseo prioritizes the health and safety of all stakeholders, including workers, as its foremost value to strengthen its health and safety management. By considering the unique characteristics of each site, we have established safety and health policies and goals tailored to each business division, and built an effective health and safety management system. In 2024, we revised these policies and goals comprehensively after collecting feedback and reflecting them across all sites, conducting training to enhance company-wide safety awareness. Additionally, by setting specific objectives, IS Dongseo is striving to achieve its long-term goals of "Growth" and "Lasting Corporation."

### Safety and Health Policies

**건설사업본부**

### 안전보건방침

아이에스동서는 'ESG' 경영 기반의 생명존중을 실천하기 위해 안전·보건이 최우선 가치임을 표명하고, 무재해 달성과 친환경 경영으로 지속가능한 가치 창출을 통한 '성장'과 '영속기업'의 장기적 목표를 이뤄 나간다. 이를 위해 모든 임직원과 이해관계자는 아래 사항을 적극 실천한다.

1. 안전 및 보건에 관한 법규를 준수한다.
2. 안전하고 쾌적한 작업환경을 조성한다.
3. 예방중심의 안전보건 체계를 구축한다.
4. 구성원의 소통과 협력으로 안전문화를 정착한다.

### 안전보건목표

#### 중대재해 "ZERO"

1. 일반재해율 동종동규모 평균 이하 달성
2. 3대 사고유형 8대 위험요인 집중관리
3. 안전·보건 취약시기 관리 강화

2025년 1월  
대표이사 **남병욱**

**콘크리트사업본부**

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1. '생명 보호'와 '안전한 작업환경 조성'을 최우선의 목표로 삼는다.
2. 위험요인을 허용가능 수준으로 관리하고, 교육을 통해 공유 한다.
3. 안전보건 관련 법규와 회사규정을 철저히 준수한다.
4. 구성원의 소통과 협력으로 안전문화를 정착한다.

### 안전보건목표

#### 중대재해 "ZERO"

1. 자기규율 예방관리체계 정착 및 실행을 통한 위험성평가 100% 활성화
2. 12대 기인물 및 3대 재해 중점관리를 통한 동종 평균재해율 0.5이하 달성
3. 구성원 간의 존중과 소통, 예방활동을 통한 자율적인 안전문화 정착

2025년 1월  
대표이사 **남병욱**

## Safety and Health Management Certification

IS Dongseo has established safety and health systems across its business divisions that meet global standards, achieving certification for the Safety and Health Management System (ISO 45001) for both its construction and manufacturing sectors.

### Safety and Health Management System Certification Status

The image displays four ISO 45001:2018 certification certificates issued by KOTRIC (Korea Occupational Safety and Health Agency) and KSC (Korea Standards Certification). The certificates are for the following divisions and products:

- Construction Division:** Issued to (주)아이에스동서 (IS Dongseo Co., Ltd.) for the product category "건축, 토목공사" (Construction and Civil Engineering Projects). Certificate No. OSC04030, Valid until 2025-09-12.
- Concrete Division:** Issued to (주)아이에스동서 (IS Dongseo Co., Ltd.) for the product category "파일, 비금속 광물제품 제조" (Pile, Non-metallic Mineral Products Manufacturing). Certificate No. OSC04030, Valid until 2025-09-12.
- Manufacturing Division (Construction):** Issued to Isdongseo Co., Ltd. for the product category "Construction and Civil engineering projects". Certificate No. OSC0402, Valid until 2025-09-12.
- Manufacturing Division (Manufacturing):** Issued to Isdongseo Co., Ltd. for the product category "Pile, Non-metallic mineral products manufacturing". Certificate No. OSC0403, Valid until 2025-09-12.

On the right, a larger certificate titled "안전보건경영시스템 인증서" (Safety and Health Management System Certification) is shown, issued to 아이에스동서(주) 정양지점 (IS Dongseo Co., Ltd. Jeongyang Branch) for the same ISO 45001:2018 standard. It includes the company name, address, and the signature of the President.

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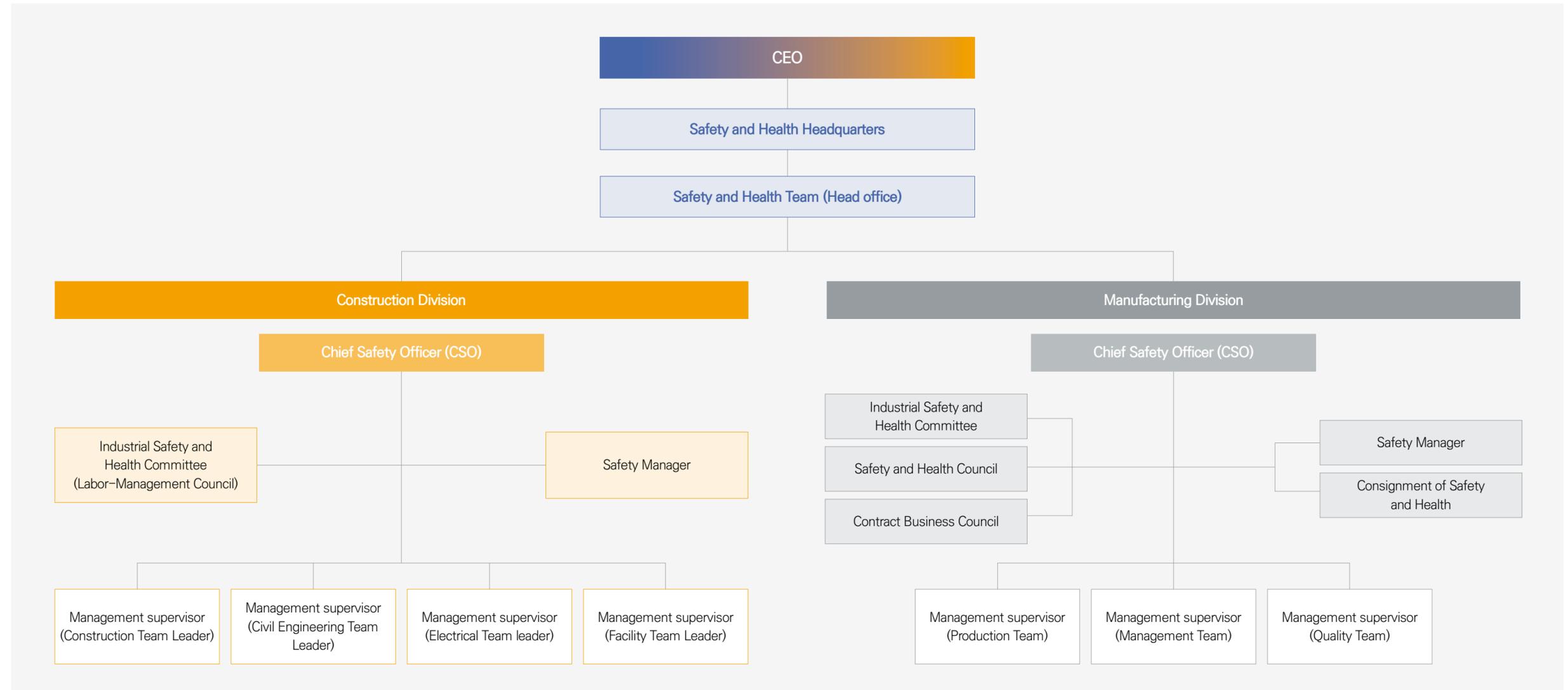
- Governance
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# Safety and Health System

## Safety and Health Management Organization

IS Dongseo is committed to protecting workers' lives and ensuring their safety by creating and managing a safe working environment. To achieve this, the company has established a safety and health organization under the CEOs of the Construction, Concrete, and Management divisions. Through regular activities of the Industrial Safety and Health Committee, IS Dongseo contributes to establishing a safety culture and conducts safety and health inspections led by the heads of each business unit to prevent major and industrial accidents. Furthermore, by integrating safety and health systems across headquarters and business divisions, the company is enhancing its company-wide safety and health management framework.

### | Safety and Health Organization Chart



# Safety and Health System

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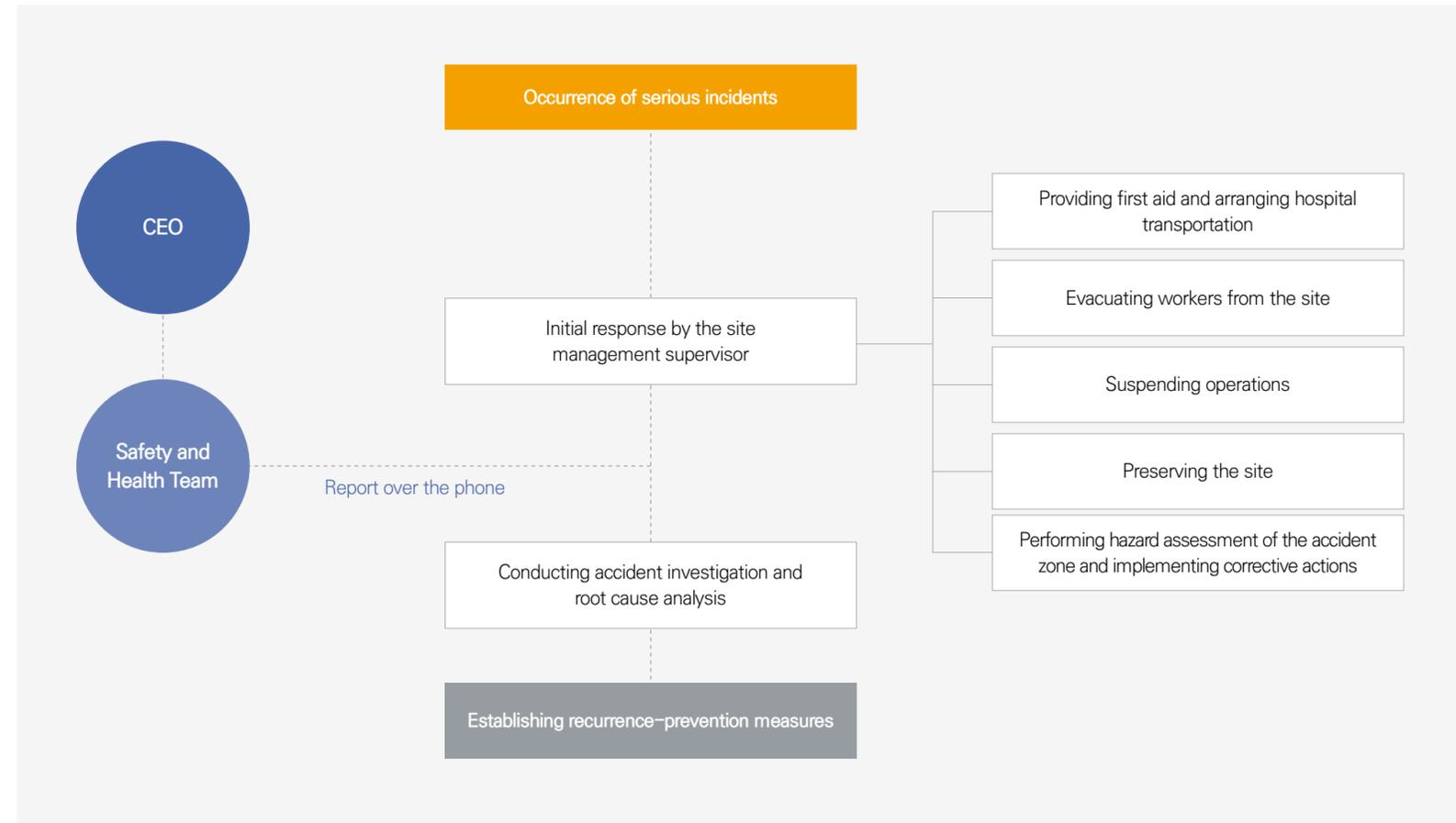
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## Safety Accidents Response System

IS Dongseo has established a comprehensive safety-accident response manual to enable rapid and systematic response in the event of an accident. Based on this manual, the company actively works to prevent accidents and minimize damages. In the case of industrial accidents, including major injuries, site supervisors immediately suspend work and prioritize measures to prevent secondary damage. Then they also conduct initial responses, such as first aid and hospital transportation for the injured and details of the accident area are promptly reported to the CEO through the company's safety and health team. Each business site is required to formulate and share countermeasures to prevent recurrence of similar or related accidents. Through these efforts, we are strengthening the overall safety management across the company.

### | Safety Accidents Response Process



## Operation of Risk-Reporting Center

IS Dongseo has established a "Risk assessment opinion collection system" to promote worker safety on-site. This system allows employees to freely report risk factors or suggest improvements identified during work. All submitted opinions are promptly reviewed and prioritized for immediate action. The submitted opinions are reported to the headquarters, and key cases, and cases where corrective measures were applied, are shared with the site to enhance safety awareness among employees and encourage active participation. Going forward, the company will continue to develop a safety-management system that incorporates worker feedback, with the goal of creating a safer work environment and achieving an accident-free workplace.

## Safety and Health Investment and Plan

IS Dongseo is committed to continuously increasing safety and health investment to prevent industrial accidents and create a safe working environment. Key investments include the installation of safety facilities, enhancement of safety protective equipment and gear, prevention of work-related disabilities, and the implementation of safety education and training programs. Through these efforts, the company aims to strengthen its overall safety-management capabilities and raise safety-awareness among all employees.

### | Safety and Health Investment Costs

Classification	Unit	2024		
		Head office	Construction division	Manufacturing Division
Safety and Management Cost Operation	KRW 100 million	3.2	7.1	5.3

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# Safety and Health Risk Management

## Implementation of Safety and Health Assessments

To understand on-site safety levels, IS Dongseo conducts a safety and health evaluation for the construction and manufacturing division to analyze the adequacy of the on-site safety management standards, and reports this to the Chief Safety Officer (CSO). Safety and health evaluations. Inspections are carried out by selecting external experts semi-annually. In case of improper implementation of safety management, we immediately reinforce it to pre-empt any risk factors. We assess the safety and health standards at each site and develop continuous improvement plans. Additionally, safety and health management strategies are established and tailored for each site. Based on this, we are consistently strengthening our monitoring systems to create safer working environments.

### | Safety and Health Assessment Inspection Process



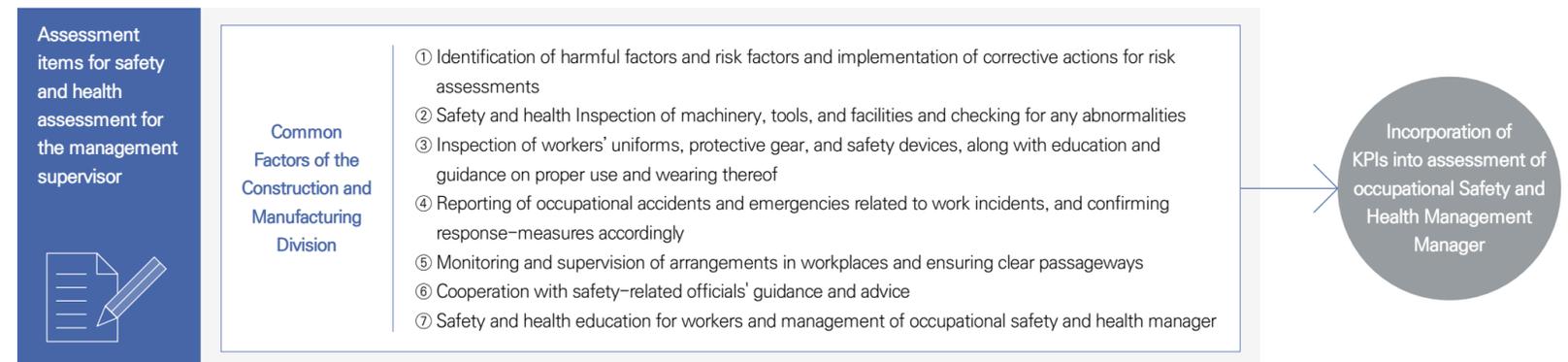
## Evaluation and Inspection of Site Manager and Management Supervisor

In 2024, IS Dongseo conducted safety and health assessments and inspections not only for each site and business division but also specifically targeting the Safety and Health management manager, the management supervisor, and the chief safety officer. To further prevent major accidents, the company strengthened the responsibilities and compensation of supervisors and implemented the Second-Half Evaluation for Management Supervisor to foster a sense of responsibility and safety awareness among employees. According to evaluation criteria developed by the Safety and Health Team, safety and health management managers (site managers and plant managers) at each site and business division are assessed semi-annually (first and second half), and these evaluations are incorporated into KPI achievement assessments, thereby promoting accountability for safety and health. Additionally, improvement plans, including education and support activities, are established based on the assessment results in order to drive continuous safety and health enhancements.

### | Items of Site Evaluation and Methods

Classification	Item	Point	Conducted by	Evaluation methods
Site Safety and Health Assessment	Accident rate	25 points	Head office	• Evaluation by calculating the accident-rate during
	The evaluation period	15 points	Head office	• Performance measurement evaluation based on DATA BASE for smart risk assessment
	Safety and health management-cost utilization rate	10 points	Head office	• Compliance with the rate of using occupational safety and health cost
	Autonomous safety-consulting inspection	50 points	External organizations	• Autonomous safety consulting safety system and on-site evaluation and inspection
	Point addition	2 points	Head office	• Awarded safety-related commendations: Minister's commendation or higher (Ministry of Employment and Labor)
	Point deduction	-2 points/per case	Head office	• Social issues (safety-related media reports, etc.)
		-0.2 points/per case	Head office	• Safety administrative disposition·fine

### | Criteria of Safety and Health Assessment for the Management Supervisor



# Safety and Health Risk Management

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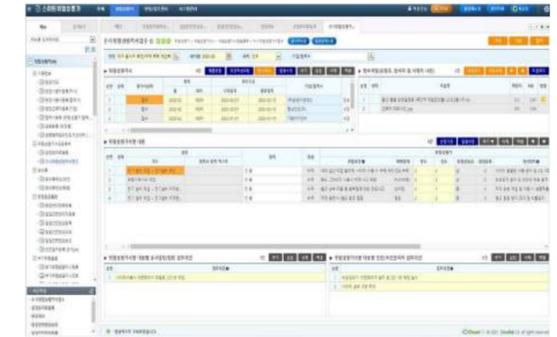
### Safety and Health Risk Management

To prevent safety accidents, IS Dongseo conducts frequent risk assessment meetings. This is part of our efforts to identify and divert the instability existing at the site and divert potential risk factors by collecting and reviewing information on any unsafe work for each construction type. These meetings are attended by employees, including IS Dongseo's occupational safety and health management manager, management supervisor, and workers from vendors. At construction sites, risk assessment meetings are held more than twice per month, with a focus on managing high-risk activities in order to proactively eliminate and minimize potential hazards. In manufacturing plants, we conduct risk assessment meetings at least once per year to identify risk factors across all processes. By sharing and improving upon these findings, we strive to enhance workers' safety awareness.

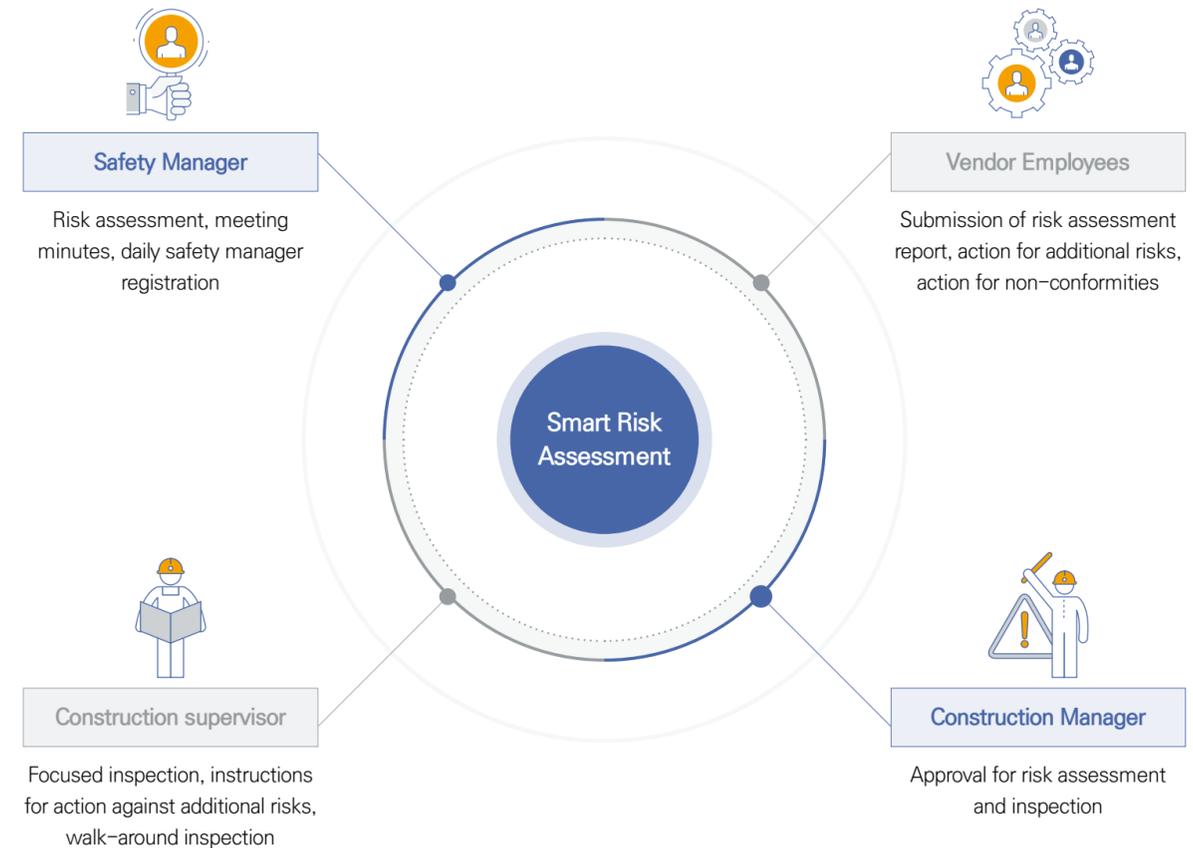
Risk Assessment Process	Responsibility and Authority	Major Tasks
Establishing regulations for conducting risk assessment	Safety department of head office (Safety Manager)	<ul style="list-style-type: none"> <li>Establishment of regulations suited to headquarters and site characteristics</li> <li>Conducting risk assessment training for members and workers</li> </ul>
Identifying harmful and risk factors	Management supervisor (Safety Manager)	<ul style="list-style-type: none"> <li>Hazard and risk-factors identification</li> <li>Assessing harmful factors affecting workers' health</li> </ul>
Implementation of risk assessment	Safety and Health Management Manager	<ul style="list-style-type: none"> <li>Performing risk assessments for all initial operations</li> <li>Conducting regular assessment within one year after the initial evaluation</li> </ul>
Holding risk assessment meetings (frequent assessments)	Management supervisor	<ul style="list-style-type: none"> <li>Construction industry: conducting one assessment every two weeks</li> <li>Developing measures for intensive management targets</li> <li>Reviewing previously unimplemented items</li> <li>Preparing risk assessment tables and notifying the schedule for the next meeting</li> </ul>
Implementation of mitigation measures	Management supervisor	<ul style="list-style-type: none"> <li>Implementing mitigation measures</li> <li>Monitoring results after taking actions</li> <li>Preparing reports on non-conformance issues and reviewing work plans</li> </ul>
Safety education	Management supervisor	<ul style="list-style-type: none"> <li>Delivering risk assessment results in TBM operations</li> <li>Sharing information via safety bulletin boards, etc.</li> </ul>
Safety inspection	Management supervisor	<ul style="list-style-type: none"> <li>Conducting safety inspection of harmful and risk factors</li> <li>Preparing reports on non-conformance issues and checking work plans</li> </ul>
Re-examination	Safety and Health Management Manager	<ul style="list-style-type: none"> <li>Issuing improvement instructions for unresolved issues</li> <li>Carrying out risk assessments for new hazards</li> </ul>

### Implementation of Smart Risk Assessments

IS Dongseo is conducting smart risk assessments for all sites. By linking PCs and smartphones at all sites, we regularly record risk assessments, inspections of intensive management items, management of additional risks discovered, and management of nonconformities. Risk factors discovered are shared immediately and actions are taken upon discovery for continuous improvement. In this way, we can enhance capabilities for preventing accidents by systematic monitoring of key risk-factors and take measures.



Smart Risk Assessment System



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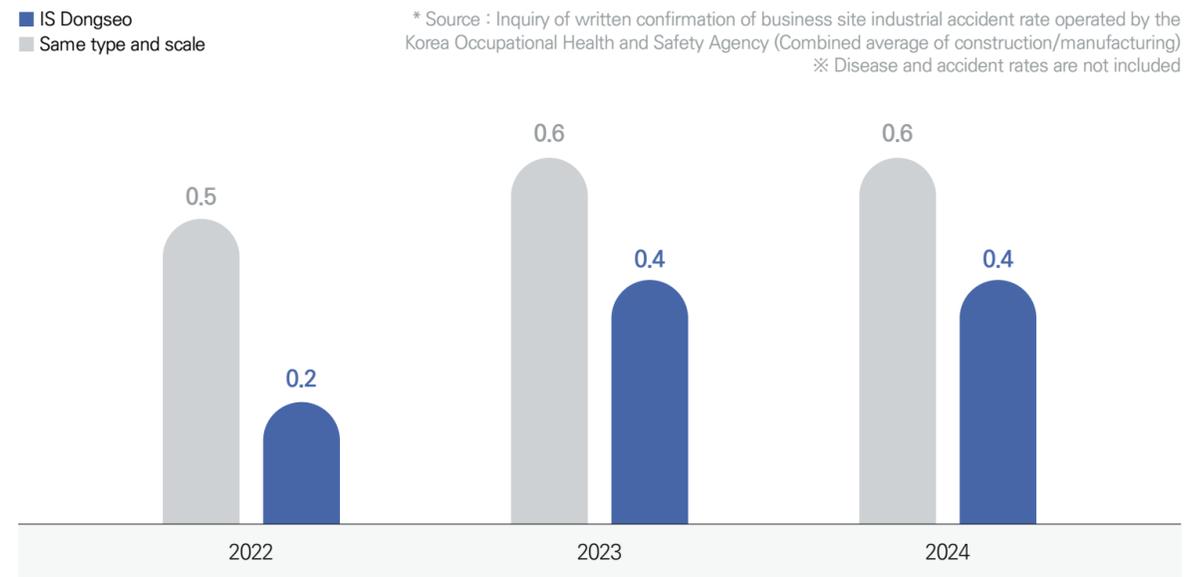
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### Serious Accident Management Goals

In order to eradicate serious industrial accidents, IS Dongseo sets the key direction for the company, including its partners, and sets quantitative goals for indicators to this end. By 2025, we plan to maintain the number of serious accidents at zero, and reduce the number of injuries and diseases for workers by 30% annually.

Classification	2024	Mid- to long-term roadmap		
		2025	2026	2027
No. of serious accident occurrences	0	0	0	0
No. of injuries & illness of workers (Including vendors)	18	Annual reduction of 30%		

### Status of Accident Rates in the Past Three Years



### IS Dongseo's efforts to prevent serious accidents

Following a fatal accident involving a worker from a partner company, last year, IS Dongseo has implemented a range of measures to prevent the recurrence of similar incidents and to strengthen company-wide safety management capabilities.

To ensure a prompt and systematic response in the event of a serious accident, we have distributed a company-wide serious accident response manual, to ensure that all business sites are thoroughly familiar with the relevant procedures. In addition, we have reinforced proactive safety measures by increasing on-site inspections conducted by executive management, and by expanding support for safety audits from head office. These are part of our efforts for detailed evaluation of safety levels of all business sites.

In accordance with our commitment to fundamentally eliminate serious accidents, we are actively promoting a "Zero Serious Accidents" campaign targeting both employees and subcontractor workers. Through this initiative, we aim to foster a stronger safety culture and raise awareness of occupational safety throughout the organization.

IS Dongseo has expanded its safety and health professional team to establish a robust safety-management system, and has increased the industrial safety, and health management fee rate to facilitate investment in safety facilities and protective gear. Additionally, the company has scaled up its safety monitoring team for continuous risk assessment, and has regularized safety manager meetings on site to derive practical improvement measures, thereby systematically managing on-site issues.

Building on these efforts, IS Dongseo is promoting a preventive approach to safety and health activities across all sites. The company is committed to maintaining safety-first management and will continue working tirelessly with vendors to ensure workplaces remain free of major accidents.



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# Promotion of Safety and Health Activities

## Safety and Health Promotion Tasks

IS Dongseo is committed to fostering a culture of safety by establishing a prevention-oriented occupational health and safety management system based on the international standard ISO 45001. We are actively working to embed a strong safety culture across all operations.

Regular training programs are conducted for all employees and subcontractors to strengthen health and safety competencies. Additionally, we operate a Centralized CCTV Monitoring Center at headquarters to oversee high-risk tasks in real time, enabling immediate responses when needed.

To further enhance risk management, we have introduced a Smart Risk assessment System at our sites, allowing for the early identification of potential hazards and prompt mitigation actions. Safety-assessment results, improvement cases, and educational materials are shared company-wide to enhance awareness of safety and promote the spread of best practices.

IS Dongseo also operates an Incentive Program for Outstanding Safety Performance, recognizing exemplary sites and individuals. This program encourages proactive participation and continuous improvement activities, thereby contributing to the internalization of safety awareness, and the widespread adoption of a safety culture throughout the organization.

### | Safety and Health Promotional Performance

Classification	Key initiatives	Performance in 2024
Safety and Health Activities	• Support from head office for inspection	115 times
	• On-site safety and health consulting inspection guidance by an external professional diagnostic agency	150 times
	• Installation, elevation and dismantling of high-risk construction equipment such as crane towers(T/C), and deployment of technicians from an external professional agency specialized in dismantling equipment	23 times
	• Non-Destructive Testing (NDT) before bringing tower cranes on site for installation	In the event of site construction
	• Operation of On-Site Safety Monitoring Teams (Number of personnel per month)	142 persons
Training	• Holding regular meetings with safety managers	Once
Vendors	• Seasonal Safety Support for Partner Companies(Provision of ice machines during summer heatwaves, and cold-weather protective gear during winter)	Twice
Others	• Operation of a digital reporting system for safety management (Smart risk assessments, daily safety inspection checklists, performance of safety education participation, etc.)	Frequently

## Expansion of Operating Safety Observer Group

IS Dongseo has reinforced accident-prevention efforts by introducing dedicated safety observer groups across all sites, including those operated by partner companies, by conducting systematic inspections and evaluations. In 2024, the company expanded the scale of its safety monitoring personnel to 142 members, an increase of 42 compared to the original plan. This has allowed us to identify potential risk factors at each business site in advance, thus contributing to the establishment of a more proactive and effective site-safety management system. The safety monitoring group conducts regular site patrols and safety inspections in order to proactively identify areas requiring improvement in the working environment. Their efforts are designed to ensure that practical and timely responses are implemented.

Upon identifying potential hazards, the safety observer group provides immediate feedback and continuously monitors whether corrective actions are executed or not. These are part of IS Dongseo's efforts to strengthen the overall effectiveness of our safety-management practices.

## On-site Safety Inspections

IS Dongseo conducts safety-facility inspections and employee training by designating a Safety Inspection Day every month. Last year, a total of 115 safety inspections led by the head office were conducted at construction sites and manufacturing factories, and a total of 150 site safety and health consulting exercises were performed by an external professional diagnostic agency. In line with this, the CEO visits every site to conduct site safety inspections to raise company-wide safety awareness among all employees. Through these efforts, IS Dongseo enhances executive-level leadership in Industrial safety and health by checking the level of safety management and implementing necessary improvements immediately.



Safety inspections led by the safety and health team from head office



Site safety inspections led by the CEO

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# Promotion of Safety and Health Activities

## Expansion of Support for Safety Management of Vendors

To strengthen the autonomous safety-management capabilities of its partner companies, IS Dongseo has raised and maintained the safety-management cost rates for partner companies. In this way, we provide partner companies with the means to improve safety measures in their companies and to actively implement safety-focused practices. Moving forward, IS Dongseo remains committed to promoting safe working environments in collaboration with its vendors, with the goal of achieving zero-accident workplaces.

### | Status of Safety Management Cost Rates for Vendors

NO	Name of construction type	Before change	After change
		Labor costs × 0.5%	Total construction amount of vendors × rate
		Traditional status of our company	Improvement plan
		Rate	Rate
	Safety management cost allocation (cost budgeting)	Labor costs × 0.5% (Total construction amount of partners × rate)	Total construction amount of partners × rate
1	Reinforced concrete	0.25%	0.50%
2	Steel frames		0.40%
3	Wet construction	0.26%	
4	Machinery	0.15%	
5	Electricity	0.17%	0.30%
6	Pile driving		
7	Waterproofing	0.22%	

## Implementation of Meetings and Workshops for Safety Managers

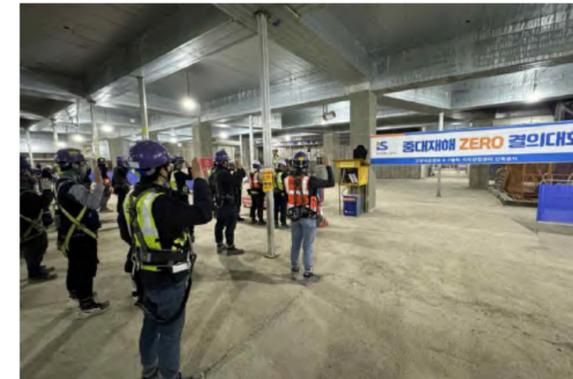
In addition to safety education, IS Dongseo is conducting regular workshops and meetings for safety managers to raise site safety standards. At workshops, details on the status of serious accidents and cases are shared, and job training is conducted. Safety Managers can enhance their capabilities and safety-management systems can be also improved through these meetings and workshops.



Safety Manager meetings

## Campaign to Eradicate Severe Accidents

IS Dongseo sets as its highest safety priority the prevention of serious industrial accidents, and has established a company-wide response system to investigate the causes immediately, and implement preventive measures against recurrence. At all sites, a series of campaigns to eradicate severe accidents are conducted. We also encourage all employees of IS Dongseo and our partner companies to participate in voluntary preventive activities by wearing serious accident prevention badges as a constant reminder of safety awareness. Moving forward, IS Dongseo will remain committed to creating safe workplaces, focused on our goal of establishing a practical safety and health culture, and realization of zero-accident worksites.



Zero Severe Accidents Commitment Rally



IS Dongseo wearing badges to eradicate severe accidents

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# Promotion of Safety and Health Activities

## Distribution of Emergency Response Manuals & Training

IS Dongseo conducts regular emergency-response training for construction sites and factories semi-annually to ensure prompt and effective responses in the event of an emergency.

IS Dongseo prepares its safety training programs to reflect the unique operational characteristics and timing of each worksite. At construction sites, training plans are developed to address the three major accident types and eight key risk factors. In manufacturing facilities, training is further expanded to include response drills for the 12 root causes, in addition to three major accident types and eight key risk factors, thus ensuring comprehensive preparedness across all operations. We are also preparing an emergency response manual for distribution to all sites, and enhancing the practical response capabilities of all employees of IS Dongseo and partner companies. IS Dongseo will continue to strengthen its prevention-focused crisis-response system, and enhance its ability to minimize potential harm through repeated training.



Emergency response training

## Emergency Measures Training

IS Dongseo invited external instructors in 2024 in preparation for emergency situations at all sites to provide CPR and response training to all executives and employees, thereby ensuring that anyone can respond proactively to emergency situations.



Sites CPR Training

## Safety and Health Training

IS Dongseo provides a structured safety and health training program targeting employees and workers of vendors to improve awareness and management capacities. The training emphasizes practical, hands-on learning tailored to on-site conditions and practical needs, thereby increasing the effectiveness of safety education and strengthening responses to hazardous situations. The company also offers customized training courses based on job roles and levels to encourage all workers to participate actively and responsibly in safety and health initiatives in a culture of continuous learning.



TBM Safety Training



Safety and health training for workers of partner companies

## Rewarding Outstanding Sites

IS Dongseo has established site-specific safety evaluation standards and conducts regular assessments and inspections in order to identify outstanding worksites and employees. This initiative promotes a strong culture of safety awareness across all levels of the organization.

Beginning in 2024, the results of these evaluations are now reflected in the KPI performance appraisals of employees at each site, practically linking safety-management outcomes to personnel performance. Through this system, IS Dongseo is embedding an evaluation framework suited to on-site conditions, while laying the foundation for all employees to participate voluntarily in safety and health activities.

# Health Promotion Program

## Supporting Health Management of On-Site Workers

IS Dongseo operates a variety of programs aimed at promoting the safety and health of on-site workers, continuously creating an environment where employee welfare and safety are set as top priorities. To support this goal, we have established safety and health management programs tailored to the unique conditions of each site, thereby ensuring that workers can operate in safe and comfortable environments. For example, we implement preventive measures against heat-related illnesses by providing break rooms and temporary shelters where workers can rest during shifts during the hot summer season. Additionally, electrolyte drinks and cold fruit punch are offered to help reduce physical fatigue and manage heat exposure in order to support the well-being of workers on a practical level.

## Implementation of Medical Check-Ups for Workers

IS Dongseo conducts medical check-ups at all sites to actively manage workers' health. Through these check-ups, we can gain a detailed understanding of workers' health condition. If health concerns are identified, follow-up diagnostic tests are arranged. When necessary, IS Dongseo takes preventive action such as work-environment adjustment or reassignment of workers' roles. These form part of IS Dongseo efforts to reduce the risk of occupational illnesses and industrial accidents.



Medical check-ups for workers

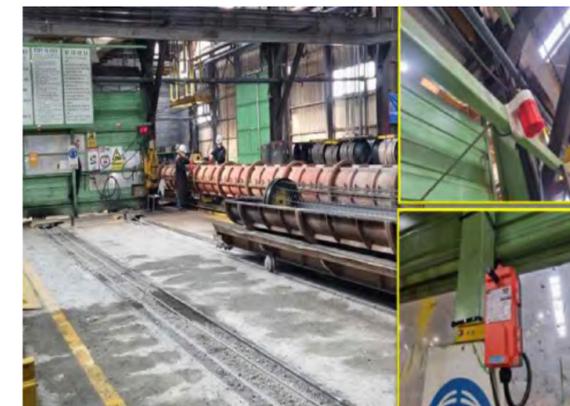
### Support Activities for the Health Management of Site Workers



Prevention of heat-related illnesses



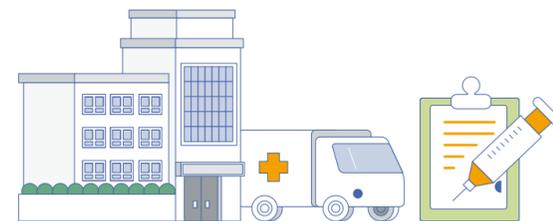
Break room on site



Installation of alarm systems at business sites



Temporary shelters for workers



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# Human Resources Talent Management System

## Human Resources Talent Management Policy

IS Dongseo is committed to establishing a company culture where both the company and its employees challenge and grow together through a collaborative organizational environment. Based on the belief that passionate and driven individuals are the core driving force behind corporate growth, IS Dongseo operates a systematic talent-development program to identify individuals who align with our talent criteria. Now, we are evolving to become a company where all employees can fully realize their potential by nurturing a horizontal organizational culture. Against this backdrop, we promote the development of a diverse pool of talented individuals by instilling a culture of challenge and innovation, IS Dongseo aims to emerge as a globally leading company with limitless potential based on its special pool of talented individuals and promotion of a culture of challenge and innovation.

### Talent Development Program

Classification	Details
<b>Recruiting excellent talent</b>	<ul style="list-style-type: none"> <li>Open recruitment for new employees</li> <li>Field training and internship programs</li> <li>Improvement of recruitment process</li> </ul>
<b>Talent development and performance evaluation</b>	<ul style="list-style-type: none"> <li>Strengthening leadership and job capabilities of executives and employees through job training</li> <li>Fair performance evaluation and compensation system</li> </ul>
<b>Good to work culture</b>	<ul style="list-style-type: none"> <li>Establishment of 'Good to work' culture</li> <li>Expansion of welfare for employees</li> </ul>
<b>Human rights training for executives and employees</b>	<ul style="list-style-type: none"> <li>Expansion of culture respecting human rights</li> <li>Promotion of communication among employees</li> </ul>

## Human Resource Talents at IS Dongseo

IS Dongseo defines the concept of its human resource talents that can take on challenges to achieve the goals of the company, and sharing a future together based on the core values of the company such as challenge, passion and trust.



Innovator with challenging & creative mind

Talents with a critical mind, who do not rest on their laurels and always take on new challenges, creating better values via creative thinking & action



Professional with passion & expert mindset

Talents that constantly acquire and learn new skills for their job, beyond related fields, to prepare to lead in changing the future



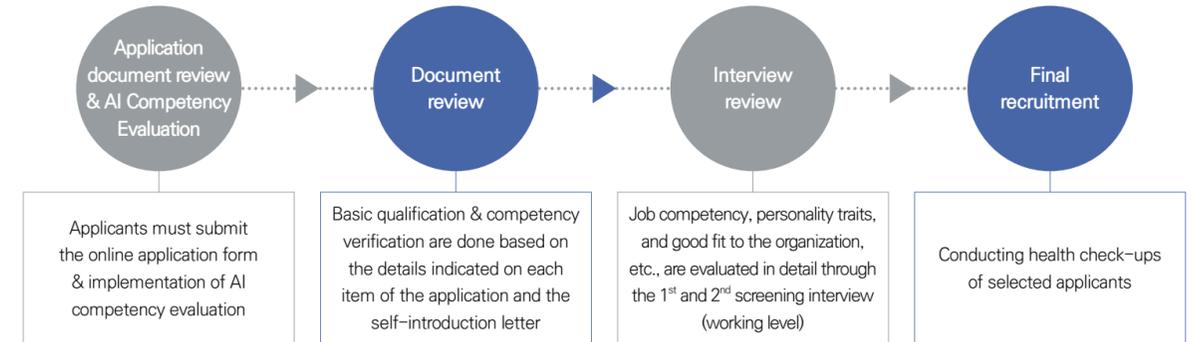
Expertise preparing for the future

Talents with the passion to take initiative, an expert professional mindset, and the ability to lead IS Dongseo's future success through creative thinking and action

# Recruiting and Development of Talent

## Recruiting Excellent Talent

To grow talented individuals with capabilities in our core corporate values such as challenge, passion, and trust, we are implementing a fair and professional recruitment process. To achieve this, IS Dongseo is recruiting gifted people based on the aspects of fairness, inclusiveness, good fit, and rationality, without any form of discrimination on the grounds of gender, region, and academic background, etc. Along with the application document review, the 'AI Competency Evaluation' is employed to verify their requisite competencies, personality attributes, related job skills, and good fit to the organization, which are assessed in our concerted bid to acquire first-rate talented manpower in tune with the talent philosophy of our company.



## Member Diversity Policy

IS Dongseo is implementing member diversity goal-management to attract highly qualified talent, regardless of individual background, ensuring a fair and inclusive recruitment process. By embracing members from diverse backgrounds, IS Dongseo is leading the way in fostering a diverse and creative corporate culture.

### Member Diversity Policy

Achievements timeline	~2026	
	Forming a creative organizational culture through the pursuit of diversity among IS Dongseo executives and employees	
	Diversity in Recruitment	Diversity in Gender
Goals	Maintaining the current level of hiring from various classes (Persons subject to employment protection, such as persons with disabilities and persons of national merit) <b>* Accounts for 9% as of 2024</b>	Increased the proportion of core female talent within the company to 15% <b>* Accounts for 11% as of 2024</b> <b>* Expansion of selection and training of female employees at manager level and above</b>
Achievement measure	Providing employment opportunities that embrace various classes and providing fair opportunities to both genders	

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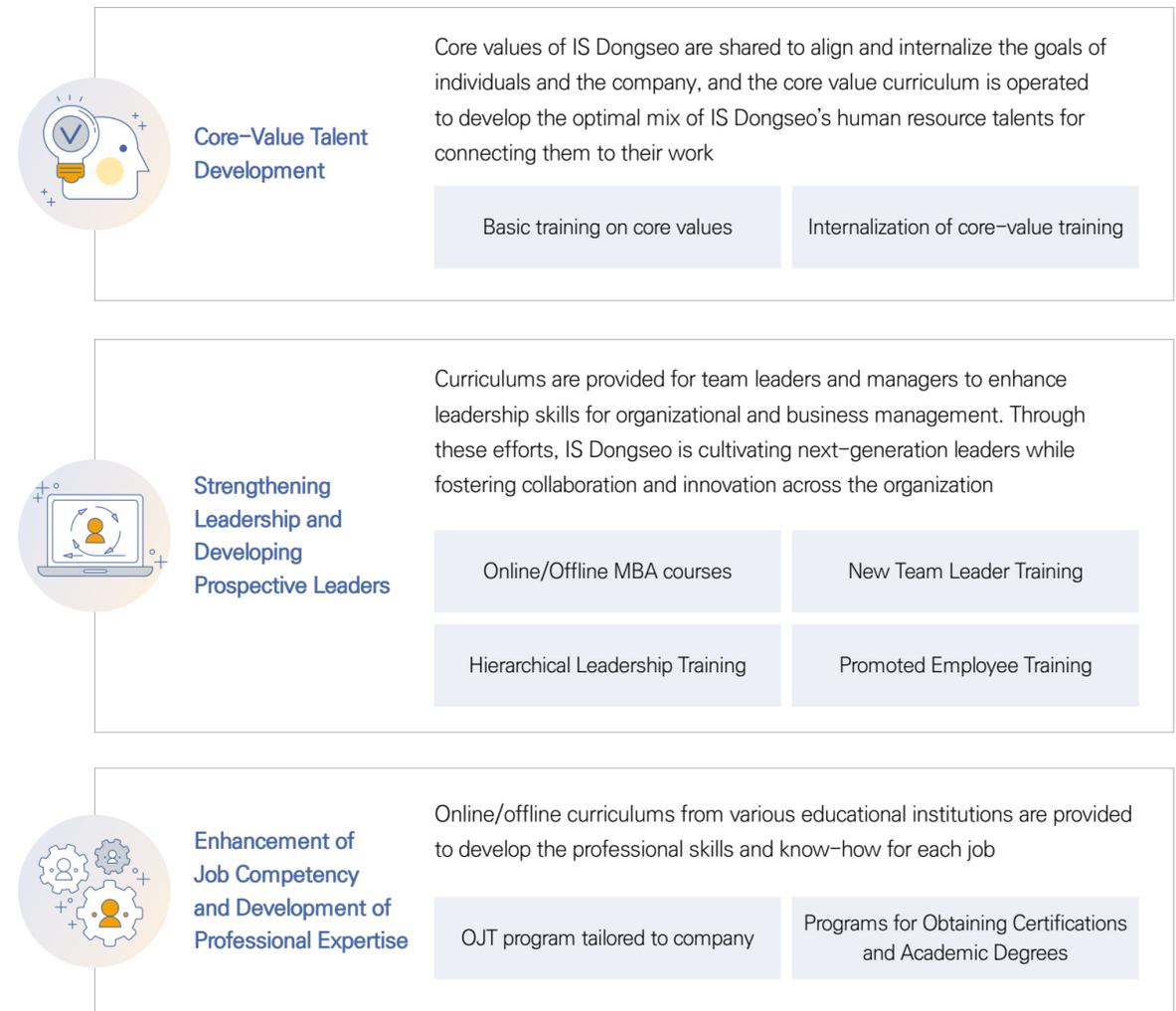
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# Recruiting and Development of Talent

## Talent Development

IS Dongseo operates a structured talent development program that helps employees align their personal growth with the company's goals, grounded in a shared set of core values. We offer position- and role-specific training programs to ensure that all employees have access to appropriate learning opportunities. In particular, with regard to job-specific competency training, a system is in place where employees receive performance scores upon submitting completion reports, which are reflected in promotion evaluations. This approach encourages voluntary participation in learning, and ensures that educational achievements are meaningfully linked to career advancement.



## Strengthening Employees' Job Competency

In 2024, a total of 254 employees from both head office and partner companies completed job competency training programs. Among them, 96 participants submitted training reports to receive evaluation scores, and these were reflected in their promotion assessments.

IS Dongseo is committed to providing educational opportunities not only for its own employees, but also to those of its partner companies, laying the foundation for mutual growth. This initiative goes beyond simply enhancing individual competencies—it serves as a strategic basis for building sustainable partnerships.

Moving forward, IS Dongseo will continue to offer programs for capacity-building of both its internal workforce and partner companies. By doing this, it will strength a sustainable corporate culture where the company and its stakeholders grow together.

### List of Job Competency Programs

Areas of education	Details*
<b>Construction</b>	<ul style="list-style-type: none"> <li>• Design and Construction Training for Construction Engineers</li> <li>• Management Training for International Construction Projects</li> <li>• Smart Construction Professional Training</li> </ul>
<b>Financial accounting</b>	<ul style="list-style-type: none"> <li>• Accounting Theory</li> <li>• Intermediate Financial Accounting</li> <li>• Practical Training in Financial-Statement Analysis</li> </ul>
<b>Quality</b>	<ul style="list-style-type: none"> <li>• Quality Management Training (Advanced)</li> <li>• Quality-Management Personnel Development Program</li> </ul>
<b>Safety</b>	<ul style="list-style-type: none"> <li>• Introductory Training for Safety and Health Management Managers</li> <li>• Specialized Safety-Management Training (Industry-Specific)</li> <li>• Smart Construction Technology Course (Safety Management Focus)</li> </ul>
<b>Internal audit</b>	<ul style="list-style-type: none"> <li>• Practical Training for Internal Auditing</li> <li>• Techniques for Conducting Internal Audits</li> </ul>

\* Only selected training courses were excerpted and recorded

### Performance of employee training program in 2024

Job Training Participation and Performance Overview (including staffs of vendors)

**254**  
workers

Participants Reflected in Promotion Evaluation (including staffs of vendors)

**96**  
workers

Classification	Performance of job-capacity training program*
Total training hours	hours 6,263
Total education cost	KRW 63,067,500

\* Except for partner companies

# Recruiting and Development of Talent

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## Education system for employees

IS Dongseo has operated a structured education program for continuous growth and expertise and strengthened job competencies of employees.

A tiered training system has been established, offering customized programs by job level, from newly appointed employees to senior executives, to cultivate core talent within the organization. In addition, various job training courses are provided to strengthen individual competencies and promote organizational excellence.

## Self-Directed Learning Support

IS Dongseo provides support for employees to enhance their capabilities and strengthen their expertise independently, by paying tuition and expenses for external training courses related to work. In addition, we help new employees adapt to the organization through training programs for new employees and support them to create their own future growth plans and implement self-directed learning with systematic learning environment.

### | Training System Structure for Executives and Employees

Classification	Course on values	Mandatory Curriculum			Optional Curriculum		Course Specialized for work	Other Curriculum				
		Team Leader Empowerment Course	Promoted Employee Course	Hierarchical Leadership Course	Job training		Group Job Training					
					Construction Division	Manufacturing Division						
General Manager	Basics of Core Values (new) / Internalization of Core values (existing)	IS Team leader course	New Team leader course	New senior/general manager course	Improvement of decision-making	Technical specialist training Safety and Health Project representatives Quality managers Technology for each process (construction, civil engineering, etc.) Other on the job training Professional knowledge training	Production management, quality control training KS Certification related training Technical training for each process Program utilization Other on the job training Professional knowledge training	Individual job specialized training HIGH (provided separately)	Corporate culture & in-house etiquette workshop	Interviewer refresher workshop	Foreign language workshop	Teamwork improvement workshop
Senior Manager												
Manager			New manager course	Middle manager empowerment	Individual job specialized training MIDDLE (Provided separately)							
Assistant Manager			New assistant manager course	Follower leadership	Individual job specialized training LOW (Provided separately)							
Senior-level, Staff				Self-initiated leadership								

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# Performance Evaluation and Compensation

## Fair Performance-Evaluation System

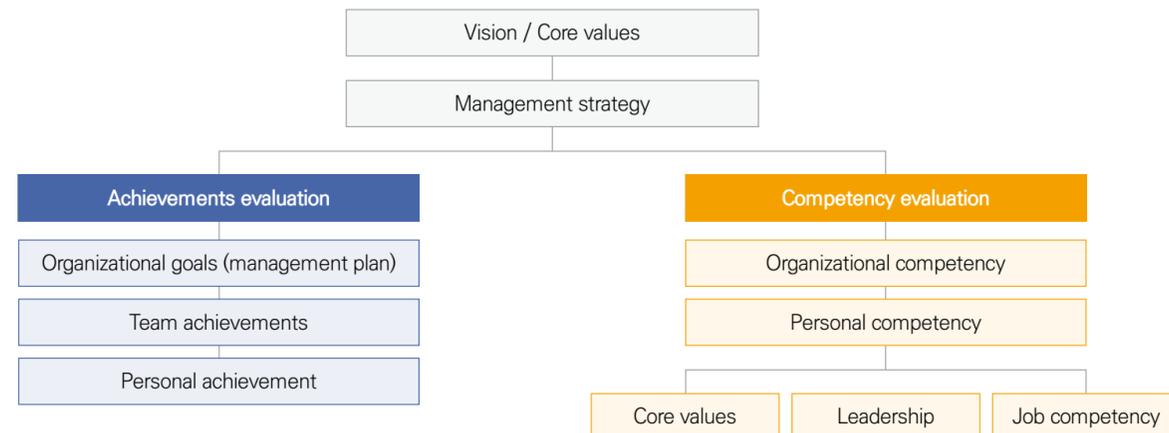
IS Dongseo evaluates the achievements of its executives and employees through its advanced evaluation system, and provides reasonable compensation based on this. In 2024, the company applied the revised evaluation system, which was reorganized at the end of 2022, across the entire organization to ensure more systematic and fair performance evaluation. In particular, competency-evaluation indicators were established for each rank and job series to create a performance-evaluation system from the perspective of developing human resources. This is to ensure that the evaluation results are being linked organically with employee competency development plans to promote coordinated management.

The evaluation consists of competency evaluation, which evaluates core competency levels by job group; and achievement evaluation, based on team goal attainment. These evaluations are conducted through frequent performance management and semi-annual inspections. The results of each item are combined to determine the final evaluation score, which serves as a key basis for promotion and compensation. Additionally, based on the final evaluation results, feedback and training programs are provided to continuously support the enhancement of employees' job competencies.

## Reasonable Compensation System

IS Dongseo provides appropriate compensation to executives and employees and executives based on final performance evaluation results derived from a fair evaluation system. Since individual achievements and competencies are linked to organizational goals, compensation based on the final evaluation results serves as motivation for individuals to achieve organizational goals. The decision on whether to compensate and the extent of the compensation are made fairly, based solely on performance evaluation outcomes after excluding personal background factors such as gender or disability.

### | Performance-Management System



# Corporate Culture as a Good Place to Work

## The Work Life Balance

IS Dongseo has built flexible work environments so that all our employees can develop professionally, and advance their careers through a sound work-life balance in a good workplace. The company offers various flexible working systems in order to allow employees to adjust their working hours according to their work characteristics and schedules. We are also creating a working environment where employees can freely utilize their vacations according to their personal schedules by announcing their annual vacation plans in advance. We are also implementing a half-day leave system so that employees can utilize their annual leave efficiently.

In addition, the company encourages 'a life with evenings' to ensure that employees can fully enjoy their personal lives beyond working hours. For this, the PC OFF system has been introduced to create a culture where employees are encouraged to leave work on time by turning off the work computers after six o'clock.

## Family-Friendly Policies

IS Dongseo operates various family-friendly programs tailored to different life stages for employees to maintain a proper balance between work and family. We have provided support systems so that employees can work stably through all stages of pregnancy, childbirth, and parenting. Additionally, we offer educational expenses even after parenting periods to ensure stable living conditions for employees. We also promote a culture where male employees take parental leave, encouraging all employees to achieve work-life balance regardless of gender. Furthermore, we support employees in giving their best both at home and work by offering family care leave such as leave for family caregiving.

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# Corporate Culture as a Good Place to Work

## Welfare

IS Dongseo operates various welfare programs to enhance employees' engagement and improve their quality of life. Through comprehensive welfare initiatives, we continuously support employees in fully realizing their potential and performing at their best.

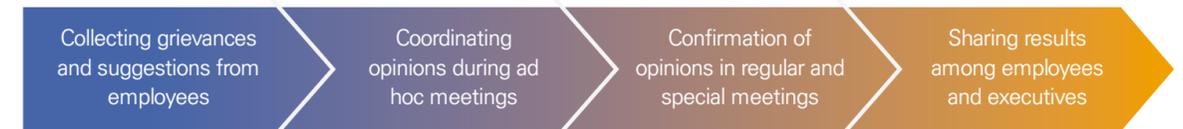
### | Welfare & Benefit System

<p><b>Family-friendly system</b></p>	<ul style="list-style-type: none"> <li>• Provision of congratulatory bonuses for childbirths</li> <li>• Parental leave for primary and secondary caregivers</li> <li>• Reduced working hours for childcare</li> <li>• Provision of educational expenses for children</li> <li>• Family caregiving leave</li> <li>• Congratulatory &amp; bereavement gifts</li> </ul> 
<p><b>Health support system</b></p>	<ul style="list-style-type: none"> <li>• Comprehensive medical checkups support for field workers</li> </ul> 
<p><b>Support for living stability</b></p>	<ul style="list-style-type: none"> <li>• Loan support for housing purchases &amp; lease contracts</li> <li>• Moving expenses are supported when transferring workplaces within the company</li> </ul> 
<p><b>Company culture system</b></p>	<ul style="list-style-type: none"> <li>• Introduction of the PC Off System                             <ul style="list-style-type: none"> <li>– All company PCs are automatically shut down when employees work past the designated closing time (6:00 p.m.)</li> </ul> </li> <li>• Casual Day</li> </ul> 
<p><b>Other welfare system</b></p>	<ul style="list-style-type: none"> <li>• Educational expenses for foreign language are supported</li> <li>• Vacation Bonus Once A Year is Given</li> <li>• Condo and resort support</li> <li>• Holiday gifts</li> </ul> 

## Labor-Management Culture Based on Mutual Trust

IS Dongseo is committed to fostering a healthy labor-management culture based on trust and cooperation. In accordance with Articles 3 and 5 of the Trade Union and Labor Relations Adjustment Act, IS Dongseo guarantees workers' freedom to join and withdraw from a labor union — and we do not interfere with employees' joining the labor union or force them to withdraw. Through these efforts, we are committed to protecting rights and interests of workers and building trust between workers and management. The Labor-Management Council is composed of equal numbers of both workers and employers, and discusses issues such as productivity improvement, performance distribution, personnel matters, labor management, and welfare promotion through regular and ad-hoc council meetings. Accordingly, through regular and ad-hoc council meetings on a quarterly basis, we are actively reflecting feedback from executives and employees, thus improving transparency of the company's operation. IS Dongseo will continue to foster ongoing communication based on the participation and cooperation of its executives and employees. Even amid the rapidly changing management environments, we will build a culture of mutual growth grounded in trust between labor and management.

### | The Labor-Management Council Process



## System to Handle Grievances for Executives and Employees

IS Dongseo is operating a system of handling grievances of employees through online reporting of misconduct. The submitted grievance details are handled carefully in order to guarantee anonymity, and immediate feedback is provided through prompt processing after receipt. By collecting employees' concerns and suggestions, we strive to strengthen the company's internal processes and improve the company's treatment of them.

# Human Rights Management System

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## Human Rights Management Policy

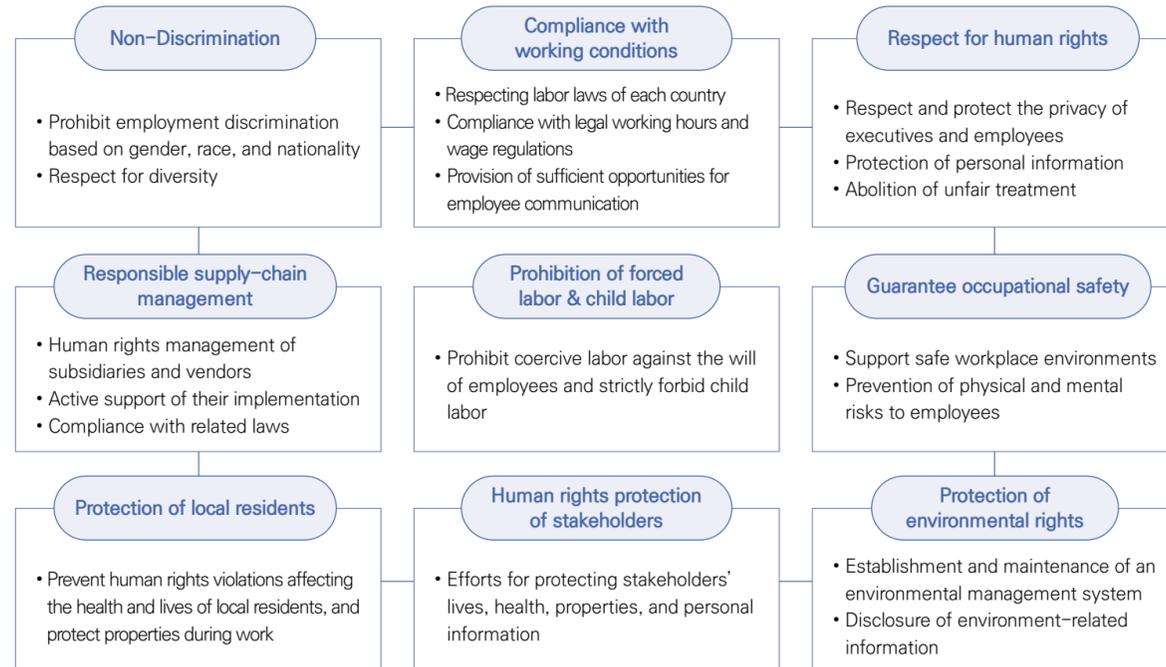
IS Dongseo is dedicated to implementing a human rights management approach that prioritizes the human rights of all stakeholders, including executives and employees, partner companies, and the local community. To ensure that the principle of comprehensive human rights management is applied to everyone and everywhere without blind spots, we have established declarations and principles of human rights management. These serve as a continuous internal and external message aimed at preventing and eradicating human rights violations across all areas of our business operations.

### Declaration of Human Rights Management

#### Implementation of sustainable human rights management

IS Dongseo is taking the dignity and rights of all stakeholders, and protection of human rights as a core principle of our management activities. We strictly adhere to this principle throughout our business operations so as to prevent any human rights violations from occurring, and actively strive to uphold the principle of human rights protection.

### IS Dongseo Human Rights Management Principles



## Human Rights Management Strategy

IS Dongseo has established a human rights management strategy to systematically instill and implement human rights principles across its operations. Building on this strategy, we have identified key initiatives to advance our efforts. In order to simultaneously enhance our capacity for implementing human rights initiatives and measure their effectiveness, we have designed programs such as human rights training and human rights impact assessments, to secure promotion capacity and manage achievement. We are actively developing specific action plans to promote diversity and inclusion within the organization, and to create a discrimination-free working environment, including raising awareness about grievance mechanisms. Furthermore, we are committed to fostering a culture of mutual respect throughout the entire value chain, including our supply-chain partners, as part of our efforts to realize sustainable human rights management.

Promotional goals	"Implementation of sustainable human rights management"				
Mid- to long-term roadmap	<b>Introduction Phase (2024~2026)</b>  Building a robust human rights management framework	<b>Establishment Phase (~2028)</b>  Settlement of a sustainable human rights management culture	<b>Maturity Phase (~2030)</b>  Leading innovative human rights management practices and initiatives		
	<b>Key initiatives</b> <ul style="list-style-type: none"> <li>Building an operational framework for human rights management</li> <li>Formulation of human rights management policy</li> <li>Establishment of remedial procedures for human rights violation</li> <li>Systematization of Human Rights Education</li> </ul>	<ul style="list-style-type: none"> <li>Conducting regular human rights impact assessment</li> <li>Expanding internal and external human rights training, including vendors</li> <li>Implementing human rights impact assessment</li> </ul>	<ul style="list-style-type: none"> <li>External Outreach through human rights management partnership development</li> <li>Supporting vendors to establish a human rights management system</li> </ul>		
Mid- to Long-term Goals for Human Rights Management					
	Classification	Unit	2025	2026	2027
	Ratio of employees participating in human rights training	%	100	100	100
	Human rights impact assessment	-	Performed on a yearly basis		

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# Human Rights Management System

## Establishment of Human Rights Impact Assessment

Based on the recognition that proactive prevention is the most effective way to promote human rights, IS Dongseo has continuously engaged in activities such as identifying human rights risks and implementing improvements. Since 2025, we have systemized our previous risk-management processes that were operated sporadically to enhance our human rights impact assessment system, such as on-site investigations, due diligence, safety consultations, and reporting systems—and developed a comprehensive human rights checklist applicable across management and business operations.

A Human Rights Impact Assessment (HRIA) analyzes and evaluates the potential or actual effects of corporate activities or relationships on human rights. Its purpose is to proactively identify impacts that may affect internal and external stakeholders' human rights. It aims to encourage positive outcomes by assessing both actual and potential impacts, and enabling appropriate responses.

IS Dongseo has developed a customized Human Rights Assessment (HRIA) checklist based on the National Human Rights Commission of Korea (NHRCK) Governance Human Rights Impact Assessment Checklist — derived from the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, and the ILO's international labor standards. This checklist considers domestic and international human rights laws, our company's industry-specific characteristics, stakeholder relationships, and key human rights issues. Utilizing this checklist, we will continuously monitor and improve labor and human rights conditions, regardless of employment types, in order to prevent negative impacts on executives, employees and on-site workers.

### Human Rights Impact Assessment Process



IS Dongseo has been actively implementing various education, inspection, and communication activities to identify any human rights violations or negative impacts on all stakeholders. Considering the diversity of workers involved across different sites, we developed a new checklist focused on addressing human rights issues in the field. We reviewed major international guidelines, standards, and laws related to human rights, and created a checklist covering 13 key areas. Based on this, we plan to evaluate and improve the standard of our human rights management system, as well as assess the working conditions and on-site realities of our employees and partner companies at each facility for continuous enhancement.

### Human Rights Impact Assessment Checklist

Human Rights Areas	Key Inspection Items
<b>Establishment of a Human Rights Management System</b>	Verification of procedures, systems, organizational structures, programs, and grievance mechanisms established to build and diligently implement an effective human rights management system
<b>Non-discrimination in Employment</b>	Confirmation of efforts to provide a discrimination-free labor environment regardless of employment type, including employees, temporary workers, partners, and foreign nationals
<b>Guarantee of Freedom of Association and Collective Bargaining</b>	Confirmation of items to guarantee workers' rights to organize and engage in union activities
<b>Prohibition of Forced Labor</b>	Checking systems and current status for eliminating involuntary forced labor, including monitoring mechanisms for forced labor cases
<b>Prohibition of Child Labor</b>	Verification of compliance with laws related to prohibiting child labor, establishment of procedures for preventing child labor issues, and readiness of response measures in case of child labor
<b>Ensuring Industrial Safety</b>	Ensuring safety for all on-site workers through legal compliance, site management and supervision, safety training, provision of necessary equipment, and support systems for injured /affected workers
<b>Responsible Supply-Chain Management</b>	Confirmation of institutional measures (e.g., human rights pledge, demands for respect for human rights, requests to suspend transactions) to prevent human rights violations and promote human rights among partner company employees
<b>Protection of local residents' property rights</b>	Review of procedures to mitigate negative impacts on property rights, such as land acquisition from local landowners and related stakeholders
<b>Guarantee of environmental rights</b>	Establishment of environmental management system; site environmental impact assessment and mitigation plans; environmental education to prevent harm; transparent disclosure of environmental information; emergency response planning, and related activities
<b>Protection of customers' human rights</b>	Inspection of compliance with laws related to products and services provided by the company, and measures for addressing issues if defects occur
<b>Protection of personal data</b>	Verification of policies and systems for protecting the personal information of employees and stakeholders
<b>Protection of human rights of on-site workers</b>	Assessment of measures to prevent human rights violations, eliminate discrimination, improve working environments, and strengthen safety rights for on-site workers
<b>Construction and site operation</b>	Verification of the establishment and inspection activities of systems to ensure safety and eliminate negative impacts in the operation of all sites, facilities, and equipment, as well as the readiness of accident-response systems in case of emergencies

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# Human Rights Protection Activities and Grievance Handling

## Human Rights Promotion Programs and Education

IS Dongseo is committed to instilling a culture of respect for human rights throughout the organization. We prohibit all forms of discrimination in every stage of human resource management— including hiring, evaluation, compensation, and training—and promote policies that uphold diversity. To foster sound labor practices, we have established and implemented appropriate work arrangements and welfare policies.

IS Dongseo conducts regular education programs to raise awareness on human rights to enhance understanding within the organization, including sharing messages related to human rights. These programs include training on issues such as workplace harassment and sexual harassment, providing specific criteria for judgment, elements of such issues, and detailed response procedures. Our goal is to cultivate a mindset of "my issues are also issues for other employees," and to enable systematic responses to problems that arise in the workplace.

### | Human Rights Training Programs

Classification	Details	
Training on preventing workplace bullying	<ul style="list-style-type: none"> <li>• Definition and Types of Workplace Bullying/Harassment</li> <li>• Essential factors for preventing their occurrence</li> <li>• Development of culture of communication in the workplace</li> </ul>	
Training on preventing sexual harassment	<ul style="list-style-type: none"> <li>• Concept of sexual harassment &amp; judgment criteria for each type</li> <li>• Gender sensitivity and secondary damage</li> <li>• Handling procedure and protection from sexual harassment</li> </ul>	
Training on improving awareness of the disabled	<ul style="list-style-type: none"> <li>• Definition and types of disabilities</li> <li>• Relevant laws &amp; systems of employment of workers with disabilities</li> <li>• Guide to working with co-workers with disabilities</li> </ul>	

At IS Dongseo, talents from diverse backgrounds, including varied nationalities, race, gender, and disabilities, are working across different business areas. As a company operating a global supply chain, we deeply value diversity and inclusion, treating them as core principles. We support our members to grow as global talents by providing equal opportunities, and we are committed to expanding the appointment of female executives and increasing employment for persons with disabilities, so as to ensure fair opportunities regardless of individual backgrounds. Through these efforts, we are building an inclusive organizational culture where diverse talents can fully demonstrate their capabilities, and we will continue to create work environments based on mutual respect and fair treatment, enabling everyone to grow together.

## Handling Human Rights Grievances

IS Dongseo operates a systematic grievance-handling process to promptly address human rights issues and concerns faced by employees and executives. Our human rights grievance system adheres to a zero-tolerance principle, managing the reporting and handling of human rights-related incidents with thorough corrective and disciplinary measures. In cases of discrimination, sexual harassment, or workplace bullying, the company convenes a Human Resources Review Committee to thoroughly investigate the facts, before imposing strict disciplinary actions in accordance with internal regulations. In order to prevent recurrence and secondary harm, we have established remedies, and follow-up plans to proactively address such incidents. Employees can report cases via online and offline channels, and a protection system for complainants is operated so that their identity and report details are strictly safeguarded.

### | Human Rights Grievance Process



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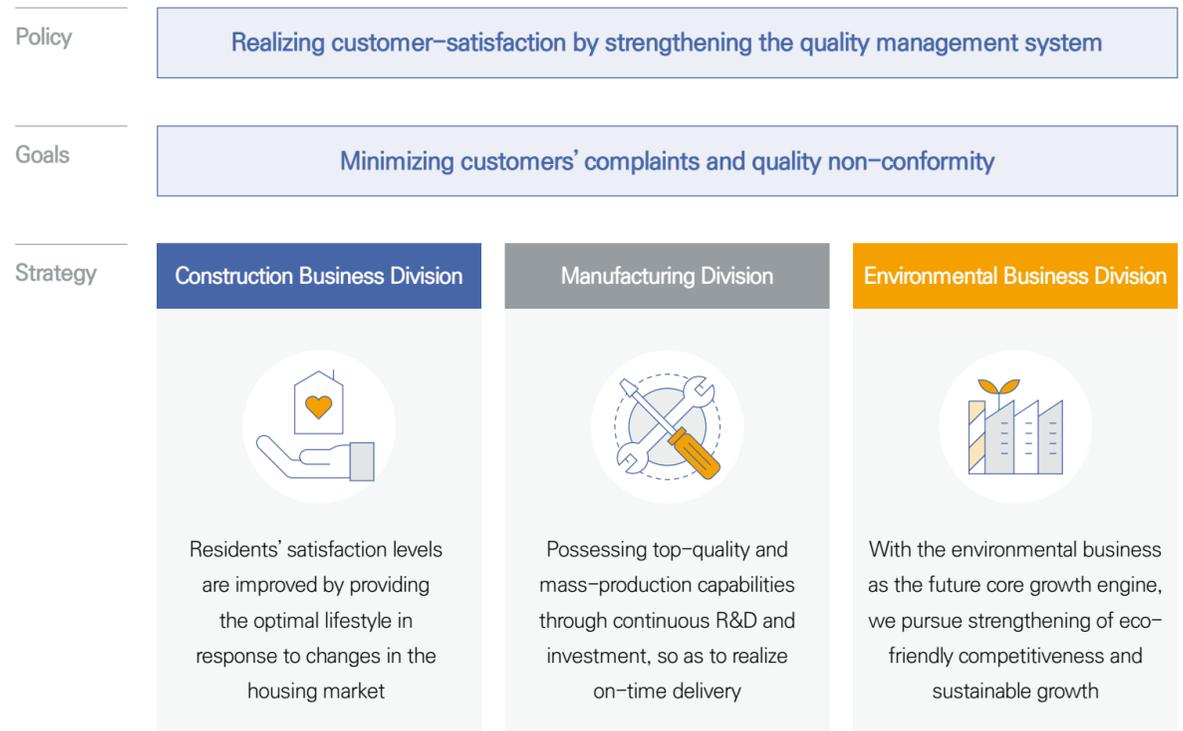
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# Quality Management System

## Quality Management Policy

IS Dongseo is committed to practicing customer-centric quality management, aiming to deliver the highest value by reflecting customer needs. The company rigorously adheres to the fundamentals and principles of its quality-management system, and strives to earn customer trust through continuous improvement. From the commencement of construction to completion and follow-up management, IS Dongseo conducts systematic quality inspections throughout the entire process, enhancing professional move-in management and quality checks to prevent defects. At all business sites, IS Dongseo conducts quality inspections in stages with total functional inspections, ensuring thorough management of both visible and invisible aspects, such as performance of equipment and facilities. The company develops and implements strategies tailored for each business unit to maintain these standards. Starting in 2024, to enhance construction quality and prevent defects in advance, IS Dongseo has designated quality managers at each site. In addition to the existing step-by-step quality inspections, the company has strengthened its on-site quality management activities by expanding quality education and conducting quality inspections specific to each construction type. IS Dongseo aims to achieve customer satisfaction by providing products and services that meet the evolving market environment and customer needs through company-wide quality-management activities.



## Quality Management System Certificate

IS Dongseo strives for continuous improvement of quality and enhancement of customer satisfaction. In 2018, we acquired a certification for our quality-management system (ISO 9001), an international standard. Our quality-management competency has been recognized by maintaining renewal examination qualifications every year.



## Quality Management Organization

IS Dongseo has established a quality control team under the Safety and Health Headquarters in 2022 to deal with site-quality risks, and prevent defects. The Quality Control Team at head office, in collaboration with the After-Sales Service (A/S) team, takes the role of identifying solutions to address chronic and repetitive on-site defects in the construction sector. They incorporate these improvements into the company-wide quality-management system for dissemination and training activities. Additionally, each factory has its own Quality Control Team, which continuously promotes on-site quality improvement through systematic inspections and feedback coordinated with the head office.

### Quality Management Organization Chart



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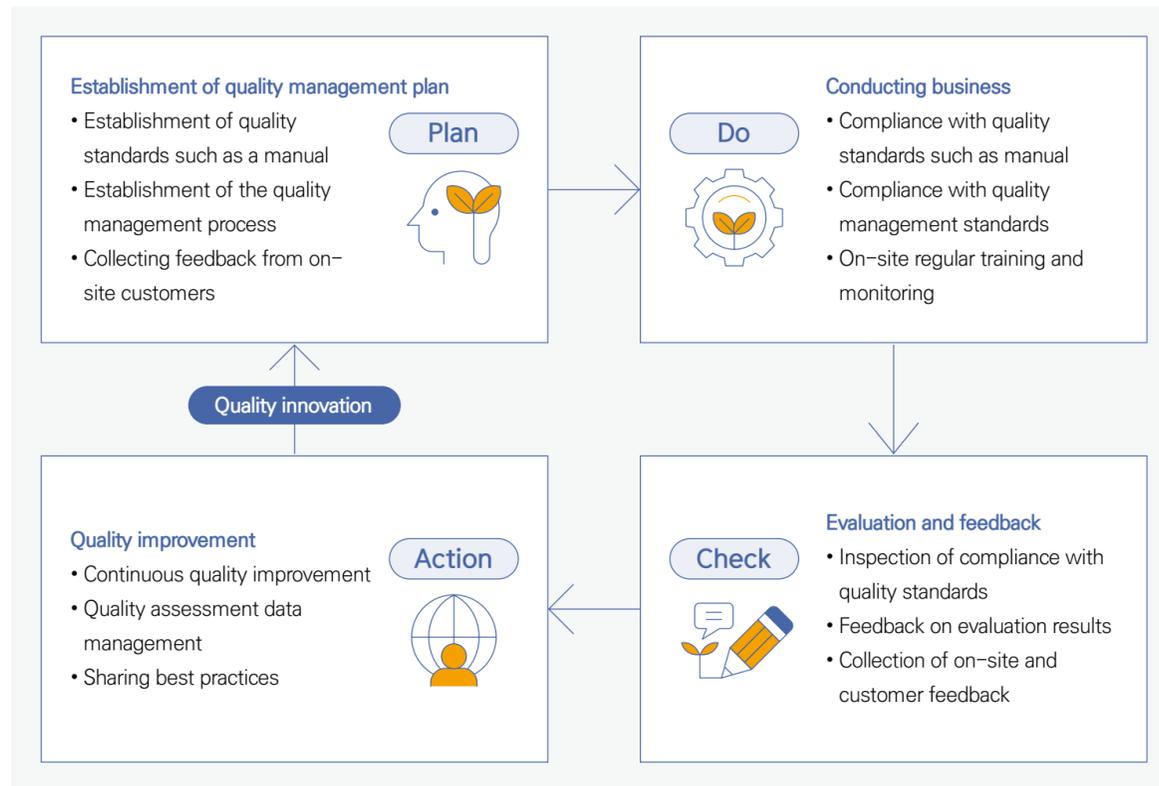
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# Quality Management Activities

## Advancement of Quality Management and Inspection

IS Dongseo has realized quality innovation by establishing a systematic quality-management process. In the planning stage, we set quality standards and establish the process. In this stage, we also prepare the practical management system by collecting on-site customer feedback. In the “Do” phase, compliance with quality standards and processes is maintained with regular on-site training and monitoring. In the Evaluation and Feedback phase, compliance with standards is checked to derive matters for improvement. In the Action phase, IS Dongseo promotes continuous quality improvement and shares best practices based on accumulated data to foster quality innovation. To ensure smooth execution of quality-management processes, the Quality Control Team under the Safety and Health Department has developed a Quality- Management Manual, which is distributed to on-site facilities to enhance the quality-management system. Through these efforts, IS Dongseo is strengthening its quality-management capabilities and establishing itself as a trusted company among customers.

### | Quality Management Process



## Implementation of Quality Inspections

IS Dongseo is managing quality risks preemptively by conducting thorough quality inspections of the entire work processes at construction sites. At all business sites, the company conducts a thorough review of each step in the work processes and current technologies, thus ensuring comprehensive assessment and continuous improvement. This includes a thorough functional inspection that checks both visible parts and invisible aspects, such as the performance of equipment and facilities.

### | Quality Inspection Process



# Quality Management Activities

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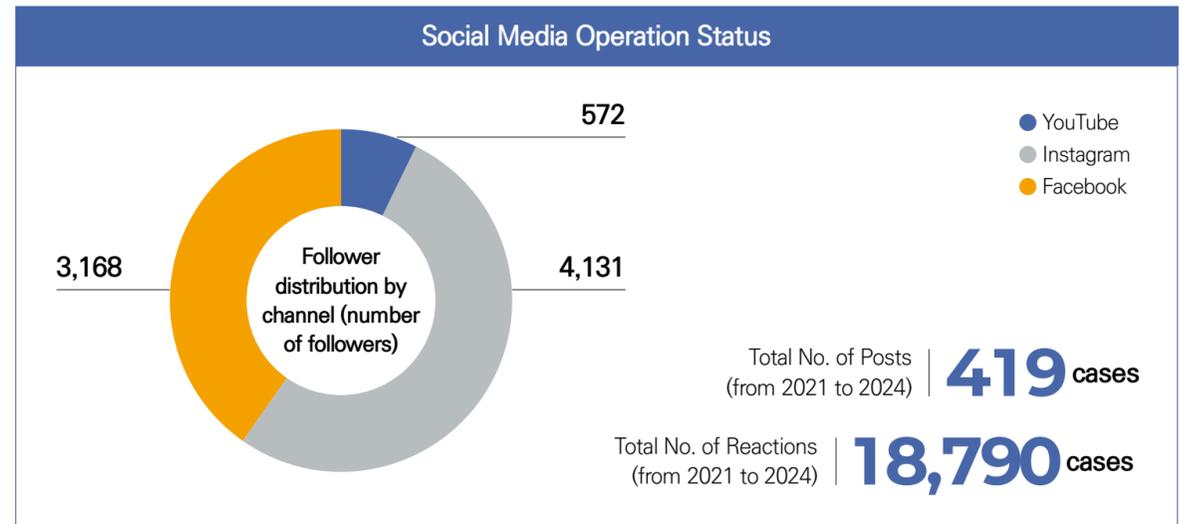
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## Promotion of Communication with Customers

To better listen to customer voices, IS Dongseo operates various communication channels. Through these channels, we actively incorporate customer complaints and feedback on our products to improve overall customer satisfaction. Additionally, we are striving to actively listen to customer opinions and promptly handle complaints through the “Pre-Visit Day” event for prospective residents. All inquiries and complaints received are promptly and systematically managed through datafication. The collected insights are shared across all relevant departments, including the Quality Control Team and After-Sales Service (A/S) Team—as well as on-site staff and related units for applying them to the improvement of products and services.

Furthermore, IS Dongseo operates a communication channel using social media to more actively reflect customer opinions and improve customer-service satisfaction and development. We have established SNS operation policies to provide valuable information to customers and create customized content reflecting their needs. Currently, we operate YouTube, Instagram, and Facebook channels. In particular, the YouTube channel, Eileen’s Garden, is expanding customer contact by delivering sales information focusing on the housing complex of Eileen’s Garden.



## Prevention and Management of Defects

IS Dongseo makes company-wide efforts to manage all types of defects, from major flaws to minor issues, in accordance with the principle of preventive management. The company devotes its efforts to improving quality through proactive defect prevention. In particular, in October 2021, the “Defect Casebook,” which collected information on defect cases for the past 10 years and the “Quality Inspection Casebook for Training,” which were prepared for compliance with design laws and regulations and preventing complains and defects, were distributed throughout the entire company. They are used for periodic training for personnel at all sites regarding the responsible tasks and construction standards. IS Dongseo regularly updates documentation such as casebooks to prevent the recurrence of previously identified defects, continuously enhancing the company’s quality-management and defect-prevention levels. In the event of a defect, we operate a time-specific defect-reception management system based on the date of move-in. As such, we strive to meet customer expectations and strengthen trust.

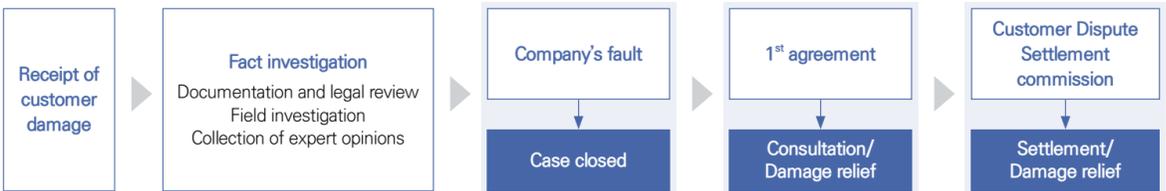
### | System of Managing Defects and Taking Actions



## Customer Damage Relief

IS Dongseo conducts a fact-finding investigation when damage is reported by customers due to defects. If the investigation concludes that our company is responsible for defects, appropriate measures are taken after consulting procedures to address and resolve the damage for the affected customers.

### | Customer Damage Relief Process



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# Win-win Management Strategy

## Win-win Management Policy

IS Dongseo is actively engaged in various efforts to promote cooperative growth and win-win cooperation with its vendors in order to implement sustainable development and social responsibility for the company. For this, we have promoted win-win growth by adhering to fair and transparent business practices, strengthening the win-win cooperation system with vendors, and supporting various programs.

With the goal of becoming a company that leads shared growth based on fair trade and mutual exchange, IS Dongseo is making various efforts to grow together with its partner companies in four areas, namely: △ Establishment of a fair-trade culture △ Support for management activities △ Financial support △ Support for technical development. In addition, we are pursuing various activities to strengthen the safety management capabilities of partner companies, support management stabilization, capacity building, and establish a fair-trade culture.

### | Win-win Management Promotional Strategy



# Supply-chain management system

## Selection and evaluation of Vendors

In order to build virtuous-cycle partnerships, in which IS Dongseo and its partner companies grow together, IS Dongseo selects and manages its partners based on fair standards and procedures. It also strives to improve construction quality by creating transparent and sound transaction practices. We are discovering our new partner companies through regular and occasional recruitment, and the selection standards and procedures are transparently disclosed on our website. All-out system evaluation is performed based on the evaluation items, such as construction ability and performance, revenues, credit rating, status of cashflows, etc., with selected vendors being notified individually.

Additionally, we conduct regular safety-management assessments to strengthen vendors' safety capabilities. Even after selecting vendors, we provide ongoing growth opportunities through periodic evaluations of quality, management, and technical competencies. We reward high-performing partner companies with incentives such as awards and expanded contract opportunities to strengthen supply-chain competitiveness, thereby achieving win-win cooperation.

### | Vendor Safety Management Evaluation

<p>In the case of serious accidents according to the Serious Accident Punishment Act</p> <p><b>Two years</b> of bidding restrictions are imposed</p>	<p>Targeted site</p> <p><b>All business sites</b></p>	<p>Evaluation cycle</p> <p><b>semi-annually</b> (twice a year)</p>
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Item	Points	Conducted by	Evaluation methods
Accident rate	25 points	Head office	• Evaluation by calculating the accident rate during the evaluation period
Risk assessment	15 points	Head office	• Performance measurement evaluation based on database for smart risk assessment
Occupational safety & health management expenses	10points	Head office	• Compliance with occupational safety and health management cost-utilization rate
Autonomous safety consulting inspection	50 points	External organization	• Autonomous safety consulting and safety system and on-site evaluation inspections
Additional points/ deducted points	±5 points	Head office	• (points addition) Award for Safety-Related Commendation: Minister of Employment and Labor Commendation or above • (points deduction) Social Issues and Safety Administrative Penalties (Fines)

# Supply Chain Management System

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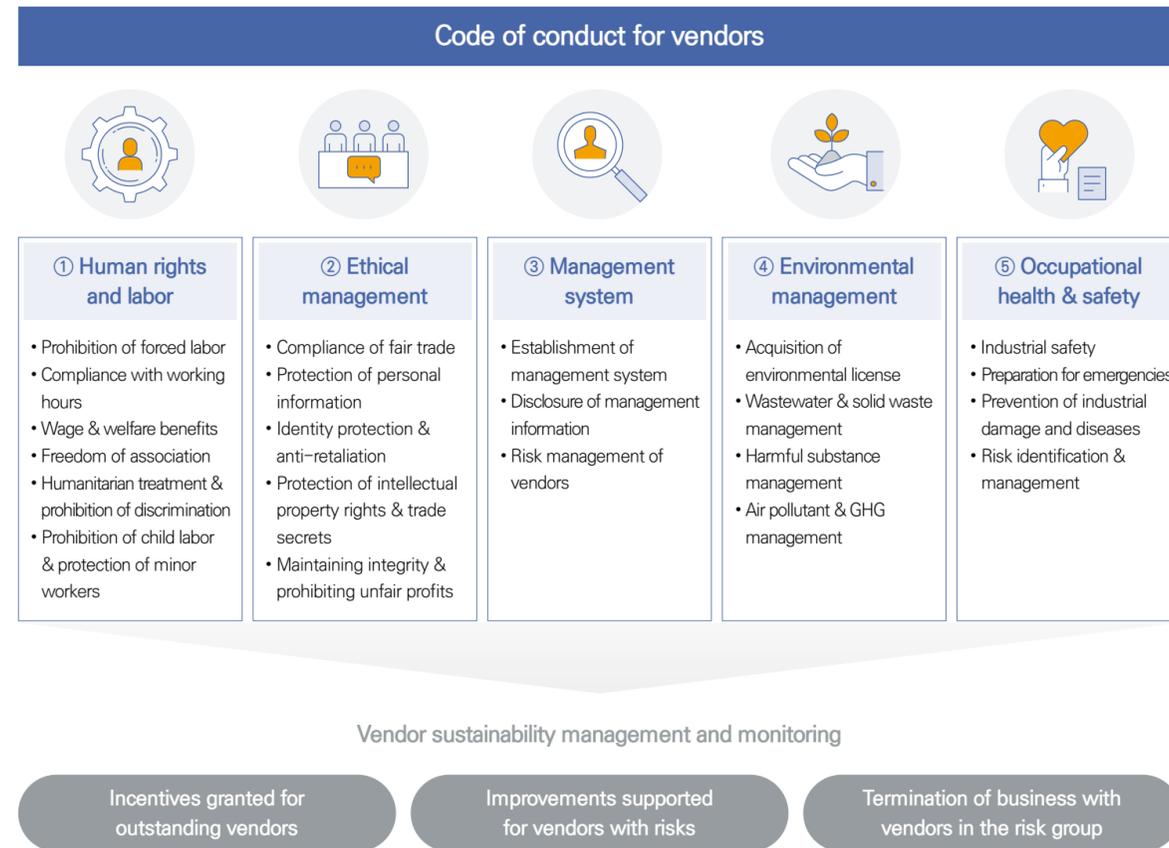
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**Code of Conduct for Vendors**

IS Dongseo has established the Code of Conduct for Vendors for shared growth with them, and to practice sustainable values. Moreover we diligently oversee them to ensure their thorough compliance with this code of conduct. The code of conduct for vendors includes standards for practicing responsible management in the core ESG areas such as human rights, labor, occupational health and safety, environment, and ethics, etc. To enhance the enforcement of the Partners' Code of Conduct and strengthen ethical management practices, IS Dongseo has mandated the submission of integrity agreements. Additionally, we plan to conduct regular training and monitoring for key partners. We also facilitate open communication through our partners' suggestions and the reporting system, ensuring that all the reported matters shall be anonymous and strictly confidential during the handling process. IS Dongseo is committed to actively working together with our partners to realize ESG values, and to building sustainable supply chains in the future.



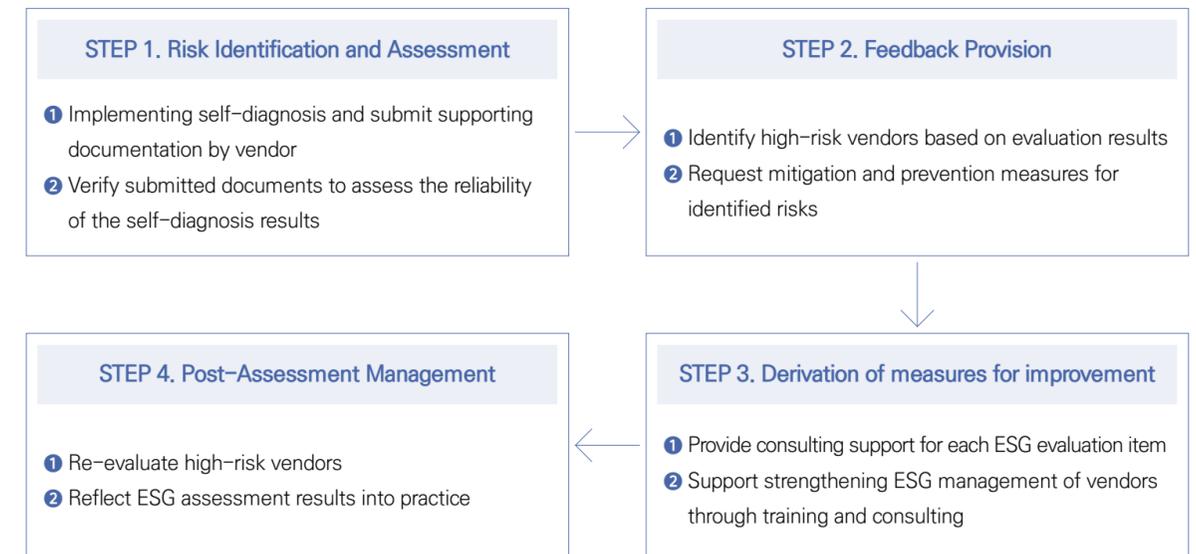
**Supply Chain ESG Management**

IS Dongseo aims to enhance the ESG management capabilities of our partners by establishing responsible supply chains. To achieve this, we are considering introducing a supply-chain ESG assessment system and plan to develop contract standards that incorporate ESG considerations from the partner selection stage.

By applying ESG assessment criteria—including human rights, labor practices, ethical management, and environmental and safety aspects—we will systematically manage the economic, social, and environmental risks of our vendors. Our goal is to proactively prevent potential negative impacts and build a responsible supply-chain management system for their continuous refinement.



**ESG assessment process for vendors**



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# Support Shared Growth of Supply Chain

## Establishment of Fair Trade Culture

IS Dongseo has established a system for fair and transparent mutual growth based on the code of conduct of partner companies. As part of our efforts to increase effectiveness of the code of conduct, regular training and monitoring are conducted. We strive to establish an ethical and responsible trade culture.

IS Dongseo is fostering a sustainable business environment by building mutual trust with vendors based on free and equitable conditions.

## Support for Management Activities

IS Dongseo is providing support for improving the sustainability of vendors by expanding the responsibility and sustainability management to the overall supply chain. To improve the competitiveness and minimize the possibility of risks on the overall supply chain, IS Dongseo is encouraging voluntary participation by the vendors and ESG management practices by requiring them to attach the safety & health, and environmental policies of the company during their contract negotiations. We continuously strengthen our mutual growth system to ensure our vendors can achieve sustainable growth together.

## Support Technology Development

IS Dongseo actively supports research and development (R&D) activities aimed at enhancing our vendors' technological capabilities and competitiveness. By helping vendors secure core competencies, we work to elevate the overall technological level of the supply chain, and enable proactive responses to market changes. Our efforts include joint technology development and technical consulting, fostering a cooperative system that empowers our vendors to independently acquire advanced technologies and achieve sustainable growth.

## Financial Support

In order to provide support for partner companies to secure the liquidity of funds, we are operating various financial support measures. IS Dongseo will continue to provide not only support to strengthen the ESG management capabilities of its partners, but also financial support to enhance practical win-win cooperation with partners and to establish sustainable supply chains.

<p><b>Establishment of fair payment practices</b></p>	<p>IS Dongseo provides all-cash payments for partners for their stable management activities, and we constantly strive to increase the annual ratio of cash payments for vendors. In addition, cash payments are made promptly, with a 60-day short bill, earlier than other companies in the same industry. We are establishing fair and responsible payment practices to ensure that our vendors can manage their finances smoothly.</p>
<p><b>Strengthening Support for Safety and Health Management Costs</b></p>	<p>IS Dongseo has effectively contributed to improving safety-management levels by increasing the contract costs for industrial safety management with high vendor accident rates. In 2021, related standards were revised to provide the basis for it, and then it was extended for application to the site in 2022. In order to provide a preemptive method for guaranteeing appropriate levels of safety-management costs, support measures were offered according to the strengthening of safety management in the construction site after enforcing the Serious Accident Punishment Act, etc. The rate applied to the occupational safety &amp; health management cost that was previously appropriated as the fixed rate from the labor cost in the total construction amount on the partner was revised to increase up to 0.5% of the direct construction cost.</p>
<p><b>Early payment to partner companies before the Seollal (Lunar New Year) holidays</b></p>	<p>To support its partner companies that are facing difficulties due to construction market downturns, IS Dongseo pays its vendors early to facilitate their timely payment of employees' wages and material costs ahead of the upcoming Lunar New Year. As such, we have provided practical support to help stabilize our vendors' management and operation.</p>
<p><b>Finance consulting support</b></p>	<p>For mutual growth with vendors, IS Dongseo provides financial consulting. Additionally, based on the sales performance of our vendors, we are reviewing financial support programs that offer the prime rate with increased lines of credit to enable stable and efficient fund management.</p>

### Process to Provide Financial Support for Vendors



# Support Shared Growth of Supply Chain

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### Strengthening Communication with Partner Companies

IS Dongseo is making various efforts to establish mutual trust based on close communication with vendors, and to create a safe working environment. In accordance with the revised Occupational Safety and Health Act, the Contract Business Safety and Health Council has been conducted at least twice per year to detect potential risk factors that may arise in the subcontracted business sites and collectively respond to them. The Council plays an important role in directly listing concerns, discusses safety and health related matters requiring improvement, and establishes a collective safety-management system.

IS Dongseo deals with various risks that may arise during contracted operations by sharing relevant information and expertise with vendors, thus enabling them to proactively implement safety-management practices. We are also establishing a solid institutional foundation for this. As we believe that listening to our partners' voices is the starting point for mutual growth, IS Dongseo will continue to strengthen the basis for practical win-win cooperation through regular operation of communication channels and the refinement of feedback systems.



Operation of the Safety and Health Council



Joint inspection of business sites

### Establishment of Win-win Partnerships

IS Dongseo has operated various shared growth programs such as financial support, capability-strengthening support, and expansion of exchanges for our vendors that can be practically helpful to them. Through these efforts, we aim to stabilize our vendors' management and enhance their self-reliance, while also strengthening the overall competitiveness of the supply chain and contributing to creating a sound win-win culture. In particular, we select and manage them based on transparent standards and procedures to establish fair trading relationships with our vendors. Additionally, we proactively identify top-performing vendors to build mutually beneficial and progressive partnerships.

 <p><b>Financial support</b></p> <p>Direct and indirect financial support provided to secure fund liquidity of vendors</p>	 <p><b>Empowerment Support</b></p> <p>Increases in management competencies and revenues are supported by providing the foundation for growth of the vendors that received financial support</p>	 <p><b>Technical Support</b></p> <p>Research and development support to strengthen vendors' technology/competitiveness</p>	 <p><b>Expansion of exchanges</b></p> <p>Listening to difficulties and grievances of vendors and discussing development directions</p>
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IS Dongseo actively engages in activities promoting mutual growth with the local community. We received a commendation from the Mayor of Ulsan City at the Meeting Day with Major Construction Companies and Local Firms event hosted by Ulsan City, in recognition of our contributions to the development of the local construction industry. This award reflects our ongoing efforts to increase the ratio of participation of subcontracting local companies and expand the employment of local workers. Additionally, by continuously identifying and collaborating with technically skilled and specialized local vendors, we are contributing to the overall advancement of the regional construction ecosystem through high-quality project execution.



Signed an agreement to support revitalization of the local construction industry of Ulsan City in 2023

# Social Contribution System

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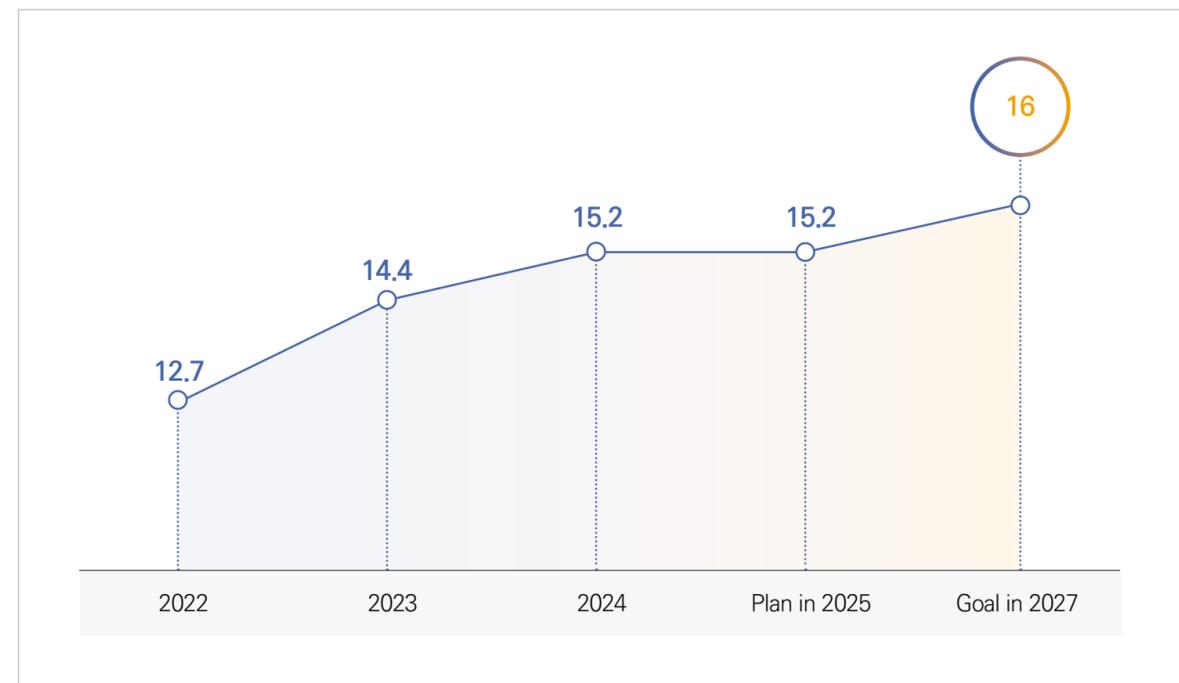
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### Social Contribution Policy and Goals

IS Dongseo has engaged in a range of social-contribution activities to realize shared growth and win-win cooperation with the local community. As a member of the local community of 'Corporate Citizens,' we are realizing practical value by creating jobs and fulfilling the duty of paying taxes through continuous communication with the local community. Beyond simply returning the corporate profits to society, IS Dongseo is not only committed to proactively providing sustainable values satisfying the practical needs of the stakeholders based on their analysis of social issues, but also performing tailored social contribution activities reflecting the characteristics of each business, such as construction, environmental, manufacturing business, etc. Additionally, IS Dongseo established the Munam Scholarship and Cultural Foundation in 2016 to actively contribute to the development of human resources for the future society. IS Dongseo remains committed to fulfilling its corporate social responsibility by continuously enhancing sustainable community contribution activities that address social issues and promote regional development.

### Achievements of Social Contribution Activities and Goals



### Social Contribution Promotion Strategies

Under the vision of being a 'Corporate Citizen' within the community, IS Dongseo conducts community contribution activities focused on three key strategies: environment and safety; education and child welfare; and sharing with the local community. IS Dongseo is planning social contribution initiatives based on participation that encourage our employees to actively contribute to solving social issues, rooted in the value of 'Togetherness.' Additionally, we engage in ongoing communication and collaboration with various partners and local organizations to encourage a synergistic approach to community development.

Vision	'Corporate Citizen', a member of the local community																	
Goal	A company that shares a beautiful future																	
Goal	Environment / Safety	Education / Child welfare	Sharing with the Community															
SDGs																		
Social Meaning	Realizing a sustainable future	Nurturing excellent talent for future generations	Return to the community															
Major Social Contribution Activities	<ul style="list-style-type: none"> <li>Employee Donation Challenge</li> <li>Support for improving the residential environment of national meritorious persons</li> <li>Energy welfare donation support</li> </ul>	<ul style="list-style-type: none"> <li>Hope to the Future Scholarship</li> <li>Dream tour to explore history and culture</li> <li>Guardian of educational environment improvement</li> <li>Pink box project</li> </ul>	<ul style="list-style-type: none"> <li>Helping less-privileged neighbors</li> <li>Relief donations for people affected by natural disasters</li> <li>Support basketball development and fostering it</li> </ul>															
Results	<table border="1"> <thead> <tr> <th>Classification</th> <th>Unit</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Costs invested in IS Dongseo's social contribution activities*</td> <td rowspan="2">KRW 100 million</td> <td>12.7</td> <td>14.4</td> <td>15.2</td> </tr> <tr> <td>Costs invested in Munam Scholarship and Cultural Foundation's scholarship public service projects</td> <td>3.5</td> <td>1.6</td> <td>2.1</td> </tr> </tbody> </table>	Classification	Unit	2022	2023	2024	Costs invested in IS Dongseo's social contribution activities*	KRW 100 million	12.7	14.4	15.2	Costs invested in Munam Scholarship and Cultural Foundation's scholarship public service projects	3.5	1.6	2.1			
Classification	Unit	2022	2023	2024														
Costs invested in IS Dongseo's social contribution activities*	KRW 100 million	12.7	14.4	15.2														
Costs invested in Munam Scholarship and Cultural Foundation's scholarship public service projects		3.5	1.6	2.1														

\*Due to errors in the previous year's data report, the data has been revised

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# Social Contribution Activities

## Major Social Contribution Activities

IS Dongseo, dedicated to "Sharing a Beautiful Future Together," actively collaborates with local communities to implement a variety of customized social contribution activities aligned with Sustainable Development Goals (SDGs) and global agendas. Through its public-interest foundation, Moonam Scholarship and Cultural Foundation, the company provides support to vulnerable children and youth in need, engaging in diverse welfare activities. Additionally, IS Dongseo actively promotes activities such as scholarship grants and tuition sponsorships to support the dreams of future generations and nurture their growth into global talents.

Main Cooperative Organization and NGOs on Social Contribution Activities	
Cooperative Organization	Social contribution activities
ChildFund Korea	• Support for scholarships, feminine products, undernourished children, and child abuse prevention etc.
Community Chest of Korea 'Fruit of Love'	• Donations to help needy neighbors (in Busan, Ulsan, Daegu, Gyeongsan, etc.) and support funds for disaster recovery, etc.
Gyeongsan Scholarship	• School uniform support for middle & high school students from low-income families
Kids & Future Foundation	• Project for the improvement of bathrooms in the community
Babsang Community & Briquette Bank	• Energy-sharing support for low-income families
Sisters of Mary	• Support for facilities in institutions (vehicles, PCs, etc.) & academies
UNICEF	• Agreement on fundraising for the Schools for Asia Campaign
Youth Education & Culture Foundation	• Support for youth learning camp
Holt Children's Services	• Sponsorship for children and adolescents from less-privileged groups and single-parent families
Daegu Opera House	• Support for arts & education initiatives (funding for rising vocalist, etc.)
Korea Housing Builders Association, Regional Offices of Patriots and Veterans Affairs	• Aged housing maintenance & repair project for persons of national merit
Korea Basketball Association	• Sports & culture (Basketball Development Fund, etc.)
Munam Scholarship & Culture Foundation (IS Dongseo Foundation)	• Scholarships, educational support, educational supplies, and feminine products, etc.

2024	Dec.	Donated KRW 100 million to the Community Chest of Korea [Munam Scholarship and Cultural Foundation] Delivered KRW 100 million to the '9th Hope to the Future Scholarship' [Munam Scholarship and Cultural Foundation] Support project for children from families at risk of crime (four consecutive years)
	Jul.	Donated KRW 700 million for basketball development funding to the Korea Basketball Association
	Jun.	Free repair for old houses of persons of national merit
	May	[Munam Scholarship and Cultural Foundation] 'Hygiene product support project' ( 5 consecutive years)
2023	Jan.	KRW 100 million donated to the energy vulnerable by executives and employees KRW 100 million donated to the Community Chest of Korea 'Fruit of Love'
	Dec.	[Munam Scholarship and Cultural Foundation] Delivered KRW 100 million to the '8th Hope for the Future Scholarship'
	Nov.	[Munam Scholarship and Cultural Foundation] project for children from families at risk of crime
	Jun.	Donated KRW 600 million in basketball development funding to the Korea Basketball Association Free repair of old houses of persons of national merit
2022	Feb.	[Munam Scholarship and Cultural Foundation] Sponsorship project for students from low-income families
	Jan.	Donated KRW 100 million to the Community Chest of Korea
	Dec.	Donated KRW 300 million in basketball development funding to the Korea Basketball Association [Munam Scholarship Foundation] KRW 130 million provided for the '7th Hope for the Future Scholarship'
	Nov.	[Munam Scholarship and Cultural Foundation] '5th Dream Tour' to explore overseas history Donated KRW 300 million in basketball development funding to the Korea Basketball Association
2021	Sep.	[Moonam Scholarship and Cultural Foundation] Support project for children from families at risk of crime
	Jun.	Free aged housing maintenance and repair project for persons of national merit
	May	[Munam Scholarship Foundation] Personal equipment for protection against COVID-19
	Mar.	Donated relief aid of KRW 200 million for damage caused by forest fires in Uljin and Samcheok
2020	Feb.	KRW 50 million funded for 'Anyang-si Talent Development Scholarship' [Munam Scholarship and Cultural Foundation] Sponsorship project for students from low-income families
	Jan.	[Munam Scholarship and Cultural Foundation] Hygiene product support project
	Dec.	[Munam Scholarship and Cultural Foundation] KRW 130 million provided for the '6th Hope for the Future' Scholarship KRW 900 million donated to the Community Chest of Korea 'Fruit of Love'
	Jul.	KRW 1 billion donated as basketball development funding to Korea Basketball Association Donations in kind for constructing a rest area for the elderly in the Senior Citizen Center in Gyeongsan Region Support for establishment of a joint childcare center in Yeongdo-gu, Busan in collaboration with LH
2019	May.	[Munam Scholarship and Cultural Foundation] Educational materials (laptops, PCs) donated for five consecutive years
	Feb.	Business Agreement on 'Prevention of Child Abuse and Support for Victimized Children signed with the Busan Metropolitan Government
2018	Jan.	30,000 'Charcol of Love' donated to the Busan Babsang Community & Charcol Bank

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# Social Contribution Activities

## Environment / Safety

### Support for Improving the Residential Environment of Persons of National Merit

'Aged housing maintenance & repair support project for persons of national merit' is a core social contribution of IS Dongseo. This project offers free innovation support for outdated housing to persons of national merit residing in regions with poor living conditions. Since 2022, IS Dongseo has participated in this project for three consecutive years, improving the housing conditions of six persons of national merits in need. Each year, we selected two households living in severely deteriorated homes to provide comprehensive renovations—including sash replacement, kitchen fixture installations, and wallpapering—worth approximately KRW 20 million. This is part of our efforts to support safe and stable living environments for our veterans. Moving forward, we will continue to promote the housing renovation projects for veterans, and strengthen support, to ensure that those who have dedicated themselves to the nation can live in safer and more comfortable residential environments.



**Achievement of improving the residential environment**  
(\*accumulated from 2022 to 2024)

**Provided support for six households**



Aged housing maintenance & repair support project for persons of national merit in 2024



### Walk Donation Challenge by Executives and Employees

IS Dongseo has conducted the 'Walk Good Steps Together' donation challenge with executives, employees, and their families, starting in 2022. In order to spread awareness of carbon neutrality and activated donation culture, when executives and employees reach the target number of 10 million steps, the company creates a donation fund and donates it to the energy vulnerable, and unmarried single-parent households. Through this support project, we provided winter supplies to a total of 60 energy-vulnerable households.

In 2024, we achieved a total of 17 million steps, and successfully donated KRW 10 million to support energy-vulnerable communities. To date, the number of accumulated steps has reached 64 million (approximately 44,886 km), equivalent to reducing about six tons of CO<sub>2</sub> emissions from a mid-sized gasoline vehicle. IS Dongseo will continue to expand eco-friendly social contribution activities that are accessible and meaningful for all generations.

Calculation of the carbon reduction from IS Dongseo's walking challenge				
Classification	Unit	2022	2023	2024
Total number of participating executives and employees	Persons	139	61	62
Total number of steps	Steps	31,289,983	15,362,579	17,473,489
Carbon dioxide reduction (Compared to using a vehicle)	ton	2.74	1.34	1.53

※ Distance Conversion  
 - Assumption that one step equals 0.7 meters for men  
 - Assumption of an average emission of 0.125 kg of CO<sub>2</sub> per kilometer for vehicles with 10 seats or fewer (Source: Ministry of Environment's "Automobile Greenhouse Gas Management System" performance disclosure report)

# Social Contribution Activities

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## Education / Child welfare

### Support Children from Families vulnerable to Crime Victimization

In order to prevent child abuse cases and to support child victims, IS Dongseo Group's Munam Scholarship and Cultural Foundation signed a business agreement (MOU) with Busan City, the Busan Police Agency, and Child Fund Korea, respectively, in 2021; and has been providing customized support to children in families vulnerable to crime-related victimization. The business committee for supporting children in families vulnerable to crime victimization, composed of government, civic, and organizational representatives, has been working for four years to establish a safety net for the protection and support of children who are victims of abuse. This includes evaluation of child abuse investigations and deciding on the separation of victimized children, checking the caregiving situation of children subject to protection, and providing post-support management. As part of annual relief activities for children affected by crime, we provide various support measures totaling approximately KRW 50 million, including medical, educational, housing assistance, and distribution of daily necessities to improve their living conditions. Moving forward, we will continue to actively support these children so that they can grow up safely and healthily, and become contributing members of society.



Business council for supporting children in families vulnerable to crime victimization

### Educational Environment Improvement

IS Dongseo provides educational equipment to students from low-income families, children subject to protection, and education facilities. This includes supplying laptops and desktop computers, and providing support for renovating educational facilities such as study rooms, care centers, and restrooms, enabling future generations to study in improved environments. Additionally, through sponsorship programs with low-income students, learning subsidies are provided, thereby broadening their educational opportunities. IS Dongseo is committed to continuing its support for education to ensure that future generations can learn and realize their dreams in stable environments.



Donation of educational materials in the Guardian of Educational Environment Improvement



### Feminine Hygiene Product Support Project

Since 2020, IS Dongseo has been operating a feminine hygiene product support program for female adolescents experiencing financial difficulties in purchasing hygiene products. Each year, the program provides feminine hygiene products and other supplies to 120 vulnerable female students in the Busan area. This initiative is carried out in collaboration with the Child Fund Korea and Moonam Scholarship and Cultural Foundation, contributing to the protection of health rights for female adolescents and alleviating their economic burden.



Hygiene Product Support Project in 2024

### Hope to the Future Scholarship

Since 2016, IS Dongseo has annually selected and awarded scholarships to students, aiming to bridge the income and educational gaps among youth, the future hope of the next generation, and to enhance their welfare. IS Dongseo provides scholarships to talented students so that they do not give up on their dreams due to their financial circumstances. By doing this, we provide them with better chances for education, and contribute to nurturing future talents.

<p>Cumulative Scholarship Funded Amount</p>  <p>Approximately KRW <b>1.2</b> billion</p>	<p>Number of Program Beneficiaries</p>  <p><b>1,240</b> students</p>
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# Social Contribution Activities

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## Support for Local Community / Culture and Arts

### Helping the Less-privileged / Donating Disaster Relief Funds

For the past 10 years, we have been carrying out locally customized social contribution activities in cooperation with the local community required for the characteristics and needs of each region. At the end of every year, we provide donations to help our neighbors through the Community Chest of Korea. We are dedicated to providing livelihood support and emergency welfare assistance for vulnerable socio-economic groups. IS Dongseo continues to carry out consistent community outreach activities to ensure that these efforts will continue as a long-time and sustainable practice, beyond mere one-off donations to address welfare gaps within the region. Additionally, when confronted with unforeseen disasters such as typhoons, heavy rains, fires, or major accidents, we promptly deliver relief funds to provide tangible help in overcoming crises. Moving forward, IS Dongseo will continue to contribute to solving various regional issues and expand its community-sharing activities to foster mutually supportive relationships with residents.



Helping the Less-privileged, Donating Disaster Relief Funds



### Support for and Nurturing Basketball Development

Since IS Dongseo Chairman, Kwon Hyuk woon was appointed as the 34th president of the Korea Basketball Association in 2021, he has been making various efforts to enhance the status and continued development of Korean basketball. In recognition of these contributions, he was successfully reappointed as the 35th President in 2025, providing stable leadership within the domestic basketball community. Since 2022, IS Dongseo has donated a total of KRW 2.6 billion in sponsorship funds, focusing not only on financial



Support the nationwide youth basketball competition

support but also on substantial, athlete-centered assistance. Despite challenging circumstances such as postponements or cancellations of international tournaments due to COVID-19, we arranged charter flights to prioritize the health and psychological well-being of national team players. Additionally, we promoted infrastructure support to ensure the stable operation of domestic basketball competitions. These activities not only boost the morale of the national team players but also serve as a substantial foundation for nurturing promising athletes and expanding the sport's grassroots. Furthermore, we are reviewing programs for discovering youth basketball talents and strengthening the community's basketball infrastructure, thereby solidifying our commitment to nurturing future talents, and realizing social value through sports. IS Dongseo will continue to actively promote the development of domestic basketball and the revitalization of a sports culture, playing a vital role as a reliable supporter in strengthening South Korea's basketball competitiveness.

# Contribution to Social Stabilization

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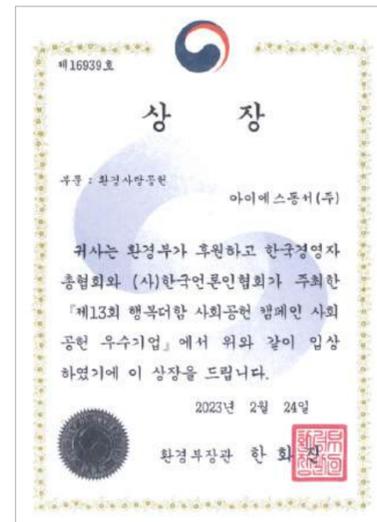
### Governance

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### Support Activities and Awards

IS Dongseo actively collaborates with various stakeholders to promote harmonious environmental development and fulfill its corporate social responsibility. In 2020, to overcome the crisis of stagnation in the sports industry caused by COVID-19, the company hosted the KLPGA Tour through its affiliate, Stonegate Country Club, thereby contributing to the revitalization of domestic sports. Additionally, in 2022 and 2025, IS Dongseo donated a total of KRW 300 million in relief supplies and recovery funds to support disaster victims of wildfires, thus demonstrating its ongoing commitment to disaster relief and community-support initiatives. Additionally, IS Dongseo has participated in the aged housing maintenance & repair support project for persons of national merit for three consecutive years, contributing to residential conditions of persons of national merit. In recognition of these efforts, IS Dongseo received a commendation from the Minister of Patriots and Veterans Affairs in June 2024. Going forward, the company will continue to fulfill its corporate social responsibility by engaging in activities that contribute substantively to social stability as a responsible corporate citizen.

### Commendation on Contributing to Social Stability



Received award from the Minister of Environment at the 'Happiness Plus Social Contribution Awards'



Received award from the Minister of Foreign Affairs for sustainable management conference



Received a commendation from the Minister of Patriots and Veterans Affairs

### Support Activities

Date	Support Activities
Jul. 2024	• Free repair support for old houses for persons of national merit (participated for three consecutive years)
Mar. 2022	• Donated KRW 200 million in relief funds for wildfire victims in Uljin and Samcheok
Jul. 2020	• Support for overcoming the downturn in the sports industry (hosting the KLPGA IS Dongseo Busan Open)
Mar. 2020	• Support for children experiencing food insecurity in Nam-gu, Busan

### Awards and Recognitions Received for Community Contribution

Date	List of awards
Feb. 2025	• Received award from the Minister of Gender Equality & Family (Family Love & Social Contribution Division) at the 15th Happiness Plus Social Contribution Awards
Dec. 2024	• Awarded the Education Mecenat Award for Citation on Merits for Activating Educational Donation in 2019-2023 (six consecutive years)
Jun. 2024	• Awarded the commendation from the Minister of Patriots and Veterans Affairs for free repair support for old houses of persons of national merit in 2024
Jul. 2023	• Received the KNN Presidential Prize in the Child Protection Campaign category at the 'KNN Presidential Awards'
Feb. 2023	• Received award from the Minister of Environment at the Happiness Plus Social Contribution Awards
Dec. 2022	• Won the grand prize in the social contribution category at the 8th HDI Human Management Awards
Aug. 2022	• Kwon Min-seok, Chairman of Board of Directors received the citation from the Superintendent of Busan
Dec. 2021	• Received an appreciation plaque from ChildFund Korea on contributing to establishing the culture of donation for love of neighbors and on development of child welfare
Feb. 2021	• Received award from the Minister of Gender Equality & Family (Family Love & Social Contribution Division) at the 11th Happiness Plus Social Contribution Awards
Dec. 2020	• Selected as the top-performing company in the evaluation as an outstanding enterprise in the Busan Region
Aug. 2020	• Awarded the commendation from the President of Community Chest of Korea-Busan in the 2020 Award Ceremony for Merit on Helping Needy Neighbors
Dec. 2019	• Appreciation Plaque from Busan Mayor for child sponsorship and support in 2019

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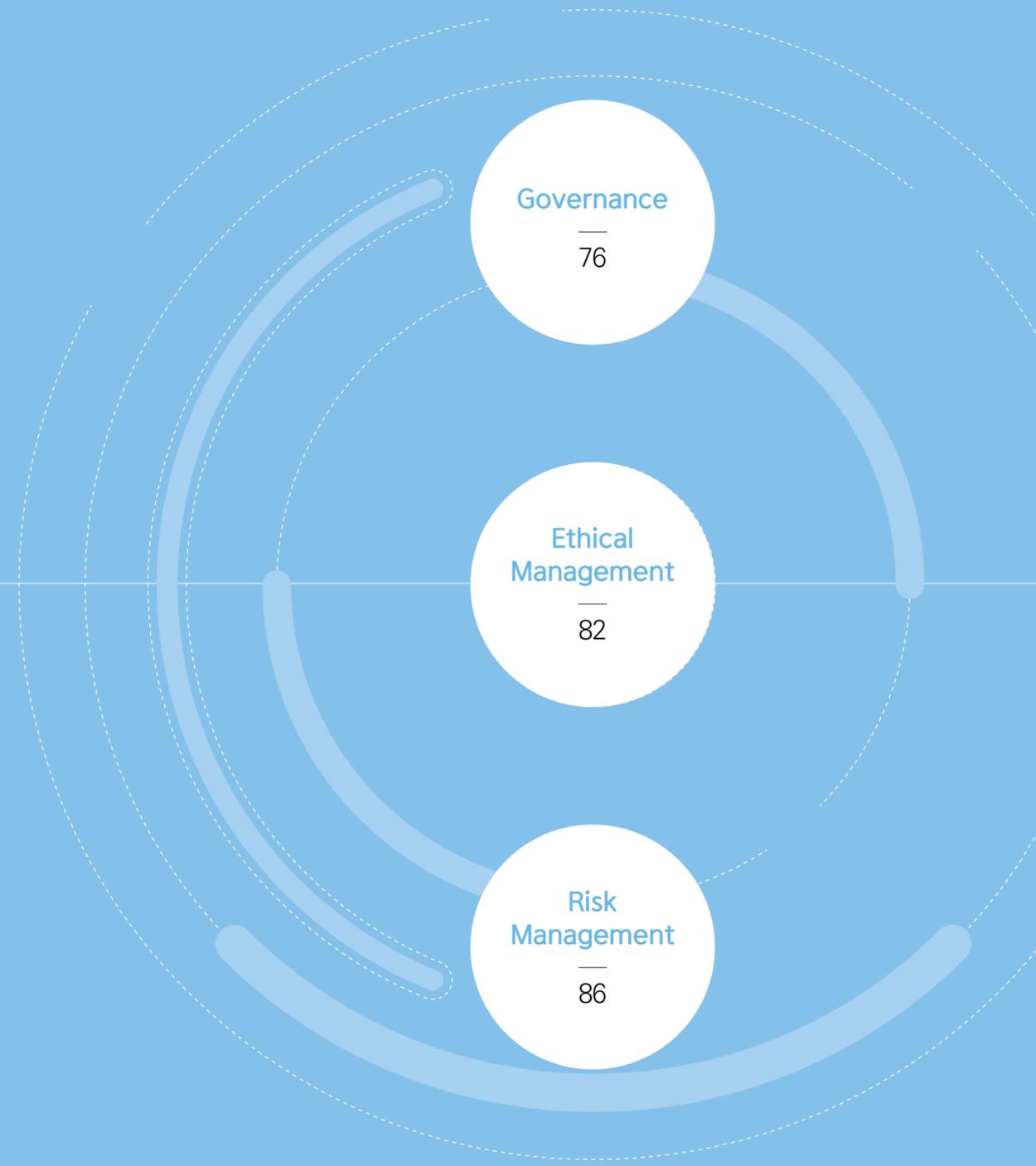
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# Governance



# Securing Transparent Governance

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## Forming a Board of Directors

Under the core principle of its management philosophy of maintaining a transparent and sound governance structure, IS Dongseo is committed to establishing a responsible management system centered on the Board of Directors (BOD). Through this approach, management aims to create sustainable value in collaboration with various stakeholders, including customers, employees, and shareholders, while reinforcing the company's stability and growth foundation. Based on best-practice guidelines for corporate governance, IS Dongseo has established a professional management team and is dedicated to fostering a healthy governance framework that protects shareholder rights and builds trust with stakeholders. Additionally, the BOD is promoting effective operation of the Board by appointing Mr. Bae Ki-moon, an executive director, as Chairperson.

### | Status of the Board of Directors

Position	Name	Gender	Position	Tenure period	Major career
Executive Director	Nam Byeong-ok	Male	CEO (Concrete Division), Management Committee, ESG Committee	Mar. 2023 – Mar. 2026	Present, CEO of IS Dongseo
	Bae Ki-moon (Chairman of the Board of Directors)	Male	CEO (Management Division), Management Committee	Mar. 2025 – Mar. 2028	Present, CEO of IS Dongseo
	Huh Pil-sik	Male	CEO (Concrete Division), Management Committee	Mar. 2025 – Mar. 2028	Present, CEO of IS Dongseo
Independent Director	Kang Hye-jung	Female	Independent Directors Candidate Recommendation Committee, ESG Committee	Mar. 2025 – Mar. 2028	Professor at Keimyung University, College of Music and Performing Arts
	Kim Dong-gun	Male	Independent Directors Candidate Recommendation Committee, Audit Committee	Mar. 2024 – Mar. 2027	Present, Lawyer at Cheonwoo Law Firm
	Son Kyo-young	Male	Independent Directors Candidate Recommendation Committee, ESG Committee, Audit Committee	Mar. 2024 – Mar. 2027	Present, Partner at Lee Jeong Accounting Corporation
	Lee Sang-eon	Male	Independent Directors Candidate Recommendation Committee, Audit Committee	Mar. 2024 – Mar. 2027	Present, Advisor to JoongAng Ilbo Co.

\* As of March 2025

## Strengthening Expertise, Independence, and Transparency of the Board of Directors

In a rapidly changing business environment, IS Dongseo is building a governance system centered on a professional management system and an independent and transparent BOD. We have strengthened our expertise by forming a BOD centered on independent directors with diverse backgrounds. To ensure efficient checks and balances, the Board is composed of a majority of independent directors. Additionally, we also appoint independent directors whose independence has been verified through the Independent Directors Candidate Recommendation Committee after evaluating eligibility and roles of independent directors. The BOD, which is composed of seven members including three executive directors and four independent directors, is formed to ensure that they represent various stakeholders, and that the BOD is not biased toward a candidate's specific background. The BOD appoints members with specialized knowledge across various fields in ESG areas such as law, economics, finance, etc. to ensure diversity and prevent overconcentration in any particular background or expertise. Furthermore, the company complies with Article 397-2 of the Commercial Act in Korea to prevent conflicts of interest and promote sound governance.

### | Board Skills Matrix

Classification	Leadership	Industry	Law•Policy	ESG	Finance, Accounting	M&A
Executive Director	Nam Byeong-ok	○	○			
	Bae Ki-moon	○	○		○	○
	Huh Pil-sik	○	○			
Independent Director	Kang Hye-jung			○		
	Kim Dong-gun				○	
	Son Kyo-young				○	
	Lee Sang-eon	○			○	

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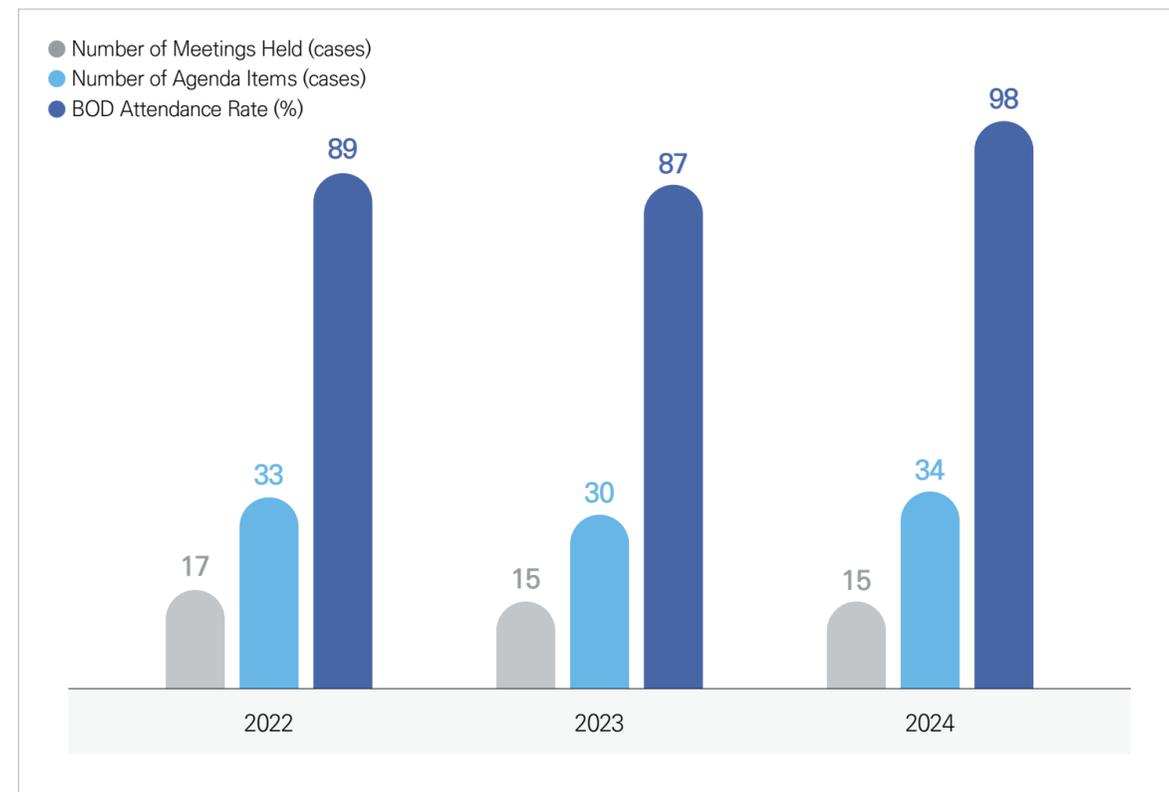
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# Operation of the Board of Directors and Committee

## Board of Directors' Activities

IS Dongseo has established regulations to ensure the effective operation and independence of the BOD, promoting responsible decision-making. The Board operates through regular and special meetings in accordance with these regulations. Regular meetings are held four times a year as a baseline, while ad hoc meetings may be convened on an as-needed basis for urgent matters. The Chairperson calls and convenes the meetings, with notices sent to all directors at least until the day prior to the scheduled meeting date, in accordance with the articles of incorporation. In 2024, the Board convened a total of 15 times, during which major management activities were reported, and key decisions on corporate management goals and strategies were made. A total of 34 agenda items were approved or reviewed throughout these meetings.



## Support for Board of Directors Training and Activities

IS Dongseo is committed to strengthening the expertise and capabilities of its BOD by providing at least one professional training session related to their duties annually, thus ensuring continuous learning opportunities. In 2024, the company conducted online education programs focused on enhancing knowledge in corporate value enhancement, accounting, auditing, finance, and addressing key issues, thereby bolstering the decision-making capacity of the Board. Additionally, the company organized sessions to explain management status and major agenda items, along with Q&A opportunities to foster communication between management and directors to improve the effectiveness of BOD operations. These activities are designed to increase understanding of critical management issues, enabling more prompt and accurate decision-making. Furthermore, to ensure the independence and professionalism of independent directors and the Audit Committee, the company operates a dedicated organization that provides specialized support for each of the Board's activities, thereby enhancing management transparency and enabling the Board to perform its roles more effectively.

### | Status of Implementing Training for the Board of Directors

Date of training	Training Provider	Training participants	Training content
Dec. 20, 2024	Samil Academy	Independent directors	Corporate Director School (Independent Directors) Online training sessions
Dec. 20, 2024	Samil Academy	Audit Committee Members	Audit Committee School-Online training session
-	Board of Directors	Independent directors and audit committee members	Company management status and agenda items are explained, followed by a Q&A session

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# Operation of the Board of Directors and Committee

## Committees within the Board of Directors

IS Dongseo has established four key committees within the BOD to enhance operational efficiency and ensure specialized, in-depth oversight of management functions. These committees include the Independent Directors Candidate Recommendation Committee, the Audit Committee, the ESG Committee, and the Management Committee. Each committee conducts thorough reviews of significant resolutions proposed by the Board, with all committees except the Management Committee composed of a majority of independent directors to maintain independence. Operations of these committees are governed by the Board's regulations, and information such as attendance rates, agenda items, and approval outcomes are transparently disclosed through the annual business report.

### Committees under the Board of Directors



Name of the Committee	Major roles and functions
<b>Audit Committee</b>	• Support for financial and operational audits and management oversight
<b>ESG Committee</b>	• Determining ESG strategic direction and reviewing related performance outcomes
<b>Management Committee</b>	• Deliberating on and approving key management matters
<b>Independent Directors Candidate Recommendation Committee</b>	• Assessing the qualifications and roles of independent directors, and recommending suitable candidates

## Management Committee

IS Dongseo has formed the Management Committee for quick and smooth decisions on the company's major management. The management committee deliberates and decides important issues delegated by the BOD. The Management Committee, composed of two or more executive directors appointed by the BOD in accordance with regulations, holds regular meetings once every quarter. The committee discusses major company matters such as business planning, operation strategies, and overall management issues. Additionally, it identifies and monitors key risks associated with business activities to support informed decision-making aimed at maximizing corporate value.

### Status of Management Committee Activities

Dates of holding the committee meetings	Agenda details	Whether approved or not	Status of attendance
Mar. 5, 2024	Approval of long-term borrowing	Approval	2/2
Mar. 20, 2024	Approval of joint guarantees for interim payment loans for buyers	Approval	2/2
Mar. 26, 2024	Approval of new borrowing	Approval	2/2
Mar. 29, 2024	Matter of appointment of chairman of management committee Matter of branch establishment	Approval	3/3
Apr. 19, 2024	Approval of a joint guarantee for an interim payment loan for buyers	Approval	3/3
Apr. 26, 2024	Matter of cooperation with investment commitment letter	Approval	3/3
May 9, 2024	Approval of a joint guarantee for an interim payment loan for buyers Extension of a joint guarantee for an interim payment loan for buyers	Approval	3/3
Jun. 12, 2024	Matter of concluding a mortgage loan contract	Approval	3/3
Jul. 11, 2024	Approval of joint guarantee for interim payment loan for buyers	Approval	3/3
Aug. 22, 2024	Approval of the issuance of non-guaranteed privately placed bonds	Approval	3/3
Aug. 30, 2024	Approval of the issuance of non-guaranteed privately placed bonds	Approval	3/3
Sep. 26, 2024	Approval of the issuance of non-guaranteed privately placed bonds	Approval	3/3
Oct. 21, 2024	Matter of branch establishment	Approval	3/3
Oct. 29, 2024	Approval of the issuance of non-guaranteed privately placed bonds	Approval	2/3

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# Operation of the Board of Directors and Committee

## Audit Committee

The Audit Committee conducts audits of the company's overall accounting and operations in accordance with relevant laws, articles of incorporation, and BOD regulations. It also executes responsibilities delegated by the Board of Directors. To ensure independence and objectivity, the committee is composed entirely of three independent directors, including the chairperson. The Audit Committee has the authority to take necessary actions for audit tasks, such as reporting on business operations, investigating the company's assets and liabilities, and requesting the correction of any illegal acts by directors. If necessary to perform its duties, the Audit Committee may require the relevant executives and employees and external auditors to attend meetings to gather opinions and enhance the effectiveness of its audits. Furthermore, the Committee may invite related employees and external auditors to meetings when necessary to gather opinions and enhance the effectiveness of its audits. In 2024, a total of eight meetings were held for the purpose of reporting the operation status of the internal accounting management system, with all members attending 100% of the meetings, diligently executing their duties.

### Audit Committee Activities Status

Dates of holding Audit Committee meetings	Agenda Items	The outcome of an approval	Attedance of directors
Feb. 7, 2024	Report of the 49th financial statement Report on Internal Audit Findings for the Fourth Quarter of 2023	Reported	3/3
Mar. 5, 2024	Report on the Implementation Status of the Internal Accounting Control System and the Consolidated Internal Control System	Reported	3/3
Mar. 13, 2024	Report on the Results of the 49 <sup>th</sup> Year-End Audit and Key Audit Matters Report on Changes to the 49 <sup>th</sup> Financial Statements	Reported	3/3
	Approval of the Evaluation of the Internal Accounting Control System and the Consolidated Internal Accounting Control System	Approval	
Mar. 21, 2024	Approval of chairman of the Audit Committee	Reported	3/3
Mar. 29, 2024	Appointment of chairman of the Audit Committee	Approval	3/3
May 2, 2024	Accounting settlement report for the first quarter of 2024 Report of internal audit results for the first quarter of 2024	Reported	3/3
	Accounting settlement report for the first half of 2024 Report amendments to the internal accounting management regulations Report of internal audit results for the second quarter of 2024	Reported	
Aug. 8, 2024	Accounting settlement report for the first half of 2024 Report amendments to the internal accounting management regulations Report of internal audit results for the second quarter of 2024	Reported	3/3
Nov. 6, 2024	Accounting settlement report for the thrid quarter of 2024 Report of internal audit results for the third quarter of 2024	Reported	3/3

## ESG Committee

The ESG Committee systematically manages the company's ESG management strategy and implementation to achieve sustainable, long-term growth. According to its regulations, the Committee is composed of two or more directors, and more than half of the members are designated as independent directors. In 2025, the ESG Committee consists of two independent directors and one executive director. As such, the Committee plays a key role in identifying issues across the environmental, social, and governance sectors, and setting improvement targets to drive ongoing enhancement of the company's ESG performance.



## Independent Directors Candidate Recommendation Committee

The Independent Directors Candidate Recommendation Committee is responsible for verifying the qualifications and roles of the director candidates based on their independence, expertise, and suitability. It holds the authority to recommend candidates for independent directors. In accordance with the Commercial Act, the committee shall include candidates recommended by shareholders who meet the criteria to exercise such rights, and more than half of its members must be independent directors. Currently, the committee consists of four members, all of whom are independent directors. Due to this formation of its members, it ensures the fairness and objectivity of the independent directors candidate recommendation process.

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# Board of Directors' Performance Evaluation and Remuneration

## Board of Directors' Performance Evaluation

When IS Dongseo evaluates the reappointment of directors upon expiration of their term through the Independent Directors Candidate Recommendation Committee, we consider a comprehensive set of criteria including expertise, fairness in duties, ethical responsibility, diligence, and attendance rate to ensure a fair selection process. Each of their respective remuneration limits is approved at the General Shareholders' Meeting, and the individual remuneration is reflected and calculated based on the major intended key indicators of the company, such as contribution to sustainable management, business performance, and compliance management, etc. The director's remuneration limit approved at the 2024 general shareholders' meeting was KRW 10 billion, and the total director remuneration paid was KRW 1.804 billion. Individual remuneration of the director and auditor exceeding KRW 500 million must be specified in the business report according to the relevant statutes.

### Remuneration Amount Activity Status

(Unit: KRW million)

Classification	No. of members	Total payment amount	Average per person
Registered Directors (excluding Independent Directors & Audit Committee members)	3	1,594	531
Independent Directors (excluding the Audit Committee members)	3	80	27
Audit Committee member	5	130	26

### Average Remuneration per BOD Member

(Unit: KRW million)

Classification	2022	2023	2024
Registered Directors (excluding Independent Directors & Audit Committee members)	1,197	452	531
Independent Directors (excluding the Audit Committee members)	37	40	27

\*Based on the 2024 business report

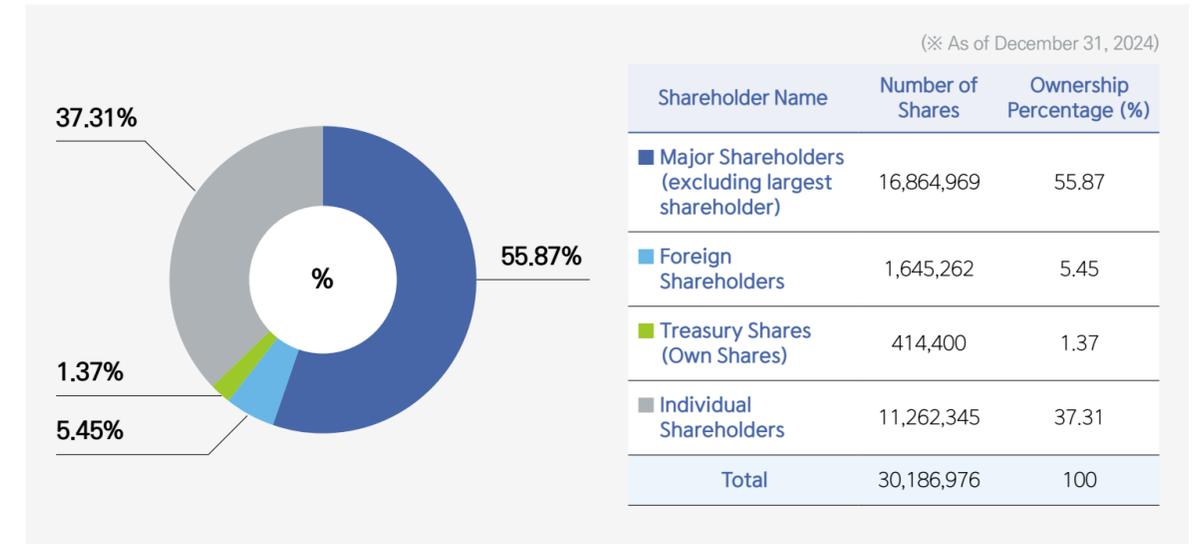
# Shareholder Rights Protection

## Shareholder Composition Status

As of December 31, 2024, IS Dongseo has issued a total of 30,186,976 common shares. All issued shares are common shares, complying with the principle of one share, one vote, under a single voting right system. The company strives to ensure fair voting rights for shareholders in accordance with the Commercial Act and related laws. The detailed status of shareholder composition is transparently disclosed in the business report.

### Shareholding Ratio

(※ As of December 31, 2024)



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# Shareholder Rights Protection

## Share Return Policy

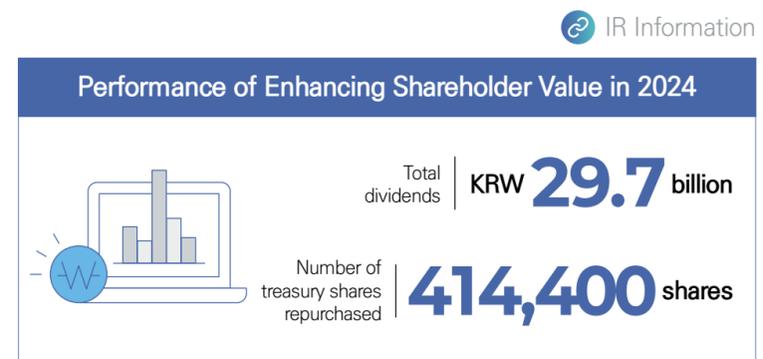
IS Dongseo distributes dividends through resolutions of the BOD, and general shareholders' meeting in accordance with the Articles of Incorporation. Profits can be distributed in money and stocks. They are paid to shareholders or registered pledgees listed in the shareholder register as of the end of each settlement period. Dividends are decided by comprehensively considering cash management in preparation for the real estate market downturn and economic volatility, securing cash for investment in large-scale or new business, retaining accumulated earnings to ensure financial stability, and a dividend payout ratio for the past three years. In 2025, the company plans to distribute tax-exempt dividends, taking into account investments for sustainable growth, a stable financial structure, and enhancing values of shareholders.

### | Key Dividend Indicators

Classification	2022	2023	2024
Total cash dividends (KRW 1 million)	-	45,280	29,773
(Consolidated) Cash dividend payout ratio (%)	-	28.1	-
Cash dividend yield (%)	-	5.2	4.4
Cash dividend per share (KRW)	-	1,500	1,000

## Enhancing Shareholder Value

IS Dongseo prioritizes improving shareholder value and expanding profit returns to shareholders. The dividend level is determined by comprehensively considering shareholder value, investment, annual cashflow, and future strategic investments. A cash dividend of KRW 1,000 per share has been decided for 2024, and the total amount of dividends is KRW 29.7 billion. Following share repurchases in 2020 and 2022, IS Dongseo continued its efforts to enhance shareholder value by repurchasing 414,400 of its own shares in 2024. Starting with the year-end dividend in the 2025 fiscal year, the company is implementing measures such as converting capital reserves into retained earnings to enable shareholders to receive tax-exempt dividends, along with expanding dividend resources through initiatives like reduction of capital dividends. Moving forward, the company plans to determine dividend levels by considering future investment funds and financial stability, aiming to sustain long-term enhancement of shareholder value and maintain a stable dividend policy.



## Transparent Disclosure

IS Dongseo transparently discloses corporate information and IR materials via its website, the Financial Supervisory Service's electronic disclosure system, and the Korea Exchange, KOSPI. The company holds annual general meetings to share management updates with stakeholders and actively collects shareholders' feedback on the company's direction and management, demonstrating its commitment to protecting shareholder rights. Major management decisions approved by the BOD are promptly disclosed to stakeholders, including shareholders. In recognition of these efforts, the company was selected as an excellent corporation for XBRL financial disclosure by the Financial Supervisory Service in May 2024. Moving forward, IS Dongseo will continue to listen to shareholders' voices, and strive to establish itself as a trusted company through transparent and swift information disclosure.

### | Selected as an Excellent Corporation for XBRL Financial Disclosure



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# Ethical Management System

## Ethical Management Policy

IS Dongseo is committed to sustainable management and fulfilling its corporate social responsibility by making ethical management a core value of its corporate culture. To implement this commitment, the company has established six key principles of ethical management based on transparent and fair management practices.

Additionally, every year, all employees are required to comply with the code of ethics and participate in ethics management training to promote an ethical corporate environment.

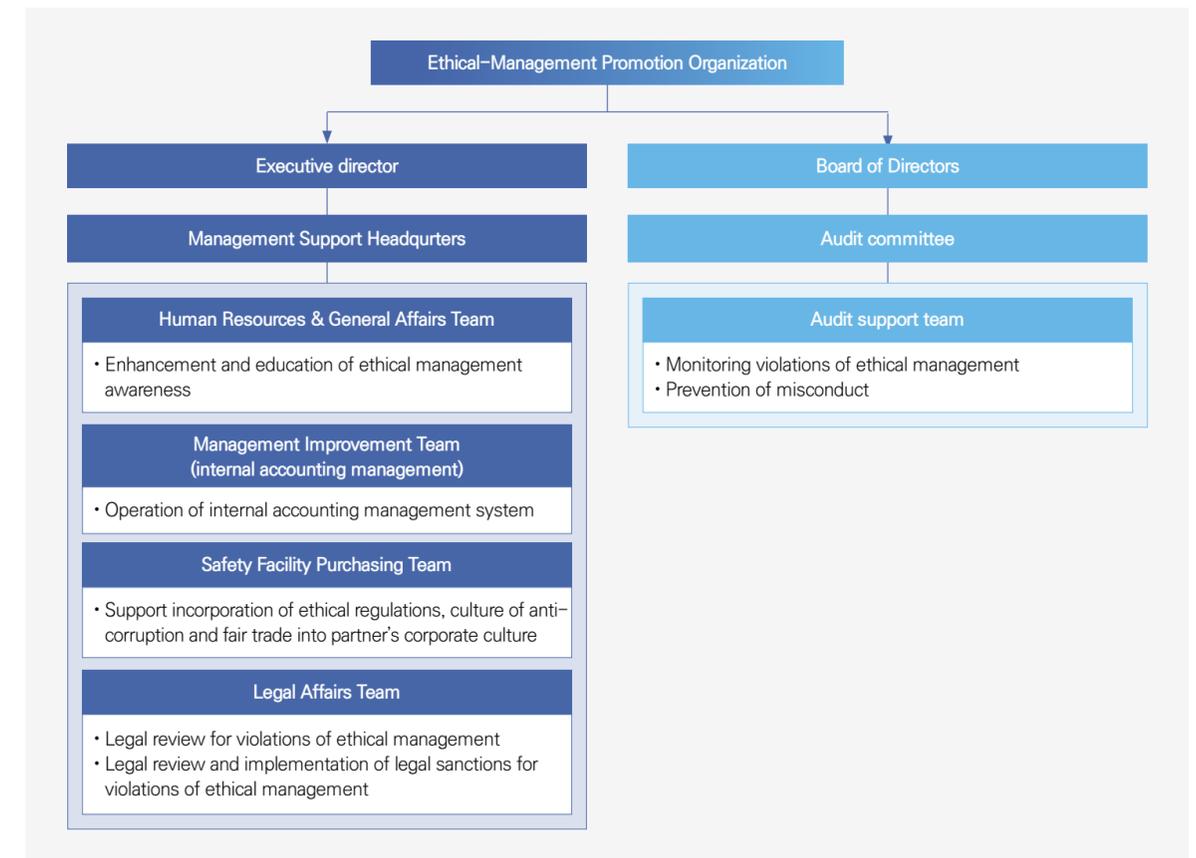
Furthermore, the company has established an internal control system to foster the integration of ethical management into daily operations. In order to disseminate an ethical culture across the entire supply chain, IS Dongseo has introduced a new ethical management index when evaluating partner companies. This measure is designed to prevent unethical behaviors in advance. In addition, in order to ensure fair and ethical management activities, we have improved the work system and the quality of audit work by conducting regular audits, quarterly audits, and special audits based on the annual audit plan, which further strengthened the ethical awareness of our executives and employees. IS Dongseo is continuously enhancing employees' ethical awareness through comprehensive efforts and fostering a voluntary culture of ethical practice.

## Ethical Management Goals

IS Dongseo is advancing the ethical management system under the core goal of "A system with the goal of zero anti-corruption violations." We have enhanced our practice of training all executives and employees on ethical and legal matters to prevent misconduct in advance. This is part of our efforts to provide them with standards for judging between legal and illegal activities. We are also consolidating the foundation of practicing ethical management by continuously conducting fact-finding surveys to eradicate bullying in the workplace and reinforcing the reporter-protection system. IS Dongseo will continue to raise awareness among its members about practicing ethical standards and will make continuous efforts to establish itself as an ethical company based on ethical principles and trust.

## Ethical-Management Promotion System

For systematic implementation of ethical management, IS Dongseo carries out monitoring and prevention activities for ethical management through the organic cooperation of five departments, namely: the Human Resources & General Affairs Team; the Management Improvement Team; the Legal Affairs Team; the Safety Facility Purchasing Team; the Legal Affairs Team; and the Audit Support Team. IS Dongseo is continuously striving to establish corporate ethical management. Each department is making efforts to establish an ethical management system throughout the company by implementing their respective roles.



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# Ethical Management Promotion Activities

## Establishment of a Culture of Practicing the Code of Ethics

IS Dongseo has established the ethical Code of Conduct which includes ethical practice principles that executives and employees must generally comply with in relation to stakeholders. The Code of Conduct consists of 'ethics toward customers,' 'ethics toward shareholders,' 'ethics toward executives and employees,' and 'ethics toward partner companies,' 'ethics toward society,' and 'ethics in service.' Furthermore, all our executives and employees pledged to comply with the code of ethics, in accordance with the 'IS Dongseo Code of Conduct and Behavioral Guidelines,' which includes the 'Management Principles for Ethical Management.' Through these efforts, we are working to establish a voluntary culture of ethical practice within the organization.

### | Ethical Management Principles

Classification		Description
Ethics toward customers	Respect for customers	We always think and act with the customer in mind and strive to achieve customer satisfaction by providing the best products and services that customers can enjoy and trust. We provide customers with accurate information about products and services.
	Customer protection	We protect the interests, safety, and personal information of our customers and do not engage in unfair practices toward customers.
	Quality management	We contribute to creating values of customer satisfaction through quality management. We value the voices of our customers and actively utilize them to improve our quality and service.
Ethics toward shareholders	Protection of shareholder rights and interests	We protect the rights of shareholders and respect their reasonable demands and suggestions. We faithfully disclose management information to build a relationship of mutual trust with shareholders and investors and strive to maximize shareholder profits.
	Activation of information provision	We provide accurate management information in a timely manner in accordance with relevant laws and regulations so that the ones who need information like investors, etc. can make rational investment decisions.
	Transparent management	We strive to improve the reliability of accounting information and ensure transparency.
Ethics toward executives and employees	Fair treatment	We do not discriminate against executives and employees and provide fair opportunities based on their abilities and qualifications. We do not use our superior position at work to make unfair demands or instructions, such as demands for money or valuables, from our subordinates.
	Creating a working environment	We strive to ensure the health of our employees and a safe work environment. We respect the independent personalities and basic rights of our employees and create an environment where they can freely make suggestions and proposals.
	Human Resources management	We respect the autonomy and creativity of each employee and support talent development. We present the concept of successful talent and actively cultivate talent.
Ethics toward partner companies	Fair transaction	We build mutual trust and cooperative relationships with our partner companies through fair transactions and pursue shared development. We do not use our superior position to force or exert influence on our subordinates in any form of unfair behavior. We do not request unfair work from our suppliers, do not accept improper reception, money, or valuables.
	Fair competition	Fair competition We respect the fair and free market economic order according to the principles of free competition and compete fairly with competitors.
Ethics toward society	Compliance with domestic and international laws and regulations	As part of the nation and community, we comply with all domestic laws as well as internationally accepted laws.
	Environmental protection	We strive to protect nature and preserve a clean environment. We pursue eco-friendly management.
	Social contribution	We contribute to the national economy and social development through improved productivity, creation of employment, faithful payment of taxes, and social contribution.
Ethics in service	Fair job performance	Executives and employees strictly distinguish between public and private matters and engage in work fairly.
	Establishment of a healthy corporate culture	Executives and employees share the company's management philosophy, empathize with the goals and values pursued by the company and faithfully carry out the mission assigned to each person in accordance with the company's business policies. Executives and employees create an organizational culture based on smooth communication and mutual trust between superiors, subordinates, and colleagues within the company.
	Compliance with the Code of Ethics	Executives and employees perform their assigned duties to the best of their ability in a legitimate manner and comply with all relevant laws and company regulations related to their work. Executives and employees must faithfully comply with the Code of Ethics, and if they violate it, they must take responsibility for their actions.

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# Ethical Management Promotion Activities

## Ethical Management Training

IS Dongseo conducts ethical training to enhance the effectiveness of ethical management and internalize employees' ethical awareness. In 2024, the training theme was held under the theme of 'Ethical Management and Compliance,' during which we shared the concepts of compliance, domestic and international case studies, and current regulations related to ethical management. This is to support employees in applying ethical judgment in their daily work. IS Dongseo will continue to provide ethical training for all employees in the future to consolidate the foundation of establishing an ethical corporate culture.

### Ethical Management Training by Target

Training for new employees	Training by job group/duty
Training for personal ethics and corporate ethics	Job training for each job group (site manager, team leader, etc.) and training on audit follow-up measures

### Contents of Compliance Training and Total Number of Employees Completing the Training

Date of training	Details of training	Total number of employees completing the training
Dec. 17, 2024	<ul style="list-style-type: none"> <li>Compliance System and its Necessity</li> <li>Institutionalization of compliance in South Korea</li> <li>International compliance case studies</li> <li>Compliance standards under the Commercial Act</li> </ul>	338 persons

Total number of completions	Category	Number of completions and percentage	
338 persons	Gender	Male	288 persons (85%)
		Female	50 persons (15%)
	By Position	Above General Manager	59 persons (17%)
		From Managers to Senior Managers	132 persons (39%)
	Managers to Assistant Managers	147 persons (43%)	

## Strengthening Audit Activities

IS Dongseo conducts occasional audits, quarterly audits, and special audits based on the annual audit plan to ensure fair and ethical management activities. Through these audit activities, we have achieved qualitative improvement in our work system, and communication regarding ethical management has become smoother internally and externally. In addition, we are continuously strengthening audit activities from a preventive perspective by conducting regular monitoring on corporate card usage to establish a culture of proper corporate card use.

 <p><b>Improvement of work system through audits, improving the quality of audits</b></p> <ul style="list-style-type: none"> <li>Continuous performance of audits for each worksite</li> <li>Construction site audit</li> </ul>	 <p><b>Improving the quality of audits</b></p> <ul style="list-style-type: none"> <li>Headquarters/business sites work process improvement and risk inspection</li> </ul>	 <p><b>Internal and external ethical communication</b></p> <ul style="list-style-type: none"> <li>Conducting special audits based on reports by operating a report center on the website</li> </ul>	 <p><b>Creating a culture of proper corporate card use</b></p> <ul style="list-style-type: none"> <li>Strengthening preventive audits through regular inspection of corporate card use status</li> </ul>
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## Communication Channel Operation for Reporting Unethical Behavior

IS Dongseo operates a hotline for reporting online and offline unethical behavior and establishes an open-type system where any complainant including external stakeholders can report unethical behaviors. The identity of the reporter is strictly protected, and the reported information is handled through fair investigations to prevent malicious reports and similar issues in advance. We are also operating an online report center that allows complainants to report not only unfair work practices, receipt of money and entertainment, information leaks, unethical behavior — but also good deeds, and best practices of executives and employees. In this way, we are reinforcing our commitment to ethical management.

### Online Reporting Center Receipt Status

Classification	2022	2023	2024
Number of receipt (Unit: cases)	7	4	5

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# Compliance Management System

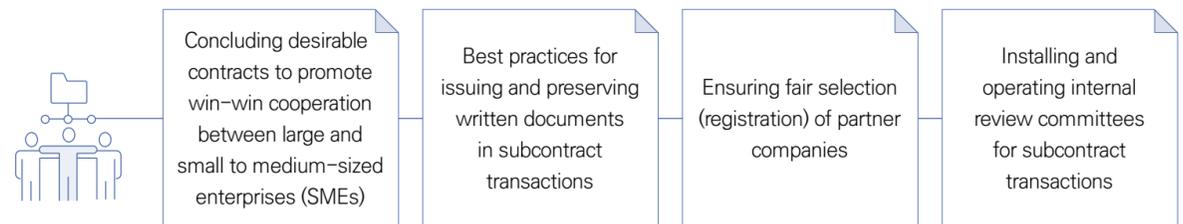
## Fair Trade Operation Guide

IS Dongseo has established a fair-trade operation guide based on four major guidelines for fair trade announced by the Fair-Trade Commission for preventing illegal acts such as unfair trade, and executing systematic fair-trade management. In the future, an autonomous compliance manager will be appointed to create an ingrained fair-trade culture and an exclusive department for fair trade and supervision management will also be organized to ensure the independence of duties. Additionally, IS Dongseo plans to operate the Compliance System (CS), which integrates in a cohesive manner the management of Fair-Trade Guidelines and Ethical-Management Regulations, and the Compliance Program (CP) for practical implementation. Accordingly, the company aims to strengthen CP training, information provision, and monitoring activities for all employees and stakeholders, thereby creating an ingrained fair-trade culture and refining voluntary fair-trade compliance.

### | Fair Trade Operation System



### | Four Key Practices for Fair Trade



## Compliance Management System

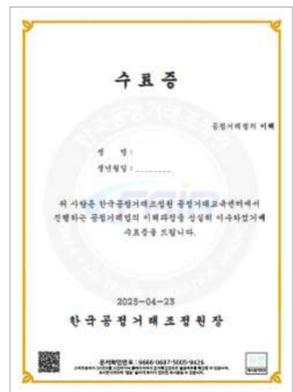
IS Dongseo conducts systematic compliance-management activities—including legal reviews of overall management activities, contract review, and the establishment and operation of compliance control standards—to implement compliance management. The Legal Affairs Team dedicated to compliance management directs the company's overall compliance risks by operating a management framework for early identification and response. Activities related to compliance management are regularly monitored via the Legal Affairs Team in order to ensure a stable and robust compliance system throughout the organization.

### | Compliance Management Organizational Chart



## Fair Trade Training

In 2024, IS Dongseo conducted fair-trade training for employees of the Safety Facility Purchasing Team, focusing on enhancing their awareness of voluntary compliance. The training included practical curriculum such as analysis of real cases related to job duties, risks of fair-trade violations to be cautious during implementing works, and corresponding response strategies. These efforts were aimed at preventing actual risks, and strengthening of internal compliance awareness.



Completion Certificate of Fair trade Training

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# Risk Management System

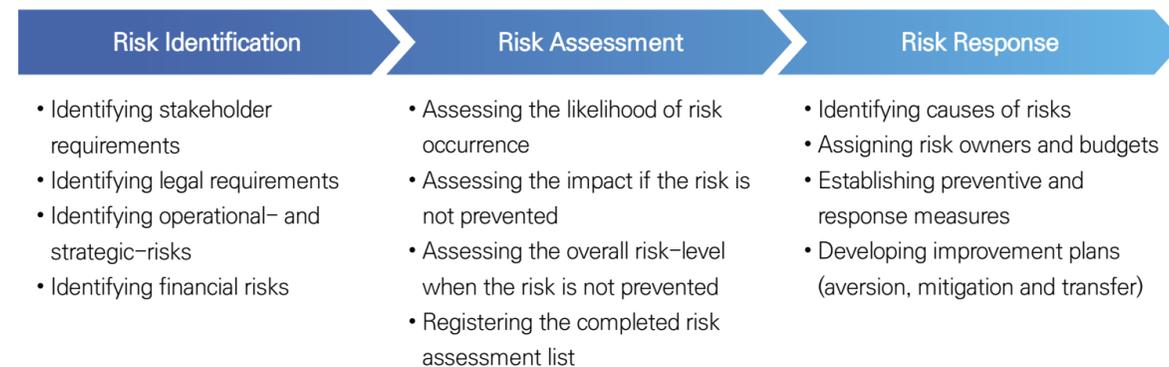
## Integrated Risk Management System

In order to proactively respond to the rapidly changing business environment, and secure a foundation for sustainable growth, IS Dongseo has operated an enterprise-wide management system. We have taken major decisions on management issues through the BOD, monitored the possibility of company-wide risks, and seek solutions for responding to such risks. In particular, we are also comprehensively identifying and managing both the business risks that can occur in the business investment and performance stage — through to ESG risks resulting from non-financial factors such as environmental, social and governance factors. Moving forward, IS Dongseo will continuously refine its capability to address risk, and enhance corporate sustainability by identifying financial and non-financial risks.

### Risk Type



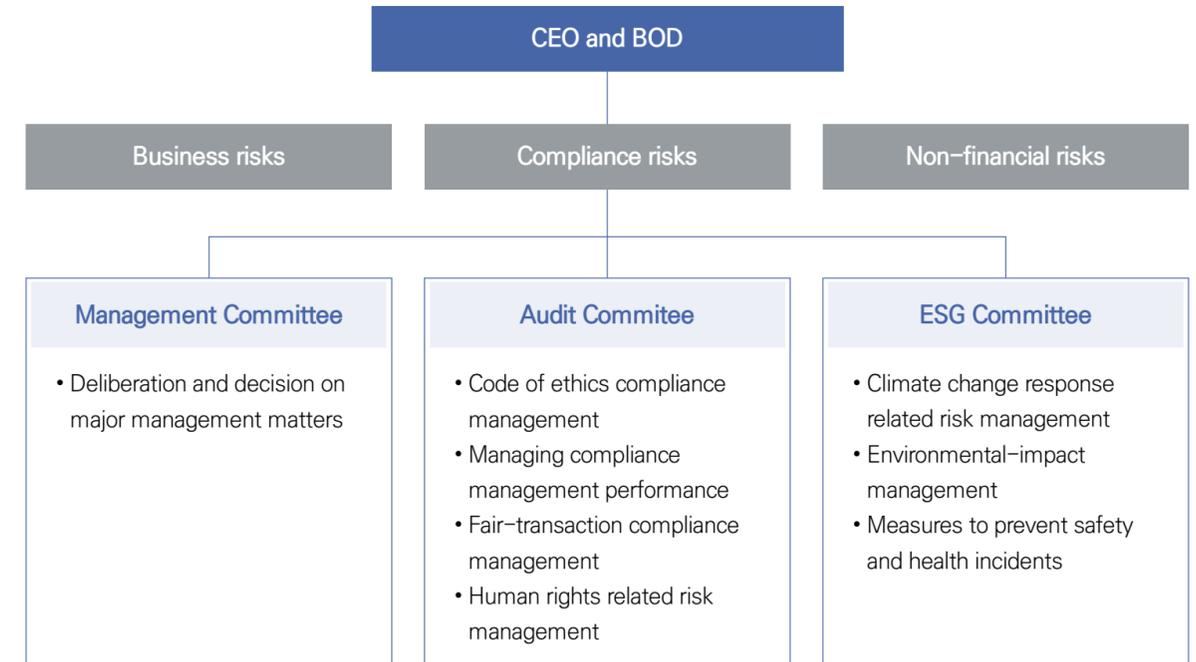
### Risk Management Process



## Risk Management Organization

IS Dongseo has established a systematic risk-management approach by delegating responsibility to specialized committees best suited to manage different types and characteristics of risks. Under the Board of Directors, the Management Committee, Audit Committee, and ESG Committee oversee and perform roles such as deliberation and response for business, compliance, and non-financial risks. Each risk is identified by organically linking with business departments and field for seeking proper solutions. Based on this system, IS Dongseo has reinforced its company-wide risk management competencies.

### Risk Management Organization



# Risk Identification and Response

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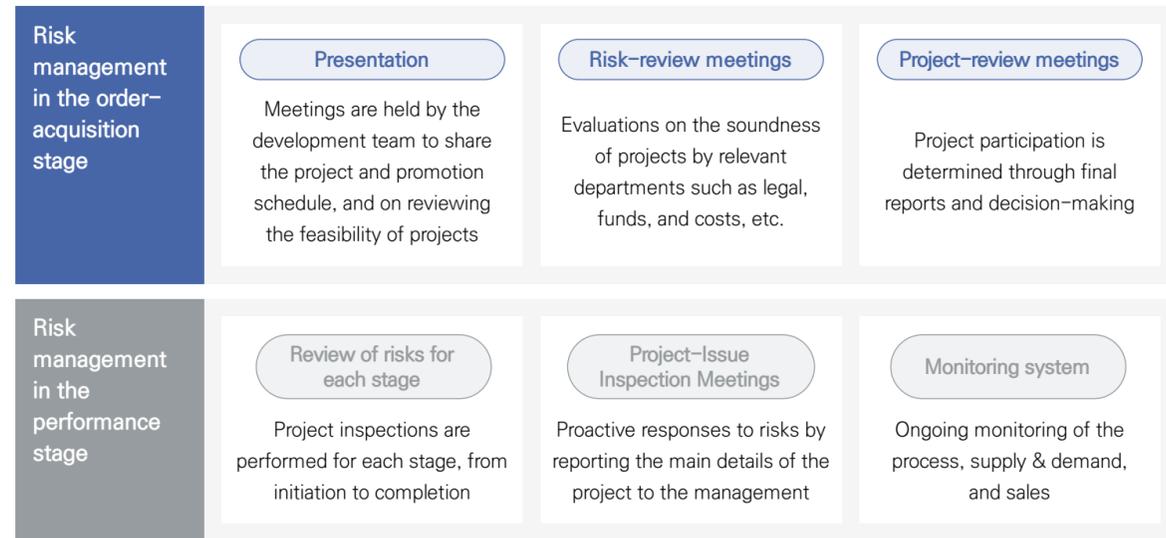
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### Project Performance Risk Management

IS Dongseo has learned that risks that can occur in project operation not only have a direct impact on business performance, but also can have an adverse impact on the reputation of the company in the long-term. Against this backdrop, IS Dongseo has operated its risk-management system from a company-wide perspective. In particular, in 2024, from the perspective of risk management, IS Dongseo strategically adjusted its new order acquisitions and sales from the perspective of risk management. As a result, we successfully maintained financial stability amidst the situation of the growing spread of unsold units and liquidity crises across the construction industry. Despite a short-term decrease in sales, this was our strategy to ensure financial soundness and sustainable growth. To proactively manage risks arising from fluctuating market conditions, IS Dongseo will identify and address potential risks during the project acquisition and execution phases.



### Project Investment Risk Management

IS Dongseo minimizes potential damage by identifying and predicting risks associated with new and ongoing projects that involve financial investments or potential opportunity losses. IS Dongseo has established a regular reporting system according to the different risk types, and all investment decisions are made through strict risk assessment and approval procedures. Recently, the company has been strategically adjusting the pace of new investments, and actively seeking cost-reduction measures to proactively respond to market uncertainties. Moving forward, IS Dongseo will prioritize profitability and stability, continuously expanding growth opportunities through systematic risk management.

### ESG Risk Management

IS Dongseo is deriving the risks in the environmental, social and governance sectors in connection with its business strategy. In this way, risk and opportunity factors are identified and responded to collectively. Accordingly, IS Dongseo analyzes the management environment, investment trends and business performance. We are also focusing on identifying ESG risks related to the mid- to long-term management direction. Specifically, for risks directly related to safety on the worksites, we are conducting regular monitoring and strengthening accident-prevention activities in advance through real-time on-site monitoring, with the Safety Management Office serving as a control tower centered on the Chief Safety Officer (CSO). For each ESG category, risks are identified through close collaboration among the relevant departments and on-site teams, and corresponding response strategies are developed based on teamwork.

#### Risk Management System for Each ESG Factor

Classification	Risk Factors	Impact on business	Risks	Opportunities	Management Status
Environment	Expansion of eco-friendly market	<ul style="list-style-type: none"> <li>Increase in demand for green buildings</li> <li>Expansion of investment in eco-friendly businesses</li> </ul>		○	<ul style="list-style-type: none"> <li>Increase in promotion of green construction projects</li> <li>Increase in eco-friendly projects and purchase of goods</li> </ul>
	Climate Change	<ul style="list-style-type: none"> <li>Reinforcing Greenhouse Gas (GHG) policies</li> <li>Reinforcing response to climate change</li> </ul>	○		<ul style="list-style-type: none"> <li>GHG and energy-use management</li> <li>Preservation and management of ecosystem near the sites</li> </ul>
	Waste	<ul style="list-style-type: none"> <li>Reinforcing waste-management regulations</li> <li>Reinforcing the importance of resource circulation</li> </ul>	○		<ul style="list-style-type: none"> <li>Resource recycling for minimizing waste</li> <li>Review of use of resources in the construction-design stage</li> </ul>
Social	Safety & Health Management	<ul style="list-style-type: none"> <li>Reinforcing punishment for severe accidents</li> <li>Building a healthy occupational environment for workers</li> </ul>	○		<ul style="list-style-type: none"> <li>Strengthen onsite safety management in response to serious accidents</li> <li>Improvement of the occupational-health environment for workers</li> </ul>
	Vendor Management	<ul style="list-style-type: none"> <li>Reinforcing a fair-trade system</li> <li>Financial instability of vendors</li> </ul>	○	○	<ul style="list-style-type: none"> <li>Fair-trade culture spread to the vendors</li> <li>Management and ESG support expanded to vendors</li> </ul>
	Human Rights Management	<ul style="list-style-type: none"> <li>Reinforcing human rights protection policy</li> <li>Enhanced work-family harmony culture</li> </ul>	○		<ul style="list-style-type: none"> <li>Enterprise-wide risk-management on human rights of workers</li> <li>Promoting a work-family harmony culture</li> </ul>
Governance	Committee Operation	<ul style="list-style-type: none"> <li>Unclear decision-making by the committee</li> <li>Activation of committee activities</li> </ul>	○	○	<ul style="list-style-type: none"> <li>Securing committee expertise and diversity</li> <li>Forming the ESG Committee and reinforcing connections</li> </ul>
	Ethical/Legal Compliance	<ul style="list-style-type: none"> <li>Anti-corruption and deterrence of illegal acts</li> <li>Deterrence of legal violations</li> </ul>	○		<ul style="list-style-type: none"> <li>Strengthening internal audit and compliance activities</li> <li>Strengthening compliance training, management and supervision</li> </ul>
	Security Management	<ul style="list-style-type: none"> <li>Preventing leakage of internal information</li> <li>Preventing leakage of customer information</li> </ul>	○		<ul style="list-style-type: none"> <li>Reinforcing the internal information-management system</li> <li>Reinforcing customer information management</li> </ul>

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# Internal Control

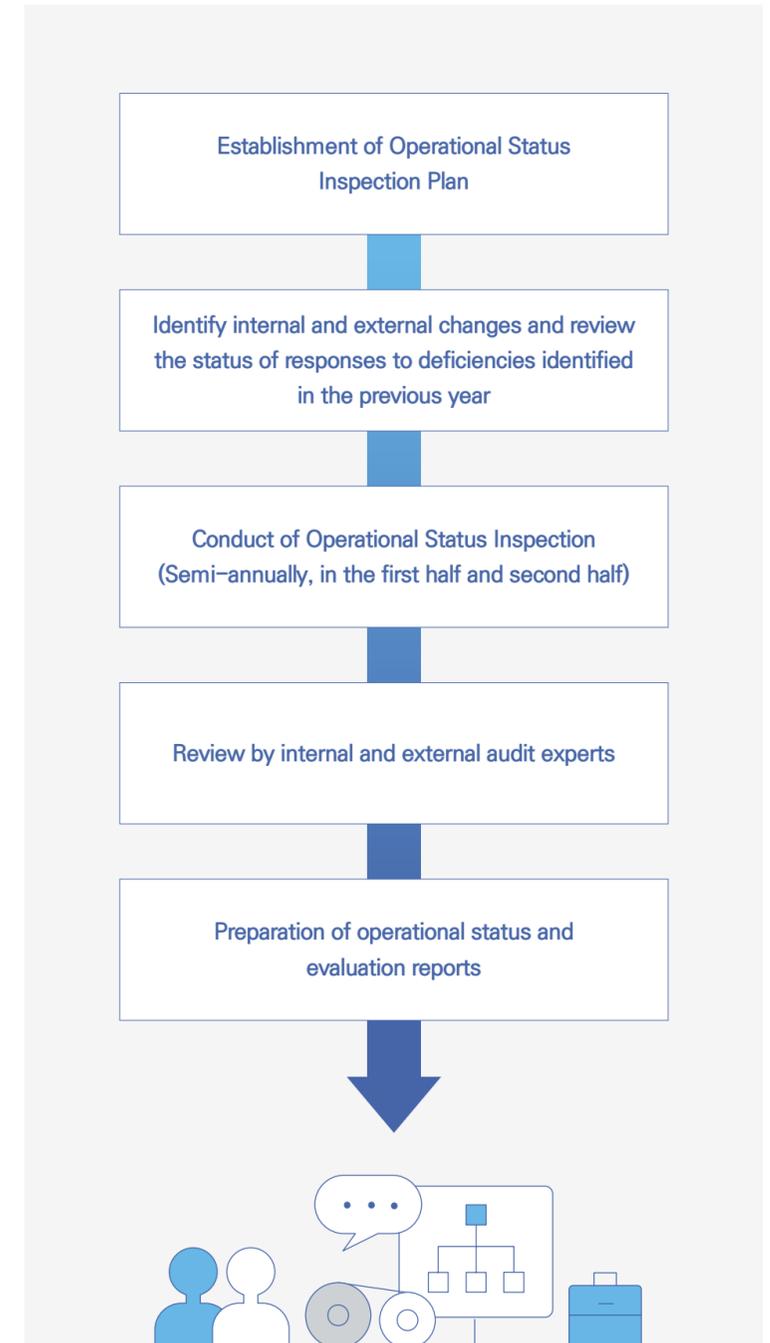
## Establishment of an Internal Control System

IS Dongseo operates a company-wide internal control system to secure financial soundness and management transparency. In particular, the company focuses on managing the internal accounting-control system to enhance the reliability of accounting information. To provide high-quality and trustworthy financial disclosures, IS Dongseo established internal accounting-control regulations and has been developing and implementing a company-wide internal control process since 2020. Based on the risks identified through this process, IS Dongseo establishes appropriate control measures to proactively respond to financial risks. Additionally, the company has set up a dedicated internal accounting department and conducts audit activities through a separate audit support organization to enhance the system's professionalism and independence. The operation of the Internal Accounting Control System is evaluated semi-annually, in the first half and second half. And the findings from these evaluations are reported to the Board of Directors, the Audit Committee, and the General Shareholders' Meeting. The assessment is divided into a design evaluation, which examines the adequacy and completeness of the control design, and an operational evaluation, which verifies the actual implementation of control activities. This helps us to operate a control system that prevents financial statement errors and fraud. Furthermore, educational materials including cases that are significantly highlighted are distributed via groupware to enhance employee awareness. As such, we have continuously reinforced the system's effectiveness.

### | IS Dongseo's Internal Control Status

Classification	Details	Related Laws and Regulations
Internal reporting system	<ul style="list-style-type: none"> <li>The company operates an internal reporting system (online reporting center) through which employees and external service providers can directly communicate about unethical behavior — such as potential fraud and illegal activities, external financial-related issues, and other important deficiencies related to internal control.</li> <li>Only the audit support team can check what is received through the internal reporting system, and important reports are periodically reported to the audit committee.</li> <li>The company promotes sufficient awareness and active participation of executives and employees, and external service providers regarding the internal reporting system through a website that is always accessible.</li> </ul>	<ul style="list-style-type: none"> <li>Article 28 (Protection of Persons Who Report Wrongful Acts) of the Act on External Audit of Stock Companies</li> <li>Internal accounting management system design and operation concept system/internal accounting management system evaluation and reporting best practices</li> </ul>
Communication with external stakeholders	<ul style="list-style-type: none"> <li>In order to identify changes in the business environment, such as construction market conditions and system changes, and to collect opinions and suggestions from partners regarding field operation/contractual relationships, the company receives opinions and suggestions from partners on its website and discusses issues through it.</li> <li>The person in charge of the relevant department reviews the opinions and suggestions of partners, prepares improvement plans, and obtains approval from management.</li> </ul>	<ul style="list-style-type: none"> <li>Internal accounting management system design and operation concept system/internal accounting management system evaluation and reporting best practice</li> </ul>

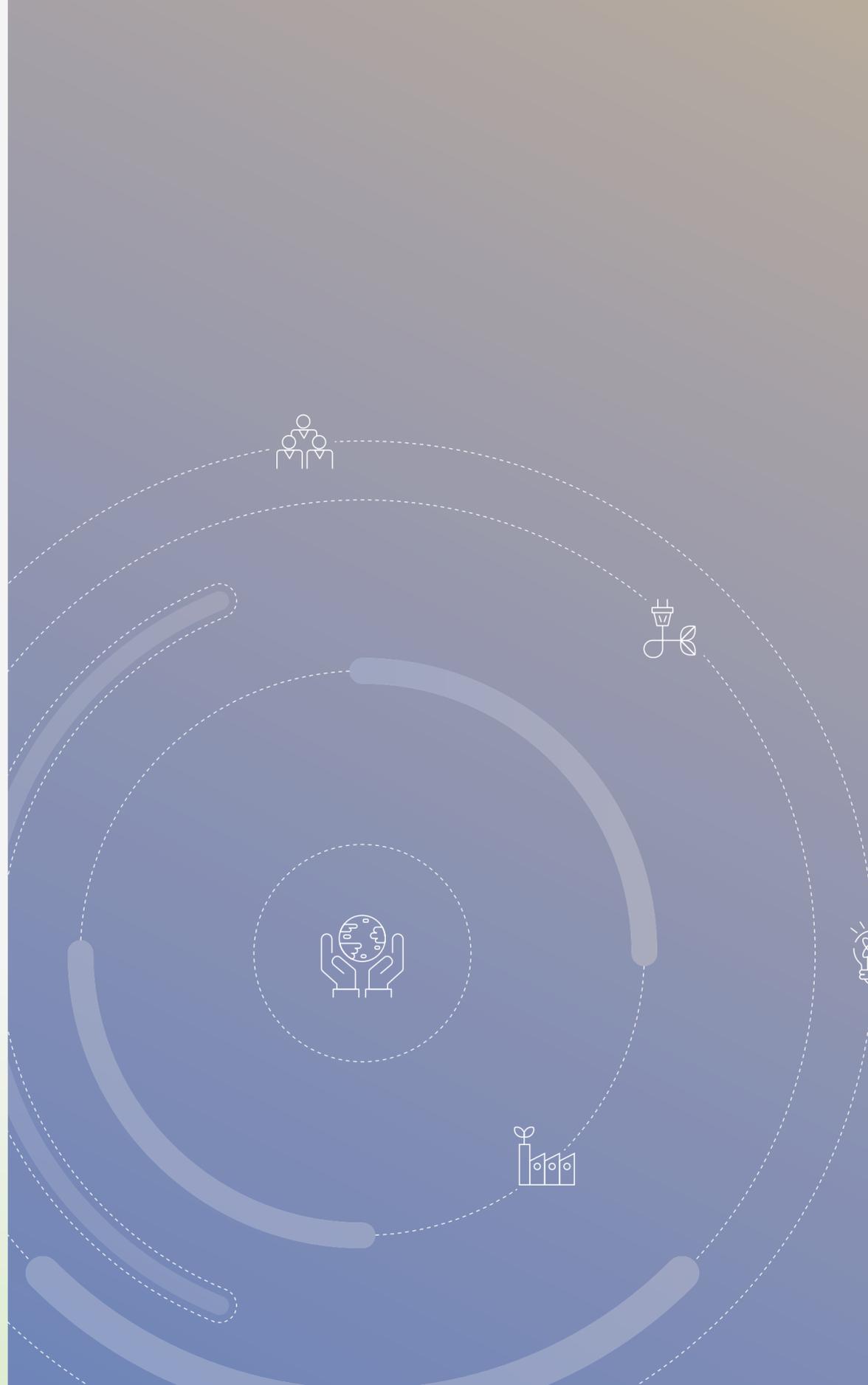
### | Internal Accounting Management Process



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### Statement of Financial Position

	Classification	Unit	2022	2023	2024
Assets	Total assets	KRW 1 million	3,737,786	4,237,373	3,553,988
	Current Assets	KRW 1 million	2,207,827	2,622,293	2,117,324
	Non-current Assets	KRW 1 million	1,529,959	1,615,080	1,436,664
Liabilities	Total liabilities	KRW 1 million	2,131,652	2,465,162	1,996,798
	Current Liabilities	KRW 1 million	1,659,038	1,589,564	1,601,069
	Non-current Liabilities	KRW 1 million	472,614	875,599	395,729
Capital	Total capital	KRW 1 million	1,606,134	1,772,211	1,557,190
	Paid-in Capital	KRW 1 million	15,446	15,446	15,446
	Earned Surplus	KRW 1 million	993,507	1,152,381	936,901
	Other Capital Components	KRW 1 million	597,181	604,383	604,843

### Revenues per Business

	Classification	Unit	2022	2023	2024
Total		KRW 1 million	2,278,443	2,029,440	1,528,208
Construction Division		KRW 1 million	1,647,802	1,284,681	825,541
Concrete Division		KRW 1 million	213,210	182,064	164,864
Environment Division		KRW 1 million	422,721	547,297	498,786
Others (Shipping industry, etc.)		KRW 1 million	-5,290	15,398	39,017

### Statement of Comprehensive Income & Main Index

	Classification	Unit	2022	2023	2024
Revenues (Sales)		KRW 1 million	2,278,443	2,029,440	1,514,573
Cost of Sales		KRW 1 million	1,736,137	1,523,642	1,125,507
Sales & Administrative Expenses		KRW 1 million	197,229	165,277	219,393
Operating Income (Losses)		KRW 1 million	345,076	340,521	169,672
Other Revenues		KRW 1 million	51,010	13,972	18,167
Other Expenses		KRW 1 million	26,501	52,463	212,598
Financial Income (Expenses)		KRW 1 million	(48,789)	(96,512)	(107,363)
Gains in Associates		KRW 1 million	(34,827)	14,468	(28,127)
Earnings (Losses) Before Income Taxes		KRW 1 million	285,969	219,986	(160,247)
Income Tax Expenses (Expenses)		KRW 1 million	(81,107)	(59,729)	59
Net Profit (Loss)		KRW 1 million	204,862	160,256	(160,188)
Other Comprehensive Income		KRW 1 million	8,270	892	2,101
Total Comprehensive Income		KRW 1 million	213,132	161,149	(158,087)
Net Profit Margin		%	9%	8%	-11%
Turnover of Net Worth		%	142%	115%	97%
R&D Investments		KRW 1 million	2,890	928	2,413
Number of Patents Registered		Cases	11	13	10
Management Related Risk & Opportunity Costs due to Climate Change		KRW 1 million	356,193	140,384	2,090

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### Allocation of Economic Value

Classification		Unit	2022	2023	2024
Allocation of Economic Value		KRW 1 million	1,343,089	1,009,428	1,007,000
Portion of Economic Value Retained		KRW 1 million	3,737,786	4,237,373	3,553,988
Government	Government Taxes & Past Due	KRW 1 million	44,707	43,705	36,459
Local community	Community Donations & Social Contribution Activity Costs	KRW 1 million	1,270	1,442	1,525
Dividends to the shareholders (Dividend distribution)		KRW 1 million	36,612	-	45,280
Total Corporate Tax Payment Amount	South Korea	KRW 1 million	81,107	59,729	59
Personnel out-of-pocket & Welfare Benefit Expenses		KRW 1 million	171,873	180,132	189,997
Costs Provided to the Outsourcing Partners		KRW 1 million	561,796	687,741	369,808
Costs Provided to the Material Partners		KRW 1 million	423,748	426,396 <sup>1)</sup>	284,104
Interest Provided to the Lender Bank of Creditors		KRW 1 million	67,953	113,362	117,752

1) Due to data errors related to 2023 in the previous year's report, this report has been corrected and updated accordingly

### Retirement Pension

Classification		Unit	2022	2023	2024
Pension operating amount		KRW 1 million	31,407	35,220	28,551
The number of subscribers to the retirement pension <sup>1)</sup>	Total	Persons	726	657	449
	DB	Persons	43	38	19
	DC	Persons	769	695	468

1) Calculated for executives and employees with a tenure of at least one year as of the end of the previous year

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### Greenhouse Gases<sup>1)</sup>

Classification		Unit	2022	2023	2024
Greenhouse Gas Emissions		tCO <sub>2</sub> eq	22,162.1	22,250.6	17,176.8
Direct Emissions (Scope 1)		tCO <sub>2</sub> eq	17,325.2	9,365.1	7,292.5
Indirect Emissions (Scope 2) <sup>2)</sup>		tCO <sub>2</sub> eq	4,836.9	12,885.5	9,884.3
Greenhouse Gas Emission reduction		tCO <sub>2</sub> eq	9,143.5	-88.5	5,073.9
Greenhouse Gas Emission reduction rate		%	29.2	-0.4	22.8
Greenhouse Gas Intensity	Direct Emissions (Scope 1)	tCO <sub>2</sub> eq/ KRW 100 million	0.8	0.5	0.5
	Indirect Emissions (Scope 2)	tCO <sub>2</sub> eq/ KRW 100 million	0.2	0.6	0.7

\* The environmental performance and data in this report consolidate data from the headquarters/branches, construction sites, Icheon Plant, Cheongyang Plant, and Changnyeong Plant for reporting.

1) Due to data errors related to 2022 and 2023 in the previous year's report, this report has been corrected and updated accordingly.

2) Starting from 2024, emissions are calculated using the "Guidelines on Reporting and Certification of Greenhouse Gas Emissions under the Emissions Trading Scheme [Appendix 12], including country-specific net-calorific values and emission factors by fuel" (related to Article 15, Paragraph 2), which will be implemented on April 11, 2025.

### Energy

Classification		Unit	2022	2023	2024
Total energy consumption <sup>1)</sup>		TJ	383.9	419.3	326.5
Power <sup>2)</sup>		TJ	97.1	258.7	209
LNG		TJ	211.1	138.8	56.6
LPG (Liquefied Petroleum Gas)		TJ	0.1	0.3	40.9
Gasoline		TJ	46.5	1.6	1.2
Diesel		TJ	8.5	7.3	6.2
Kerosene		TJ	20.8	12.6	12.7
Energy Intensity		TJ/KRW 100 million	0.017	0.021	0.022
Amount of renewable-energy use		TJ	0	0	0

1) In the previous year's report, the 'Energy Purchase Volume' item only included electricity consumption. In this report, the item name has been changed to 'Total Energy Consumption' to include all energy sources such as LNG, LPG, gasoline, diesel, kerosene, etc.

2) Starting from 2024, calculations use the GHG-emission factors approved by the Ministry of Environment for 2024 — specifically the "National Greenhouse Gas Emission Factors - Electricity Emission Factor" (as of March 31, 2025).

### Water Resources

Classification		Unit	2022	2023	2024
Total water usage		ton	149,350.0	248,287.0	250,290.0
Water supply and discharge		ton	39,444.0	126,518.0	161,266.0
Industrial water		ton	-	-	-
Groundwater <sup>1)</sup>		ton	109,906.0	121,769.0	80,930.0
Water usage per product unit <sup>2)</sup>		ton	0.5	0.5	0.8
Water reuse volume <sup>3)</sup>		ton	14,040.0	13,940.0	16,447.0
Water reuse rate <sup>4)</sup>		%	9.4	5.6	6.6
Total discharge volume		ton	51,124.0	31,366.0	8,094.0
Water Intensity <sup>5)</sup>		ton/KRW 100 million	6.6	12.2	16.5

1) Groundwater use in construction projects is zero, and water usage has decreased due to 100% reuse of water at the Cheongyang Plant.

2) The figures are calculated based on concrete manufacturing plants, with revisions made to account for missing data from the 2023 reports for the Cheongyang Plant and Changnyeong Plant, reflecting the updated figures.

3) Starting from March 2023, all wastewater at Cheongyang Plant has been fully recycled for concrete mixing, and water reuse occurs exclusively at the Cheongyang Plant.

4) Since March 2023, Cheongyang Plant has recycled all wastewater for concrete mixing, and water reuse is only observed at the Cheongyang Plant.

5) Due to data errors in the previous year's report, this report has been corrected and updated accordingly.

### Material

Classification		Unit	2022	2023	2024
Non-renewable raw material	Cement	ton	96,721.4	100,993.3	38,656.6
	Aggregate	m <sup>3</sup>	217,438.0	212,305.0	195,498.0
	Asphalt Concrete	ton	0.0	0.0	0.0
	Sand	m <sup>3</sup>	123,303.0	104,934.0	88,681.0
	Rebar ton	ton	21,311.5	16,912.7	12,539.4
	Gypsum board	Roll	494,597.0	1,580,426.0	1,048,651.0
Renewable material <sup>1)</sup>	Recycling Aggregate	m <sup>3</sup>	6,316.6	8,583.9	3,958.0

1) Applies exclusively to the Changnyeong factory

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### Waste Generation

Classification	Unit	2022	2023	2024	
<b>Waste-generation amount <sup>1)</sup></b>	ton	79,186.8	67,008.2	64,780.5	
General waste	Waste Concrete	ton	73,763.3	38,935.5	40,419.7
	Waste Asphalt Concrete	ton	189.6	3,565.0	675.1
	Waste Wood	ton	372.6	1,908.9	1,608.2
	Waste Synthetic Resin	ton	170.8	4,355.3	2,091.2
	Construction Waste Soil & Rock	ton	939.5	5,978.4	931.5
	Construction Sludge	ton	423.8	359.4	87.7
	Waste Board	ton	62.5	1,425.6	455.9
	Other Waste	ton	143.7	73.9	16.2
	Mixed Construction Waste	ton	3,118.8	10,406.1	18,493.6
	Designated waste <sup>2)</sup>	Waste Oil Liquid	ton	0.0	0.0
Waste Oil Solid		ton	2.2	0.0	0.7
<b>Waste Intensity<sup>3)</sup></b>	ton/KRW 100 million	3.5	3.3	4.3	

1) The total waste-generation volume has increased by adding the designated waste data from 2022.  
 2) This applies exclusively to the Changnyeong Plant (based on the Changnyeong Plant's reported data).  
 3) Due to data errors in the previous year's report, this report has been corrected and updated accordingly.

### Waste Treatment

Classification	Unit	2022	2023	2024	
General waste	Reuse	ton	64,013.7	47,241.0	37,988.4
	Recycling	ton	15,030.0	19,389.4	14,590.6
	Incineration	ton	76.8	27.6	18.2
	Landfill	ton	58.6	50.2	11.7
Designated waste	Recycling	ton	0.0	0.0	0.8
	Incineration	ton	2.2	0.0	0.7

### Water Pollutant Discharge<sup>1)</sup>

Classification	Unit	2022	2023	2024
TOC	kg	206.0	138.4	17.4
BOD	kg	32.1	18.7	0.7
SS	kg	254.6	235.8	14.5
T-N	kg	84.1	14.5	4.0

1) Due to data errors related to 2022 and 2023 in the previous year's report, this report has been corrected and updated accordingly.

### Air Pollutant Emissions

Classification	Unit	2022	2023	2024
Particles	kg	281.5	830.6	123.1
NOx	kg	3,558.9	13,897.7	2,706.3
SOx	kg	44.9	355.9	47.2

### Harmful Chemical-Substance Emissions

Classification	Unit	2022	2023	2024
Chemical-Substance Usage	ton	0	0	0
Harmful Chemical-Substance Leakage Accidents	Cases	0	0	0
Harmful Substance Usage	ton	0	0	0
Harmful Substance Leakage Accidents	Cases	0	0	0

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### Environmental Investments

Classification	Unit	2022	2023	2024
Environmental Investment Expenses <sup>1)</sup>	KRW 1 million	355,631.4	138,916.4	335.7
Air Quality	KRW 1 million	5.7	398.5	9.9
Water Quality	KRW 1 million	24.8	439.6	86.7
Resource Recovery and Others	KRW 1 million	617.9	612.8	1,603.8
Operating Costs for Environmental Facilities and Resource Recovery	KRW 1 million	67.4	14.5	18.8
General Administrative Costs	KRW 1 million	54.0	56.8	34.4

1) The data values have been recalculated by including research expenses for 2022 and 2023

### Eco-Friendly Vehicles

Classification	Unit	2022	2023	2024
Total number of eco-friendly vehicles	EA	2	3	2
Proportion of eco-friendly vehicles <sup>2)</sup>	%	10.5	6.0 <sup>1)</sup>	4.1
1st-class (electric, hydrogen)	EA	0	1	0
2nd-class (hybrid)	EA	2	2	2
3rd-class (meeting emission standards)	EA	0	0	0

1) Due to data errors in the previous year's report, this report has been corrected and updated accordingly.

2) The total number of vehicles for headquarters/branches is based on 19 units in 2022, 50 units in 2023, and 49 units in 2024.

### Eco-Friendly Purchases

Classification	Unit	2022	2023	2024
Total Eco-Friendly Purchase Performance	KRW 1 million	4,359.0	12,351.7	24,794.5
Total Eco-Friendly Purchase Rate <sup>1)</sup>	%	1.3	3.6	3.4

1) Due to data errors related to 2022 and 2023 in the previous year's report, this report has been corrected and updated accordingly  
Details of eco-friendly material purchases for construction projects and Changnyeong factory

### Environmental Management Training

Classification	Unit	2022	2023	2024
Number of employees who received environmental management training <sup>1)</sup>	Persons	3	3	3
Total Number of hours of environmental management training	Hours	60	30	52

1) This applies to personnel responsible for environmental management at manufacturing sites

### Compliance with Environmental Laws and Regulations

Classification	Unit	2022	2023	2024
Number of sanctions due to violations of laws and regulations	Cases	0	1	0
Number of sanctions due to violations of laws and regulations	KRW 1 million	0	6.48	0

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### Status of Executives and Employees

Classification		Unit	2022	2023	2024	
Total number of executives and employees <sup>1)</sup>		Persons	778	701	548	
Gender	Male	Persons	697	624	486	
	Female	Persons	81	77	62	
By age	Less than age 35 years	Persons	198	153	111	
	Age between 35~50 years	Persons	354	328	270	
	Over age 51 years	Persons	226	220	167	
By employment type	Regular employees	Total	613	574	480	
		Male	575	537	448	
		Female	38	37	32	
	Ratio of Regular Employees	Total	%	78.8	81.9	87.6
		Male	%	73.9	76.6	81.8
		Female	%	4.9	5.3	5.8
	Non-regular Employees	Total	Persons	165	127	68
		Male	Persons	122	87	38
		Female	Persons	43	40	30
	Ratio of Non-regular Employees	Total	%	21.2	18.1	12.4
		Male	%	15.7	12.4	6.9
		Female	%	5.5	5.7	5.5
Worker outside the company <sup>2)</sup>		Persons	227	225	439	
By position	Manager	Total	259	249	215	
		Male	250	239	202	
		Female	9	10	13	
	Non-Manager	Total	519	452	323	
		Male	447	385	284	
		Female	72	67	49	
Employee diversity	Ratio of Female Employees	%	10.4	11.0	11.3	
	National Veteran Employees	Persons	4	4	4	
	Disabled	Persons	12	13	8	

1) This list is compiled based on the total number of employees, including executives, and may differ from the employee count reported in the business report.

2) Based on the business report (contracted and dispatched on-site workers)

### Average Years of Service

Classification		Unit	2022	2023	2024	
Average Years of Service	Full-time Employees	Regular workers	Months	95	102	112
		Unlimited contract workers	Months	58	66	61

### Employment

Classification		Unit	2022	2023	2024
Total number of new recruitments		Persons	147	96	91
Gender	Male	Persons	122	95	52
	Female	Persons	25	1	39
By age	Less than age 35 years	Persons	72	33	21
	Age between 35~50 years	Persons	42	21	35
	Over age 51 years	Persons	33	42	35
Full-time Employees (Regular workers)	High School Graduates	Persons	6	33	0
	Youth Employment Persons	Persons	72	33	15
	Disabled	Persons	0	0	0

### Turnover

Classification		Unit	2022	2023	2024
Total number of employee turnovers		Persons	125	202	291
Gender	Male	Persons	107	152	232
	Female	Persons	18	50	59
By age	Less than age 35 years	Persons	44	61	74
	Age between 35~50 years	Persons	43	69	114
	Over age 51 years	Persons	38	72	103
Number of voluntary employee turnovers <sup>1)</sup>		Persons	64	89	36
Rate of voluntary employee turnovers <sup>2)</sup>		%	51.2	44.1	12.4

1) Refers to employees who leave the company due to reasons such as voluntary resignation, job change, personal reasons, etc., excluding those retiring at retirement age.

2) Voluntary employee turnover / Total number of employee turnovers\*100

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### Remuneration of executives and employees

Classification		Unit	2022	2023	2024
Average salary of executives and employees	Male	KRW 1 million	87.0	79.7	71.0
	Female	KRW 1 million	50.0	49.0	52.3
The remuneration ratio of females compared to males		%	57.5	61.5	73.7

### Evaluation of the performance

Classification		Unit	2022	2023	2024
Total Number of executives and employees subject to regular performance evaluation <sup>1)</sup>		Persons	455	407	272
Ratio of executives and employees subject to regular performance evaluation		%	58.5	58.1	49.6

1) Managerial positions corresponding to staff and general manager

### Talent Development

Classification		Unit	2022	2023	2024
Total number of Training Participants	Total	Persons	364	131	140
	Male	Persons	339	125	136
	Female	Persons	25	6	4
Total training hours		Hours	7,280	3,814	6,280
Training Time per Employee	Total <sup>1)</sup>	Hours	20	29.5	44.9
	Male	Hours	20	30	45
	Female	Hours	20	19	40
Total training expenses		KRW 1 million	141	47	63
Training Expenses per Employee		KRW 1,000	388	365	450

1) Due to data errors related to 2022 and 2023 in the previous year's report, this report has been corrected and updated accordingly

### Parental Leave

Classification		Unit	2022	2023	2024
Employees eligible for parental leave	Total	Persons	175	148	110
	Male	Persons	168	142	105
	Female	Persons	7	6	5
Employees Utilizing Parental Leave	Total	Persons	3	3	4
	Male	Persons	1	1	2
	Female	Persons	2	2	2
Employees Returning to Work after Parental Leave	Total	Persons	2	1	3
	Male	Persons	0	0	1
	Female	Persons	2	1	2
Return Rate after Parental Leave	Male	%	-	-	100.0
	Female	%	100	50	50
Number of Employees with Service of 12 months after Returning to Work from Parental Leave	Total	Persons	2	2	1
	Male	Persons	0	0	0
	Female	Persons	2	2	1
Service Maintenance Rate for 12 Months after Returning	Male	%	-	-	100.0
	Female	%	100.0	100.0	50.0

### Labor union

Classification		Unit	2022	2023	2024
Number of employees joining a labor union		Persons	55	55	50
Ratio of employees joining a labor union <sup>1)</sup>		%	7.1	7.8	9.1
Ratio of employees to which collective agreement is applied <sup>2)</sup>		%	20.2	22.3	30.7
Number of times labor-management council and industrial safety and health meetings were held		Times	4	4	4

1) This applies exclusively to the Changnyeong factory

2) Based on production workers at the manufacturing plant

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### Grievance Handling

Classification	Unit	2022	2023	2024	
Number of Applications for Complaint-Handling Cases	Executives and employees	Cases	0	0	0
	Stakeholders	Cases	0	0	0
Processing Rate of Complaint-Application Executives and Employees	Executives and employees	%	0	0	0
	Stakeholders	%	0	0	0

### Vendors

Classification	Unit	2022	2023	2024
Total number of vendors	EA	1,077	1,077	897
Vendor grievance & complaint handling ratio	%	100	100	100
Financial Support to Vendors	KRW 1 million	2,180.0	7,396.0	0.0

### Patent

Classification	Unit	2022	2023	2024
Application	Case	11	7	11
Registration	Case	11	13	10

### Social Purchase

Classification	Unit	2022	2023	2024
Total amount of preferential purchases	KRW 1 million	342,307	380,077 <sup>1)</sup>	756,651
Purchasing products from SMEs	KRW 1 million	317,952	341,409	733,764
Purchasing products from women-owned enterprises	KRW 1 million	24,354	38,668	22,887

1) Due to data errors related to 2023 in the previous year's report, this report has been corrected and updated accordingly.

### Safety and Health Index

Classification	Unit	2022	2023	2024	
Ratio of Deaths per 10,000 Workers	%	0.0	0.0	62.9	
Industrial Accident Rate <sup>1)</sup>	%	0.2	0.4	0.4	
Number of Serious Accidents <sup>2)</sup>	Total	Cases	0	1	0
	Executives and employees	Cases	0	1	0
	Vendors	Cases	0	0	0
Number of Injuries & Illnesses of Workers <sup>3)</sup>	Total	Cases	54	42	18
	Executives and employees	Cases	2	2	2
	Vendors	Cases	52	40	16
Number of Fatalities at Worksites	Total	Persons	0	1	0
	Executives and employees	Persons	0	1	0
	Vendors	Persons	0	0	0
Number of workers to whom the safety and health management system applies <sup>4)</sup>	Persons	594	546	380	
Ratio of workers to whom the safety and health management system applies	%	71.5	70.2	63.2	
Internal inspection of the safety and health management system (business sites)	EA	4	4	4	
Number of site-safety inspections conducted	Times	257	290	115	
Number of times per site	Times	31	34	34	
Number of defective site discoveries	Cases	257	290	115	
Number of safety training sessions <sup>5)</sup>	EA	10	6	6	
Number of employees completing the training for safety and health manager <sup>6)</sup>	Persons	28	19	16	
Number of employees completing safety training <sup>7)</sup>	Persons	587	718	607	
Ratio of regular safety manager	%	75.0	78.0	82.0	
Status of medical checkups utilization	Persons	337	343	292	
Pharmaceutical Provision/Support status	Persons	0	0	0	
Records of health consultation use	Persons	0	0	0	

1) The data was calculated by aggregating the construction and manufacturing sectors. Additionally, the 2022 and 2023 data have been corrected to reflect the latest results from the Korea Occupational Safety and Health Agency (KOSHA), excluding illness-related injury rates.

2) The major accident that occurred at the Icheon Plant in 2023 (October 26, 2023) has been included.

3) Due to data errors in the previous year's report, this report has been corrected by reviewing and updating the injury details for each workplace from the Korea Workers' Compensation & Welfare Service.

4) The construction and manufacturing sectors were aggregated.

5) Due to data errors related to 2022 and 2023 in the previous year's report, this report has been corrected and updated accordingly.

6) Criteria for Construction/Manufacturing Safety and Health Managers:

7) Based on managers at headquarters/branches, hourly workers/technical staff/management supervisors at manufacturing plants, and site supervisors at construction sites (including partners). For construction sites, the figures are calculated based on the average annual number of participants in monthly training sessions.

# Social Performance

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### Human Rights Management

Classification	Unit	2022	2023	2024
Number of Human Rights Training Sessions <sup>1)</sup>	Times	11	6	8
Number of Participants in Human Rights Training Sessions <sup>2)</sup>	Persons	763	735	497
Number of grievances handled on violation of human rights	Cases	0	0	0
No. of cases of forced labor and child labor	Cases	0	0	0

1) The data on human rights training by branch was omitted in the previous year's report. This report has been corrected by aggregating and including that data.

2) The data on human rights training by branch was omitted in the previous year's report. This report has been corrected by aggregating and including that data.

### Social Contribution

Classification	Unit	2022	2023	2024
Total social contribution costs	KRW 1 million	1,270	1,442	1,525
Number of participants in employee volunteer activities	Persons	139	61	62
Volunteer hours per employee Time/Persons	Hours	5	3	5
Number of Social Contribution Volunteer Teams	EA	1	1	1
Employee participation rate in social-contribution activities	%	30	17	21
Donation to local community <sup>1)</sup>	Times	43	35	53
Interviews with stakeholders in community	Times	15	15	14

1) The total number of community donations includes all contributions made by IS Dongseo headquarters and the foundation

### Customer Satisfaction

Classification	Unit	2022	2023	2024
Customer-satisfaction level assessment <sup>1)</sup>	Points	75.0	60.0	52.0

1) Based on the customer-satisfaction survey results at the bottom of the homepage.

### Personal-Information Protection

Classification	Unit	2022	2023	2024
Ratio of Investment in Information Security	%	5.5	5.9	4.5
Number of Customer Personal Data Management Complaints	Cases	0	0	0
Information Disclosure Rate	%	100	100	100

### Social Compliance

Classification	Unit	2022	2023	2024
Number of Disciplinary Actions Due to Regulatory Violations <sup>1)</sup>	Cases	0	0	1
Fines for Regulatory Violations	KRW 1 million	0	0	1,479

1) The Number of legal actions taken regarding industrial accidents and unfair trade practices has been reflected, based on the Fair Trade Commission's sanctions and court rulings confirmed as disclosure standards.

# Governance Performance

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### Status of the Board of Directors

Classification		Unit	2022	2023	2024	
Composition of the BOD	Total	Persons	10	11	7	
	Executive Directors	Total	Persons	4	5	3
		Male	Persons	4	5	3
		Female	Persons	0	0	0
	Independent Directors	Total	Persons	6	6	4
		Male	Persons	5	5	3
		Female	Persons	1	1	1
	BOD Operations	Number of BOD meetings held	Times	17	15	15
		Number of agenda items	Cases	35	23	25
BOD Attendance Rate		%	88.8	84.0	94.0	
Number of independent directors whose attendance rates are less than 75%		Persons	2	2	1	
Number of agenda items opposed or amended by outside directors at Board meetings		Cases	0	0	0	
Committee Operations	Number of Audit Committee meetings held	Times	7	6	8	
Average Tenure of Board Members		months	36	36	36	

### Total BOD Remuneration Amount

Classification	Unit	2022	2023	2024
Registered Directors	KRW 1 million	4,789	2,260	1,594
Independent Directors	KRW 1 million	231	240	210

### Enhancing Shareholders' Value

Classification		Unit	2022	2023	2024
Max. Shareholder and Related Parties' Shareholding Ratio		%	54.8	54.9	55.9
Registered Executives' Shareholding Ratio		%	0.3	0.3	0.0
Affiliated Companies' Shareholding Ratio		%	0	11.3	11.3
New Treasury Stock Buy-backs	Number of Shares Purchased	Shares	323,082	0	414,400
	Purchase Amount	KRW 1 million	9,972	0	8,931
Treasury Stock Holding Ratio		%	2.3	2.3	1.4

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### Notification and Training on Ethical Management Policy

Classification	Unit	2022	2023	2024
Number of Ethical Management (Anti-Corruption) Training Sessions <sup>1)</sup>	Times	1	1	1
Number of Employees Participating in Ethical-Management Training	Persons	610	486	338
Ratio of Employees Participating in Ethical-Management Training <sup>2)</sup>	%	78.4	69.3	61.7

1) Including Ethical-Management policy in Training.

2) Data errors in reports in the previous year have been corrected and accurately reflected in this report.

### Risk Assessment on Anti Fair Trade Practices at Business Sites

Classification	Unit	2022	2023	2024
Number of business sites participating in the risk assessment on anti-fair trade practices <sup>1)</sup>	Sites	5	5	6
Ratio of business sites participating in the risk assessment on anti-fair trade practices	%	100	100	100

1) The Eumseong factory was absorbed and merged with Youngpoong File Co., Ltd. in October 2024. An audit was conducted in the fourth quarter of 2024.

### Anti-Corruption

Classification	Unit	2022	2023	2024
Number of violations of code of ethics received and addressed	Cases	0	0	0
Number of conducting internal audit activities	Times	18	20	21
Number of Corruption Cases	Cases	0	0	0

### Violations of Laws

Classification	Unit	2022	2023	2024	
Legal actions related to anti-corruption and ethical management violations <sup>1)</sup>	Cases	0	0	0	
Sanctions for Other Regulatory Violations <sup>2)</sup>	Cases	0	0	2	
Monitoring Status	Disciplinary Cases for Ethical Management Violations	Cases	0	0	0
	Number of Complaints Received	Cases	7	4	5
	Number of Improvements and Guidance Implemented Post-Audit	Cases	0	0	0

1) Based on the disclosure standards of the Korea Public Interest Law and the Fairness Commission, including cases related to ethics violations, disclosure violations, and anti-corruption prosecution cases.

2) In addition to the Korea Public Interest Law and Fairness Commission disclosure standards, includes violations of the Monopoly Regulation and Fair Trade Act, among other cases.

# GRI Standards Index

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<b>Statement of use</b>	IS Dongseo reports ESG performance and data for the period from January 1, 2024, to December 31, 2024, in compliance with the reporting principles of the GRI Standards.
<b>GRI used</b>	GRI 1 : Foundation 2021
<b>Applicable GRI Sector Standards</b>	As of June 2025, when the Report is published, there are no relevant GRI Sector Standards applicable to the company.

Theme	Index	Details	Report location	Notes
<b>GRI 2 : General Disclosures 2021</b>	2-1	Organization details	7-9	
	2-2	Entities included in the sustainability reporting	2	
	2-3	Reporting period, frequency and contact point	2	
	2-4	Restatements of information	-	Data and performance changes compared to the previous year are separately indicated through footnotes and annotations
	2-5	External verification	105~107	
	2-6	Activities, value chain, and other business relationships	7-17	In October 2024, Youngpoong File Co., Ltd. was absorbed through a merger
	2-7	Workers	95	
	2-8	Other workers	95	
	2-9	Governance	7, 76, 78	Business report 294-295
	2-10	Nomination and selection of the highest governance body	76-79	
	2-11	Chairman of the highest governance body	76	Reference to general policies in the Corporate Governance Report
	2-12	Role of the highest governance body supervising impact management	21, 76-78	Business report 294-295
	2-13	Delegation of responsibility for managing impacts	21, 76-78	Business report 294-295, regulation of board of directors 11
	2-14	Role of the highest governance body in sustainability reporting	21, 76-78	Business report 294-295, regulation of board of directors 11
	2-15	Conflict of interest	76	Reference to general policies in the Corporate Governance Report
	2-16	Communication of critical issues	21, 77-78	
	2-17	Collective knowledge of the highest governance body	77	
	2-18	Evaluation of the performance of the highest governance body	80	
	2-19	Remuneration policy	80	
	2-20	Process to determine remuneration	80	Business reports 308-311
	2-21	Annual total compensation	-	Confidential
	2-22	Statement on sustainable development strategy	5-6	

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Theme	Index	Details	Report location	Notes	
GRI 2 : General Disclosures 2021	2-23	Policy commitments	29, 35, 39, 44, 54, 59, 62, 65, 69, 82		
	2-24	Policy commitments to responsibility	29, 35, 39, 44, 54, 59, 62, 65, 69, 82		
	2-25	Processes to mitigate negative impacts	58, 61, 86		
	2-26	Guidance on ethics and mechanism to handle grievances	58, 61, 84		
	2-27	Compliance with laws and regulations	94, 98, 100	Business report 323-324	
	2-28	Member associations	110		
	2-29	Approach to stakeholder engagement	22		
	2-30	Collective bargaining agreement	95		
	GRI 3 : Material Topics 2021	3-1	Processes to determine key topics	24	
		3-2	List of key topics	25	

### Material Topic 1: Materiality Prioritizing Safety in Management-Practice and Spreading a Safety and Health Culture

Theme	Index	Details	Report location	Notes
GRI 3 : Material Topics 2021	3-3	Material Topics Management	26	
GRI 403 : Occupational Safety and Health	403-1	Occupational Safety and Health Management System	44, 50, 97	
	403-2	Identification of hazardous factors, risk assessment, and accident investigation	46-48	
	403-3	Industrial safety and health services	53, 97	
	403-4	Workers' participation, consultation, and communication on occupational safety and health	45, 51	
	403-5	Occupational safety and health training for employees	52, 97	
	403-6	Promotion of worker health	53	
	403-7	Prevention and reduction of occupational safety and health impacts directly linked to management relationships	50-51	
	403-8	Workers covered by an occupational health and safety management system	97	
	403-9	Work-related injuries	97	
	403-10	Work-related ill health	97	

# GRI Standards Index

## Material Topic 2: Climate Change Response and Carbon Neutrality Activities

Theme	Index	Details	Report location	Notes
GRI 3 : Material Topics 2021	3-3	Key Topic Management	26	
GRI 201 : Economic Performance	201-2	Financial impacts, risks, and opportunities related to climate change	39-42	

## Material Topic 3: Quality management and customer satisfaction improvement

Theme	Index	Details	Report location	Notes
GRI 3 : Material Topics 2021	3-3	Key Topic Management	26	
Non-GRI	-	Competitiveness improvement through quality management	62-64	

## Material Topic 4: Strengthening Transparent and Sound Corporate Governance

Theme	Index	Details	Report location	Notes
GRI 3 : Material Topics 2021	3-3	Key Topic Management	26	
Non-GRI	-	Ensuring Transparent Governance	76, 78-79	

## Material Topic 5: Strengthening Environmental Management System

Theme	Index	Details	Report location	Notes
GRI 3 : Material Topics 2021	3-3	Key Topic Management	26	
Non-GRI	-	Environmental Management System	29-30	
Non-GRI	-	Environmental Impact Management	31-34	

# GRI Standards Index

## Indexes Not Included in the Key Topics

Theme	Index	Details	Report location	Notes	
GRI 201 : Economic performance	201-1	Direct creation and distribution of economic value	7, 90-91		
GRI 203 : Indirect Economic Impacts	203-1	Investment in social infrastructure and support services	71		
GRI 205 : Anti-corruption	205-1	Workplace Corruption Risk Assessment	100		
	205-2	Notice and Training on Anti-Corruption Policies and Procedures	84-85, 100		
	205-3	Confirmed incidents of corruption and actions taken	100	Business report 323-324	
GRI 206 : Anti-Competitive Behavior	206-1	Anti-Competitive Behavior, Legal actions against unfair trading practices such as monopoly and other anti-competitive behavior	100	Business report 323-324	
GRI 301 : Raw material	301-2	Input of recycled raw materials among the materials used	92		
	GRI 302 : Energy	302-1	Organization's internal energy consumption	92	
		302-3	Energy intensity	92	
302-4		Reduction in energy usage	33, 92		
GRI 303 : Water	303-1	Use and exchange of shared water resources	32		
	303-3	Water-intake volume	92		
	303-4	Water-discharge volume	92		
	303-5	Water consumption	92		
	GRI 304 : Biodiversity	304-1	Business sites located within or near protected areas and regions with high biodiversity value, owned, leased, or operated	33	
304-4		List of nationally protected species residing within IUCN Red List and organization's project-affected areas	33		
GRI 305 : Emissions	305-1	Direct (Scope-1) GHG emissions	42, 92		
	305-2	Energy indirect (Scope-2) GHG emissions	42, 92		
	305-4	Greenhouse gas Emissions intensity	92		
	305-5	Reduction of GHG emissions	42, 92		
	305-7	Nitrogen oxides (Nox), sulfur oxides (SOx), and other significant air emissions	93		
GRI 306 : Waste	306-1	Management of significant waste-related impacts	32		
	306-3	Waste generated	93		
	306-4	Waste diverted from disposal	93		
	306-5	Waste directed to disposal	93		
	GRI 401 : Employment	401-1	New employee hires and employee turnover	95	
401-2		Benefits provided to full-time employees that are not provided to temporary or part-time employees	58		
401-3		Parental leave	96		
GRI 404 : Training and education	404-1	Average hours of training per year per employee	96		
	404-3	Percentage of employees receiving regular performance and career development reviews	96		
GRI 405 : Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	76, 95		
	405-2	Base salary and remuneration ratio of females compared to males	96		
GRI 406 : Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	98		

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# SASB Index

IS Dongseo discloses relevant information based on the industry-specific standards for 'Engineering & Construction Service' provided by the SASB (Sustainability Accounting Standards Board).

Topic	Code	Classification	Index	Explanation
Environmental Impact of Project Development	IF-EN-160a.1	Quantitative	Number of violations related to environmental permits, standards, and regulations	As of the end of 2024, there were no violations of environmental laws and regulations.
	IF-EN-160a.2	Qualitative	Discussion on environmental risk assessment and management processes related to project design, site selection, and construction	IS Dongseo conducts environmental-impact assessments before project commencement to systematically identify environmental effects. The company follows relevant laws and approval procedures for prior authorization. Before construction begins, site-specific environmental management plans are developed, analyzing key environmental impacts such as dust, noise, and waste to establish mitigation measures. After commencement of construction, regular environmental monitoring is carried out. Additionally, environmental training and emergency drills are provided to site managers and partner companies to proactively manage environmental risks.
Structural integrity and safety	IF-EN-250a.1	Quantitative	Cost of rework related to defects and safety issues	As of the end of 2024, the defect repair costs were KRW 5.698074 trillion (consolidated basis), which is transparently disclosed through the business report.
	IF-EN-250a.2	Quantitative	The total amount of financial loss resulting from legal proceedings related to defects and safety-related accidents	As of the end of 2024, there have been no fines or monetary penalties through the business report.
Health and safety of executives and employees	IF-EN-320a.1	Quantitative	Total accident rate and mortality rate for directly employed staff and contracted workers	These indicators are disclosed on page 97 of this report.
Building and Infrastructure Impact	IF-EN-410a.1	Quantitative	(1) Number of pilot projects that have received third-party multi-attribute sustainability certification, and (2) the number of ongoing projects currently pursuing such certification	A total of 10 projects have acquired Green Building Certification.
	IF-EN-410a.2	Qualitative	Discussion on the process of integrating energy- and water-efficiency considerations for operational stages into project planning and design	IS Dongseo integrates energy- and water-efficiency considerations from project planning and design stages through to operational phases. During the design of residential and commercial facilities, the company reflects the adoption of high-efficiency equipment, improved insulation performance, and water recycling systems to enhance resource conservation. On construction sites, mandatory installation of LED-lighting and sensor-based occupancy systems is enforced, along with establishing energy efficiency standards for equipment such as tower cranes to improve on-site operational efficiency. Additionally, environmental personnel are assigned to each site to conduct continuous monitoring of air- and water-pollution control facilities, thereby strengthening eco-friendly design and construction coordination.
Business climate change impact	IF-EN-410b.1	Quantitative	Order backlog for hydrocarbon and renewable energy projects	As of the end of 2024, there is no order backlog for the related projects.
	IF-EN-410b.2	Quantitative	Cancelled-order backlog related to hydrocarbon projects	As of the end of 2024, there were no canceled related projects.
	IF-EN-410b.3	Quantitative	Order backlog for non-energy projects related to climate-change mitigation	As of the end of 2024, there were no contracted-related projects.
Business Ethics	IF-EN-510a.1	Quantitative	Number of ongoing projects and backlog orders in countries ranked among the bottom-20 in the Transparency International Corruption Perceptions Index	As of the end of 2024, there were no projects ongoing within countries ranked in the bottom-20 of the Transparency International Corruption Perception Index.
	IF-EN-510a.2	Quantitative	The total monetary losses resulting from legal proceedings related to bribery, corruption, and anti-competitive activities include:	KRW 147.9 billion in penalties imposed by the Fair-Trade Commission (related to actions restricted concerning subsidiaries of holding companies). KRW 10 billion in penalties from investigative or judicial authorities (related to concrete cartel activities by Seoul Central District Court).
	IF-EN-510a.3	Qualitative	To prevent bribery, corruption, and anti-competitive practices during bidding processes	IS Dongseo clearly defines prohibitions in its Code of Ethics and Code of Conduct, and regularly provides ethics management and fair-trade education to employees.
Activity Index	IF-EN-000.A	Quantitative	Number of ongoing projects	As of the end of 2024, a total of 67 projects were currently performed.
	IF-EN-000.B	Quantitative	Number of completed projects	As of the end of 2024, the number of completed projects is six.
	IF-EN-000.C	Quantitative	Total backlog orders	As of the end of 2024, the backlog is KRW 1.9353 trillion.

# TCFD Index

IS Dongseo is continuously working to diligently implement the 11 recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The related activities and outcomes are transparently disclosed in the 'Climate Change Response' section of the Sustainability Management Report.

TCFD Recommendations	Disclosure Items	Reporting position
Governance	a) Describe the board's activities regarding climate-related risks and opportunities.	40
	b) Explain the role of management in assessing and managing climate-related risks and opportunities.	40
Strategy	a) Describe short-medium and long-term climate-related risks and opportunities.	39, 41
	b) Explain how climate-related risks and opportunities impact the organization's business, strategy, and financial planning.	39, 41
	c) Discuss strategies considering various climate scenarios, including those below 2°C warming scenarios.	40
Risk Management	a) Describe the processes for identifying and assessing climate-related risks.	41
	b) Explain the processes for managing these risks.	41
	c) Describe how processes for identifying, assessing, and managing climate risks are integrated into the organization's overall risk management system.	41
Metrics and Targets	a) Disclose the metrics used to assess climate-related risks and opportunities.	42
	b) Disclose greenhouse gas emission data, including Scope 1, Scope 2, and Scope 3 emissions, as well as related reduction targets.	42, 92
	c) Set targets to manage climate-related risks, opportunities, and performance.	42

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# Independent Assurance Opinion Statement

## To the Stakeholders of IS Dongseo

### Overview

The British Standards Institution (BSI) Group Korea (hereinafter, “the Verifier”) has been commissioned to verify IS Dongseo’s 2025 Sustainability Management Report (hereinafter, “the Report”). The Verifier operates independently of IS Dongseo and has no significant operational or financial interests beyond this verification engagement.

This verification opinion aims to provide relevant stakeholders with information regarding the verification of IS Dongseo’s report related to environment, social, and governance aspects. It is issued solely for this purpose and cannot be used for any other purpose or in any other context. This verification opinion has been prepared based on the validation results of the information and arguments presented by IS Dongseo. The verification was conducted under the assumption that the information and arguments provided are complete and accurate. IS Dongseo’s responsibility is to manage the relevant information within the scope of verification and to operate related internal control procedures. The company is responsible for all information and arguments included in the report. Any questions related to this verification opinion or the report should be directed to IS Dongseo.

The verifier’s responsibility is to provide an independent verification opinion, including professional judgments derived by applying the specified verification methodology to the defined scope, and to provide this opinion to IS Dongseo’s management. Additionally, their responsibility is also intended to communicate this information to all relevant stakeholders of IS Dongseo. The verifier does not assume any legal or other responsibilities to third parties outside of IS Dongseo regarding providing the verification opinion. It also does not take responsibility for any other uses, purposes, or for stakeholders related to such uses of the verification opinion.

### Scope

The verification–scope agreed upon with IS Dongseo is as follows:

- The scope of verification includes the contents of the report, covering the period from January 1, 2024, to December 31, 2024, with some performance data included in the first half of 2025. Specifically, it examines:
- Key information and arguments in the report, such as sustainability policies, strategies, goals, and related business performance.
- The adequacy and robustness of internal processes and systems used for data collection, analysis, and review.
- Conformance with the four principles of international audit (verification) standards of AA1000AS V3 based on the type of sustainability verification performed — and, where applicable, the reliability of sustainability performance information contained in the report.

The following are excluded from the scope of audit verification:

- Financial information presented in the Appendix of the report
- Other index items related to international standards, norms, and initiatives, excluding those aligned with GRI, as listed in the report Appendix
- Additional linked information such as the company’s website, annual reports, and other supplementary materials

### Assurance Level and Type

The level and type of verification are as follows:

- Based on AA1000 AS, a moderate–level assurance was performed (Moderate Level), confirming compliance with the four principles of AA1000 AP (AccountAbility Principles) 2018, and assessing the quality and reliability of specific performance information disclosed in the report (Type–2 verification).

### Description and sources of disclosures covered

The verifier reviewed the following disclosures by sampling the information and data provided by IS Dongseo, based on the applicable verification scope and methodology.

#### Universal Standards

2–1 to 2–5(The organization and its reporting practices), 2–6 to 2–8(Activities and workers), 2–9 to 2–21(Governance), 2–22 to 2–28(Strategy, policies and practices), 2–29 to 2–30(Stakeholder engagement), 3–1 to 3–3(Material Topics Disclosures)

#### Topic Standards

201–1~2, 203–1, 205–1~3, 206–1, 301–2, 302–1, 302–3, 302–4, 303–1, 303–3, 303–4~5, 304–1, 304–4, 305–1~2, 305–4~5, 305–7, 306–1, 306–3~5, 401–1~3, 403–1~10, 404–1, 404–3, 405–1~2, 406–1

# Independent Assurance Opinion Statement

## Methodology

The verifier adhered to the verification criteria, utilizing a methodology developed to gather relevant evidence to minimize errors in the report contents. The following activities were performed:

- The verifier confirmed the legitimacy of the materiality assessment and internal-analysis process used to determine verification priorities, and conducted a top-level review of issues that may be raised by external stakeholders within the context of sustainability.
- The verifier engaged in discussions with responsible personnel and managers regarding stakeholder engagement
- The verifier conducted interviews with senior managers of departments related to, or responsible for, managing the significant issues to verify the appropriateness of the supporting evidence for the reported issues.
- The verifier confirmed the processes and systems for implementing and executing the sustainability strategy, including the generation, collection, and reporting of data across performance areas, and confirmed the basis for the claims included in the report.
- The verifier evaluated the reporting and management processes related to the four Principles—completeness; materiality; responsiveness; and impact—outlined in the AA1000 Accountability Principles Standard (2018).
- The verifier conducted an on-site visit to IS Dongseo headquarters to verify the effectiveness of data-collection procedures, internal-control procedures, and management tools.

## Limitations and approach used to mitigate limitations

The verifier conducted limited verification based on data and information provided by the reporting organization within a restricted timeframe. Accordingly, no significant errors were identified during the verification process; however, there are inherent limitations related to potential unavoidable risks. The verifier does not provide assurance regarding future impacts that cannot be predicted or confirmed during the verification process, nor related additional aspects.

## Competency and Independence

The British Standards Institution (BSI) is an independent specialized organization with expertise in management systems such as quality; environment; health and safety; energy; anti-bribery; and compliance. Established in 1901, it has been providing certification and verification services worldwide for nearly 120 years. The verification team has no business relationships with the reporting organization, performs verification independently, and there are no conflicts of interest. The team responsible for this verification comprises AA1000 AS verifiers with extensive experience in management systems (such as environmental and health & safety) and sustainability (including social and corporate ethics), along with a thorough understanding of BSI Group’s verification standard methodologies.

## Opinion Statement

This verification was performed in accordance with the AA1000 Assurance Standard v3. To confirm IS Dongseo’s approach to the AA1000 Standard and their self-declaration of GRI Standard compliance, the verifier designed verification procedures aimed at collecting sufficient evidence.

According to the results of our verification, the verifier found no significant issues that would suggest the information and data presented in the report are inappropriate in terms of materiality. The verifier believes that the key sustainability performance indicators included in the report—covering economic, social, and environmental aspects—are managed effectively through IS Dongseo’s internal control processes.

## Conclusions

The report is deemed to be reported in accordance with the GRI Standards, and the verification opinion regarding the four principles outlined in AA1000 AP (2018) is as follows:

### Inclusivity

IS Dongseo divides its key stakeholders—employees; partners; customers; local communities; investors; government agencies; and media—whose activities significantly impact the company’s management. The company operates tailored communication channels for each stakeholder group. These channels facilitate the collection of stakeholder opinions and needs, which are integrated into strategic planning and implementation processes. Furthermore, the company discloses these communication processes transparently within its ESG report.

### Materiality

IS Dongseo has established strategies related to sustainable management and built processes to identify reporting issues. By applying a comprehensive materiality assessment method, the company analyzed the environmental, social, and financial impacts of a total of 24 issues. From this analysis, five key reporting issues and five significant reporting issues were selected. The results of the materiality assessment led to the identification of core issues, such as ensuring safety remains as a top priority in management — and promoting a safety and health culture; responding to climate change and activities toward carbon neutrality; enhancing quality control and customer satisfaction; strengthening transparent and sound governance; and fortifying environmental management systems. IS Dongseo actively practices ESG management based on these standards, and transparently discloses key activities and plans related to them in this report.

# Independent Assurance Opinion Statement

## Responsiveness

IS Dongseo has developed a management process for key reporting issues related to significant sustainability topics and their associated impacts. The company has established response strategies that consider relevant opportunities and risk factors, enabling systematic management of these core issues. Furthermore, by continuously monitoring these key issues in response to evolving management environments and ESG requirements, IS Dongseo transparently discloses related policies, project progress, activity outcomes, improvement measures, and overall performance in its reports.

## Impact

IS Dongseo has built a process to identify and evaluate the impacts on involved organizations and stakeholders related to its key reporting issues. The results of impact, risk, and opportunity analyses are utilized in forming response-strategies for each issue and are publicly disclosed in the report, supporting transparent communication and informed decision-making.

## Findings and conclusions concerning the reliability and quality of specified performance information

Among the GRI Topic Standards, the following clause was conducted as a Type-2 assurance based on the information and data provided by the reporting organization. To confirm the reliability and accuracy of these materials and data, the responsible department was interviewed to review internal control procedures related to data processing, transformation, and management, and accuracy was further verified through sampling. These procedures provided confidence that no errors were found, or intentional distortions of the sustainability performance information included in the report. The reporting organization manages the sustainability performance data through trustworthy internal control processes, which allow traceability of data sources and calculation methods. Any errors or unclear expressions identified during the verification were corrected prior to the final report publication, and the verifier has reviewed the final corrected report accordingly.

GRI Topic Standards: 201-2, 403-1~10

## Recommendations and Opportunity for improvement

The verifier presents the following observational opinion within the scope that does not influence the verification opinion. IS Dongseo has established and operated an ESG Committee to promote systematic and efficient ESG management. It is advisable to further strengthen the activities of this ESG Committee to ensure the continued achievement of ESG management objectives.

## GRI-reporting

IS Dongseo has made a self-declaration regarding compliance with the GRI Standards. The verifier has confirmed that IS Dongseo's report was prepared in accordance with the GRI Standards (Reporting in accordance with the GRI Standards) and found no errors in the argument that the report, based on the materials and information provided by IS Dongseo, meets the requirements of both the Universal Standards and the Topic Standards of the GRI Standards. No Sector Standards were applied in this context.

Issue Date: 04/06/2025

For and on behalf on BSI(British Standards Institution):

## BSI representative

Audit verification team leader **이종호**  
Lead Assuer

CEO **임성환**  
Managing Director

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Hold Statement Number: SRA 829640



# Commendations & Membership

CHAPTER 04

## Appendix

ESG Data Book

GRI Standards Index

SASB Index

TCFD Index

Independent Assurance Opinion Statement

**Commendations & Membership**

### Awards

Year	List of Awards
Feb. 2025	Received an award from the Minister of Gender Equality & Family (Family Love & Social Contribution Division) at the '15 <sup>th</sup> Happiness Plus Social Contribution Awards'
Jun. 2024	Awarded a commendation from the Minister of Patriots and Veterans Affairs for free repair support for old houses of persons of national merit in 2024
May 2024	2024 Received a Certificate of Appreciation at the 2023 XBRL Financial Disclosure Excellence Awards
Jul. 2023	Received the Excellence Award at the 27 <sup>th</sup> Maeil Business Newspaper Best Livable Apartment Contest (mid-sized apartment category)
Feb. 2023	Received an award from the Minister of Environment (Love & Contribution to the Environment Division) at the 13 <sup>th</sup> Happiness Plus Social Contribution Awards
Dec. 2022	Received the Grand Prize in the 8 <sup>th</sup> HDI Human Management Awards (Social Contribution Division)
Jul. 2022	IS Group received an award from the Minister of Foreign Affairs & Trade at the 16 <sup>th</sup> National Sustainability Management Conference (SDGs Division)
Nov. 2021	Received an award from the Deputy Prime Minister and Minister of Strategy & Finance (ESG Grand Award) at 'SRMQ Convention
Aug. 2021	Received the First Prize (General Mid-sized Construction Division) at the 25th Livable Apartment Contest by Maeil Business News
Jul. 2021	Received the Grand Prize (Urban Regeneration Division) from the 'Green Construction Industry Awards 2021'
Feb. 2021	Received an award from the Minister of Gender Equality & Family (Family Love & Social Contribution Division) at the 11 <sup>th</sup> Happiness Plus Social Contribution Awards
Nov. 2020	Received an award from the Deputy Prime Minister and Minister of Strategy & Finance (CEO Division) at SRMQ Convention 2020
Oct. 2010	Received an award from the Minister of Land, Infrastructure & Transport (Non-Residential Division) at the Green Construction Industry Awards 2020
Jul. 2019	Received an award from the Minister of Land, Infrastructure & Transport (Residential Division) at the Green Construction Industry Awards 2019
Oct. 2018	Awarded the Police Commissioner's Prize (Corporate Social Contribution Division) at the 3rd Korea Crime Prevention Awards
Jul. 2018	'제22회 매경 살기좋은 아파트 선발전대회' 우수상 수상(고층주거 부문)
Jul. 2018	Received the Excellence Prize in the first half of the year at the Residential Culture Awards by Hankung Business News
Jul. 2018	Received the Grand Prize (Residential-Commercial Complex Division) at the Green Construction Industry Awards 2018
Feb. 2018	Received an award from the Minister of Ministry of Trade, Industry & Energy (Shared Value Creation Social Contribution Division) at the 8 <sup>th</sup> Happiness Plus Social Contribution Awards
Dec. 2016	Received the Excellence Prize (Residential Architecture Division) at the 12 <sup>th</sup> Civil engineering & Architecture Awards
Jul. 2015	Selected as 2 <sup>nd</sup> rank in the Construction Division of Value Creation Enterprises in the World by the Boston Consulting Group (BCG) Evaluation
Jul. 2006	Received the Excellence Prize (Medium-sized Enterprise Division) at the 10 <sup>th</sup> Livable Apartment Contest by Maeil Business News

Year	List of Awards
Jun. 2006	Received the Grand Prize in the '2006 Eco-friendly Management Awards (Construction Division)
Sep. 2005	Received the Grand Prize (Eco-Friendly Division) at the Korea Master Apartment Awards 2005
Jul. 2005	Received Grand Prize in the 2005 Eco-friendly Management Awards (Construction Division)

### Membership Status of Main Associations

Classification	Membership status
Association	Construction Association of Korea
	Korea Fire Facility Association,
	Korea Electrical Contractors Association
	Korea Infrastructures & Communication Contractors Association
	Korea Housing Builders Association
	International Contractors Association of Korea
	Korea Construction Engineers Association
	Korea PHC Pile Association
	The Korean Society for Composite Materials
	Architectural Institute of Korea
Academic Societies	Korea Concrete Institute, Korea
	Institute for Structural Maintenance & Inspection
	Korean Recycled Construction Resources Institute
	Korean Society for Composite Materials
	Korea Society of Steel Construction
	Korean Association for Spatial Structures
	Computational Structure Engineering Institute of Korea
Others	Social Responsibility & Management Quality Institute
	ChildFund Korea "Hall of Fame", Community Chest of Korea "Prestigious
	Enterprise of Sharing

