

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

2022 IS Dongseo Sustainability Management Report



# ABOUT THIS REPORT

## Features of the Report

IS Dongseo publishes the sustainability management report to disclose ESG management efforts and progress transparently. In our first publication of this year’s report, IS Dongseo has prepared this report according to the GRI standards. Accordingly, focus was put on the significant issues of the business and key stakeholders to include material information on IS Dongseo so as to report our sustainability management effectively. IS Dongseo will duly provide important contents to be communicated actively to all stakeholders going forward.

## Period & Scope of the Report

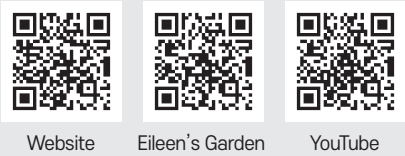
The reporting period is from January 1, 2019 to December 31, 2021, and when identified as the material information for the stakeholders, the performance results of 2022 were also incorporated. For the quantitative data, the latest 3 years were compared to identify the trend. The data with year-on-year changes were applied with the fiscal closing date (December 31) as the reference period, and this was indicated when a separate disclosure of information is required on the data collection period. This report focuses on our environmental, social, governance and economic performance, and any excluded data were indicated with the separate standard. The scope of report entails the IS Dongseo head office and domestic business sites, and the activities of the affiliates and related companies were included for related material data. There were no significant changes related to the scale and structure, etc. of the organization in 2021, and in the case of modifications of any content, these were indicated as footnotes on the relevant page.

## Report Principles

To disclose the sustainability management performance more transparently, this report complies with the core options of the international sustainability management report guidelines of the GRI standards (Global Reporting Initiative), and UN Global Compact Principles, and reflects the main agenda of ISO 26000 and TCFD in composing this report. Financial performances were reported according to the Korean International Financial Reporting Standards (K-IFRS). In addition, the audit was conducted by an independent auditor to ensure the reliability and fairness of the report content, and the results were contained in the audited verification statement.

## Additional Information

IS Dongseo’s Sustainability Management Report can be downloaded and viewed from our official website (www.isdongseo.co.kr). For more info. or inquiries, please contact us using the information below. We look forward in earnest to hearing the feedback of stakeholders.



### IS Dongseo ESG/ PR Team

**Corporate website**  
www.isdongseo.co.kr

**Eileen’s Garden**  
www.eileen-garden.co.kr

**Munam Scholarship & Culture Foundation**  
www.munamfoundation.or.kr

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This report was developed into interactive PDF for convenience of the readers and to move to the relevant websites and pages easily.

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# About IS Dongseo



# ESG

“  
With ESG  
Management,  
we envision  
the better tomorrow.  
”

06

President Message

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IS Dongseo Business Division  
CEO Message

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Major ESG Issues  
of IS Dongseo



# President Message



“With ESG Management, we envision a better tomorrow.”

June, 2022  
Chairman of the IS Group  
Kwon Hyuk-woon

We express our deep gratitude to our shareholders, customers, vendors and employees for their unsparing interest and support for IS Dongseo.

IS Dongseo was first established as Ilshin Housing Construction in 1989, and based on our success in the housing construction industry, the company remerged into Dongseo Industry, a construction material manufacturer, and was newly incorporated as IS Dongseo in 2008. Since then, IS Dongseo achieved strong growth under the vision as a ‘global leader creating infinite possibilities and a culture of happiness alongside mutual growth and cooperation’, developing into a leading construction-environment- manufacturing company in our industry. We are realizing again that we must grow together with society to become a “Sustainable company for the next 100 years,” so we strive to fulfill our social responsibilities by putting ESG management into practice. Last year, we all endured various social issues due to the prolonged COVID-19 such as the public health and economic crises, growing digital divide, and acceleration of sharing economy, etc. At the same time, the urgency of climate change response came to the fore of global attention. IS Dongseo will fully commit ourselves in earnest to become a key contributor to the national economy by tackling various external environmental issues, always evolving and innovating for a better tomorrow. To achieve this goal, IS Dongseo will set up our ESG management vision under the motto “With ESG management, we envision a better tomorrow” to internalize ESG management company-wide and to put the following into practice.

## First, IS Dongseo will realize the future of eco-friendly construction.

IS Dongseo introduces eco-friendliness into the main businesses of construction and concrete, and eco-friendly construction is conducted using advanced technology. Notably, to minimize air pollution that is growing worse day by day and harming the natural environment with respect to the construction business, IS Dongseo is ramping up our efforts to apply eco-friendly design and non-hazardous materials that are in harmony with the natural environment, and reducing the dust and noise pollution in the housing, construction, and civil engineering domains. In addition, we are duly exerting efforts at launching renewable energy and eco-friendly businesses to be an eco-friendly business leader, while synergy and competitiveness are secured across our businesses to achieve sustainable growth. Through outstanding eco-friendly construction capability and reliability, IS Dongseo will strive to further develop the construction business that exists with human, environmental and cultural sensitivity.

## Second, IS Dongseo will secure new growth engines for the future.

IS Dongseo actively introduces general environmental services, and the recycling and renewable energy businesses with respect to the main construction business, leveraging top-performing stability and profit structure of these businesses to advance the environment along with economic profit. Insun ENT, a leading company in general environmental services, was acquired to create vertical integration of wastes such as collection and transportation of wastes, intermediate/ final treatment, recycled aggregate production and steam sales through waste heat, etc. Our new vision is incorporated into our environmental business line. Notably, the value chain in battery recycling, such as ‘waste battery collection, crushing, recycling’, will be operated to provide a new future for the electric vehicle market by recycling waste batteries and construction wastes.

## Third, IS Dongseo will create a world of happiness and promise.

IS Dongseo increases customer satisfaction under the mission to “prioritize providing the best value to customers over company profits.” In addition, talent pool management will be promoted actively to create an exemplary workplace, and field experts will be trained and developed to strengthen our competitiveness. As a professional culture tailored to sound work-life balance is gaining ground throughout society, IS Dongseo will duly strive to provide this balance in our workplace and enable employees to work with better satisfaction. We promote social contribution activities in various fields for coexistence with the community, thereby fulfilling our social responsibilities, and are committed to efforts to build safe and sound communities. Notably, a professional culture of safety first is being stabilized to establish our safety management system, while smart safety management will be launched using IT technology to protect the safety of customers and employees. To overcome the prolonged COVID-19 crisis as corporate citizens, IS Dongseo employees work together to pool their strength in overcoming current difficulties in creative ways, and are also taking initiatives to assist our neighbors and communities that are currently enduring hardships in these challenging times.

IS Dongseo will realize the value of a better tomorrow by putting ESG management into practice as a ‘global leader creating infinite possibilities and our culture alongside mutual growth and cooperation’.

We truly appreciate your generous support and encouragement, and hope for your continued interest.

Thank you.



IS Dongseo’s  
Business  
Division CEO  
Messages



“Better and More  
Convenient Houses”

CEO of the  
Construction Business Division  
Heo Seok-heon

“IS Dongseo that grows  
together with others”

CEO of the  
Business Management Division  
Kim Gap-jin



“Strict quality control,  
cutting-edge technology”

CEO of the  
Concrete Business Division  
Jung Won-ho

Based on the unwavering support and interest by customers, IS Dongseo construction business engages in customer-oriented and field-oriented management to duly perform the key role in partnership with the community, being positioned at the forefront of the construction business. In addition, IS Dongseo duly fulfills our social responsibilities by creating a safe and inclusive workplace based on our basic goal-oriented principles of occupational health and safety in coexistence between people, society and the environment. As a result, IS Dongseo’s ranking in the construction capability evaluation increased by 87 levels over the last 10 years to 41st place in 2021, well-known as a representative construction company in Korea. Our construction business division pursues the goal of constructing ‘Better and More Convenient Houses’, with a top priority goal to provide differentiated and customer-oriented construction services through systematic risk management. We strive in earnest to further sustain our growth as a construction company that delivers true customer satisfaction by listening to the feedback of customers, while responding to the needs of the customer to provide new services. IS Dongseo will also focus on forming and developing new business models through internal and external partnerships to build and pursue future growth engines.

The business management division conducts and pursues ESG activities along with other business lines to develop into a sustainable company, and instead of showcasing the external scale, IS Dongseo focuses on differentiated management activities geared to internal stability as proof of our stability, growth potential and reliability on an internal and external scale. In addition, all of IS Dongseo employees consider customer trust as the key core value, and duly takes on the role of performing various community contribution activities and enhancing the housing welfare for the vulnerable class, etc. so as to create a better world. Under the mission of “With ESG management, we envision a better tomorrow”, we will focus our capabilities on creating win-win benefits through shared growth with our employees, vendors and communities that are dealing with the COVID-19 crisis and economic downturn. We, at IS Dongseo, will always consider the society as a top priority, and expand company-wide support for business sectors and vendors, as well as proactively participate in social contribution activities to develop into a company that is highly trusted by the public.

As IS Dongseo’s Concrete Business Division proactively participates in the government-led infrastructure construction activities such as large SOC projects and the construction of new cities, etc., products are manufactured through strict quality control and cutting-edge technology. Based on our know-how of product manufacturing accumulated over the last 40 years, our construction business secures competitiveness also in eco-friendly technology through R&D expansion and technology exchanges between the industry & academic research institutes. Notably, as the products are used in government-led infrastructure construction activities such as large SOC projects and construction of new cities, etc., strict quality control and timely delivery are realized using our mass production capability. Along with the pride of contributing to key national industries and our market position as an industry leader, IS Dongseo will strive to enhance our trustworthiness through world-class quality and technology. In addition, IS Dongseo will establish the climate change response system according to the rapid change in the domestic and foreign manufacturing environment, and the status as the industry leader will be reinforced with world-class manpower, differentiated products, and sound risk management. Also, owing to transparent management, IS Dongseo is fully committed to maintaining a reputation of trust from shareholders and customers, as well as fulfilling our social responsibilities.



## IS Dongseo ESG Highlights

E

### Secure Growth Engines by Strengthening Eco-Friendly Business



Since the environmental company of Insun ENT was acquired in 2019, IS Dongseo keeps expanding our environmental business lines. Along with Insun ENT, IS Dongseo performed M&A on other environmental companies such as Young Hung Industry Environment, Paju BNR, Koentec, Saehan Environment and Environment & Energy Solution (formerly Kolon Environment & Energy), to establish the business portfolio composed of the main business of the construction, concrete, and environment divisions to reinforce our eco-friendly business profile.

S

### Social Contribution with the Munam Scholarship & Culture Foundation



In 2016, IS Dongseo Chairman Kwon Hyuk-woon donated KRW 14 billion of his personal wealth to establish the Munam Scholarship & Culture Foundation, which is currently performing various support projects for children, the youth and the underprivileged class such as supporting the development of skilled talents, and improving the educational environment. Notably, our efforts at implementing various educational donation programs to narrow the educational gap and improve beneficiaries' self-sufficiency capabilities were highly accredited by winning the Education Mecenat Award for 3 consecutive years, which spotlights the donation culture by the Office of Education for the public.

G

### Establishment of the ESG Committee for Reinforcing ESG Management



To become an ESG-minded leader while promoting the investment on eco-friendly businesses and sustainability management activities, ISO Dongseo convened the 47th ordinary general meeting of shareholders in March 2022 to approve the amendment of Articles of Incorporation for newly establishing our ESG Committee, which will be newly assembled under the Board of Directors in the second semester of 2022. As the organization for reviewing and deciding on ESG policies and main agendas, the ESG Committee will be operated as an organization to fulfill our role as a beacon of ESG management that guides ESG strategies and policies, handles decision-making on pending ESG issues, reporting of promotional activities, proposing of policies for improving shareholder value, and reviews the matters related to fulfilling social responsibilities, etc. In addition, female directors will be appointed in the interest of diversity for the Board of Directors, and the various social contribution activities undertaken by the company will be expanded further.

### Commendation from the Minister of Land, Infrastructure & Transport for the 'Green Construction Industry Awards'



IS Dongseo won a commendation from the Minister of Land, Infrastructure & Transport for the 'Green Construction Industry Awards, 2020' in recognition of contributing to the stabilization and development of eco-friendly construction and industrial technology. We were highly accredited for contributing greatly to the development of the housing industry and improving the housing welfare for the public, and also on the environmental business and energy business lines through recycling in the green construction, and for fulfilling the social responsibilities through cooperation with the community.

### Declaration of ESG Management and Expansion to Renewable Energy Business



Along with the waste business, IS Dongseo expands our business lines to waste battery processing to promote both the green construction and recycling businesses. Notably, we disproved the preconception that the eco-friendly business is laden with high costs, and showed an increase in sales from KRW 95.4 billion in 2019 to KRW 208.6 billion in 2020 and KRW 246.4 billion in 2021 to serve as a new growth engine of ours. We plan to increase our investment on the battery recycling business such as the waste battery processing facility, etc. to transform into an eco-friendly company.

### Commendation as the Exemplary Company Guaranteeing Fair Trade



IS Dongseo duly pursues efforts for common prosperity through fair trade and mutual cooperation. In 2020, our efforts to contribute to supporting more participation and improving the performances of the local construction companies were highly accredited in regard to housing (Eileen's Garden, W) construction sites, we were selected as the outstanding company in the 2020 Exemplary Company Evaluation under the auspices of the Busan and Daegu Metropolitan Governments.

### Win-Win with Local Housing Cooperatives



Instead of simply taking on the role as a construction company that builds houses, IS Dongseo also fulfills our role as a true developer that shares the struggles of local cooperatives, and finds new ways to coexist with the community. The fixed contribution system was implemented, instead of a general contract system, so as to prevent any disputes with the cooperatives due to the additional contributions for construction, while risks were mitigated as the responsibility of constructors to enable the cooperative members to perform their business safely until moving into houses. This case was selected as the best practices of Daegu Suseong Beomeo W in 2019, and a commendation was granted by the cooperative after completing the construction.

### Commendation from the Deputy Prime Minister of Minister of Economy & Finance for 'ESG Grand Awards'



At the 'ESG Grand Awards' that selects companies with first-rate performance and promising development prospects in all evaluation categories of the environment, society, and governance, IS Dongseo won a commendation from the Minister of Economy & Finance and was accredited for expanding our environmental management, fulfilling social responsibilities, and exerting ESG efforts at transparent management and preemptive safety management. Notably, we were accredited externally for our management's commitment and efforts to contribute to the company and society at large by fulfilling our social contribution/responsibilities and promoting the management quality.

### Developing our Ethical Professional Culture Together



Since ethical management was declared as a top priority management principle in 2007, IS Dongseo has developed our ethical professional culture that is built with the participation and efforts of all employees, with the internal check system being established and operated for our ethical management to contribute to ensuring corporate transparency and integrity. The Code of Ethics, established to promote proactive respect for others, customer satisfaction, and social contribution, has served as a foundation that upholds the tenets of fair trade, free markets, and open competition, and creates a positive corporate culture.

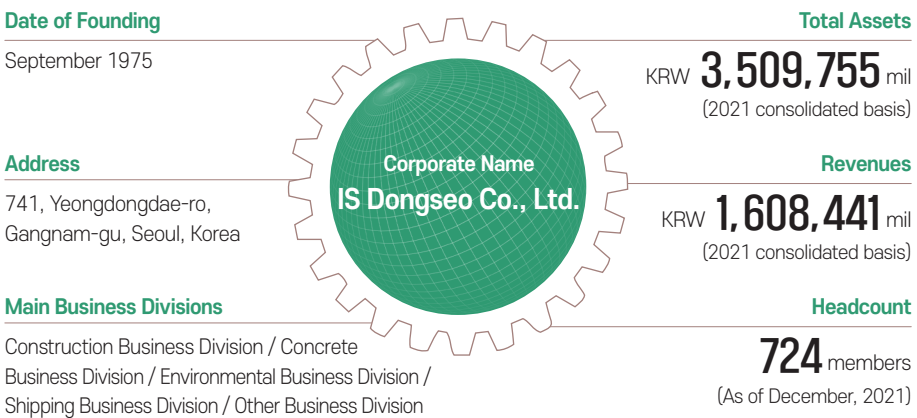


# Business Overview

## Introduction of IS Dongseo

IS Dongseo was first established as Ilshin Housing Construction in 1989, and based on our success in the housing construction field, the company merged with the construction material manufacturer of Dongseo Industry (founded in 1975) in 2008 to be newly incorporated as IS Dongseo. Afterward, IS Dongseo diversified our business lines to the environmental, spatial and shipping businesses in pursuit of sustainable growth. Currently, the main business lines of IS Dongseo include the architecture and housing construction businesses, civil engineering and construction work businesses, and concrete product manufacturing business, etc. In addition, various businesses are performed through our affiliates such as the marine cargo transportation business, construction waste recycling business, vehicle recycling business, and service business, etc. IS Dongseo has performed a leading role at the forefront of the construction industry, and provides value to customers by social-minded job creation, safety promotion, and innovation management. Going forward, we will strive in earnest to be trusted by customers based on a reputation of contributing to a more balanced regional development.

## General Status



## Corporate History

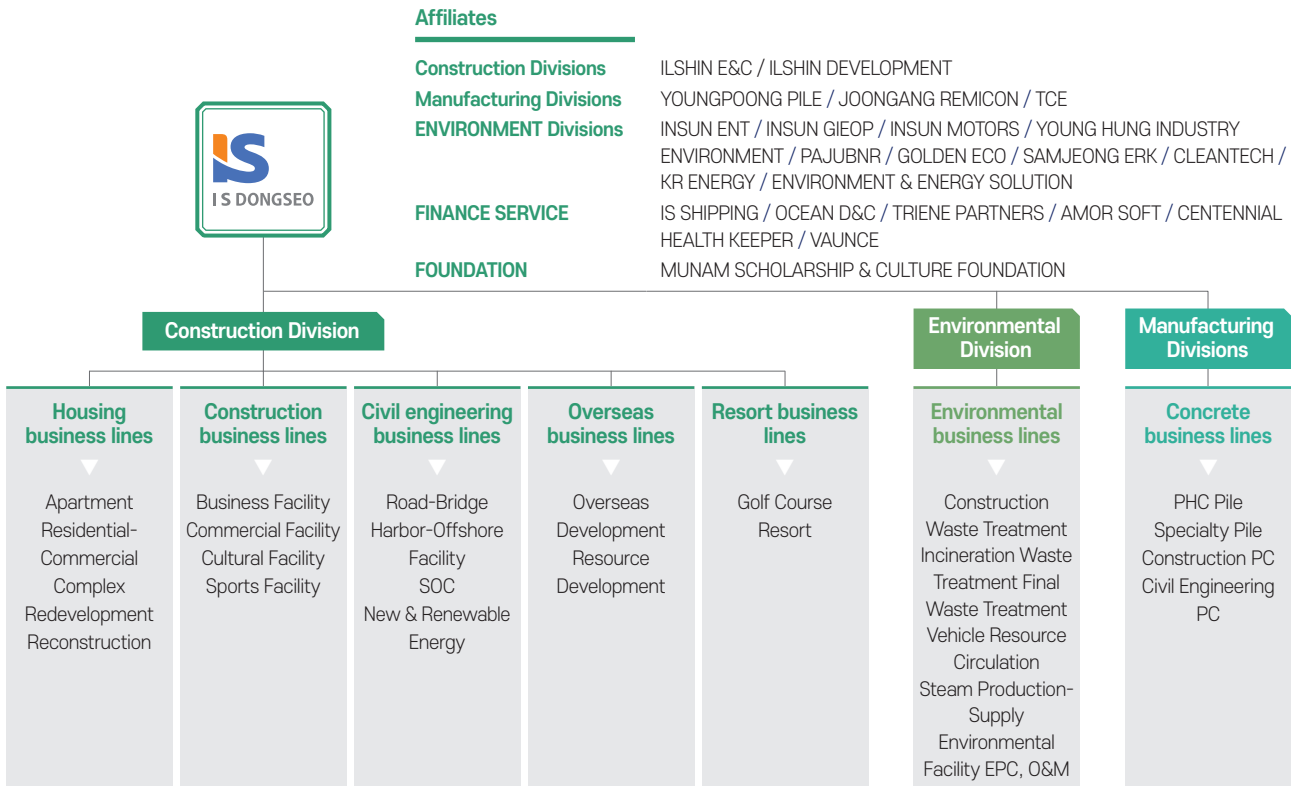
### Yr. 2019 - 2022

- 22.02 Acquired Environment Energy Solution Co., Ltd.
- 21.12 Chairman Kwon Hyuk-woon granted the Gold Tower Order of Industrial Service Merit of the 'Home Construction Day Celebration'
- 21.11 Commendation from the Deputy Prime Minister and Minister of Strategy & Finance (ESG Grand Award) at the 'SRMQ Convention 2021'
- 21.08 Won First Prize (General Mid-Sized Construction Category) of the '25th Livable Apartment Contest by Maeil Business News'
- 21.07 Won the Grand Prize (Urban Regeneration Category) of the 'Green Construction Industry Awards 2021'
- 21.06 Acquired GOLDEN ECO Co., Ltd.
- 21.02 Commendation from the Minister of Gender Equality & Family (Family Love & Social Contribution Category) at the '11th Happiness Plus Social Contribution Awards'
- 21.02 Chairman Hyuk-Woon Kwon inaugurated as President of the Korean Basketball Association
- 20.11 Commendation from the Deputy Prime Minister and Minister of Strategy & Finance (CEO Category) at the 'SRMQ Convention 2020'
- 20.11 Accredited for Chairman's award of the Community Chest of Korea at 'Hope 2020 Helping Neighbors Award Ceremony'
- 20.10 Incorporated Young Hung Industry Environment Co., Ltd. & Paju BNR Co., Ltd. as affiliates
- 20.10 Commendation from the Minister of Land, Infrastructure & Transport (Non-Residential Category) at the 'Green Construction Industry Awards 2020'
- 20.09 Sold off INUS Co., Ltd.
- 20.07 Hosted KLPGA Tour 'IS Dongseo Busan Open 2020'
- 20.05 Spin-Off of INUS business department
- 19.12 Acquired TCE Co., Ltd.
- 19.11 Won the Intellectual Property Office Commissioner Prize of the 'Good Design (GD) Awards' for faucets
- 19.11 Sold off Korea Rental Co., Ltd.
- 19.07 Commendation from the Minister of Land, Infrastructure & Transport (Residential Category) at the 'Green Construction Industry Awards 2019'
- 19.06 Acquired Insun ENT Co., Ltd., Insun Motors Co., Ltd. & Insun Gleop Co., Ltd.
- 19.04 Won the Grand Prize (General Bathroom Material Category) of the 'National Brand Award 2019'

### Yr. 2018 - 2016

- 18.10 Accredited for Police Commissioner's Award (Corporate Social Contribution Category) of the '3rd Korea Crime Prevention Awards'
- 18.10 Won the Grand Prize (Manufacture-Bathroom Category) of the '4th Sympathy management Awards'
- 18.07 Won the Excellence Prize (High-Rise Apartment Building Category) of the '22nd Livable Apartment Contest by Maeil Business News'
- 18.07 Won the Grand Prize in first semester of 'Housing Culture Awards 2018 by Korea Economic Daily News'
- 18.07 Won the Grand Prize (Residential-Commercial Complex Category) of the 'Green Construction Industry Awards 2018'
- 18.04 Won the Grand Prize (General Bathroom Material Category) of the 'National Brand Award 2018'
- 18.03 Completed construction of W High-Rise Residential-Commercial Complex in Yongho-dong, Busan
- 18.02 Commendation from the Minister of Ministry of Trade, Industry & Energy (Shared Value Creation Social Contribution Category) at the '8th Happiness Plus Social Contribution Awards'
- 18.02 Listed in the KRX 300 Index
- 18.01 Acquired Vauance Co., Ltd.
- 17.12 Won the Grand Prize (Bathroom Interior Category) of the 'First Brand Awards 2018, KOREA'
- 17.04 Won the Grand Prize (General Bathroom Material Category) from the 'National Brand Award 2017'
- 17.02 Won the Gold Prize (Private Category) of the 'Korea OOH Advertising Awards by the Korea Outdoor Advertising Associations'
- 16.12 Won the Excellence Prize of Design of the 'Good Design (GD) Awards' for the Blender
- 16.12 Won the Excellence Prize (Residential Architecture Category) of the '12th Civil engineering Architecture Awards'
- 16.12 Won the Excellence Prize (Lifestyle Shopping Mall Category) of the '13th Web Awards Korea'
- 16.04 Merger of Samhong Tech Co., Ltd.
- 16.03 Set up the Munam Scholarship & Culture Foundation

## Status of Affiliates



### Yr. 2015 - 2008

- 15.12 Obtained order for Land Rearrangement Project at Deokha District in Ulsan
- 15.07 Selected as 2nd rank in the Construction Division of Value Creation Enterprises in the World by the 'Boston Consulting Group (BCG) Evaluation'
- 15.05 Acquired Clean Tech Co., Ltd. & KR Energy Co., Ltd.
- 15.01 Acquired Samjeong ERK Co., Ltd.
- 14.11 Acquired Youngpoong Pile Co., Ltd., Joongang Remicon Co., Ltd. & Joongang Corporation Co., Ltd.
- 14.06 Obtained order for Urban Development Project at Hogue and Maegok District in Ulsan
- 14.03 Declared IS Group Vision
- 12.06 Launched IS Holdings, Inc.
- 11.03 Acquired Korea Rental Co., Ltd.
- 10.12 Won the Grand Prize of the 'Good Design (GD) Awards' for Sanitary Ware
- 10.05 Launched IS Shipping Co., Ltd.
- 10.04 Listed in the KOSPI 200 Index
- 10.03 Acquired Samhong Tech Co., Ltd.
- 09.07 Opened the Concrete R&D Center
- 08.07 Merger of Ilshin Construction Industry Co., Ltd. by IS Dongseo Co., Ltd.
- 08.06 06 Changed the corporate name from Dongseo Industry Co., Ltd. to IS Dongseo Co., Ltd.
- 08.02 Ilshin Construction Industry Co., Ltd. acquired Dongseo Industry Co., Ltd.

### Yr. 2006 - 1975

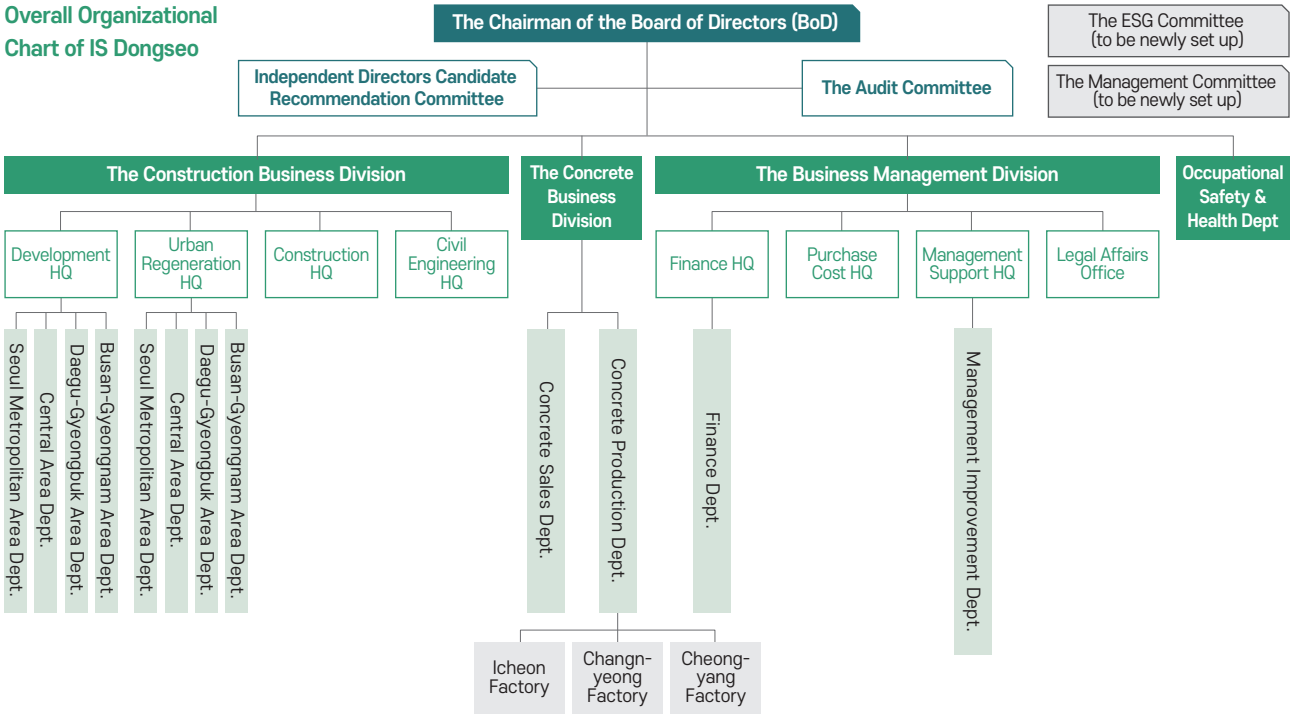
- 06.07 Won the Excellence Prize (Mid-Sized Construction Category) of the '10th Livable Apartment Contest by Maeil Business News'
- 06.06 Won the Grand Prize (Construction Category) of the 'Friendly Environmental Management Awards 2006'
- 06.05 Won the Grand Prize (Ceramic Industry Category) of the '8th Best Product Awards of Female Consumer's Choice'
- 06.03 Launched the apartment brand 'Eileen's Garden'
- 05.09 Won the Grand Prize (Eco-Friendly Category) of the 'Korea Master Apartment Awards 2005'
- 05.07 Won the Grand Prize (Construction Category) of the 'Friendly Environmental Management Awards 2005'
- 95.11 Completed the construction of Concrete Factory in Cheongyang
- 95.08 Completed the construction of Concrete Factory in Cheonan
- 94.03 Acquired the Concrete Factory in Changnyeong
- 89.03 Launched Ilshin Housing Construction Co., Ltd.
- 88.11 Won the Grand Prize of the 'Industry Standardization Awards' as the first company in Korea's Ceramics Industry
- 87.01 Launched Ilshin Housing Co., Ltd.
- 86.01 Listed in the Stock Exchange
- 85.12 IPO (Capital of KRW 11 billion)
- 82.11 Completed the construction of Concrete Factory in Icheon
- 76.12 Acquired KS Marks for 4 Concrete Products
- 76.04 Supplied entire quantity of special pile to the naval base in Saudi Arabia
- 75.09 Established the Company (separated from Civil Engineering Division of Hyundai Engineering & Construction)



Organizational Status

IS Dongseo is composed of 4 sectors, 7 headquarter, 1 office, 12 departments and 3 factories in consideration of the business characteristics, and business activities are performed independently through the general management system by each main division.

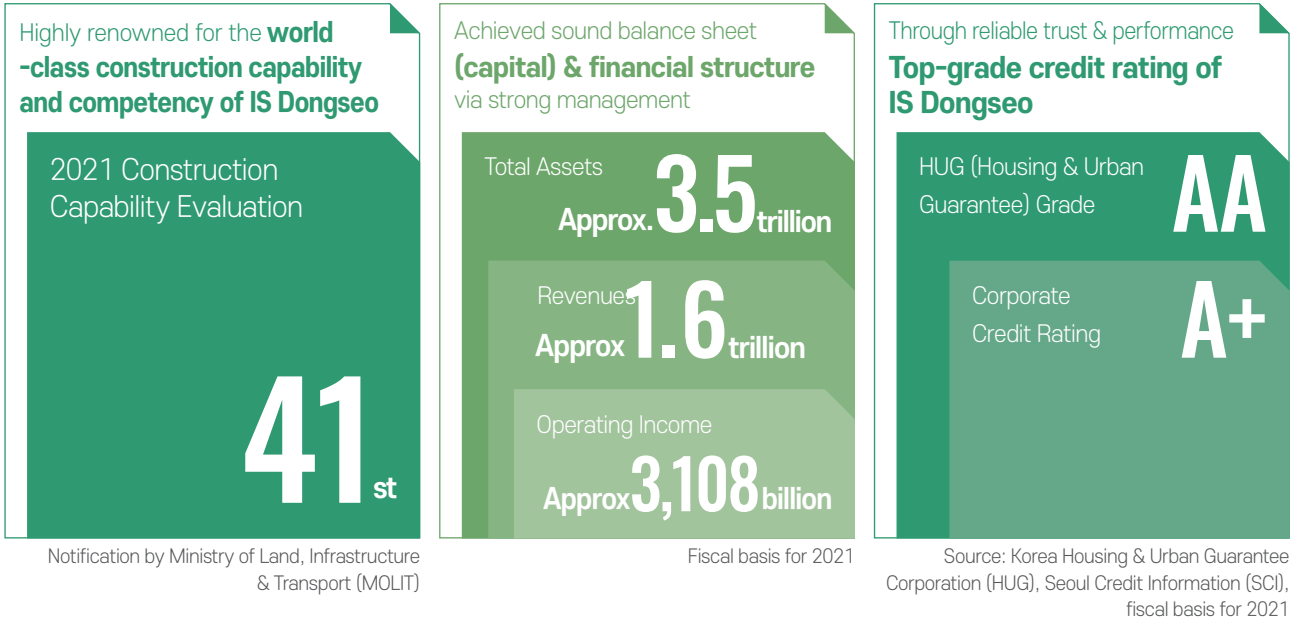
Overall Organizational Chart of IS Dongseo



Value Creation

IS Dongseo constantly pursues market growth, with total assets of about KRW 3.5 trillion to date, and annual revenues of KRW 1.6 trillion. Customers express rave reviews about our high-quality products and services, and we are striving to fulfill our corporate mission and vision as the industry leader. IS Dongseo has maintained our top-grade credit rating owing to our sound management and stable financial structure while achieving rapid growth.

Main Performance

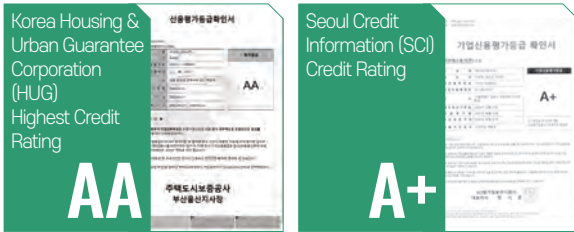


No.1

Top-grade credit rating

IS Dongseo received the highest credit rating of top-grade from the leading authority HUG.

Properties & dreams of the future are protected securely based on the highest reliability level of financial integrity in the industry.

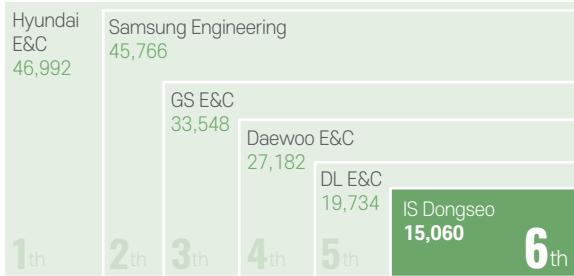


6<sup>th</sup>

Ranked 6th in market cap. in the construction industry

IS Dongseo is a major construction company that is leading the Korean construction industry.

Based on sound management, strong value and profitability will be increased via a stable financial structure and perfect construction capability.

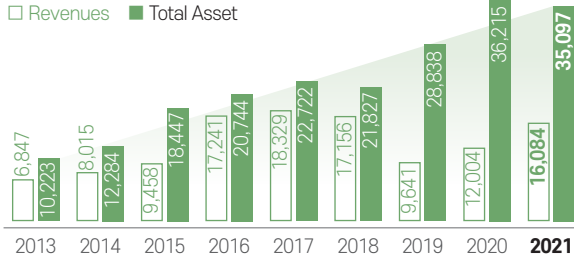


KRW 3.5 trillion

More stable asset volume

Approx. KRW 3.5 tril in assets and KRW 1.6 tril in revenues Business is performed in the most stable condition.

Strong management is relied on to achieve a sound balance sheet (with good access to capital) & stable financial structure.



41<sup>st</sup>

Proven construction capability

The business promotion capability of IS Dongseo verified by the public institution is first-rate.

IS Dongseo facilitates your success by reducing the project period and concentrating the business promotion skill that is best renowned in the industry.

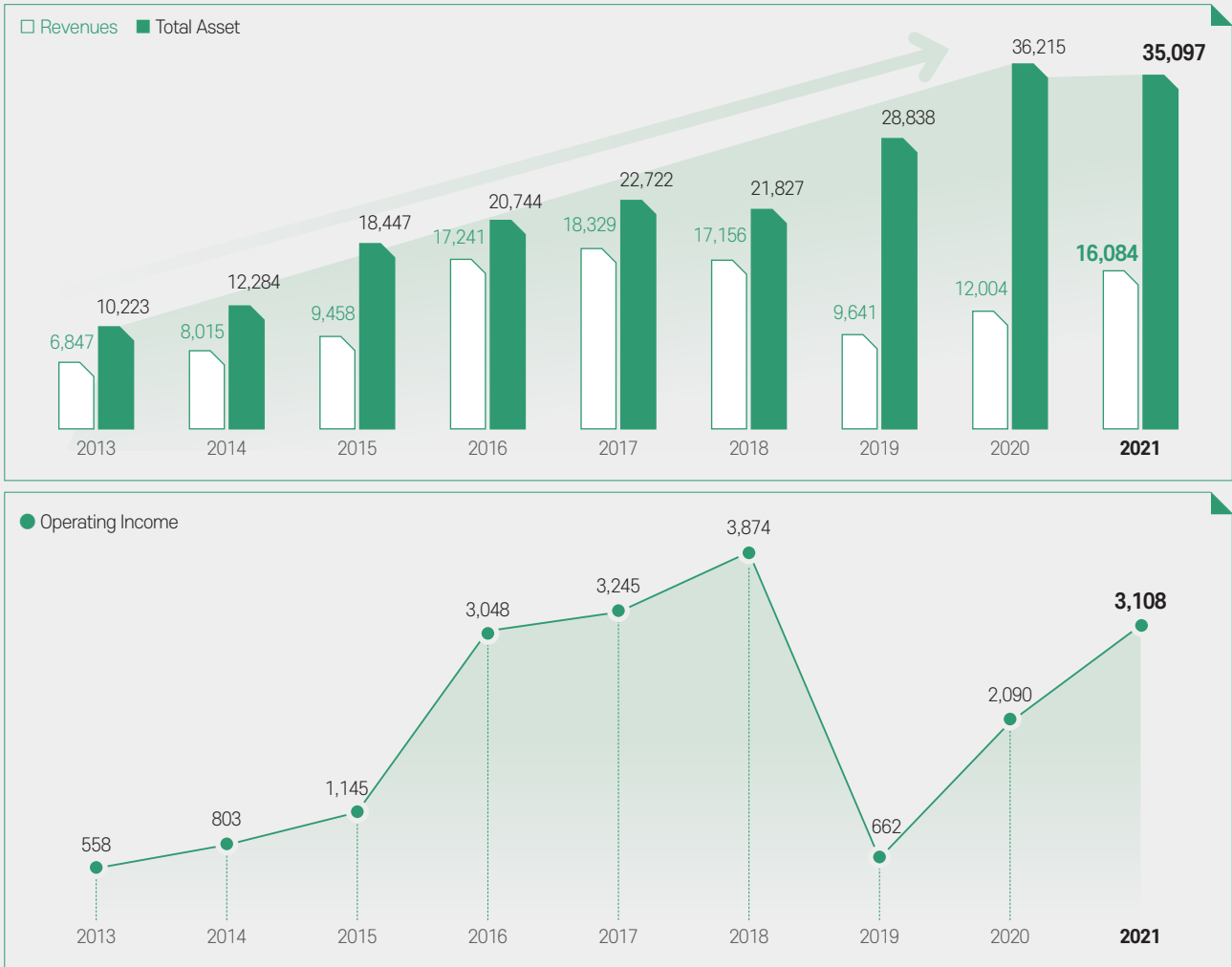




Sustainable Economic Value Creation and Profitability

In 2021, IS Dongseo recorded 41st in the construction capability evaluation. This is a result that was increased 87 places over the last 10 years from 128th place in 2010, proving the technological prowess of IS Dongseo. Since we achieved 'KRW 1 trillion in assets' in 2013, the company is still showing rapid growth over 10 consecutive years despite the difficult economic environment, and this is attributed to the dedicated efforts and spirit of challenge of our employees for ongoing technology development and for expanding into new business fields. Along with the revenues, the ordinary and net profits during the period are performing at high margins on a consistent basis. Despite the COVID-19 crisis and price fluctuations in the supply and demand of raw materials, IS Dongseo maintains a strong balance between our quantitative and qualitative growth to be aligned with our goal of being a sustainable company.

Main Performance Results



\* Source: 2013~2021 consolidated basis

Corporate Vision and Core Value

Philosophy of Values by IS Dongseo

The mission of IS Dongseo since our company's founding has been "to prioritize providing top value to customers above the company profits." Under many constraints surrounding the company, the three core values of 'challenge, passion and trust' are checked at anytime for being practiced at our business sites so as to provide the best value to customers, and employees carry on the efforts to take the initiative and lead by example. Based on these core values, IS Dongseo will realize the pillars of 'communication and sharing management', 'eco-friendliness and safety', and 'fairness and innovation' to duly implement the social role and responsibilities as a corporate citizen.

Code of Conduct on the IS Dongseo Employees

IS Dongseo's goal is to always be a 'well-respected company that designs a better tomorrow at the closest point to customers, and to create infinite possibilities and our culture of happiness'. As the three core values of 'challenge, passion and trust' were formulated directly by our employees who participated in defining the corporate vision, IS Dongseo exerts efforts in earnest, so that our three core values are deeply rooted in our corporate culture to ultimately reach the vision that we collectively pursue.

Philosophy of Values by IS Group



IS Group Employees' Code of Conduct





# Stakeholder Participation

## Stakeholder Participation

IS Dongseo duly collects feedback from stakeholders through seamless communication channels, to be reflected into our management and business activities. On / offline communication channels are maintained optimally to respond to issues of material interest for stakeholders proactively.

### 「Construction company strictly following the safety rules, and ESG virtuous cycle for customer satisfaction」

Employee | **Lim Jae-han** Senior Manager, Technology Research Institute

IS Dongseo focuses on the construction and construction manufacturing fields. Accordingly, IS Dongseo is expressing its commitment to perform the tasks at hand and that 'it is strict in safety standards' compared to other construction companies, and the continuity of the traditional company in the manufacturing industry is being maintained. But in the 4th Industrial Revolution era, the flexibility to devise a solution must be judged through new technology, computerization and modernization in the relevant field to improve the productivity for enhancing operational efficiency and technology development, as well as greater R&D efforts must also be cutting-edge. For sustainable ESG development, I think that a virtuous cycle must be established to develop good products from the standpoint of employee contentment, and provide customer satisfaction through those products. Therefore, I hope that the welfare benefits and complaint-handling system for the employees are operated appropriately to maintain the continuity of discovering the business engines of the next generation. IS Dongseo is increasing in market share as it keeps growing, but there are still many people who are unfamiliar with the company. When exposure to consumers is boosted through marketing and PR activities that are specialized to it, I think that it will be effective in showing the people IS Dongseo's cutting-edge technology as a construction company that is strict with safety standards and constructs apartments free from any issues of inter-floor noise pollution. If the company must change to secure a long-term growth engine, I think that no time is better than now to change and take on challenges as a leader in ESG management.

### 「Joint ESG communication with the community through eco-friendly technology development」

Vendor | **Lee Soo-kwang** Director, SG Company

IS Dongseo has shown improvements for ESG management over the last 3 years that were faster than any other companies. Main examples include acquiring the environmental company Insun ENT, and selling the manufacturing divisions such as INUS and Korea Rental, etc. If its previous image was as a construction company based on manufacturing, IS Dongseo's corporate image is changing into an eco-friendly company through realignment of business lines over the last 3 years. Recently, as the global attention on eco-friendly construction only grows stronger, the construction industry is also increasing in introducing eco-friendly technologies and products. I think that IS Dongseo must increase the portion of eco-friendly products on its buildings constructed to enhance customer satisfaction and pursue ESG management in earnest. There are environmental issues that can arise unforeseeably in the construction process, but I think that the process of minimizing those issues is required through ongoing technology and research & development. The recent collapse accident of the newly constructed apartment by a competitor of ours was a prime example showing how dangerous it is to follow only for results. I think that development of a company and customer satisfaction in its products go hand-in-hand. I hope that the ESG management policy is incorporated into supplying reliable products to the customers through systematic connection with the community, and that part of the profits through development could be put into the community.

### 「ESG partnership for development of product quality & service, and for future technology development」

Customer | **Lee Jae-man** Senior Researcher, Lotte E&C Technology Research Institute, Construction Technology Research Team

For IS Dongseo that performs its leading role in constructing the plant for the semiconductor company, I think that the biggest strength is the quality. We are performing joint development with the research institute of the PC department of IS Dongseo in construction technology to improve the productivity of apartments. Through our long-term partnership lasting 8 months since last July, we established a positive business model for mutual profits, and have maintained the cooperative relationship. IS Dongseo has a strict internal process for producing and delivering its products with top quality. As a leading specialized company that can lead future-based technology in new construction according to the change in the construction market environment, I think that it always pursues quality over quantity. In the past, the main sources of supply for the PC companies were large warehouse facilities such as a logistics center. Many logistics centers are being constructed in Korea due to the rapid growth of online shopping attributed to COVID-19, but after 3~5 years, this sharp trend will eventually start to decline from its peak, so it is hard to forecast that there will be sustained demand. Accordingly, technology to improve productivity must be developed and supplied to apartment construction activities that account for a large share of the domestic construction market, while long-term investments must be increased to secure the future-based technology. I am confident both of us will keep developing and pursuing successful ESG management by signing partnerships with many companies (such as design & construction companies) based on our business model and by sharing the short-and-long-term profits in the business model.

Stakeholder Communication Channel				
IS DONGSEO				
Employee	Vendor	Customer	Community	Investor
<ul style="list-style-type: none"><li>Grievance settlement channel operated regularly through online &amp; offline;</li><li>Diagnosis performed once a year on the effectiveness of the organization;</li><li>Periodic and non-periodic joint labor-management conference held;</li><li>Employees rewarded for long service</li></ul>	<ul style="list-style-type: none"><li>Regular meeting held on shared growth;</li><li>Incentive system operated for top-performing partners;</li><li>Exclusive vendor service (Webhard) operated;</li><li>Conference held with outstanding vendors</li></ul>	<ul style="list-style-type: none"><li>Official company website operated by improving customer convenience (the same contents provided through PC &amp; mobile);</li><li>Happy calls provided regularly;</li><li>Social media channels (Youtube, Instagram, Facebook) operated</li></ul>	<ul style="list-style-type: none"><li>The Munam Scholarship &amp; Culture Foundation operated;</li><li>Social contribution programs operated;</li><li>Donation programs operated;</li><li>Cooperation performed with partners &amp; NGOs</li></ul>	<ul style="list-style-type: none"><li>Company presentations held by the group (once / quarter);</li><li>e-Disclosures;</li><li>Response to credit rating, etc.</li></ul>

### 「Commitment to pursue sustainable ESG that is not burdensome to the final consumers」

Social Contribution | **Park Seo-yeon** Manager, ChildFund Korea

IS Dongseo supports the child welfare projects through the ChildFund Korea. Prime examples include the 'Hope for the Future' scholarship project for the low-income class, 'Pink Box' support project providing personal hygiene products for girls, and digital device support project for children who are not able to prepare contactless online learning equipment during the COVID-19 crisis, etc. Also, the company supports the project to support the children and families of abuse victims, as well as the project to support children at risk of becoming crime victims. I think that IS Dongseo is conducting ESG management to enable our future generation to be protected safely and grow properly as children should. As a partner in social contribution projects, IS Dongseo contributes actively to social-minded efforts to solve issues in the community. Notably, I think that its positive impact is made possible with the strong commitment of IS Dongseo's executives. Social contribution activities are performed proactively on behalf of crime and abuse victims, and all employees share the same values for the future of the children to create and develop an environment free of neglected children in the community. Recently, safety issues are being emphasized due to the apartment collapse accident in Gwangju, and its commitment to conduct ESG consistently will stand out when a company which is able to verify their own occupational safety is selected to contribute further to guaranteeing it. I hope that IS Dongseo keep pursuing its social contribution activities to become the sustainable part in the company.

### 「Leading ESG management to strengthen the global competitiveness and to share the positive influence to the society and the environment」

Academia | **Song Beom-geun** Chief Researcher, Korea Carbon Industry Promotion Agency

According to the global trend of carbon neutrality, IS Dongseo is aiming for commercializing the new construction material (carbon material such as carbon fiber composite material, etc. & hybrid composite material) that can replace the existing corrosive rebar-concrete. There is the prospect of securing technology to lead the market in the construction industry by deriving and commercializing the new industrial items through active R&D by the members and appropriate cooperation with the external organization. Due to the issues of public safety with lives being put at risk such as the recent apartment collapse accident, earthquake, etc., companies are focusing on securing the technology on improving the safety of the building, taking preemptive measures on disasters, and developing construction materials for repair & reinforcement. I think that there is a greater need in developing construction materials by using high-strength and ultra-light materials for improving the work intensity and safety of workers. According to the trend of convergence with the existing technology, systematic cooperation with companies and institutions not only in the same industry, but also from other industries are required to overcome the limitations of indigenous technology development. I hope that IS Dongseo can utilize the characteristics of the company to maintain the open cooperative system with external companies, as well as the partnership on business planning and R&D. We are confident that IS Dongseo is fully committed to establishing a convergent research cooperation system with relevant companies and institutions to strengthen their global competitiveness and to spreading its positive impact on society and the environment at the forefront of ESG management.

### 「Creation of ESG economic value on emphasizing eco-friendly value chain and environment」

Investment Institution | **Lee Min-jae** Committee Member, NH Investment & Securities

Among the business lines of IS Dongseo, environmental guide investment related to waste is being performed proactively. Besides property development, I think that IS Dongseo is a strong pro-eco-friendly company that is expanding the market prospects in the construction industry through M&As with eco-friendly companies such as Insun ENT and Koentec. Especially since the waste market is very fragmented, there are challenges of many aspects concerning the operation and management by a single company, but there's a good opportunity to secure the new growth engine on a mid-to-long-term basis such as waste battery. Effective communication with both the community and customers must be emphasized further, so that IS Dongseo can improve its organizational value in line with conducting ESG management, and to realize the social value. I hope that IS Dongseo operates an advisory group joined by experts in each ESG field, or sign a partnership with the expert group to identify the needs of customers and take measures accordingly. We are confident that IS Dongseo keeps conducting constant communication with the community by operating the advisory group joined by customers, as well as holding contests for university students and participating in the joint development projects in the private-public-academic sectors, etc. so as to boost customer participation activities in the course of business based on coexistence.



# Significant ESG Issues of IS Dongseo

IS Dongseo duly reflects the issues in environment, social and governance domains extensively in the company-wide operations to pursue sustainable development. To select more material issues for the construction business and stakeholders to perform intensive management and reporting, core issues of ESG management were selected according to the materiality assessment method recommended by the GRI standards and ISO 26000.

## Materiality Assessment Process

To derive the significant issues in ESG management, we performed the internal and external environmental analyses and materiality assessment based on the sustainability context, significance, principle of integrity and stakeholder participation provided by the international report standard of GRI.



## Benchmarking

Among the domestic and overseas companies, the sustainability management report of a leading company that demonstrates world-class ESG management was benchmarked to analyze sustainable performance based on the GRI reporting principles. Through this, issues that require attention and improvement by IS Dongseo were identified and responded to effectively.

## Expert Interviews

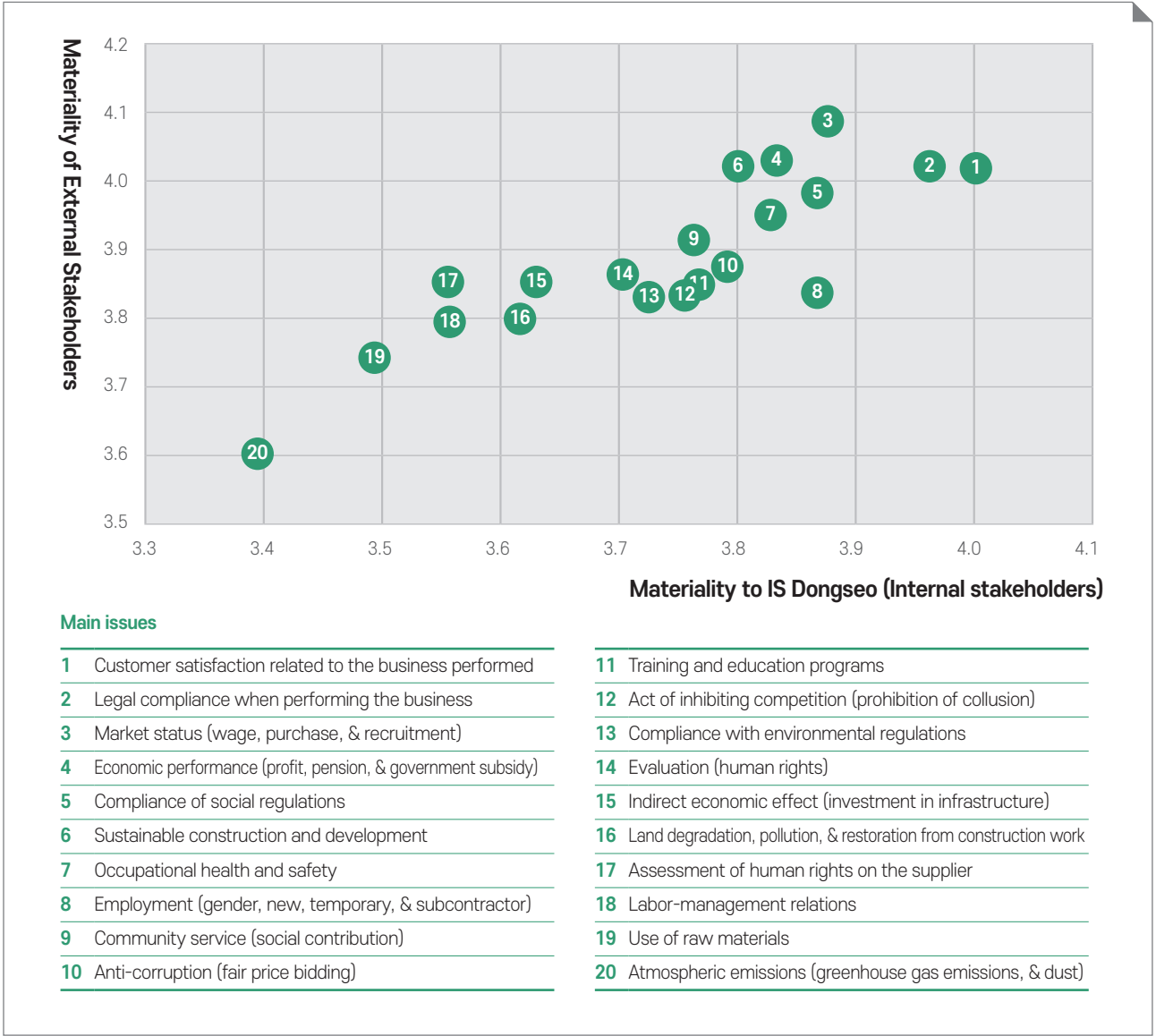
Expert interviews were conducted on the stakeholder groups of the company that was defined according to the flow of value creation. The interview targets included internal and external experts that can represent the corresponding group, and requirements of the stakeholders and shared values were identified in more detail to reflect on formulating the core issues.

## Media Analysis

Articles from January, 2019 to December, 2021 were analyzed to identify the external awareness of main issues as to ESG management of IS Dongseo objectively, and relevant issues were identified.

## Stakeholder Survey

Legal, financial, and operational responsibilities and influence on the management of IS Dongseo were considered to perform the survey on the main stakeholder group such as the employees, customers, vendors, the community, etc., and ESG management issues identified by each stakeholder were ascertained to reflect them in the materiality assessment.





# About BUSINESS



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Miracle,  
Innovation,  
Green & Future  
for a Better  
Tomorrow  
”

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Main Performance Results

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## Main Performance Results

### Business Efficiency Centered Portfolio for Maximizing Synergy

\* 2021  
consolidated performance standard

Construction

Concrete

Environmental

Shipping  
Other

Other Divisions

Revenue  
**KRW 11.9 billion** Revenue Portion  
**0.9%**

Main Items Indoor sports & cultural facility operation & other rental income

### Construction Business Divisions

Revenue  
**KRW 1.119 tril** Revenue Portion  
**69.1%**

Main Items  
Apartment (Eileen's Garden), (W) High-Rise Residential-Commercial Complex, & the Knowledge Industry Center (IS Biz Tower)

### Concrete Business Division

Revenue  
**KRW 217.1 billion** Revenue Portion  
**13.4%**

Main Items  
PHC pile, construction-civil engineering PC, & PC rail tie

### Environmental Business Division

Revenue  
**KRW 246.4 billion** Revenue Portion  
**15.2%**

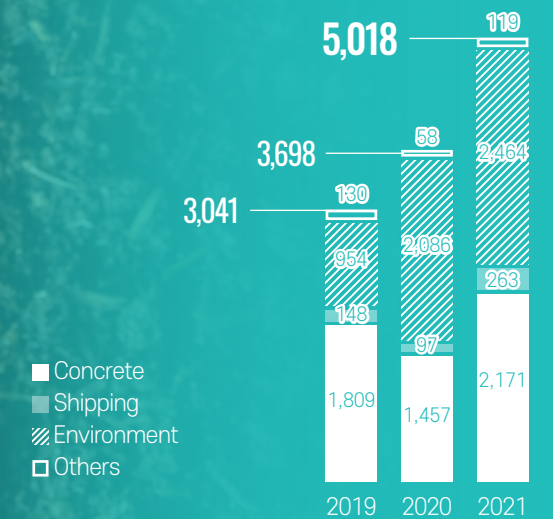
Main Items  
Construction waste treatment, waste landfill operation, & vehicle recycling

### Shipping Business Division

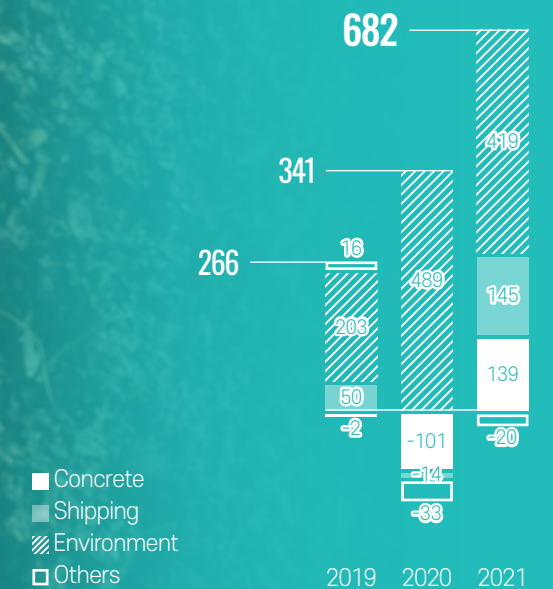
Revenue  
**KRW 26.3 billion** Revenue Portion  
**1.6%**

Main Items Bulk cargo transportation

### Revenue Trend of Non-Construction Divisions



### Operating Income Trend by Divisions





# MIRACLE

Even today,  
miracle is constructed  
everywhere in Korea

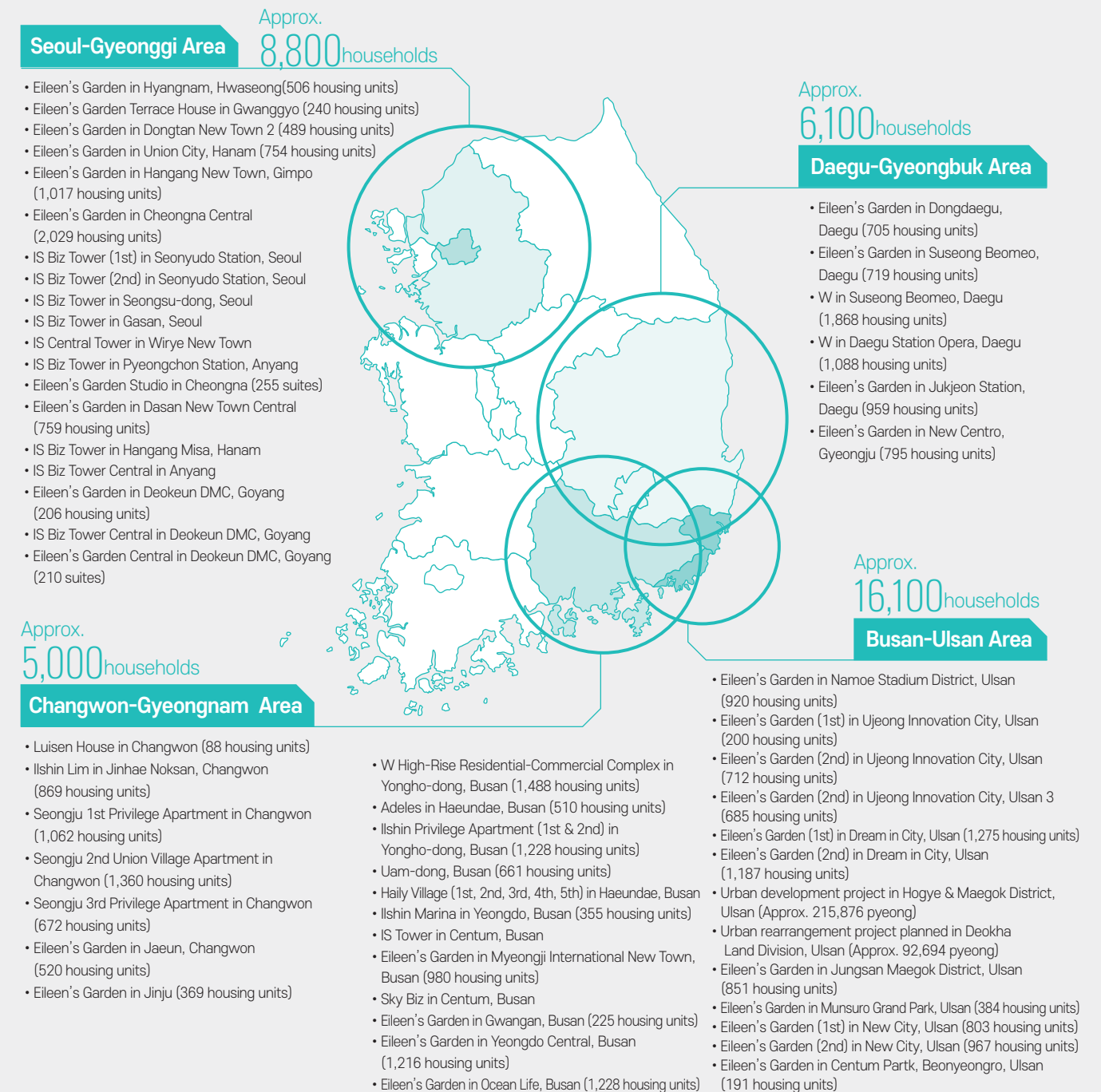
IS Dongseo  
Construction Business Division



## Construction Business Division

### Housing & Construction Business Line

Starting from the luxury villa business of Ilshin Hailla Village in Haeundae, Busan in the 1990s, IS Dongseo constructed the housing supply of over 36,000 households nationwide to earn the reputation of the representative construction company of Busan. We are leading innovation in Korean housing based on rich experience and advanced technology. In addition, advanced and high-value housing products are provided such as apartments, residential-commercial complexes and studios.





Housing in Seoul Metropolitan Area



- 1 Eileen's Garden in Cheongna Central (2,029 housing units)
- 2 Eileen's Garden in Hangang New Town, Gimpo (439 housing units)
- 3 Eileen's Garden Terrace House in Gwanggyo (240 housing units)
- 4 Eileen's Garden in Hangang New Town Lake (578 housing units)
- 5 Eileen's Garden in Deokeun DMC, Goyang (206 housing units)



- 1 Eileen's Garden in Union City, Hanam (754 housing units)
- 2 Eileen's Garden in Dongtan New Town 2 (489 housing units)
- 3 Eileen's Garden in Dasan New Town Central (759 housing units)
- 4 Eileen's Garden Studio in Cheongna (255 suites)
- 5 Apartment in A2-1BL, Wirye New Town (2,334 housing units)
- 6 Eileen's Garden in Hyangnam, Hwaseong (506 housing units)





Housing Busan / Yeongnam Region



- 1 W High-Rise Residential-Commercial Complex in Yongho-dong, Busan (1,488 housing units)
- 2 Eileen's Garden in Myeongji International City, Busan (980 housing units)
- 3 Adeles in Haeundae, Busan (510 housing units)
- 4 Ilshin Privilege Apartment (1st & 2nd) in Yongho-dong, Busan (1,228 housing units)
- 5 Ilshin Marina in Yeongdo, Busan (355 housing units)
- 6 Haily Village (1st, 2nd, 3rd, 4th, & 5th) in Haeundae, Busan



- 1 W in Suseong Beomeo, Daegu (1,868 housing units)
- 2 Eileen's Garden in Beomeo, Daegu (719 housing units)
- 3 Eileen's Garden in Dongdaegu, Daegu (705 housing units)
- 4 W in Daegu Station Opera, Daegu (1,088 housing units)





Housing Busan / Yeongnam Region



- 1 Eileen's Garden (2nd) in Dream in City, Ulsan (2,462 housing units)
- 2 Eileen's Garden (1st) in New City, Ulsan (803 housing units) & Eileen's Garden (2nd) in New City, Ulsan (967 housing units)
- 3 Eileen's Garden (1st) in Ujeong Innovation City, Ulsan (200 housing units), Eileen's Garden (2nd) in Ujeong Innovation City, Ulsan (712 housing units), & Eileen's Garden (3rd) in Ujeong Innovation City, Ulsan (685 housing units)
- 4 Eileen's Garden in Namoe Stadium District, Ulsan (920 housing units)
- 5 Eileen's Garden in Jungsan Maegok District, Ulsan (851 housing units)
- 6 Eileen's Garden in Munsuro Grand Park, Ulsan (384 housing units)



- 1 Seongju 1st Ilshin Privilege Apartment in Changwon (1,062 housing units), Seongju 2nd Ilshin Union Village Apartment in Changwon (1,360 housing units), & Seongju 3rd Ilshin Privilege Apartment II in Changwon (672 housing units)
- 2 Eileen's Garden in Gaho District, Jinju (369 housing units)
- 3 Eileen's Garden in Jaean 3 District, Changwon (520 housing units)
- 4 Ilshin Lim in Jinhae Noksan, Changwon (869 housing units)
- 5 Eileen's Garden in New Centro, Gyeongju (795 housing units)





Knowledge Industry Center



- 1 IS Biz Tower in Pyeongchon Station, Anyang
- 2 IS Biz Tower (1st) in Seonyudo Station, Seoul
- 3 IS Biz Tower in Hangang Misa, Hanam
- 4 IS Biz Tower in Gasan, Seoul



- 1 Sky Biz in Haeundae Centum, Busan
- 2 IS Biz Tower in Seongsu-dong, Seoul
- 3 IS Biz Tower (2nd) in Seonyudo Station, Seoul
- 4 IS Tower in Haeundae Centum, Busan
- 5 IS Biz Tower Central in Anyang





Commercial Facility



1 W SQUARE in Yongho-dong, Busan

2 IS Central Tower in Wirye New Town

3 W SQUARE in Suseong Beomeo, Daegu



Urban Regeneration/Development Project



1 Urban development project in Hoegye Maegok District, Ulsan

2 Housing redevelopment project in Bongnae District 1, Yeongdo, Busan (1,216 housing units)

3 Urban development project in Deokha District, Ulsan

4 Housing reconstruction project in Gwangan District 2, Busan (225 housing units)

5 Housing redevelopment project in Dongsam District 2, Yeongdo, Busan (1,228 housing units)

6 Housing reconstruction project in Jukjeon District 3, Daegu (959 housing units)

7 Street housing revitalization project in Yaeumje District 1, Ulsan (191 housing units)





Civil Engineering Business Line

Civil engineering work is creating a new space on a natural site, and it is about constructing various structures to promote the cultural improvement of eco-friendly lives of people based on the experience and technology. Main civil engineering work by IS Dongseo include large SOC projects such as site construction of the Busan New Port International Terminal that was the largest in Northeast Asia, as well as construction of the Namgang Dam regional water supply system, Wonjeon Port, etc. IS Dongseo performs construction work on national infrastructures such as the roads, bridges, tunnels, railroads and harbors, and our strong competitive edge is secured through various construction and advanced technologies.



- 1 Lighter's wharf repair work at Busan South Port
- 2 Shore protection work on the dredged soil site in the Busan New Port (Area #2)
- 3 Breakwater construction at the Busan South Port
- 4 North Container Terminal construction at the Busan New Port

- 5 Pier bridge & multi-purpose quay construction at the Busan New Port
- 6 Project to revive Nakdonggang River in Busan (Area #2)
- 7 Public waters reclamation work & shore protection work in Millak-dong, Busan
- 8 Road establishment construction between Sajik-Choeup in Busan



- 1 Foundation construction of Osiria Theme Park in Busan (Area #2)
- 2 Landscaping work on S3BL apartment in Eungye, Siheung
- 3 Wonjeong Port construction in Masan
- 4 Expressway No. 30 construction between Sangju-Yeongdeok

- 5 General industrial complex construction in Gimhae
- 6 Mieum District construction in the Busan-Jinhae Free Economic Zone (Area #4-3)
- 7 Green Connection Road construction in Seoreunggogae, Seoul





# INNOVATION

Life is innovated through the technology and quality that are highly praised by the world.

IS Dongseo  
Concrete Business Division

# Manufacturing

## Concrete Business Division

### Production Factory

As the Concrete Business Division of IS Dongseo participates in the government-led infrastructure construction projects such as large SOC projects and construction of new cities, etc., products are manufactured using strict quality control and cutting-edge technology. Along with the pride of contributing to key national industries and our market position as an industry leader, IS Dongseo will strive to enhance our strong reputation for trust and reliability through world-class quality and technology.



Icheon Factory

12, 1763-gil, Jungbudaero-ro, Icheon-si, Gyeonggi-do, Korea

- **Date of Operation**  
September, 1982
- **Factory Area**  
149,440㎡
- **Manufactured Products**  
PC members, segment, rail tie
- **Production Scale**  
135,000㎡ annually (450㎡/day)



Eumseong Factory  
(Young Poong Pile)

1042, Deokgeum-ro, Geumwang-eup, Eumseong-gun, Chungbuk, Korea

- **Date of Operation**  
March, 2006
- **Factory Area**  
246,006㎡
- **Manufactured Products**  
Construction PC, PILE
- **Production Scale**  
30,000㎡ annually (1,200㎡/day)



Cheongyang Factory

12, 1763-gil, Jungbudaero-ro, Icheon-si, Gyeonggi-do, Korea

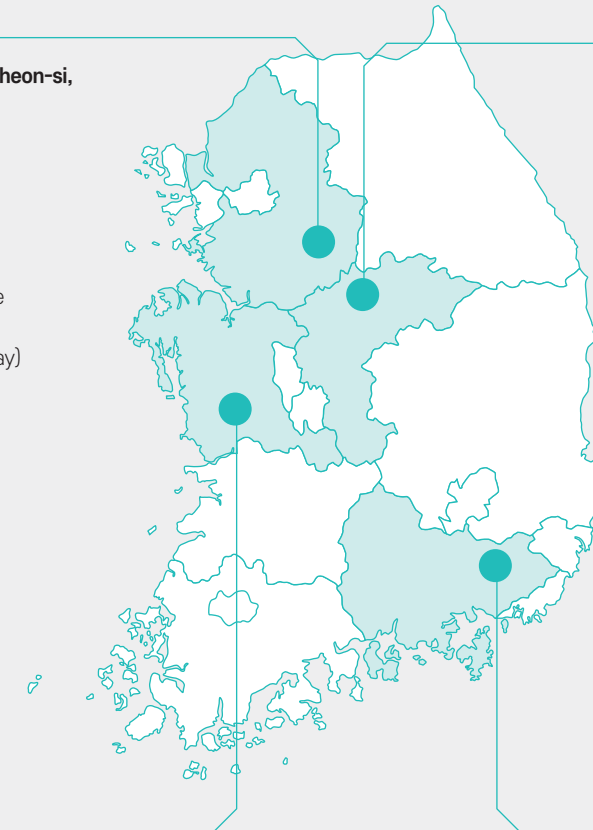
- **Date of Operation**  
April, 1995
- **Manufactured Products**  
PILE
- **Factory Area**  
117,270㎡
- **Production Scale**  
600Ton/day



Changnyeong Factory

654, Upo 2-ro, Daehap-myeon, Changnyeong-gun, Gyeongnam, Korea

- **Date of Operation**  
May, 1994
- **Factory Area**  
96,379㎡
- **Manufactured Products**  
PILE
- **Production Scale**  
800Ton/day





Concrete Business Division

IS Dongseo has developed the PHC PILE technology independently for the first time in Korea, and ranks first in market share. In addition, IS Dongseo boasts the largest production scale in Korea through strict quality control and technology development.

PILE

**PHC Pile** | Based on the know-how of manufacturing the products that was accumulated over the last 40 years, our construction business boasts strong competitiveness in the eco-friendly technology as well through R&D expansion and technology exchange between industry & academic research institutes.

Specialty Pile

**CRC (Centrifugal reinforced concrete column) PILE** | As the circular column that was developed by using the centrifugal reinforced concrete and rebar, it is a substitute material that offers cost-savings compared to existing H-shaped steel and synthetic columns, and PHC pile for pile foundation during the top-down construction process. There is first-rate competitive advantages in terms of constructability, quality and reducing the construction period.

**ICP(Infilled Composite PHC) PILE** | As the shear connector (shear reinforcement) of the existing PHC pile that is vulnerable in bending and shear performances, main reinforcement and concrete are filled to increase the shear and bending performance into the steep pipe pile level to improve the economic feasibility, construction capability, and bearing capacity.

**Auto Position Joint PHC Pile** | As the non-weld joint separated on the top & bottom, PHC pile is attached for release to the site, and [auto position] and [pin] are fixed during the connection in the field to boast first-rate construction capability and economic feasibility.



PC (Precast Concrete)

**Construction PC** | Error in construction is minimized through the factory production of construction PC, and it is an eco-friendly product that is secured with economic feasibility and minimizes environmental damage by reducing construction period.

**Civil Engineering PC** | It has first-rate construction capability and economic feasibility through the simple process of site arrangement in the factory manufacturing.

**PC Rail Tie** | Best efforts were given on the safety during construction and stability of the structure through product design from accurate structural calculation, while automated production equipment from Italy was introduced to produce the products with strict precision and uniformity.

**Bi-Block Rail Tie** | Maintenance cost is very low without concerns of corrosion to be mostly used as the rail tie for high-speed railroad, and track irregularity restraint from elastic fastening is top-notch.

**Segment** | Concrete segment for shield construction is secured with high precision and product quality to be produced with high-quality products, and the top-notch quality is well-regarded at the sites such as Seoul Metropolitan Subway construction sites, railway facility construction sites, KEPCO & TEPCO (Japan), etc.





# GREEN

The present and future of  
the environmental industry  
are connected

IS Dongseo  
Eco-Friendly Business Division

# Environmental



## Eco-Friendly Business Division

### Construction Waste Intermediate Treatment

The construction waste from the construction sites is used with eco-friendly plant equipment, etc. to reproduce and use as a resource possible for recycling, while the company prevents depletion of limited resource and produces high-quality recycling aggregate to perform the role as an alternative resource substituting natural resources that are conducive to the future environment. IS Dongseo boasts various new technologies on the environmental and construction business, and has the leading processing capability in the industry such as becoming the first company in the industry to complete the construction of recycling aggregate production plant for concrete.





Recycling Aggregate

IS Dongseo acquired the quality certification for ‘recycling aggregate for concrete’ for the first time in Korea to become the first company in the industry to produce the 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. We are leading the way in ushering in resource recycling for it to gain ground owing to top-quality recycling aggregate that is as good as natural aggregate.



Vehicle Resource Circulation (Crushing & Recycling)

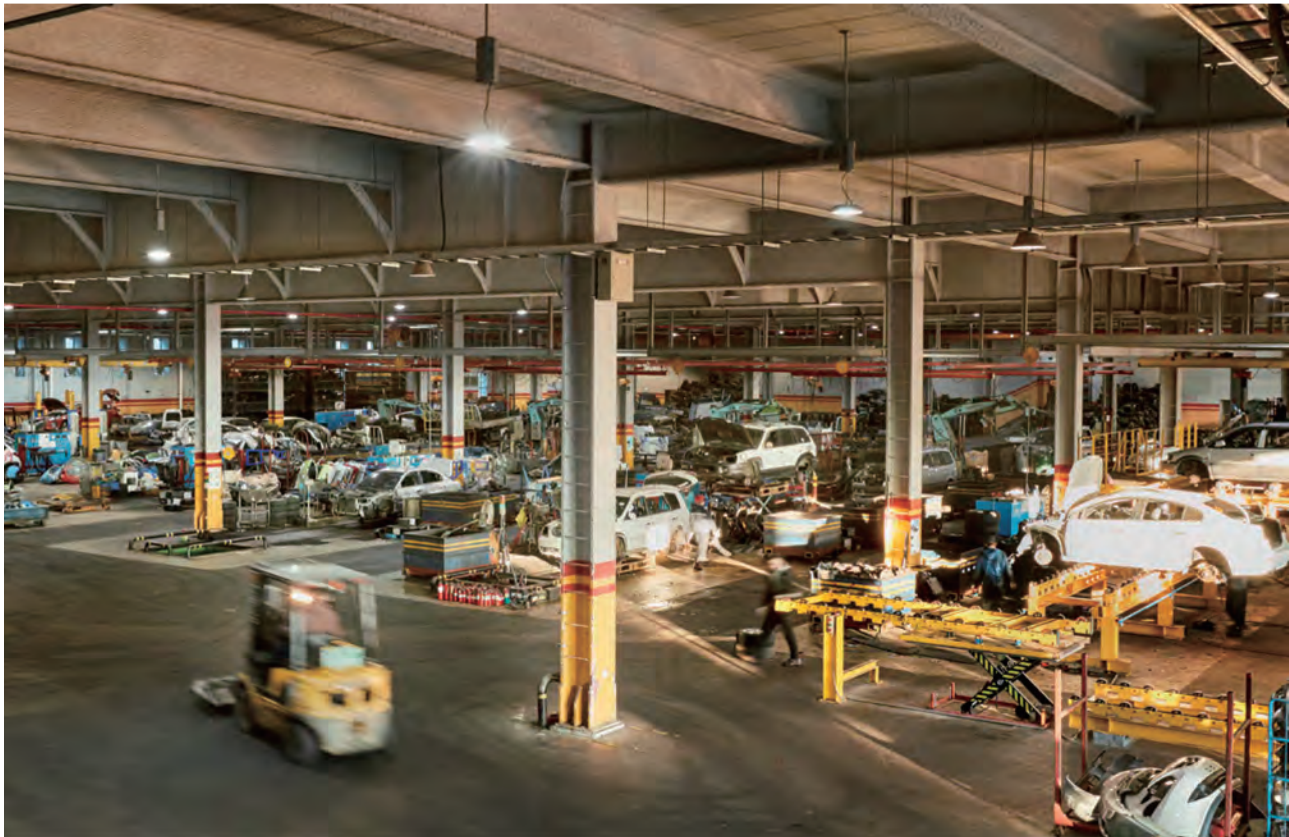
The world-class shredder facility is operated to improve the crushing and sorting capability, with IS Dongseo being the first company in the industry to succeed in materializing the raw material for casting from the iron scrap. Notably, we have the top equipment competitiveness in the industry with the largest scale in Korea at 4,000-horsepower output, and are also equipped with the high-tech sorting capability to produce the high value-added products.





Vehicle Resource Circulation (Dismantling & Recycling)

IS Dongseo is operating our cutting-edge dismantling and recycling center for scrapped vehicle, the largest of its kind in scale in Asia, and the 'Commercialization system on all recycling stages of scrapped vehicle' was set up, 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 90% of it can be recycled. Accordingly, the scrapped vehicle industry is being emphasized as a blue ocean market through the cutting-edge high value-added commercialization technology, and it is being referred globally as the new urban mining business.



Waste Landfill

IS Dongseo is increasing the efficiency of landfilled waste through strict eco-friendly post-management after the landfill, and through ongoing and phased expansion of the landfill site. Waste landfill is an important business field of performing final disposal of the waste, but the importance is gradually increasing in the construction industry due to the difficulty of new permit and consumption of available space in the existing landfill.



Incineration · Steam Production & Supply

Incineration plays an important role in reducing direct landfill and amount of landfilled waste, while incineration technology is gaining traction as the eco-friendly business for preserving the environment such as supplying energy to the nearby area through the waste heat that is generated in the incineration process.





# FUTURE

Life is innovated through  
value and quality

## Affiliates of IS Dongseo

# Manufacturing & Affiliate

## Affiliates

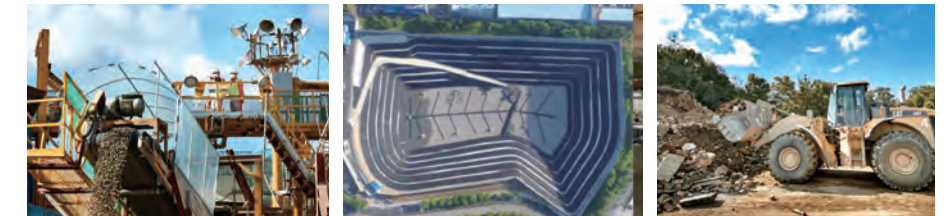
### Affiliates

IS Dongseo's future businesses are promoted through our affiliates and related companies. Notably, we proactively accumulate a pro-eco-friendly business portfolio and performs sustainable management activities at the forefront of ESG management. Future businesses complementary to the construction business with top-performing business stability and profit structure are identified and leveraged to effectively mitigate the business cycle fluctuations of the construction industry's performance.

### Insun ENT

Insun ENT became an affiliate of IS Dongseo in 2019, and is the dominant environmental management service provider of construction waste treatment, waste landfill, and scrapped vehicle dismantling and recycling business, etc in Korea.

- Construction waste treatment** the largest processing capacity in Korea based on cutting-edge technology on intermediate treatment.
- Waste landfill** vertical integration established on waste treatment, and strict eco-friendly post-management after the landfill



### Insun Motors

Insun Motors approaches the essential resource of the modern society of vehicles with a new perspective, and provides a strong vision for the future of the automobile after-market in Korea through eco-friendly recycling.

- Vehicle Resource Circulation (scrapped vehicles)** Vehicle Resource Circulation Center that is capable of dismantling all models and makers
- Vehicle Crushing & Recycling** Shredder is operated as a recycling facility that is capable of handling about 480,000 vehicles annually.
- Electric Vehicle Battery Storage & Recycling** System for safe storage and recycling of electric vehicle battery and lithium-ion battery
- Electric Vehicle Dismantling Facility** 전Exclusive line is constructed for dismantling the electric vehicles more safely
- Residual Value Evaluation on the Electric Vehicle** Residual value evaluation program on the battery, which is a core part of the electric vehicle.





## Young Hung Industry Environment

Young Hung Industry Environment is equipped with the latest mechanical equipment to exert efforts in earnest for eco-friendly processing of various wastes, and high-quality recycling aggregates are produced for recycling and supply to construction sites.



### | Construction Waste Intermediate Treatment, Collection and Transportation

Construction wastes from the construction sites are reproduced and used as the recyclable resource by utilizing eco-friendly plant equipment, etc.

### | Recycling Aggregate

Coarse (40mm) and fine (5mm) recycling aggregates that comply with the strict quality standards are produced

### | Incineration Business & Steam Production

Waste heat generated during incineration is used to produce the steam energy of 15 Ton/H or more, and 24-hour pollution emission monitoring system is operated with the processing capacity of 4 tons per operating hour



## IS Shipping

The vision of IS Shipping is not only to become a reliable company on transporting the cargo for the customers, but also to deliver the previous value of the customers.

### | Bulk Cargo

Large bulk carriers are operated according to the global trend in the shipping market to focus on the shipping business and marine transportation of various cargo safely to destinations around the world from Asia to Europe.

### | Marine Cargo

Based on the shipping network around the world, IS Shipping is providing quick, safe and accurate transportation services for customer satisfaction and efficiency in logistics, and the status of the company is expanding in the global shipping market.



## Young Poong Pile

Since becoming an affiliate of IS Dongseo in 2014, Young Poong Pile is manufacturing and selling large-caliber pile, ICP pile and ready-mixed concrete, etc., and the company is pursuing top quality through ongoing challenges to provide trust on the products and to impress the customers through the services.

### | PHC Pile

Based on the extensive technical data and diverse business experiences that are considered to be the top level in the industry, quality control system complying with the ISO certification requirements is established to produce the high-strength PHC pile that is enhanced 1.6 times in concrete compressive strength compared to the PC pile.

### | The ready-mixed concrete industry

has expanded to the ready-mixed concrete that is used as the basic material in the construction industry, and focus is made on the production of ready-mixed concrete through the quality policy of satisfying the customers from manufacture, delivery and services for impressing the customers.



## Ocean D&C

Ocean D&C is beginning the new challenge on leading the recreation & leisure business in Korea by placing top priority on customer satisfaction from the resort business to the golf course and club house.



### | Public Golf Course

18-hole+2-hole (service) and additional facilities

### | Club House

The luxurious three-floor club house features with a VIP room, bathroom, powder room, restaurant and shared rooms to provide top quality services and to enable the customers to experience the various additional facilities.

### | Tee House

The tee house on the first floor was designed to provide comfortable rest for customers after playing golf, with the beautiful fairway of the Ocean Click Golf Course to be enjoyed from the tee house.







KR Energy

Unlike the general incineration companies that perform incineration waste treatment as the main business, KR Energy is an energy recovery facility that is operated for the main purpose of steam sales, and stable supply of high temperature, high-pressure and high-quality steam is viably produced.

**Conversion of Business Model from the Waste to Resource & Energy**

- Among the wastes not viable for recycling, combustible wastes are separated for incineration, and waste heat generated during the incineration process is used to produce steam for sale.
- Supply of steam produced after combustion of SRF (Solid Refuse Fuel) and ASR (automotive shredder residue) and thermal recycling;
- The business breaks free from the existing waste treatment method of simply incinerating for burying waste, and resource recycling is performed through energy recovery along with environmental conservation from decrease in landfill.
- Also, the business corresponds to the environmental policy of the government by promoting appropriate recycling of scrapped vehicles through thermal recycling of ASR.

Environment Energy Solution

With responsibility and abundant know-how on waste treatment, environment energy solution provides customized solution from O&M to EPC.



**EPC Business** Waste incineration & emission gas treatment, sewage sludge incineration & drying for use as fuel, and water treatment facility design, procurement, & construction;

**O&M Business** Domestic waste incineration & recycling, sewage sludge incineration & drying for use as fuel, and facility operation & management on producing BIO gas & dry feed from food waste.



TCE

TCE is a textile and fashion company that specializes in eco-friendly production, and exports over 95% of the denim clothing and fabrics to the global market including the Americas, Europe, Japan, others in Asia, etc.

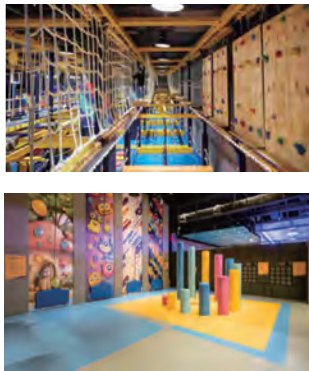
**Denim Fabric** TCE boasts high-level of technology and over 60 years of experience in the industry on producing denim fabrics, functional denim fabric was launched through ongoing R&D investment. In addition, the production capacity was extended to hold the leading the position in denim fabric business in the ASEAN region.

**Jeans (Finished Product)** TCE expanded the business to finished products on jeans (needlework & washing) in 2017 by using the denim fabric of the company, and the production capacity was expanded by constructing its second factory in 2019 to sell finished products on jeans to existing denim fabric customers as well as global brands.



VAUNCE

Vaunce is a unique urban cultural space that presents new experiences and vitality in life by enabling customers to break away from the busy and mundane everyday life.

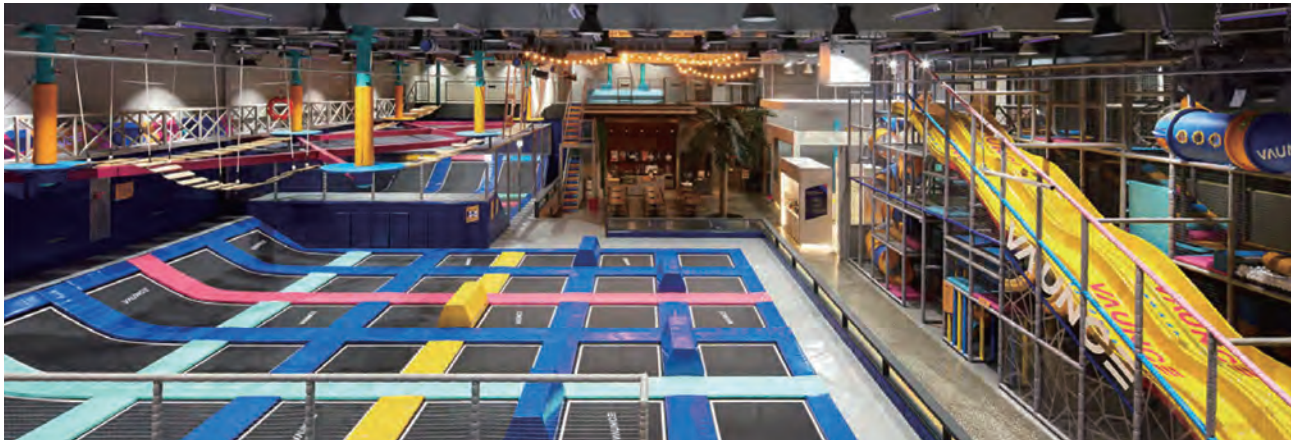


**VAUNCE TRAMPOLINE PARK** Fun and sense of achievement, and pleasure of enjoying healthy forms of play are presented via the customized contents and programs using a trampoline.

**VAUNCE ADVENTURE PARK** A theme park combined with various adventure contents using the trampoline (a model for large complex malls via large facility investment)

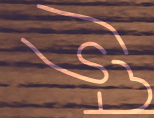
**VAUNCE KIDS PARK** As the indoor trampoline playground for young children from infants to elementary school students, space is provided to enable children to play safely.

**TECH & ARCADE & OTHERS** TECH & ARCADE contents that provides both fun and happiness through sensor-based digital games.





# About ESG



“  
Value of Life  
Living Together,  
and Virtue of  
Sharing are  
Realized.  
”

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Sustainable Development  
Goals (SDGs)

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Ethical Management

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Risk Management



Sustainable Development Goals (SDGs)

IS Dongseo established the enterprise-wide ESG management system to pursue sustainability in the course of business. Fields of development in the three ESG domains were expanded to formulate the strategic tasks in each direction based on the significant issues selected by the stakeholders.

**UN Sustainable Development Goals (SDGs)**

SDGs are 17 global goals for sustainable development.

1NO POVERTY

2ZERO HUNGER

3GOOD HEALTH AND WELL-BEING

4QUALITY EDUCATION

5GENDER EQUALITY

6CLEAN WATER AND SANITATION

7AFFORDABLE AND CLEAN ENERGY

8DECENT WORK AND ECONOMIC GROWTH

9INDUSTRY, INNOVATION AND INFRASTRUCTURE

10REDUCED INEQUALITIES

11SUSTAINABLE CITIES AND COMMUNITIES

12RESPONSIBLE CONSUMPTION AND PRODUCTION

13CLIMATE ACTION

14LIFE BELOW WATER

15LIFE ON LAND

16PEACE, JUSTICE AND STRONG INSTITUTIONS

17PARTNERSHIPS FOR THE GOALS

ESG Management Goals

Strategic Directions

Significant Issues

Linked SDGs

GREEN

Waste Recycling & Eco-Friendly Treatment

Energy-Saving in Construction

Compliance with Environmental Laws/Regulations

Sustainable construction & development

Use of raw materials

9INDUSTRY, INNOVATION AND INFRASTRUCTURE

Compliance of environmental regulations

Air emission (greenhouse gas emissions, dust pollution)

12RESPONSIBLE CONSUMPTION AND PRODUCTION

Land degradation, pollution & restoration from the construction work

13CLIMATE ACTION

15LIFE ON LAND

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About IS Dongseo

About Business

About ESG

APPENDIX

Performances according to the tasks are managed annually to contribute to the achievement of the sustainable goals of IS Dongseo, as well as the UN Sustainable Development Goals, the universal set of goals provided by UN.

MIRACLE

System establishment for workers' safety

Recruitment of professional manpower

Severe accident management

Establishment of personal information protection system

ESG management support to vendors

Occupational safety & health

Training and education

3GOOD HEALTH AND WELL-BEING

Human rights for the suppliers

Legal compliance to the society

4QUALITY EDUCATION

Employment and labor-management relations

8DECENT WORK AND ECONOMIC GROWTH

11SUSTAINABLE CITIES AND COMMUNITIES

INNOVATION

Transparent information disclosure

Implementation of ethical management

Independent & trusted operation of the Board of Directors

Development of expertise of the Audit Committee

Legal compliance in business performance

Anti-competitive actions

10REDUCED INEQUALITIES

Economic performance

Good governance

16PEACE, JUSTICE AND STRONG INSTITUTIONS

Anti-corruption

17PARTNERSHIPS FOR THE GOALS



# Occupational Safety & Health Management

## Occupational Safety & Health Goals

Zero accident fatality rates  
Full implementation of the

Smart Risk Assessment

Close management of  
high-risk work to prevent  
accidents from falls

Occupational safety & health policies & goals for the site are established and posted, while all employees are urged to attain full knowledge

## Occupational Safety & Health Management System and Policy

IS Dongseo defined the occupational safety, health and environmental policies for implementation as a top priority to respect people’s lives, preserve the precious environment for future generations, and promote a future-oriented corporate image. Site management is performed efficiently through the occupational safety & health management system, while the Smart Risk Assessment System is applied for all business divisions to establish our robust and reliable system.

Slogan of Occupational Safety & Health

IS Dongseo embodies the value of respect for people’s lives based on ESG management.

## Occupational Safety & Health Management Policies

### Occupational Safety & Health Management Policies

1. Laws and regulations related to occupational safety & health shall be abided by.
2. Safe and comfortable working environment shall be developed.
3. Advanced preventive activities shall be reinforced to prevent the occurrence of disasters.
4. Occupational safety & health culture shall be stabilized through active participation & cooperation by all members & stakeholders.

All employees shall pledge to duly abide by the above policies, as well as establish and implement the HSE management system for enhancing the HSE performance. This pledge shall be reviewed periodically to put ongoing improvement into practice, as reflected in the index of sustainability management.

December 31, 2021  
Head of IS Dongseo Occupational Safety & Health Sector

## Occupational Safety & Health Management Goals

IS Dongseo exerts every effort to secure the safety of the workers through ongoing preventive activities and active participation. Our safety alertness improvement and management system is established to facilitate discussions on improving the safety at our work sites, and the occupational safety and health organization is established and operated to maintain an accident free workplace.

## Occupational Safety & Health Promotion Organization



## Aim for Achievement of Zero Accidents

IS Dongseo has established the strict enterprise-wide occupational safety & health management goals, so that our employees and vendors can work in an accident-free workplace, while a safe and healthy workplace is being established through systematic accident rate management and occupational safety & health related programs.

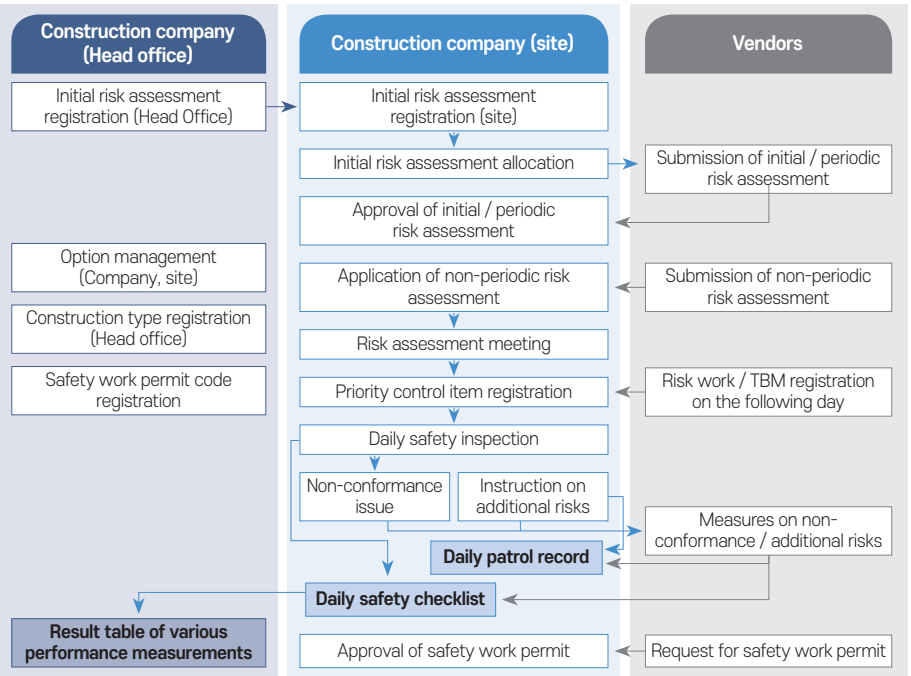
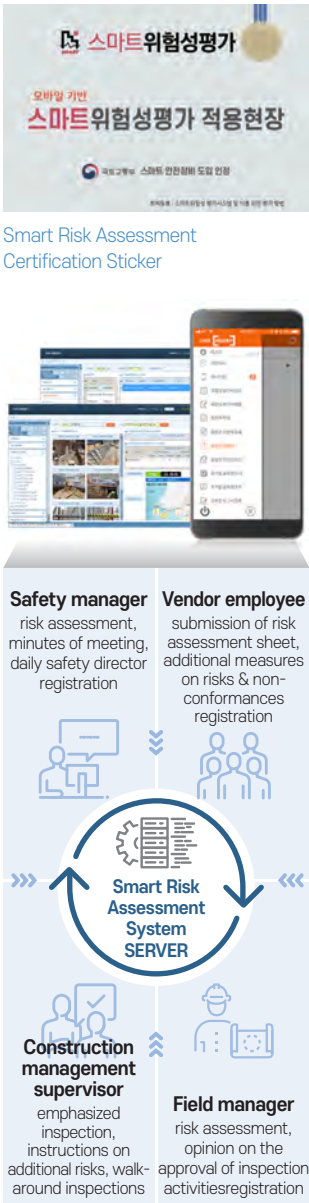
## No. of Major Accidents

Classification	Unit	2019	2020	2021
No. of serious accident occurrences	Cases	1	-	-
	Male	9	15	26
	Female	0	2	1
No. of injuries & illness of workers	Total	9	17	27
	Male	1	-	-
	Female	-	-	-
No. of work-related fatalities of workers	Total	1	-	-
	Male	1	-	-
	Female	-	-	-

## Implementation of Smart Risk Assessment

IS Dongseo performs our Smart Risk Assessment on all sites, and the activities on strengthening the prevention of accidents such as identifying serious risks and pursuing reporting actions on risk factors, etc. on an ongoing basis. The Risk Assessment System is a system that utilizes PCs and smartphones onsite to support ongoing improvement through easy and convenient record-taking, analysis and review of the risk assessment, inspection on the priority control items, management of additional risks discovered, and non-conformance management. The system enables immediate sharing and actions on the risk factors that are identified.

## Smart Risk Assessment System Process





Site safety check activity



Performance safety check activity supervised by the management



Site safety check activity



Inspection on fire prevention measures



Performance of Emergency Evacuation Training



Performance of remote-based safety training

Performance of Safety Check Activity

IS Dongseo duly inspects our safety facilities and provides training to the employees every month by designating a “Safety Check Day’ to prepare for all safety accidents. At this event, IS Dongseo employees and management/ supervisors of the vendors are in attendance, with the senior management such as the division heads, etc. joining on occasion to enhance the safety alertness of all employees and encourage them to perform activities for safety accident prevention.

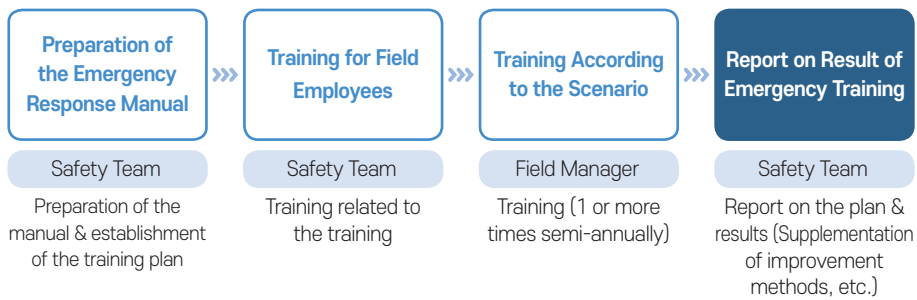
Strengthening Fire Prevention Activity

IS Dongseo duly performs self-inspections for each site and special trainings on fire prevention to strengthen the fire prevention measures onsite. Our field workers including the field managers and vendors performs periodic inspections of the office, construction area, instruments and fire extinguishers, etc., and special trainings are also provided in tandem to the workers regarding fire prevention. In addition, inspection checklist is used to fully check all inspection items without omissions, and non-conformance matters are discovered for countermeasures and corrective actions.

Performance of Emergency Evacuation Training

In 2021, IS Dongseo has formulated the Emergency Response Manual for the safety of our field workers, while the manual is being distributed to all sites in 2022, so that our manual and training plan is instated at each site, with emergency drills performed according to the process. Accordingly, results are reported semi-annually. Damage due to the occurrence of serious industrial accidents is minimized by providing the emergency response manual for systematic guidelines on actions such as countermeasures, corrective responses, and relief measures for extra damage prevention to manage emergencies such as serious industrial disasters, emergencies, etc.

Emergency Response Manual



Reinforcement of Safety Training

IS Dongseo performed remote-based safety training to all field management/ supervisors to improve safety alertness, and to secure the occupational safety and health of the management and supervision directors not in receivership. Remote-based training method was instated to prevent the spread of COVID-19, and safety training was conducted about the contents to help the competency of the management/ supervisors on the Serious Accident Punishment Act via online contents and video lectures. In addition, annual training is provided to the occupational safety & health managers and field management/ supervisors, and special safety trainings are provided on occasion for the safety of all field workers, including those dispatched from the vendor. IS Dongseo will continue to reinforce safety trainings by developing safety training experts and content materials, etc., so as to improve the level of the occupational safety & health training programs.

Status of Participation in Safety Training from 2019-2021

Year	Yr. 2019		Yr. 2020		Yr. 2021		Remark
	No. of Trainings	No. of Participants	No. of Trainings	No. of Participants	No. of Trainings	No. of Participants	
Occupational safety & health manager training	1	1			4	4	Performed once every 2 years on the general manager of 4 factories
Management supervisor training	32		28		37		Including workers of the partners dispatched onsite
Special safety training	14		8		6		Including workers of the partners dispatched onsite
Remote-based safety training (Serious Accident Punishment Act)					1	161	Including workers of the partners dispatched onsite

Performance of Field Evaluation System

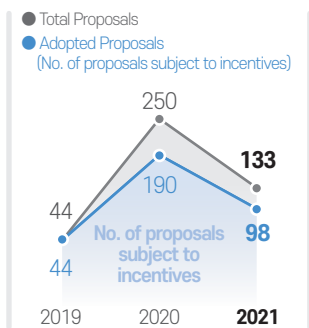
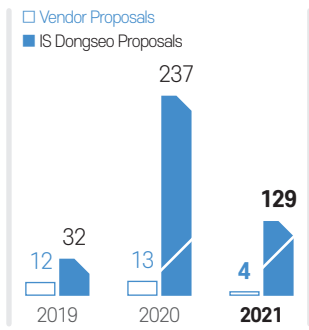
In 2021, IS Dongseo has provided the basis for evaluation criteria as to whether the occupational safety & health manager, etc. are duly performing the work according to Article 4, Subparagraph 5 in the Enforcement Decree of the Serious Accident Punishment Act. In 2022, the evaluation system is being implemented at all our sites to increase the effectiveness of the measures related to occupational safety and health, such as enhancing the responsibilities and safety alertness of the employees. The upper 20% of the sites evaluated as top-performing workplaces received commendation and prize, and IS Dongseo will continue to support this effort proactively with the aim of a culture of safety taking root at our sites under IS Dongseo’s unique safety culture.

Evaluation Items and Methods

Item	Score	Supervision	Evaluation Method
Accident Rate	20	Head Office	· Accident rate during the evaluation period is calculated for evaluation · Weighted disposition on the accidents delayed in report
Risk Assessment System	20	Head Office	· Performance measurement evaluation based on the company DATE BASE
Compliance of the ratio on use of safety management cost	10	Head Office	· Evaluation in the standard of legal ratio on use of safety management cost
Consulting Inspection	50	Head Office	· Evaluation through site inspection by the consulting company (to be performed)
Point Addition·Deduction	+10 / -10	Head Office	· Citation by the Minister of Employment & Labor or higher: +10 points · Administrative measures on safety : -1 point / case

Reward on Discovery of Hazard Risks (Safety Proposal)

Since October, 2019, incentives are provided every month to all employees of the company and vendors on each case of safety proposal as an measure for hazard risk prevention and improvement to establish a safe working environment. After initiating the proposal system, PR materials were installed onsite for 6 months to implement the proposal and induce proactive participation, while training on discovery of hazard risks was performed during the onsite meeting every morning to incentivize the participation of field workers. As a result, 332 proposals were adopted among total of 427 proposals to apply approximately 78% of the proposals onsite since our incentive system was introduced.





## Strengthening Core Competitiveness

Strengthening Market Competitiveness & Discovery of New Growth Engines via Strategic M&A

Yr. 2008

**Ilshin Construction Industry/ Dongseo Industry**

**Purpose of Acquisition**

Synergic effect between the construction business & construction material manufacturing business

2020

**Split-off & Corporate Sales of INUS**  
Purpose of Split-off

**Koentec**

**Purpose of Acquisition**

Strengthening the environmental business lines (Acquisition through IS Dongseo - E&F PE Consortium)

**Paju BNR/ Young Hung Industry Environment**

**Purpose of Acquisition**

Strengthening the environmental business lines / Acquisition of Insun ENT as the affiliate

2021

**Golden ECO**

**Purpose of Acquisition**

Strengthening the environmental business lines

Strengthening the Competitiveness thru Diversification of the Construction Portfolio

Housing Business Lines

Apartments / studios  
Residential-commercial complexes  
Town houses / villas  
Housing redevelopment·reconstruction

Construction Business Lines

Business facilities  
Commercial facilities  
Cultural & sports facilities  
(Golf courses / resorts)

Civil Engineering Business Lines

Harbor construction  
Road construction  
Infrastructure facilities  
New & renewable energy business division

Development Business Lines

Urban development business division

### Strengthening market competitiveness in business lines

As the Korean construction market undergoes a paradigm shift to low, steady growth, most of the Korean construction companies are maintaining the status quo on the domestic business, and continued to expand their overseas businesses to overcome the limitations of the domestic market, but an emphasis on risk management is recently coming to the fore due the lack of large-scale projects. IS Dongseo is focusing on the growth-oriented internal stability rather than impractical expansion of external scale, while competitiveness in the construction industry is focusing more on the overall business portfolio with performance capability in the early stage. In addition, new relevant businesses such as waste landfill, comprehensive environmental service, metal waste treatment on the secondary cells, and water treatment, etc. are being promoted in full scale.

2010

**Sam Heung Tech**

**Purpose of Acquisition**

Strengthening the INUS Business Division by acquiring the bidet manufacturing business

2019

**Insun ENT/ Insun Motors / Insun Gieop**

**Purpose of Acquisition**

Advance into the new business related to the environment

**Korea Rental Co., Ltd**

Strengthening the main business via disposal of non-construction affiliate with the aim of selling off the unit

2011

**Korea Rental Co., Ltd.**

**Purpose of Acquisition**

Advance into new business related to rental

2018

**VAUNCE**

**Purpose of Acquisition**

Advance into the new business on spatial contents

2014

**Young Poong Pile & 2 other companies**

**Purpose of Acquisition**

Strengthening the Concrete Business Division by acquiring the PHC PILE manufacturing business

### Strengthening the competitiveness of the Construction Business Division

Currently, the housing market is facing fundamental shifting trends such as increase in the portion of customers in their 30~40s and 1~2-person households, demographic aging, increase in the actual demand, and low growth, etc. Accordingly, IS Dongseo is re-establishing the framework of the brand power of the Construction Business Division fundamentally. In response to the change in market trends such as the change in lifestyle centered on the MZ Generation, increase in offices and commercial facilities, etc., IS Dongseo provides a safe and comfortable residential life to the buyers of housing on the market, and established the management service system such as the all-in-village life system and security system, etc. for the Knowledge Industry Center and studios.

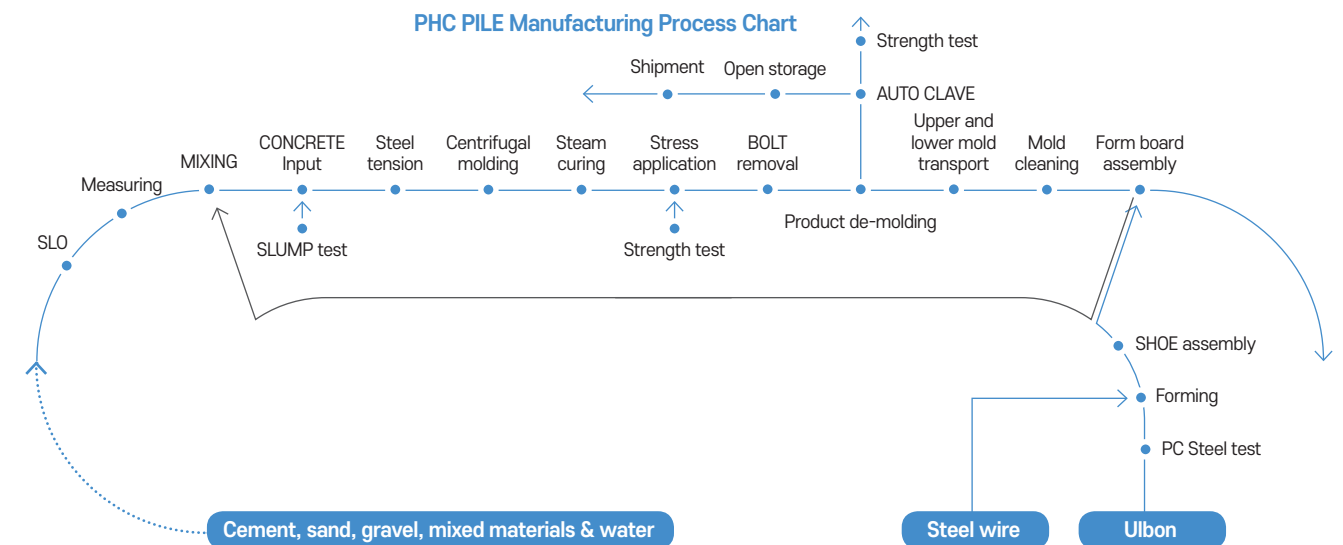


Realization of Special Products via R&D capabilities

### Strengthening the competitiveness of the Concrete Business Division

The Concrete Business Division of IS Dongseo completed the construction of the concrete factory in 1982 to succeed in developing the high-strength PHC PILE via our stand-alone technology, and the company is also possessing the mass production capabilities with ongoing investment and technology development. Especially, quality stabilization and maximization of the production yield were achieved via AUTO CLAVE in operation at the latest facilities, with timely delivery being realized with top quality and mass production capabilities. In addition, we are contributing to the improvement of technical competitiveness via R&D activities from various forms of industrial, academic and research cooperation, while pursuing our stand-alone technology on the special pile products and precast concrete that were developed via our R&D capabilities.

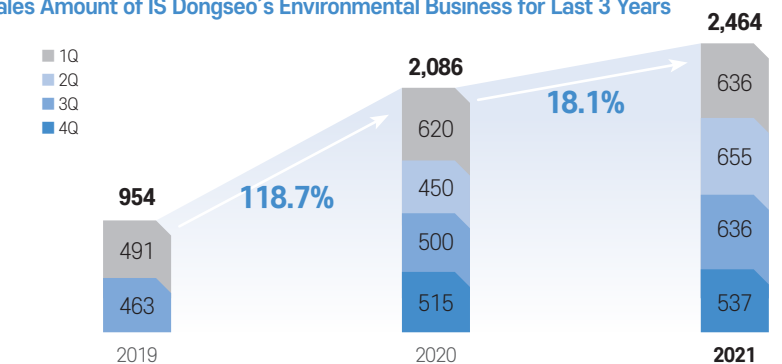
#### PHC PILE Manufacturing Process Chart



### Strengthening the competitiveness of the Eco-Friendly Business Division

IS Dongseo has made full-scale investments into environmental businesses since 2019, realizing that it can correspond to the environmental policy of the government, and represents high growth potential as new future-oriented business. In 2019, IS Dongseo acquired Insun ENT, the leading company in Korea on construction waste treatment, and also Insun Motors, the leading company in waste vehicle recycling. In 2020, we acquired Young Hung Industry Environment and Paju BNR, as well as Environment Energy Solution in 2022 to stay at the forefront of the domestic environmental industry. In addition, we co-acquired Coentec, the largest environmental company in the Yeongnam Region with both incineration and landfill facilities. As a result of such full-scale investments in environmental management, the sales of our environmental business lines have increased over 2-fold in just 2 years, highlighting our commitment to strengthening our eco-friendly competitiveness for sustainable growth.

#### Sales Amount of IS Dongseo's Environmental Business for Last 3 Years



Source: 2019~2021 consolidated basis



# Response to Climate Change

## Response to Climate Change

IS Dongseo is making concerted efforts to manage and reduce energy consumption and greenhouse gas emissions systematically via the system, with environmental impact reduction activity at our business sites is performed, such as product R&D for reducing the carbon emission via industrial, academic and research exchange. In addition, we provide the opportunity to participate in seminars and conducting periodic training, etc. to improve the awareness of our workers on the environment. Especially, IS Dongseo exerts efforts toward onsite application by utilizing the policies and manual, etc. on the energy use and method of response to climate change in the construction and manufacturing domains.



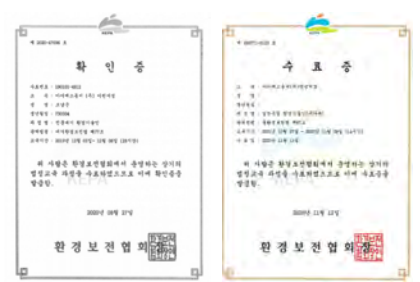
Establishment of carbon material convergence alliance & partnership agreement (April, 2021))



MOU with the Korea Carbon Industry Promotion Agency (February, 2019)

## Operating Procedure of the Greenhouse Gas-Energy Management System

- 01 Emissions at each site, emission facility & amount are entered in the system.
- 02 Input data is aggregated for each site.
- 03 Linked data verification thru the management system;
- 04 Calculation of greenhouse gas (GHG) emissions.



Periodic training on environmental preservation for the environmental manpower



Participation in workshops

## Climate Change Response System

IS Dongseo performs systematic management of GHG emissions, energy usage, source of emissions, and emission facilities via the ENV-INFO System. In addition, activities are performed according to the 'Greenhouse Gas Reduction Guide' such as sharing the energy-saving rules to improve the interests on reducing the GHG emissions in production factories and enhance the employees' environmental awareness. Also, we plan to provide the support system for GHG emissions and energy management to the vendors to contribute to reducing the environmental impact on the overall supply chain.

## IS Dongseo's Environmental Policy

IS Dongseo is disclosing the environmental policy to minimize the impact of process activity on the environment, and the environmental policy shall be understood for efficient operation of the environmental management system and achieving the environmental policy and goals.

### Environmental Policies

1. Energy-Saving Measures & Practices
2. Compliance of Environmental Laws & Ongoing Improvement

IS Dongseo assumes our obligation to achieve the environmental policies stated above by establishing the environmental management system with all employees fully informed of compliance policies, and to fulfill the promise with the customers.

The purpose of environmental management at IS Dongseo is to recognize all environmental issues specific to each production activity to preserve and improve the natural environment.

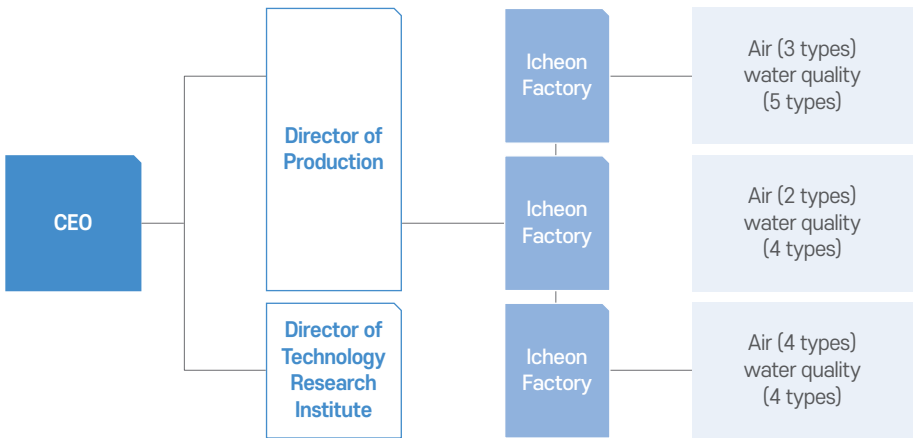
October 05, 2020

IS Dongseo Co., Ltd. **Icheon Factory**

## Reinforcement of Environmental Management Organization

Due to the global attention on and implementation of the plan on eco-friendliness such as carbon neutrality, etc., IS Dongseo duly establishes internal environmental management regulations and designates the personnel for each business site of the production factories to identify the trends and material environmental management issues, leveraging our Environmental Management Manual, risk management activities, provision of information and training activities accordingly. In addition, we are fully engaged in eco-friendly research management with the technology research institute according to the social, environmental and pertinent laws and regulations, such as expanding the scope of research on promoting the technology development for achieving eco-friendliness, high-performance & carbon reduction, and energy-saving. Currently, we exert efforts in earnest to expand the environmental organization operated by the Concrete Business Division to other divisions such as the Construction Business and Business Management Divisions, while improving expertise in environmental management via cooperation between the factories.

### Environment Organizational Chart



## Identification of Environmental Management

The Icheon Factory was established ss the main production site for the precast concrete of IS Dongseo, with the environmental policy and environment management manual devised and disclosed to minimize the environmental impact from the process activities, and was accredited with the EMS (Environmental Management System) ISO 14001 Certification. In addition, it was accredited with the ISO 9001 Quality Management System Certification in recognition of customer satisfaction and quality competitiveness in the overall production process of the products and services at the Icheon Factory. In 2022, it was accredited with the ISO 45001 Occupational Health & Safety Management System Certification attributed to expanding and stabilizing more improved environment management that complies with international standards. As a result, integrated system on safety environment management is established and operated at the Icheon Factory.

## Development of Environmental Management Experts

IS Dongseo performs environmental training to the environmental personnel designated in each factory for the sake of professional environment management at the production site. Our workers participate in the trainings and seminars about the air and water quality, noise, vibrations, etc., empowering them to provide the training information internally, for example the pertinent laws and management system for each source of pollution, control technology, and benchmarked best practices as to environment management. In addition, know-how from the experts on environmental and civil complaint management practices are acquired to enhance the caliber of environment management. This program will be applied according to the circumstances of each site such as appointing the environmental personnel at the construction sites to strengthen environment management capabilities.



## Performance of mandatory training to environmental personnel

Environment Category	2019	2020	2021
Air	○		○
Water quality		○	○
Noise, vibration		○	○
Waste	None	None	None
Training must be received & completed on legal violation			



Minimization of Impact to the Environment of Construction / Production Sites

To minimize the environmental pollution around our construction and production sites, preventive management and improvement measures on 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 frequently. Meanwhile, every effort is made to minimize the impact to the surroundings by installing a wastewater discharge and air emission facilities for each business site and registering the total air pollutant management site, etc.

Main Activities on Minimizing Environmental Impact

2019



Replacement of transfer pipes in the wastewater treatment plant



Reduction of dust pollution scatter via concrete laid on the floor

2020



Re-installation of the facility for dust pollution scatter prevention in the aggregate plant



Environmental improvement via installation of portable dust collectors

2021



Replacement of protective mesh net for dust pollution scatter prevention in the aggregate plant

Eco-Friendly Design

IS Dongseo performs eco-friendly work by reviewing the acquisition of Green Certifications with respect to construction materials, other resources, design, structure, and functional aspects of the building from the initial stage of the construction project. In addition, cutting-edge eco-friendly technology is employed to minimize the environmental impact in the overall process of design, construction and management, etc.

Green Building Certifications of IS Dongseo

Classification	Project Title	Certification Grade	Certification Date
Housing Business Division	Eileen's Garden in Dasan Central, Namyangju	Official Green Building Certification - General	2019-05-02
	Eileen's Garden in Jukjeon Station, Daegu	Preliminary Green Building Certification - Top-performing	2019-10-04
	Eileen's Garden No. 1 Complex in Yaeum-dong, Nam-gu, Ulsan	Preliminary Green Building Certification - Top-performing	2021-11-04
	Eileen's Garden No. 2 Complex in Yaeum-dong, Nam-gu, Ulsan	Preliminary Green Building Certification - General	2021-11-04
	Eileen's Garden in Yeongdo Central, Busan	Official Green Building Certification - General	2021-04-09
Construction Business Division	IS Biz Tower in Gasan, Seoul	Official Green Building Certification - Top-performing	2020-12-17
	IS Biz Tower Central Knowledge Industry Center in Anyang	Official Green Building Certification - Top-performing	2021-12-22

Responsible Procurement

IS Dongseo purchases construction and production materials by considering eco-friendliness in the overall process of design, construction, and operations, etc. via voluntary and constant discovery of the eco-friendly product suppliers / vendors related to eco-friendly procurement in the industry.

Environmental Impact Prevention

Environmental aspects are identified, and impact assessments are performed to prevent environmental impact related to the air and water quality, noise, vibration, and waste that are released during the concrete production and construction process, with monitoring being performed periodically.

Waste Management

Amount of waste is monitored annually through the legal waste treatment system. At the same time, waste recycling guidelines are devised and put into practice for efficient management of construction materials that are produced and employed in the construction process, while cases of using the recycling aggregate are shared for recommendation on the application based on the site conditions. Meanwhile, the production factories duly perform strict management of the waste, circulation, disposal amounts, etc. according to the resource circulation goal implementation plan through the resource circulation system (Ministry of Environment-Korea Environment Corporation) to minimize the generation of wastes and promote circulation use.

Dust Scattering Management

To reduce dust pollution scatter, the concrete production factory and construction sites avail of the following activities during operations, namely the transportation vehicle washing facility, water spray on the unpaved roads, mandatory installation of the cover on the cargo box, installation of the dustproof cover on the outdoor storage materials, and operation of the road cleaning vehicles, etc.

Water Resource Management

Environmental impact due to the discharge of wastewater is reduced by installing the water reprocessing system (at the Cheongyang Factory) to recycle wastewater used in concrete manufacturing in the process into the water for ready-mixed concrete, etc. At the same time, IS Dongseo makes concerted efforts in earnest to reduce the usage of water resources by managing the water usage at each site.

Noise and Demolition Management

Portable air soundproof walls are installed when performing work that uses the loud noise equipment and machinery that are apt to cause civil complaints, while noise is measured periodically of 4 times a day. In addition, a noise meter display is installed on the soundproof walls at urban construction sites so that the legal limit is not exceeded. Meanwhile, work standards stipulated in the law is abided to prevent the scattering of asbestos dust during demolition work, while protective gear and clothing must be worn in performing the work.

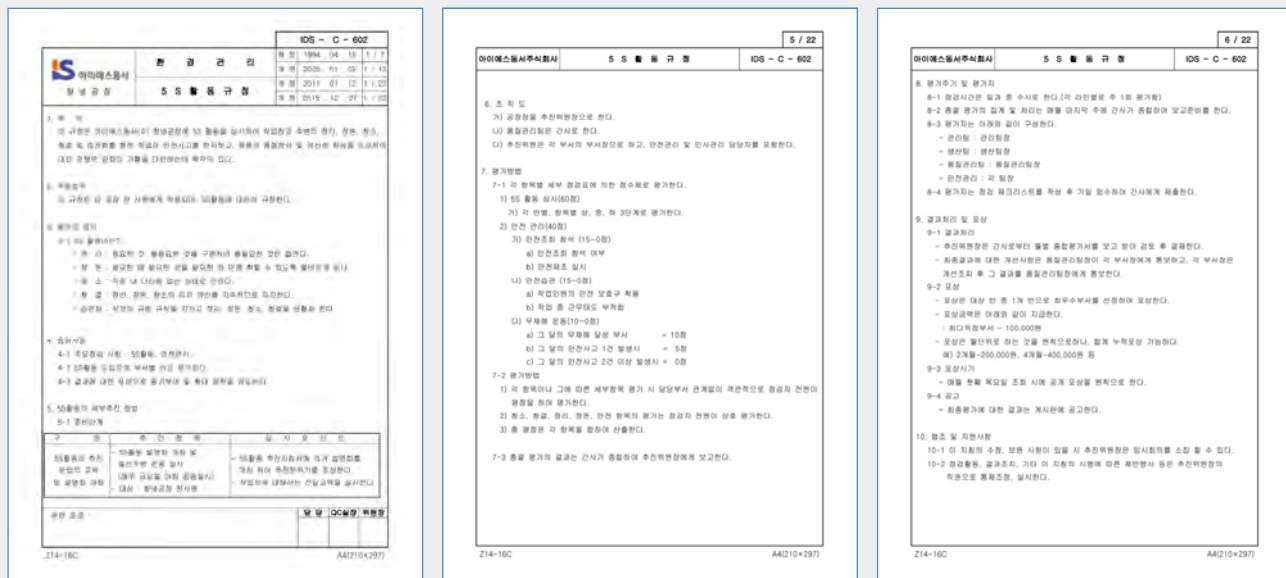
Cyber Monitoring of Environmental Management

Management supervisor and workers at the production and construction sites perform ordinary inspections on the installations and operational conditions of the environmental pollution prevention facilities, while self-initiated measurements are performed on the environment management on average once a month to manage each site according to the internal reporting system. In addition, the status of any waste produced is registered frequently in the online system.











### Regulation of the 5S Activity (Establishment & Operations)

The regulation was established in 1994 to be still performed at all business sites of the Concrete Business Division, and the surroundings of the workplace are arranged, organized, cleaned, and maintained for cleanliness to prevent workplace safety accidents. In addition, we constantly pursue improving product quality and productivity and minimizing environmental impact, while activities and best practices for each department are determined and incentivized so as to proactively promote and put the activities into practice.



### 3R 5S

 <b>Right product</b> Items for storage & method are determined to indicate the item name	 <b>Right quantity</b> Status of using a storage item is identified to indicate the right storage quantity
 <b>Right location</b> Storage location is determined to indicate the address & house number	 <b>Sort</b> Necessary & unnecessary items are classified to dispose of unnecessary ones
 <b>Set in order</b> Enabling anyone to find and use the item	 <b>Shine</b> Removing dust and dirt to maintain the clean state at all times
 <b>Standardize</b> Repeating the processes of sort, set in order, & shine to maintain cleanliness	 <b>Sustain</b> Maintaining the processes of sort, set in order, & shine, and standardize as second nature

### Image of Activities



## Human Resource Talent Management

### Human Resource Talents at IS Dongseo

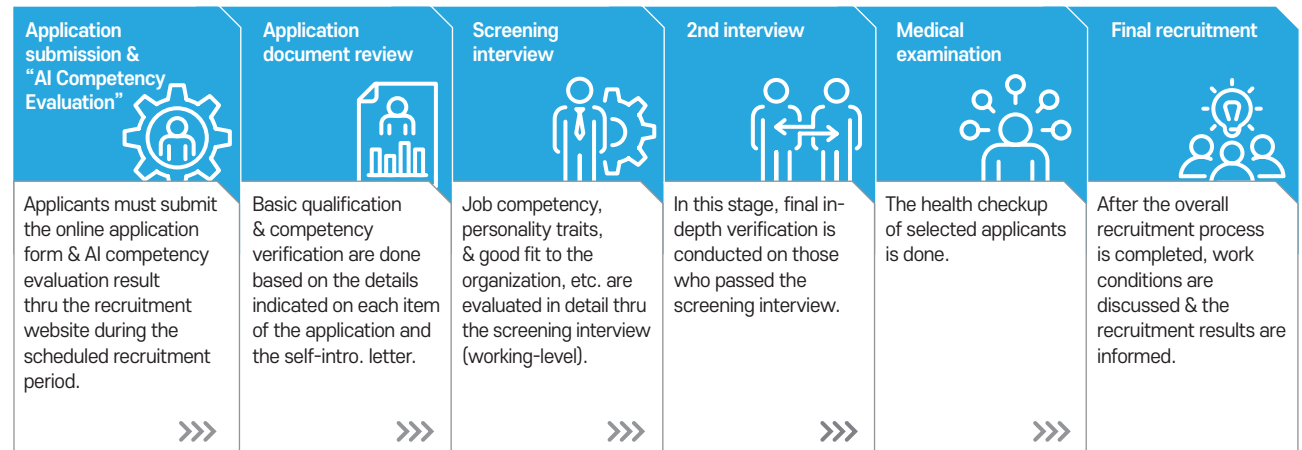
All our employees are the drivers of creative innovative value for the company, and are an invaluable asset. IS Dongseo defines the concept of our human resource talents that can contribute to achieving the goals of the company and sharing the future together based on the core values of challenge, passion and trust.



### Recruiting First-Rate Human Resource Talents

Talents with expertise are recruited 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. concerning the applicants. Along with the application document review, the 'AI Competency Evaluation' is employed to verify the requisite competencies, personality attributes, related job skills, and good fit to the organization are assessed in our concerted bid to acquire first-rate talented manpower in phase with the talent philosophy of the company.

### Recruitment PR and Recruitment Process Improvement



### Development of Employees with Professional Competency

Employees with professional competencies and global mindset are developed to better leverage the competitiveness of the organization and create future corporate value. Accordingly, three priority tasks are emphasized based on core value talent development, leadership empowerment & development, and on-the-job empowerment training as the focus for investment and support in developing our professional talents





**Core Value Talent Development**

- Core values of IS Dongseo are shared to align and internalize the goals of individuals and the company, and the core value curriculum is operated to develop the optimal mix of IS Dongseo’s human resource talents for connecting them to the work.

Basic Training on Core Value

Core Value Internalization Training



**Leadership Empowerment and Development**

- Set curriculums are operated for the team leader and the person in charge for leadership empowerment for organizational and business management and developing leadership skills to respond to the new changes.
- To develop the future leaders of the company, a variety of training courses are operated to recognize the roles appropriate for each position and build an ownership mindset of responsibilities

Online MBA Course

New Team Leader Training

Team Leader Empowerment Training

Promoted Employee Training

Hierarchical Leadership Training



**Empowerment Training on the Job**

- On / offline curriculums from various educational institutions are provided to develop the professional skills and know-how for each job
- Self-initiated learning and specialized training courses for developing diverse sets of expertise, etc. are also provided.

Empowerment via Training and Free & Active Communication

IS Dongseo duly performs comprehensive professional trainings for onboarded and promoted employees, allowing them to maximize their skills and competencies on the job. Training courses are provided on leadership, communication, and logical problem-solving skills that are pivotal in management activities, with opportunities given to enhance job skills and professional expertise and to interact with colleagues from other departments. In addition, a general communication space called the “IS Lounge” is provided in the head office to improve work efficiency and performance for our employees to have support in sharing their ideas freely and communicating readily about their work issues.

Classification	Course on Values	Mandatory Curriculum			Optional Curriculum		Course Specialized for Work	Other Curriculum				
					Job Training		Group Job Training					
		Team Leader Empowerment Course	Promoted Employee Course	Hierarchical Leadership Course	Construction Division	Manufacturing Division						
General manager	Basics of Core Values (new) / Internalization of Core Values (existing)	Team leader course	New team leader course	New senior/general manager course	Improvement of decision-making	Technical specialist training ▼ Safety & health	Production management, quality control training ▼ KS Certification related training	Individual job specialized training - HIGH (provided separately)	Corporate culture & in-house etiquette workshop	Interviewer refresher workshop	Teamwork improvement workshop	Foreign language lessons
Senior manager					Influence improvement	Project representative						
Manager			New manager course	Middle manager empowerment	Technology for each process (construction, civil engineering, etc.)	Technical training for each process —	Individual job specialized training - MIDDLE (provided separately)					
Assistant manager			New assistant manager course	Follower leadership	Other on-the-job training —	Program utilization —	Individual job specialized training - LOW (provided separately)					
Senior-level, staff				Self-initiated leadership	Professional knowledge training	Other on-the-job training —	Professional knowledge training					
Introduction Course for New Employees		Values (Vision/Mission/Core Value), organizational culture, in-house etiquette training, basic job competency improvement, report preparation, report method, communication, activities										



Labor-Management Communication Activity

Welfare & Benefit System

**Family welfare support**

- Educational expenses of children in middle / high school & university are supported.
- Various congratulatory & bereavement gifts for workers are provided.

**Support on stability of living**

- Loan support on housing purchase & lease contract;
- Moving expenses are supported when transferring workplaces in the company

**Healthcare support**

- Comprehensive medical checkups supported for field workers;
- Fitness center access supported.

**Educational support**

- Educational expenses for foreign language supported;
- Legal training is supported.

**Other support**

- Vacation bonus once a year given;
- Operating expenses for the in-house club activity supported;
- Introduction of the PC OFF System;
- Company cafeteria operated onsite;
- Casual Day observed;
- Incentives for long-time service to company



Industry-academy-government agreement ceremony for local youth job crisis

Labor-Management Communication

Joint labor-management conference is held periodically with the representatives of management and labor to share important pending issues such as labor welfare benefits and wages, health and safety, etc., while harmony between the labor and management is promoted to establish a cohesive and trusting relationship. In addition, complaints are handled through the online whistleblower channel to provide assurance of anonymity. Consultations on the complaints or issues submitted are taken seriously with appropriate and timely responses and provide valuable feedback.

Fair Performance Evaluation and Compensation

IS Dongseo duly performs fair evaluations of performance such as the competencies, achievements, adherence to core values, etc. based on our performance-oriented evaluation and compensation system, and rational compensation is provided based on individual merit and competency. Especially, employees from all sites that achieved top-performing results such as an accident-free record, etc. in 2022 will be provided with incentives in the form of money, commendations, etc.

Evaluation and Compensation System

**Evaluation System**

Evaluation system comprises measurements of personal goals achieved, performance merits, and competency evaluations for promoting future growth, while the evaluation results are linked to the compensation and promotion system put into practice.

**Compensation System**

**Operation of the Annual Salary System**

- Annual salary range is determined by qualifications of each position and job group, and highly competitive salaries in the industry is provided.
- \* Annual salary of KRW 49 million for new employees graduating from university.

**Incentive System**

- Job incentives are provided using merit-based performance targets set by the company
- Under the compensation system based on individual merits / performance, our incentive system employs performance evaluation grades for the annual salary of the following year.

**Operation of the Annual Salary System**

- A separate incentive system is operated on the epartments / individuals with top-performing evaluation results.

Establishing our Corporate Culture as a Good Place to Work

Our flexible work environment is formed for all employees to develop professionally and advance their careers through sound work-life balance, and viewed as a good place to work. Our equality-minded parental leave system is operated without gender discrimination, and our family-friendly corporate culture provides congratulatory bonuses for childbirths and reduces the work time during the early childrearing period, etc. In addition, the PC OFF system promotes efficient work hour management by turning off the computers after six o'clock at work, and the culture of clocking out (leaving work) on time is put into real practice for the sake of work-life balance. Internal loans to stabilize housing security and various congratulatory and bereavements supports are given. As part of work-life balance, our healthcare system allows the health and physical wellbeing of employees to be cared for and educational fees are supported for foreign language lessons for the sake of self-development.

Field Practice and Internship Program

IS Dongseo signed the regional industry-academy-government agreement to provide the opportunity for field apprenticeships, internships, etc. in the professional fields such as construction, civil engineering and construction supervision, etc. in the construction site by the graduates of local universities.



Customer Satisfaction

Strengthening Quality Inspection

Under the mission of 'Providing the vest value to the customers instead of putting priority on the company profit', IS Dongseo improves the completion quality and strengthens customer service with respect to our housing and construction business lines, implementing the customer value management of challenge, passion and trust. Especially, the quality inspection system is sophisticated for our housing and construction businesses to improve the customer satisfaction.

Sophistication of Quality Inspection

IS Dongseo is strictly performing quality inspection on all processes at construction sites and the inspection process regarding major defect factors. From initiation of construction to completion at all business sites, functional total inspection of checking the visible parts on the work process for each stage and technical status as well as the invisible parts such as the performance of the equipment and facilities are performed in tandem. In addition, apart from the quality inspection performed for each stage, total site inspection is performed twice a year by the electric & mechanical team on the overall process of the mechanical equipment and electrical installation for improving the quality of the mechanical and electrical work and to secure the consistency in the construction. Quality inspection on the electric and mechanical field is sophisticated through the periodic training on the work and construction standard plan for all site personnel. The defect cases collected for the last 10 years were classified into construction or equipment-related to gather the main cases, and [Casebook on Defects] was published in October 2021. This casebook on defects is distributed throughout the company to construction-related departments in order to prevent repetitive and even the minor defects in advance and improve the quality. Meanwhile, quality control team was newly established in the Occupational Safety & Health Division in April 2022 to strengthen and expand the quality inspection for defect prevention, and improvement methods will be discussed and applied systematically onsite for eradicating repetitive defects.

Quality Inspection Processes	Teams Concerned
Model house inspection	Construction work team, construction technology team, product development team, & quality control team
Construction initiation inspection/training	Construction work team & construction technology team
Inspection during construction - Stage 1	Quality control team
Inspection during construction - Stage 2 Inspection during construction - Stage 3 (Model house inspection)	Quality control team
Inspection during construction - Stage 4	Quality control team
Completion inspection	Quality control team
As-built drawing review	A/S team + Specialized company on as-built drawing review
Confirmation & check after completion	A/S team (A/S field office operated)

Inspection After Completion

To secure the reliability of quality control, IS Dongseo is strictly performing the inspection on the completion state such as the equipment, interior, papering and tile, etc. at each site after the completion, and the multi-functional emergency A/S team with full knowledge on the function of each process is residing and operated in the apartment complex for 2 years after the completion to provide quick maintenance service. In addition, landscaping management (weeding, trimming, extermination, watering and protection in the winter season, etc.) is performed in priority for 1 year after the completion to create eco-friendly apartment environment.

Spread of Defect Cases

after completion  
Frequently

details of the major defect cases in the managing site are spread to departments concerned to eliminate the cause of defects from the initial stage of construction for quality improvement

Landscaping Maintenance

after completion  
For 1 year

As initial management is important after planting landscaping trees, maintenance is performed for 1 year such as weeding, trimming, extermination, watering & protection in winter, etc.

Practicing Customer Service

Improvement of Customer Satisfaction

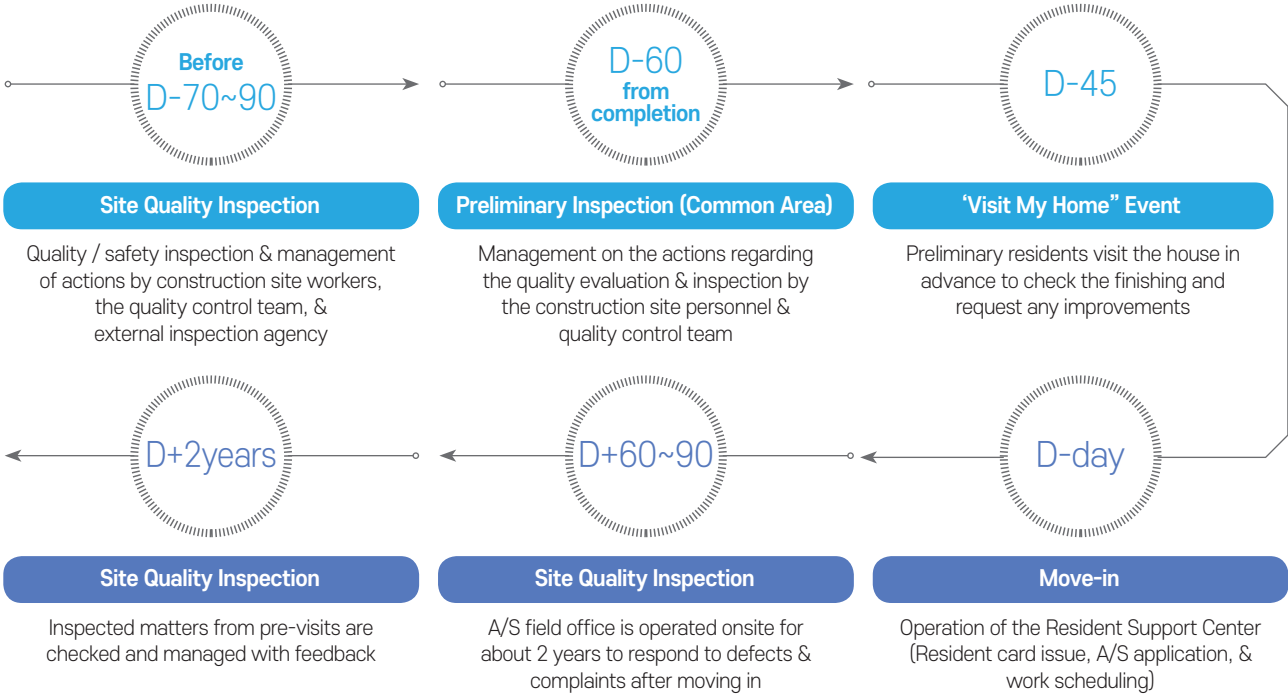
IS Dongseo has improved customer satisfaction levels by communicating with customers via websites and communication channels of the sites completed with construction. We make every effort to actively reflect the various opinions that were received from the on / offline channels such as customer complaints and feedback on our products, etc.



Resident Support Service

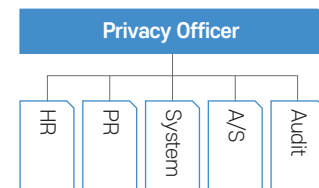
“Pre-visit Day” is organized for the preliminary residents to listen to their opinions proactively and solve any complaints quickly. In addition, the opinions collected are put to use proactively as constructive feedback for improving our products and services. Opinions received from the customers are managed through the database, and active problem-solving plan, progress and follow-up status, etc. are shared with all sites and departments concerned to prevent any recurrences.

Flow of Managing the Application of Defects





## Organizational Chart for Personal Information Protection

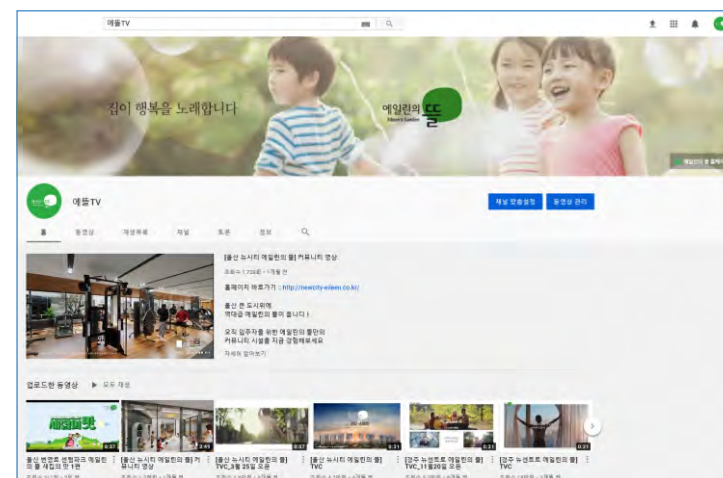


## Strengthening Compliance of Personal Info. Protection Responsibilities

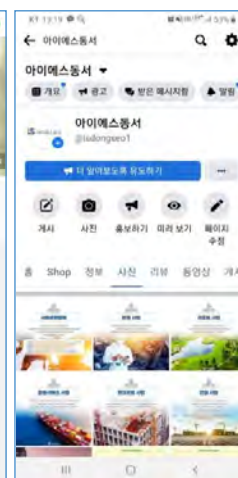
IS Dongseo duly performs and fulfills our role and responsibilities on personal information protection along with the relevant organization through the competent department for personal information protection affiliated to our chief privacy officer to prevent the social loss from leakage of personal information. Provisions in the Personal Information Protection Act are abided by to protect the personal information of customers, while the system for information protection was introduced such as network access control, DB access control, DB encryption, etc. In addition, ISO Dongseo prepares for risks from information leakage by subscribing to the liability insurance on personal information protection and enabling the individuals to use the DLP (data loss prevention) solution. Moreover, training on the Personal Information Protection Act is provided, with issues of security threats being shared with employees annually so as to enhance the awareness of information protection and enhance the personal capability for managing personal information. Meanwhile, training is performed on all personnel handling personal information, while training and supervision are provided on safely handling personnel information when realty agencies at the lot sales stand, etc. performs their work.

## Active Customer · Market Communication

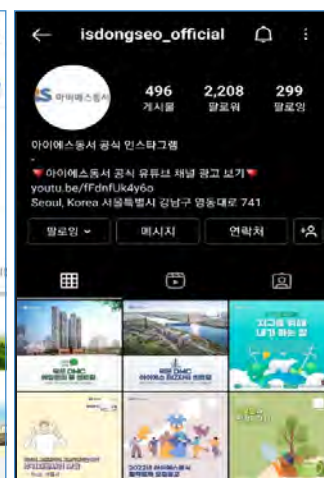
IS Dongseo duly operates communication channels that utilize social media. Communication is undertaken with customers via the Youtube, Instagram and Facebook channel to consistently upload the contents geared to the needs of the customers, while practical information required by the customer such as the real-estate information and real-estate market trend, etc. is delivered periodically for customers to understand readily. Especially, the Youtube Channel 'Eileen's Garden TV' expands the contact point with customers by providing the lot sales information, especially around the housing complex of 'Eileen's Garden'.



IS Dongseo Youtube URL  
<https://www.youtube.com/channel/UCc5YDOb2yDMfAg1ZITpPig>



IS Dongseo Facebook Page URL  
<https://www.facebook.com/isdongseo1>

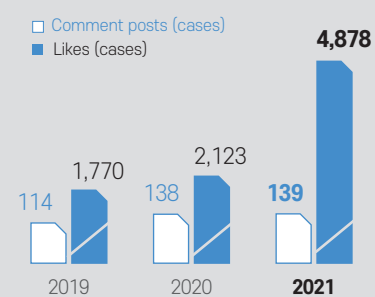
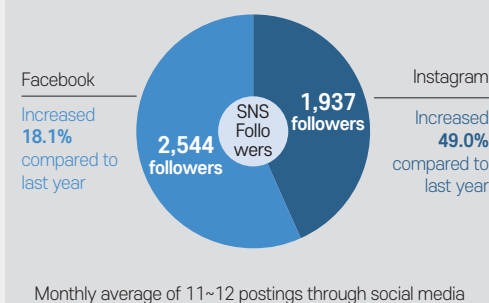


IS Dongseo Instagram URL  
[https://www.instagram.com/isdongseo\\_official](https://www.instagram.com/isdongseo_official)

## SNS Operating Policy

- Informative contents production for attracting customers to the brand website;
- Issue of various informative contents for utilization in actual everyday life; (real-estate, construction terms, interior & introduction of common knowledge on life & environment, etc.)
- Increase the visit & No. of followers on Facebook via informative contents & other contents, inducing active participation with posted comments.

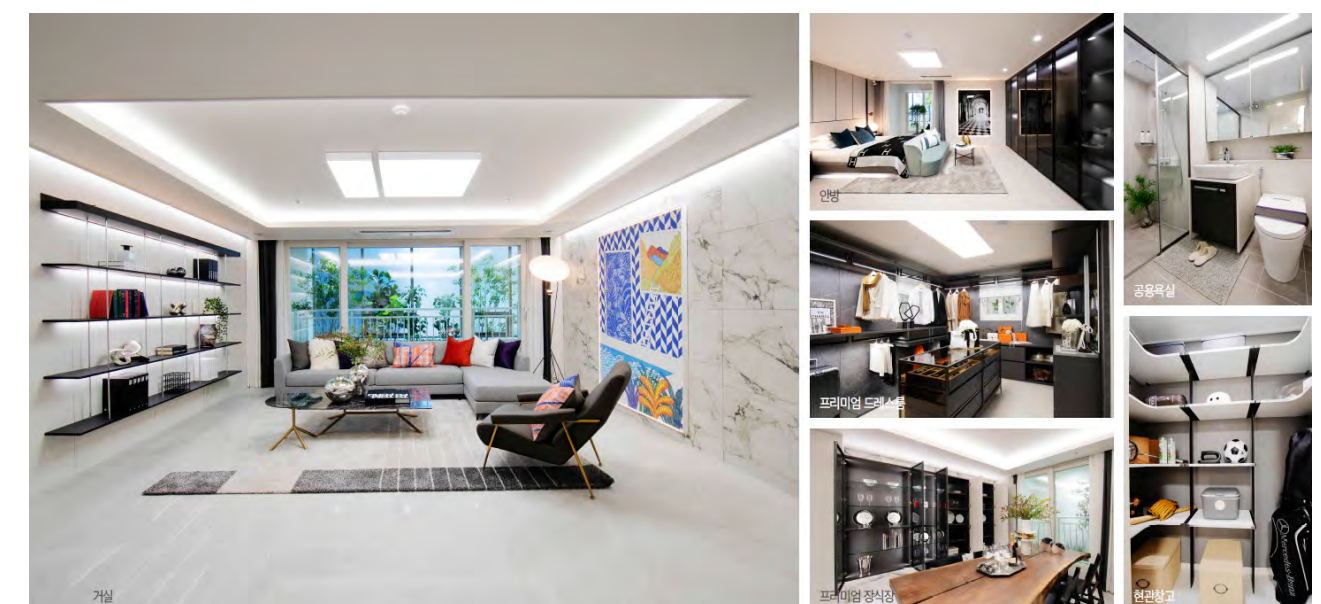
## Social Media Status



## Customer-Oriented Design

### Brand Information

IS Dongseo reflects customer needs and trends to develop housing products. In 2006, IS Dongseo introduced the apartment brand 'Eileen's Garden' using the concept of 'Human Design' which portrays coexistence with people, environment and cultural sensitivity, and in 2014, high-rise and high-end brand 'W' was introduced using the concept of 'Luxury & High Class'. Especially, W is integrated with the sensitive image of 'Eileen's Garden' along with all our know-how and expertise in line with the brand concept of 'Luxury & High Class' with the aim of producing premiere-class and limited-edition housing products. In addition, IS Dongseo achieves brand loyalty and power with customers by developing customer-oriented products in phase with the diversified market and introducing the future business space through our Knowledge Industry Center brand 'IS BIZ Tower'.





## All-in-Village Life System (Exclusive APP Used)

<b>Smart home</b>	Individual control of lighting and heating in the living room, main room & bedroom, ventilation control & application for visiting vehicle
<b>Notice / inquiry</b>	Management office (notice, real-time complaint application, e-voting / survey, apartment complex schedule), notice on arrival of resident vehicle, parking location notification, apartment maintenance cost inquiry, electricity, gas & heating usage inquiry
<b>Community</b>	Inquiry on the reservation & status of community facilities, class reservation, payment of facility use fee, facility history management
<b>Resident communication</b>	Communication channel for the residents & resident club provided, and comment / like function provided in the social media style



Image Cut

## WellBeing System for Good Health

<b>Luxury bidet</b>	Latest waterproof bidet is installed to provide more hygienic & luxurious bathroom culture
<b>Energy-saving ventilation system</b>	Energy is saved through the heat recovery method, and harmful substances & dusts are removed through the high-performance filter
<b>Motor laundry drying rack</b>	Easy and convenient laundry drying function via the wide pole gap and motorized operation
<b>Bathroom floor heating</b>	Pleasant bathroom environment is created via floor heating to remove moisture



Waterproof bidet

Motor laundry drying rack

## Digital System for Enhancing Comfortable Lifestyle

<b>Home network</b>	Convenient 10-inch wall pad for visitor check, door open, light·gas·heating control & outing·anti-crime setting, etc.
<b>Wireless AP</b>	Wireless AP installed for use of internet freely anywhere in the house (high-speed communication applied)
<b>Temperature control for each room</b>	Unnecessary use of energy is reduced via the digital temperature control system that controls the heating temperature for each room
<b>Speaker phone in the master bathroom</b>	Call function (speaker phone) & emergency call button for use in emergencies



Digital temperature controller & integrated switch on standby power block

Speaker phone in master bathroom

## Economic System Considering the Domestic Economical Conditions

<b>LED lighting</b>	Electricity bill reduced by installing the economic LED lighting in the underground parking lot, outdoor security light & in the housing unit
<b>Automatic standby power block switch &amp; socket</b>	When the socket is not used, the power on the socket is automatically blocked to reduce the electricity usage
<b>Cut-off switch</b>	All lights can be turned OFF with one switch when leaving the house
<b>Indoor louver-type light concentration system</b>	The reflection of the slat on the upper part of the window is used to apply the eco-friendly system for attracting sunlight into the house



LED lighting

Cut-off switch

## Security System Ensuring Safety

<b>Digital door lock</b>	Cutting-edge digital door lock is installed to the fire door to allow convenient and safe access by residents
<b>CCTV</b>	High-definition CCTV is installed inside the elevator, in the underground parking lot & playground for 24-hour protection of residents' safety
<b>Parking monitoring system</b>	Parking system that enables automatic opening via the vehicle number recognition system & apt for controlling external vehicles in advance
<b>Unmanned parcel delivery system</b>	Parcels can be received even when resident is not in the house, & a notice is provided via the home network



Wall pad

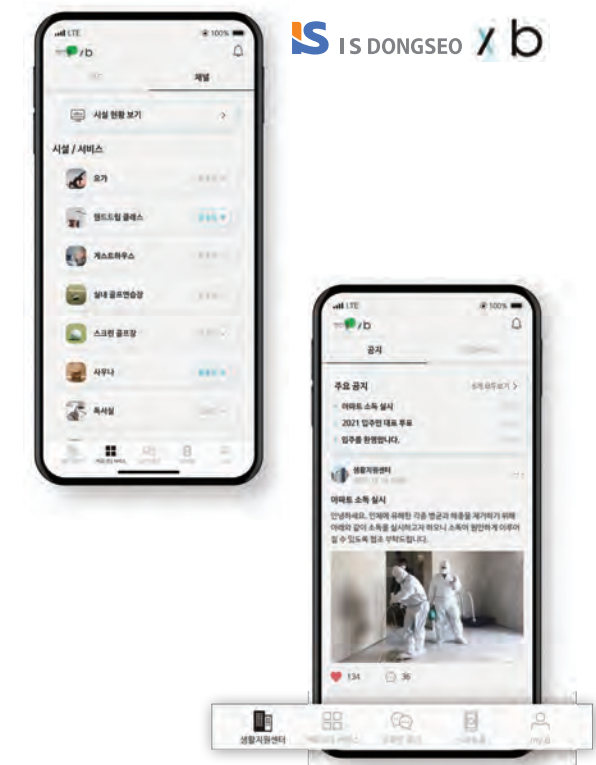


High-definition CCTV

## Integrated Service Platform on the Residential Complex

### Integrated Mobile Service on Housing

Integrated mobile service on housing is operated to provide everything required for living in apartments such as notice from the living support center, various convenience services, communication between the residents, inquiry and reservation of communication facilities and surrounding local services, and Homenet IOT, etc.



- Living Support Center** *Concierge for a convenient life*  
Apartment notice, real-time complaint application, e-voting / survey, apartment data center, maintenance cost inquiry, application for visiting vehicle, & apartment complex schedule
- Community Service** *Cultural service of our apartment*  
Service list inquiry, follow service, reservation of facility, class and lesson, survey, verification of notice, & facility status
- Community Space** *Space for communication with neighbors*  
Resident verification, club activity, message with fellow residents & survey
- Smart Home** *All news about the residential life at once*  
Indoor control, housing notice, & eMS
- my.B** *Management of myself, family and our house*  
Reservation management, history inquiry, profile management, card management, common facility use time, easy door setting



# Win-Win Management

Vendors are selected and managed through fair standards and procedures. Construction quality is improved by developing the practice of transparent and healthy transaction, and a virtuous cycle of partnership is established for shared growth between IS Dongseo and our vendors. New vendors are discovered via periodic and non-periodic recruitment, and details on the selection criteria and procedures are disclosed transparently via the website. All-out system evaluation is performed based on the evaluation items such as the construction ability and performance, revenues, credit rating, status of cash flows, etc., with selected vendors being notified individually

## 2022 아이에스동서㈜

# 협력업체 모집공고

2022년 아이에스동서㈜에서 건설, 제조부문 동반자로 함께 발전해 나아갈 우수한 협력업체를  
아래와 같이 모집하오니 많은 지원 바랍니다.

### ■ 건설부분

구분	담당업무
모집분야	1. 건설산업기본법에 의한 전문건설업 공종 2. 각종 자재(임대) 납품설치 공종 3. 안전관련 공종 4. 그 외 각종 용역 공종
자격요건	1. 건설산업기본법에 의한 전문건설면허 보유업체 2. 전기공사업, 정보통신공사업, 소방시설공사업 면허 보유업체 3. 관급공사 입찰 및 하도급 입찰, 계약이행에 결격사유가 없는 시공전문업체 4. 신용평가 기관인 ㈜이크레디티브에서 신용평가 등급 B-이상, 현금회계 등급 C- 이상을 받은 기업
제출서류	1. 공사지명원 - 건설공사실적증서(최근3년간 포함) 2. 최근 결산 재무제표가 반영된 신용평가서(㈜이크레디티브) 제출 3. 최근 3년간 산업재해를 확인서 제출

### ■ 제조부분

구분	담당업무
모집분야	1. 원·부자재 납품 - 콘크리트제품(PHC PILE, PC부재, 침목 외) 2. 생산설비 제작 및 설치공사 - 상기 제품 생산용 설비
자격요건	1. 회사 설립 후 만 3년이 경과한 업체 (2021년 12월 31일 기준) 2. 동종업체 납품 또는 시공 유경험 업체
제출서류	1. 회사지명원 2. 최근 결산 재무제표가 반영된 신용평가서(㈜이크레디티브) 제출 3. 최근 3년간 산업재해를 확인서 제출

### ■ 제출방법

- 06071 서울특별시 강남구 영동대로 741, 12층 구매지원팀 (영동동, 은성빌딩)  
 ※ 우편봉투에 협력업체등록 문구 기재 바람 (방문접수 불가)

### ■ 제출일시

- 2022년 4월 15일 까지

### ■ 기타사항

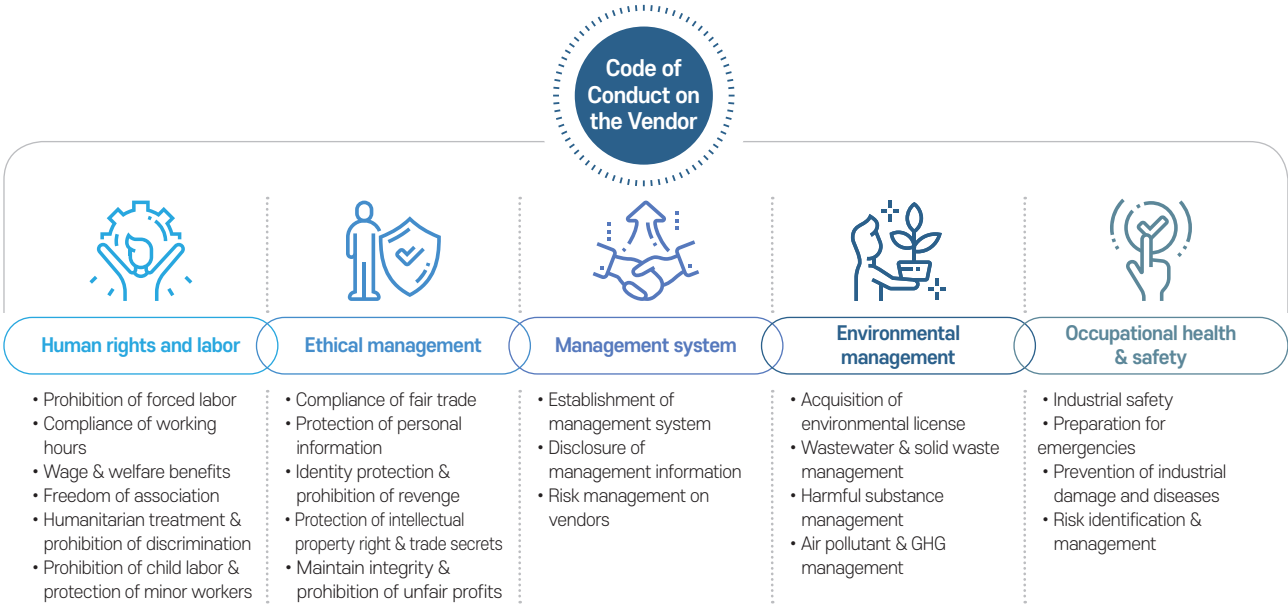
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- 협력업체로 등록된 업체만 각 팀(추진단)으로 별도 통보합니다.
- 기 등록된 업체는 별도 심사하여 등록이 유지되며, 경쟁력이 없거나 평가결과 저격미달 업체는 협력업체 등록에서 제외됩니다.
- 제출된 서류는 사실과 일치하여야 하며, 위위로 판명될 경우 심사대상 제외 및 등록이 취소됩니다.

If required, the quality, management and technical level of vendors are evaluated periodically to develop vendors into the top-performing vendor, and competitiveness of the IS Dongseo supply chain is enhanced. Top-performing ones selected using evaluation results are compensated through incentives and increased contract opportunities, etc.

In the case of serious accidents according to the Serious Accident Punishment Act	Bidding restriction: 2 years
Periodic evaluation item (once semi-annually)	Additional points are reflected according to the evaluation criteria during the bidding in the first & second semester

Item	Score	Supervision	Evaluation Method
Occupational Health & Safety Management System	10	Site	<ul style="list-style-type: none"> <li>Arrangement and operation of the occupational safety &amp; health personnel</li> </ul>
Managerial matters	30	Site	<ul style="list-style-type: none"> <li>Morning meeting &amp; T.B.M attendance rate</li> <li>Cooperation level on various inspections (events) &amp; work;</li> <li>Implementation of instructions (matters pointed out)</li> <li>Preparation &amp; submission of various plans;</li> <li>Management on providing and wearing personal protective gear</li> <li>Appropriate use of occupational safety &amp; health management cost</li> </ul>
Occupational health & safety training	30	Site	<ul style="list-style-type: none"> <li>Performance of various occupational safety &amp; health training, &amp; attendance rate</li> </ul>
Risk Assessment System	30	Head Office	<ul style="list-style-type: none"> <li>Participation level on risk assessment &amp; implementation of measures for reducing the risks;</li> <li>Preliminary PTW (permit to work)</li> </ul>

IS Dongseo has established the 'Code of Conduct for the Vendors' to conduct ESG practices with vendors, achieve healthy results, and enable continuous shared growth. This is the standard for vendors to strictly comply with all applicable laws and regulations and adopt the ethical corporate management. The code of ethics also includes the details on human rights, labor, occupational health and safety, environment and ethics, etc. Our website has a section for receiving suggestions and reports for fair trade, so that reported matters shall be anonymous and strictly confidential during the handling process. In addition, all contracts ordered by IS Dongseo must be attached with the mandatory pledge of integrity, while the anti-corruption training course is included in major vendor meetings or conferences such as design, procurement, construction and safety to emphasize the compliance of code of ethics.

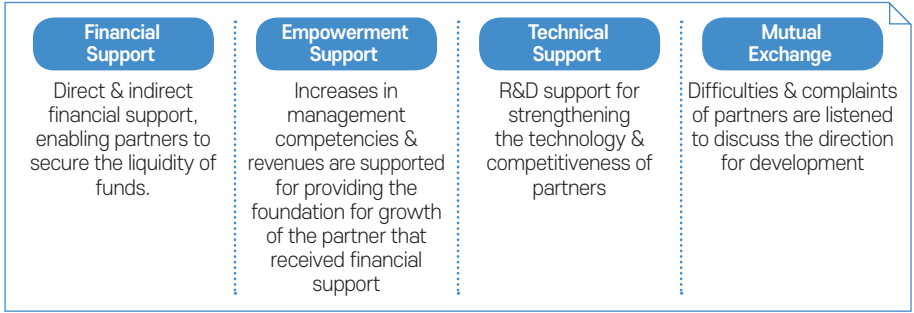




Establishing Win-Win Partnership

To establish win-win partnerships with vendors, shared growth programs that actually help our vendors are in operation such as financial support, empowerment support, mutual exchange, etc. Through this, the stable growth of vendors is supported, and conducive shared growth culture is established.

Main Programs



Financial Support

To support the liquidity of funds for partners, direct and indirect financial support methods are instated in tandem. For financial support, 50% of the deposit on the performance bond is reduced, and support is provided to partners receiving the prime rate with increased lines of credit. In addition, work environment of field workers are improved via the indirect support of increasing the amount of advance payments at business sites during summer.

Support of Payment Conditions

IS Dongseo provides all-cash payments for partners, and we constantly make efforts to increase the annual ratio of cash payments for partners. In addition, cash payments are made on time at the earliest compared to competitors in the industry (60-day short bill)

Increase in Safety Management Cost for the Vendor

Contract rate of the industrial safety management cost was improved for the construction types with high accident rates of vendors. (Reviewed in 2021 to provide the basis, and extended application to the site in 2022) As a preemptive measure to achieve a reasonable level of safety management cost for strengthening safety management at the construction site from the enforcement of Serious Accident Punishment Act, etc., the rate applied to the occupational safety & health management cost that was previously appropriated as the fixed rate from labor cost in the total construction amount of the partner was revised to increase by 0.2~0.5% of the direct construction cost.

Empowerment Support

Training is provided to enhance the practical capability to enhance the expertise of vendors' employees. Due to COVID-19, training on construction, safety practices, etc. are provided to vendors' employees by utilizing online tools.

Technical Support

Joint technology and R&D activities are supported for vendors to secure future growth engines and strengthen their competitiveness. Joint R&D activities are undertaken on new technologies and products related to the construction field, and stand-alone capabilities in technology development of vendors is strengthened by providing support funds, etc.

Status of Technical Support of the Concrete Business Division

During the establishment of the mass production system to produce main parts for IS Dongseo's patented products, strategic partnerships were signed with small-medium enterprises, leveraging win-win cooperation to provide technical support and construction cost support on the production line. (2020)

Auto Position Joint PHC Pile (A.P.J PHC Pile)

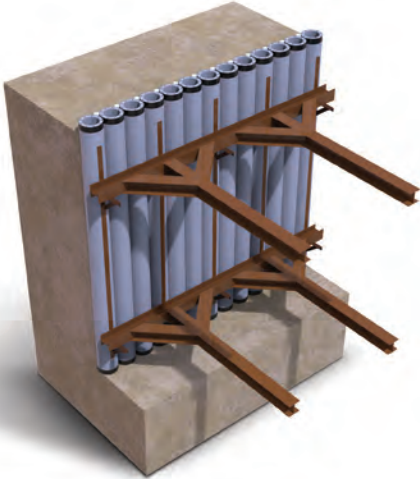
Automatic alignment structure on the pin fastening position, Non-welding joint (Side pin fixing method)



Shared growth and win-win cooperation were performed through joint patent and design, structural performance test and business agreement for each production field by signing the strategic partnership with small-medium enterprises. (2019)

SP Wall Pile (Steel Plate Embedded PHC Pile)

Utilization of the PHC pile embedded in the steel plate as the retaining wall







Mutual Exchange

Exchange is made regularly with vendors, and opinions on challenges are received via various channels. In addition, cooperation is strengthened through industrial-academic-research exchanges for shared growth, technological exchanges with vendors, and performing joint R&D activities. Moreover, regular meetings on shared growth are held every quarter to identify the pending issues of vendors, provide measures, and consult on supports, etc.

Industrial-Academic Exchanges of the Concrete Business Division

For shared growth with vendors, the technology research institute duly performs periodic academic exchanges through academic activities related to the construction field, such as the Korea Concrete Institute, Korean Society of Civil Engineers, Architectural Institute of Korea, Korean Recycled Construction Resources Institute and Korea Institute for Structural Maintenance & Inspection, etc.

Industrial-Academic-Research Projects Related to Eco-Friendliness & High Performance

Research period	Project title	Participating institution	Project type	Remarks
2021.11.01 ~ 2022.02.28	SP Wall PILE ver.II R&D	IB&C	Industry-to-industry	High performance
2021.07.01 ~ 2022.12.31	Study on the development of main PC double wall for improving the applicability of PC techniques to apartments	Lotte E&C, Yunwoo PC Engineering, Sejong University	Industry-to-industry / academy (consignment)	High performance
2021.07.01 ~ 2022.12.31	PC wall construction method development for core wal industrialization on the apartment underground floor & logistics warehouse	POSCO E&C, Chungbuk National Univ.	Industry-to-Industry (national project)	High performance
2021.05.01 ~ 2022.04.30	Technology development project on the new project for large-caliber PC segment	-	Independent	Carbon reduction
2021.04.01 ~ 2023.12.31	Manufacturing technology on the 100PA ultra high-strength rectangular beam manufactured with centrifugal molding & avalanche tunnel construction method development with this as the upper structure	Joo Sung E&C	Industry-to-Industry (national project)	High performance
2021.04.01 ~ 2023.12.31	Technology development on the commercialization of honeycomb meta-based high insulation, non-combustible, eco-friendly PC panels	Kyonggi University	Industry-academy (national project)	Carbon reduction
2020.10.01 ~ 2022.10.31	Research project on promotion of TFT for PC construction method development	Chungbuk National Univ, Yunwoo ENG, Yunwoo Professional Engineer Architectural Structures Office, Taeyoung PCM	Independent (consignment)	High performance
2020.05.01 ~ 2021.02.19	Derivation of optimum mix ration on the FNS PHC PILE Young Poong Pile	-	Independent	Carbon reduction
2019.04.15 ~ 2019.08.14	SP Wall PILE R&D	Banseok Foundation E&C	Industry-to-industry	High performance
2019.04.01 ~ 2020.12.31	Development of sustainable thermal-metal PC panel secured with performance of 0.21 W / m <sup>2</sup> ·K in coefficient of heat transmission	Kyonggi University	Industry-academy (national project)	Carbon reduction
2019.03.01 ~ 2019.12.31	Joint R&D on outer wall PC of the underground parking lots	GS E&C	Industry-to-industry	High performance

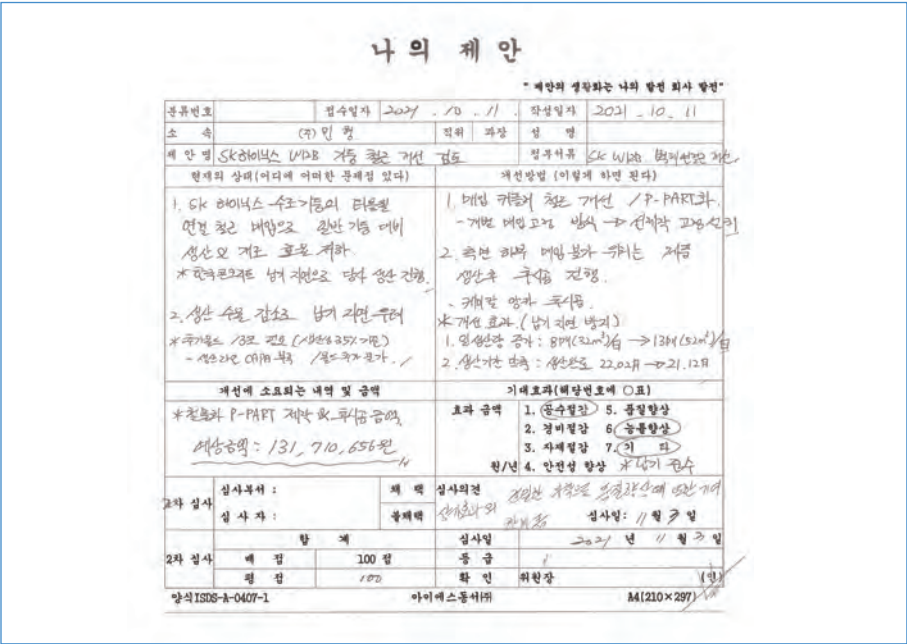
Regular meetings held on shared growth of the Construction Business Division

Meetings of site managers are held every quarter to identify the pending issues of vendors, provide measures, and consult on the supports

Execution of the Proposal System

Proposal system is operated and geared to vendors, and proposals submitted regarding the quality improvement and cost reduction, etc. are reviewed internally to provide special reward (cash payment) on the top-performing proposals

Classification	Affiliation	Proposal Details	Expected Effect
Vendor	Minhyung Co., Ltd.	1. Coupler embedded steel → P-PART (Method of pre-manufacture for fixation);	1. Productivity improvement - 8EA (32m <sup>2</sup> ) / day → 13EA(52m <sup>2</sup> )
		2. Location not possible for coupler embedding → Chemical anchor applied for construction	2. Reduction of production period - Completion of production in February, 2022 → December, 2021 (2 months);
			3. Quality improvement - Uniformity secured compared to the individual welding;
			4. Cost reduction (proposal attached)



Regular Meeting of Consultative Group

CEO of vendors and IS Dongseo personnel (Plant Manager, Production Team Leader, Quality Team Leader, Safety Personnel, Health Personnel) are participated to focus the discussion on the safety / health / production / other matters, and the regular meeting is held every month





# Social Contribution

## Basic Principles of Social Contribution Activities

As a member of the local community of ‘Corporate Citizen’, IS Dongseo is communicating with the community and pursuing sustainable growth by creating jobs and fulfilling the duty of payment set by relevant laws, as well as performing social contribution activities joined by our employees. Especially as a company performing the integrated businesses of construction, environment and manufacture, the characteristics of the business and expertise of the employees are utilized as advantages to select the social contribution items that are required by the community, and we constantly make efforts to allow the employees to increase the voluntary participation.

### Vision of Social Contribution

**VISION** Munam Scholarship & Culture Foundation aims to create a society that shares a brighter future together.

Munam Scholarship & Culture Foundation is a non-profit foundation established in 2016 to engage in various social contribution activities of IS Dongseo more systematically and in long-term direction. Through private-public-academic cooperation, we constantly make efforts for long-term support on the scholarship for the top-performing talents in the low-income class, project on improving the educational environment for enabling the students to study in a better environment, and development of industrial talents for discovering talents from various classes, etc.

## Promotion of Strategic Social Contribution

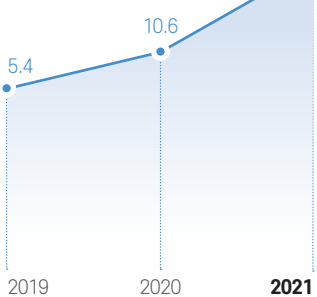
IS Dongseo performs more planned and systematic contribution activities through cooperation with external institutions, and in 2021, the social contribution cost was actually expanded 117% compared to 2020. IS Dongseo will continue the win-win with the community via the contribution activities by considering the characteristics of the community.

### Main Cooperative Organization and NGOs on Social Contribution Activities

Cooperative Organization	Social Contribution Activities
ChildFund Korea	Scholarship, feminine product support, underfed children support & child abuse prevention support, etc.
Community Chest of Korea	Donation to help needy neighbors (Busan, Ulsan, Daegu, Gyeongsan, etc.) and support fund on disaster recovery, etc.
Gyeongsan Scholarship	School uniform support on middle & high school students in the low-income families
Kids & Future Foundation	Project on improvement of bathrooms in the community child center
Babsang Community & Briquette Bank	Energy-sharing support for the low-income families
Sisters of Mary	Support for facilities in the institution (vehicles, PC, etc.) & academy fees
UNICEF	Agreement on fund raising for the Schools for Asia Campaign
Youth Education & Culture Foundation	Youth study camp support
Geunjeong-gu Rehabilitation Center	Educational supplies support
Holt Children's Services	Support for children & youth in the neglected class
Daegu Opera House	Sponsor of arts & education (Rising Vocalist Development Fund, etc.)
Korea Housing Builders Association	Aged housing maintenance & repair support project for the person of national merit
Korea Basketball Association	Sponsor on sports & culture (Basketball Development Fund, etc.)
Munam Scholarship & Culture Foundation (IS Dongseo Foundation)	Scholarship, educational support, & support on educational supplies and feminine products, etc.

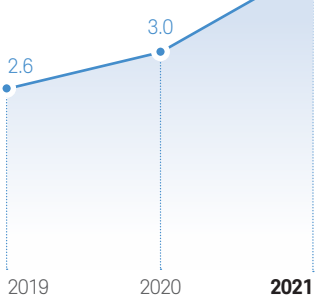
IS Dongseo Investment Expense on Social Contribution Activities

(Unit: KRW 100 million)



Munam Scholarship & Culture Foundation Investment Expense on Scholarship & Public Services

Unit: KRW 100 million



## Main Business of Munam Scholarship & Culture Foundation

## Establishment of Munam Scholarship & Culture Foundation

In 2016, IS Dongseo Chairman Kwon Hyuk-woon donated his private funds of KRW 14 billion to establish the Munam Scholarship & Culture Foundation, and through private, public and academic cooperation, the foundation performs various scholarship projects, talent development support, educational environment improvement and support for children suffering from abuse, etc. Scholarship students were selected annually since the foundation was established, and scholarship was granted to over total of 1,500 students to actively continue the social contribution activities.



### Hope for the Future Scholarship

**Business Purpose** Scholarship is granted to the top-performing students selected by the foundation to provide opportunities for better education and contribute to developing the talents for the future

**Business Target** Students with top-performing academic records among the students in elementary, middle and high schools, and university students who graduated from the local high school

**Business Details** Educational subsidy support



### Munam Young Talent Scholarship

**Business Purpose** Investment to the dreams and passion of the children in the social welfare facilities selected by the foundation to develop young talents

**Business Target** Institution subject for support is selected through discussion with the relevant institutions such as social welfare facilities, etc.

**Business Details** Academy fees are supported to the children in the child protection & care facilities and educational facilities (orphanage, nursery school) nationwide



### Young Talent Development

**Business Purpose** Sharing social value through support of child protection & care facilities and educational facilities (i.e. orphanages, nursery schools) selected by the foundation for developing future talents

**Business Target** Institution subject for support is selected through discussion with the relevant institutions such as social welfare facilities, etc.

**Business Details** Operation and sponsor of child protection & care facilities and nursery facilities nationwide



### Dream Tour

**Business Purpose** As the educational program for enabling the top-performing scholarship students selected by the foundation to experience highly developed cultures and instill dreams and vision, opportunity is provided to visit advanced countries

**Business Target** New scholarship students are selected annually for support (Support scale is changed depending on the budget)

**Business Details** Visit program to domestic and foreign distinguished universities and historic & cultural locations



### Keeper of Improving Educational Environment

**Business Purpose** Provide better educational environment by supporting educational supplies and through environmental improvement on the students in low-income families, child protection & care facilities and educational facilities

**Business Target** Subject for support is selected through discussion with the relevant institutions such as social welfare facilities, etc.

**Business Details** Support on educational materials (laptop and desktop PC, etc.) and hygiene products, educational facility (study room, daycare center, bathroom, etc.) support and repair, and improvement on the quality of meals



## Omni-directional Social Contribution Activities

IS Dongseo and Munam Scholarship & Culture Foundation are performing various social contribution activities for win-win with the community and support the low-income, lower income family, single-parent family, and multi-cultural family children.

### Details of Main Social Contribution Activities in 2019~2022

**03** Donated KRW 200 million on relief aid for damage from forest fire in Uljin and Samcheok

- 12** [Munam Scholarship & Culture Foundation] KRW 130 million funded for the '6th Hope for the Future' Scholarship  
**12** KRW 900 million donated to the Community Chest of Korea 'Fruit of Love'  
**07** KRW 1 billion donated as basketball development fund to Korea Basketball Association  
**07** Donations in kind for constructing the rest area for the elders in the Senior Citizen Center in Gyeongsan Region  
**07** Support for establishment of the Yeongdo-gu (Busan) and LH joint child care center  
**05** [Munam Scholarship & Culture Foundation] Educational materials (laptop, PC) donated for 5 consecutive years  
**02** 'Business Agreement on Prevention of Child Abuse and Support for Victim Childs' signed with Busan Metropolitan Government  
**01** 30,000 'Briquette of Love' donated to the Busan Bapsang Community & Briquette Bank

- 12** KRW 600 million donated to the Community Chest of Korea 'Fruit of Love'  
**12** [Munam Scholarship & Culture Foundation] KRW 150 million funded for the '5th Hope for the Future' Scholarship  
**03** KRW 100 million donated to Busan and Gyeongsan-si as disaster relief aid from COVID-19  
**03** KRW 150 million donated to Nam-gu (Busan) for supporting underfed children

- 12** [Munam Scholarship & Culture Foundation] KRW 200 million funded for the '4th Hope for the Future' Scholarship  
**12** [Munam Scholarship & Culture Foundation] School uniform supported to Gyeongsan-si  
**12** KRW 200 million donated to the Community Chest of Korea 'Fruit of Love'  
**11** 33,000 'Briquette of Love' donated to the Busan Bapsang Community & Briquette Bank  
**09** KRW 100 million donated as scholarship to the Gyeongsan Scholarship  
**09** [Munam Scholarship & Culture Foundation] History & Culture Experience Project 'Dream Tour'(3 consecutive years)  
**01** 33,000 'Briquette of Love' donated to the Busan Bapsang Community & Briquette Bank  
**01** Educational expenses supported to the 'Boy's House' in Sisters of Mary

2022

2021

2020

2019



Emergency support projects on children victimized from crimes



Educational materials donated as the Keeper of Improving Educational Environment



Business Agreement on Prevention of Child Abuse and Support for Victim Childs

## Contribution to Social Stabilization

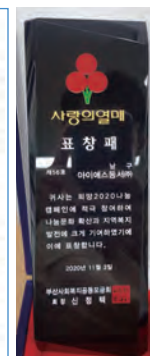
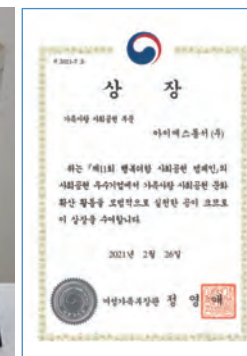
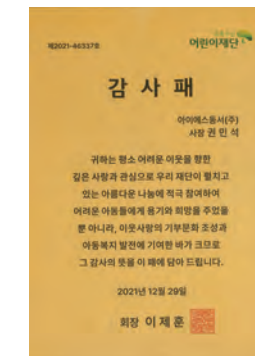
Due to the prolonged COVID-19 crisis, there is more economic and social gap, and support activities were performed from encountering issues in the community. Based on the corporate capabilities, IS Dongseo pursues win-win to support the small-medium enterprises and sole proprietors to overcome the crisis to become the center of our economy, and sustainable growth of our economy is supported.

### Support Activities

Date	Support Activities
March, 2021	Support fund for overcoming COVID-19 crisis in Gyeongsan-si
July, 2020	Support for overcoming the crisis of stagnation in the sports industry (hosted the 'KLPGA IS Dongseo Busan Open')
	Emergency support of KF94 masks for Busan
March, 2020	KRW 150 million supported for the underfed children in Nam-gu (Busan) during the COVID-19 crisis
	Personal protective equipment for COVID-19 supported to the traditional market & merchant association in Busan
Feb. 2020	Rental fee reduced by 50% to the stores in W High-Rise Residential-Commercial Complex in Yongho-dong, Busan

### Awards on Contribution to the Community

Schedule	Details of the Awards
2021.12	Appreciation plaque received from ChildFund Korea on contributing to establishing the culture of donation for love of neighbors and on development of child welfare
2021.12	Awarded the Education Mecenat Award for 'Citation on Merits for Activating Educational Donation in 2019~2021' (3 consecutive years)
2021.02	Received award from the Minister of Gender Equality & Family (Family Love & Social Contribution Division) at the '11th Happiness Plus Social Contribution Awards'
2020.12	Selected as the top-performing company in the evaluation as an outstanding enterprise in the Busan Region
2020.08	Citation from the President of Community Chest of Korea-Busan in the '2020 Award Ceremony for Merit on Helping Needy Neighbors'
2019.12	Appreciation plaque from the Busan Metropolitan City Mayor on '2019 Awards on Merit for Child Support & Sponsor'



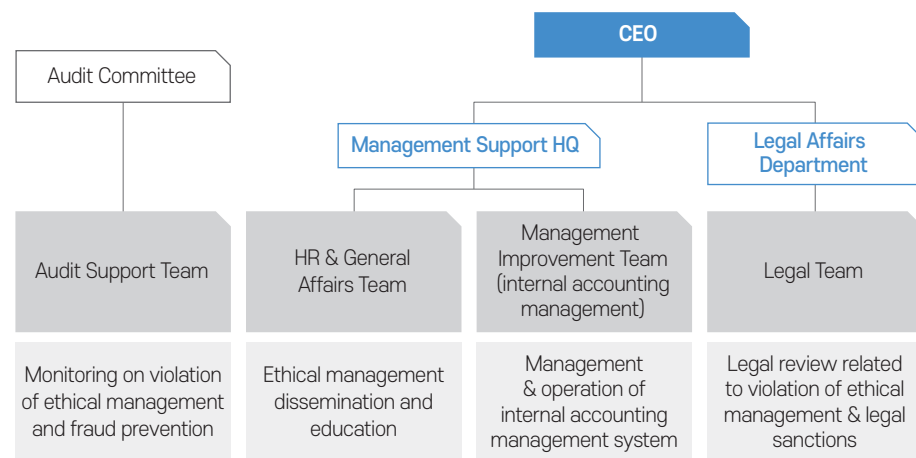


# Ethical Management

### Promotional Direction of Ethical Management

As a corporate citizen, IS Dongseo recognizes the risks on the ethical standards of the domestic laws and international society that are being gradually being reinforced along with the responsibilities, and we constantly make efforts to enable the employees to habituate ethical management. Especially, the scope of activity on ethical management is gradually being expanded due to the social interests and criticism on business ethics triggered from the large companies acting high-handedly towards vendors, unethical conduct of the employees and customer information leakage accidents, etc. In addition, all employees had to undergo training to understand the guidelines and rules on illegal and compliant conduct and procedures so as to prevent fraudulent conduct in advance. We exert efforts in earnest to be an ethically managed company based on sound principles and trust.

## Ethical Management Organization and Major Work Performances



## Ethical Management Organization

For implementation of internal and professional audits, a total of 4 departments including the Audit Support Team, HR & General Affairs Team, Legal Team and Management Improvement Team duly cooperate systematically to undertake monitoring and preventive activities on ethical management. Preventive activities such as promoting and training of ethical management policies are emphasized to our employees through the HR and General Affairs Teams, and each department performs the relevant roles to direct concerted efforts on establishing the ethical management system and guidelines compliance.

## Strengthening Training on Ethical Management Aligned with the Code of Conduct

In January 2007, IS Dongseo adopted the 'Management Principles of Ethical Management', and established the 'Code of Conduct on Ethical Management'. The Code of Conduct comprises the 'Ethics on the Customers', 'Ethics on the Shareholders', 'Ethics on the Employees', 'Ethics on the Vendors', 'Ethics on the Society' and 'Service Ethics', including the principles of ethical practices, which all employees must always abide by in their dealings with stakeholders. We promote the commitment to participate in ethical management by securing the pledge on ethical compliance from all employees aligned with the 'IS Dongseo Code of Conduct' under the 'Management Principles of Ethical Management'.

### Ethical Management Training Program for Each Target

## New Employee Training

Training on  
personal ethics and  
business ethics



Training for each job group and duty

For each job group (site manager, team leader, etc.) Job training and audit to spread follow-up measures



### Pledge of Compliance on Code of Ethics Aligned with Ethical Management

윤리경영 실천을 위한 윤리강령 준수 서약

본인은 아이에스동서(주) 구성원으로써 건전한 윤리관을 확립하여 스스로의 명직과 품위를 지킴으로써 사회로부터 신뢰를 받고 회사와 구성원이 함께 성장·발전하기 위하여 다름과 같이 서약한다.

1. 나의 회사를 성공으로 가길의 마지막에 합성 회사를 대표하는 자제로 입회하며, 당사자를 대표적으로 구입하여 업무를 수행한다.
2. 물자와 자재적으로 구입하여 공급자를 담당할 수 있도록 환경을 조성한다. 개인과 직원들의 회사에서 성과물을 높이기 위하여 노력한다.
3. 고객이 원하는 가격 정책을 통하여 고객을 만족으로 한수직을 수 있는 고객수익률을 실현한다.
4. Business Partner에게 공급한 기회를 제공한다. 실제 이익과 공유의 발전을 추구하는 수직적 지위를 이용한 여러한 형태의 해당 요구를 하지 않는다.
5. 온라인과 사내와 관련된 여러한

이제 본원은 회차 구성원으로서 자부심과 긍지를 갖고 일상의 경연활동을 수행함에 있어 회차와 음악감상(음악회장, 음악극원, 음악실전지침)을 생생히 준수할 것을 서약하며, 이 서약을 위반시에는 사규에 따라 어떠한 조치도 감수하겠습니다.

### Unethical Report Hotline (Cyber Sinmungo System, etc.)

On / offline unethical report hotline is operated to receive external reports of unethical conduct. In principle, reports are responded to within an average of 10 days, and the identity of the informer / whistleblower is guaranteed along with fair investigation to prevent any slanderous report. In addition, taking action on external reports of any unethical conduct, our policies and earnest commitment of Dongseo IS at to ethical management is delivered internally and externally via the guidelines on operating the Cyber Sinmungo (proposals & fraudulent conduct report from vendors) for external stakeholders, such as vendors, etc.

## Unethical Conduct Report and Report Inquiry via the Website



## Strengthening Audit Activities

For fair and ethical management activities, non-periodic, quarterly, and special audits are performed based on the annual audit plan. Work system improvement and qualitative improvement of the audit process were enabled through them, and the ethics awareness of our employees were also maximized. In addition, the status of corporate card use is monitored regularly to establish the culture of proper corporate card use.

## Main Audit Performances



### Work system improvement via audits

- Continuous audit for each task



**Qualitative improvement of audit**

- Field / factory audits (periodic audits → due diligence on work process)
- Improvement of work process & risk inspections of the head office / business site



Internal / external  
ethical communication

- Special audit based on reporting by operating the reporting site on the website



Establishment of culture on proper use of corporate card

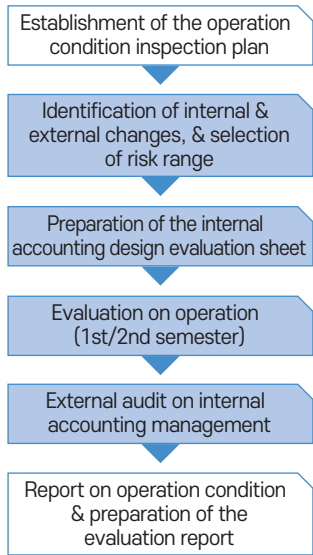
- Strengthening preventive audit through regular inspection of corporate card usage status



Establishment of Ethical Management Culture and System Reinforcement Plan

Interest from our employees on ethical management will be expanded, and IS Dongseo pursue efforts in earnest to improve the external image as an ethically managed company. Accordingly, ethical training is performed continuously on the employees. From 2020, all field employees numbering 281 people (standard of management position) were required to undergo ethical management training, with concerted efforts made to expand the ethical management training program according to the characteristics for each job and position. In addition, the ethical management index was newly established for vendors evaluation to contribute to establishing the ethical management culture in the supply chain and prevent any unethical conduct. Additional points are granted when performing ethical management activities with IS Dongseo, and points are deducted when unethical conduct is exposed from audits, etc. Through this, objective and digitalized evaluations will be performed.

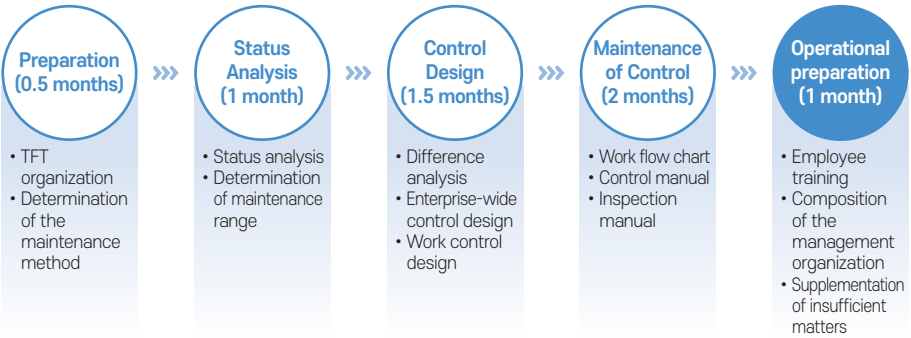
Main Work and Procedures



Introduction and Operation of the Internal Accounting Management System

IS Dongseo has established and implements the internal control process from 2020 for the sake of consistency and transparency throughout the company. Risks for each department are identified and established with proper control to respond preemptively to the risks that can occur during overall business. In addition, the internal accounting management system is implemented to inform management contents in detail to the personnel of each department, and vulnerabilities in the process are overcome and work efficiency improved through periodic evaluations and monitoring. We plan to continue sophisticating the internal accounting management system to establish a fair and transparent organizational culture.

Reorganization Procedures & Internal Accounting Management System



Status of IS Dongseo's Internal Controls

Internal Control Subject	Description of Internal Controls	Pertinent Regulation
Internal / external communication (Whistleblower System)	<ul style="list-style-type: none"><li>The company operates the whistleblower system (Cyber Sinnungo) for direct communication on unethical conduct such as potential fraudulent and illegal conduct of employees and external service providers, relevant external financial issues &amp; other important insufficiencies related to internal controls, etc.</li><li>Items received in the whistleblower system can be verified only by the audit support team, &amp; important reports shall be reported periodically to the Audit Committee.</li><li>The whistleblower system is acclaimed and garnering active participation by employees and external service providers via the website that provides access at all times.</li></ul>	<ul style="list-style-type: none"><li>Article 28 in the Act on External Audit of Stock Companies (Protection of Whistleblower on Illegal Acts, etc.)</li><li>Concept system on design &amp; operation of the Internal Accounting Management System / Best practices on evaluation &amp; report of Internal Accounting Management System</li></ul>
Communication with the external stakeholders	<ul style="list-style-type: none"><li>The company operates vendors proposal on the website and discusses the issues for the purpose of identifying the changes in the management environment such as change in construction market condition and system, etc. and collecting the opinions and proposals of vendors regarding the site operation/ contractual relationship.</li><li>Personnel in the department concerned performs reviews and provide improvement directions on the opinions and proposals of vendors for management's approval.</li></ul>	<ul style="list-style-type: none"><li>Concept system on design &amp; operation of the Internal Accounting Management System / Best practices on evaluation &amp; report of Internal Accounting Management System</li></ul>

Governance

Reliable IS Dongseo Governance

The Board of Directors of IS Dongseo is the highest decision-making body that considers the public interest, economic feasibility, social aspects and environment, etc. on the significant matters in the overall management including the management goal to perform deliberations and resolutions. The Board of Directors (BOD) assumes the role of providing checks and support of management activities. Especially, strategic decision of the BOD is required continuously in the rapidly changing business environment and represents various stakeholders. To prevent the directors from being specialized in a specific field, the BOD is composed of Independent Directors from experiences in various professional fields such as environment, law, economy, society and construction, etc.

Strengthening Independence & Transparency via the Board of Directors Heavily Concentrated on Independent Directors

To strengthen the independence and transparency of IS Dongseo Board of Directors (BoD), the BOD is composed with the ratio of Independent Directors constituting the majority, and is heavily influenced by Independent Directors by design. In addition, Independent Directors verified of the independence are appointed through the Independent Directors Candidate Recommendation Committee under the BOD to supervise management activities and provide proper checks to improve transparency. Resolutions of the BOD are reviewed and resolved according to the Board of Directors' Regulations, and directors with special interests or other potential conflicts of interest are restricted in exercising their voting rights according to the Board of Directors' Regulations. Meanwhile, the BOD performs reviews on the 「Transaction Between the Directors, etc. and the Company」 defined by the Commercial Code, and 「Large Scale Internal Transaction」 and 「Transaction with Specially Related Party」, etc. defined in the Fair Trade Act to minimize the impact on the company with respect the interests of each director, while facilitating internal transactions between the affiliates to be implemented through transparency and fair conditions.

Main Performance of Operating the Board of Directors

Classification		Unit	2019	2020	2021
Performance of Board of Directors Operation	No. of Meetings Held	Instances	11	12	14
	No. of Agenda Items	Cases	14	17	36
	Ratio of Independent Directors	%	60	60	55.6
	BoD Attendance Rate	%	100	91.6	95.8
Total BoD Renumeration Amount	Registered Director	KRW mil	736	770	2,190
	Independent Directors	KRW mil	0	0	61
	Executive Directors	KRW mil	616	650	2,008

Committees Affiliated to the Board of Directors

Committee Name	Composition	Affiliated Director Name	Chairman
Audit Committee	3 Independent Directors	Park Chang-ha, Lee Sang-eon, Lee Dong-dae	Park Chang-ha
Independent Directors Candidate Recommendation Committee	5 Independent Directors	Kim Dong-gun, Lee Sang-eon, Lee Dong-geun, Lee Dong-gae, Park Chang-ha	Kim Dong-gun



Main Agenda of Board of Directors

Session	Date of Meeting & Agenda
1	<b>21.01.04</b> Funding limit to affiliates & appointment of compliance officer
2	<b>21.02.08</b> Approval on the establishment of plan on 2021 occupational safety & health and 1 other agenda
3	<b>21.03.10</b> Opening of Ordinary General Meeting of Shareholders & 3 other agendas
4	<b>21.03.10</b> Appointment of the CEO and Chairman of Bod and 3 other agenda
5	<b>21.05.17</b> Approval on acquisition of share on other corporation & 4 other agendas
6	<b>21.06.14</b> Trading of securities on the affiliate & 4 other agenda
7	<b>21.06.28</b> Approval of land purchase & investment on other corporation & 1 other agenda
8	<b>21.07.19</b> Joint surety on the intermediate payment loan for those receiving the sell in lots
9	<b>21.08.12</b> Approval on investment to other corporation & issue of non-guarantee private placement bond
10	<b>21.09.15</b> Provision of joint surety & 1 other agenda
11	<b>21.10.18</b> Approval of new borrowing
12	<b>21.11.08</b> Approval on investment to other corporation & 1 other agenda
13	<b>21.12.20</b> Approval of lease contract & loan to affiliate and 3 other agendas
14	<b>21.12.24</b> Approval on disposal of treasury stock & change in joint surety

Strengthening the Expertise of the Board of Directors via Appointment of Independent Directors from Various Fields of Expertise

In the rapidly changing management environment, strategic decision of the BOD is required consistently, and expertise and diversity of each director are required for this. The top expert in the company oversees senior management of their respective business as the CEO of IS Dongseo, Board of Directors' Meeting is convened to practice responsibility management. To represent various stakeholders and prevent the directors from being concentrated on a specific field, the BOD is composed of Independent Directors with experiences in various professional fields such as accounting, tax, construction, law and science, etc. They participate in the BOD through various perspectives based on each professional expertise, and management is supervised objectively to provide their valuable opinions and input. Especially, in the Audit Committee, an expert from the accounting or financial field holds the position as the representative Audit Committee member, and the competent person commands the expertise to duly handle supervisory work on the accounting and business operations of the company.

Operation of Board of Directors (BOD)

IS Dongseo Board of Directors is composed of the directors that were appointed through the General Shareholders' Meeting, and there are currently 4 Executive directors and 6 independent directors (one new female independent directors was newly appointed in March 2022) participating in the BOD. The BOD searches for and recommends Executive Directors as candidates, and for the Independent Directors, the Independent Directors Candidate Recommendation Committee recommends the candidates using a separate resolution process for a more detailed and objective review. Relevant information is duly provided to shareholders using the reference materials and notification of convening the General Shareholders' Meeting announced before the meeting at hand. The approval is received from the shareholders at the General Shareholders' Meeting on the day thereof. In 2021, a total of 14 Board of Directors' meetings were held for resolution and reporting on a total of 40 agendas such as approval on the transaction between the director, etc. and the company, and report on the main management activities for each quarter, etc.

Board of Directors' Performance Evaluation and Remuneration

IS Dongseo performs independent evaluation annually on the directors subject to expiry of their tenure, and on all current Independent Directors. The contribution level to the directors, internal and external influence and expertise in the work, etc. are reflected in their evaluations for utilizing on determining to serve on the consecutive terms. Their remuneration is managed transparently and fairly on the remuneration limit of the directors and individual remuneration amount, etc. through the General Shareholders' Meeting. Each of their remuneration limit is approved at the General Shareholders' Meeting, and the individual remuneration is reflected and calculated with the major intended key indicators of the company such as the business performance, contribution to sustainable management and compliance management, etc. The remuneration of the Independent Directors is provided equally for all Independent Directors within the remuneration limit of the directors approved by the General Shareholders' Meeting. However, the Audit Committee is considered with the liabilities, times and efforts of an Audit Committee member to be provided with the business performance expenses that are set separately by the Compensation Committee. In 2021, the remuneration limit of the directors approved at the General Shareholders' Meeting was KRW 10 billion, with the total amount of director remuneration provided at KRW 2.19 billion. Individual remuneration of the director and auditor exceeding KRW 500 million must be disclosed in the business report according to the pertinent statutes.

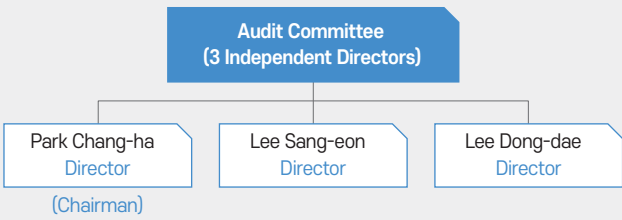
BoD Pay	(Standard of Dec. 2021 / unit: EA, KRW mil)		
Classification	No. of members	Total payment amount	Average per person
Registered director (excluding Independent Directors & Audit Committee members)	4	2,008	502
Independent Directors (excluding the Audit Committee member)	2	61	31
Audit Committee member*	5	121	24

\* 2021. 3. 26 Two Independent Directors in the Audit Committee that resigned are included.

Committee Operation

IS Dongseo provided the applicable provisions for newly establishing a specialized committee under the Board of Directors to minimize the risks that can occur throughout the company, and the Board of Directors' management activities, quick decision-making, and transparency of the organization were improved for preemptive response. In addition, the Audit Committee, ESG Committee and Management Committee were formed under the authority of the BOD to establish the sustainable management system through ESG (Environment, Social, Governance) management.

Composition of the Audit Committee



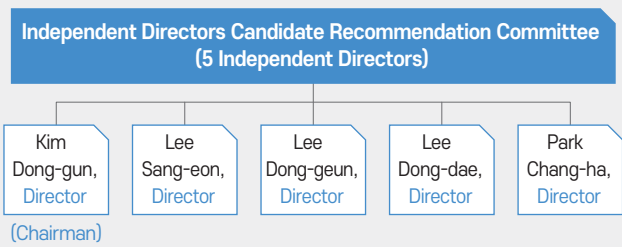
Purpose

Management supervision & support organization for checks and balances

Resolutions & authorities

- Authority to audit business;
- Authority to demand a director suspected of violating the articles of incorporation or laws to stop his/ her action;
- Authority to request sales reports & authority to investigate business assets;
- Evaluation and report, etc. on Internal Accounting Management System

Composition of the Independent Directors Candidate Recommendation Committee



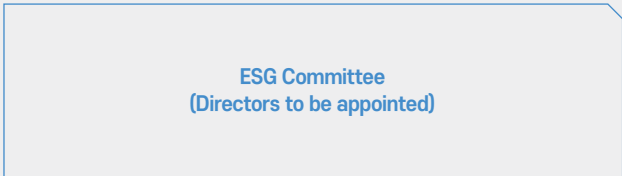
Purpose

Judgment & recommendation organization on the qualification & roles of independent directors

Resolutions & authorities

- Review of personnel affairs & determination of a recommended independent directorsr candidates;
- Other matters recognized to be required for recommending independent directors candidates

Composition of the ESG Committee (to be established)



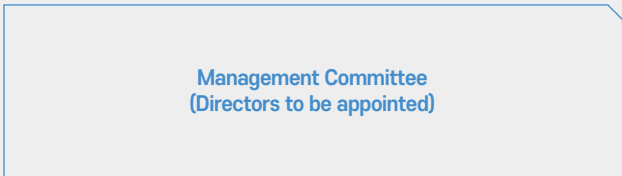
Purpose

Strategic review & implementation organization on the environment, social responsibilities & governance

Resolutions & authorities

- Establishment of the ESG strategy & policy;
- Report on pending issues & promotional activities on ESG;
- Policy suggestion for raising shareholder value;
- Review on the matters related to the social responsibilities of the company, etc.

Composition of the Management Committee (to be established)



Purpose

Organization for reinforcing the expertise & efficiency in work performance

Resolutions & authorities

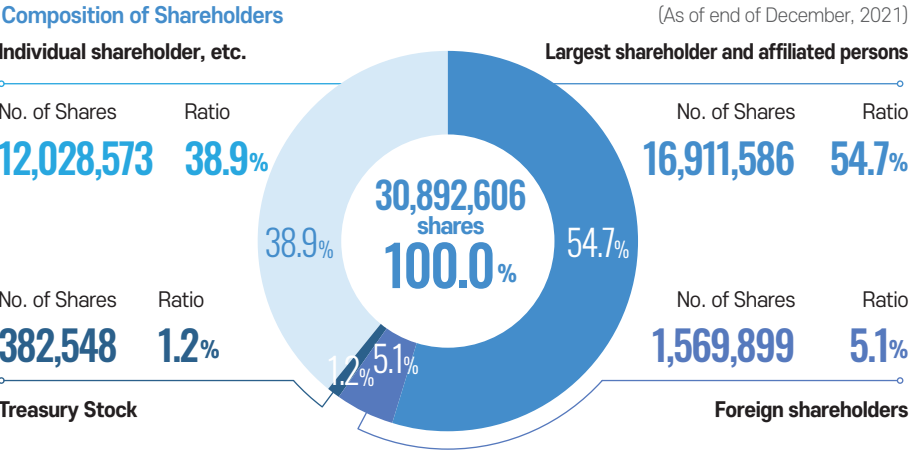
- Basic policy of business management;
- Annual / mid-to-long-term management policies;
- Determination & modification of the salary / incentive & benefits system;
- Organizational operation, investment, M&A, & department adjustment;
- New business or new product development, etc.;
- Assistance to the Board of Directors for performing the above work



Risk Management

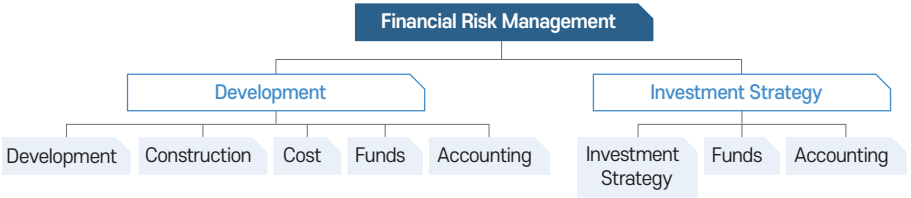
Transparent Disclosure

IS Dongseo constantly exerts concerted efforts to provide accurate information on a timely manner to the shareholders and stakeholders in the market regarding the overall management of the company. To guarantee that the shareholders are able to exercise the rights sufficiently via the General Shareholders' Meeting, sufficient amount of information is included to provide notification on the convocation of the General Shareholders' Meeting in the period that exceed the convocation deadline in the law. In addition, any major management decisions or facts that may have significant impact to the judgment of investment are announced immediately to the market. Efforts will be continued to inform and communicate the management activities of the company with the market on becoming sustainable and contributing to the society and community in terms of global environment to correspond to the recent ESG requirements of the financial market, and on protecting the rights and interests of the investors.



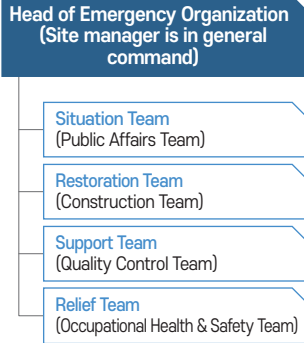
Financial Risk Management Discussion Structure

Risks that can occur in project operation can not only have direct impact on the business performance, but also cause adverse impact to the reputation of the company in long-term perspective. To prevent these risks, project risk response organization, order review council and investment review council are operated regularly for feasibility study and to sophisticate the risk management, and project performance such as financing and business schedule, etc. are managed.



Safety·Environmental Risk Management

Inherent risk factors are analyzed in advance via the risk assessment process in the construction site, and measures are provided accordingly. Derived factors are integrated and shared throughout the company via the in-house IT network. At the same time, each site is operating the safety management system according to the daily safety cycle of danger prediction activity, safety training, safety check, supervision during the work, work safety meeting, arrangement and verification before and after finishing the work.



APPENDIX

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# ESG Data Book

## 1. Environmental Performance

Classification		Unit	Yr. 2019	2020	2021
Greenhouse Gas Emission					
Scope 1	Direct Emission	tCO2e	15,065	12,421	20,341
Scope 2	Indirect Emission	tCO2e	5,189	4,814	8,016
Total		tCO2e	20,255	17,235	28,357
Energy Consumption Inside & Outside the Organization					
	Power	TJ	46.55	37.725	62.834
Water Usage					
Water Usage	Water & Sewage Usage	ton	2,481	6,047	104,177
	Underground Water Usage	ton	109,305	97,485	111,447
	Total	ton	111,786	103,532	215,624
Water Usage per Production Unit		ton	0.27	0.29	0.26
Quantity Recycled & Reused		ton	14,880	14,760	14,700
Water Reuse Ratio		%	33	33	33
Material Usage					
Non-Renewable Raw Materials	Ready-mixed Concrete	m3	390,255.7	509,669	469,173.5
	Cement	ton	73,613.855	66,703.401	83,957.204
	Aggregate	m³	181,415.073	160,120.052	210,398.628
	Asphalt Concrete	ton	0	0	1,050.5
	Sand	m³	112,620.412	95,043.457	112,219.488
	Rebar	ton	40,810.56	59,281.06	80,327.441
	Gypsum Board	장	136,829	82,377	600,693
Recycling Raw Material	Recycling Aggregate	m³	12,037.5	12,300.28	7,105.51
Recycling Raw Material Input Ratio		%	0.0061	0.0063	0.0122
Waste Generation Amount					
Waste Generation Amount According to Type	Waste Concrete	ton	14,616.02	14,343.96	59,650.13
	Waste Asphalt Concrete	ton	21.03	251.11	2,796.21
	Waste Wood	ton	382.82	207.32	999.62
	Waste Synthetic Resin	ton	198.33	126.63	1,545.76

Classification		Unit	Yr. 2019	2020	2021
Waste Generation Amount According to Type	Construction Waste Soil & Rock	ton	0	63.25	3,348.9
	Construction Sludge	ton	7.28	0	191.82
	Waste Board	ton	83.69	137.04	465.9
	Other Wastes	ton	183.66	159.51	188.21
	Mixed Construction Waste	ton	1,909.04	1,532.6	8,146.55
Waste Generation Amount	Total	ton	17,401.87	16,821.42	77,333.1
Waste Generation Amount According to Processing Method (General Waste)	Reuse	ton	3,675.65	3,497.18	62,804.59
	Recycling	ton	13,406.53	13,089.28	14,260.318
	Incineration	ton	192.49	125.63	147.55
	Landfill	ton	126.41	107.27	119.03
Air Pollutant Emission	Dust	kg	334.209	224.028	5,952.893
	NOX	kg	17,320	6,682.601	16,346.667
	SOX	kg	10	18.04	39
Wastewater Amount	Incineration / Discharge via the Processing Facility / Waste Treatment on the Wastewater Sludge	ton	47,859	49,880	44,401
Water Pollutant Discharge	COD	kg	862	781	645
	T-N	kg	198	201	111
Environmental Investments					
Environmental Investment Cost		KRW mil	134,603.3	86,124.86	27,005.06
Environmental Equipment Investment Cost					
Air		KRW mil	5.82	199.3	4.5
Resource Recovery & Others		KRW mil	43	0	755
Environmental Expenses					
Environmental Equipment Operating Expenses / Resource Recovery Cost		KRW mil	188.54	106.34	67.2
General Administrative Expenses		KRW mil	59.22	52.6	54.61
Compliance of Environmental Laws					
No. of Legal Sanctions from Violation of Environmental Laws		No.	5	0	0
Legal Sanction Cost from Violation of Environmental Laws		KRW mil	5	0	0
Use of Harmful Chemical Substances					
Harmful Chemical Substance Usage		ton	29,371	0	23,812
Harmful Chemical Substance Leakage Accident		No.	0	0	0



2. Social Performance

Classification		Unit	Yr. 2019	2020	2021
Manpower Status					
Gender	Male	Persons	1,112	600	661
	Female	Persons	208	67	75
No. of Regular Employees	Male	Persons	1,019	505	556
	Female	Persons	171	36	34
	Total	Persons	1,190	541	590
Ratio of Regular Employees	Male	%	85.6	93.3	94.2
	Female	%	14.4	6.7	5.8
	Total	%	90.2	81.1	80.2
No. of Temporary Employees	Male	Persons	93	95	105
	Female	Persons	37	31	41
	Total	Persons	130	126	146
Ratio of Temporary Employees	Male	%	71.5	75.4	71.9
	Female	%	28.5	24.6	28.1
	Total	%	9.8	18.9	19.8
No. of Employees by Age	Less than age 35	Persons	185	150	188
	Age between 35~50	Persons	646	321	345
	Over age 50	Persons	489	196	203
Diversity of Employees	Female Employee Status	%	15.8	10.0	10.2
	Female Managers	Persons	15	8	9
	National Veteran Employees	Persons	6	4	5
	Disabled Employees	Persons	21	10	10
Total No. of Employees		Persons	1,320	667	736
Retirement Management					
Retirement Management	Regular Retirement	Persons	30	3	8
	Voluntary Retirement	Persons	123	76	61
	Voluntary Retirement Rate	%	58.3	9.6	56.0
Total No. of Retired Employees		Persons	211	793	109
New Regular Employee Recruitment Status					
Female		Persons		14	34
High School Graduates		Persons	31	11	16
Total New Recruitments		Persons	157	134	179
Employment Status					
Employee Turnover Rate	Male	Persons	148	638	83
	Female	Persons	63	155	26

Classification		Unit	Yr. 2019	2020	2021
Employee Turnover Rate by Age	Less than age 35	Persons	67	160	35
	Age btwn. 35~50	Persons	98	365	33
	Over age 50	Persons	46	268	41
	Total	Persons	211	793	109
Total Employee Turnover Rate	Total	Persons	211	793	109
Manpower Development Status (Education & Training)					
Total Training Participants	Male	Persons	200	55	360
	Female	Persons	24	5	24
	Total	Persons	224	60	384
Training Time per Employee	Male	Persons	20	20	20
	Female	Persons	20	20	20
	Total	Persons	20	20	20
Total Training Time		Hours	4,480	1,200	7,680
Training Expenses Executed per Employee		KRW 1,000 / person	643	733	354
Total Training Expenses		KRW mil	144	44	136
Satisfaction Level of Training		Points	87	-	-
Flexible Work Status					
Flexible Working	Intensive Work Type	Persons	179	227	261
Status of Using Parental Leave					
No. of Employees with Parental Leave Management	Male	Persons	257	117	125
	Female	Persons	18	4	5
	Total	Persons	275	121	130
No. of Employees Using Parental Leave	Male	Persons	2	1	-
	Female	Persons	4	2	2
	Total	Persons	6	3	2
No. of Employees Returning to Work after Parental Leave	Male	Persons	1	1	-
	Female	Persons	3	-	2
	Total	Persons	4	1	2
No. of Employees with Service for 12 months after Returning to Work from Parental Leave	Male	Persons	1	1	-
	Female	Persons	2	-	-
	Total	Persons	3	1	-
Return Rate after Parental Leave	Male	%	50	100	-
	Female	%	75	-	100
Service Maintenance Rate for 12 Months after Returning	Male	%	100	100	-
	Female	%	67	-	-



Classification		Unit	Yr. 2019	2020	2021
Labor Union Membership Status					
Total No. of Workers		Persons	1320	667	737
No. of Labor Union Members (applied with collective agreements)		Persons	389	52	52
Ratio of Labor Union Membership (applied with collective agreements) %			29.5	7.8	7.1
Performance of Joint Labor-Management Conference & Occupational Safety & Health Meeting (4)		No. of times	4	4	4
Grievance Handling					
No. of Applications for Complaint Handling		Cases	0	0	1
Processing Rate of Complaint Application		%	0	0	100
Social Contribution Activity Status					
Social Contribution Cost Expenditure Status		KRW mil	822	1372	2711
No. of Social Contribution Volunteer Teams		Total	1	1	1
Community Activity Status					
Interview with Community Stakeholders	No. of times	수	10	16	16
Community Donation	No. of times	No. of times	33	26	19
	Amount	KRW mil	589	1,000	1,351
Donation to Relevant Institution		No.	33	26	19
Death Toll Rate		%	0.17	0	0
No. of Serious Accidents		Cases	1	0	0
No. of Injuries & Illnesses of Workers	Male	Persons	9	15	26
	Female	Persons	0	2	1
	Total	Persons	9	17	27
No. of Fatalities at Work Sites	Male	Persons	1	0	0
	Female	Persons	0	0	0
	Total	Persons	1	0	0
Site Safety Inspection	No. of times per site	Cases	10	10	22
	Total	Cases	58	87	342
	No. of defective site discoveries	Cases	58	87	342
Safety Training	No. of curricula	EA	1	1	1
	No. of employees completing training	Persons	23	50	66
Securement of Safety Supervisor	Ratio of regular employees	%	47	57	50
Status of Availing of Medical Checkups	General medical checkups	Persons	496	241	215
	Special medical checkups	Persons	285	197	200
Status of Availing of Medical Checkups	Comprehensive medical checkups	Persons	654	349	378

Classification		Unit	Yr. 2019	2020	2021
Satisfaction Level of Employees					
Satisfaction Level of Salary & Welfare		Points	0	0	57
Shared Growth					
Preferential Purchase Results		KRW mil	72,681	108,712	178,111
Supply Chain of the Organization		No. of Vendors	125	122	156
Small-Medium Enterprise Product Purchase Results	Small-medium enterprise product purchase amount	KRW mil	71,700	108,054	177,505
	Ratio	%	98.70%	99.40%	99.70%
	Total purchase amount	KRW mil	71,700	108,054	177,505
Female Enterprise Product Purchase Results	Female enterprise product purchase amount	KRW mil	981	658	606
	Ratio	%	1.30%	0.60%	0.30%
	Total purchase amount	KRW mil	981	658	606
Vendor					
Total No. of Vendors		Total	1,104	1,105	1,138
Financial Support to Vendors		KRW mil	0	432	3361
Technology Development for Win-Win Cooperation					
Patent	Application	Cases	0	1	10
	Registration	Cases	2	3	16
Human Rights Management					
Performance of Internal Audit (once / year)		No.	0	0	15
No. of Human Rights Trainings		No.	1	1	1
No. of Participants in Human Rights Trainings		Persons	556	469	517
Product Liability					
No. of Legal Violations on Customer Health & Safety		Cases	0	0	0
Customer Satisfaction Survey (once / year)		Points	87.6	92.0	95.0
No. of Legal Violations on Marketing		Cases	0	0	0
No. of Complaints about Personal Info. Management by Customer		Cases	0	0	0
Guarantee of Right-to-Know of Customer (Information disclosure rate) %			100	100	100
Eco-Friendly Product Purchase					
Purchase Amount of Products Made with Recycled Materials		KRW mil	96	104	64
Purchase Amount of Products with ECO Label		KRW mil	2,241	278	3,948



3. Governance-Economic Performance

Classification		Unit	Yr. 2019	2020	2021
Statement of Financial Position					
Asset	Current Assets	KRW mil	1,701,687	2,268,461	2,124,728
	Non-current Assets	KRW mil	1,182,089	1,353,038	1,380,275
	Total Assets	KRW mil	2,883,776	3,621,499	3,505,004
Liabilities	Current Liabilities	KRW mil	852,502	1,156,757	1,494,962
	Non-current Liabilities	KRW mil	757,716	1,074,704	553,179
	Total Liabilities	KRW mil	1,610,218	2,231,460	2,048,140
Capital	Paid-in Capital	KRW mil	15,446	15,446	15,446
	Earned Surplus	KRW mil	675,672	779,348	832,675
	Other Capital Components	KRW mil	582,439	595,245	608,742
	Total Capital	KRW mil	1,273,558	1,390,039	1,456,863
Statement of Comprehensive Income & Main Index					
Revenues (Sales)		KRW mil	770,584	1,200,413	1,608,441
Cost of Sales		KRW mil	(583,529)	(856,885)	(1,149,327)
Sales & Administrative Expenses		KRW mil	(115,594)	(134,504)	(148,348)
Operating Income (Loss)		KRW mil	71,461	209,023	310,765
Other Revenues		KRW mil	6,891	3,383	11,191
Other Expenses		KRW mil	(3,045)	(13,940)	(29,724)
Other Profit (Loss)		KRW mil	0	0	0
Financial Income		KRW mil	(16,991)	(44,105)	(67,498)
Gains in Associates		KRW mil	13,331	2,186	(57,064)
Earnings (Losses) Before Income Taxes		KRW mil	71,647	156,547	167,670
Income Tax Expenses		KRW mil	(15,474)	(47,188)	(56,997)
Net Profit (Loss)		KRW mil	74,262	141,598	110,673
Other Comprehensive Income		KRW mil	790	(1,620)	(15,985)
Total Comprehensive Income		KRW mil	75,052	139,978	94,688
Net Profit Margin		KRW mil	10	12	7
Turnover of Net Worth		KRW mil	61	86	110
R&D Investments	Technology Development Service Cost	KRW mil	305	356	902
	Independent Technology Development Cost	KRW mil	505	583	787
	Total	KRW mil	810	939	1,689
No. of Patent Registrations		Cases	2	3	16
Management-Related Risk & Opportunity Costs due to Climate Change		KRW mil	134,652	86,324	27,760

Classification		Unit	Yr. 2019	2020	2021
Main Business Performance Index *Standard of Total Revenues on Completed Business Site in Relevant Year (including unsold apartments)					
[Dasan Central Eileen's Garden] New construction of apartment in Dasan Jigeum District B-2BL, Namyangju (subcontract)		KRW mil	128,071		
[Hangang Misa IS BIZ Tower] New construction of Knowledge Industry Center in Hanam Misa 25-1 Block		KRW mil		139,097	
[Beomeo Eileen's Garden] Housing project in Cheongsol District, Beomeo-dong, Suseong-gu, Daegu		KRW mil			458,293
[Dongdaegu Eileen's Garden] Apartment in Sinam-dong, Daegu		KRW mil			297,081
[Yeongdo Central Eileen's Garden] Housing redevelopment & maintenance project in Bongnae Area 1		KRW mil			237,685
[Jungsan Maegok Eileen's Garden] Jungsan-Maegok Area Housing Cooperative (Ulsan)		KRW mil			139,267
Total		KRW mil	128,071	139,097	1,132,326
Allocation of Economic Value					
Government	Taxes & past due	KRW mil	19,843	45,864	45,343
Community	Donations & social contribution activity costs	KRW mil	984	1,204	2,645
Distribution of Economic Performance					
Dividend on the shareholders (dividend distribution)		KRW mil	36,982	21,600	30,445
Total Corporate Tax Payment Amount		KRW mil	15,474	47,188	56,997
Total Amount Paid to Employees (personnel out-of-pocket & welfare benefit expenses)		KRW mil	73,339	85,211	119,512
Cost Provided to the Outsourcing Partners (outsourcing cost)		KRW mil	196,019	339,453	422,320
Voluntary Charitable Contribution & Funds Invested		KRW mil	911	1,204	2,645
Cost Provided to the Material Partner (material cost)		KRW mil	156,029	200,063	289,849
Interest Provided to the Lender Bank of Creditors (interest costs)		KRW mil	27,402	50,540	76,181
Total Distribution of Economic Performances		KRW mil	506,156	745,258	997,949
Portion of Economic Value Retained		KRW mil	2,883,776	3,621,499	3,505,004
Economic Value Creation					
Operating Income		KRW mil	71,461	209,023	310,765
Net Profits		KRW mil	74,262	141,598	110,673
Revenues		KRW mil	770,584	1,200,413	1,608,441
Revenues per Business					
Construction Division		KRW mil	473,512	833,407	1,119,373
Concrete Division		KRW mil	180,892	145,726	217,108
Environmental Division		KRW mil	95,365	208,567	246,412
Others (shipping, etc.)		KRW mil	20,815	12,713	25,549
Total		KRW mil	770,584	1,200,413	1,608,441



Classification		Unit	Yr. 2019	2020	2021
Risk Assessment on Anti-Fair Trade Practices at Business Site					
No. of Business Sites	Total		5	5	5
Business Site Ratio	%		0	100	100
Verified Corruption Cases & Anti-Fair Trade, & Corrective Measures					
No. of Corruption Cases	Cases		0	0	0
No. of Legal Action on Anti-Fair Trade Cases	Cases		0	2	1
Anti-Corruption & Ethical Management					
No. of Ethical Management (Anti-Corruption) Trainings	No.			1	1
Ratio of Employees Participating in Ethical Management Training	%			98.5	100
No. of Applications on Violation (corruption) of Code of Ethics	Cases		0	0	0
No. of Legal Actions for Anti-Fair Trade	Cases		0	0	0
No. of Sanctions for Legal Violations	Cases		0	0	0
Monitoring Status	Status of disciplinary actions for ethical management violations	Cases	0	0	0
	Sinmungo (Whistleblower) application status	Cases	0	0	8
	No. of post-audit improvements & instructions	Cases	0	0	0
	Ethical level diagnosis	Points	0	0	0
Board of Directors					
Performance of Board of Directors' Operations	No. of meetings held	Time	12	12	14
	No. of agenda items	Cases	14	17	36
	Ratio of Independent Directors	%	60	60	56
	BoD attendance rate	%	100	91.60	95.82
Total BoD Renumeration Amount	Registered director	KRW mil	616	650	2,008
	Independent Directors	KRW mil	120	120	182
Retirement Pension					
Pension Fund for Pension Payment (Retirement pension operating amount)	Level of pension accumulated assets	KRW mil	36,847	31,857	36,313
No. of Subscriptions by Type	DB	Persons	1012	605	668
	DC	Persons	228	50	52
	Total	Persons	1240	655	720



# Independent Audit Opinion Statement

## To the readers of 2022 IS Dongseo Sustainability Management Report

### Preface

iMSR received the request for audit (verification) of the 2022 IS Dongseo Sustainability Management Report (hereinafter referred to as the “Report”). The manager of IS Dongseo is in charge of the report preparation, and the responsibility of iMSR is to issue the audit (verification) opinion on the specific data and information for the scope indicated below.

### Scope and Standard of Audit Verification

IS Dongseo describes the performances and activities of the organization related to sustainability in the report. The audit verification team applied the international audit (verification) standards of AA1000AS V3, according to Type-2, Moderate-level audit performance. The evaluation was conducted as to whether the principles of inclusivity are in compliance, and the GRI index indicated below evaluated the materiality, responsiveness, and reliability of data and related information. Here, the standard for materiality was applied based on the professional evaluation of the audit verification team.

Audit verification of authenticity and compliance of the core option report requirements of the GRI Standards was part of the audit verification scope, under which the audit verification team reviewed and certified the following matters.

- **GRI Standards Report Principles**
- **Universal Standards**
- **Topic Specific Standards**
  - Management approach on the standards in specific topic shown below
  - Economic Performance: 201-1, 201-3
  - Anti-Corruption: 205-2, 205-3
  - Anti-Competitive Behavior: 206-1
  - Materials: 301-1
  - Energy: 302-1, 302-2
  - Water and Effluents: 303-5
  - GHG Emissions: 305-1, 305-2
  - Environmental Compliance: 307-1
  - Employment: 401-1, 401-2, 401-3
  - Labor / Management Relations: 402-1
  - Occupational Health & Safety: 403-1, 403-5, 403-6, 403-9, 403-10
  - Training & Education: 404-1, 404-2
  - Diversity and Equal Opportunity: 405-1, 405-2
  - Non-Discrimination: 406-1
  - Human Rights Assessment: 412-2
  - Local Communities: 413-1, 413-2
  - Customer Health and Safety: 416-1, 416-2
  - Marketing and Labeling: 417-1, 417-2, 417-3
  - Customer Privacy: 418-1
  - Socioeconomic Compliance: 419-1

Among the report boundaries of the report, data and information that is outside the IS Dongseo organization, our affiliates, and contractors were excluded from the scope of audit verification.

### Audit Verification Procedures

The iMSR audit verification team performed the following procedures according to the audit standards described above regarding the agreed scope of audit due diligence.

- **Overall review of the contents included in the report;**
- **Review of the procedures and methods of materiality assessment;**
- **Review of the strategy and goal of sustainable management;**
- **Review of the stakeholder participation activity;**
- **Interview with the personnel responsible for preparation of the report.**

### Audit Verification Results and Opinion

The audit verification team discussed multiple times with IS Dongseo concerning any modification of the report based on the results of document reviews and interviews, etc., and the final edition of the report was reviewed to verify that modifications and recommendations for improvement were reflected. As a result of our due diligence, the audit verification team did not discover noncompliant areas with respect to compliance with the principles indicated below in the sustainable management report of IS Dongseo. In addition, we found no evidence that the above data included in the scope of audit verification were described inaccurately or misrepresented.

### Inclusiveness

Inclusiveness pertains to allowing full stakeholder participation on the process of developing and achieving the ethical and strategic response measures / methods on sustainability.

- IS Dongseo developed and maintains various types and level of stakeholder communication channels to abide by and fulfill the responsibility of the organization to its stakeholders, and the audit verification team did not discover any significant stakeholder groups that were omitted in this process.

### Materiality

Materiality pertains to assessing the relevance and significance of the issue to the organization and its stakeholders, and in this context, material issues refer to the issues that can have impact on the decision-making, actions, and performance of the organization or its stakeholders.

- IS Dongseo determines the materiality of the issues identified using the stakeholder communication channel by employing the unique significance evaluation process, and the audit verification team did not discover any material

issues omitted from this process.

### Responsiveness

Responsiveness pertains to the response of the organization to its stakeholder issues that have impact on the sustainability performance of the organization, while responsiveness is achieved through communication with stakeholders and entails the decision-making, activities, and performances of the organization.

- Regarding the significant stakeholder issues, the audit verification team did not discover any evidence that the response activities by IS Dongseo were indicated inaccurately in the report.

Above all, the audit verification team did not discover any evidence that the report does not comply with the requirements of core option in the GRI Standards.

### Suggestions for Improvement

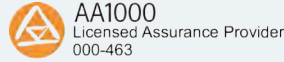
iMSR anticipates that the report published by IS Dongseo is employed actively as a channel of communication with its stakeholders, and the following matters are recommended for continuous improvement.

It is impressive that IS Dongseo has reorganized the topics derived using the materiality assessment into categories of ESG management issues to be reported for the convenience of readers to comprehend. For systematic promotion of the sustainable management, we recommend that the core performance index is composed according to mid-to-long-term strategies to maintain its concerted efforts to attain the sustainability of the organization.

### Independence of Audit Verification

Except for the work related to provision of independent audit service, iMSR does not have any conflicts of interest in the business activities of IS Dongseo for the purpose of self-gain, and we attest that our independence is assured.

2022.06.22  
CEO of iMSR Co., Ltd.





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## Commendations & Membership

### Awards

2021.11	Received award from the Deputy Prime Minister and Minister of Strategy & Finance (ESG Grand Award) at 'SRMQ Convention 2021'
2021.08	Received First Prize (General Mid-sized Construction Division) at the '25th Livable Apartment Contest by Maeil Business News'
2021.07	Received the Grand Prize (Urban Regeneration Division) from the 'Green Construction Industry Awards 2021'
2021.02	Received award from the Minister of Gender Equality & Family (Family Love & Social Contribution Division) at the '11th Happiness Plus Social Contribution Awards'
2020.11	Received award from the Deputy Prime Minister and Minister of Strategy & Finance (CEO Division) at 'SRMQ Convention 2020'
2020.10	Received award from the Minister of Land, Infrastructure & Transport (Non-Residential Division) from the 'Green Construction Industry Awards 2020'
2019.07	Received award from the Minister of Land, Infrastructure & Transport (Residential Division) from the 'Green Construction Industry Awards 2019'
2018.10	Awarded Police Commissioner's Prize (Corporate Social Contribution Division) from the '3rd Korea Crime Prevention Awards'
2018.07	Received the Excellence Prize (High-rise Apartment Building Division) at the '22nd Livable Apartment Contest by Maeil Business News'
2018.07	Received the Grand Prize in first semester at 'Housing Culture Awards 2018 by Korea Economic Daily News'
2018.07	Received the Grand Prize (Residential-Commercial Complex Division) from the 'Green Construction Industry Awards 2018'
2018.02	Received award from the Minister of Ministry of Trade, Industry & Energy (Shared Value Creation Social Contribution Division) at the '8th Happiness Plus Social Contribution Awards'
2016.12	Received the Excellence Prize (Residential Architecture Division) at the '12th Civil engineering & Architecture Awards'
2015.07	Selected as 2nd rank in the Construction Division of Value Creation Enterprises in the World by the 'Boston Consulting Group (BCG) Evaluation'
2006.07	Received the Excellence Prize (Medium-sized Enterprise Division) at the '10th Livable Apartment Contest by Maeil Business News'
2006.06	Received Grand Prize in the '2006 Eco-friendly Management Awards (Construction Division)
2005.09	Received the Grand Prize (Eco-Friendly Division) at the 'Korea Master Apartment Awards 2005'
2005.07	Received Grand Prize in the '2005 Eco-friendly Management Awards (Construction Division)

### Membership Status of IS Dongseo on Main Associations and Organizations

Associations	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
Academic Societies	Architectural Institute of Korea, Korea Concrete Institute, Korea Institute for Structural Maintenance & Inspection, Korean Recycled Construction Resources Institute
Others	Social Responsibility & Management Quality Institute, ChildFund Korea "Hall of Fame", Community Chest of Korea "Prestigious Enterprise of Sharing"