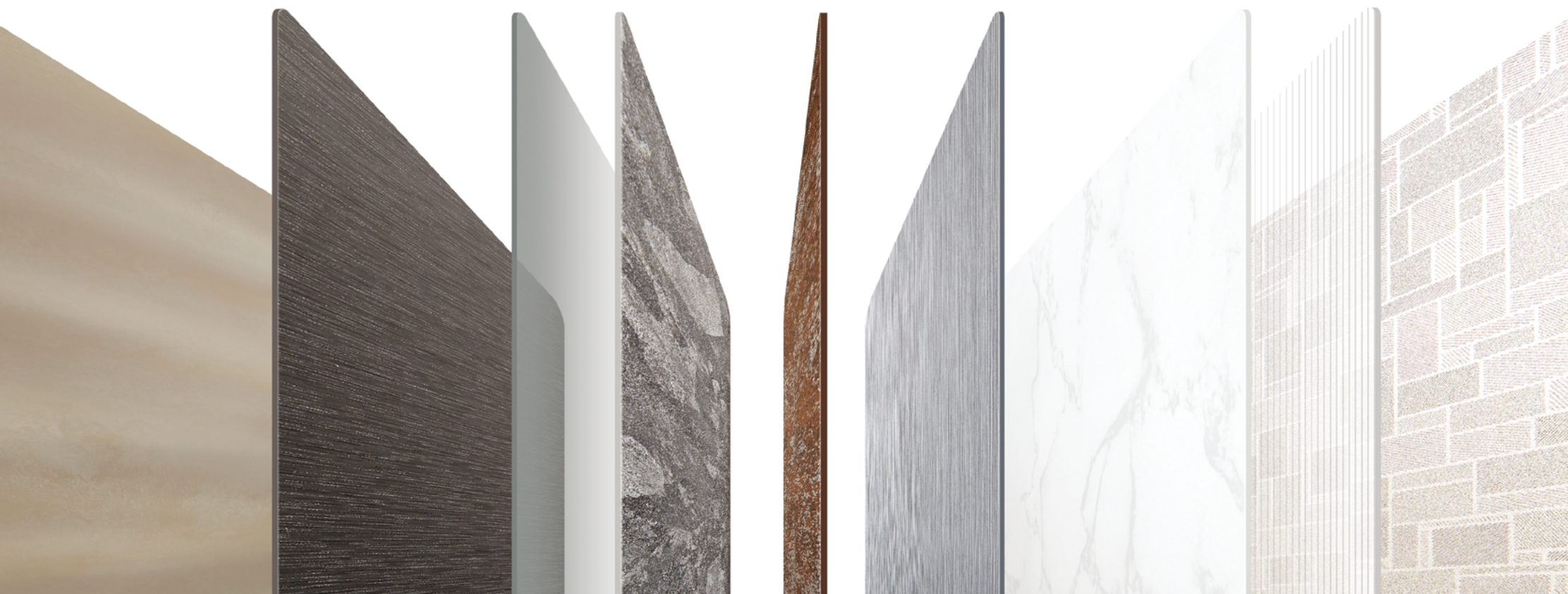


CLEAN MOVE GREEN STEEL

2025 DONGKUK CM Sustainability Report



About this Report

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Report-related Inquiries

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Overview

Dongkuk CM was spun off in June 2023 from Dongkuk Steel Group, which was founded in 1954. Since then, we published our inaugural Sustainability Report in 2024 and have managed sustainability-related data in a structured and consistent manner. And we will continue to issue an annual Sustainability Report that delivers transparent and accurate information to our stakeholders.

This report provides a general snapshot of our journey toward sustainable management across the economic, environmental, and social sectors as a ‘first mover’ in the pre-coated metal industry, guided by our mid- to long-term strategy, ‘DK Color Vision 2030.’ This report focuses on our global expansion, marketing strategies, and sustainable progress through the development of green products and processes. We will derive concrete tasks for each ESG area and disclose our ESG initiatives and their progress in a transparent and accountable manner.

Reporting Period

This report covers the 2024 fiscal year (from Jan. 1, 2024 to Dec. 31, 2024). To enable better comparison with past records, some of the quantitative data includes figures from before the spin-off. The report provides three years of data, from 2022 to 2024, along with noteworthy achievements that may fall outside the reporting timeframe.

Reporting Scope

The scope of this report encompasses ESG-related efforts and progress across the Seoul Head Office and key business sites (Busan Works and Dosung Center).

Reporting Principles

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021. And its financial data is aligned with the consolidated financial statements standards based on K-IFRS.

Data Assurance

To ensure data quality and reliability, this report has undergone third-party verification by Korea Management Registrar. The verification statement is available in the Appendix section on pages 71–72.

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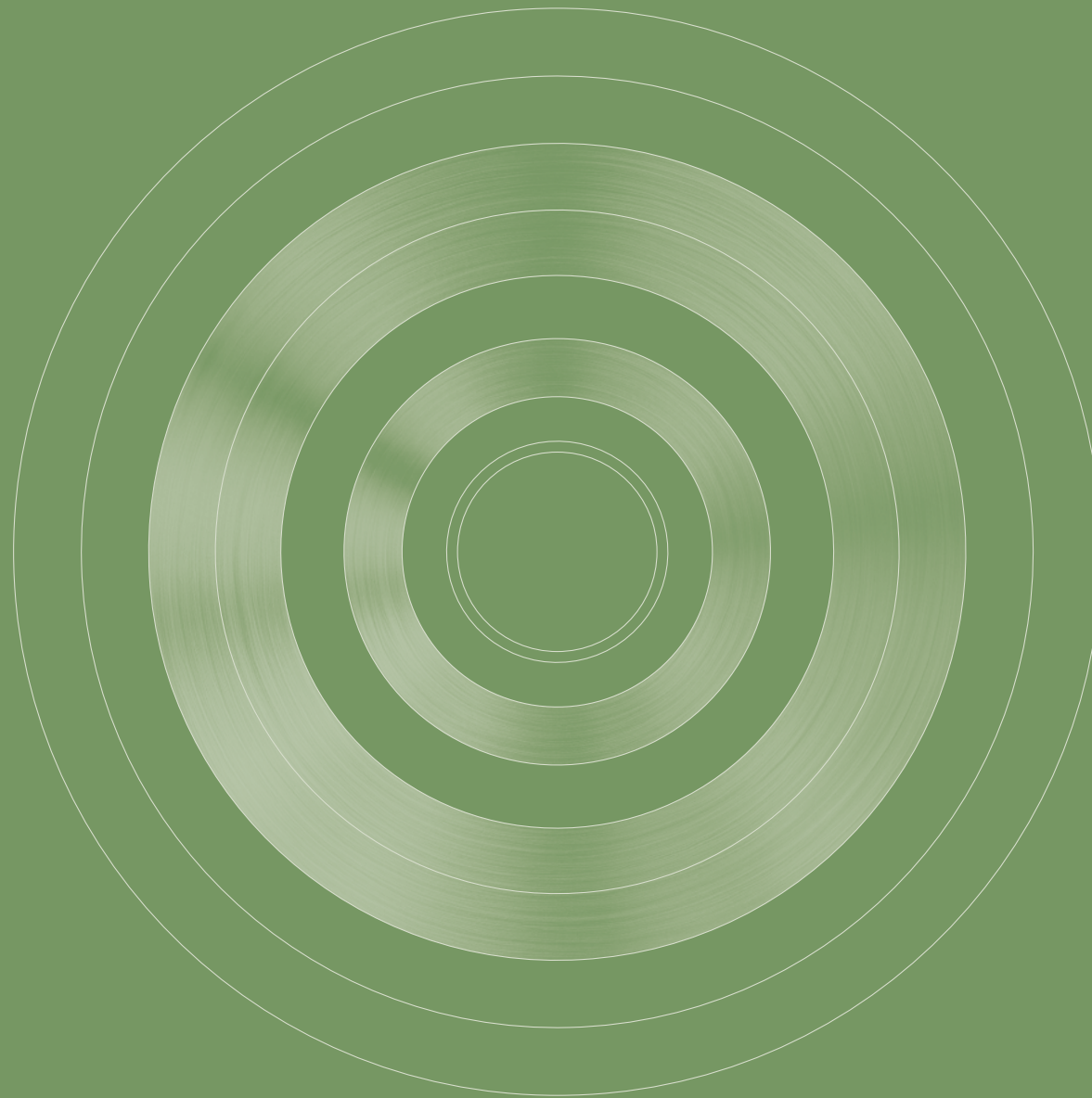
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Our Company



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Message from Our CEO



At the Korea Architecture Fair & Festival 2024,
CEO Sanghoon Park communicated with key stakeholders

Leveraging its domestic production lines and overseas footholds, Dongkuk CM is poised to become a ‘first mover’ in the global color market, sharpening its capabilities to propel scalable growth.

I would like to express my sincere gratitude to our investors, shareholders, and stakeholders for their continued interest and support in our pursuit of sustainable growth. I also extend heartfelt thanks to our dedicated employees, who have been the driving force behind our progress on this journey.

Following our transition to independence and the publication of our inaugural sustainability report last year, it is with great pleasure that I present the second edition. Preparing this report allowed us to retrace the trajectory we followed over the past year, a journey of adaptation, open dialogue, and concerted effort with our employees in the face of uncertainty both at home and abroad. These efforts have culminated in meaningful progress.

Last year marked a strategic return to our ‘foundational principles,’ as we laid the groundwork for ESG management and embedded it across every facet of our operations. With this framework firmly in place, we have geared up for a bold leap toward becoming the Global No.1 Color Coating Company through premium products, distinctive marketing, and agile adaptation to a rapidly evolving business landscape.

First Mover in the Global Color Market

Driven by our initiative, ‘DK Color Vision 2030,’ we have pursued high-value-added product-driven qualitative growth at our Busan Works. The acquisition of AJU Steel has further accelerated our efforts toward quantitative expansion, anchored in robust domestic production lines and global hubs. These combined capabilities have positioned us to take the lead as a first mover in the global color market.

Staying true to our business philosophy, Dongkuk CM embodies a strong spirit of resilience. A host of unforeseen changes and challenges lie ahead of us this year, but we will bring our efforts into full swing to overcome them and achieve our shared goals.

Proactive Response to Global Climate Change

We will never relent in seeking ways to fulfill our social responsibility and driving sustainable progress through preemptive action on global climate change and alignment with increasingly tightening ESG frameworks across the globe.

Our voluntary disclosure of ESG data is a clear demonstration of our commitment to meeting the upcoming mandatory ESG reporting requirements in Korea, while also regularly reporting our carbon emissions in accordance with the EU Carbon Border Adjustment Mechanism (CBAM). In addition, our dedication to responding to global ESG initiatives is evidenced by our attainment of CDP (Carbon Disclosure Project) accreditation, and preparation for acquiring EcoVadis certification is in progress.

Dongkuk CM Builds Shared Growth through Communication and Harmony

Dongkuk CM’s emphasis on local community development and social value creation drives us toward balanced growth through open communication and cooperation. In addition, we will review our fundamental business principles, such as ethics and compliance, build a transparent and robust governance structure worthy of stakeholder trust, and take comprehensive measures to mitigate risks.

Our pursuit of safe and fulfilling lives for our employees propels us to make proactive investments in safety management and to continuously strive for harmonious development with local communities.

Amid a range of challenges in 2025, we will redouble our ESG efforts to implement full-fledged ESG management in unison with our employees, turning adversity into an opportunity for our next leap forward. I sincerely look forward to your continued interest and support on this journey.

Sanghoon Park, CEO of Dongkuk CM

DONGKUK CM at a Glance

Color the world with steel

Beginning humbly as a producer of small nails in 1954, Dongkuk Steel Group has grown into a global steelmaker, constantly pushing boundaries and making relentless progress.

For the past 70 years, we have been dedicated to developing exceptional products and services, advancing culture, and nurturing the people behind these achievements. This philosophy, which is not only our legacy, but also our ultimate destination, will guide us as we chart our path toward the centennial chapter.

Global No.1 Color Coating Company

With a meaningful track record as Korea's first producer of pre-coated metal and the first to establish a continuous galvanizing line, we have led the global color steel market with uncompromising quality.

We infuse color into the strength of steel, embed versatile functions, and offer application solutions tailored to diverse needs and industrial demands, thereby repurposing steel into construction materials never seen before. By doing so, we have pushed back the boundaries of steel applications and built a resilient business model. Dongkuk CM is the company that brings vibrant color to the unyielding strength of steel.



※ Product made with Dongkuk CM's Luxteel (INSPIRE Entertainment Resort in Incheon)

Company Name	DONGKUK CM
CEO	Sanghoon Park
Date of Establishment	June 1, 2023
Key Business	Manufacturing of cold-rolled steel products
Head Office Location	19 Eulji-ro 5-gil, Jung-gu, Seoul, Korea

Homepage

Dongkuk CM	www.dongkukcm.com
Luxteel	www.luxteel.com
Instagram	luxteel_official
Supersmp	www.supersmp.com

Product Brand

Galvanized Steel	GIX, GLX
Construction	Luxteel, supersmp
Home Appliance	Appsteel
Fire Door	Luxteel MET Door

DONGKUK CM History

Being Korea's first is more than a milestone. It empowers us to deliver best-in-class products.

Decades of expertise and unmatched production capacity have positioned us as a key player in cold-rolled and surface-treated colored steel.

From construction to automobiles to home appliances, we deliver solutions tailored to customer needs, making strides towards

a global manufacturer of top-notch cold-rolled and pre-coated steel.

1954 → 1979



- 1954** Established Dongkuk Steel
- 1967** Became the first producer of rolled steel plates in Korea
- 1972** Became the first producer of pre-coated metal in Korea
- 1972** Awarded Gold Tower Order of Industrial Service Merit on the 9th Export Day
- 1974** Awarded the 100 Million Dollar Export Tower on the 11th Export Day
- 1979** Completed the construction of No. 2 CCL

1980 → 2004



- 1980** Completed the construction of No. 2CGL
- 1986** Introduced Korea's first galvalume equipment in the industry
- 1986** Constructed electrolytic galvanizing line (EGL), an industry first in Korea
- 1993** Completed the construction of No. 3CCL
- 1994** Declared permanent no-strike of the union, an industry first in Korea
- 1995** Completed the construction of No. 3CGL
- 2000** Commenced e-commerce operations, an industry first in Korea
- 2002** Completed the construction of No. 4CGL / No. 4CCL

2005 → 2014



- 2005** Completed the construction of No. 2EGL
- 2007** Installed a continuous pickling rolled steel line (PL-TCM)
- 2008** Completed the construction of Coil Center 1 in Mexico
- 2009** Pre-coated metal for home appliances was selected as world-class product
Completed the construction of No. 5CGL / 5CCL
- 2011** Launched 'Luxteel,' the first steel-brand in Korea
Completed the construction of No. 6CCL / 7CCL
- 2012** Completed the construction of Coil Center in India
- 2013** Launched 'Appsteel,' pre-coated metal for home appliances
Completed the construction of No. 8CCL
Constructed Coil Center in Thailand

2015 → 2025



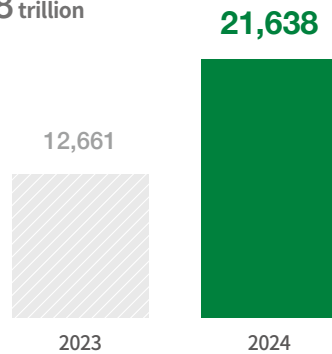
- 2016** Pre-coated metal for construction was recognized as a world-class product
Completed the construction of No. 9CCL
- 2018** Completed the construction of Dosung Center Dangjin
- 2019** Built the first-of-its-kind digital printing facility capable of processing architectural exterior materials
- 2021** Celebrated 10th anniversary of Luxteel brand launch
Completed the construction of S1CCL
- 2022** Developed the world's first eco-friendly, solvent-free pre-coated metal (biomass)
- 2023** Marked the first industry milestone with the acquisition of an official recommendation as pre-coated metal for construction (Luxteel, Luxteel Line Panel)
- 2024** Opened the Europe Office
- 2025** Acquired AJU Steel
Opened the Australia Office

Business Highlights

Sales

[Unit: KRW 100 million]

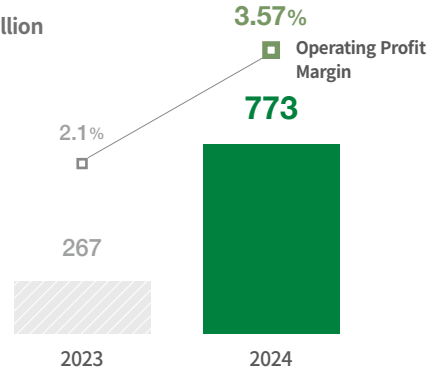
KRW 2.1638 trillion



Operating Profit (products + goods)

[Unit: KRW 100 million]

KRW 77.3 billion



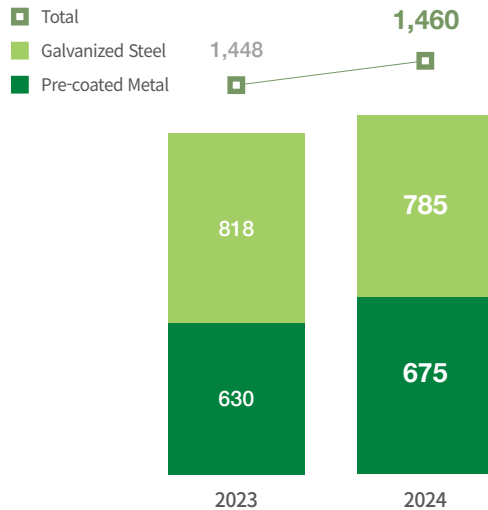
Sales Composition (Based on Sales)

Dongkuk CM serves global home appliance and construction customers, including LG Electronics, Samsung Electronics, and Whirlpool, with premium plated and pre-coated steel products. Through a well-balanced sales mix, we focus on maximizing profitability in sales.

Our key export markets include the Americas (U.S. and Latin America), Europe, Oceania, Thailand, and India. We adopt flexible sales policies tailored to market conditions in each country to ensure maximized profits.

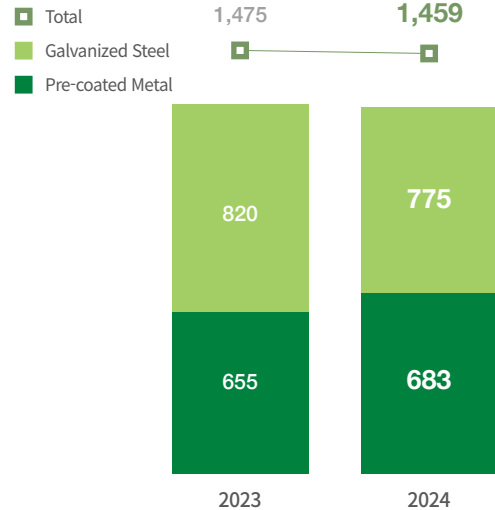
Production Volume

[Unit: 1,000 tons]



Sales Volume

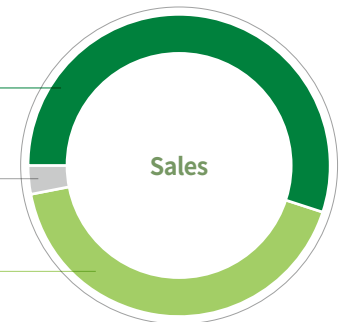
[Unit: 1,000 tons]



Pre-coated metal 55%

Galvanized steel 42%

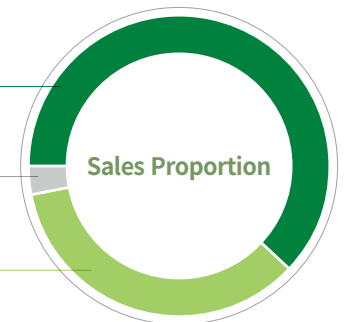
Other 3%



Exports sales 62%

Domestic sales 35%

Other 3%



Flagship Products

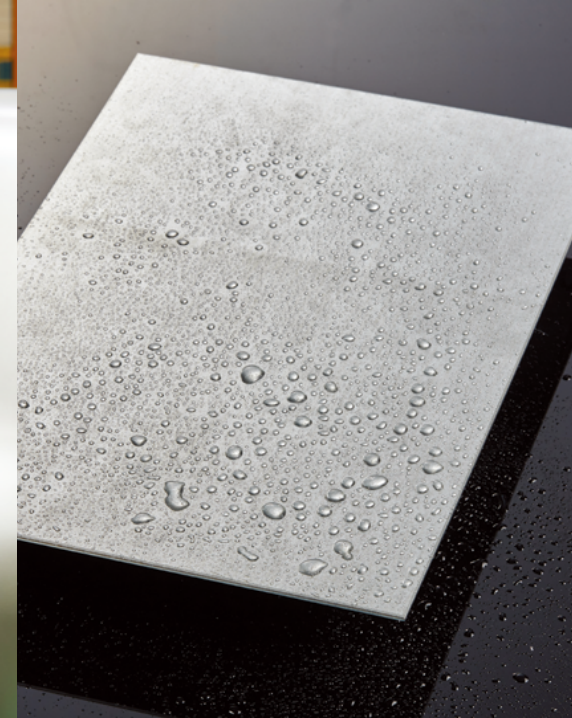
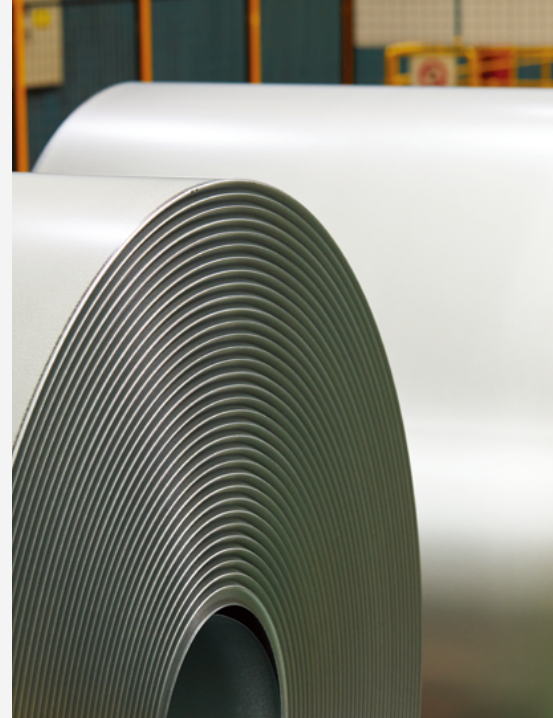
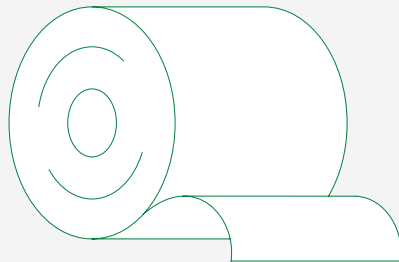
Cold Rolled and Galvanized Steel¹⁾

Dongkuk CM has a proven track record of producing high-quality products, powered by top-tier plating technology. The combination of elegant surface finishes, excellent corrosion resistance, processability, and coating property makes our products ideal for both interior and exterior construction materials, vehicle components, roofing materials, and base metal for color-coated metal.

Galvanized Steel (GI), Electro Galvanized Steel (EGI), Galvalume Steel (G/L), Magnesium Alloy Galvanized Steel (GIX/GLX)

1) The GI and EGI facilities have a combined production capacity of 1.74 million tons of cold rolled and galvanized steel

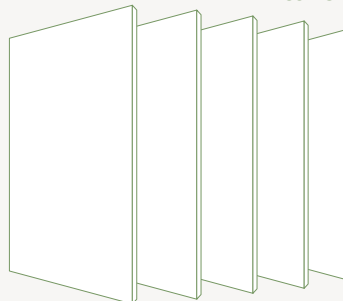
1,740,000
tons



Pre-coated Metal²⁾

Following the launch of pre-coated metal in 2011, an industry-first achievement, we have established our Luxteel brand as the leading name in the color-coated steel sector. At the same time, we developed our premium brand, Appsteel, which was recognized as a world-class product. These milestones have cemented our reputation as a global leader in the pre-coated metal market. Our single production facility boasts an annual capacity of 850,000 tons.

850,000
tons



2) 850,000 tons is the annual production capacity of our color coating lines for pre-coated metal

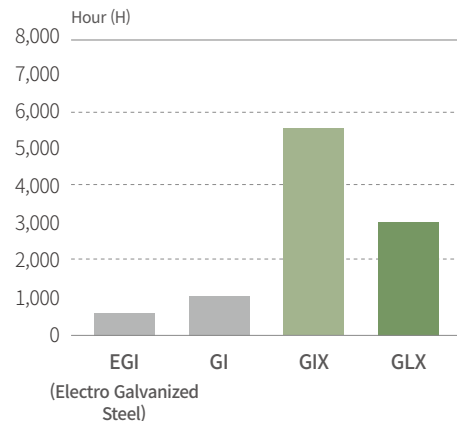
Flagship Products

GIX®, GLX® (Ternary Magnesium Alloy Galvanized Steel)

Ultra-high Corrosion Resistance Steel Sheet

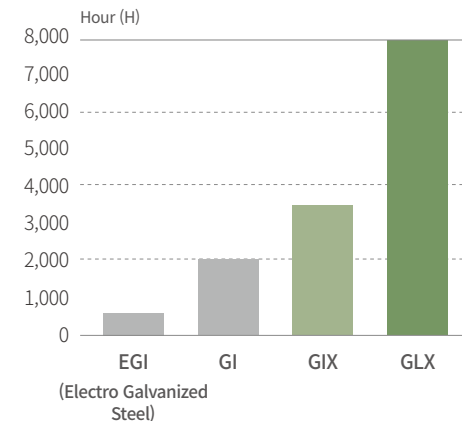
Ternary alloy galvanized steel containing magnesium represents the most advanced galvanizing technology available today. It provides corrosion resistance on par with aluminum and stainless steel, which enables extended service life and reduces unnecessary resource consumption. These qualities make it a sustainable and eco-friendly material. Plated steel sheets are highly versatile and used across a wide range of applications. They also serve as an ideal base material for pre-coated metal, making them well-suited for high-end construction exterior applications that demand long-term durability. Depending on the application, customers can choose between GIX, which offers excellent corrosion resistance on shear plane, and GLX, which excels in corrosion resistance on flat plate parts. Dongkuk CM is the only company capable of producing both products.

Shear Plane Corrosion Resistance Test Results (based on initial red rust appearance)



* The above test was conducted in accordance with ASTM B117-73
 * Source: Dongkuk CM R&D Center

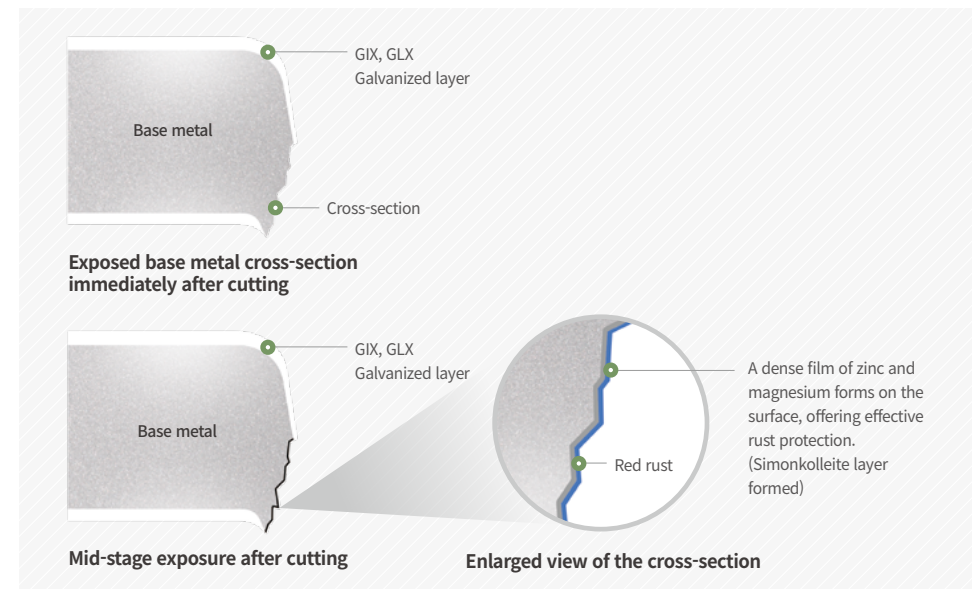
Flat Plate Part Corrosion Resistance Test Results (based on initial red rust appearance)



Product Comparison

Category	GIX	GLX
Composition	Zinc 94% / AL 4% / Mg 2%	AL 55% / Zn, Mg 43.4% / Si 1.6%
Advantages	Shear plane corrosion resistance, weldability, and processibility	Heat resistance, heat reflexivity, flat plate part corrosion resistance, and sleek appearance
Applications	Base material for pre-coated metal used in construction, solar panel mounting structures, agricultural piping, and home appliances	Materials for roofs and wall cladding without paint coating, and components requiring long-term, high-temperature performance (electric ovens, mufflers, etc.)

Self-sealing Active Mechanism



Flagship Products

Luxteel®

Modern architecture demands greater versatility from construction finishing materials. These materials must do more than simply exhibit durability aligned with a building's social lifespan. They must also possess refined aesthetic qualities that enable clean yet sophisticated design. Furthermore, as ESG values continue to gain momentum, aligning these materials with ESG principles is becoming increasingly important.

Launched in 2011 as the first steel brand, Luxteel has grown into a leading name in the pre-coated metal industry. In 2023, Luxteel and Luxteel Line Panel received a recommendation for their construction materials from the Korea Institute of Registered Architects, marking a first-of-its-kind milestone in the industry. This recognition highlights their excellence as comprehensive construction materials beyond steel products.

Luxteel is more than just an alternative to natural materials. It's a perfect construction solution that overcomes the limitations and drawbacks of traditional natural resources. Optimized for architectural applications, Luxteel empowers the creation of beautiful and imaginative structures.

Maximizing Creativity!

Luxteel is Dongkuk CM's flagship pre-coated metal, crafted for architects and designers who strive for exceptional design and planning. Its diverse patterns and textures cater to everyone seeking to create exquisite architectural masterpieces.

What sets Luxteel apart is its fire-resistant quality (nonflammable) and its ability to embody the designs and textures of natural materials without environmental degradation, making it a truly green material. In addition, world-class galvanizing technology, advanced coating techniques, and protective film innovations bring out durability that matches the lifespan of modern buildings without corrosion and discoloration.



Going Green

Capturing the essence of natural resources' designs and textures without environmental degradation, and being 100% recyclable.



High Corrosion Resistance

Using ternary magnesium alloy galvanized steel as the base metal, Luxteel boasts corrosion resistance eight to ten times greater than conventional GI.



Fireproofing

Classified as a non-combustible material under the Building Act. In the event of a fire, it helps prevent the spread of flames, making it a safer building choice.

Luxteel Meets the Green Planet!

Luxteel, reflecting nature's perfection, captures the beauty and textures of natural materials in a sophisticated way without environmental harm through deforestation or quarrying. It represents our commitment to a sustainable future that transcends aesthetics. Made from steel, Luxteel generates no industrial waste, and its 100% recyclability throughout its lifecycle allows it to exist in harmony with nature. All these qualities make Luxteel a sustainable, environmentally conscious choice.

Moreover, its outstanding durability allows for long-term use across all architectural applications while also helping reduce resource waste and minimize unnecessary maintenance. The PVDF (Kynar 500) 3 Coating System and the use of ternary alloy galvanized steel containing magnesium, zinc, and aluminum bring out both striking beauty and exceptional corrosion resistance, even under extreme conditions. Luxteel envisions a better tomorrow, where architecture and nature coexist in harmony, shaping a sustainable future together with our planet.



Global Network

Dongkuk CM has operations across the nation, including the Head Office, Busan Works, and the Dosung Center, which specializes in Luxteel processing.

Overseas, our network spans two brokerage trading corporations (the USA and Japan) and four Coil Centers (Mexico 1 and 2, India, and Thailand). To further expand our global presence, we opened the Australia Office in 2025, following the launch of the Europe Office in 2024.

Global Network

① DONGKUK STEEL INDIA

B-3/2, Ecotech-1, Extension,
Greater Noida, UP-201 310, India
Tel. 91-120-481-8156

② DONGKUK STEEL THAILAND

Pinthong Industrial Estate Project 3,
No. 217/9 Moo 6, Bowin, Sriracha,
Chonburi 20230, Thailand
Tel. 66-38-110-570

③ DONGKUK CORPORATION

7Floor, PMO Nihonbashi kayaba-cho,
3-11-10, Chuo-ku, Tokyo 103-0025, Japan
Tel. 81-3-5623-5723

④ DONGKUK INTERNATIONAL

19750 Magellan Drive Torrance,
CA. 90502, U.S.A.
Tel. 1-310-523-9595

⑤ DONGKUK STEEL MEXICO SA DE CV

Av. Internacional #303
Parque Industrial Huinala, Apodaca,
Nuevo Leon, Mexico C.P. 66645
Tel. 52-81-8145-2122

⑥ DONGKUK STEEL MEXICO SA DE CV

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1 Fraccionamiento FINSA III
Delegacion Sante Rosa Jauregui
Queretaro QRO. Mexico CP 76223
Tel. 52-81-2620-4992

⑦ EUROPE OFFICE

Rahmann St. 11 65760 Eschborn,
Hesse, Germany
Tel. 49-0151-5874-8486

⑧ NEW YORK OFFICE

400 Kelby St. 11th Floor, Fort Lee,
NK 07024, USA
Tel. 1-201-592-8600

⑨ AUSTRALIA OFFICE

88 Jolimont St. East Melbourne VIC
3002, Australia

Domestic Network

① Seoul Head Office

Ferrum Tower, 19 Eulji-ro 5-gil,
Jung-gu, Seoul
Tel. 02-2222-0114

③ R&D Center

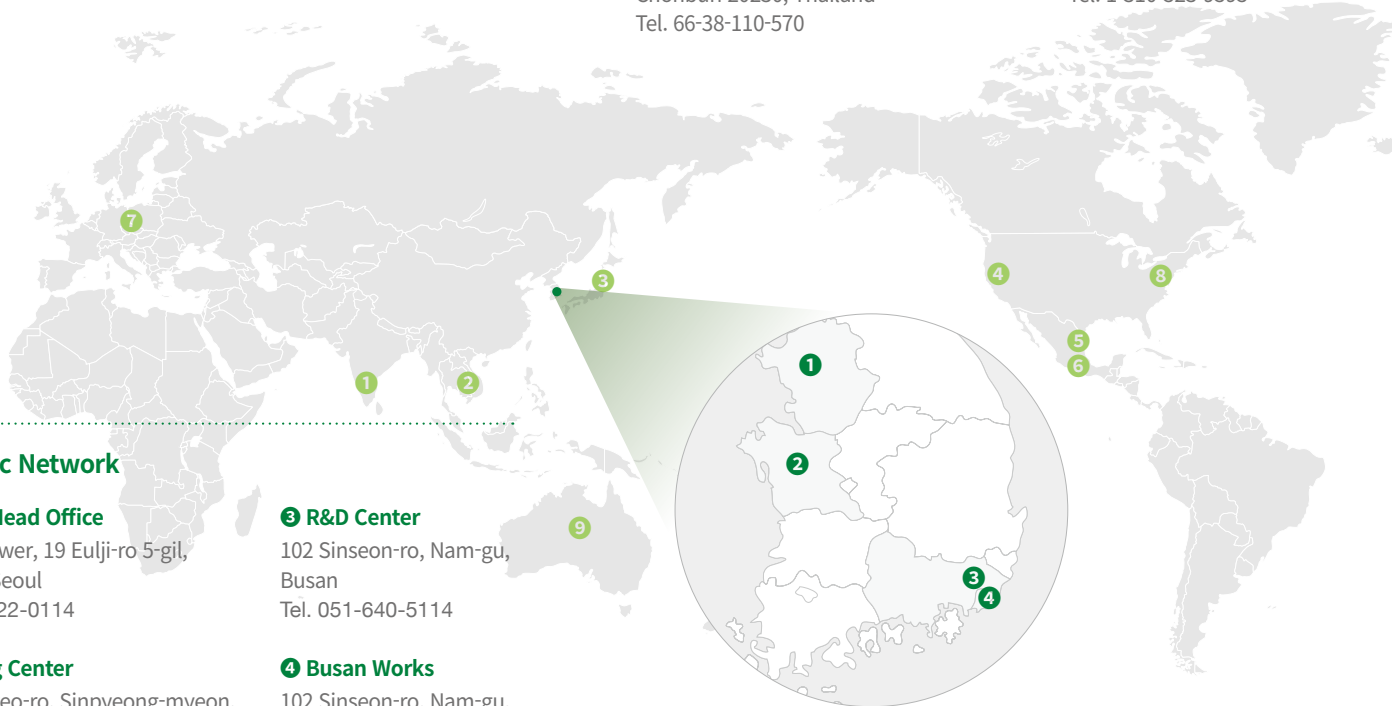
102 Sinseon-ro, Nam-gu,
Busan
Tel. 051-640-5114

② Dosung Center

23-36 Saeteo-ro, Sinpyeong-myeon,
Dangjin-si, Chungcheongnam-do
Tel. 041-351-4952

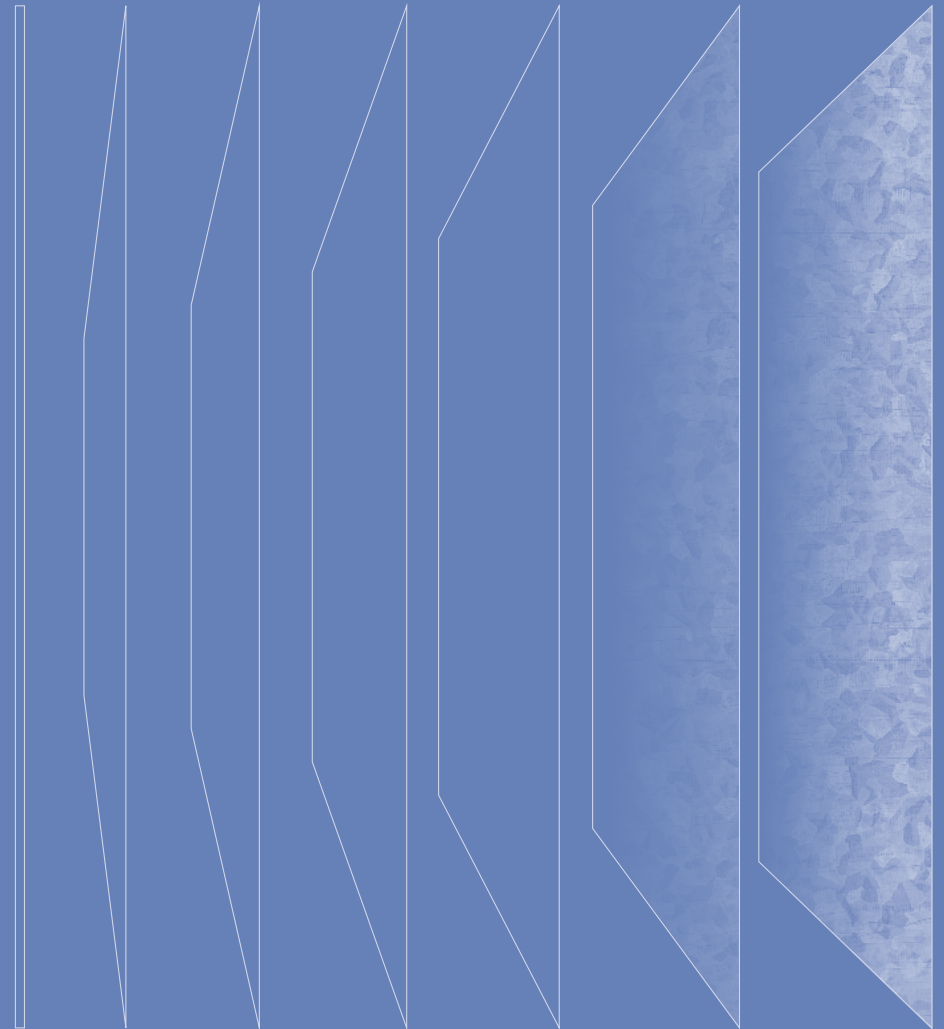
④ Busan Works

102 Sinseon-ro, Nam-gu,
Busan
Tel. 051-640-5114



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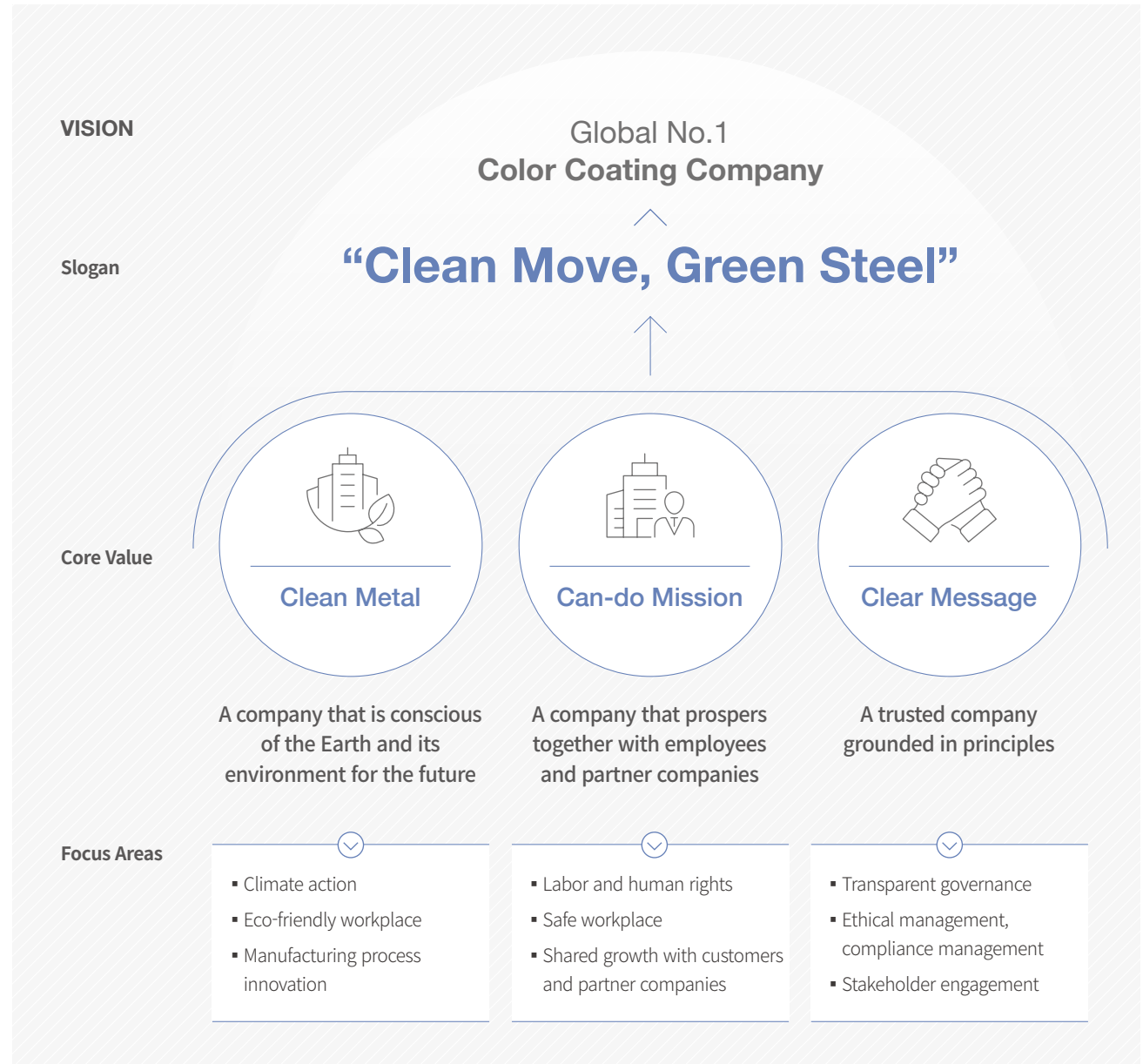
Framework for ESG Management

ESG Management System

As a leading company specializing in pre-coated metal, Dongkuk CM has newly established its mid- to long-term ESG strategy with the aim of achieving sustainable growth in collaboration with a diverse group of stakeholders. Under the concrete slogan ‘Clean Move, Green Steel,’ we are driving sustainable management across the environmental, social, and governance pillars, guided by our three core CM values; Clean Metal, Can-do Mission, and Clear Message. Through these efforts, we are committed to solidifying our position as the global No.1 color coating company.



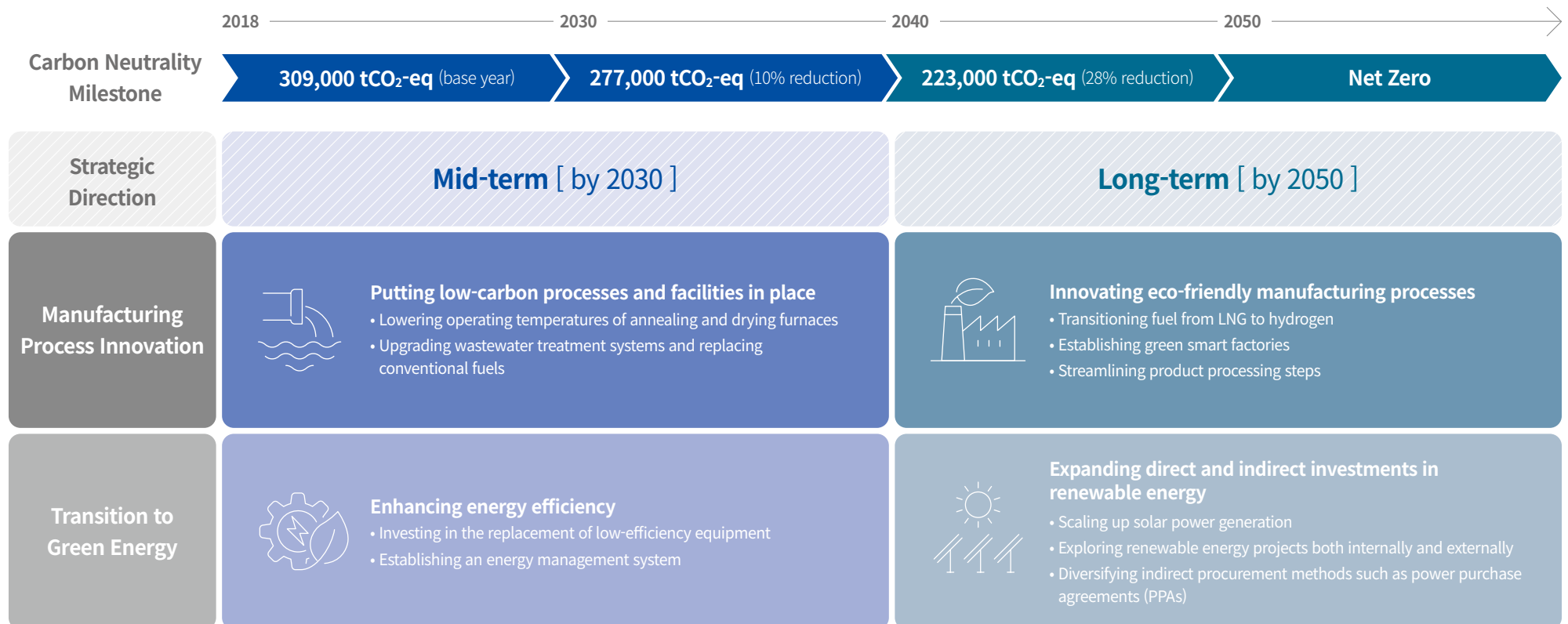
ESG management framework displayed in the product showroom at Busan Works



Framework for ESG Management

2050 Carbon Neutrality Roadmap

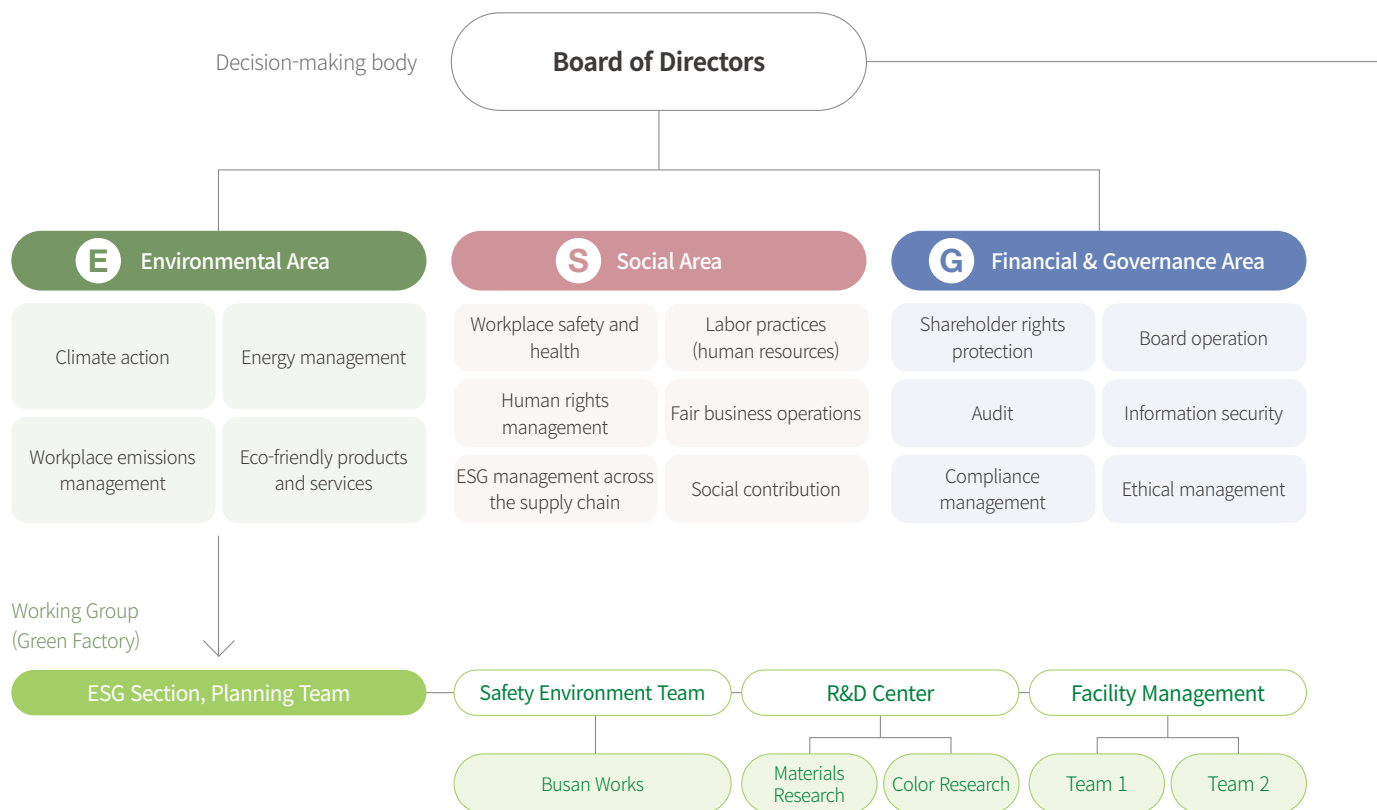
In an effort to realize our 2050 carbon neutrality commitment, we have formulated a set of detailed implementation plans. Taking into account domestic and international climate-related regulations, market and technology trends, customer expectations, industry benchmarks, and our corporate strategy, we have set targets for the mid-term (through 2030) and the long-term (through 2050) timeframe. Under the two strategic pillars of ‘manufacturing process innovation’ and ‘transition to green energy,’ we will step up the execution capacity of our roadmap.



Framework for ESG Management

Structured ESG Management

We have established the necessary organizational and decision-making frameworks to effectively carry out ESG management. Both the Board of Directors and our working group are actively involved in embedding ESG into our operations and advancing key initiatives. As a newly established entity, we have adopted a two-tier implementation structure suited to our current scale, with plans to expand and enhance the framework as we grow.



Board of Directors

- Composition: All registered executive directors
- Board meeting frequency: Twice a year (additional meetings as needed)
- Chairman: CEO

Quarterly ESG Agenda Items for the Board

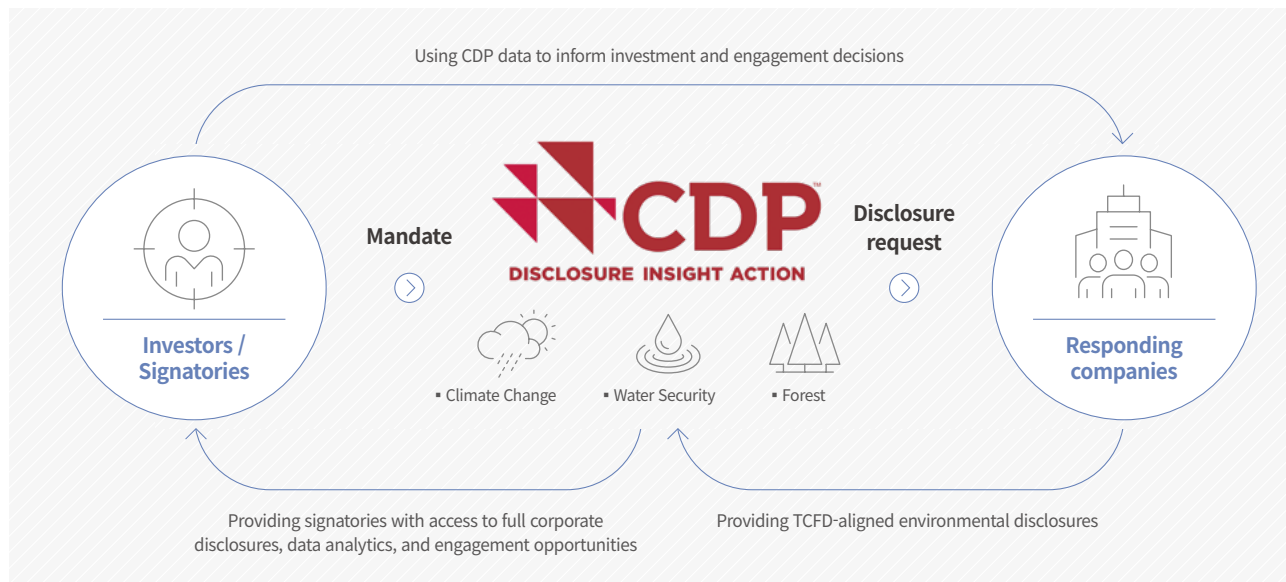
1Q	• Annual ESG action plan and target setting • Report on annual ESG strategic task progress
2Q	• Publication of the Sustainability Report • Report on the previous year's GHG emissions at each workplace
3Q	• Mid-year performance and key ESG issues
4Q	• Report on annual ESG performance • Report on plans for trading GHG emission allowances

Framework for ESG Management

Participation in Global Initiatives and ESG Disclosure

In 2024, we joined the Carbon Disclosure Project (CDP), a global initiative for evaluating supply chain sustainability, and received an official rating. CDP is an international platform that collects, analyzes, and evaluates corporate environmental data, including climate change responses and GHG emissions from leading listed companies around the world. The findings are compiled into reports and disclosed to financial institutions and stakeholders. In Korea, the CDP assessment targets the top 200 companies and is coordinated by the Korea CDP Committee under the Korea Sustainability Investing Forum (KoSIF). Responding to growing demands from stakeholders, particularly within our supply chain, we submitted our first-ever CDP response in 2024 and were awarded a C grade (Awareness level). Building on our participation in CDP, we are also preparing to obtain EcoVadis certification in 2025. The results of these initiatives will be disclosed transparently through future sustainability reports.

Overview of CDP



CDP Questionnaire Modules

Module 1 Introduction		
Module 2 Identification, Assessment & Management of Dependencies, Impacts, Risks & Opportunities		
Module 3 Disclosure of Dependencies, Risks & Opportunities		
Module 4 Governance		
Module 5 Business Strategy		
Module 6 Environmental Performance – Consolidation Approach		
Module 7 Climate Change	Module 8 Forests	Module 9 Water Security
Module 10 Plastics	Module 11 Biodiversity	
Module 12 Financial Services		
Module 13 Further Information & Sign-off		

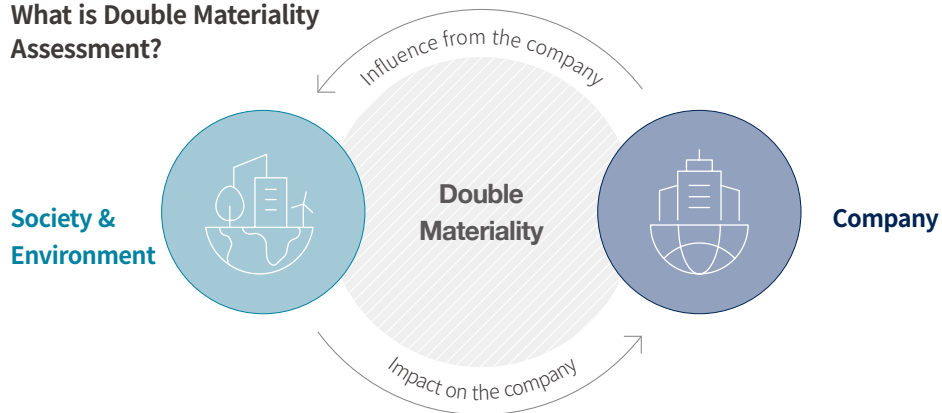
ESG Management Framework and Materiality Assessment

Double Materiality Assessment

We conducted a materiality assessment to identify the ESG issues most relevant to our business. Applying the concept of double materiality, we evaluated both the influence of our business activities on the external environment and society (impact materiality) and the impact of external ESG factors on our financial performance (financial materiality). The activities and outcomes associated with the top material issues identified through this process are presented in detail in our sustainability report.

※ The materiality assessment will be conducted biennially.

What is Double Materiality Assessment?



Impact Materiality

Impact of the company's activities related to sustainability issues on society and environment from an inside-out perspective

※ Key stakeholders: Customers, local communities, employees, and investors

Financial Materiality

Impact of sustainability issues on the financial status of the company from an outside-in perspective

※ Key stakeholders: Investors

Double Materiality Assessment Process

Step #1

Composition of ESG Issue Pool (25 issues)

- Reviewing global disclosure guideline (GRI) and industry-specific guideline (SASB)
- Analyzing recent key issues and the internal environment, such as business progress

Step #2

Impact Materiality Analysis

- Media analysis (455 cases): Review news coverage from domestic newspapers and broadcasters and conduct benchmarking of companies in the same industry at home and abroad (5 firms)
- Stakeholder survey: Conducted from March 6 to March 14, 2025
- Analyzing impact materiality from the perspective of employees, customers, shareholders & investors, suppliers, government & media, and local communities

Step #3

Financial Materiality Analysis

- Stakeholder survey: Targeting internal departments, expert groups, and employees (conducted from March 6 to March 14, 2025)
- Reviewing international standards: Particularly financial ones such as SASB and TCFD

Step #4

Selection and Reporting of Material issues

- Conducting a comprehensive evaluation by quantifying both social, environmental, and financial impacts
- Selecting key material issues through a review process involving the ESG department, external advisory institutions, and final validation by management

ESG Management Framework and Materiality Assessment

ESG Materiality Matrix

In 2025, we mapped a pool of 25 sustainability issues onto a materiality matrix based on their financial materiality and impact materiality. Through this process, we identified a total of seven key material issues.

7 Key Material Issues

- 1 Stepping up our efforts for occupational safety and health
- 2 Managing and reducing GHG emissions
- 3 Transitioning to green energy and minimizing energy consumption
- 4 Generating economic performance
- 5 Sharpening ESG capabilities within the supply chain
- 6 Developing eco-friendly products and services
- 7 Controlling and recycling waste

Governance Issues

- 8 Strengthening ethical management and promoting fair trade
- 9 Establishing sound corporate governance
- 10 Managing ESG-related risks
- 13 Using recycled and eco-friendly raw materials
- 14 Investing in R&D
- 17 Empowering shareholder rights

Environmental Issues

- 12 Building a climate change response system
- 16 Controlling and reducing water contaminants
- 18 Controlling and reducing air contaminants

Social Issues

- 11 Customer satisfaction management
- 15 Shared growth and win-win cooperation
- 19 Strategic social contribution
- 20 Elevating human rights management level and safeguarding human rights
- 21 Cooperative labor-management relations
- 22 Ensuring job security and creating jobs
- 23 Securing and nurturing talent
- 24 Embedding a culture of diversity and inclusion
- 25 Ramping up data protection



● High Impact ○ Medium Impact ○ Low Impact

Ranking	Issues	Financial Materiality	Impact Materiality	Stakeholder Impact						Page	GRI Index
				Employees	Customers	Shareholders	Suppliers	Government & Media	Local Communities		
1	Stepping up our efforts for occupational safety and health	●	●	●	○	○	○	○	○	p. 34~38	GRI 403
2	Managing and reducing GHG emissions	●	●	●	○	○	●	○	○	p. 27~29, 61	GRI 305
3	Transitioning to green energy and minimizing energy consumption	●	●	●	○	○	●	○	○	p. 25~26, 61	GRI 302
4	Generating economic performance	●	●	○	○	●	●	●	●	p. 59	GRI 201
5	Sharpening ESG capabilities within the supply chain	●	●	○	○	○	○	○	○	p. 47	GRI 308, 414
6	Developing eco-friendly products and services	●	●	○	●	○	○	●	○	p. 21~22	Non-GRI
7	Controlling and recycling waste	○	○	○	○	○	●	○	○	p. 31, 60	GRI 306

Luxteel® Brand Elevation

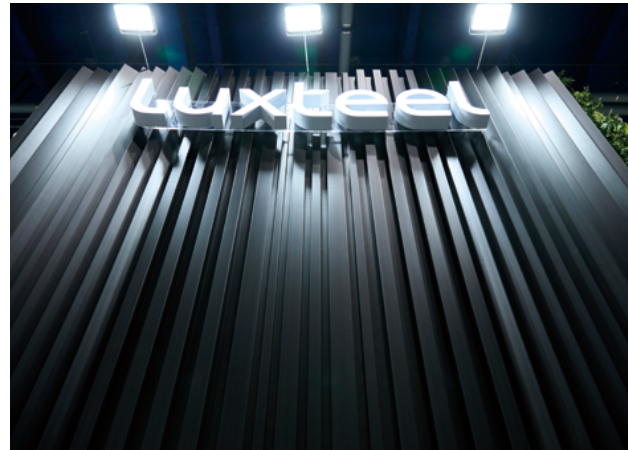
Luxteel, the Ultimate Architectural Finish
Three Values Set Our Brand Apart: Going Green, Corrosion Resistance, and Fireproofing.

With an aim to showcase the core values of Luxteel and elevate its presence as a premium architectural material, we took part in the Korea Architecture Fair 2024.

Dongkuk CM is the first company to pioneer the transformation of color-coated metal, once limited to factory and warehouse exteriors, by expanding its application into high-end architectural materials, enhancing its corrosion resistance, weather durability, and processability, while positioning it as a premium brand. Through the exhibition, we sought to actively communicate with architects the boundless potential of Luxteel as a complete architectural finishing solution.

We highlighted Luxteel’s advantages as a sustainable architectural material that is 100% recyclable and mimics the look and texture of natural materials, without causing environmental damage such as deforestation or quarrying. It provides an eco-friendly alternative to wood that is easy to process but susceptible to moisture and fire, stone that is durable but heavy, and high-cost metal materials.

We apply strict internal screening standards and grant the Luxteel brand only to products that meet high corrosion and weather resistance requirements, ensuring no discoloration or rust for at least 25 years. In order to establish and implement Luxteel’s mid-to long-term brand strategy and color direction, we have organized and currently operate a Brand Management Committee.



Going Green, Corrosion Resistance, and Fireproofing, Luxteel



Our Various Line Panel Zone



Our Diverse Line Panel Zones and Detailed Construction Structures



Members of the Brand Management Committee

Green Products

Re-born Green PCM

Re-born Green PCM is an eco-friendly pre-coated metal (PCM) product that incorporates paint made from recycled PET, enabling resource circulation. For every ton of coil produced, around 100 500ml PET bottles can be recycled. The product has also obtained UL Environmental Claim Validation (ECV) certification. Following the completion of product development with specialized performance features, we are currently undergoing final reliability evaluation by key customers, with commercialization planned for 2025.



DK-BDF Biodegradable Protective Film

As part of our sustainability initiatives, we have developed an eco-friendly protective film designed specifically for PCM applications. Conventional protective films are typically classified as industrial waste, such as discarded plastics and vinyl, and are therefore considered harmful to the environment. Unlike conventional films, our DK-BDF biodegradable protective film contains bio-based components like bacteria and enzymes that enable complete natural decomposition over time, effectively preventing microplastic pollution.



Super Gap Products

Development of Cr-free Construction PCM Steel Products

As global interest in environmental sustainability grows, regulations on the use of chromium, which is classified as a hazardous substance, are becoming increasingly strict. Chromium has traditionally been used in construction PCM for its excellent corrosion resistance, derived from its self-healing properties, and for its cost efficiency.

In response to these tightening regulations, we have developed fully chromium free construction PCM steel sheets by researching specialized coatings and painting systems that deliver comparable performance.

Bio-mass PCM Steel

This eco-friendly steel sheet incorporates bio-based materials derived from natural sources, such as sugarcane and corn stalks into its paint formulation. The color coating layer includes these renewable ingredients, enhancing the product's environmental sustainability.

Currently, we have successfully developed BM UNIGLASS and high content solvent-based biomass PCM steel sheets. BM UNIGLASS, in particular, has entered full commercial production, with about 1,000 tons manufactured annually.

Digital Printing 2.0

Digital Printing 2.0 is an upgraded version of our digital printing technology, and the only digital printing product currently available that offers certified weather resistance. This version delivers improved color saturation and superior fluorine-based durability, recognized as the first of its kind globally. On top of that, the product line has been expanded under the name Digital Plus, and equipment upgrades have significantly improved productivity and operational efficiency.



Stakeholder Engagement

We are committed to engaging proactively with our stakeholders through a diverse array of communication channels. Through communication platforms by each stakeholder group, we share diverse information about the company, striving to listen to and incorporate stakeholder feedback.

Customers

Facilitating engagement with customers, elevating product quality and stability, building our R&D capacity, and expanding our service scope



- [Homepage](#)
- [Youtube](#)
- [Instagram](#)
- [Facebook](#)
- [Blog](#)
- [Luxteel Homepage](#)
- [Luxteel TV](#)
- [Steelshop.com](#)
- [Client Portal](#)
- [Partner Portal](#)

Suppliers

Promoting fair trade and co-prosperity



- [Shared Growth Committee](#)
- [Meetings with partners](#)
- [Supplier exchange meetings](#)
- [Cyber Shinmungo](#)
- [Procurement Portal](#)

Employees

Hiring and nurturing talent, ensuring occupational safety and health, and enhancing our welfare system and corporate culture



- [Labor-Management Council](#)
- [Grievance Reporting Center](#) (each business site)
- [Labor-management discussion meetings](#)

Shareholders & Investors

Elevating shareholder value, ensuring sound governance, managing risks, and ethics and compliance



- [General shareholders' meetings](#)
- [Public disclosure](#)

Local Communities

Communicating with local communities, contributing to society, and creating jobs



- [Nanum-Jiki Voluntary Group](#)
- [Songwon Culture Foundation](#)

Planet



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Environmental & Energy Management

Framework for Environmental and Energy Management

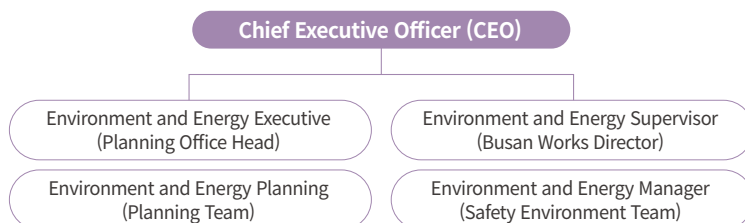
With the aim of contributing to cultural advancement through steel, as well as reinventing itself as an eco-friendly company driving low-carbon, green growth, Dongkuk CM strives to prevent environmental pollution across all aspects of its operations from manufacturing process to raw material sourcing and product sales. To minimize our environmental footprint, we have put in place an environmental management system and an energy management system, both guided by our environmental and energy management policy.

In addition, we transparently disclose our environmental and energy management initiatives and their progress as part of our commitment to deepening communication with local communities and both internal and external key stakeholders. We will spare no effort to fulfill our corporate responsibility, scaling up investments on the environmental and energy front.

Environmental and Energy Management Policy

- We place the environment and energy at the heart of our management, prioritizing them in our business operations.
- We identify the potential probability of environmental pollution in advance and devise countermeasures.
- We efficiently use resources, minimize energy consumption, and reduce environmental pollution.
- We earn trust from society through solid communication with stakeholders.
- We guarantee employee engagement and consultation in environmental and energy management operations.
- We continuously strive for environmental improvement in collaboration with suppliers and local communities.
- We ensure our compliance with relevant regulations and conventions, and proactively respond to tightening environmental regulations.

Organizational Structure of Environmental and Energy Management



Environmental and Energy Management System

In a bid to promote structured eco-friendly management, we have retained internationally recognized certifications, including ISO 14001 (Environmental Management System) and ISO 50001 (Energy Management System). We also conduct regular internal inspections and assessments to verify their continued effectiveness. Since undergoing a renewal assessment in February 2025, we have successfully maintained both certifications.



Acquisition of Domestic and Overseas EPDs

Ramping up our leadership in environmental management is evidenced by the obtainment of international Environmental Product Declarations (EPDs), such as the U.S. UL certification and the EU International EPD in 2023, as well as the acquisition of domestic EPD in 2024. Based on these certifications, we transparently disclose our environmental impact across the entire life cycle assessment (LCA), from raw material extraction, production, and transportation to distribution, use, and disposal.



Environmental & Energy Management

Investments in Environmental and Energy Initiatives

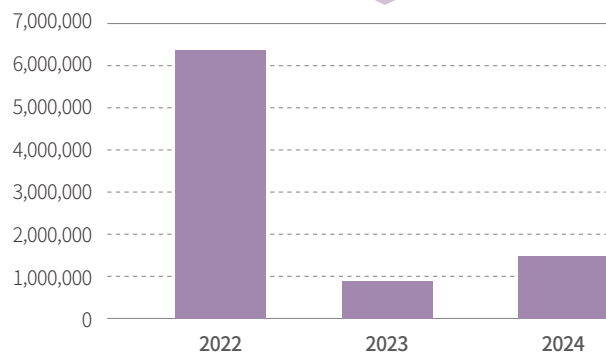
As part of our efforts to minimize our environmental footprint and take effective climate action, we have mapped out an annual investment plan and put it into action.

Environmental investment expenditures are carefully structured based on a clearly defined classification system, with segmented budget plans established by category and executed efficiently. This process provides a solid foundation for translating our climate commitments into real-world actions and has become an integral part of our sustainable management strategy.

All departments work closely together to ensure the investments needed to meet our environmental goals are realized. In addition, we are actively paving the way to adapt to evolving environmental regulations and risks.

(Unit: KRW 1,000)

Category	2022	2023	2024
Water	913,226	390,830	221,700
Air	5,052,412	454,200	1,344,910
Other	398,534	135,600	76,900
Total	6,364,172	980,630	1,643,510



Environmental & Energy Targets and Progress

Dongkuk CM establishes its environmental and energy targets every three years, and takes action to attain them.

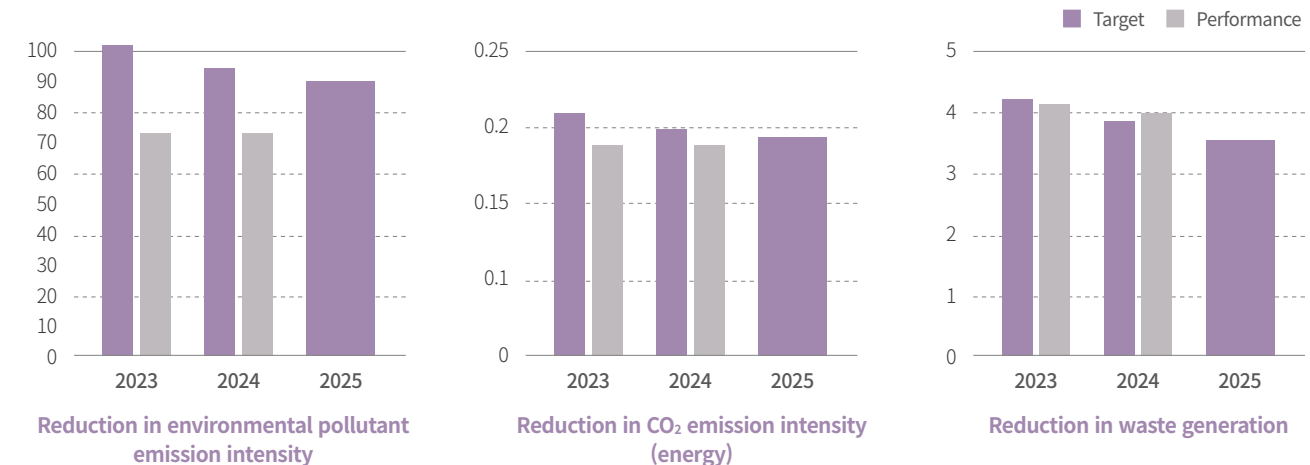
The targets for 2023 to 2025 (10th-year) are 1) reduction in environmental pollutant emission intensity, 2) reduction in CO₂ emission intensity (energy), and 3) reduction in waste generation.

To achieve them, the review of investments in environmental equipment improvements and changes to operating conditions has been in progress. And a range of activities have been in full swing, such as CO₂ emissions reductions through the enhancement of biomass boiler operating rates.

10th-year Environmental and Energy Targets (2023-2025)

Item	Unit	2023		2024		2025 (Target)
		Target	Performance	Target	Performance	
Reduction in environmental pollutant emission intensity	g / product ton	101.89	77.81	96.79	77.96	91.95
Reduction in CO ₂ emission intensity (energy)	tCO ₂ / product ton	0.2009	0.1965	0.1999	0.1966	0.1989
Reduction in waste generation	Kg / product ton	4.11	4.06	3.90	4.00	3.71

※ This table was prepared based on the annual business report for executive review (January 2025), prior to its public disclosure (March 2025).



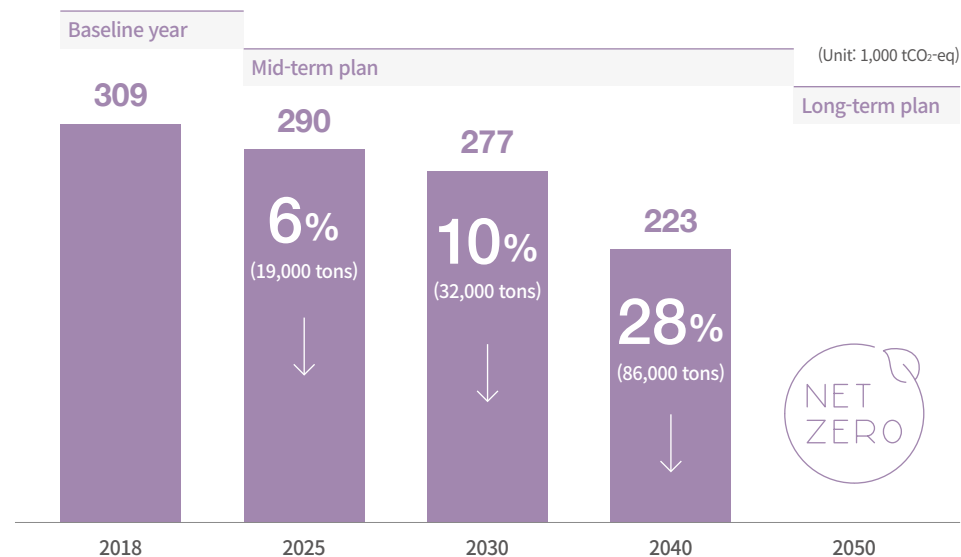
Action on Climate Change

Climate Action and GHG Management

Climate Action Policy

To reach net-zero by 2050 as well as meet the 2030 NDC (2030 Nationally Determined Contribution), multifaceted efforts for GHG mitigation are in full swing in a strategic manner. In the short term, we have established annual, department-level energy reduction targets to curb GHG emissions from stationary combustion facilities, and taken measures to achieve them. Energy consumption data and reduction performance are reported regularly to management, providing the foundation for ongoing amelioration. From a mid- to long-term perspective, we are exploring a variety of initiatives, including expanding the use of low-carbon materials and transitioning to equipment that emits less carbon. In addition, we are responding proactively to the EU-CBAM (Carbon Border Adjustment Mechanism) and the CDP (Carbon Disclosure Project) to meet stakeholder expectations.

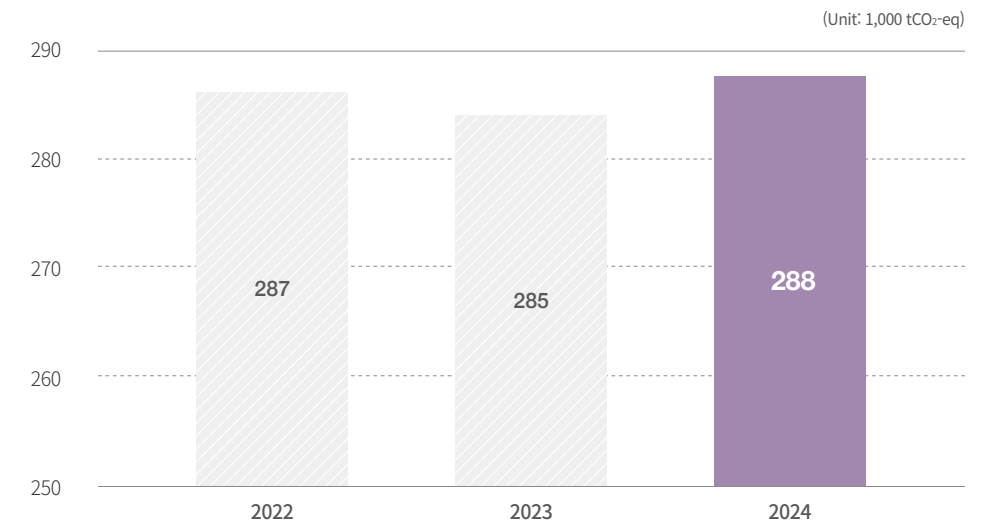
GHG Reduction Targets at Busan Works



Our GHG Footprint

Dongkuk CM, subject to the Emission Trading System, has managed its emissions based on the inherited GHG allowance when it was spun off on June 1, 2023. During Emission Trading System Phase 3, we derived and implemented structured tasks for emission reduction, which resulted in an emissions level below the allowance. In 2024, total emissions amounted to approximately 288,000 tCO₂-eq of GHGs, an about 7% decline compared to the level of 2018 (309,000 tCO₂-eq). Furthermore, guided by our energy management system, we develop annual energy-saving plans, make necessary investments, and carry out ongoing initiatives to improve energy efficiency. We also plan to set GHG reduction targets by 2050 and implement mid- to long-term strategies to achieve our goals.

Our GHG Footprint



Action on Climate Change

Climate Scenario-based Identification of Relevant Risks and Opportunities

To identify and manage climate-related risks and opportunities, we have formulated an analysis framework aligned with the TCFD (Task Force on Climate-related Financial Disclosure). Based on climate change scenarios, we identified potential impacts on our operations and developed response systems to address them. Our Board of Directors (BOD) plays a key role in building systems for monitoring and decision-making on climate issues. Going forward, we will disclose the results of our reviews under the TCFD framework through our sustainability report and the CDP (Carbon Disclosure Project).

Our Approach to TCFD

The TCFD, a framework established for climate-related financial disclosures, was founded in 2015 under the leadership of the Financial Stability Board (FSB), an entity operating under the G20. Its primary purpose is to quantify the risks and opportunities arising from climate change on corporate operations, and to incorporate them into financial disclosures. Dongkuk CM has reviewed its TCFD framework in alignment with our business strategy and investment decision-making, responding to evolving social demands. In the years ahead, we will disclose our climate-related risks and opportunities accordingly.

Our Responses to TCFD

Governance

- Monitoring climate-related issues and drawing up a reporting system
- Identifying climate-related risks and opportunities, and upgrading the management system

Strategy

- Unpacking risks and opportunities stemming from climate change
- Developing site-specific response systems based on climate change scenarios

Risk Management

- Identifying climate-related risks, assessing them, and forging a monitoring and response system
- Incorporating the climate change risk management system into the company-wide risk management framework

Metrics and Targets

- Disclosing quantitative GHG indicators regarding climate risks and corresponding countermeasures, and strengthening the disclosure process
- Establishing and managing our business site management system

Procedures for Climate Action

Dongkuk CM analyzed the impact of climate-related risks and opportunities on its business operations based on climate change scenarios, and formulated a response system to counteract them. We reached out to stakeholders for their input, and conducted both external and internal environmental analyses to define climate-related risks that could significantly affect our management, and assessed their potential impacts using scenario-based approaches. For scenario analysis, we applied the RCP, NGFS, and NDCs scenarios. Based on these, we estimated the likelihood and financial impact of each climate-related factor.

Creation of a pool of climate-related factors

- Establishing a pool of climate-related factors that could impact our business management, based on findings from external and internal environmental assessments

Definition and analysis of climate-related risks

- Defining and classifying risks into physical risks, transition risks, and opportunities with potentially significant impacts, based on insights from stakeholder interviews

Scenario-based assessment

- On the basis of climate change scenarios, estimating the financial impact (on performance) of each climate factor and the corresponding financial status
- Conducting scenario-based assessments of the likelihood and expected timing of each factor

Derivation of insights from analysis

- Developing countermeasures to climate change and formulating mid- to long-term climate strategies
- Disclosing outcomes through sustainability reports and CDP

Action on Climate Change

Climate Scenario-based Identification of Relevant Risks and Opportunities

We classify climate issues that have significant impacts on our management into physical risks, transition risks, and opportunities. These are incorporated into our company-wide strategy based on their materiality and urgency.

Type				Risks & Opportunities	Financial & Non-financial Impacts	Likelihood	Horizon	Our Responses
Risks	Physical Risks	Acute	P1	Reduced production capacity due to typhoons	1 Disruption of production at sites impacted by typhoons, leading to reduced output and increased operational costs 2 More frequent typhoons in Korea due to climate change, resulting in higher expenditures for advance preparedness	High	Short- to mid-term	1 Monitoring safety management principles at business sites 2 Sharpening proactive response capabilities, such as patrolling facilities vulnerable to natural disasters
	Transition Risks	Policy and Legal	T1	Rising compliance costs due to tightening carbon emissions regulations	1 Heightened regulatory compliance demands driven by global carbon credit frameworks and major policies 2 Growing customer demand for carbon reduction in line with the increasing focus on business sustainability 3 Escalating costs associated with implementing mid- to long-term net-zero strategies	High	Short- to mid-term	1 Ramping up our responsiveness to external initiatives (establishing a GHG inventory and joining global programs) 2 Exploring and introducing mid- to long-term GHG reduction measures
		Technology	T2	Increased expenditures from transitioning to renewable energy sources	1 Growing need to install renewable energy infrastructure in response to energy cost increases triggered by stricter fossil fuel regulations 2 Increasing necessity for direct corporate investments in renewable energy, due to the structure of the domestic electricity market 3 Higher operational expenses linked to the installation and management of renewable energy systems	Medium	Mid-term	1 Installing and operating renewable energy facilities at business sites 2 Upgrading equipment to improve energy efficiency
			T3	Growing R&D investment for the development of eco-friendly products	1 Growing demand for low-carbon products from customers (increasing demands for data on GHG emissions across the entire process, including LCA and Scope 3) 2 Expanding R&D investment in green product development to meet growing market demand for eco-friendly offering	Medium	Mid-term	1 Investing in green technology development and implementing it in practice 2 Conducting R&D on developing low-carbon products
Opportunities	Products and Services		O1	Boosted revenue through green product development	1 Developing green products to enter new markets in response to rising consumer interest in carbon emissions and environmentally conscious solutions 2 Strengthening sales performance through eco-friendly product lines (low-carbon pre-coated metal)	Medium	Short-term	1 Securing certifications for low-carbon products, such as EPDs, both domestically and internationally
	Energy Source		O2	Lower operational expenses driven by the adoption of eco-friendly energy	1 Revitalizing domestic and global industrial ecosystems through the active adoption of renewable energy sources 2 Alleviating the burden of GHG reduction and lowering the cost of carbon credit procurement	Medium	Mid-term	1 Developing a mid- to long-term energy roadmap for the adoption and operation of renewable energy facilities 2 Tracking domestic and international policy trends that promote renewable energy expansion 3 Increasing biomass boiler utilization rates

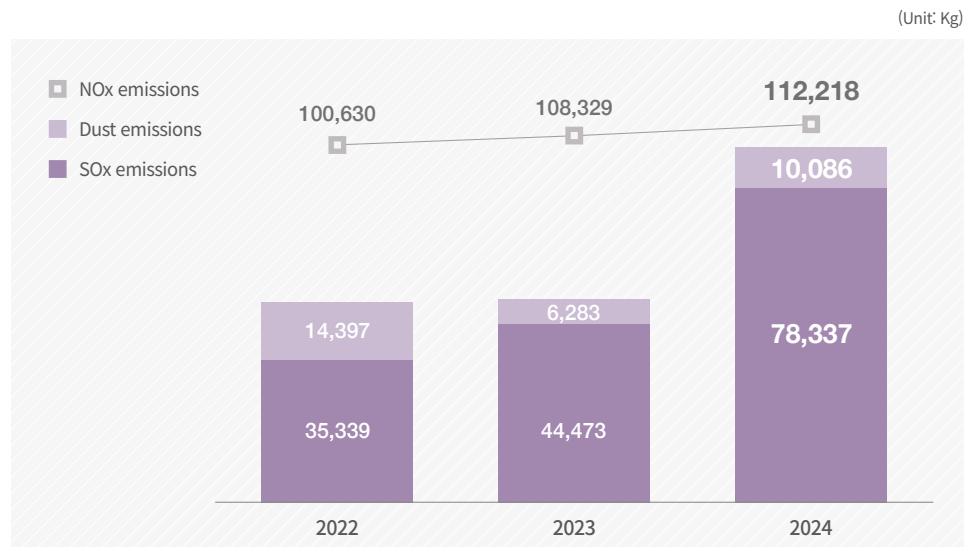
Initiatives for Environmental & Energy Management

Air Quality Management

In accordance with the Act on the Integrated Control of Pollutant-Discharging Facilities, we obtained an Integrated Environmental Permit in August 2021 and subsequently reinforced our pollutant management system to meet the newly lowered emission standard, 70% of the allowable limits set by the Clean Air Conservation Act.

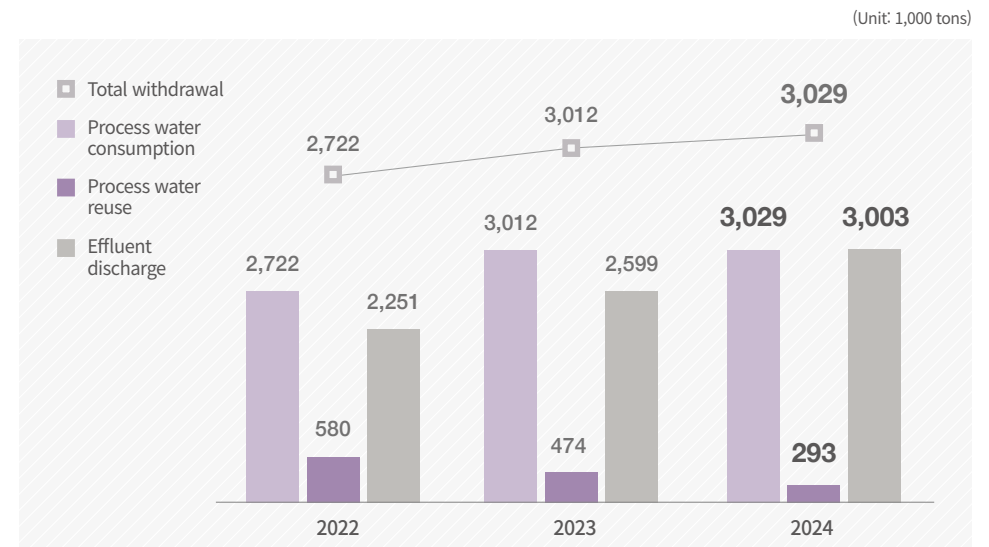
To ensure compliance, we monitor air pollutants emitted from stacks in real time and transmit the results to the Korea Environment Corporation through eighteen TMS (Tele Monitoring System) facilities. In addition, our in-house three-tier monitoring system is up and running to track emissions 24/7.

In a bid to curtail VOCs (Volatile Organic Compounds), contaminants generated during the coating process, we allocate annual budgets for gradually replacing outdated RTOs (Regenerative Thermal Oxidizers). Additionally, by analyzing emission data from each discharge facility, we maintain our pollutant emissions at approximately 20% of the regulatory emission limits. This proactive monitoring helps us effectively control and prevent environmental risks.



Water Quality Management

We treat effluents generated in the course of production activities through on-site wastewater treatment facilities. The installation of TMS (Tele Monitoring System) units enables us to meticulously track pollutant concentrations around the clock. Daily inspections are conducted at the treatment facilities to ensure uninterrupted operation, while multifaceted initiatives for equipment investment and improvements are already in full swing to reduce discharged water contaminants. As part of our commitment to lowering GHG emissions from wastewater treatment, we have phased in high-efficiency facilities, such as by replacing conventional turbo blowers.



Initiatives for Environmental & Energy Management

Chemical Substance Management

At Dongkuk CM, 390 hazardous chemical handlers and 25 supervisors completed a safety training course in 2024. Each year, we provide comprehensive safety training for our entire workforce (including suppliers) to prevent chemical-related accidents and help them polish their emergency response skills. Additionally, we have developed and distributed 'Chemical Accident Response Manual Cards' to guide employees in responding quickly and effectively to chemical incidents. To ensure the safety of nearby residents and workers, emergency evacuation instructions have also been posted via the official announcement section operated by the Nam-gu District Office in Busan. We conduct annual inspections of chemical-handling facilities, along with ongoing equipment investments such as installing detectors and alarm systems designed to prevent chemical leaks and other related incidents. On top of that, we have formed a dedicated Chemical Safety Self-Inspection Team to carry out internal checks on facilities managing toxic substances. To verify understanding of our chemical accident prevention plans, we conduct yearly interviews with the heads of works, environmental safety managers, and personnel responsible for emergency response and chemical handling.



Waste

We dispose of waste in a structured manner through specialized waste treatment contractors to minimize our environmental footprint and increase recycling rates throughout every stage of our operations. Our efforts include the recycling of reusable raw and subsidiary materials, active participation in the Extended Producer Responsibility system, initiatives to lessen packaging materials, and abidance by the Resource Circulation Target Management System. Depending on the type of waste, such as sludge, waste oil (liquid / solid), and waste synthetic resins, we entrust disposal to licensed contractors with valid credentials. We also conduct annual on-site visits to verify proper handling and disposal practices and to listen to their operational challenges. Together, these initiatives form a comprehensive and responsible waste management system.

Environmental Monitoring and Risk Management

Ranging from raw materials to operational processes, we conduct environmental impact assessments in accordance with the standards required by our environmental management system. In the event of operational changes, ad-hoc environmental assessments are carried out to identify potential risks, determine the need for further management, and implement appropriate monitoring and amelioration measures. Additionally, we perform regular inspections across all facilities to manage pollutant emissions effectively.

Category	Responsible Department	Inspection Frequency	Inspection Items
Air pollution prevention facilities	Safety and Environment Team	Daily	Normal operation of facilities and compliance with applicable laws and regulations
Wastewater treatment facilities		Daily	Adherence to relevant environmental laws and regulatory requirements
Waste storage facilities		Monthly	Compliance with waste storage standards
Chemical-handling facilities		Weekly	Proper functioning and upkeep of handling equipment

Initiatives for Environmental & Energy Management

ISSUE Environmental Newsletter Publication

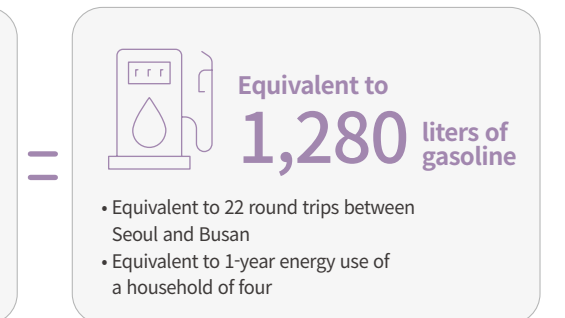
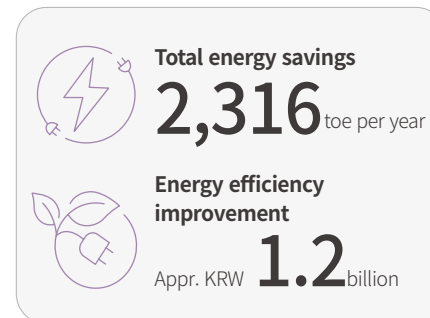
Since the first quarter of 2024, we have been publishing our Environmental Newsletter on a quarterly basis. This initiative serves as a platform for employees to engage in environmental efforts, thereby serving the purposes of the letter, which are to raise environmental awareness among employees and to share relevant data. The publication addresses emerging environmental issues each year in order to instill environmental consciousness across the organization and encourage employees to identify relevant risks and opportunities applicable to their roles. These insights are then incorporated into strategic planning.



Recognized as a Best Practice in the Voluntary Energy Efficiency Target System

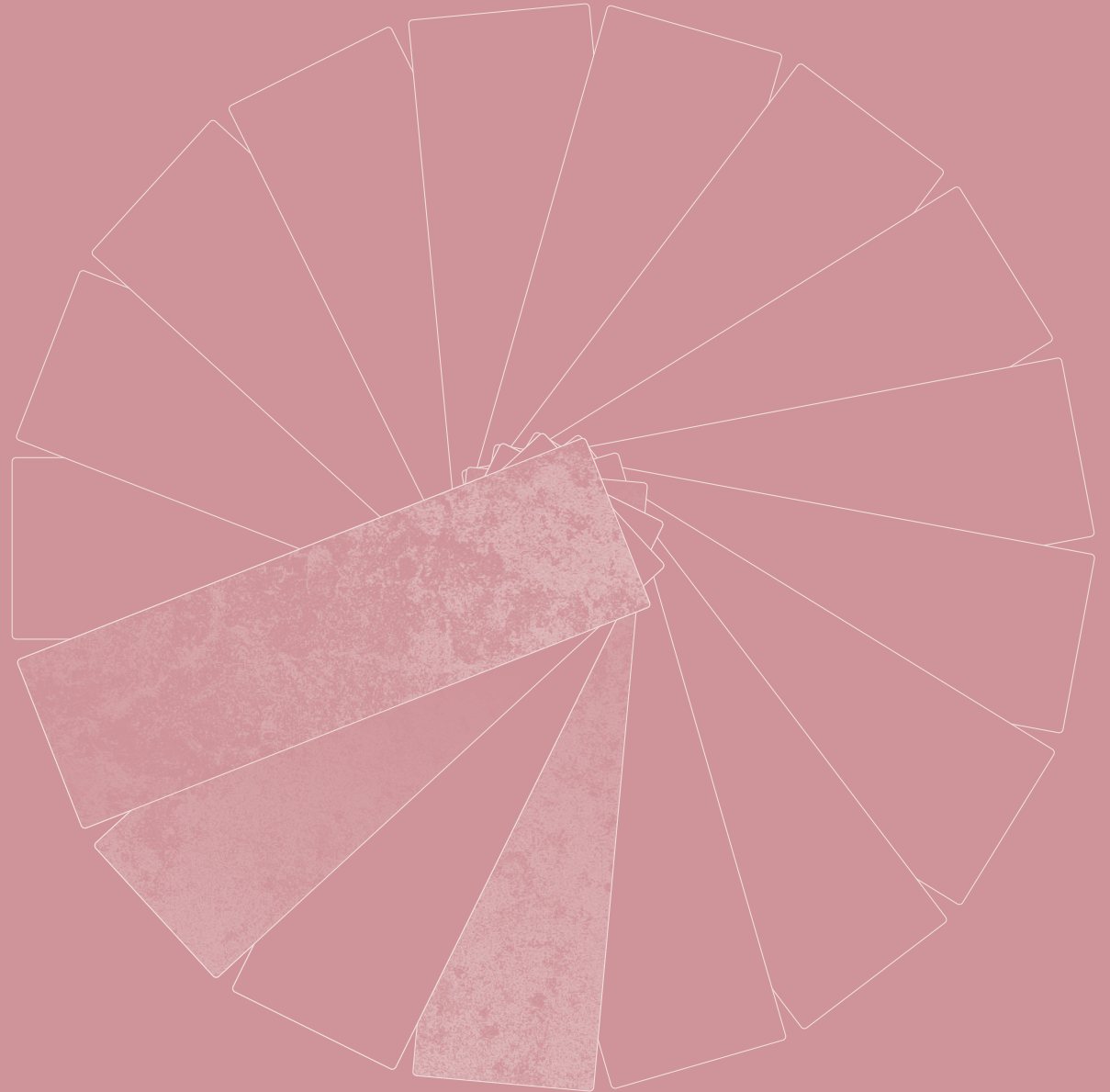
Under the Voluntary Energy Efficiency Target System, operated by the Korea Energy Agency, energy-intensive sites consuming 2,000toe or more annually are subject to this program. Since its launch in 2021, the system has supported these sites in achieving self-imposed energy efficiency improvement targets.

We have participated in this initiative from its early stages. In recognition of our proactive energy-saving efforts and achievements, we were designated a highly energy-efficient plant by the Korea Energy Agency and were awarded a certificate and a commemorative plaque. As of 2023, our annual energy savings reached 2,316toe, which is equivalent to approximately KRW 1.2 billion in cost reductions contributing directly to the certification.



People

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Coprosperity, Communication, and Participation
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Occupational Safety and Health

Framework for Safety and Health Management

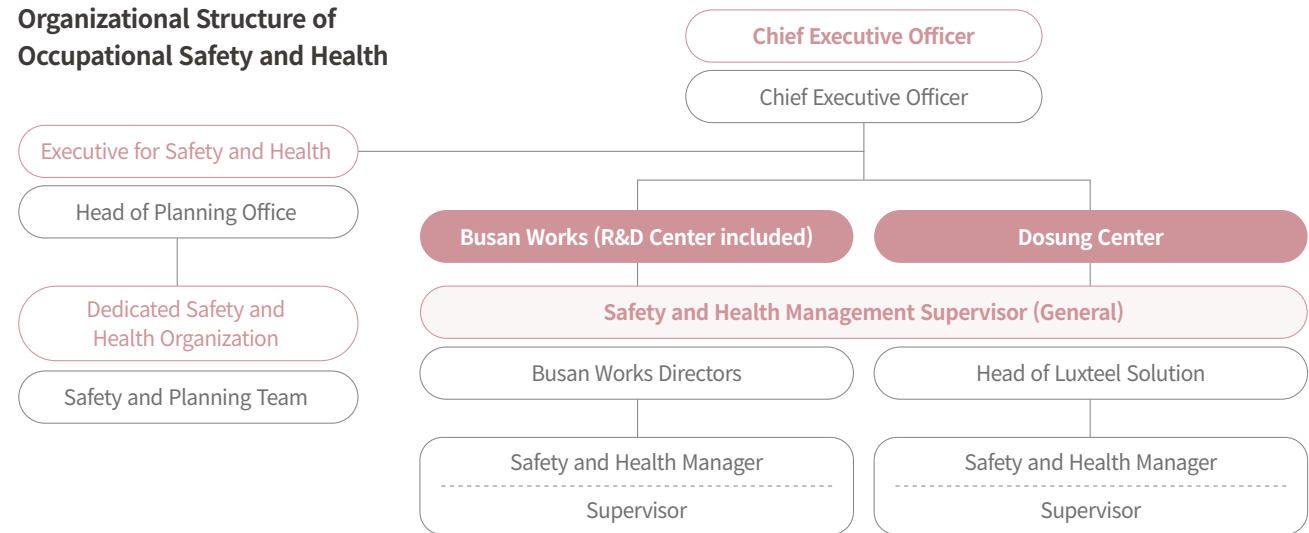
With the aim of achieving zero serious accidents, we have formulated our safety and health management policy with a focus on building a safety management system aligned with applicable laws as well as embedding an autonomous safety culture into every corner of the company.

The reannouncement of our ‘Ten Safety and Health Rules,’ which all our employees should uphold, on July 1, 2024 redoubles our efforts to foster a safer and more pleasant workplace culture.

As part of our commitment to step up safety awareness across the organization, we put in place a workplace safety and health structure spearheaded by the CEO. In 2023, we also formed a Safety Planning Team responsible for monitoring safety and health activities, developing an accident reduction roadmap, and establishing an integrated digital system, thereby instilling an autonomous safety culture into every facet of our operations.

Furthermore, in collaboration with the Safety and Environment Team, we have taken our on-site safety management to new heights through initiatives such as the Safety and Health Leaders Meeting, SAPA Compliance Certification (SCC), and the K&C Safety System Diagnosis.

Organizational Structure of Occupational Safety and Health



Ten Safety and Health Rules

1. Safety supervisors are designated for all operations
2. We ensure compliance with the safe work procedures under the guidance of supervisors.
3. Supervisors offer risk-related information to workers and suppliers.
4. All employees wear appropriate personal protective equipment during all operations.
5. Safe walkways are secured on shop floors, and pre- and post-job tidiness is ensured.
6. Employees must not approach machines in operation, and the unauthorized removal of safety devices is strictly prohibited.
7. We ensure that prior work permits are obtained for high-risk tasks such as hot work, work at heights, confined space entry, and electrical work.
8. MSDS is posted at handling sites, and all handlers must review and understand the associated hazards before starting work.
9. All employees comply with basic safety conduct rules, including bans on mobile phone use, speeding, drinking, abusive language, and violence.
10. Upon identifying urgent risks, anyone has the authority to halt work and report the situation to the Safety and Environment Team.

Occupational Safety and Health

Safety and Health Management Policy

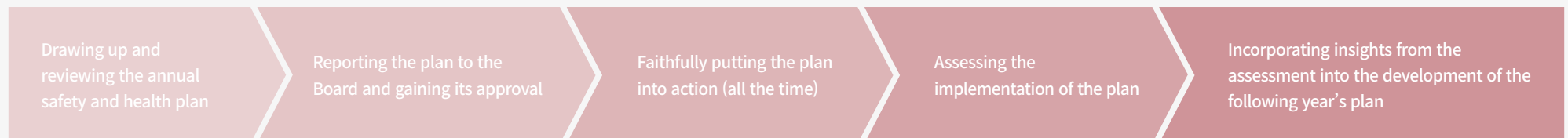
Anchored in our management philosophy, ‘Contributing to Cultural Development through Steel,’ we place customer satisfaction and human-oriented management at the heart of our operations. To fulfill our mission of becoming ‘a company that safeguards the safety and health of all workers,’ we strive to create a safer and more pleasant workplace through the following measures.

Occupational Safety and Health Objectives

- In recognition of safety and health as essential elements, we factor them into business management as a top priority.
- We guarantee employees’ engagement and consultation in safety and health operations.
- We identify hazardous and risk factors at business sites, and strive for constant amelioration.
- We ensure strict compliance with all pertinent laws and regulations while fostering safer work environments.
- We proactively identify the likelihood of emergencies, and establish corresponding countermeasures in advance.
- We put every effort into improving the safety and health environment for all workers.



Process for Establishing and Carrying Out Safety and Health Plans



Occupational Safety and Health

Investments in Occupational Safety and Health

With the purpose of creating safer and more efficient work environments, we plan to invest approximately KRW 9 billion in this sector in 2025. This marks a significant increase from the KRW 2.4 billion invested in safety and health in 2024, which is a clear demonstration of our active commitment to continuously elevating safety and enhancing workplace conditions as a strategic investment. In parallel, we went all-out through a range of initiatives, including the development of an integrated digital system for safety and health, the installation of rotating equipment access prevention devices, and investments in facilities to ensure legal compliance. In 2025, we will scale up our investments in creating safer work environments, including the replacement of existing cranes and the automation of current crane operations. In the years to come, we will foster a culture that puts the well-being and safety of all employees first through our advanced safety management system and continued investments.

(Unit: KRW million)

Category	2024		2025
	Budgeted	Executed	Budgeted
Investment in Safety and Health	11,057	6,941	14,361

Accredited Occupational Health and Safety Management System

The obtainment and retention of ISO 45001 (Occupational Health and Safety Management System), a globally recognized standard, is a testament to our efforts to comply with the Serious Accidents Punishment Act and to conduct safety and health activities in a structured manner. In addition, Process Safety Management (PSM) activities are currently underway in collaboration with a specialized consulting agency.

ISO 45001



SCC Obtainment

As part of our efforts to validate our response system to the Serious Accidents Punishment Act and to enhance the safety management of in-house subcontractors, we carried out the SAPA Compliance Certification program targeting in-house subcontractors (six firms). Through document screening (by a law firm) and on-site due diligence (by the Safety Association), we identified risks from a legal expert's perspective and supported the subcontractors in building the required systems, which has resulted in the successful obtainment of SAPA Compliance Certification.

※ Assessment items for SAPA Compliance Certification include executive leadership, employee engagement, hazard and risk management, establishment of an emergency response system, subcontracting / outsourcing / consignment, and systems for assessment and continuous improvement. These areas are comprehensively evaluated, and if a company scores above the required threshold, it becomes eligible for certification.



Signing of Business Agreement for Supplier Safety Management and Serious Accident Prevention

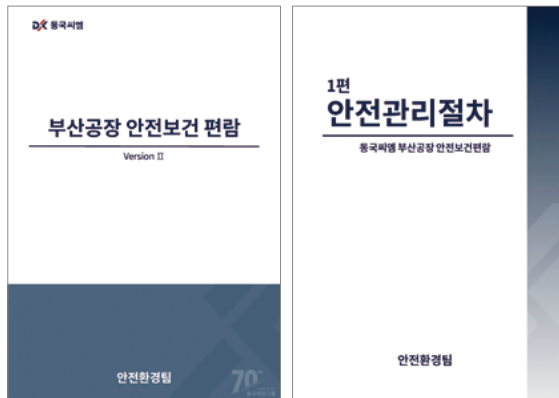
On April 25, 2024, we held a ceremony at our Busan Works for the signing of a safety and health management system agreement. The event was attended by the Ministry of Employment and Labor (Commissioner of the Busan Regional Ministry of Employment and Labor) and six subcontractors, who signed a 'business agreement for establishing a safety and health management system for suppliers and preventing serious industrial accidents.'

The scope of this agreement spans Dongkuk CM's responsibilities, such as: ▲ providing safety and health consulting, ▲ jointly developing improvement plans, and ▲ building a system that includes the provision of safety and health management equipment. It also outlines the roles of suppliers, including their active cooperation in strengthening safety and health capabilities and encouraging employee participation. In addition, the agreement defines the role of the Ministry of Employment and Labor, including its support for establishing safety and health management systems for both Dongkuk CM and its partner companies. The agreement is valid only throughout 2024 and may be extended through mutual consultation following an evaluation of the system creation. Following the signing ceremony, the agreement parties read together aloud the safety commitment statement as a reaffirmation of their shared will to prevent serious occupational accidents.

Safety and Health Initiatives

Revision and Distribution of Safety and Health Guidebook

In 2023, we developed and distributed the first version of our Safety and Health Guidebook (Ver.1) to help both primary contractors and subcontractors better understand and comply with the Occupational Safety and Health Act. Following the transition to in-house operation of partner companies on January 1, 2024, the guidebook was revised to accommodate newly joined workforce. While the previous version focused on providing regulatory information, the updated version offers practical safety guidelines for on-site operations, with the aim of preventing serious industrial accidents.



Promotion of the Safety Issues Reporting System

We operate an online Safety Issues Reporting System to swiftly identify and address potential hazards in the workplace by gathering input from all our employees. The system is accessible not only to our employees but also to partner companies, allowing anyone to directly propose improvements such as safety equipment installation, work environment enhancements, housekeeping, and more. After addressing issues, we also give incentives to outstanding or frequent contributions to encourage continued engagement.



Basic Safety Practice Campaign

At Busan Works, we carried out a campaign to raise awareness of the importance of basic safety practices targeting all employees. Aiming to emphasize that following fundamental safety rules, such as wearing personal protective equipment (PPE) and conducting Toolbox Meetings (TBM), is the first step toward preventing workplace accidents, both labor and management collaborated to directly engage with frontline workers. Posters featuring the message 'Principle + Basics = Zero Accidents' were placed in control rooms in each production line. We also conduct checks on the use of PPE and actively participate in TBM activities to help establish a self-directed safety culture where employees take the initiative in practicing safety.



Safety and Health Initiatives

Work Environment Monitoring

In accordance with the Occupational Safety and Health Act, we conduct semiannual assessments of hazardous factors in the workplace and report the results to the Ministry of Employment and Labor.

The assessment agency is selected through consultation with the Occupational Safety and Health Committee, and the evaluations are carried out with the participation of the safety and health officers, the labor union, on-site safety managers, and department heads. Together, they inspect the work environment and establish and implement measures to reduce hazardous factors.

In 2024, we conducted additional inspections, including illuminance measurements in the first half of the year and control airflow measurements of local exhaust systems in the second half. We also provided EP-2 earplugs (high-noise protection) to employees working in areas with noise levels of 85 dB or higher, while continuously discussing additional improvement measures for the work environment.



Health Promotion Programs

Busan Works runs a range of health promotion programs each year to support the well-being of employees. In 2024, the programs featured a smoking cessation fund, a cardiovascular health management program, educational sessions on nutrition and walking posture, and Health Card News. Outstanding participants were recognized with rewards, leading to high levels of engagement. In order to prevent illness and enable early detection among employees and their families, we provide comprehensive health check-ups annually or biennially. For employees who are unable to participate in these check-ups, we offer additional specialized blood tests during general or special medical examinations.



Cultivation of CPR Specialists in Collaboration with Korean Red Cross

In collaboration with the Korean Red Cross, Busan Works provided CPR specialist training in 2024 to enhance emergency preparedness for incidents such as cardiac arrest. The training was designed to equip employees with the necessary skills to safeguard both their colleagues and themselves in critical situations. A total of 17 sessions were held, through which 436 participants successfully completed the program and were awarded a two-year valid certification. These certified employees are now offering peer education within their respective teams to share the knowledge and skills acquired.



Labor-Management Culture Driven by Coprosperity, Communication, and Participation

Management Briefing

At the beginning of each year, Dongkuk CM holds a company-wide management briefing to share its business plans and vision with all employees, fostering a shared understanding of the company's plans and visions across the organization.

In 2024, under the operational goal of becoming the 'Global No. 1 Color Coating Company,' leaders from each division presented and shared specific objectives related to expanding sales of strategic products, improving manufacturing costs, raising employee safety awareness and capabilities, and promoting organizational integration. Besides the annual management briefing, we uphold a principle of open management by inviting labor union representatives to attend CEO-led responsible management meetings, where they review the business performance and engage in active communication.



Labor-Management Theater Outing

As part of our efforts to foster an enjoyable organizational culture and support local performing arts, we organized a theater outing jointly planned by both labor and management.

Held in four sessions in May 2024, the theater outing marked the first labor-management event built around the theme of theater. While it was unfamiliar at first, it became an enjoyable experience as participants connected with the performers and shared the moment together.



Labor-Management Overseas Training Program

We operate the Labor-Management Overseas Training Program twice a year, in the first and second halves, by selecting outstanding employees to participate in a five-day, four-night overseas program designed to experience and learn from advanced global practices.

Through this program, we promote communication between managerial and technical employees reinforce collaborative ties between labor and management.



Labor-Management Plogging Activity

In October 2024, we replaced our annual group hiking event with a plogging activity as part of our commitment to creating a cleaner local environment while contributing in our own small way to the well-being of the planet. Over four sessions, we carried out plogging activities around Haeundae Beach and nearby commercial areas, collecting litter as we walked.

※ Plogging: A combination of the Swedish word 'plocka upp (to pick up)' and 'jogging,' referring to the act of picking up litter while jogging.



Human Rights Management

Roadmap for Human Rights Management

Since 2024, Dongkuk CM has been laying the foundation for a human rights management system rooted in respect for all individuals.

We support international principles and standards on human rights as outlined by organizations such as the United Nations (UN) and the International Labour Organization (ILO).

We are dedicated to embedding these principles into our internal policies and driving their continued implementation.



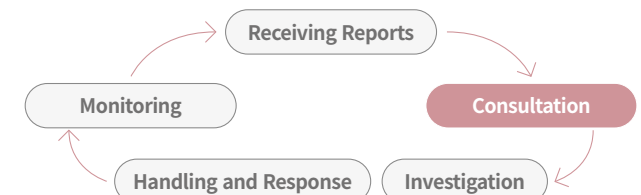
Human Rights Management Charter

We are committed to practicing human rights management grounded in respect for all individuals we work with and to advancing sustainable growth in collaboration with our stakeholders. To this end, we have declared our Human Rights Management Charter and incorporated it into our internal regulations as a standard for conduct and ethical decision-making that all employees are expected to follow.



Grievance Handling System

We have put in place and operated an employee-centered grievance handling process. Rather than focusing solely on visible human rights issues, we aim to identify underlying human rights risks in advance, ensuring that any necessary follow-up actions are taken in a prompt and appropriate manner. We also continue to provide training and revise internal regulations to address root causes of grievances. In 2024, one grievance case was reported, and appropriate measures were taken to address the issue.



Talent Management

Cultivating Talent

We are committed to talent development based on the Dongkuk Steel Group's management philosophy, 'we shall produce products and services necessary for the improvement and advancement of human life, and furthermore, we shall contribute to cultural development.' In 2024, we provided group training for a total of 1,472 employees, marking an 18% increase from the previous year. Notably, we further enhanced and improved our training programs by (i) introducing training for newly promoted employees, (ii) launching a retention program, and (iii) leadership competency training for DK leaders.

Empowering Employee Growth

We have set up a customized training framework based on five key areas, basic competency, leadership, global capability, job-specific skills, and organizational culture, tailored to each employee's job grade and competency level.

In the basic competency area, we provide mandatory training programs aligned with each job level, and offer access to DK HRD, our online learning platform and a digital library across the group to meet individual learning needs. In the leadership area, we support newly promoted employees through a tailored program focused on (i) change management, (ii) self-management, (iii) task management, and (iv) people management to help them transition successfully into leadership roles. We also offer additional leadership programs, including leadership conferences, SERI CEO / PRO seminars, and the 'Monesangs' program dedicated to leaders.

For global capability, we maximize learning efficiency through diverse language learning formats such as phone and video lessons, study groups, and e-learning programs. Starting in 2025, we will launch an overseas language training program aimed at expanding global exposure and maximizing practical language use in the workplace.

In the job-specific skills area, we offer training delivered by in-house instructors along with specialized programs in product knowledge, sales, and procurement. From 2025, we plan to launch a domestic MBA program in collaboration with graduate schools to support expert development.

Finally, in the organizational culture area, we run programs such as DK HRD Forum and team communication workshops.

On top of that, financial support is provided to employees who obtain national technical or general business certifications, enabling them to sharpen their professional capabilities and prepare for a stable post-retirement life.

Online Learning and Phone-based Language Programs

Online Learning

Category	Unit	2022	2023	2024	Note
Participants	Persons	1,414	1,366	1,472	
Cost for training	KRW million	106	114	71	

Language Program

Category	Unit	2022	2023	2024	Note
Participants	Persons	740	755	513	
Cost for training	KRW million	74	76	66	

Group Training in 2024

Category	No. of courses	Training sessions conducted	No. of participants	Training cost (KRW million)
Training for all group	17	39	351	130
Training at each company	5	8	139	75
Total	22	47	490	205

Support for Certification Acquisition in 2024

Category	No. of employees	Support amount (KRW million)
Certification support	45	16

Talent Management

Fostering a Culture of Employee Satisfaction

A sustainable and engaging work environment is being fostered through our continuous efforts to enhance employee well-being and satisfaction. As part of these efforts, we have designated the third Friday of every month as Casual & Leader's Day since 2012. On this day, all employees are encouraged to dress casually, while team leaders are offered the afternoon off to spend time with their families. Taking employee feedback into account, we adjusted our working hours to an '8 to 5' schedule and newly established a short-hour leave policy to promote better work-life balance.

We operate a variety of leave programs to help employees prevent burnout and recharge. Among them, the 'team leader refresh leave' provides one week of paid leave and an additional KRW 3 million in vacation allowance to team leaders who have served in their position for over three years. This program serves as a meaningful reward and motivation for those in leadership roles. We also encourage active use of leave so that employees can take time off freely in various situations.

Summer Vacation

Annual summer vacation (June to August) with vacation allowance provided



Promotion Leave

Long-term leave granted for recharging after promotion to general manager



Child School Entry Leave

Leave granted upon a child's entry into elementary school



Team Leader Refresh Leave

Paid leave and vacation allowance offered to team leaders with three or more years in position



Talent Recruitment and Diversity

Our recruitment process is designed to fairly evaluate applicants' expertise and job fit by involving both HR and operational departments in the selection process. A candidate-centered 'one day interview' format has been adopted to minimize applicants' travel and scheduling burden. We have also been running the 'recruitment type internship program,' a guaranteed-offer internship targeting university students, to secure top talent and build early networks since 2012. In 2024, we hired a total of 31 new hires (27 entry-level and 4 experienced professionals), including our first female engineer, which is a meaningful step toward greater diversity within the organization.

We uphold diversity as a fundamental principle in our personnel system, ensuring that no discrimination occurs based on gender, race, or cultural background. By fostering a work environment that supports work-family balance, we are continuously expanding our efforts to nurture female talent as future leaders. As of 2024, the average tenure of female employees was 7.5 years, and there were no voluntary resignations.

As of 2024

Female average
tenure

7.45 years

Female voluntary
resignations

1 person

Welfare Benefits System

Leisure Facilities	Support for condominium accommodation fees	Family Event and Family Event Expense Support	- Leave and financial support for family events - Funeral items and condolence subsidies - Provision of wreaths and floral tributes
Health Support	- Comprehensive medical checkups for employees and spouses - Health allowance provided twice a year - Medical expense support for employees and their families	Tuition and Early Childhood Education Support	- Tuition support for children - Education support for children with disabilities - Early childhood education support (for two years prior to school entry)
In-House Club / Company Outing	- Company outing expenses support - Activity support for in-house clubs		

Talent Management

Training for Overseas Coil Center Employees

In October 2024, we conducted a training program at our headquarters and Busan Works for field employees from our coil centers in Mexico, India, and Thailand.

This program marked the resumption of our overseas employee training program, which had been on hold due to COVID-19. A total of nine employees working in our overseas coil centers visited Korea and took part in on-site training at Busan Works, where they observed the full production process and received training on manufacturing and quality control from carefully selected in-house instructors representing each production team.

During their visit to the headquarters, they also toured Dongkuk CM's Luxteel booth at the Korea Architecture Fair 2024, where the very products they help manufacture were impressively showcased. In addition, the training program included many opportunities for cultural experiences, leaving overseas employees with a positive and lasting impression of Korea.



Dongkuk Steel INDIA - Mr. Mudit

The knowledge and technical insights shared during the training program were truly invaluable. I sincerely appreciate the efforts of everyone who prepared this meaningful event. The line tour, Q&A sessions, and practical case studies greatly enhanced my understanding of key concepts. I am also grateful for the opportunity to communicate with various team members and take part in meaningful discussions.

Throughout our stay in Korea, we were provided with interpretation support that ensured we felt comfortable at all times. Beyond the training itself, the cultural tour helped me gain a deeper appreciation for Korea's rich heritage.

I look forward to applying what I have learned and strengthening both my passion and technical expertise to contribute to the continued growth of Dongkuk Steel INDIA.



Dongkuk Steel THAILAND - Ms. Chitrada Khatpanya

From the very first day in Korea, we were warmly welcomed by the headquarters staff, who treated us like friends or family. Employees from India and Mexico also participated in the training, and everyone was kind and friendly. I was amazed by the massive scale of Busan Works. It was truly impressive to witness the cold rolling, coating, and painting processes that led to the production of Appsteel and Luxteel tailored to each customer's needs. The classroom training sessions were equally valuable, covering product characteristics, potential issues during production, causes of defects, and coil packaging methods.

It was fascinating to realize that the products manufactured here are exported not only to Thailand, where I work, but also all around the world. I will never forget the experiences I had in Korea from the nighttime yacht tour and sea cable car ride in Busan, to visiting the Luxteel booth at COEX in Seoul, wearing hanbok at Gyeongbokgung Palace, and exploring the COEX Aquarium. I would like to express my gratitude to CEO Sanghoon Park and everyone involved for giving me this unforgettable opportunity to visit Korea.

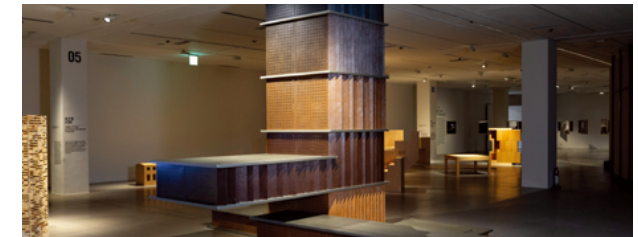


Social Contribution



Steel Meets Art

We see the fusion of steel and art as a catalyst for the energy that reshapes society for the better. Dongkuk CM has continued its social contribution activities by consistently supporting Luxteel in the fields of architecture and art. Notable examples include the Seoul Architecture Festival ‘Luxteel Mountain’ (2015), the National Museum of Modern and Contemporary Art (MMCA) exhibitions ‘Perpetual Spring’ (2019), ‘Watch and Chill’ (2021), ‘Young Korean Artists 2023’ (2023), ‘Connecting House’ (2024), and ‘Korea Artist Prize’ (2024). Through Luxteel sponsorships, we continue our efforts to foster collaboration and dialogue between architecture and art, while promoting vibrant cultural content. As a company committed to sustainable value, we will continue to fulfill our social responsibilities by using steel as a means to support community engagement and promote mutual growth.



‘Expansion of Scope,’ MMCA



‘Perpetual Spring,’ MMCA

Social Contribution

Coprosperity with Local Communities

Grave Restoration for an Independence Activist

Dongkuk CM's volunteer group Nanum-Jiki was informed of a restoration project for the grave of the late Ahn Seong-nyeo, the sister of independence activist Ahn Jung-geun, located in Nam-gu, Busan. In line with our commitment to corporate social responsibility, Dongkuk CM fully funded the grave maintenance project. Following the donation, on June 5, Nanum-Jiki members carried out environmental cleanup activities, including weed removal from the entrance to the surrounding area of the grave site.



Kimchi-sharing Volunteer Activity

While coal briquette delivery is often the most recognized volunteer activity during the cold season, redevelopment in the area has limited its implementation. Instead, in 2024, we carried out a kimchi-sharing volunteer program.

As part of our ongoing community outreach efforts, we sponsored the cost of kimchi to be used in the free meal service operated by the Gamman Social Welfare Center. Members of the Nanum-Jiki volunteer group also took part in making kimchi on-site, engaging directly in this sharing event. We plan to continue supporting similar activities in the future.



Holiday Community Sharing Program

Since 1994, Dongkuk Steel Group and the Songwon Culture Foundation have been donating funds and rice to elderly individuals living alone and underserved communities near our business sites in Incheon, Dangjin, Pohang, and Busan during the Lunar New Year and Chuseok holidays every year.



Social Contribution

Dongkuk Steel Group's CSR Initiatives

'1 Company, 1 Military Base' Sponsorship

Dongkuk Steel Group has upheld the tradition of the '1 Company, 1 Military Base' initiative for 41 consecutive years since 1984. In 2024, KRW 30 million was donated to the 2nd Quick Response Division of the Republic of Korea Army, and a plogging activity was carried out at Galsan Park near the base.

Scholarship Support for Children of Firefighters

Since 2018, Dongkuk Steel Group has been donating KRW 200 million annually to the Korea Fire Officials Credit Union, an organization dedicated to the welfare and safety of firefighters. As of this year, a total of approximately KRW 1.48 billion in scholarships has been awarded to 2,340 children of fire officials.



DK Walk More, Love More Campaign

DK Walk More, Love More Campaign is a renewed version of the Good Step Campaign, which began in 2019. The new name was created through an internal employee contest to reflect the campaign's spirit of giving back to society by collecting both steps and love. In 2024, the campaign set a collective goal of 100 million steps. A total of 1,291 employees participated and exceeded the target, reaching 120,797,884 steps.

The donation raised through the campaign was presented to Save the Children Korea in Mapo-gu on November 21, 2024, and it will be used to support improvements in the residential environment and emotional well-being programs for facilities for single mothers. The donation is planned to benefit two facilities serving single mothers located in Busan.



Beautiful Day Campaign with Beautiful Store

Beautiful Day Campaign, held in partnership with Beautiful Store, is an employee-led activity that Dongkuk Steel Group has been carrying out since 2005 to promote the values of sharing and circulation through the reuse of goods. In 2024, employees donated a total of 5,334 items to Beautiful Store, and also participated in volunteer activities by helping sell the donated goods at store locations in Seoul, Incheon, and Busan.

Proceeds from the sales were donated back to the Beautiful Store and will be used to support the 'Stay Safe in Summer' and 'Beautiful Sharing Bag' programs, which provide heat-relief kits to elderly residents in local communities.



Sustainable Supply Chain

Supply Chain Management Policy and System

Dongkuk CM has followed a supply chain management policy from an ESG perspective, aiming to oversee its supply chain and mitigate potential ESG-related risks.

We have disclosed our Sustainable Supply Chain Management System and Code of Conduct for Suppliers on the procurement portal of our website. The Code of Conduct for Suppliers outlines six key areas; human rights, safety and health, environment, ethical and fair trade, quality management, shared growth, and social contribution. We are currently reviewing the introduction of a mandatory process to strengthen supplier compliance with our Code of Conduct. After consultation with our suppliers, this process may include requiring each supplier's CEO to sign a compliance pledge or specifying compliance obligations within supply contracts.

[Sustainable Supply Chain Management System](#)

[Code of Conduct for Suppliers](#)

Policy	Dongkuk CM takes the lead in global-level sustainable purchasing based on cooperation and shared growth with suppliers who fulfill their environmental and social responsibilities under ethical purchasing principles.			
Strategy	ESG Management of Supply Chain ↔ ESG Settlement of Supply Chain			
Code of Conduct for Suppliers	Supplier Code of Conduct	Supplier ESG Monitoring	Strengthening Shared Growth	Eco-friendly Purchasing
	Supplier ESG Evaluation	Supplier ESG Education	Supplier ESG Due Diligence	Supplier ESG Consulting

Supplier ESG Evaluation in 2024

With an aim to ensure sustainable supply chain management, we conduct ESG assessments and on-site inspections for our suppliers on a regular basis.

Although we were unable to conduct it in 2023 due to the corporate spin-off, we carried out non-face-to-face evaluations in 2024, selecting a total of 45 suppliers, of which 30 responded. In 2025, we plan to conduct in-person ESG evaluations for selected suppliers and gradually expand both remote and on-site assessments as part of our ongoing efforts to reinforce ESG management across the supply chain.

Evaluation Process



Number of Suppliers by ESG Rating

ESG1	ESG2	ESG3	ESG4	ESG5	ESG6	ESG7
1	5	1	13	8	2	0

A total of seven suppliers were rated in the top tier (Grades 1–3), 21 suppliers in the mid-tier (Grades 4–5), and two suppliers in the lower tier (Grades 6–7). Overall, the ESG management practices of our suppliers were assessed to be at an average level.

Data Security

As digital transformation accelerates across industries, threats such as information leakage and cyberattacks are escalating at an unprecedented pace. In response, Dongkuk CM has established and operated a data security management system to address the growing significance of data protection. We actively mitigate security risks through a range of measures, including data loss prevention, intrusion defense, and employee training on information security.

Information Security Organization

Our information security management system is centered around CISO¹⁾ and is composed of the Information Security Committee and the Information Security Working Group.

The Information Security Working Group is responsible for reviewing and coordinating information security policies and comprehensive plans, planning and supervising security tasks at business sites, reconciling any differences between sites or departments related to information protection, and monitoring the implementation status of security regulations. As the company's highest decision-making body on information protection, the Information Security Committee deliberates and approves the policies and plans reviewed by the Information Security Working Group and makes key decisions on major information security matters.

1) CISO: Chief Information Security Officer

Information Security Policy

We have established our information security policy based on internal regulations and guidelines, and apply it to all employees, partner companies, and outsourced personnel accessing our headquarters, plants, and business sites. We are fully committed to legal compliance by proactively monitoring and responding to the latest amendments to relevant laws, including the Act on Promotion of Information and Communications Network Utilization and Information Protection and the Act on the Promotion of Information Security Industry.

All employees are required to sign a confidentiality agreement and a consent form for the collection, use, and provision of personal information annually to raise data security awareness. Additionally, we have established and are operating internal security guidelines for the use of generative AI to reflect the evolving work environment. We regularly review our security policy standards and monitor potential violations to proactively prevent security risks.

Information Leakage Prevention Solutions and Monitoring

Aiming to prevent the leakage of internal information, we encrypt all documents using DRM (Digital Rights Management)¹⁾ technology. In addition, DLP (Data Loss Protection)²⁾ solutions are in place to block unauthorized data transmission and protect internal systems and users from external threats. We also operate a NAC (Network Access Control)³⁾ system to strictly restrict access to internal networks by allowing only authorized IT devices, thereby preventing unauthorized access by external users. In addition to technical safeguards, we conduct regular monitoring from an administrative security perspective to proactively detect and respond to potential information leakage risks.

- 1) DRM (Digital Rights Management): A technology that encrypts digital content to protect it from unauthorized access
- 2) DLP (Data Loss Protection): A network-based software and hardware solution designed to prevent and log data leakage to external sources
- 3) NAC (Network Access Control): A solution that enforces security policies on users' devices to control access to internal networks

Intrusion Prevention

For the purpose of preventing external intrusion attempts, we have adopted intrusion detection solutions that proactively identify potential threats. In response to advanced malicious attacks such as ransomware and zero-day exploits, we operate SandBox²⁾, an APT (Advanced Persistent Threat)¹⁾ defense solution. In order to address evolving threats that exploit unknown vulnerabilities, we also utilize EDR (Endpoint Detection and Response)³⁾ solutions, which detect and respond to abnormal behaviors rather than relying solely on known attack signatures. Additionally, we have put a DDoS (Distributed Denial of Service) protection system in place to ensure swift and accurate detection and response to large-scale attacks.

- 1) APT (Advanced Persistent Threat): An intelligent and persistent attack
- 2) Sandbox: A solution that isolates and analyzes potentially malicious programs in a secure environment, blocking them if detected
- 3) EDR (Endpoint Detection and Response): A security solution that detects and responds to threats occurring at endpoints

Principle

- 50 Board of Directors and Shareholders
- 52 Ethical Management
- 54 Compliance
- 56 Risk Management



Board of Directors and Shareholders

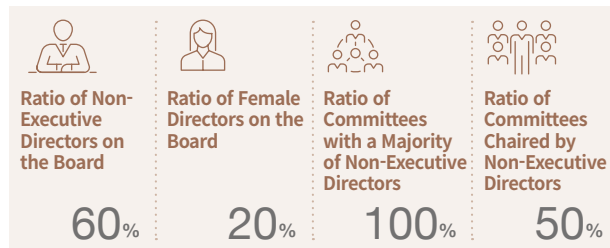
The Board of Directors is underpinned by professionalism and independence. It actively and transparently supervises management while prioritizing shareholders' rights. All Board-related matters, including appointments, resolutions, and committee operations, are conducted in accordance with the Articles of Incorporation and Board regulations, and are transparently disclosed through the Corporate Governance Report.

Board Composition

In accordance with Article 27 of its Articles of Incorporation, our Board of Directors comprises a minimum of three members, the majority of whom are non-executive directors. Currently, the Board is composed of five members, including two executive directors and three non-executive directors. As non-executive directors account for over 60% of the Board, this composition safeguards its independence. To promote transparency and strengthen oversight, we operate both an Audit Committee and a Non-executive Director Candidate Recommendation Committee as separate bodies. The Audit Committee is composed entirely of non-executive directors, while the Non-executive Director Candidate Recommendation Committee maintains a majority of non-executive members, ensuring their independence and effectiveness.

This governance structure empowers non-executive directors to offer diverse insights, participate in robust discussions on critical issues, and provide effective oversight and guidance to management in support of sound and responsible decision-making.

Board Composition (as of March 2025)



Board Operation

According to Article 33 of the Articles of Incorporation and Article 8 of the Board regulations, the BOD convenes meetings with notice provided to each director at least one day in advance to ensure proper decision-making. The BOD holds both regular and ad hoc meetings. As a general rule, regular meetings are held monthly, while ad hoc meetings are convened as necessary.

In 2024, the Board convened a total of 17 meetings (9 regular and 8 ad hoc sessions) during which 26 agenda items were deliberated and resolved, and 9 reports were received. Key items addressed included the introduction of electronic voting, approval of financial statements, and reporting on quarterly and annual business performance. The Board demonstrated strong engagement, with a 96% overall attendance rate. Individual attendance is disclosed in the annual business report.

Board Composition (as of March 2025)

(●: Chair of the Board / Committee)

Category	Name (Gender)	Position & Duty	Career	BOD	Audit Committee	Non-executive Director Candidate Recommendation Committee
Executive Directors (2)	Sanghoon Park (male)	CEO & President	Head of Cold Rolled Sales Office, Head of Busan Works, Dongkuk Steel	●		●
	Doyeon Kim (male)	Head of Planning Office	Sales for pre-coated metal	○		
Non-Executive Directors (3)	Jinwoo Park (female)	Technical advice	Professor of Material Science and Engineering, Yonsei University MIT Materials Science Engineering Ph.D	○	○	○
	Jaeyoung Ryu (male)	Management advice	CPA, Kim&Chang	○	●	○
	Jeonghwan Choi (male)	Management advice	Lawyer, Yulchon International Arbitrators, Korean Commercial Arbitration Board	○	○	○

Board Operation

Category	Board meetings convened (times)			Average attendance rate (%)		
	Regular	Ad hoc	Total	Executive directors	Non-executive directors	Average
2023	6	6	12	100	97	98
2024	9	8	17	100	96	98

Board of Directors and Shareholders

Independence and Diversity of the Board

At Dongkuk CM, institutional safeguards are in place to ensure the independence and active engagement of non-executive directors. Individuals involved in the company's business operations, major shareholders, those with significant interests in the company, or former employees who have worked for the company within the past two years are excluded from consideration for non-executive director appointments. The Audit Committee, responsible for overseeing management and ensuring sound governance, consists entirely of non-executive directors. Likewise, the Non-Executive Director Nomination Committee maintains a majority of non-executive members, reinforcing its independence. Furthermore, the Board exceeds legal requirements by including a higher proportion of female non-executive directors to enhance gender diversity.

Committees within the BOD

Audit Committee

The Audit Committee is composed entirely of three non-executive directors, ensuring its independence and enabling effective oversight of the duties performed by both directors and management. The committee participates in BOD meetings and other key discussions as part of its audit responsibilities and, when necessary, requests business reports from directors. To fulfill its audit function, the committee reviews accounting records and related documentation and, if needed, conducts interviews with external auditors. In 2024, the Audit Committee convened five times to deliberate on key issues, including the internal accounting control system and quarterly financial closing reports.

Non-Executive Director Recommendation Committee

The Non-Executive Director Recommendation Committee is responsible for ensuring the transparency and integrity of the nomination process by selecting candidates who are best suited to serve the interests of the company and its shareholders. In accordance with applicable laws, Article 36 of the Articles of Incorporation, and Chapter 5 of the Board Regulations, the committee is composed of three non-executive directors and one executive director. This composition ensures an independent and objective recommendation and verification process.

Shareholder-Friendly Management

We are committed to responsible management and the enhancement of shareholder value through a transparent decision-making process and governance structure. In line with the evolving expectations of shareholders and the market, we introduced an electronic voting system starting from the first regular general meeting, improving accessibility and convenience for minority shareholders. To further encourage shareholder engagement, we also provide proxy voting options. In addition, the introduction of an online dividend inquiry service has replaced annual mail-based notifications, reinforcing our ESG commitments by reducing paper usage and enhancing the protection of shareholder privacy.

Shareholder Return Policy

As part of our shareholder return policy, we consistently provide stable dividends to enhance shareholder value. To improve predictability for stakeholders, we disclose dividend-related information six weeks in advance through a 'Cash and Dividend in Kind Decision' announcement. In 2024, we provided an 8.2% dividend yield on common stock. Backed by stable profit generation, we remain committed to meeting shareholder expectations through reliable dividend practices.

Enhancing Shareholder Value through Improved Dividend Procedures

Beginning with the 2024 dividend, we have resolved to designate March 31 as the dividend record date, following the annual general meeting. This change allows shareholders to confirm the dividend amount prior to making investment decisions. Moving forward, we will continue to strive to provide shareholders with predictable and stable returns.

Dividend Status

Category	Unit	2023	2024
Net income	KRW million	10,113	63,782
Earnings per share	KRW	339	2,137
Dividend payout ratio	%	30	23
Total dividend	KRW million	2,985	14,924
Dividend yield	%	1.4	8.2*

* The 2024 dividend yield was calculated using the arithmetic average of closing prices over the one-week period ending on the last trading day before the BOD's resolution date (February 10).

Ethical Management

Ethical management is a fundamental pillar of our management policy, with all employees prioritizing it in their conduct in the course of their duties. To foster trustful relationships with all stakeholders, we have established a comprehensive system to uphold ethical management and actively conduct various initiatives, including training programs and awareness campaigns.

Framework for Ethical Management

We have established and actively enforce a Code of Ethics grounded in our management philosophy and corporate policies. This code sets forth standards, norms, and detailed guidelines to guide ethical management at Dongkuk CM. To proactively and systematically uphold these principles, we have designed and deployed an ethical management system that enables all employees to integrate ethical practices into their daily work and professional environment.



Code of Ethics

Following the corporate spin-off, we established and implemented a renewed Code of Ethics structured around the Ethics Charter, Code of Ethics, Practice guidelines.

Content of the Practice Guidelines

- General Principles
 - Customer Relations
 - Employee Relations
 - Labor Relations
 - Partner and Stakeholder Relations
 - Anti-Corruption
 - Reporting and Rewards for Unethical Conduct
- We make sustained efforts to embed a strong culture of ethical management throughout the organization.

Ethical Management

Prevention and Response to Unethical Conduct

Pledge on Ethics and Special Contract Terms on Ethical Practices

At Dongkuk CM, every employee commits to upholding the highest ethical standards by signing an annual Pledge on Ethics, with 96% of employees reaffirming their commitment in 2024.

Additionally, we foster a healthy and fair-trading culture by signing Special Contract Terms on Ethical Practices with all suppliers.

Employee Training on Ethics

We conduct annual ethics training programs for both technical and office employees to enhance ethical awareness and reinforce our ethical culture. In 2024, the training was delivered online under the theme, ‘Secrets of the Top 1% Companies: Ethical Management.’

Employee Training on Ethics (online)

Category	2022		2023		2024	
	No. of completers	Completion rate	No. of completers	Completion rate	No. of completers	Completion rate
Office employees	745	100%	269	100%	307	100%
Technical employees	1,823	100%	738	100%	648	56.3%

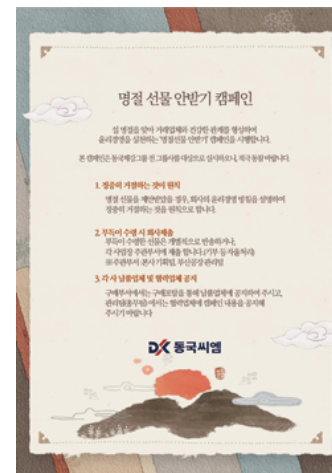
※ In 2024, ethics training was mandatory for office employees and optional for technical employees.

Ethical Management Reporting Center and Measures Against Misconduct

We operate an Ethical Management Reporting Center that allows internal and external stakeholders to report or seek guidance on unethical situations they have experienced or witnessed, either anonymously or openly. We ensure strict confidentiality and prohibit any unauthorized disclosure of personal information.

All reports received by the center undergo thorough verification and, when necessary, further investigation. Violations of the Code of Ethics lead to disciplinary actions in accordance with internal regulations. Follow-up measures include revising work procedures and strengthening systems to prevent recurrence.

Additionally, periodic analyses are conducted to systematically document reported unethical incidents and support ongoing prevention efforts. Based on these insights, we implement proactive initiatives such as training, monitoring, and awareness campaigns to prevent similar incidents.



‘No Gift’ Campaign During Holidays

To promote healthy and transparent relationships with our suppliers, we conduct an annual ‘No Gift’ campaign during major holidays through company-wide announcements. In cases where gifts are unavoidably received, employees are required to report them to the relevant department, after which the items are either returned or donated.

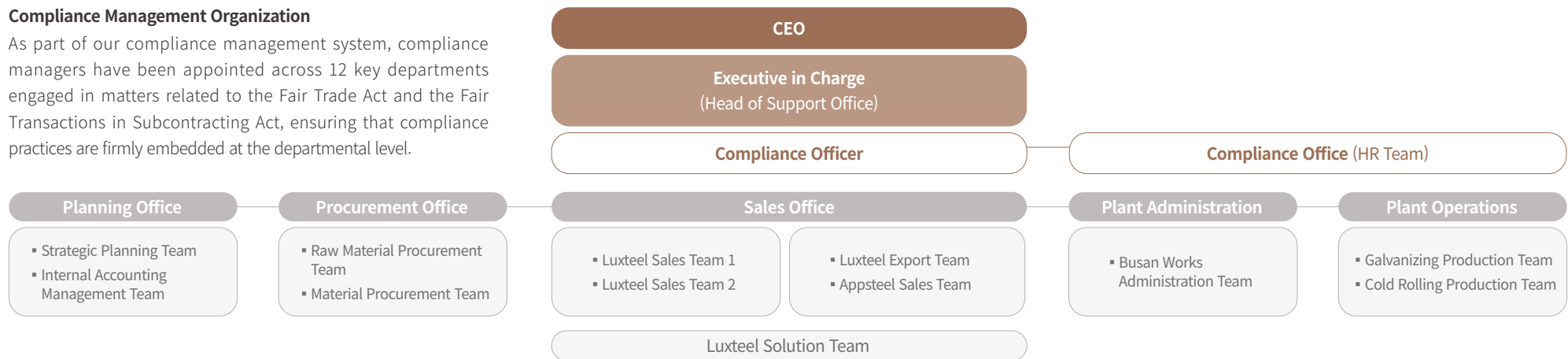
Compliance

We put compliance management into action based on four key regulations, Fair Trade Compliance Program Operation Regulations, Fair Trade Compliance Document Management Operation Regulations, Sanctions Operating Guidelines for Violations of Competition Laws, and Compliance Control Standards, which form the foundation of the DKCM Compliance Program and set behavioral standards for all employees.

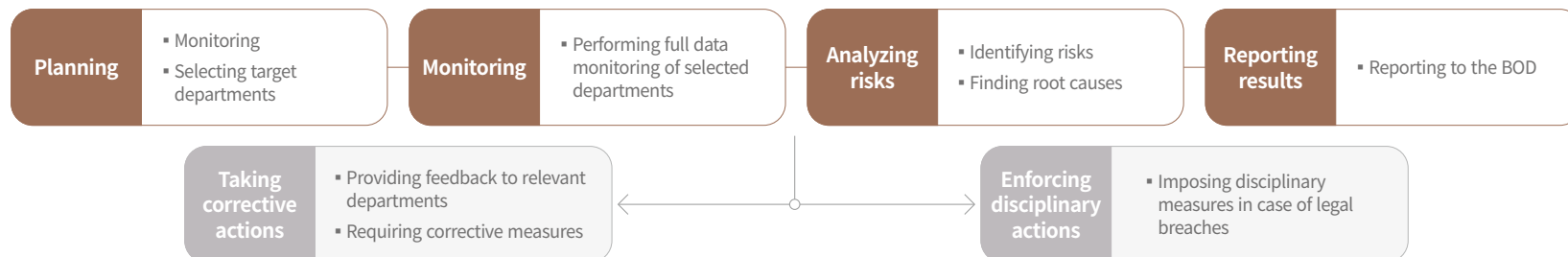
Additionally, we have disclosed a Compliance Guidebook on our website to promote understanding of our ethical management principles and compliance guidelines among employees and all stakeholders, both internal and external.

Compliance Management Organization

As part of our compliance management system, compliance managers have been appointed across 12 key departments engaged in matters related to the Fair Trade Act and the Fair Transactions in Subcontracting Act, ensuring that compliance practices are firmly embedded at the departmental level.



Compliance Monitoring System



Compliance

DKCM Compliance Program Activities

Group Training for Compliance Managers

Under the compliance manager system, one senior manager or higher from each of the 12 departments within the compliance management organization is appointed to a two-year term. These managers receive training and support to serve as compliance professionals within their respective departments.

In 2024, compliance managers participated in a two-day, one-night intensive training program. Following this, they conducted internal training sessions and independently reviewed their respective departments for potential violations of the Fair Transactions in Subcontracting Act.



Team-Based Compliance Activities

Compliance managers who have completed training conduct 'Compliance Talks' within their teams to share key learnings. These sessions foster a shared understanding of compliance among all employees and encourage active engagement.



Compliance Manager Evaluation

To support the activities of compliance managers and promote employee engagement in compliance, we conduct performance evaluations, with results used to determine incentive rewards.

Category	Program	Description	Evaluation criteria	Points
Training (70)	Group training (40)	- Group training sessions (Mar & Sept) - Attending and taking tests - Sharing and posting training content with team members	- Attendance - Test scores - Sharing and posting	5 per session 3 for partial / delegated attendance - Scores converted to a 10-point scale 5 for completion
	External specialized training (30)	- Completing fair trade training (by external institutions) - Cascading training content to team members after program completion - Posting content on the community platform	- No. of sessions completed - Sharing with team	5 per session (up to 4 times) 2.5 per sharing
Department activities (30)	Compliance Talk (10)	- Sharing opinions on compliance issues in the industry or topics of compliance newsletter with team members - Posting activity details on the community platform	- Conducting and posting - Team member participation rate (comments with 30+ characters)	3 per session (up to 2 times)
	Team member participation (20)	Participation rate in Compliance Day quizzes	Inclusion of team members in award rankings	Up to 10 for reaching 20% or higher
		- Attendance rate of compliance training for team leaders (led by Legal Team) - Engagement with posts from other departments	- Attendance - Comment or like	5 for attendance 1 per comment or like (up to 5 times)
Compliance monitoring (±)	Compliance monitoring	- Monitoring of department D'box and written reports - Submission of monitoring reports (June & Sept) - Exclusion from rewards if not submitted - Forms to be distributed	Report submission	Pass or Fail
	D'box Monitoring	Detection of violations during the legal team's regular monitoring	No. of violations identified	10 per case
	Promotion activities	- Participation rate in quizzes during group training sessions - Posting recent compliance issues on the compliance community platform	- No. of correct answers - No. of postings	1 per correct answer 3 per posting

Risk Management

We identify and manage both financial and non-financial risks across all business operations, adopting both short-term and mid- to long-term perspectives. To ensure management stability and support informed decision-making by the Board, we provide regular risk reports on a quarterly and semi-annual basis, enabling a clear understanding of the potential impact of risks on corporate strategy and performance.

Risk Management Process

We operate a structured risk management process consisting of risk identification, assessment, monitoring and response, and process reviews.

01. Identifying risks

- 1 Identifying and categorizing both financial and non-financial risk factors
- 2 Defining risks according to internal regulations and establishing department-specific management plans

02. Assessing Risks

- 1 Conducting quarterly risk assessments based on frequency and impact
- 2 Determining risk priorities and tolerance levels (with separate management for key risk areas)

03. Monitoring and Responding to Risks

Implementing continuous monitoring

04. Reviewing the Process

Updating risks annually and reviewing the overall risk management process in line with internal regulations

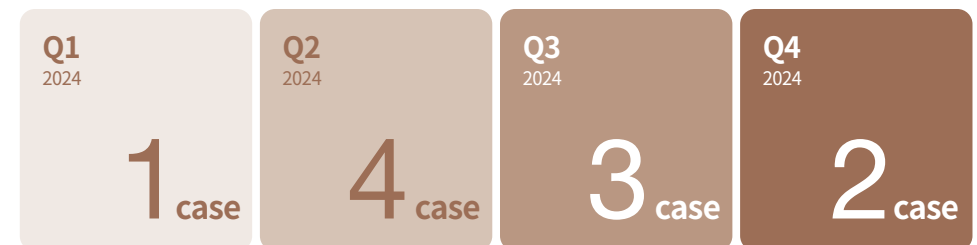
Risk Matrix Results (No. of Occurrences)

Risk Matrix Results (No. of Occurrences)			Key Risk Areas		
A. Impact	Extreme (over KRW 10 billion)	Medium 1	Medium 0	High 7	Extreme 5
	High (KRW 5 billion to 10 billion)	Medium 1	Medium 1	Medium 1	High 2
	Medium (KRW 100 million to 5 billion)	Low 18	Medium 2	Medium 7	Medium 8 (1)
	Low (under KRW 100 million)	Low 12(1)	Low 2	Medium 5	Medium 3
	Vs.	Low (once every three years)	Medium (once every two years)	High (once per year)	Extreme (ongoing occurrence)
B. Frequency					

2024 Risk Performance

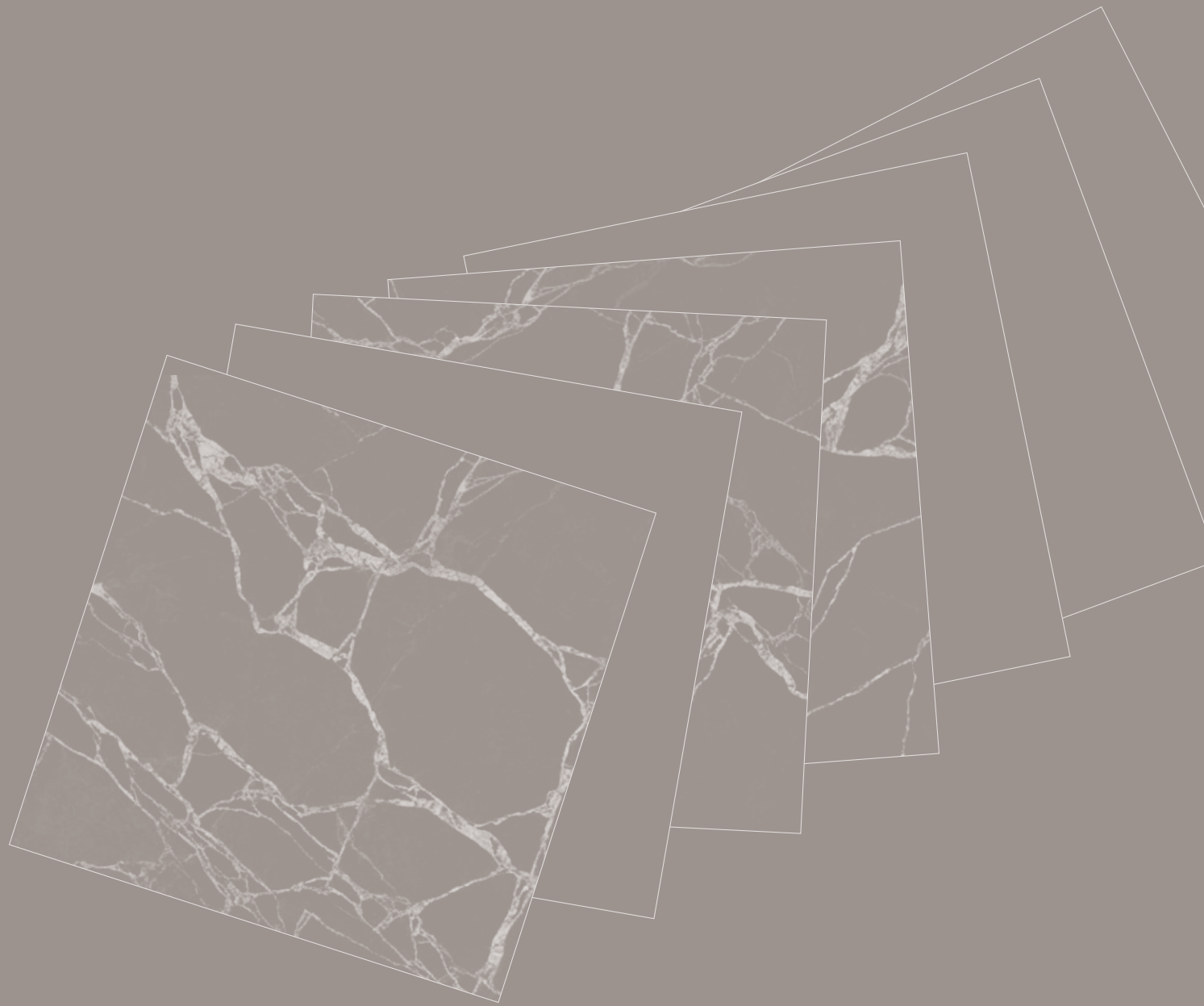
We adhere to an integrated management approach for both financial and non-financial risks. In 2024, no incidents were reported in the 14 key risk areas.

The number of risk incidents reported each quarter in 2024 is as follows.



Appendix

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- 74 UN SDGs



ESG Data

Financial Status Financial Statement

Assets

	Unit	1 st Period (2023)	2 nd Period (2024)
Current Assets		741,103	818,914
Cash and Cash Equivalents		204,713	240,605
Accounts Receivable		258,348	318,970
Other Receivables		744	2,337
Other Financial Assets		15,071	1,017
Inventories		241,221	233,760
Other Assets		21,004	22,224
Non-current Assets		969,632	1,016,225
Deposits in Financial Institutions	KRW million	2	2
Other Receivables		2,333	41,831
Other Financial Assets		252	30,252
Tangible Assets		943,857	928,559
Intangible Assets		3,736	4,368
Right-of-use Assets		2,963	1,383
Investment Properties		4,256	4,350
Net Defined Benefit Assets		12,129	2,641
Other Assets		104	2,838
Total Assets		1,710,735	1,835,140

Liabilities

	Unit	1 st Period (2023)	2 nd Period (2024)
Current Liabilities		687,084	758,015
Accounts Payable		148,705	232,075
Borrowings		441,540	397,692
Lease Liabilities		2,118	1,062
Other Payables		72,670	80,528
Provisions		2,766	3,160
Other Liabilities		17,354	27,129
Current Tax Liabilities	KRW million	1,904	16,339
Contract Liabilities		28	31
Non-current Liabilities		62,018	61,825
Lease Liabilities		890	337
Other Payables		139	145
Deferred Tax Liabilities		56,283	53,338
Other Liabilities		4,706	8,005
Total Liabilities		749,102	819,840

ESG Data

Financial Status Financial Statement

Equity

	Unit	1 st Period (2023)	2 nd Period (2024)
Capital Stock		149,493	149,493
Paid-in capital in excess of par value		628,032	528,032
Retained Earnings	KRW million	7,266	160,933
Other Comprehensive Income		177,724	177,724
Other Equity Items		(883)	-883
Total Equity		961,633	1,015,300

Income Statement

	Unit	1 st Period (2023)	2 nd Period (2024)
Sales		1,266,149	2,163,761
Cost of Goods Sold		1,192,021	1,997,438
Gross Profit		74,128	166,323
Selling and Administrative Expenses		47,439	88,994
Operating Income		26,689	77,330
Financial Income	KRW million	22,348	58,976
Financial Expenses		29,000	59,728
Other Income		12,040	35,890
Other Expenses		18,653	32,543
Income Before Income Taxes		13,424	79,925
Income Tax Expense		3,311	16,143
Net Income		10,113	63,782

Environmental

Basic Data

Indicator	Unit	2022	2023	2024
Production volume	1,000 tons	1,369	1,448	1,461

Raw and Subsidiary Materials

Indicator	Unit	2022	2023	2024
Total amount of raw and subsidiary materials used		1,501	1,581	1,605
Raw materials	1,000 tons	1,399	1,480	1,495
Subsidiary materials			101	110

Air

Indicator	Unit	2022	2023	2024
Dust emissions	Kg	14,397	6,283	10,318
Dust intensity (based on production volume)	Kg / t	0.011	0.004	0.007
NOx emissions	Kg	100,630	108,329	112,546
NOx intensity (based on production volume)	Kg / t	0.073	0.075	0.077
SOx emissions	Kg	35,339	44,473	78,342
SOx intensity (based on production volume)	Kg / t	0.026	0.031	0.054

ESG Data | Environmental

Water Resource

Indicator	Unit	2022	2023	2024
Total water withdrawal		2,722	3,012	3,029
Process water	1,000m ³	0	0	0
Seawater		0	0	0
Service water		2,722	3,012	3,029
Others		0	0	0
Process water consumption			3,012	3,029
Water resource intensity	m ³ /t	2	2	2
Amount of Process water reused	1,000m ³	577	474	293
Process water reuse rate ¹⁾	%	21	16	10
Effluent discharge ²⁾	1,000m ³	2,251	2,599	3,003

1) Process water reuse rate: (Volume of reused process water / Total process water use) × 100%

2) Total volume of wastewater discharged to the ocean during the reporting period after final treatment at the business site

Chemical Discharges

Indicator	Unit	2022	2023	2024
Chemical substance discharges ¹⁾		8,399	16,010	201,039
Air	Kg	8,300	13,382	198,922
Water system		98	2,628	2,117
Soil			0	0

1) It is based on the data submitted to the Comprehensive Chemical Information System.

Note) As of June 1, 2023, the former Dongkuk Steel was spun off into three entities: Dongkuk Holdings, Dongkuk Steel, and Dongkuk CM. In order to enhance comparability over time, the data for 2022 and January to May 2023 includes figures from the cold rolling business prior to the spin-off.

Water Contaminants

Indicator	Unit	2022	2023	2024
Water pollutants discharged		22	89	82
BOD (Biochemical Oxygen Demand)	Tons	6	53	40
SS (Suspended Solids)		6	8	10
TOC (Total Organic Carbon) ¹⁾			29	32

1) The legally required indicator has changed from COD (Chemical Oxygen Demand) to TOC (Total Organic Carbon). Data from 2023 reflects TOC measurements.

Waste

Indicator	Unit	2022	2023	2024
Total waste generated		7,661	7,965	8,249
General waste	Tons	4,175	4,431	4,422
Designated waste		3,486	3,534	3,828
Proportion of designated waste in total waste ¹⁾	%	46	44	46
Total waste treated		7,661	7,965	8,249
Recycled	Tons	5,968	6,252	6,467
Landfilled		-	9	0
Incinerated		1,693	1,704	1,782
Recycling rate ²⁾	%	78	79	78

1) Proportion of designated waste: (Designated waste / Total waste generated) × 100%

2) Recycling rate: (Amount of waste recycled / Total waste treated) × 100%

* Differences between the amount of waste generated and treated may occur due to timing gaps between waste generation and disposal.

ESG Data | Environmental

Energy

Indicator	Unit	2022	2023	2024
Total energy use (consumption)		5,925	6,153	6,267
LNG		2,362	2,190	2,172
LPG		0.3	0.4	0.4
Direct energy	TJ	14	13	14
Diesel		0.4	1	1
Gasoline		0.0	0.1	0.1
Kerosene		3,426	3,538	3,646
Direct energy	Electricity	123	410	435
Others				
Energy intensity (based on production volume)	TJ / 1,000 tons	4	4	4
Ratio of natural gases used to total energy consumption	%	40	36	35
Ratio of electricity used to total energy consumption	%	58	58	58

※ Differences in total emissions may occur due to rounding at the site level when aggregating data to the company level.

Greenhouse Gases

Indicator	Unit	2022	2023	2024
GHG emissions		287	285	288
Direct emissions (Scope 1)	1,000t CO ₂ -eq	123	115	113
Indirect emissions (Scope 2)		164	170	175
GHG intensity (based on production volume) ¹⁾	tCO ₂ eq / t	0.21	0.20	0.20

1) Intensity is calculated based on production volume.

Note) As of June 1, 2023, the former Dongkuk Steel was spun off into three entities: Dongkuk Holdings, Dongkuk Steel, and Dongkuk CM. In order to enhance comparability over time, the data for 2022 and January to May 2023 includes figures from the cold rolling business prior to the spin-off.

System Operation

Indicator	Unit	2022	2023	2024
Adoption rate of Energy Management System Certification (ISO 50001)	%	100	100	100
Adoption rate of Environmental Management System Certification (ISO 14001)	%	100	100	100
No. of environmental law violations ¹⁾	Cases	0	0	0

1) Number of environmental law violations disclosed in the Business Report

Environmental Investment

Indicator	Unit	2022	2023	2024
Environmental-related investments		64	10	16
Water quality		9	4	2
Air	KRW 100 million	51	5	13
GHGs		1	0	0
Renewable energy		0	0	0
Resource recovery and others		3	1	1

ESG Data | Safety

Indicator	Unit	2022	2023	2024
No. of injuries ¹⁾	Persons	3	4	9
In-house	Persons	3	4	9
Suppliers	Persons	0	0	0
Accident rate ²⁾	%	0.21%	0.27%	0.59%
In-house	%	0.32%	0.40%	0.61%
Suppliers	%	0.00%	0.00%	0.00%
No. of fatalities	Persons	0	0	0
In-house	Persons	0	0	0
Suppliers	Persons	0	0	0
Fatality rate	%	0	0	0
In-house	%	0	0	0
Suppliers	%	0	0	0
No. of occupational diseases ³⁾	Persons	1	0	0
In-house	Persons	1	0	0
Suppliers	Persons	0	0	0
Closed days due to disaster ⁴⁾	Days	103	463	1,261
Severity rate ⁵⁾	‰	0.03	0.19	0.34
Rate of workplaces certified for occupational health and safety management system (KOSHA-MS)	%	100	100	100

1) The number of injured persons is defined as injuries requiring treatment for more than 3 days, and all supplier indicators indicated are based on in-house suppliers.

2) Accident rate = [(number of deaths + number of injuries) / number of full-time workers] × 100

3) The number of occupational diseases is limited to those officially recognized by the Korea Labor Welfare Service, and personal diseases are excluded.

4) Days off due to disaster are calculated excluding those who have not returned to work as of December 31, 2024, and data may vary depending on the time of reinstatement.

5) Severity rate formula: Total number of days worked for nursing care / number of hours worked per year × 1000

※ Annual working hours = (Number of directly managed supplier workers) × 8 hours × 300 days / year

Social

Employment

Indicator	Unit	2022	2023	2024
No. of employees	Total	-	1,002	1,477
	Executives	Male	8	14
		Female	0	-
	Regular employees	Male	933	1,061
		Female	51	59
	Contract employees	Male	8	339
		Female	2	4
No. of new hires (by employment type & gender)	Total		35	520
	Regular employees	Male	28	173
		Female	0	9
	Contract employees	Male	3	335
		Female	4	3
	Total			1,477
No. of employees by business site	Head Office (including Dosung Center)	Persons		169
	Busan Works			1,308

ESG Data | Social

Tenure and Retirement

Indicator		Unit	2022	2023	2024
Average tenure ¹⁾	Total	Years	-	12.48	8.85
	Male		-	12.71	8.91
	Female		-	8.38	7.53
Voluntary turnover rate (by gender)	Total	%	-	3.09	2.20%
	Male		-	2.69	2.30%
	Female		-	0.40	1.60%
No. of retirees		Persons	-	0	19

1) As of January 1, 2024, the average length of tenure decreased due to the direct employment of previously subcontracted workers.

Training and Growth

Indicator		Unit	2022	2023	2024
Employee training	Training costs	Annual amount KRW 100 million	-	1.8	3.6
		Costs per capita KRW	-	178,822	241,656
	Training time	Annual hours h	-	19,416	40,679
		Hours per capita Hours / persons	-	19.4	27.5

Labor-Management Culture

Indicator		단위	2022	2023	2024
Union membership status	Employees eligible for union membership		-	707	714
	No. of union members		-	690	664
	Union membership rate		-	97.6	93.0%
			-		

Diversity

Indicator		Unit	2022	2023	2024
No. of female employees in managerial positions	Total	Persons	-	1	1
	Executives		-	0	0
	Team leader		-	1	1
No. of employees with disabilities ¹⁾	Total	Persons	-	16	26
	Staff		-	16	26
	Executives		-	0	0
Disabled employment rate				1.6	2.2%

1) As of January 1, 2024, the number of employees with disabilities increased due to the direct employment of previously subcontracted workers.

Indicator			Unit	2022	2023	2024
Executives		Male	Persons	8	14	
Office job	General Manager	Male		114	117	
		Female		4	4	
	Senior Manager	Male		56	61	
		Female		18	17	
	Manager	Male		29	27	
		Female		9	11	
	Associate	Male		25	40	
		Female		22	29	
Technical job		Chief Technician		4	4	
		Senior Technician	89	89		
		Section Chief	109	135		
		Senior Staff	357	428		
		Staff	158	500		
Total				1,002	1,476	

ESG Data | Social

Family and Maternity Protection

Indicator	Unit	2022	2023	2024
Childbirth leave users	Total	-	33	48
	Male	-	32	40
	Female	-	1	8
Childcare leave users	Total	-	5	15
	Male	-	1	6
	Female	-	4	9
Employees who returned to work after childcare leave	Total	-	6	5
	Male	-	2	3
	Female	-	4	2
Employees who have worked for at least 12 months after returning to work	Total	-	2	4
	Male	-	0	2
	Female	-	2	2

Indicator	Unit	2022	2023	2024
Investment in social contribution	KRW million	-	221	15
Participants in volunteer works	Persons	-	533	548
Total volunteer hours	Hours			

Compliance & Ethical Management

Indicator	Unit	2023	2024
Mandatory compliance training	Persons	8	12
No. of compliance training sessions	Number	1	2
No. of compliance training participants	Persons	8	22
Compliance training completion rate	%	100%	92%

ESG Data | Governance

Board of Directors

Indicator	Unit	2022	2023	2024
Board composition	No. of executive directors	Persons	-	2
	No. of non-executive directors	Persons	-	3
	Ratio of non-executive directors	%	-	60
	Female registered executives	Persons	-	1
Board operation	Total Board meetings convened	Cases	-	12
	Regular Board meetings convened	Cases	-	6
	Ad-hoc Board meetings convened	Cases	-	6
Board agenda items	Total	Cases	-	24
	Objections and amendments to agenda items	Cases	-	-
Director attendance	Total	%	-	98
	Executive director attendance rate	%	-	100
	Non-executive director attendance rate	%	-	97
Average director tenure (based on non-executive directors)		Years	-	0.58

Director Remuneration

Indicator	Unit	2022	2023	2024
Board composition	Total	KRW million	-	643
	Total executive directors' remuneration	KRW million	-	529
	Total non-executive directors' remuneration (Audit Committee members excluded)	KRW million	-	-
	Audit Committee members	KRW million	-	114
	Payout ratio to remuneration limit	%	-	6

Audit Committee

Indicator	Unit	2022	2023	2024
Committee composition	No. of members	Persons	-	3
	Ratio of non-executive directors	%	-	100
	No. of accounting and financing experts within the committee	Persons	-	1
Committee operation	No. of committee meetings convened	Cases	-	3
	Non-executive director attendance rate	%	-	87
No. of audit training sessions for the committee members provided by specialized agencies		Cases	-	2

Share Ownership

Indicator	Unit	2022	2023	2024
Ownership of the largest shareholder and affiliates		-	30.39	30.39
Ownership of 5% or more equity holders (excluding affiliates)	%	-	8.7	8.7

GRI Standards 2021

Universal Standards (GRI 2)

Classification	Disclosure	Indicators	Page	Remarks
The organization and its reporting practices	2-1	Organizational details	p. 2, 6	
	2-2	Entities included in the organization's sustainability reporting	p. 2	
	2-3	Reporting period, frequency and contact point	p. 2	
	2-4	Restatements of information	-	
	2-5	External assurance	p. 71	
Activities and workers	2-6	Activities, value chain and other business relationships	p. 6~12	
	2-7	Employees	p. 63	
	2-8	Workers who are not employees	p. 63	
Governance	2-9	Governance structure and composition	p. 50~51	
	2-10	Nomination and selection of the highest governance body	p. 50~51	
	2-11	Chair of the highest governance body	p. 50~51	
	2-12	Role of the highest governance body in overseeing the management of impacts	p. 50~51	
	2-13	Delegation of responsibility for managing impacts	p. 50~51	
	2-14	Role of the highest governance body in sustainability reporting	p. 50~51	
	2-15	Conflicts of interest	p. 50~51	
	2-16	Communication of critical concerns	p. 50~51	
	2-17	Collective knowledge of the highest governance body	p. 50~51	
	2-18	Evaluation of the performance of the highest governance body	-	
	2-19	Remuneration policies	p. 66	
	2-20	Process to determine remuneration	-	
	2-21	Annual total compensation ratio	p. 66	

Dongkuk CM discloses applicable data on sustainability management from January 1, 2024, to December 31, 2024, in accordance with the GRI Standards.

Classification	Disclosure	Indicators	Page	Remarks
Strategy, policies and practices	2-22	Statement on sustainable development strategy	p. 5	
	2-23	Policy commitments	p. 40, 48, 52~55	
	2-24	Embedding policy commitments	p. 40, 48, 52~55	
	2-25	Processes to remediate negative impacts	p. 27, 30, 31, 36, 37, 40, 48, 52~55	
	2-26	Mechanisms for seeking advice and raising concerns	p. 40	
	2-27	Compliance with laws and regulations	-	Please refer to the section titled '3. Matters Related to Sanctions' on pages 197 and 198 in the Business Report
	2-28	Membership associations	p. 23	
Stakeholder engagement	2-29	Approach to stakeholder engagement	p. 23	
	2-30	Collective bargaining agreements	p. 64	

GRI Standards 2021

Universal Standards (GRI 3)

Classification	Disclosure	Indicators	Page	Remarks
Disclosures on material topics	3-1	Process to determine material topics	p. 18	
	3-2	List of material topics	p. 19	
	3-3	Management of material topics	p. 19	

Economic Topics (GRI 200)

Classification	Disclosure	Indicators	Page	Remarks
GRI 201: Economic performance	201-1	Direct economic value generated and distributed (EVG&D)	p. 59	Not applicable to distribution matters
	201-2	Financial implications and other risks and opportunities due to climate change	p. 28~29	
	201-3	Defined benefit plan obligations and other retirement plans	-	To be managed
	201-4	Financial assistance received from government	-	To be managed
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	p. 54~55	
	205-2	Communication and training about anti-corruption policies and procedures	p. 54~55	
	205-3	Confirmed incidents of corruption and actions taken	p. 54~55	
GRI 206 : Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	XI. Business Report: Essential Information for Investor Protection 2. Please refer to matters concerning contingent liabilities

GRI Standards 2021

Environmental Topics (GRI 300)

Classification	Disclosure	Indicators	Page	Remarks
GRI 301: Materials	301-1	Materials used by weight or volume	p. 60	
	301-2	Recycled input materials used	-	Not applicable
GRI 302: Energy	302-1	Energy consumption within the organization	p. 62	
	302-2	Energy consumption outside of the organization	-	Not applicable
	302-3	Energy intensity	p. 62	
	302-4	Reduction of energy consumption	p. 62	
	302-5	Reductions in energy requirements of products and services	p. 21	
GRI 303: Water and effluents	303-1	Interactions with water as a shared resource	p. 30, 61	
	303-2	Management of water discharge-related impacts	p. 30, 61	
	303-3	Water withdrawal	p. 30, 61	
	303-4	Water discharge	p. 30, 61	

Classification	Disclosure	Indicators	Page	Remarks
GRI 305 : Emissions	305-1	Direct (Scope 1) GHG emissions	p. 62	
	305-2	Indirect (Scope 2) GHG emissions	p. 62	
	305-3	Other indirect (Scope 3) GHG emissions	-	To be managed
	305-4	GHG emissions intensity	p. 62	
	305-5	Reduction of GHG emissions	p. 62	
	305-6	Emissions of ozone-depleting substances (ODS)	Not applicable	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	p. 60	
GRI 306: Waste	306-1	Waste generation and significant waste-related impacts	p. 61	
	306-2	Management of significant waste-related impacts	p. 61	
	306-3	Waste generated	p. 61	
	306-4	Waste diverted from disposal	p. 61	
	306-5	Waste directed to disposal	p. 61	
GRI 308: Supplier environmental assessment	308-1	New suppliers that were screened using environmental criteria	-	To be managed
	308-2	Negative environmental impacts in the supply chain and actions taken	-	To be managed

GRI Standards 2021

Social Topics (GRI 400)

Classification	Disclosure	Indicators	Page	Remarks
GRI 401: Employment	401-1	New employee hires and employee turnover	p. 63	
	401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	p. 43	
	401-3	Parental leave	p. 65	
GRI 402: Labor/ Management Relations	402-1	Minimum notice periods regarding operational changes	-	
	403-1	Occupational health and safety management system	p. 36~38	
	403-2	Hazard identification, risk assessment, and incident investigation	p. 36~38	
GRI 403: Occupational Health and Safety	403-3	Occupational health services	p. 36~38	
	403-4	Worker participation, consultation, and communication on occupational health and safety	p. 36~38	
	403-5	Worker training on occupational health and safety	p. 36~38	
	403-6	Promotion of worker health	p. 36~38	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships`	p. 36~38	
	403-8	Workers covered by an occupational health and safety management system	p. 36~38	
	403-9	Work-related injuries	p. 36~38, 63	
	403-10	Work-related ill health	p. 36~38, 63	
	404-1	Average hours of training per year per employee	p. 41~42	
	404-2	Programs for upgrading employee skills and transition assistance programs	p. 41~42	
GRI 404: Training and Education	404-3	Percentage of employees receiving regular performance and career development reviews	p. 41~42	

Classification	Disclosure	Indicators	Page	Remarks
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	p. 64	
	405-2	Ratio of basic salary and remuneration of women to men	-	To be managed
GRI 406: Non discrimination	406-1	Incidents of discrimination and corrective actions taken	p. 40	
GRI 407: Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	Not applicable
GRI 408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	-	Not applicable
GRI 409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	Not applicable
GRI 410: Security Practices	410-1	Security personnel trained in human rights policies or procedures	-	Not applicable
GRI 411: Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples	-	Not applicable
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	p. 46~47	
	413-2	Operations with significant actual and potential negative impacts on local communities	-	Not applicable
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	-	To be managed
	414-2	Negative social impacts in the supply chain and actions taken	-	To be managed
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	-	To be managed
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-	
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 57	

SASB Index

Classification	Disclosure	Indicators	Page	Remarks	
Greenhouse Gas Emissions	EM-IS-110a.1	Gross global Scope 1 emissions	p. 60		
		Percentage covered under emissions-limiting regulations	100%		
	EM-IS-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emission reduction targets, and an analysis of performance against those targets	p. 15		
Air	EM-IS-120a.1	NOx (excluding N2O)	p. 60		
		SOx	p. 60		
		Particulate matter (PM10)	p. 60		
		CO emissions			
		Manganese (MnO) emissions			
		Lead (Pb) emissions			
		Volatile organic compounds (VOCs) emissions	-	N/A	
		Polycyclic aromatic hydrocarbons (PAHs) emissions			
	Energy Management	EM-IS-130a.1	Total energy consumed	P. 62	
			Percentage of grid electricity	58.2%	
Percentage of renewable source electricity			6.9		
EM-IS-130a.2		Total fuel consumed	P. 62		
		Percentage coal	-	Not applicable	
		Percentage natural gas	P. 62		
	Percentage renewable	-	N/A		

Dongkuk CM discloses its ESG data for the period from January 1, 2024, through December 31, 2024 in accordance with the accounting standards specific to the steel industry, as presented by the Sustainability Accounting Standards Board (SASB), based in the USA.

Classification	Disclosure	Indicators	Page	Remarks
Water	EM-IS-140a.1	Total fresh water withdrawn	p. 61	
		Percentage recycled	p. 61	
		Percentage in regions with 'High (40~80%)' Baseline Water Stress	-	Not applicable
		Percentage in regions with 'Extremely High (>80%)' Baseline Water Stress	-	Not applicable
Waste Management	EM-IS-150a.1	Total amount of waste generated	p. 61	
		Percentage hazardous	p. 61	
		Percentage recycled	p. 61	
Workforce Health & Safety	EM-IS-320a.1	Total recordable incident rate (full-time and contract, TRIR)	p. 63	
		Fatality rate (full-time and contract)	p. 63	
		Near miss frequency rate (full-time and contract)	p. 63	
Supply Chain Management	EM-IS-430a.1	Discussion of the process for managing iron ore and/or coking coal sourcing risks arising from environmental and social issues	-	Not applicable
Activity Metric	EM-IS-000.A	Raw steel production, percentage from basic oxygen furnace processes	-	Not applicable
		Raw steel production, percentage from electric arc furnace processes	-	Not applicable
	EM-IS-000.B	Total iron ore production	-	Not applicable
	EM-IS-000.C	Total coking coal production	-	Not applicable

Third-party Assurance Statement

Introduction

Korea Management Registrar (KMR) was commissioned by Dongkuk Coated Metal to conduct an independent assurance of its 2025 Sustainability Report(the “Report”). The data and its presentation in the Report is the sole responsibility of the management of Dongkuk Coated Metal. KMR’s responsibility is to perform an assurance engagement as agreed upon in our agreement with Dongkuk Coated Metal and issue an assurance statement.

Scope and Standards

Dongkuk Coated Metal described its sustainability performance and activities in the Report. Our Assurance Team carried out an assurance engagement in accordance with the AA1000AS v3 and KMR’s assurance standard SRV1000. We are providing a Type 2, moderate level assurance. We evaluated the adherence to the AA1000AP (2018) principles of inclusivity, materiality, responsiveness and impact, and the reliability of the information and data provided using the Global Reporting Initiative (GRI) Index provided below. The opinion expressed in the Assurance Statement has been formed at the materiality of the professional judgment of our Assurance Team.

Confirmation that the Report was prepared in accordance with GRI standards 2021 was included in the scope of the assurance. We have reviewed the topic-specific disclosures of standards which were identified in the materiality assessment process.

- GRI Sustainability Reporting Standards 2021
- Universal standards)
- Topic specific standards
 - GRI 201: Economic Performance
 - GRI 302: Energy
 - GRI 305: Emissions
 - GRI 306: Waste
 - GRI 308: Supplier Environmental Assessment
 - GRI 403: Occupational Health and Safety
 - GRI 414: Supplier Social Assessment

As for the reporting boundary, the engagement excludes the data and information of Dongkuk Coated Metal’s partners, suppliers and any third parties.

KMR’s Approach

To perform an assurance engagement within an agreed scope of assessment using the standards outlined above, our Assurance Team undertook the following activities as part of the engagement:

- reviewed the overall Report;
- reviewed materiality assessment methodology and the assessment report;
- evaluated sustainability strategies, performance data management system, and processes;
- interviewed people in charge of preparing the Report;
- reviewed the reliability of the Report’s performance data and conducted data sampling;
- assessed the reliability of information using independent external sources such as Financial Supervisory Service’s DART and public databases.

Limitations and Recommendations

KMR’s assurance engagement is based on the assumption that the data and information provided by Dongkuk Coated Metal to us as part of our review are provided in good faith. Limited depth of evidence gathering including inquiry and analytical procedures and limited sampling at lower levels in the organization were applied. To address this, we referred to independent external sources such as DART and National Greenhouse Gas Management System (NGMS) and public databases to challenge the quality and reliability of the information provided.

Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with Dongkuk Coated Metal on the revision of the Report. We reviewed the Report’s final version in order to make sure that our recommendations for improvement and revision have been reflected. Based on the work performed, it is our opinion that the Report applied the GRI Standards. Nothing comes to our attention to suggest that the Report was not prepared in accordance with the AA1000AP (2018) principles.

Third-party Assurance Statement

Inclusivity

Dongkuk Coated Metal has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

Materiality

Dongkuk Coated Metal has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

Responsiveness

Dongkuk Coated Metal prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them. We did not find anything to suggest that data and information disclosed in the Report do not give a fair representation of Dongkuk Coated Metal's actions.

Impact

Dongkuk Coated Metal identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible.

Reliability of Specific Sustainability Performance Information

In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of economic, environmental, and social performance data related to sustainability performance. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

Competence and Independence

KMR maintains a comprehensive system of quality control including documented policies and procedures in accordance with ISO/IEC 17021:2015 - Requirements for bodies providing audit and certification of management systems. This engagement was carried out by an independent team of sustainability assurance professionals. KMR has no other contract with Dongkuk Coated Metal and did not provide any services to Dongkuk Coated Metal that could compromise the independence of our work.

June 2025 Seoul, Korea



CEO *E. J. Hwang*

Greenhouse Gas Verification Statement

DONGKUKCM CO.,LTD.

GHG Emissions Verification

Verification Target

Korean Foundation for Quality (hereinafter ‘KFQ’) has conducted a verification of Greenhouse Gas Emissions (hereinafter ‘GHG Inventory’) of DONGKUKCM CO.,LTD.¹⁾ (hereinafter ‘Company’) for 2024.

Verification Purpose

The purpose is to ensure the reliability of the company’s GHG Report in relation to the operation of the Emissions Trading Scheme.

Verification Scope

KFQ’s verification covered on all facilities and emission sources under the operational control and organizational boundary of the Company during 2024.

Verification Criteria

The verification process was based on [Rule for emission reporting and certification of GHG emission trading Scheme²⁾], [Rules for verification of operating the GHG emission trading scheme³⁾] and [ISO14064-3] for every applicable part.

Level of Assurance

The Verification has been planned and conducted as the ‘Rules for verification of operating the greenhouse gas emission trading scheme’, and the level of assurance for verification shall be satisfied as reasonable level of assurance. And it was confirmed through an internal review whether the process before the verification was conducted effectively.

1) Address (based on headquarters): 100, 19, Eujil-ro 5-gil, Jung-gu, Seoul, Republic of Korea

2) Notification No. 2025-28 of Ministry of Environment

3) Notification No. 2024-169 of Ministry of Environment



Verification Limitation

The verification shall contain the potential inherent limitation in the process of application of the verification criteria and methodology.

Verification Opinions

Regarding to the data of the Greenhouse Gas Emission Consumption from the report through the verification, KFQ provides our verification opinions as below;

- 1) GHG emissions have been appropriately calculated according to the “Rule for emission reporting and certification of GHG emission trading Scheme” and “ISO 14064-1:2018” methodologies.
- 2) The company’s GHG emissions are less than 500,000 tCO₂-eq, complying with the materiality threshold of below 5% of total emissions.
- 3) Thus, KFQ concludes that GHG Emissions of Company in 2024 is correctly calculated and reported in accordance with “Rule for emission reporting and certification of GHG emission trading Scheme”.

[Unit: tCO₂-eq]

Scope 1	Scope 2	총계
112,565.088	175,392.117	287,956

※ The totals in this verification statement do not match the totals in emission trading scheme because the total emissions of each facility are calculated by truncating to integer units

May 30th, 2025

Ji Young Song

CEO Ji-Young Song
Korean Foundation for Quality



UN SDGs

Dongkuk CM endorses the UN Sustainable Development Goals (SDGs), universal objectives shared by the global community, and joins forces to achieve them through the following sustainable management activities, thereby discharging our social responsibility as a global citizen.

UN SDGs	Our Responses	UN SDGs	Our Responses	UN SDGs	Our Responses
1 NO POVERTY 	No Poverty Hosting community outreach events and kimchi-sharing volunteer programs to support neighbors in need	7 AFFORDABLE AND CLEAN ENERGY 	Sustainable Energy Retaining ISO 50001 certification and continuously engaging in energy-saving initiatives	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Responsible Consumption and Production Enhancing energy-saving processes and implementing GHG mitigation activities
3 GOOD HEALTH AND WELL-BEING 	Health and Well-Being Assessing work environments, conducting health promotion programs, and nurturing CPR experts (436 completed the training)	8 DECENT WORK AND ECONOMIC GROWTH 	Decent Work and Economic Growth Sharpening DK competencies, providing basic training by job level, and carrying out activities driven by the DK HRD Center	13 CLIMATE ACTION 	Climate Action Participating in the global CDP initiative and undergoing EcoVadis sustainability assessments
4 QUALITY EDUCATION 	Learning and Growth Running talent development programs (support for overseas language training and domestic graduate studies)	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Industry, Innovation, and Infrastructure Participating in the Korea Architecture Fair & Festival, and elevating our brand reputation	14 LIFE BELOW WATER 	Marine Ecosystem Protection Ensuring seamless water resource management based on our own stricter standards
5 GENDER EQUALITY 	Gender Equality Ensuring fair recruitment free from gender-based discrimination, childbirth leave, shorter working hours during pregnancy, and childcare leave	10 REDUCED INEQUALITIES 	Reduced Inequalities Running the bulletin board dedicated to ethical management, and promoting volunteer works	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	Peace, Justice, and Strong Institutions Providing education on ethics and compliance, establishing a Supplier Code of Conduct, and safeguarding data privacy
6 CLEAN WATER AND SANITATION 	Clean Water and Sanitation Operating in-house wastewater treatment facilities and applying strengthened water quality standards	11 SUSTAINABLE CITIES AND COMMUNITIES 	Sustainable Cities and Communities Conducting the initiative of grave restoration for an independence activist	17 PARTNERSHIPS FOR THE GOALS 	Partnerships for the Goals Reviewing participation in the UN Global Compact and maintaining memberships in key global initiatives

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