

Challenge Ourselves,  
**Change the World**

# Sustainability Report



2024

**KOREAN** Re

# Contents

<p><b>Overview</b></p> <ul style="list-style-type: none"> <li>04 Message from the CEO</li> <li>05 About Us</li> <li>06 Mission &amp; Vision</li> <li>06 Korean Re Highlights</li> </ul> <hr/> <p><b>Introduction</b></p> <ul style="list-style-type: none"> <li>08 Sustainability Management Framework</li> </ul> <hr/> <p><b>Core Business</b></p> <ul style="list-style-type: none"> <li>15 Key Financial Performance</li> <li>16 Responding to the New Insurance Solvency Regime (K-ICS)</li> <li>17 Expanding the Basis for Future Growth</li> <li>19 Digital Innovation &amp; AI</li> </ul> <hr/> <p><b>Employees &amp; Community</b></p> <ul style="list-style-type: none"> <li>21 Work-Life Balance and a Sustainable Society</li> <li>23 Strengthening Social Contribution Activities</li> </ul> <hr/> <p><b>Climate</b></p> <ul style="list-style-type: none"> <li>27 TCFD Report</li> </ul> <hr/> <p><b>Commitment</b></p> <ul style="list-style-type: none"> <li>38 Sustainability Management Metrics</li> </ul>	<p><b>Sustainable Business</b></p> <ul style="list-style-type: none"> <li><b>Environment</b></li> <li>41 Environmental Management System</li> <li>42 Internalization of Environmental Management</li> </ul> <hr/> <ul style="list-style-type: none"> <li><b>Employees &amp; Society</b></li> <li>44 Human Rights Management</li> <li>46 Talent Attraction and Development</li> <li>50 Occupational Health and Safety</li> <li>51 Information Security and Privacy</li> <li>53 Customer Satisfaction</li> <li>54 Inclusive Finance</li> </ul> <hr/> <ul style="list-style-type: none"> <li><b>Governance</b></li> <li>55 Sound Corporate Governance</li> <li>59 Shareholder Value</li> <li>59 Ethics &amp; Compliance Management</li> <li>62 Audit Organization</li> <li>62 Risk Management</li> </ul>	<p><b>Appendix</b></p> <ul style="list-style-type: none"> <li>67 Economic Performance</li> <li>67 Key Performance Indicators</li> <li>73 Association Membership and Contribution</li> <li>73 IRO Long List</li> <li>74 Sustainability Index</li> <li>78 Independent Assurance Statement</li> <li>79 Greenhouse Gas Verification Statement</li> </ul>
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## About this report

### Overview

Korean Reinsurance Company (hereinafter referred to as “Korean Re” or “we”) has been publishing an annual sustainability report to transparently communicate our vision for sustainable growth and long-term value creation strategies with our stakeholders. Going forward, Korean Re remains committed to actively incorporating stakeholder feedback into our management activities.

### Reporting Principles

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, the globally recognized framework for sustainability reporting. In order to better reflect industry- and regional- specific considerations, we also referenced additional frameworks: Korea’s K-ESG to account for geographic and regulatory factors relevant to our operating context; the Task Force on Climate-related Financial Disclosures (TCFD) for climate-related disclosures; and the industry-specific standards recommended by the Sustainability Accounting Standards Board (SASB) to effectively address material topics relevant to the reinsurance sector.

### Reporting Period

The reporting period generally covers our performance and achievements for the calendar year 2024, from January 1 to December 31. However, some activities and results from the first half of 2025 are also included as deemed necessary in terms of the timeliness and significance of the information being reported. Quantitative data is reported for the most recent three years (2022-2024) to facilitate trend analysis and comparison.

### Reporting Scope

The reporting scope primarily covers data from our headquarters in Seoul, Korea. For data points where the scope differs and boundary issues require clarification, appropriate footnotes have been provided. Financial performance is presented in accordance with the Korea International Financial Reporting Standards (K-IFRS) on a consolidated basis.

### Data Assurance

The reliability of this report's content has been assured by an independent third party, Korea Management Registrar (KMR). The Independent Assurance Statement can be found on page 78.

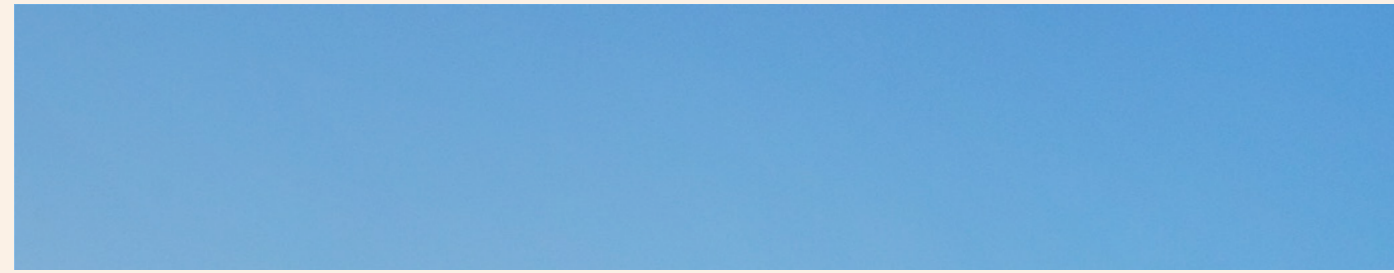
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### User Guide

This report is an interactive PDF that contains direct links to related web pages. For readers seeking more information, detailed data and information are just a click away. Clicking on related icons, the home button, the table of contents, or navigation links will take you directly to the intended pages.

- Go Home
- Go Back
- Table of Contents
- Go to Linked Page



# Overview



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Message from the CEO	04
About Us	05
Mission & Vision	06
Korean Re Highlights	06

# Message from the CEO



## Dear Valued Stakeholders of Korean Re, I would like to express my sincere gratitude for your continued support of Korean Reinsurance Company.

The year 2024 was defined by a confluence of challenges, including escalating climate risks, intensifying geopolitical tensions, and persistent volatility in the financial markets—factors that have impacted virtually every industry. The prolonged conflict in Eastern Europe and ongoing instability in the Middle East have driven heightened fluctuations in energy and commodity prices. Meanwhile, prolonged high-interest-rate policies in major economies, including the United States, have placed increasing pressure on global asset markets and emerging economies. For the insurance sector, the growing frequency and severity of climate-related catastrophes have led to rising loss ratios. Furthermore, reinsurers—including Korean Re—must contend with the dual challenge of ensuring both profitability and financial resilience amid post-hard market repricing pressures and structural shifts in insurance demand.

Despite these unpredictable and challenging conditions, Korean Re delivered robust bottom-line results and achieved significant growth in total and invested assets, thereby underscoring a well-balanced trajectory of growth and profitability. In 2024, we recorded a new all-time high of KRW 316.7 billion in net income, surpassing the record set just a year earlier. Both total assets and invested assets rose by more than KRW 1 trillion year on year. These achievements reflect our disciplined focus on internal stability, enhanced risk management, and strategic portfolio optimization. As a result of these efforts, we received an Insurance Financial Strength Rating (IFSR) of A1 with a Stable Outlook from Moody's Ratings. This not only provided validation of our long-term, value-oriented strategy, but also set a guiding principle for our continued pursuit of sustainable corporate value in the years ahead.

Regardless of these notable accomplishments on the part of Korean Re, today's business landscape still demands more than just tangible financial performance results. As climate risk intensifies and socioeconomic paradigms continue to evolve, expectations around corporate sustainability—from investors, clients, and regulators—are growing steadily. In this new reality, a sustainable company is no longer defined solely by financial returns but by its ability to foster resilience in society and the environment, and to serve as a steward for future generations. In full alignment with this perspective, we remain deeply committed to our core function of distributing risk and supporting rapid recovery from natural and socioeconomic disruptions. At the same time, we are broadening our role to actively contribute to environmental stewardship and the development of a more sustainable society.

Translating this commitment into action, we reinforced the execution of our ESG strategy and expanded communication channels to enhance transparency and engagement over the past year. This included consistent implementation of our coal phase-out policy across both reinsurance underwriting and asset management activities at home and abroad. We also engaged in diverse initiatives aimed at strengthening systemic resilience, such as expanding support for joint research initiatives on climate risk, organizing international seminars, and participating in government-led projects. In addition, we revamped the ESG section of our corporate website and enhanced our public ESG disclosures to articulate our direction and commitment more clearly. As a result, Korean Re maintained its integrated ESG A rating from the Korea Institute of Corporate Governance and Sustainability (KCGS) for the second consecutive year, while our Social (S) rating was upgraded from A to A+—a clear reflection of our growing impact and dedication.

In short, 2024 was a year of meaningful progress on both financial and non-financial fronts for Korean Re. This success would not have been possible without the tireless commitment and diligence of our employees and the steadfast trust and support of our stakeholders. I extend my sincere gratitude to all who have been part of this journey.

As we look ahead to 2025, Korean Re is preparing for its next phase of strategic transformation. This involves launching a dedicated AI task force to lead our digital innovation initiatives, with the aim of enhancing operational productivity and delivering greater value to our clients. This move reflects our firm resolve to build a foundation for sustainable growth that extends well beyond short-term gains in efficiency.

Korean Re will continue to evolve as a dynamic and responsible reinsurer, adapting flexibly to changes in the global environment and living up to the trust placed in us by our stakeholders.

Thank you once again for your continued support of Korean Reinsurance Company.

**Jong-Gyu Won**  
President & CEO  
Korean Reinsurance Company

# About Us

Since its founding in 1963 as the state-owned Korean Non-Life Reinsurance Corporation, the company has undergone some major transformations, including its transition to the publicly owned Korean Reinsurance Company in 1978 and the adoption of its current name, Korean Re, in 2002. Over more than six decades, Korean Re has continued on a trajectory of steady growth and is now emerging as a global top-tier reinsurer beyond Asia, with strong fiscal solvency and credibility recognized by leading international credit rating agencies.

As Korea's only dedicated professional reinsurer, Korean Re commands deep insight into the domestic business environment and actively represents the interests of the Korean insurance industry. We are also committed to delivering optimal client value by accurately addressing local market needs. Based on this foundation, we fulfill our role in effective risk diversification and contribute to the advancement of the Korean insurance industry through strategic partnerships with domestic insurers.

Guided by the strategic slogan "Challenge Ourselves, Change the World," Korean Re continues to pursue internal innovation and expand its positive global impact. Today, we remain as focused as ever on strengthening our global business foundation and deepening our technical capabilities. By prudently leveraging overseas platforms such as our reinsurance intermediary in the United States, our Swiss subsidiary, and our Shanghai branch, we are advancing a profitability-oriented growth model based on localized business operations.

Looking ahead, Korean Re remains dedicated to delivering creative and professional reinsurance services that raise the bar for customer satisfaction. With each and every employee united in our mission to become a global top-tier reinsurer, we will continue to return the trust and support of our shareholders and clients through unsurpassed dedication and performance.

## KOREAN Re

Challenge Ourselves,  
**Change the World**

CEO	Jong-Gyu Won	Established	1963
Headquarters	4-5F Signature Tower, 100 Cheonggyecheon-ro, Jung-gu, Seoul, Korea	Website	www.koreanre.co.kr

## History

- 1963 -** Mar. 1963 Established as the state-owned company, the Korean Non-Life Reinsurance Corporation
- Oct. 1969 Opened the Tokyo Liaison Office
- Dec. 1972 Opened the London Liaison Office
- Mar. 1978 Reorganized as a publicly owned company, Korean Reinsurance Company
- Nov. 1978 Opened the Singapore Branch
- Feb. 1995 Established Worldwide Insurance Services, Ltd. (WIS) in Hong Kong
- June 2002 Renamed Korean Re through the launch of a new Corporate Identity
- Feb. 2011 Acquired an A rating from AM Best
- Oct. 2014 Acquired an A rating from S&P Global Ratings
- Feb. 2015 Established Korean Re Underwriting Ltd. at Lloyd's of London
- July 2017 Opened the Labuan Branch in Malaysia
- Dec. 2017 Opened the DIFC Branch in Dubai, UAE
- June 2019 Established Korean Reinsurance Switzerland AG in Zurich, Switzerland
- Jan. 2020 Established the Shanghai Branch in the People's Republic of China
- Feb. 2020 Established the Bogotá Liaison Office in Colombia
- Sep. 2021 Established KoreanRe Insurance Services, Inc. in New Jersey, USA
- Mar. 2023 Renewal of the Corporate Identity in celebration of the company's 60<sup>th</sup> anniversary
- Feb. 2024 S&P ratings outlook upgraded from A/Stable to A/Positive
- 2025** Apr. 2025 Relocated headquarters to Signature Tower in Supyo-dong, Jung-gu, Seoul

# Mission & Vision

## KOREAN Re

### Mission

**We serve to protect your future**

We are committed to providing reinsurance services of the highest possible standards to deliver value for our clients, shareholders, and employees, and ultimately support their growth and prosperity.

### Vision

**Value-Creating Reinsurance Leader  
Global Top-Tier Reinsurer**

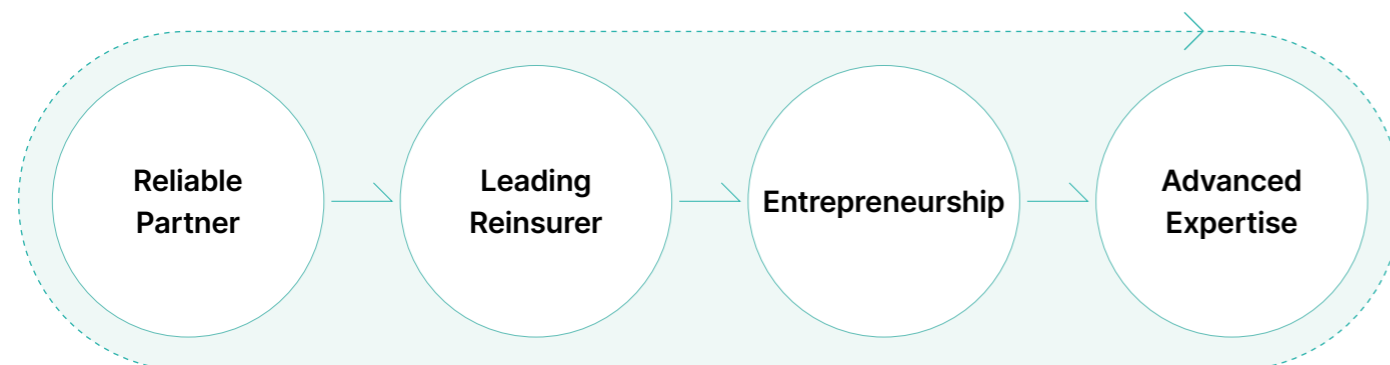
### Strategy

**Challenge Ourselves, Change the World**

### Ten Major Tasks

<b>01</b> Capacity/ Credit ratings 	<b>02</b> Global business operations 	<b>03</b> Underwriting 	<b>04</b> Asset management 	<b>05</b> Diversification of business mix 
<b>06</b> Risk management 	<b>07</b> Human resources/ Organizational efficiency 	<b>08</b> Knowledge infrastructure for insurance and finance 	<b>09</b> Client services 	<b>10</b> Social responsibility 

### Value-Creating



# Korean Re Highlights

### Credit Ratings



**A+** stable

S&P  
(July 2025)

**A** stable

AM Best  
(December 2024)

**A1** stable

Moody's  
(May 2025)

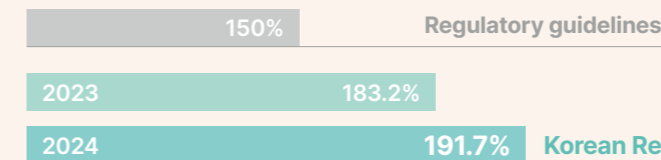
### Total Assets

(Based on 2024 consolidated financial statements)

**KRW 13.16 trillion**

Up KRW 1,094 billion (9.1%) YoY

### Solvency Ratio (K-ICS)



### Initiative Membership (as of June 2025)

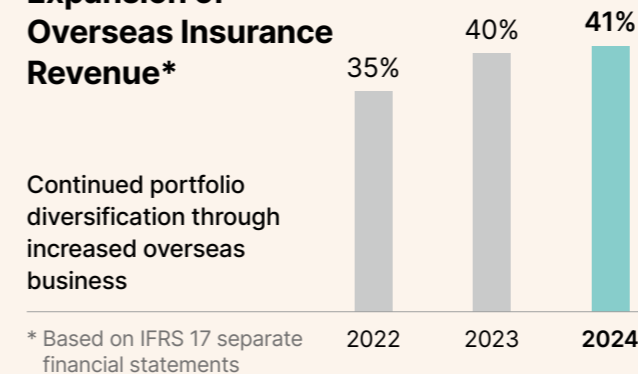
**UN PSI**  
UN Principles for Sustainable Insurance



**UNEP FI**  
United Nations Environment Programme  
Finance Initiative



### Expansion of Overseas Insurance Revenue\*



### Global Network (as of 2024)



### Korean Re Sustainability Bond

**'STB1'**

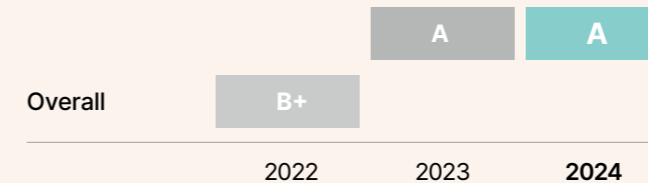
Highest grade from Korea Investors Service

### Korean Re's Declaration on the Phase-Out of Coal Financing

(November 2022)



### KCGS\* ESG Rating

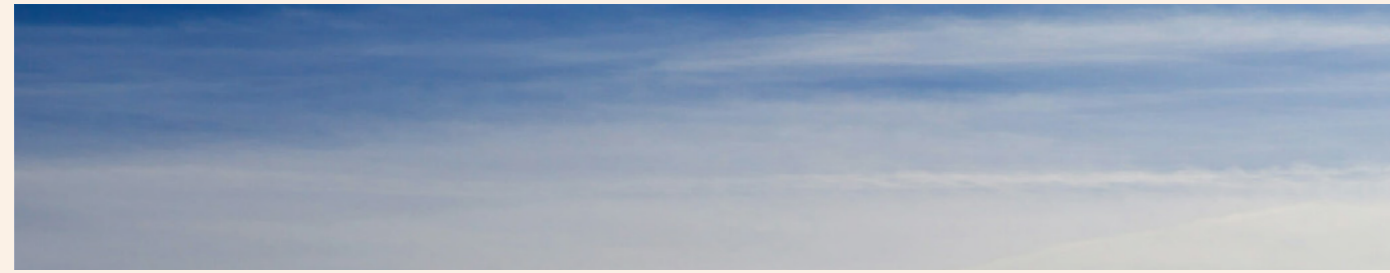


\* Korea Institute of Corporate Governance and Sustainability

### Ministry of Gender Equality and Family Family-Friendly Corporation Certification

(December 2022)





# Introduction



Korean Re has established company-wide strategies and objectives for sustainable management centered on its ESG Committee and is building a framework to ensure effective implementation.

Backed by a sound and transparent governance structure, all employees are actively engaged in fulfilling their environmental and social responsibilities, thereby contributing to the company's sustainable growth and long-term value creation.

As a result, Korean Re received A (Excellence) ratings across the board in all ESG categories for the second consecutive year in 2024—earning an A in Environment, A+ in Social, and A in Governance—from the Korea Institute of Corporate Governance and Sustainability (KCGS). We aim to further internalize sustainability management practices across our operations by continuously identifying and addressing areas for improvement.

Through materiality assessments that take into account both internal and external factors, as well as the perspectives of various stakeholders, Korean Re readily identifies core sustainability issues and actively integrates them into its overall business activities.

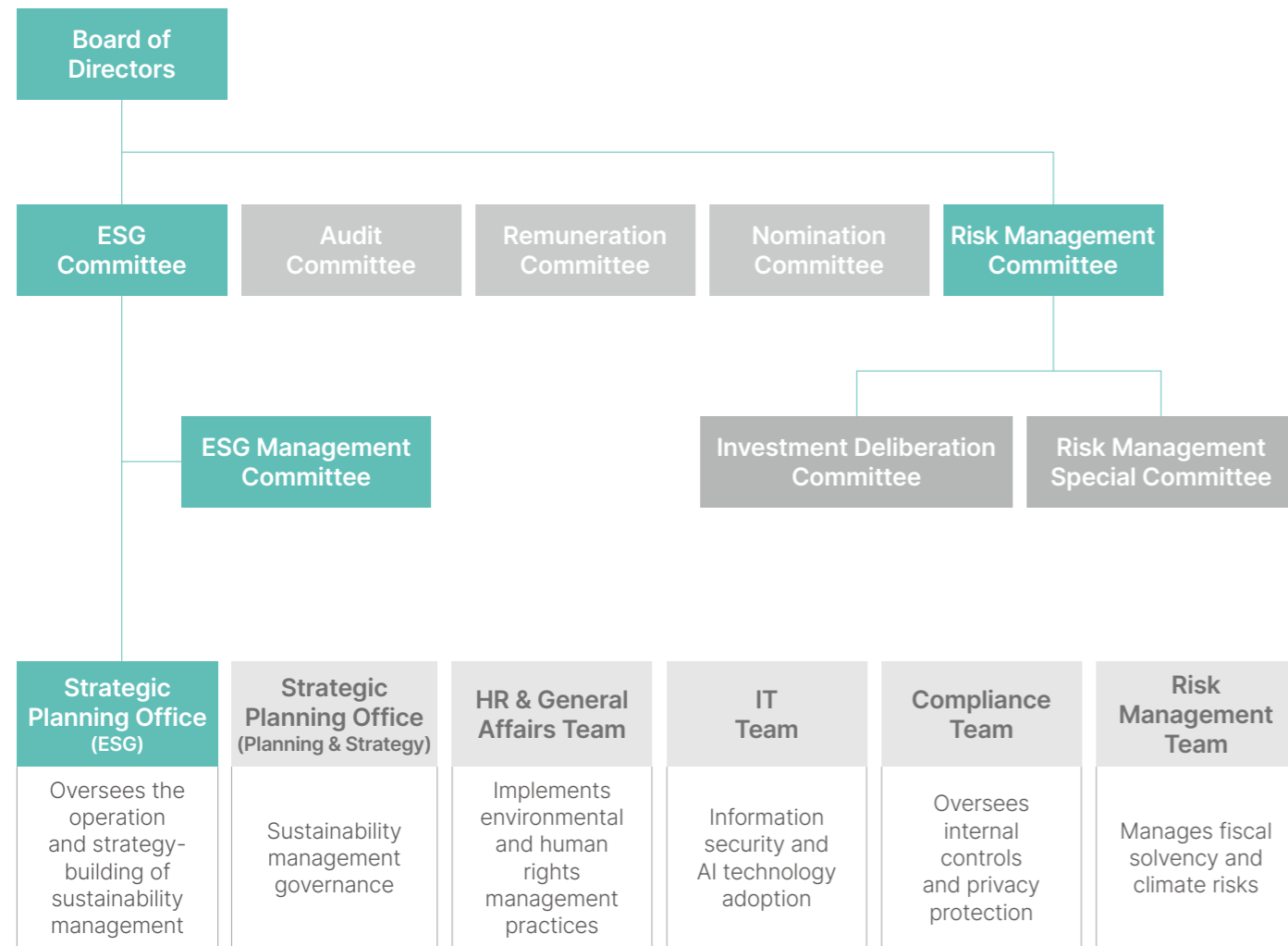
# Sustainability Management Framework

## ESG Governance

### Sustainability Decision-Making Framework

Korean Re established its ESG Committee within the Board of Directors (BOD) to systematically promote sustainability management practices. The committee meets at least once every six months, functioning under a company-wide decision-making framework, where it reports resolutions and significant agenda to the BOD and the CEO, if necessary.

Additionally, for the smooth operation of the ESG Committee and efficient discussion and execution of deliberations and resolutions, Korean Re set up not only the ESG Management Committee made up entirely of managing directors but also a unit responsible for ESG matters within the Strategic Planning Office.



### ESG Committee

The ESG Committee formulates the foundational policies and mid- to long-term goals for sustainable management. By continuously monitoring implementation outcomes and addressing areas for improvement, the committee plays a pivotal role in ensuring Korean Re’s fulfillment of its environmental and social responsibilities and in establishing transparent governance.

As the cornerstone of Korean Re’s ESG governance, the ESG Committee identifies key sustainability issues, assesses associated risks and opportunities, and develops appropriate response strategies.

Comprised of two external directors with expertise in insurance and finance, the committee is structured to effectively carry out its mandate and actively seeks advice from external experts as needed.

### ESG Management Committee

The ESG Management Committee, comprising all managing directors—including the Chief Financial Officer (CFO) and Chief Risk Officer (CRO)—serves as a consultative body for the ESG Committee’s resolutions and reporting matters.

It reviews the ESG Committee’s deliberations and coordinates the detailed strategies, goals, and initiatives for sustainable management. By promoting alignment across operational functions, the committee helps ensure the consistent execution of the company’s sustainability strategies and reinforces enterprise-wide implementation.

### ESG Function

The Strategic Planning Office identifies core issues related to sustainable management and develops company-wide ESG policies and strategies. It also sets phased goals—short-, mid-, and long-term—and detailed implementation plans, which are then submitted to the ESG Committee and ESG Management Committee for deliberation and approval.

At the same time, the Strategic Planning Office regularly shares updates on the company’s ESG activities, performance, and plans with all employees, while also running ESG training programs to enhance employees’ competencies and support their informed, responsible decision-making.






# Sustainability Management Framework

## Stakeholder Communication

Korean Re defines its primary stakeholders as employees, clients, shareholders and investors, local communities, as well as governmental and industry bodies. We are committed to understanding the expectations and needs of each stakeholder group through ongoing engagement and subsequently incorporating their input in our management practices.

To this end, Korean Re leverages a wide range of communication channels to regularly identify key issues by stakeholder group. The insights gathered are then actively reflected in the company's strategic planning and decision-making processes.

Moving forward, we will continue to strengthen our structured stakeholder communication practices, which in turn will reinforce our sustainability and social responsibility efforts while driving long-term value creation and management built on trust.

Stakeholder	Definition	Key Issues	Channels
 <b>Employees</b>	The group of people affiliated with Korean Re that provide labor and services and receive compensation in return	<ul style="list-style-type: none"> <li>• Protecting employee human rights</li> <li>• Employee competency-building</li> <li>• Ensuring a healthy work-life balance</li> <li>• Promoting diversity in the workforce</li> <li>• Assessment and management of corruption risk</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate culture surveys</li> <li>• Employee workshops by job grade level</li> <li>• Labor-Management Council</li> <li>• Compliance reporting hotline (Sinmungo)</li> <li>• Human rights impact and corruption risk assessment survey</li> </ul>
 <b>Clients</b>	Companies that enter into or broker reinsurance and investment contracts with Korean Re	<ul style="list-style-type: none"> <li>• Protecting clients through ethics-based management</li> <li>• Enhancing customer satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance and ethics reporting system</li> <li>• Regular client satisfaction surveys</li> </ul>
 <b>Shareholders and Investors</b>	Individuals or entities that hold shares issued by Korean Re	<ul style="list-style-type: none"> <li>• Enhancing corporate value</li> <li>• Practicing transparent management</li> <li>• Managing corporate risks</li> <li>• A proactive approach to shareholder returns</li> </ul>	<ul style="list-style-type: none"> <li>• Business Report, Audit Report</li> <li>• Annual Corporate Governance Report</li> <li>• Investor relations (IR) meetings</li> <li>• Sustainability Report</li> </ul>
 <b>Local Communities</b>	Local communities and residents affected by Korean Re's business activities	<ul style="list-style-type: none"> <li>• Community outreach services</li> <li>• Biodiversity conservation</li> <li>• Climate risk management</li> </ul>	<ul style="list-style-type: none"> <li>• Jongno-gu District Office, Jongno-gu Scholarship Foundation</li> <li>• NGOs and related organizations partnering for social contribution projects</li> <li>• Climate risk industry-academia research co-op group (e.g., the Korea Risk Management Society)</li> </ul>
 <b>Government and Industrial Associations</b>	Organizations that implement national policies, systems, and legislation in the jurisdictions where Korean Re's business operations are located or its business activities take place	<ul style="list-style-type: none"> <li>• Strengthening domestic and international financial regulations and supervisory systems</li> <li>• Participating in associations and related associations</li> </ul>	<ul style="list-style-type: none"> <li>• Korean Financial Services Commission, Korean Financial Supervisory Service, Korea Accounting Institute</li> <li>• Organizations, including the General Insurance Association of Korea and Korea Insurance Development Institute</li> </ul>

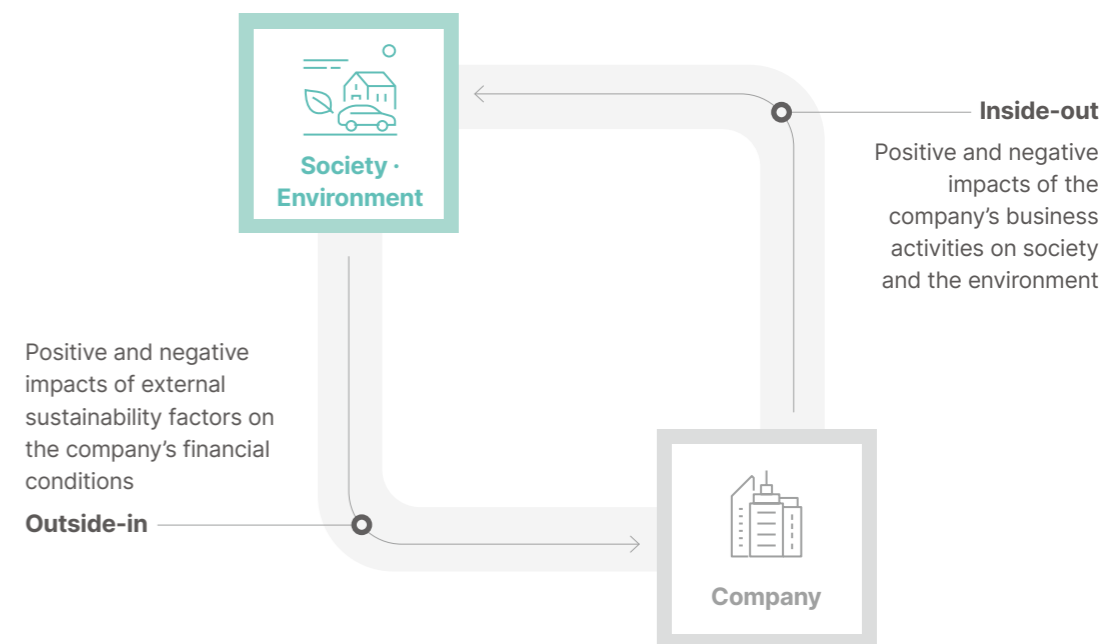
# Sustainability Management Framework

## Materiality Assessment

Korean Re systematically identifies key ESG issues that are directly linked to the company’s sustainability through a comprehensive materiality assessment. Each issue is analyzed from a dual perspective: inside-out (impact of corporate activities on external stakeholders) and outside-in (impact of external environmental changes on the company). Issues that receive high scores in both dimensions are designated as material sustainability issues.

In 2024, in response to the accelerated pace of digital transformation and the shift toward a technology-driven business environment, Korean Re designated digital innovation and AI as a new material issue. Accordingly, the company is formulating and implementing strategic responses from a sustainability perspective, including AI-driven process innovation, enhancement of information security systems, and reinforcement of digital governance.

The results of the materiality assessment are reported to and reviewed by the ESG Committee, with management strategies and action plans for each issue transparently disclosed in this report. This process serves as a core foundation for clarifying Korean Re’s direction in advancing sustainable management and for reinforcing stakeholder trust.



### Material Sustainability Issues

Category	Core Issues	Risk Factors	Opportunity Factors	Impact Scope (Internal)	Impact Scope (External)
Core Business	Responding to the new insurance solvency regime	• A decrease in solvency ratio leading to disciplinary actions that undermine corporate value	• Rising demand for reinsurance to secure fiscal solvency	Company-wide (risk management, accounting, actuarial)	Shareholders and investors, supervisory authorities
	Expanding the basis for future growth	• Stagnation in growth due to domestic economic slowdown and entry of foreign reinsurers into the domestic market	• Entering overseas markets to secure stable revenue based on a long history of underwriting experience and expertise	Company-wide (insurance, asset management, overseas)	Shareholders and investors
	Digital innovation and AI	• Exposure to information security risks and lack of internal governance due to expanded use of AI	• Enhancing efficiency and productivity through AI-driven business innovation and securing sustainable growth drivers	Company-wide (insurance, employees)	Shareholders and investors, clients (business partners)
Employees & Community	Work-life balance and a sustainable society	• Loss of competent employees or operational gaps undermining organizational operations	• Strengthening organizational competitiveness and stability through the acquisition and development of talents	Company-wide (employees)	Local communities
	Strengthening social contribution activities	• Reputation damage due to failure to fulfill corporate social and/or environmental responsibilities	• Enhancing the corporate image and creating social value through social contribution activities	Company-wide (employees)	Local communities
Climate	Climate risk management and implementation of decarbonization policies	• Increased uncertainty in insurance liability valuation and expected losses due to climate-related risks • Potential decline in insurance revenue from high-carbon industries and reduced returns on related investment assets	• Reinsurance premium rate increases and the creation of new revenue streams through the development of green products • Enhanced socio-economic credibility through the implementation of climate risk response policies	Company-wide (risk management, insurance, asset management)	Clients (business partners), shareholders and investors, government, local communities




### Sustainability Management Guidelines

Category	Core Issues	Risk Factors	Opportunity Factors	Impact Scope (Internal)	Impact Scope (External)
Commitment	Solidifying sound corporate governance	• Legal sanctions due to violations of relevant regulations	• Transparent and stable business management bolstering investor confidence	Company-wide (governance)	Clients (business partners), shareholders and investors
	Strengthening compliance and ethical management	• Economic losses due to internal misconduct	• Stronger internal controls enhancing stability in organizational operations	Company-wide (compliance, auditing)	Clients (business partners), shareholders and investors, supervisory authorities
	Establishing and implementing a sound human rights management system	• Legal procedures and labor disputes due to human rights violations	• Strengthening employees’ working rights that lead to higher employee engagement	Company-wide (employees)	Clients (business partners)
	Establishing and implementing a sound environmental management system	• Revenue decline due to restrictions on existing underwriting and investment operations	• Creating new revenue streams by developing new reinsurance products and increasing investment in the green sector	Company-wide (insurance, asset management)	Clients (business partners), shareholders and investors, local communities
	Establishing appropriate health and safety management policies	• Loss of life and property due to accidents	• Improving working environments that lead to higher productivity	Company-wide (compliance, auditing)	Clients (business partners)

# Sustainability Management Framework

## Sustainability Management Strategies

To develop our ten major tasks within the sustainable management framework, we have established sustainability management strategies in three categories and declared Sustainability Management Guidelines as the overarching means by which to foster a sustainable corporate culture.

Ten Major Tasks	Sustainability Management Strategies	Sustainability Management Guidelines
 <ul style="list-style-type: none"> <li>01 Capacity/credit ratings</li> <li>02 Global business operations</li> <li>03 Underwriting</li> <li>04 Asset management</li> <li>05 Diversification of business mix</li> <li>06 Risk management</li> <li>07 Human resources / Organizational efficiency</li> <li>08 Knowledge infrastructure for insurance and finance</li> <li>09 Client services</li> <li>10 Social responsibility</li> </ul>	 <p><b>Core Business</b></p> <ul style="list-style-type: none"> <li>• Managing fiscal solvency in response to changing business environments</li> <li>• Expanding international bases and exploring new markets for sustainable growth</li> <li>• Enhancing operational efficiency through digital innovation and AI</li> </ul> <p><b>Employees &amp; Community</b></p> <ul style="list-style-type: none"> <li>• Realizing social value through strengthened social contribution activities</li> <li>• Contributing to the development of a sustainable society through healthy work-life balance policies</li> <li>• Creating continuous job opportunities</li> </ul> <p><b>Climate</b></p> <ul style="list-style-type: none"> <li>• Strengthening proactive risk management for climate change and natural disasters</li> <li>• Promoting the achievement of the Declaration on the Phase-Out of Coal Financing and meeting our 2050 Net-Zero goals</li> <li>• Expanding industry-academia research collaboration on climate risk</li> </ul>	 <p><b>Commitment</b></p> <ul style="list-style-type: none"> <li>• Declaring our Governance Charter</li> <li>• Strengthening compliance and ethical management</li> <li>• Establishing and implementing systems for human rights management and environmental management</li> <li>• Setting up a health and safety management policy</li> </ul>

### Core Business

In an increasingly volatile business environment, Korean Re remains committed to maintaining sound fiscal solvency as it lays the foundation for future growth through expansion into new markets and improved investment performance. This approach represents one of our core strategies for sustainable value creation, allowing us to pursue a mid- to long-term growth model that balances stability and profitability.

### Employees & Community

We support our employees in maintaining a healthy work-life balance and strive to create continuous job opportunities and strengthen social contribution activities. These efforts aim to realize social value both within and outside the organization, thereby enhancing organizational competitiveness and stability as we faithfully fulfill our social responsibilities to lay the foundation for sustainable management.

### Climate

While proactively responding to risks inherent to the reinsurance business, such as climate change and natural disasters, Korean Re is systematically implementing a range of strategies to support the transition to a low-carbon society and foster environmentally sustainable growth as a responsible financial institution.

### Commitment

To drive the company-wide execution of sustainable management, Korean Re has established and actively practices a Code of Conduct that all employees are expected to follow in their day-to-day duties. This code goes beyond basic legal compliance—it serves as a behavioral guideline for promoting the sound development of the insurance industry, advancing stakeholder rights and interests, and cultivating a transparent and trust-based organizational culture.

# Sustainability Management Framework

## Sustainability Management Strategies and Responses

### Core Business



Goals	Responses (short-term)	Progress	Responses (mid-to long-term)
<b>Responding to the New Insurance Solvency Regime</b>			
Managing fiscal solvency in response to changing business environments	<ul style="list-style-type: none"> <li>Secure fiscal solvency</li> </ul>	<ul style="list-style-type: none"> <li>Issued hybrid capital securities in 2024 (KRW 230 billion)</li> <li>Solvency ratio: 181%('22) → 183%('23) → 192%('24)</li> </ul>	<ul style="list-style-type: none"> <li>Strengthen financial stability through continuous capital increase</li> <li>Enhance capital efficiency through a risk-based management decision-making system</li> </ul>
	<ul style="list-style-type: none"> <li>Formulate risk management strategies and reinforce dedicated personnel under the new regime</li> <li>Expand financial reinsurance (e.g., coinsurance) to support primary insurers' financial stability</li> </ul>	<ul style="list-style-type: none"> <li>Regularly conduct an Own Risk and Solvency Assessment (ORSA)</li> <li>Established a dedicated team for IFRS 17 accounting and financial management</li> <li>Ranked No. 1 in domestic coinsurance contract volume (cumulative total of KRW 1.65 trillion)</li> <li>Entered into coinsurance and mass lapse reinsurance contracts with multiple insurers</li> </ul>	<ul style="list-style-type: none"> <li>Develop capital management plans by scenarios based on ORSA</li> <li>Continuously expand into new reinsurance markets in response to changing business environments</li> </ul>
<b>Expanding the Basis for Future Growth</b>			
Expanding international bases and exploring new markets for sustainable growth	<ul style="list-style-type: none"> <li>Raise the proportion of overseas insurance revenue</li> <li>Embrace broader markets beyond Asia and into the Americas and Europe</li> </ul>	<ul style="list-style-type: none"> <li>Continuously expanded overseas insurance revenue: 35.0% ('22) → 41.4% ('24)</li> <li>Continuous growth in the Americas and Europe: 42.2% ('19) → 55.1% ('24)</li> </ul>	<ul style="list-style-type: none"> <li>Achieve sustainable growth by increasing the proportion of overseas insurance revenue</li> <li>Enhance global competitiveness through a stronger presence in major reinsurance markets worldwide</li> </ul>
	Expanding invested assets and enhancing the return on invested assets	<ul style="list-style-type: none"> <li>Strengthen our foundation for growth by scaling up invested assets</li> <li>Transition to a profit-oriented investment strategy</li> </ul>	<ul style="list-style-type: none"> <li>Achieved invested assets of KRW 10.834 trillion in 2024 (up KRW 1.1 trillion YoY)</li> <li>Portfolio rebalancing to diversify our asset portfolio</li> <li>Return on investments (excluding insurance finance results): 3.0% ('23) → 3.9% ('24)</li> <li>Enhancing the risk-based asset management system and improving portfolio ROI by asset class</li> </ul>
<b>Digital Innovation and AI</b>			
Enhancing operational efficiency through digital innovation and AI	<ul style="list-style-type: none"> <li>Expand machine learning-based process automation</li> </ul>	<ul style="list-style-type: none"> <li>Broadening the application of automation solutions for classification of statements of accounts</li> <li>Advancing the cloud computing and data infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>Establishing AI security and governance frameworks</li> <li>Company-wide deployment and enhancement of generative AI systems</li> </ul>

### Employees & Community



Goals	Responses (short-term)	Progress	Responses (mid-to long-term)
<b>Work-Life Balance and a Sustainable Society</b>			
Contributing to the development of a sustainable society through healthy work-life balance policies	<ul style="list-style-type: none"> <li>Reinforce pregnancy and childbirth support programs</li> <li>Strengthen childcare support systems</li> </ul>	<ul style="list-style-type: none"> <li>Infertility treatment support*: 56 employees</li> <li>Childbirth incentive*: 47 employees</li> <li>Birth incentive for two or more children*: 26 employees</li> <li>Regularized one-and-a-half-year parental leave and two-year reduced working hours</li> <li>Tuition subsidies for employees' children (preschool to university)</li> </ul>	<ul style="list-style-type: none"> <li>Established lifecycle-based family support systems to attract top talent and foster a healthy corporate culture</li> </ul>
	Creating continuous job opportunities	<ul style="list-style-type: none"> <li>Promote recruitment of new hires and rolling recruitment of experienced personnel</li> </ul>	<ul style="list-style-type: none"> <li>Continuous recruitment: 40 new hires (2022) → 34 new hires (2023) → 40 new hires (2024)</li> <li>Expanded employment of people with disabilities: Created a sports team consisting of employees with disabilities (Nov. 2023)</li> </ul>
<b>Strengthening Social Contribution Activities</b>			
Realizing social value by strengthening social contribution activities	<ul style="list-style-type: none"> <li>Encourage employee participation in social contribution activities</li> </ul>	<ul style="list-style-type: none"> <li>Employee volunteer service participation rate: 75% (2024)</li> <li>Incorporated employee volunteer service performance into the corporate academy credit system, which is reflected in performance evaluations</li> <li>Detailed scheduling and announcing of volunteer activities biannually to raise the employee participation rate</li> </ul>	<ul style="list-style-type: none"> <li>Establish a culture of employees regularly taking part in volunteer activities (participation rate staying at 95% and above)</li> </ul>
	<ul style="list-style-type: none"> <li>Conduct support projects for local communities and the underprivileged</li> </ul>	<ul style="list-style-type: none"> <li>Local community volunteer activities: Habitat for Humanity house building, activities linked with Jongno-gu District Office</li> <li>Cultural, artistic, and sports sponsorships: Wings Cello Ensemble and others</li> <li>International relief and global social contributions: donations for earthquake relief funds for Türkiye, employee volunteer activities in Indonesia</li> </ul>	<ul style="list-style-type: none"> <li>Strengthen social contribution activities in various sectors</li> </ul>

\* Number of beneficiaries in the last three years (2022-2024)

# Sustainability Management Framework

## Climate Risk & Decarbonization



Goals	Responses (short-term)	Progress	Responses (mid-to long-term)
<b>Climate Risk Management</b>			
Strengthening proactive risk management for climate change and natural disasters	<ul style="list-style-type: none"> <li>Refine CAT (catastrophe) models to enhance the capability of measuring the financial impact of climate risks</li> <li>Advance and share climate risk expertise through industry-academia research collaboration</li> <li>Strengthen secondary peril* risk management</li> </ul>	<ul style="list-style-type: none"> <li>Operate CAT models to analyze natural disaster risk factors and monitor financial impacts</li> <li>Develop a risk management model incorporating future climate risks</li> <li>Introduce the Moody's RMS model (2023)</li> <li>Operate the Climate Risk Management Task Force under the Korea Risk Management Society (since 2022)</li> <li>Operate a climate risk modeling research team (since 2023)</li> <li>Update the Hazard Map system</li> <li>Provide underwriters with continuous education</li> </ul>	<ul style="list-style-type: none"> <li>Develop a system that reflects climate risks to quantify natural disaster losses, thereby contributing to national flood control and disaster prevention capabilities</li> <li>Expand disclosures in accordance with international standards and strengthen climate assurance-related processes</li> </ul>
<b>Implementing Decarbonization Policies</b>			
Implementing the declaration on the phase-out of coal financing and advancing policies to achieve 2050 Net-Zero goals	<ul style="list-style-type: none"> <li>Establish goals and strategies for the phase-out of coal financing</li> </ul>	<ul style="list-style-type: none"> <li>Establish goals for the phase-out of coal financing and decarbonized underwriting</li> <li>Set and promote mid- and long-term carbon emission reduction targets (Scope 1, 2)</li> <li>Expand the scope of financed emissions (Scope 3): corporate bonds and listed stock</li> </ul>	<ul style="list-style-type: none"> <li>Continuously expand and refine the methodology for financed emissions (Scope 3) calculation</li> <li>Expand our affiliation with global initiatives for decarbonization</li> </ul>
Establishing and implementing sustainability management strategies	<ul style="list-style-type: none"> <li>Strengthen environmentally friendly asset management policies</li> </ul>	<ul style="list-style-type: none"> <li>Establish responsible investment standards</li> <li>Continuously expand ESG investments: KRW 394.9 billion (as of 2024)</li> <li>Issued sustainability bonds: KRW 230 billion (2022)</li> </ul>	<ul style="list-style-type: none"> <li>Raise the percentage of ESG sector investments to 6.5% of the total invested asset portfolio for P&amp;C insurance (excluding coinsurance) by 2050</li> <li>Increase green investments for environmental improvement and greater social benefits</li> </ul>

\* Secondary peril refers to collateral risks arising from natural disasters. Examples include landslides or floods caused by earthquakes.

## Commitment



Goals	Responses (short-term)	Progress	Responses (mid-to long-term)
<b>Declaring a Governance Charter</b>			
Ensuring the independence, expertise, and diversity of the BOD and reinforcing its monitoring function	<ul style="list-style-type: none"> <li>Declare a Governance Charter</li> </ul>	<ul style="list-style-type: none"> <li>Prepare Annual Reports on Governance and Remuneration Systems and ensure compliance practices</li> </ul>	
<b>Establishing Appropriate Health and Safety Management Policies</b>			
Ensuring a safe working environment	<ul style="list-style-type: none"> <li>Institute the Health and Safety Management Policies</li> </ul>	<ul style="list-style-type: none"> <li>Conduct regular inspections of buildings and facilities</li> <li>Support health check-ups and mental health management for employees</li> </ul>	
<b>Strengthening Compliance and Ethical Management</b>			
Preventing and monitoring employee risks of fraud or misconduct	<ul style="list-style-type: none"> <li>Establish principles of ethical and compliance management</li> </ul>	<ul style="list-style-type: none"> <li>Set up and operate an internal control organization and system</li> <li>Conduct assessments of corruption risk and unfair trade practice risk</li> <li>Implement measures to comply with fair trade practices and prevent improper solicitation</li> <li>Adhere to anti-money laundering regulations</li> </ul>	<ul style="list-style-type: none"> <li>Internalize ESG management practices by introducing KPIs to relevant departments</li> <li>Implement performance metrics that integrate financial and non-financial indicators and establish a disclosure system</li> </ul>
<b>Establishing and Implementing a Sound Human Rights Management System</b>			
Fostering a healthy corporate culture and ensuring equal opportunities for all stakeholders	<ul style="list-style-type: none"> <li>Declare commitment to human rights management</li> </ul>	<ul style="list-style-type: none"> <li>Develop a Human Rights Management Code of Conduct and organize human rights education and impact assessment</li> <li>Operate communication channels for stakeholders (e.g., Sinmungo and Compliance and Ethics Reporting)</li> </ul>	
<b>Establishing and Implementing a Sound Environmental Management System</b>			
Formulating strategies and managing performance results for environmental management	<ul style="list-style-type: none"> <li>Declare our commitment to responsible environmental management</li> </ul>	<ul style="list-style-type: none"> <li>Establish an environmental management decision-making body</li> <li>Set goals and manage performance with relevant departments by using the PDCA*</li> </ul>	

\* PDCA (Plan-Do-Check-Act): A business methodology that continuously enhances management activities through the cycle of goal planning, strategy execution, result evaluation, and improvement actions



# Core Business



Building on our solid leadership in the domestic reinsurance market, we are accelerating the journey to become a global top-tier reinsurer through strategic overseas expansion and global portfolio diversification. By enhancing our competitiveness in key markets, we continue to deliver stable profitability, supported by a robust and sophisticated risk management framework.

At the same time, we are reinforcing our global credibility through strong fiscal solvency and solid international credit ratings. Recently, we have also been actively embracing digital transformation and AI technologies to optimize operational efficiency and streamline internal processes.

Looking ahead, Korean Re will continue to solidify its leadership position in the global reinsurance industry and pursue sustainable growth by combining systematic risk management, a sound financial structure, and ongoing technological innovation.

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Key Financial Performance	15
Responding to the New Insurance Solvency Regime (K-ICS)	16
Expanding the Basis for Future Growth	17
Digital Innovation & AI	19

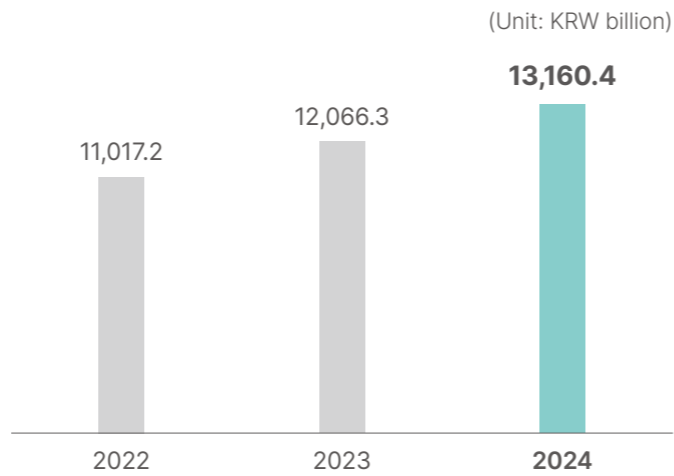
# Key Financial Performance

## Enhancing Global Competitiveness

Korean Re has consistently maintained a strong A investment-grade rating from major global credit rating agencies, affirming its growing competitiveness on the global stage. In 2024, S&P Global Ratings raised Korean Re's rating outlook from A/Stable to A/Positive in recognition of the company's leadership in the domestic reinsurance market, an expanding global footprint, capacity-driven sustainable growth, and superior portfolio diversification and performance compared to peers. In May 2025, our fiscal solvency and market credibility were further validated when Moody's Ratings assigned Korean Re an A1 (Stable) Insurance Financial Strength Rating.

In addition, we have continued to grow our total assets through active investment expansion and an efficient asset management strategy, thus providing a strong foundation for sustained and stable growth.

### Total Asset Growth



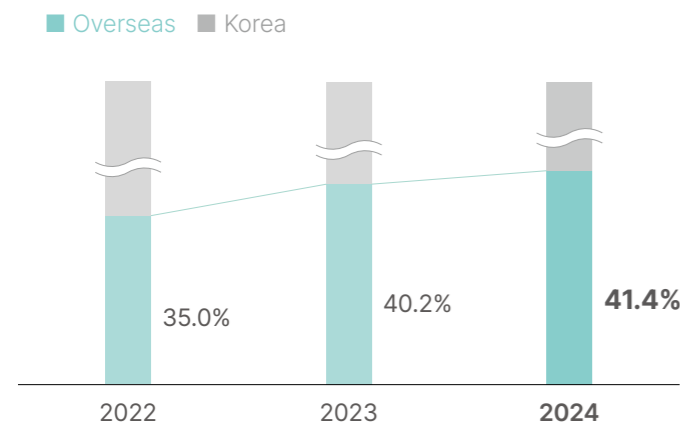
\* Based on consolidated financial statements

## Expansion in the Overseas Reinsurance Market

Korean Re has established 11 overseas offices across strategic markets in the United States, Europe, and Asia, continuously strengthening its global underwriting capabilities through localization-based strategies. As a result, overseas business accounted for 41.4% of the company's total insurance revenue in 2024.

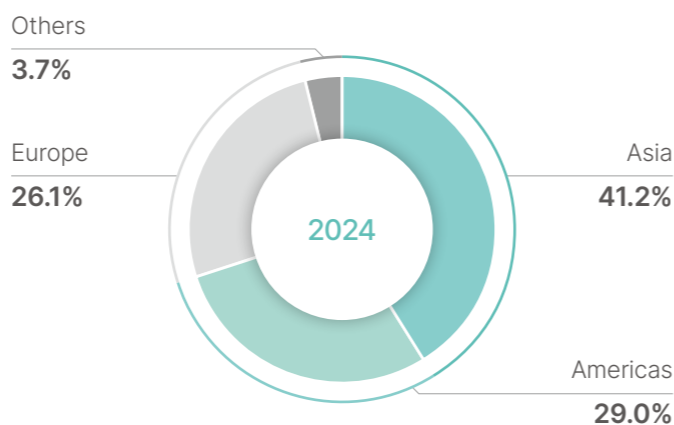
To ensure balanced growth, we have been actively diversifying our overseas portfolio by region, gradually reducing our concentration in Asia while steadily increasing our presence in the Americas and Europe.

### Overseas Insurance Revenue



\* Based on separate financial statements under IFRS 17

### Overseas Business Portfolio by Region

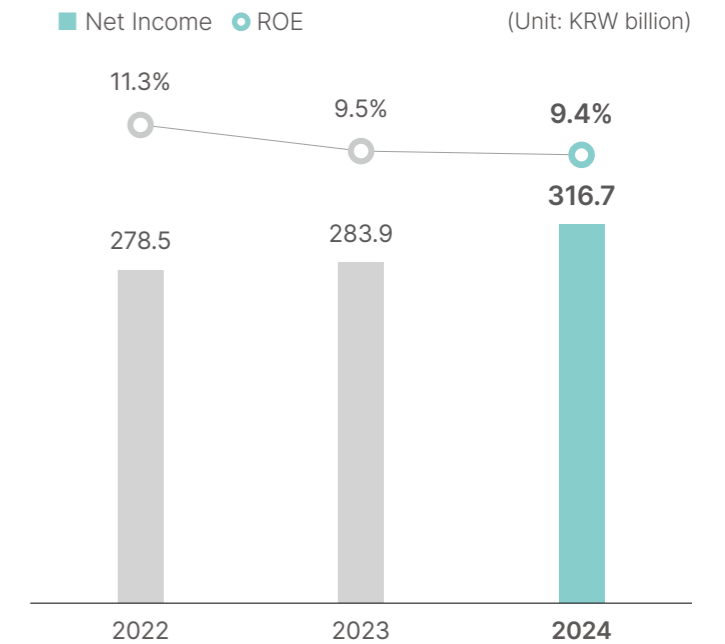


\* Based on separate financial statements and IFRS 4 gross written premiums

## Stable Operating Performance

Korean Re has recently generated stable underwriting income by expanding its domestic and international premiums and adjusting its business portfolios. Additionally, the recent increase in the scale of invested assets and bond swaps toward high yields are expected to improve our investment income in the mid- to long term.

### Key Operational Results

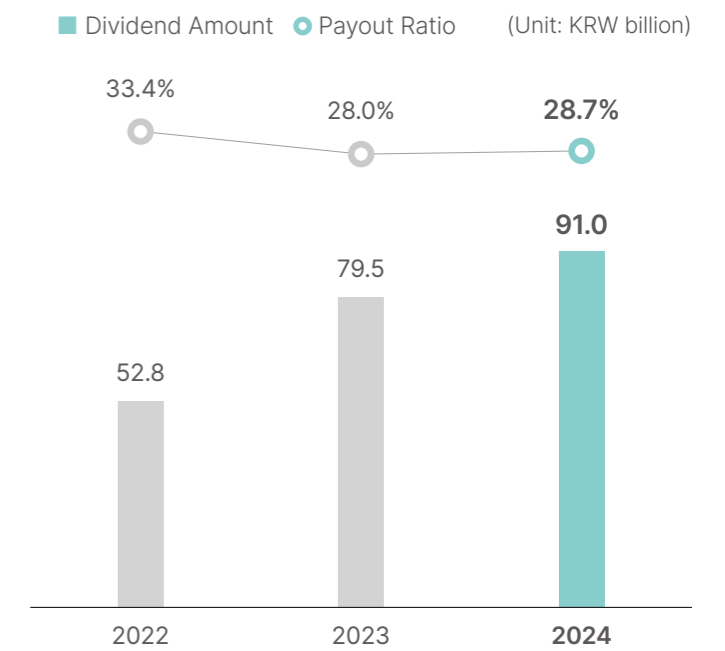


\* Based on consolidated financial statements

## Industry-Leading Shareholder Return Policy

Despite the tightened fiscal solvency regime for insurance businesses in 2023, we were able to hold to a predictable dividend policy due to stable operating performance. In addition, we have introduced an interim dividend payout policy to enhance shareholder value.

### Dividend Amount and Payout Ratio



\* Based on consolidated financial statements

# Responding to the New Insurance Solvency Regime (K-ICS)

## Managing Fiscal Solvency

The implementation of the new solvency regime (Korean Insurance Capital Standard, hereinafter referred to as “K-ICS”) in 2023, which requires insurers to use a mark-to-market valuation approach to measure their insurance liabilities, necessitates a more sophisticated risk measurement method. In this respect, Korean insurers are working diligently to meet the capital requirements under K-ICS to ensure their fiscal solvency.

Korean Re has maintained a stable solvency ratio even under the enhanced K-ICS regime and continues to strengthen its capital management capabilities to proactively respond to evolving regulatory frameworks. These efforts are supported by a risk-based capital management framework, internally defined capital screening standards, and risk scenario analyses.

As the only local professional reinsurer in Korea, Korean Re plays an increasingly vital role in absorbing the financial risks of primary insurers. Specifically, we support the improvement of primary insurers’ solvency positions through capital relief and income stabilization solutions that utilize financial reinsurance. In fact, these efforts have contributed to enhancing the fiscal solvency of the broader insurance industry.

## Own Risk and Solvency Assessment (ORSA)

Since 2018, Korean Re has regularly conducted an Own Risk and Solvency Assessment (ORSA) to identify and address potential crisis scenarios in a forward-looking manner.

ORSA reflects a comprehensive integration of key risk factors—including insurance, credit, and market risk—and enables a more refined calculation of the company’s solvency ratio. Based on these assessments, Korean Re establishes and implements capital and risk management strategies that support financial stability and ensure regulatory compliance.

## Risk Management Strategy

Grounded in sound risk management principles, Korean Re develops detailed evaluation and management plans for each type of risk while also implementing a comprehensive enterprise-wide risk management approach.

We define risk appetite thresholds by business segment and reinforce preventive risk control structure. Through scenario analyses that assume the occurrence of both financial and non-financial risks—combined with capital management planning—we maintain strong response capabilities under various stress scenarios.

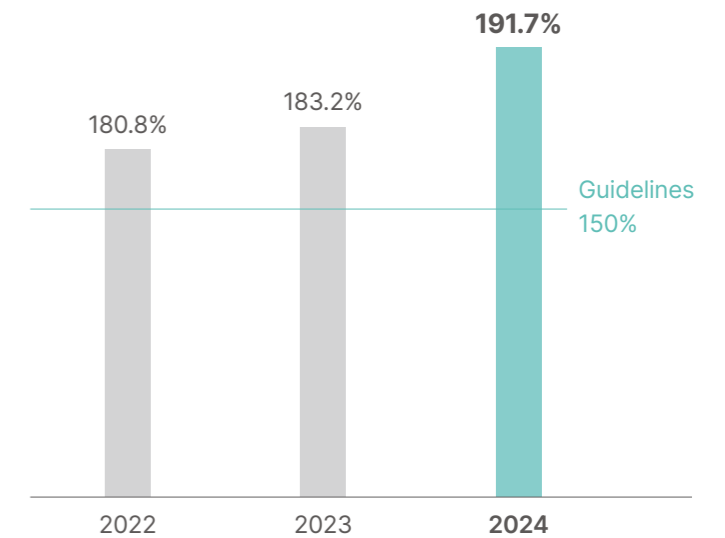
Furthermore, we operate a real-time monitoring system that includes daily market monitoring, preemptive risk checks, and monthly risk reporting. These practices collectively foster a proactive and forward-looking risk management culture throughout the organization.

## Solvency Ratio Management

Korean Re has long maintained stable financial operations with a clear focus on optimizing its capital structure and enhancing solvency ratios. This has been achieved through consistent net income generation and disciplined asset-liability management (ALM). As a result, we recorded a solvency ratio of 191.7% in 2024, up 8.5%p year on year.

Since 2014, we have proactively strengthened our capital base through the issuance of hybrid capital securities. Moving forward, we will continue to implement prudent and strategic capital management initiatives to ensure flexibility and resilience amid evolving market conditions.

### Solvency Ratio\*



\* FY2023 and FY2024 figures based on K-ICS  
FY2022 figures based on RBC

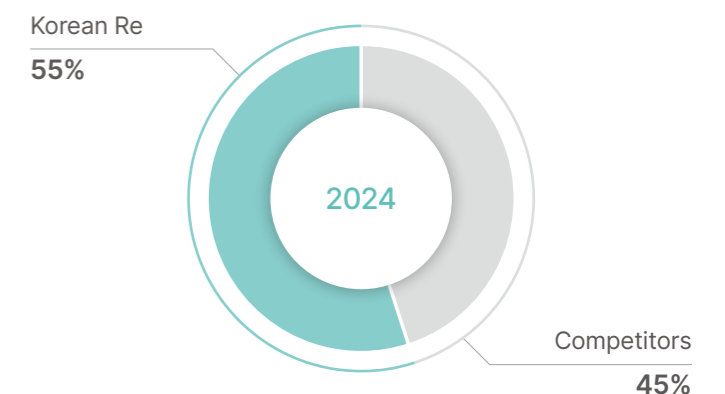
## Expanding Financial Reinsurance

The implementation of IFRS 17 and K-ICS has significantly raised the bar for evaluating insurers’ fiscal solvency, escalating the demand across the insurance industry for financial reinsurance as an effective capital management tool.

Major insurers are actively adopting coinsurance arrangements as an effective solution to improve asset-liability management (ALM) and mitigate earnings volatility. These solutions have proven effective in reinforcing shareholders’ equity and stabilizing solvency ratios.

At the same time, interest is rising in mass lapse reinsurance—a strategic solution designed to mitigate the risk of sudden capital shocks caused by abrupt spikes in policyholder surrenders during extreme stress scenarios such as financial crises or bank runs.

### Domestic Coinsurance Contracts



\* Based on separate financial statements

# Expanding the Basis for Future Growth

## Furthering Our Global Expansion Initiative

The global insurance market continues to evolve rapidly, driven by technological advancements, the rising frequency of natural catastrophes, and an increasingly complex regulatory environment. Against this backdrop, securing new opportunities for sustainable growth is more important than ever.

To proactively navigate these changes, Korean Re has been expanding its presence in key international markets by leveraging its accumulated reinsurance expertise and decades of industry experience, thereby laying the foundation for mid- to long-term growth. Since establishing its first overseas liaison office in Tokyo in 1969, Korean Re has set up 11 overseas operations and built constructive relationships with clients across the world. Most recently, in 2021, we established a reinsurance intermediary in New Jersey—marking our official entry into the U.S. market, which represents approximately 40% of the global reinsurance industry.

Looking ahead, Korean Re will continue to reinforce its global presence to enhance both profitability and stability, while further expanding its overseas operations as a core engine for sustainable growth.



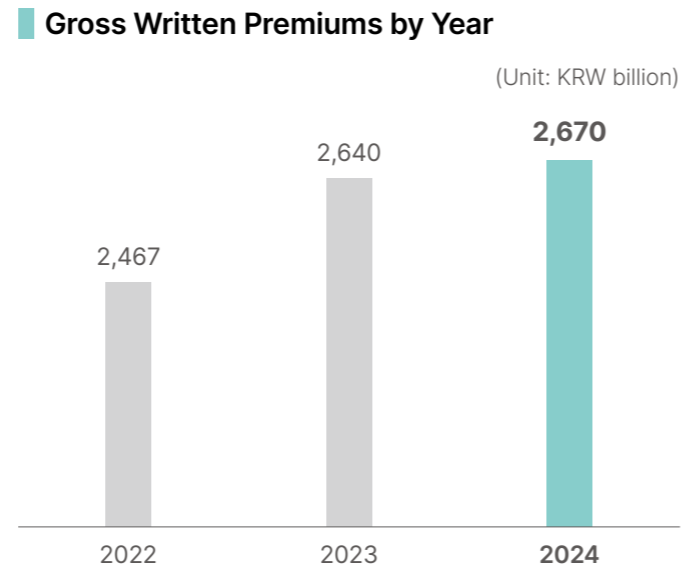
# Expanding the Basis for Future Growth

## Exploring Overseas Markets for Sustainable Growth

To counter domestic market saturation and intensifying competition from foreign reinsurers entering Korea, Korean Re is actively exploring overseas markets to achieve sustainable growth as a global reinsurer.

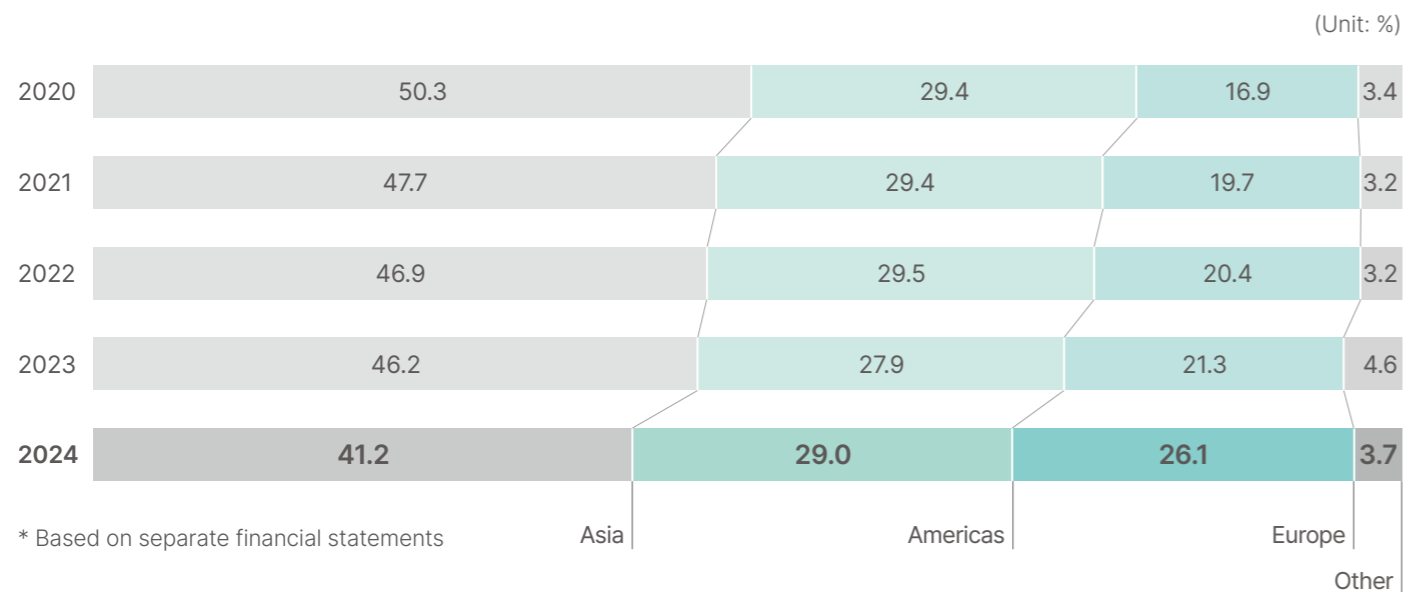
As of 2024, the proportion of Korean Re's overseas business rose to 41% of the total insurance revenue, up from 35% in 2022. Profitability also improved, as evidenced by the combined ratio for our overseas general P&C business, which improved from 91.3% in the previous year to 82.4% in 2024.

Korean Re is strengthening both earnings stability and profitability through a localized underwriting strategy tailored to each market and ongoing adjustments to its global portfolio, thus maximizing the strategic value of its overseas operations.



\* Based on consolidated financial statements

## 5-Year Trend of Overseas Business Portfolio by Region (Based on IFRS 4 Gross Written Premiums)



\* Based on separate financial statements

Traditionally, our overseas business portfolio has been concentrated in Asia, where we have long-standing underwriting experience and expertise. However, we are now actively diversifying our portfolio in pursuit of more stable revenue streams.

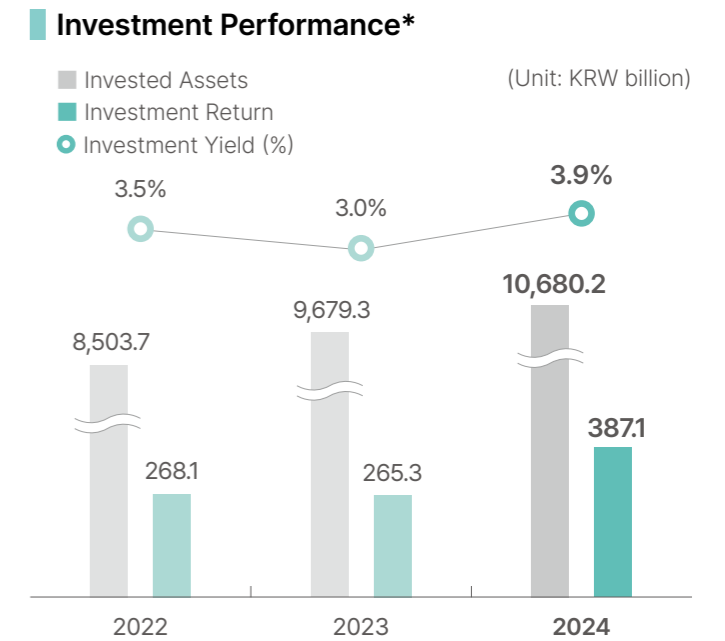
To this end, we have established local operations in the United States, the United Kingdom, Switzerland, and Colombia, selectively underwriting high-profit lines to expand our future growth base.

## Growing Our Asset Base and Profitability

### Bolstering Our Growth Foundation through Asset Expansion

In coping with the new capital regime, Korean Re has strategically employed an optimal asset allocation strategy and efficient asset-liability management (ALM). These efforts contributed to a substantial expansion of our invested assets, which reached KRW 10.68 trillion in 2024—a 10.3% year-on-year increase, with a total return on investments (ROI) of KRW 387.1 billion—up 45.9% from the previous year.

These achievements were underpinned not only by healthy cash inflows from insurance operations, but also by deliberate initiatives to enhance capital adequacy and liquidity through the use of financial reinsurance solutions. By leveraging coinsurance and mass lapse reinsurance arrangements, we have supported our clients in enhancing their fiscal solvency ratios while also expanding our own asset management capabilities. At the same time, our financial reinsurance strategy has effectively enabled the quality growth of our investment assets and facilitated portfolio rebalancing in line with a risk-based investment strategy.



\* Based on separate financial statements, excluding insurance finance results  
2024 and 2023 figures are based on IFRS 9  
2022 figures are based on IAS 39

### Pivoting to a Profit-Oriented Investment Strategy

Korean Re is further advancing its strategic asset allocation (SAA) framework to enhance the profitability and stability of its investment portfolio, particularly in anticipation of a potential interest rate decline.

Going forward, we will continue to strengthen the efficiency and market responsiveness of our asset management by diversifying asset classes and investment vehicles, expanding investments in overseas markets, enhancing our liquidity management systems, and reducing exposure to low-yield assets.

# Digital Innovation & AI

## Digital Innovation and AI Adoption

AI technology has evolved beyond a tool for digital transformation and has become a powerful enabler of fundamental change in how companies run their operations and make decisions.

Korean Re is expanding its existing digital innovation initiatives and advancing its company-wide framework for practical AI development. Our AI adoption strategy encompasses automated operations, data infrastructure, generative AI platforms, governance systems, and talent development.

### AI-Powered Process Automation

Korean Re is expanding the application of its process automation for statements of accounts by incorporating machine learning-based AI OCR\* and RPA\*\* technologies. In 2024, we expanded the application of our pilot solution for automating the classification of treaty statements to cover all counterparties. In addition, enhancements to the RPA program significantly improved both the accuracy of contract inquiries and the overall user experience.

Thanks to the automated interface, employees can now retrieve key contract information more efficiently. This has reduced the time spent on repetitive tasks and allowed staff to focus on higher-value duties.

By 2025, we plan to launch a fully automated process that will extract data from treaty statements received from six major intermediaries using AI OCR and directly register it into our internal systems, with minimal manual intervention limited to final validation by the responsible staff. Furthermore, we are rolling out a user-friendly personal RPA toolkit, one which is designed to empower non-IT personnel to create and implement their own department-level automation solutions, thereby enhancing both accessibility and effectiveness of process automation across the organization.

\* OCR (Optical Character Recognition): A technology designed to recognize and extract text from images, PDF files, and scanned documents.  
 \*\* RPA (Robotic Process Automation): A software-based solution that automates repetitive, rules-based tasks typically performed by humans.

### Advancing Our Cloud and Data Infrastructure

Since implementing an enterprise-wide cloud system in 2022, Korean Re has built a flexible IT infrastructure through data migration and system optimization. Under our company-wide Digital Transformation (DX) Master Plan, we are continuously upgrading core platforms, including AI, RPA, and document processing systems.

In 2024, to further optimize cloud-based resource allocation and ensure the stable operation of core systems, we improved the performance of our contract data loading programs through systematic database monitoring and tuning. At the same time, we developed a new letter of credit (L/C) management system, significantly enhancing interdepartmental coordination and operational efficiency. These initiatives not only established a more structured and resilient IT support framework but also enhanced user convenience across the organization.

## Adopting a Generative AI Platform

To boost operational productivity, Korean Re is developing a generative AI-powered knowledge platform that integrates functions such as inquiries, search and summarization of internal regulations, contracts, and work manuals.

In 2024, we completed the pre-validation phase by building an RAG\* framework and refining the system to handle various document types in line with quality standards. Starting in 2025, we plan to gradually roll out the system across all departments, with a focus on optimizing response performance and establishing a more robust and systematic RAG structure.

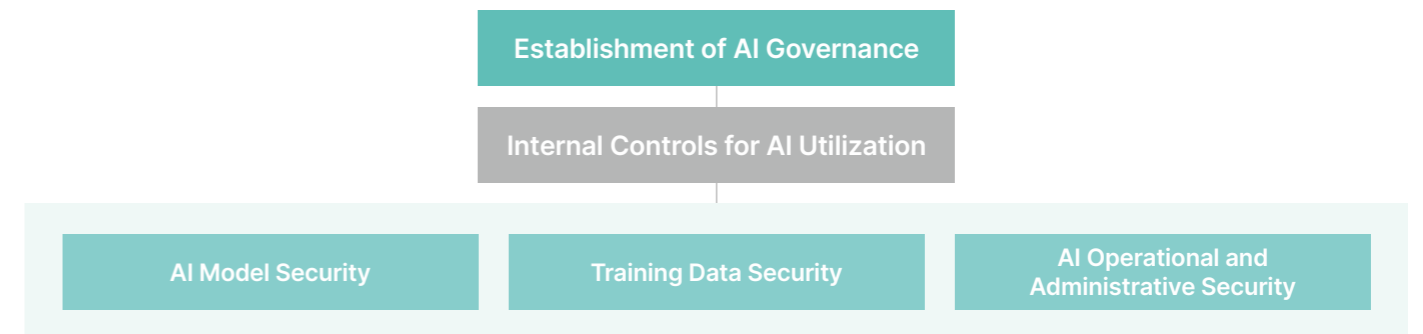
\* RAG (Retrieval Augmented Generation): A generative AI technique that retrieves relevant data from designated external sources and generates informed responses based on that content.

## Realigning Our AI Governance and Security Framework

As AI adoption accelerates, sensitive data—such as client information, contract details, and internal documents—is increasingly being processed through automated systems. This shift gives rise to new types of security risks that traditional information protection protocols alone may not adequately address.

To proactively manage these risks, Korean Re is planning to establish a dedicated governance unit to oversee the entire lifecycle of AI projects—from preliminary review and system design to company-wide rollout.

Through this initiative, we aim to implement a continuous, company-wide framework for monitoring and safeguarding AI usage, thus ensuring secure and responsible adoption across all operations.



## Company-Wide AI Capability Building and Training Programs

As AI adoption expands across the organization, Korean Re is delivering practical, hands-on training programs tailored to working-level applications. In 2024, we offered sessions covering a wide range of topics, including AI pricing models, AI applied use cases in business operations, and foundational AI concepts.

Looking ahead, we aim to establish a more structured AI talent development framework by linking internal certification programs with recognized external qualifications. Training completion data will be used to assess learning outcomes by job function and department, and will serve as a foundation for more strategic and data-driven talent development planning.



# Employees & Community



At Korean Re, we believe that achieving a healthy work-life balance is a core value to a sustainable society. It enhances individual work efficiency, boosts organizational productivity, and ultimately contributes to broader societal stability. To support this, we offer a wide variety of family support programs and welfare policies tailored to the different needs of each employee's life stage, creating a healthy and stable work environment where employees can successfully manage both their professional duties and family lives.

We are also committed to cultivating a diverse and inclusive organizational culture and actively creating quality employment opportunities. Through these efforts, we aim to play a meaningful role in addressing pressing social challenges, such as youth unemployment.

As a global reinsurer, Korean Re takes its social responsibilities seriously and engages in a number of social contribution initiatives to help enhance the quality of life for all stakeholders. Going forward, we will continue to pursue strategies that generate sustainable value and foster shared growth between business and society.

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**Work-Life Balance and a Sustainable Society** 21

**Strengthening Social Contribution Activities** 23

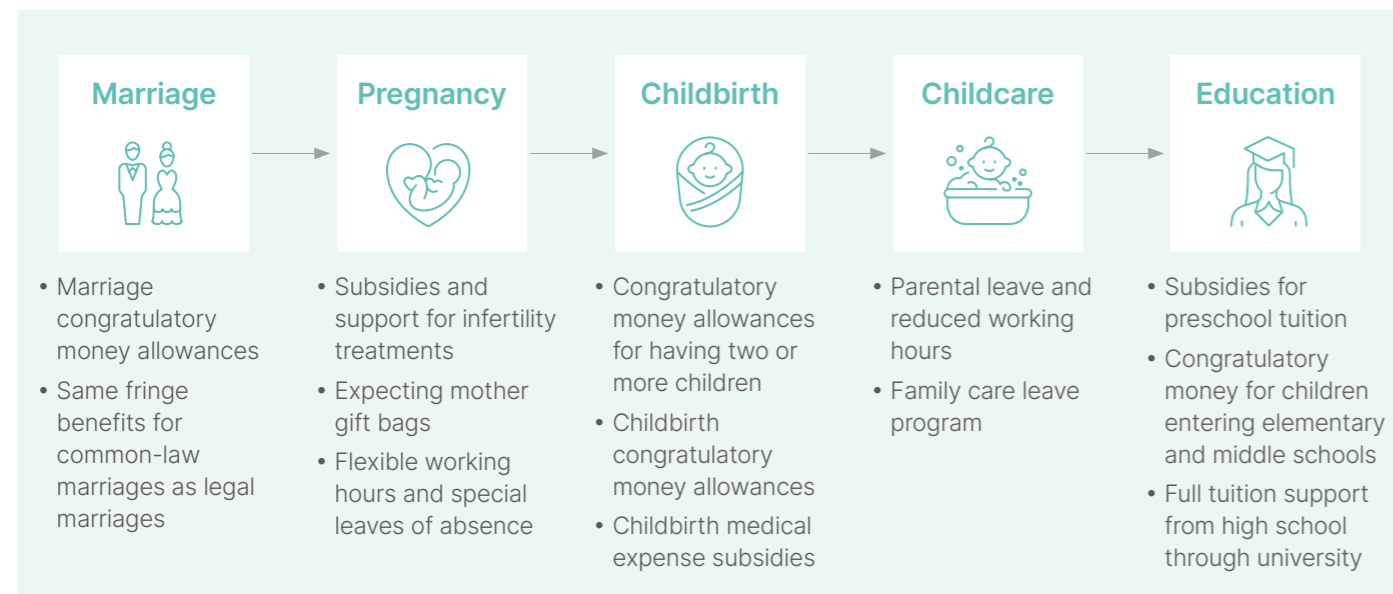
# Work-Life Balance and a Sustainable Society

## A Healthy Work-Life Balance

### Family Support by Life Stage

Korean Re operates a range of welfare programs designed to support employees in achieving a harmonious balance between their work and personal lives, and tailored to each stage of their life journey.

These initiatives enhance personal well-being and work engagement, while also reflecting our commitment to contributing to a healthier, more sustainable society.



### Marriage Support Program

Korean Re recognizes diverse forms of families in tandem with social and cultural changes.

In 2024, we introduced criteria for recognizing common-law marriages, allowing a total of 14 employees to take advantage of the same fringe benefits, such as medical expense subsidies and congratulatory/condolence allowances, as their legally married colleagues.

### Pregnancy Support Program

Korean Re provides congratulatory gift bags containing essential items to help expecting employees prepare for childbirth. We also offer reduced working hours for pregnant employees to support a healthy work-life balance during this important time.

For employees experiencing infertility, we provide financial support for treatment and related medical examinations, along with a paid infertility leave program that allows employees to focus on treatment and recovery in a supportive environment.

Furthermore, we offer an egg-freezing subsidy program for female employees planning for pregnancy, delivering meaningful support during the family planning process.

### Childbirth Support Program

Korean Re also uses an Employee Stock Ownership Plan (ESOP) as an incentive for childbirth among employees.

Under this initiative, employees receive KRW 10 million in company stock for the birth of a second child and KRW 30 million for a third, with the aim of mitigating the financial burden of having multiple children.

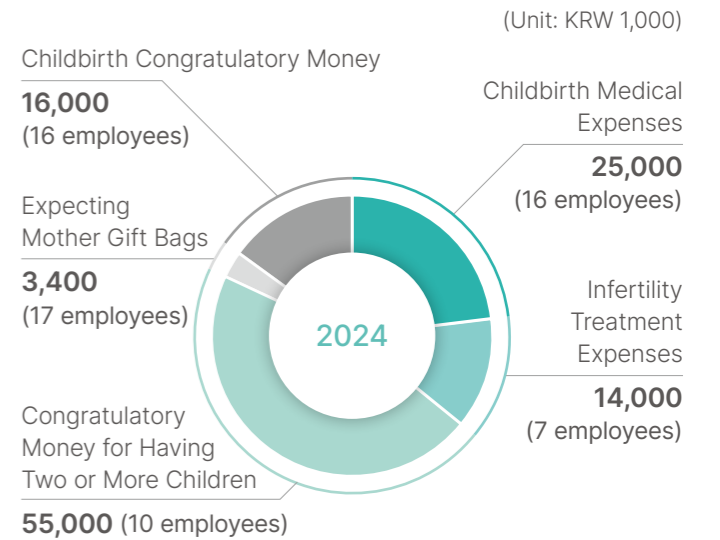
Moreover, we offer a variety of support measures to ensure employees can give birth and raise their children in a more secure environment. These measures include childbirth congratulatory allowances, medical expense subsidies, and maternity leave before and after childbirth.

### Childcare and Education Support Program

Korean Re offers an array of welfare policies designed to ease the burden of childcare and support a healthy work-life balance for employees. Regardless of whether their spouses are on parental leave or not, Korean Re employees with young kids are entitled to 18 months of parental leave per child. For those who opt not to take parental leave, reduced working hours are available for up to two years.

To help ease the financial burden of education, we offer a tuition assistance program that provides monthly support for preschool-aged children, entrance subsidies for children entering elementary or middle school, and full tuition coverage for high school and university students.

### Expenses and Number of Beneficiaries



In 2024, we launched Dream Tree, an in-house cooperative childcare club that hosts various family-focused events, including picnics and hands-on ecological activities such as catching crabs and digging for clams at the tidal flats on Korea's west coast. This initiative has fostered a sense of community among employees, enabling shared childcare experiences while creating special memories for both parents and children.



### Recognized as a Family-Friendly and Excellent Work-Life Balance Company

In recognition of our strong family support policies and commitment to employee well-being, Korean Re was certified as a Family-Friendly Corporation by the Ministry of Gender Equality and Family in 2022. Two years later, in 2024, we were further honored by the Presidential Committee on Aging Society and Population Policy as an exemplary enterprise for work-life balance, particularly for our advanced programs supporting pregnancy, childbirth, and childcare in response to Korea's low birthrate challenge.



# Work-Life Balance and a Sustainable Society

## Work Environment Improvement Initiatives

Korean Re operates a cafeteria plan to provide a wide range of fringe benefit programs to improve the working environment for employees, in addition to family support programs tailored to the needs of different life stages.

### Korean Re Employee Cafeteria Plan

Plan	Description
Self-Development and Work-Life Balance	<ul style="list-style-type: none"> <li>Refresh leave: one-month leave and allowances in appreciation for 10 years of continuous service</li> <li>Subsidies for obtaining job-related certifications and paying extra money for certifications</li> <li>Employee Benefit Program credit cards</li> <li>Mandatory downtime (PC-OFF) system</li> <li>Flexible working hours, selective working hours, and safe return home programs</li> <li>Guaranteed flexible use of paid annual leave</li> <li>Various types of leave, including family occasion leave for congratulatory or condolences occasions and long-service appreciation leave</li> <li>Compensation provided for overtime hours worked</li> </ul>
Livelihood Security	<ul style="list-style-type: none"> <li>Various types of congratulatory/condolence money</li> <li>Company-supported loans for home purchase and rental deposits</li> </ul>
Leisure Life Support	<ul style="list-style-type: none"> <li>Access to resort facilities: use of various memberships, such as Daemyung and Hanwha Resorts</li> <li>Support for in-house club activities</li> </ul>
Healthcare and Retirement Preparation	<ul style="list-style-type: none"> <li>Annual comprehensive health check-ups and check-up leave, group accident insurance</li> <li>Employee mental health programs</li> <li>Support for medical expenses and personal insurance premiums</li> </ul>

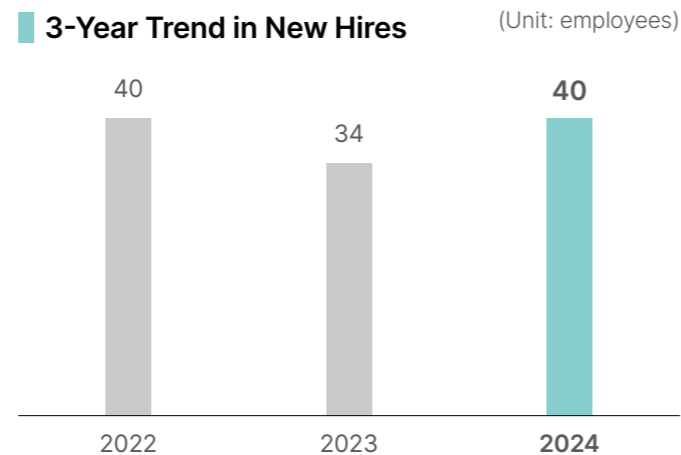
## Creating Sustainable Job Opportunities

### Expanded Recruitment

Korean Re has held to its annual recruitment system, contrary to the recent trend among many Korean companies that have shifted to hiring experienced professionals on a running basis. This trend became more pronounced during difficult times associated with the pandemic, rising inflation (leading to decreased insurance demand), as well as deteriorating market conditions in an era of rising interest rates. Despite these socioeconomic uncertainties, Korean Re remains dedicated to creating quality job opportunities through its traditional annual recruitment.

Over the past three years, Korean Re has hired 114 new employees, which represents 26% of its total workforce. At the same time, we have made dedicated efforts to attract a diverse pool of talent through a fair and transparent recruitment process.

Korean Re will continue to address sustainability issues faced by Korean society, such as youth unemployment, by continuously creating quality jobs.



## Diversity in the Workforce

Korean Re considers workforce diversity in its recruitment procedures to foster an inclusive and competitive organizational culture that respects diversity.

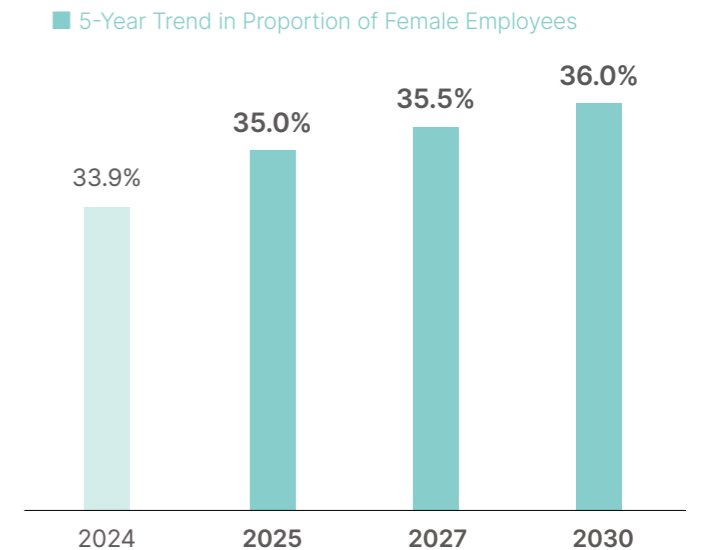
### Gender Diversity

Korean Re hires talented individuals regardless of gender, providing equal opportunities to both men and women.

We have set mid- to long-term goals to maintain gender diversity in our workforce and will continue to increase the proportion of female employees.

In addition to recruitment, we continuously monitor gender-based pay gaps to support more effective diversity objectives.

### Mid- to Long-Term Goals in Workforce Diversity



### Disability Employment

Since 2021, Korean Re has actively promoted the employment of individuals with disabilities, thereby fostering diversity within the organization and supporting the social participation of people with disabilities.

In November 2023, we established a sports team for athletes with intellectual disabilities and autism spectrum disorders, providing them with opportunities for financial independence and a sustainable livelihood.

Moving forward, we will continue to realize sustainable social value by supporting the employment and sports activities of individuals with disabilities. These efforts aim to enhance the economic activities and self-fulfillment of socially vulnerable groups.

### Number of Employees from Socially Disadvantaged Groups

Category	2022	2023	2024
Disabilities	3	6	8
Veteran Families	11	12	13
Total	14	18	21

(Unit: persons)

# Strengthening Social Contribution Activities

## CSR Management System

### CSR Decision-Making System

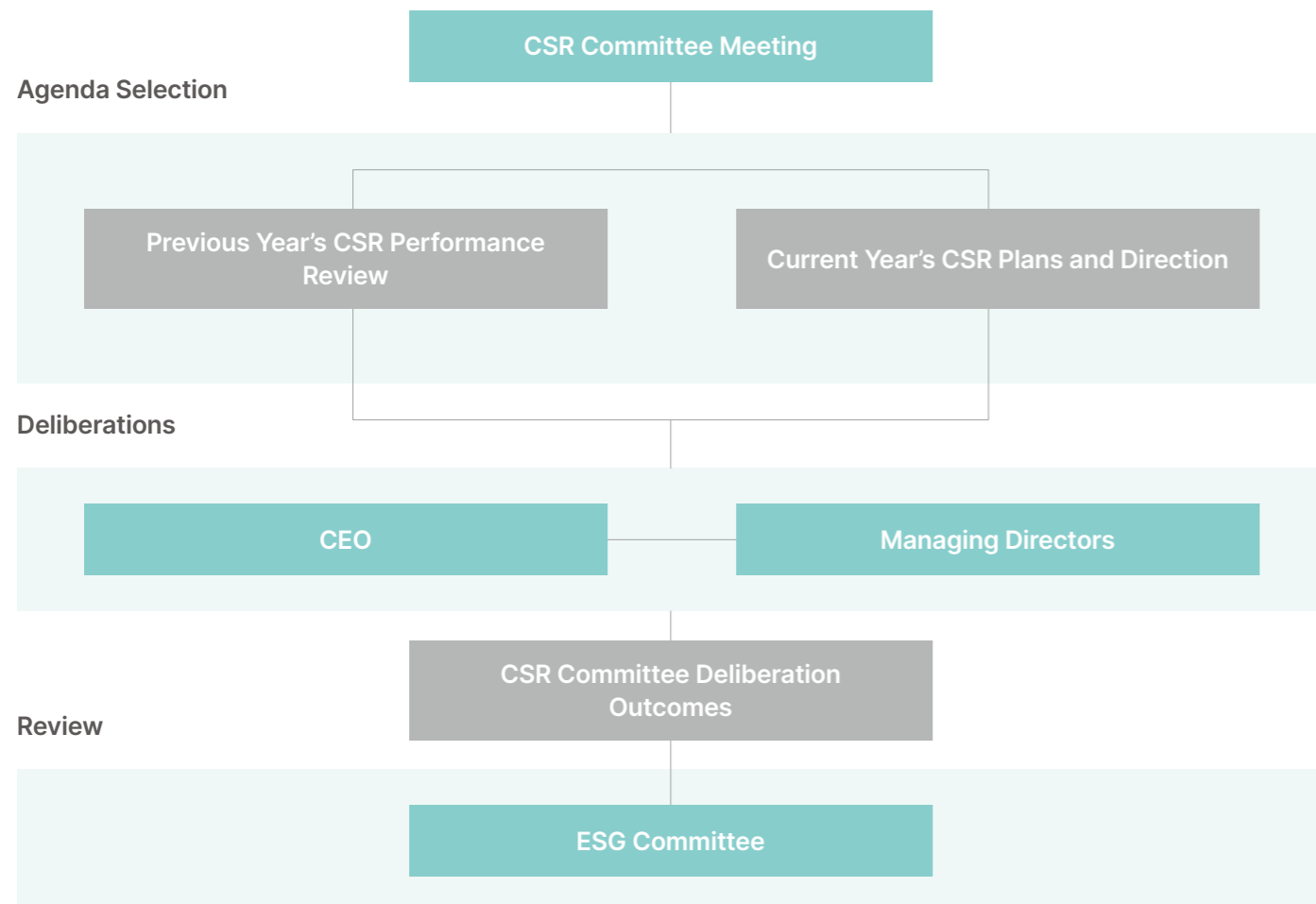
As a global reinsurer, Korean Re is committed to fulfilling its corporate social responsibilities (CSR) and fostering an environment where businesses and society can thrive together. To this end, we continue to carry out a wide array of structured CSR initiatives.

At the top of our CSR management system are the C-Suite executives, including the CEO, who are responsible for CSR performance at the company level. All CSR decisions are made through the annual CSR Committee meeting attended by the CEO and all managing directors.

At the January 2024 meeting, the committee reviewed the 2023 CSR performance results and approved new project proposals and future plans. This process enabled meaningful discussions on enhancing the effectiveness and impact of our CSR programs.

Korean Re will continue to strive for a more sustainable society through ongoing evaluation and improvement of CSR initiatives, driven by the CSR Committee.

### CSR Committee Decision-Making Flowchart



## Korean Re's CSR Activity Goals

At Korean Re, all CSR activities are implemented under mid- to long-term goals to effectively encourage employee volunteerism and systematically reinforce our environmental CSR activities.

To encourage greater employee participation, Korean Re shares the annual volunteer activity schedule in advance and promotes involvement in new initiatives that employees may not have previously joined. This approach fosters broader and more meaningful volunteer participation across the organization.

Looking ahead, we plan to strengthen our environmental CSR efforts by not only expanding existing programs—such as beach and river cleanups—but also by proactively developing new efforts focused on biodiversity and decarbonization.

In 2024, we achieved a higher employee participation rate in volunteer activities compared to the previous year and surpassed our target for the proportion of environmental CSR spending.

### CSR Activities Mid- to Long-Term Goals

Category	Indicator	2024	2025	2027	2030
Employee Participation	Employee participation rate in volunteer activities	75%	85%	90%	95%
Environmental Activities	Percentage of environmental programs to overall CSR expenses	6.5%*	5%	7%	10%

\* Surpassed the original target (4.5%)

## CSR Initiatives in Practice

Korean Re pegs employees' CSR participation with its credit system to encourage employee participation in the company's CSR initiatives.

This system awards credits to employees for engaging in job-related self-learning (such as job competency-building courses and underwriting communities of practice), in-house training programs, and company task forces, which are then factored into performance evaluations. Employees earn preset credits based on their volunteer hours.

To promote the full participation of employees in volunteer activities, Korean Re has transitioned its hands-on volunteer programs, which were previously concentrated in the second half of the year, to a year-round schedule. In addition, we announce the annual plan and schedule at the beginning of each year, allowing employees to participate at times that best suit their personal commitments.

Moving forward, Korean Re will continue to offer diverse opportunities for employees to engage in social contribution activities. By striving to meet our mid- to long-term participation rate targets, we aim to cultivate a culture of voluntary and sustained employee engagement in community service.

# Strengthening Social Contribution Activities

## 2024 Performance of CSR Activities

### Community Welfare Programs

#### Housing Project with Habitat for Humanity Korea

Korean Re has been participating in Habitat for Humanity Korea's Building Houses of Hope project since 2013.

In 2024, a total of 36 Korean Re employees participated in four sessions of lightweight timber housing construction, helping to build 18 single-family houses in Cheonan City for young adults and newlyweds without homes.

Additionally, Korean Re makes annual donations to support housing stability for non-homeowning low-income households. We also sponsor a children's choir made up of young residents from a Habitat for Humanity Korea village, offering local children valuable opportunities for cultural enrichment.



#### CSR Collaboration with Local Governments

To systematically carry out CSR activities targeting local communities, Korean Re continuously collaborates with local governments, such as the Jongno-gu District Office, where we used to be headquartered.

To help promote stable and healthy living for local residents, we provide food and other essential supplies to low-income households, community children's centers, and vocational rehabilitation centers for people with disabilities.

Furthermore, we offer regular sponsorships for underprivileged children and youth in Jongno-gu, Seoul, helping to ensure equal access to education and supporting the healthy development of the next generation.

#### CSR Programs in Collaboration with the Jongno-gu District Office

Program	Description
Support for the Underprivileged in the District	Subsidies for medical bills for dental prosthetics and implants for older adults living alone
Support for Adolescent Breadwinners	Sponsoring orphaned boys and girls in Jongno-gu District
Scholarships for High School Students from Low-Income Families	Sponsorship of living expenses for low-income youth in Jongno-gu District
Ihwa-dong Community Outreach	Donation of gifts to 390 low-income families and local study centers

#### Reaching out to the Underprivileged

Since 2015, Korean Re has participated in the Sharing Hope with Our Neighborhood volunteer program, where its employees prepare bread and Korean side dishes for those in need, including elderly people living alone, grandparent-grandchild families, and low-income families.

In 2024, Korean Re conducted a total of eight volunteer sessions to prepare and deliver bread and side dishes to underserved households, supporting food security for vulnerable neighbors in the Jongno-gu community.

Additionally, through the Bring Light to a Bright World project, we have partnered with Seoul Asan Medical Center to support the treatment costs for patients with eye diseases from low-income households. Specifically, we subsidize medical bills for cornea and eye disease treatments for financially challenged patients and neighbors.

### Support for Cultural, Artistic & Sports Activities

#### Patronage of Wings Cello Ensemble

Since 2017, Korean Re has partnered with the Miral Welfare Foundation to sponsor the Wings Cello Ensemble, a group composed of 22 children and adolescents with developmental disabilities.

Through this initiative, we support the discovery of artistic talent among youth with developmental challenges and help strengthen their social rehabilitation. Ultimately, our goal is to promote greater social inclusion for individuals with disabilities.



#### Sponsoring the Marine Children's Art Contest

Since 2022, we have sponsored the Marine Children's Art Contest to raise public awareness about ocean destruction caused by pollution and climate change, and to encourage participation in marine conservation efforts.

We provide special awards and prize money for outstanding works, supporting children's artistic talents and creativity while also promoting a cultural and creative approach to environmental awareness.



# Strengthening Social Contribution Activities

## Global CSR Activities

As a global reinsurer, Korean Re is dedicated to fulfilling its social responsibility and continuously promotes global CSR activities to make a significant societal impact.

In February 2024, Korean Re dispatched an overseas volunteer team of 22 employees, including 19 new recruits, to rebuild houses for low-income residents living in poor housing conditions in Tangerang, Indonesia. The team assisted in carrying bricks and materials and mixing mortar and plastering, thereby contributing to the reconstruction of homes for families in vulnerable living conditions.

In addition, Korean Re provides annual support to regions in need—such as Agape Christian Hospital in Mongolia and the Bargur region in India—by donating medical supplies and funding treatment for patients with rare diseases. These efforts contribute to improving access to healthcare and advancing medical services in underserved areas.

Going forward, we will continue to support overseas communities in need, fulfilling our social responsibility as a global reinsurer.



## Global CSR Activities

Activities	Description
Overseas Disaster Relief Missions	Volunteering for disaster recovery and house building in overseas disaster-stricken regions
Sponsorship for Agape Hospital in Mongolia	Sponsorship for hemodialysis treatment and hospice projects
World Share International Relief Project	Support for ethnic minority communities and children's education in Bao Lam District, Lam Dong Province, Vietnam
Support for the International Medical Volunteer Society	Sponsorship for medical services for Hansen's disease patients in Bargur, India

## Other CSR Activities

Korean Re strives to increase employee volunteerism in a wide range of areas by continuously developing new CSR programs.

### Other CSR Activities

Activities	Description
Sponsorship for Eden Welfare Foundation	Improvement of living conditions in residential facilities for individuals with severe disabilities
Sponsorship for Cerebral Palsy Rehabilitation Center	Sponsoring Seoul Cerebral Palsy Rehabilitation Center since 2020, providing special medical beds for patients with cerebral palsy
Youth Suicide Prevention Program	Supporting programs aimed at reducing youth suicide since 2020 through an MOU with the Korea Association for Suicide Prevention
Culture Sharing Project	Sponsorship of programs connecting various public cultural and arts organizations
Support for children who have lost parents to traffic accidents	Scholarship support provided for 20 children from families affected by traffic accidents

## CSR Expenses Breakdown

Korean Re categorizes its CSR budgets to diversify its CSR programs and activities, ensuring that its expenditures effectively reach those most in need.



### 2024 CSR Expenditure

(Unit: KRW million)

Category	CSR Activities	Expenditure
Community Welfare	Habitat for Humanity Korea's Building House of Hope, etc.	390
Academic Education	Scholarship support for low-income high school students, etc.	204
Culture, Arts & Sports	Sponsoring the Wings cello ensemble for adolescents with developmental disabilities, etc.	183
Environmental Protection	Riverside clean-up volunteer activities, etc.	100
Global CSR	International disaster relief activities, etc.	215
CSR Partnerships	Disaster response social contribution projects, etc.	324
Medical Projects	Support for rehabilitation treatment and education for pediatric cancer patients at Yonsei Medical Center, etc.	100
Others	Sponsorship of fundraising events such as fashion shows in support of Habitat for Humanity's Women Build initiative, etc.	6
<b>Total</b>		<b>1,522</b>



# Climate



The increasing frequency of natural disasters driven by climate change, along with rapid shifts in both domestic and global environments, has heightened the importance of climate risk management in the insurance industry. In response, Korean Re systematically discloses its approaches to climate-related risks and opportunities in line with the Task Force on Climate-related Financial Disclosures (TCFD) framework.

Climate-related governance at Korean Re is led by the ESG Committee, with oversight provided by the board and executive management, who are responsible for decision-making on climate risk management.

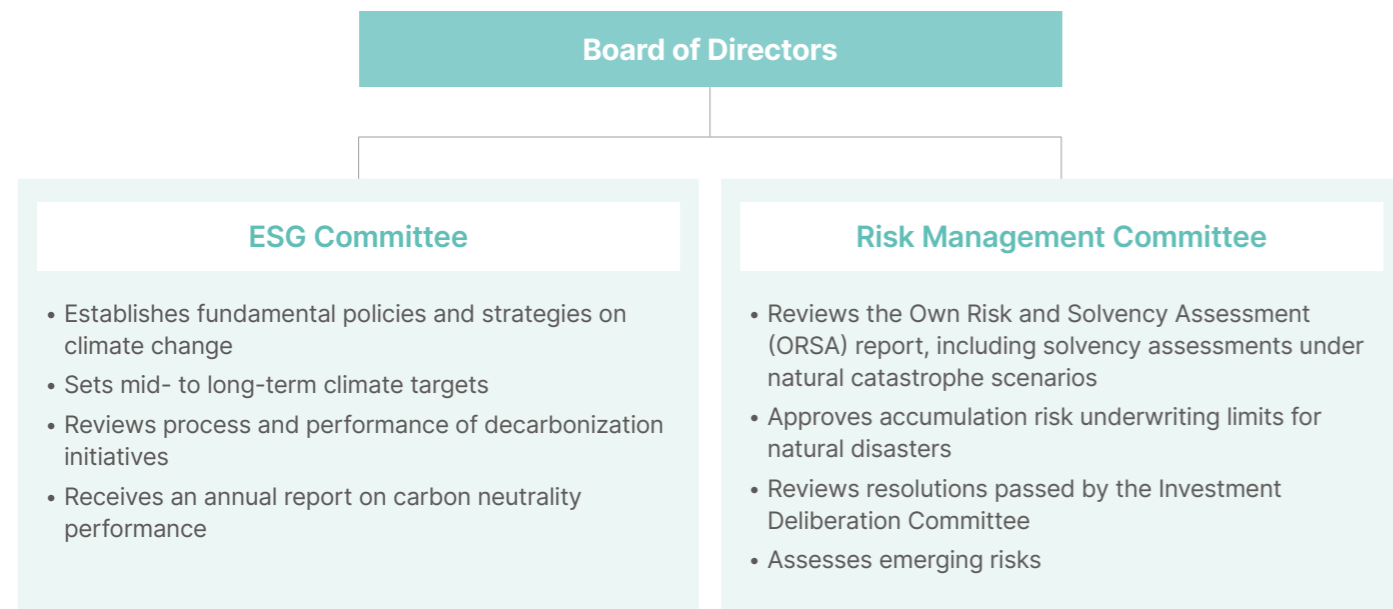
We also carry out a wide range of climate-related research initiatives, leveraging catastrophe (CAT) model-based analyses of natural disaster data and engaging in industry-academia research collaboration. These efforts enable us to systematically assess the impact of climate risk and develop multifaceted strategies to turn those risks into opportunities.

Grounded in the 2022 Declaration on the Phase-Out of Coal Financing and our 2050 Net-Zero commitment, Korean Re integrates climate risk considerations into all areas of reinsurance underwriting and asset management. By continuously monitoring risk indicators and progress against our mid- to long-term goals, we remain steadfast in fulfilling our responsibilities as a leading global reinsurer.

# I. Governance

## Climate Risk Assessment and Management Governance Structure

### Board-Level Oversight & Supervision



The ESG Committee serves as the highest decision-making body on climate-related issues, ensuring that Korean Re's business operations are aligned with ESG management principles. Meeting at least twice a year, the committee reviews the effectiveness of existing climate response strategies and identifies new ESG goals and action plans based on developments that may directly or indirectly impact climate-related risks, such as carbon neutrality.

At the same time, the Risk Management Committee plays a key role in evaluating climate risks and determining risk tolerance thresholds, ensuring these are fully integrated into Korean Re's enterprise-wide risk management framework.

### 2024 Activities of Climate-Related Board Committees

Date	Committee	Key Agenda Items
Mar. 14, 2024	1 <sup>st</sup> Risk Management Committee	• Approval of the ORSA report, including solvency assessments under natural disaster scenarios
Mar. 29, 2024	1 <sup>st</sup> ESG Committee	• Interim review of outcomes from industry-academia collaboration on climate risk research
Dec. 18, 2024	2 <sup>nd</sup> ESG Committee	• Report on risks and opportunities related to decarbonization policy implementation • Report on company-wide coal phase-out policy execution

### Roles and Functions of Management and Working-Level Divisions



The ESG Management Committee, which comprises all the company's managing directors, including the CFO and CRO, reviews matters discussed by the ESG Committee and monitors the implementation of related strategies. It also ensures that the strategies are executed consistently across operational departments. Korean Re has designated the Strategic Planning Office and the HR & General Affairs Team as the core units for climate action.

The Strategic Planning Office identifies key ESG issues, formulates climate-related goals and action plans, and reports them to the ESG Committee and the ESG Management Committee. It also regularly shares performance updates and plans with all employees. The HR & General Affairs Team supports company-wide climate awareness by managing GHG reduction initiatives and operating ESG training programs.

# II. Strategy

## Material and Potential Impacts of Climate Risk and Response Strategies

### Climate-Related Risks and Opportunities

Climate change poses both emerging risks and potential opportunities across the real economy, global financial system, and the insurance industry.

In response, Korean Re categorizes climate-related impacts into physical risks, transition risks, and opportunity factors. Through this structured approach, we aim to mitigate potential risks while proactively identifying new business opportunities to support sustainable growth.

● High ● Medium ○ Low

Category	Expected Time Horizon*	Description	Materiality		Financial Impact on Korean Re	Countermeasures
			Probability	Impact		
Transition Risks	Regulatory Risks	Mid- to long-term	Potential decline in the profitability of related businesses due to carbon and GHG regulations	Mid	↑ ●	<ul style="list-style-type: none"> <li>Decline in the profitability of fossil fuel-related industries, leading to a decrease in the value of held assets</li> </ul> <ul style="list-style-type: none"> <li>Gradual reduction in the proportion of coal-fired power generation in line with the company's coal phase-out declaration and 2050 Net-Zero target</li> <li>Accurate measurement and disclosure of carbon emissions by asset class</li> </ul>
	Technological Risks	Mid- to long-term	Disruption in current underwriting processes due to the adoption of advanced climate modeling and underwriting technologies	Mid	↑ ●	<ul style="list-style-type: none"> <li>Changes in underwriting criteria and risk assessment methodologies</li> </ul> <ul style="list-style-type: none"> <li>Advancement of climate data-based modeling and underwriting systems</li> <li>Workforce training and internal capacity building</li> </ul>
	Legal Risks	Mid-term	Legal liabilities due to inadequate disclosure of climate-related information (e.g., transparency gaps, stakeholder demands)	Low	↓ ○	<ul style="list-style-type: none"> <li>Potential increase in legal costs</li> </ul> <ul style="list-style-type: none"> <li>Expansion of disclosures aligned with international standards</li> <li>Strengthening of validation processes for climate-related disclosures</li> </ul>
	Market Risks	Mid-term	Asset values impacted by financial market volatility (e.g., equity prices, bond yields, FX) tied to climate policies and risks	Mid	↑ ●	<ul style="list-style-type: none"> <li>Decline in the value of held assets due to financial market volatility</li> </ul> <ul style="list-style-type: none"> <li>Risk assessment of asset portfolios incorporating climate-related factors</li> <li>Conducting stress tests and reviewing loss absorption capacity</li> </ul>
Physical Risk	Acute Physical Risks	Short-term	Increased frequency and severity of extreme weather (e.g., heavy rain, heatwaves, typhoons), leading to large insurance claims and heightened modeling uncertainty	High	↑ ●	<ul style="list-style-type: none"> <li>Increased insurance claim payouts and financial volatility driven by intensified natural catastrophes</li> </ul> <ul style="list-style-type: none"> <li>Establishment of underwriting strategies and capital limits based on CAT model loss projections</li> <li>Development of risk monitoring processes and portfolio adjustments through enhanced infrastructure for non-peak peril analysis</li> </ul>
	Chronic Physical Risks	Long-term	Long-term climate effects such as rising temperature and sea levels, potentially disrupting operations and reducing asset values	Low	↑ ○	<ul style="list-style-type: none"> <li>Decrease in physical asset value and deterioration of liquidity</li> <li>Increase in risks within investment and insurance portfolios</li> </ul> <ul style="list-style-type: none"> <li>Establishment of a Business Continuity Plan (BCP), including recovery procedures and operational guidance</li> <li>Identification of new opportunities related to climate change and development of new products and services to stabilize profitability</li> </ul>
Opportunities	Product and Service Opportunities	Mid-term	Growth in demand for new insurance products that incorporate climate variability (e.g., extreme weather insurance)	Mid	↑ ●	<ul style="list-style-type: none"> <li>Growth in new product sales</li> </ul> <ul style="list-style-type: none"> <li>Development of insurance products centered on secondary perils</li> <li>Use of climate-based risk models in insurance product development</li> </ul>
	Market Opportunities	Mid- to long-term	Rising global demand for investment in low-carbon and climate-resilient sectors	Mid	↑ ●	<ul style="list-style-type: none"> <li>Expansion of investment return opportunities</li> </ul> <ul style="list-style-type: none"> <li>Development of investment strategies incorporating ESG factors</li> <li>Formulation and enhanced disclosure of climate-resilient asset management policies</li> </ul>

\* Time Horizon: short-term (within 1 year), mid-term (1-5 years), long-term (over 5 years)

## II. Strategy

### Advanced CAT Modeling

To effectively address physical risks such as large-scale natural disasters, Korean Re operates a best-in-class catastrophe (CAT) modeling team composed of PhD-level experts in natural hazard science.

The team utilizes leading industry CAT models, including RMS (by Moody's) and AIR (by Verisk), to conduct in-depth analyses of natural disaster risks such as typhoons. These models support continuous monitoring to ensure that financial losses arising from climate risks remain within Korean Re's established risk tolerance thresholds. Based on the analyses, Korean Re has developed proprietary optimization tools for portfolio adjustment and profitability analysis, further enhancing its overall catastrophe risk management capabilities.

\* Reflects the largest single loss in a 1-in-1,000-year event plus 50% of the second-largest loss

\*\* Non-peak perils: hazards that are less severe than the largest peril in a given country or region in terms of economic loss



Hazard Map & Risk Index Map

We also conduct annual scenario analyses to assess financial impacts under severe stress scenarios and to strengthen our proactive response framework.

In 2024, under internally developed scenarios, it was estimated that in an extreme scenario\* involving multiple mega-catastrophes, Korean Re could face losses of up to KRW 676.7 billion. To prepare for such eventualities, we have established a phased capital and liquidity management plan.

To address the growing risks associated with non-peak perils\*\* driven by climate change, we are also strengthening our risk management measures, including the implementation of an updated hazard map system.

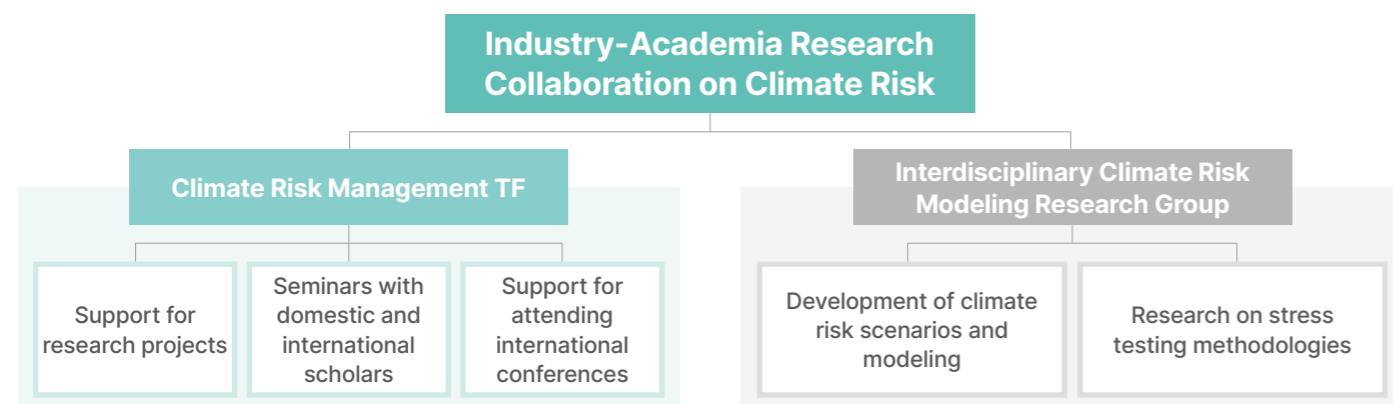


PF Optimization tool

### Industry-Academia Research Collaboration on Climate Risk

Korean Re actively engages in collaborative research and seminars with academic institutions to proactively address the risks and opportunities posed by climate change.

Through these efforts, we aim to foster industry-wide dialogue on climate risk response strategies and to reinforce our role as a leading voice in the insurance and reinsurance sectors.



### Climate Risk Management Task Force

Korean Re operates a Climate Risk Management Task Force (TF) in collaboration with the Korea Risk Management Society, enhancing its climate action capabilities by actively sharing its expert knowledge and insights on the climate crisis with both academia and industry.

The Climate Risk Management TF expands the scope of climate crisis research by integrating disciplines such as insurance, climate science, meteorology, and engineering. Today, it continues to support academic studies by providing a platform for emerging researchers.

In 2024, the Climate Risk Management TF hosted an international seminar to share the latest domestic and global trends in climate risk research and response strategies. By inviting global experts in climate risk, the event facilitated in-depth discussions on insurance industry response cases and scenario analysis techniques from both Korea and abroad.

#### Climate Risk Management TF Seminar

Category	Topic	Presenter
International Seminar: Climate Risk and the Insurance Protection Gap	Risk Information Disclosure on Sustainability and Climate Change in Japan	Japan Risk Management Society Kazuo Ueda
	Current Status of the Climate Crisis and Response Measures	Young-Tae Son, President, Korea Society of Climate Change Research
	Climate Risk and Inclusive Insurance	Sang-Wook Nam, President, Korea Risk Management Society
Domestic Seminar: Climate Risk and Sustainable Management Seminar	Climate Change and ESG	Professor Chan Park, University of Seoul
	The Association Between Climate Change and Health: The Role of Food System-Related Greenhouse Gas Emissions	Dr. Ji-Yeon Hong, Hanyang University
	The Gains and Losses of Sustainability Reporting	Professor Hye-Jeong Nam, Dongguk University

#### Research Support Projects

Category	Topic	Chief Researcher
Climate Risk Management Research Support Projects	Corporate Carbon Emissions and Financial Risk Analysis	Professor Yoo-Jin Kwon, Jeonbuk National University
	Policy Recommendations Based on Climate Loss Costs	Dr. Ji-Eun Ryu, Incheon Institute
	Multi-Hazard Climate Risk Analysis and the Resilience of Medical Facilities in the U.S.	Dr. Yoon-Jung Ahn, University of Kansas
	The Limitations of Existing Insurance and the Role of New Products	Professor Hyun-Woo Shim, Hanyang University
	Analysis of the Climate Crisis in Shakespearean Literature	Professor Soo-Jin Oh, Seowon University

## II. Strategy





### Interdisciplinary Climate Risk Modeling Research Group

Increasing extreme weather events impact economic systems in the form of physical and transitional risks. Therefore, precisely predicting potential climate risks and modeling their financial and insurance impacts is essential to the insurance business. To address this, Korean Re has formed an Interdisciplinary Climate Risk Modeling Research Group in collaboration with leading university researchers. Together, they are developing an integrated climate risk management model that incorporates future climate change impacts into our existing CAT models. This initiative aims to establish a more advanced climate risk management framework.

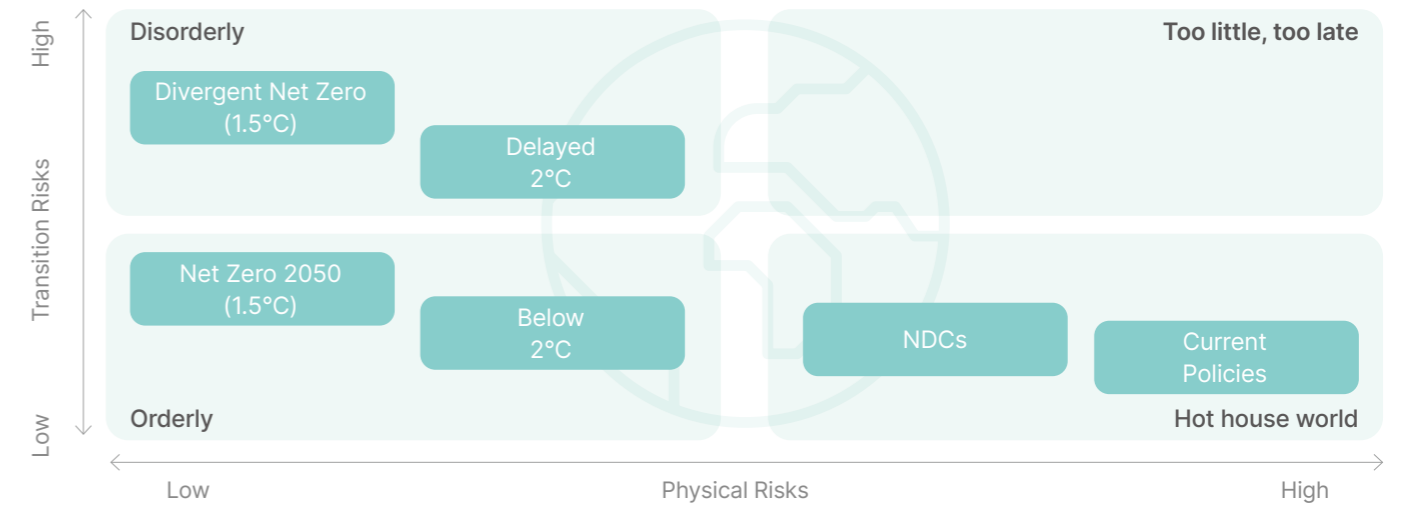
The research comprises three stages: climate change scenario development, climate risk quantification, and financial and insurance impact analysis. Each research area is sequentially and interdependently linked.

In addition, we have hosted industry-academia research seminars on each of these research stages to share knowledge and discuss response strategies with industry and academic stakeholders.

### Interdisciplinary Research Group Work Process

STEP 1	STEP 2	STEP 3	STEP 4
<b>Climate Change Scenario Setting</b>  <ul style="list-style-type: none"> <li>Derivation of multiple future scenarios based on NGFS climate change pathways                             <ul style="list-style-type: none"> <li>Physical risks: e.g., flood index projections by metropolitan municipalities</li> <li>Transition risks: probabilistic analysis of carbon credit and energy market prices</li> </ul> </li> </ul>	<b>Climate Risk Quantification Analysis</b>  <ul style="list-style-type: none"> <li>Analysis of correlations between natural disaster exposures (e.g., typhoons, floods, heatwaves) and loss data</li> <li>Estimation of expected damages under climate change scenarios</li> </ul>	<b>Financial and Insurance Impact Analysis</b>  <ul style="list-style-type: none"> <li>Financial impact assessment through stress testing using climate-based regulatory capital estimations</li> </ul>	<b>Final Outputs</b>  <ul style="list-style-type: none"> <li>Quantitative assessment tailored to changes in the characteristics and impacts of climate factors causing natural disasters in Korea</li> <li>Development of models for climate risk quantification and proposals for improving existing CAT modeling</li> <li>Outline for improving models to quantify physical climate risks within financial industry regulatory frameworks</li> </ul>

### NGFS\* Scenarios Framework



\* NGFS (Network for Greening the Financial System): A global coalition of central banks and financial supervisors aimed at enhancing the awareness and management of climate-related risks and opportunities in the financial sector.

### Interdisciplinary Research Group Seminars

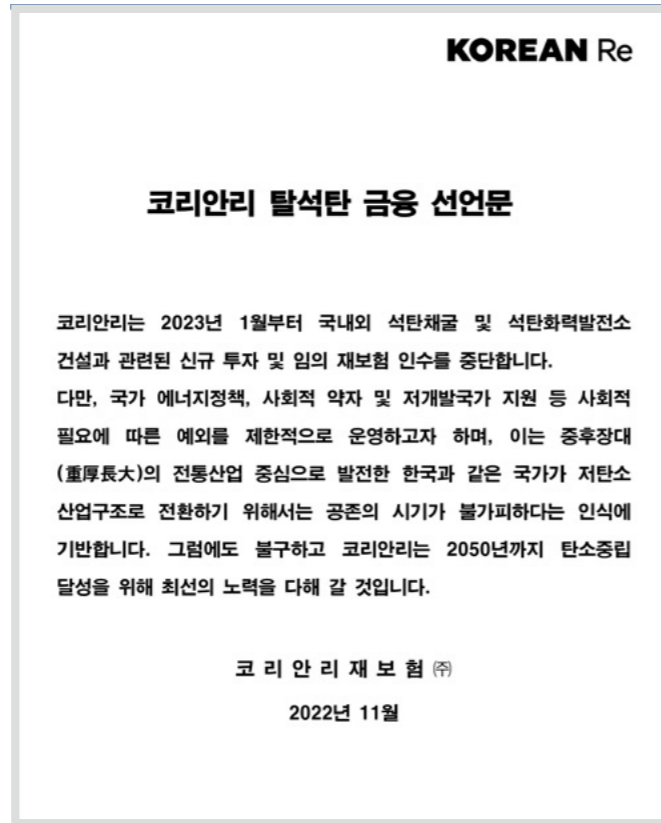
Category	Topic	Presenter
Industry-Academia Research Seminar on Climate Risk Assessment Methodologies in the Insurance Industry	Research on Enhancing Regulatory Capital Models for Insurers by Incorporating Physical Climate Risks	Ye-Jin Kim, Researcher, Actuarial Modeling, Risk Management & Insurance Laboratory, POSTECH (Pohang University of Science and Technology)
	Assessment of Disaster Impact: Typhoons and Torrential Rainfall	So-Hee Kim, Researcher, Advanced Water Resources Engineering Laboratory, Korea University
	Regional Disaster Estimation for Climate Risk Management: Analysis Based on Statistical and Epidemiological Models	Min-Jung Cho, Researcher, Department of Climate & Energy Systems Engineering, Ewha Womans University
	Regional Disaster Estimation for Climate Risk Management: High-Resolution Weather Data Generation Using AI Models	Min-Jeong Kong, Researcher, Department of Climate & Energy Systems Engineering, Ewha Womans University
	Development of a Transition Risk Analysis Model for the Emissions Trading Market	So-Eun Yoon, Researcher, Department of Climate & Energy Systems Engineering, Ewha Womans University
International Seminar on Climate Risk by Korea Insurance Research Institute (KIRI)	Expediting scaled deployment of climate technologies for energy transition and industrial decarbonization - The powerful role of insurance	Dr. Maryam Golnaraghi, Director - Climate Change and Environment, The Geneva Association
	European Insurance in the Presence of Climate Change - Products, Regulation and Skills	Rüdiger Kiesel, Chair for Energy Trading and Finance, University of Duisburg-Essen
	Catastrophe Risk Pooling	RunhuanFeng, PhD, FSA, CERA, School of Economics and Management, Tsinghua University

## II. Strategy

### Declaration on the Phase-Out of Coal Financing

In November 2022, Korean Re's Board of Directors adopted its Declaration on the Phase-Out of Coal Financing as part of the company's commitment to achieving Net-Zero emissions by 2050.

This declaration applies across all underwriting and investment activities, with key decisions made through a holistic evaluation of both financial considerations and ESG factors, including climate change.



### Responsible Investment Guidelines

As a socially responsible financial institution, we have instituted our own Responsible Investment Guidelines to aid in the transition to a low-carbon society and support the growth of green industries.

#### Purpose

We instituted the Responsible Investment Guidelines to uphold the 2015 Paris Climate Agreement, recognizing our social responsibility and impact on achieving a sustainable society. The guidelines reinforce our investment policies by integrating environmental, social, and governance (ESG) issues, focusing on phasing out coal projects and increasing investments in carbon neutrality.

#### ESG Investment Criteria and Process

Korean Re bases its investments on socially responsible investment (SRI\*) criteria. We allocate funds raised through the issuance of sustainability bonds to areas with clear ESG advancement objectives, such as renewable energy.

In the process of making investment decisions regarding stocks, bonds, and other securities, we prioritize companies demonstrating outstanding ESG performance. Additionally, we strive to reduce the net greenhouse gas emissions from our investment portfolio in line with our 2050 Net-Zero goals.

\* SRI (Socially Responsible Investment): A financial activity that invests in companies based on a wide range of performance metrics, including human rights, environment, labor, and community contributions, in addition to financial performance.

The guidelines apply to every stage of the investment process, from identifying investment opportunities to making final decisions to progressively increase the presence of ESG factors in our investment portfolio.

#### Investment Restrictions and Exceptions

Korean Re proactively reviews and restricts investments in companies and industries that negatively impact the environment and society.

We gradually limit investments in the following areas, and we regularly update our investment restrictions list for some listed companies and bond issuers as necessary:

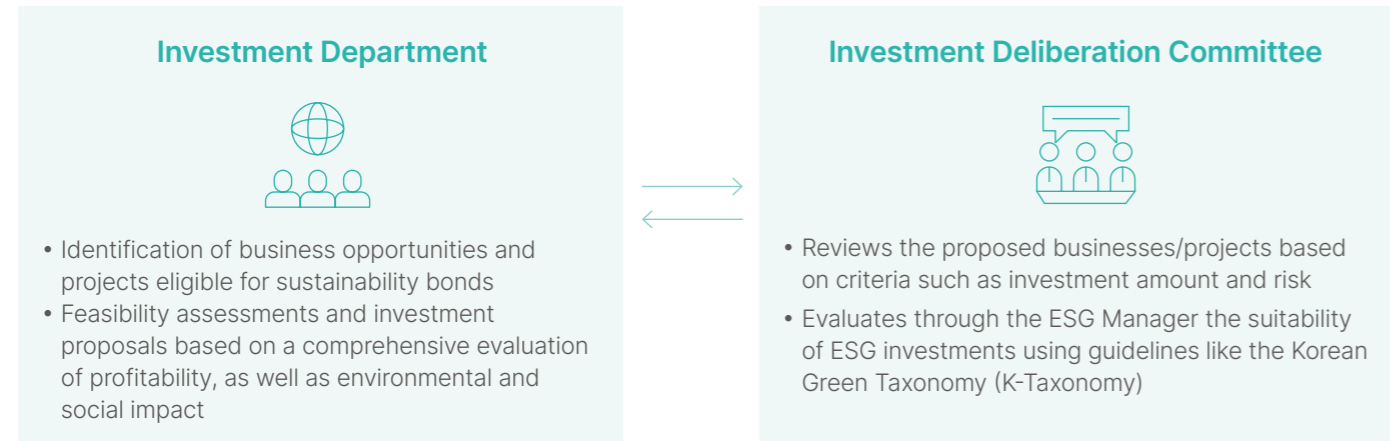
- Coal mining and coal-fired power plant construction
- Tar sands, Arctic, and deep-sea oil and gas
- Other companies and industries deemed not to be in support of social responsibility

However, exceptions may be considered for special purpose bonds and funds that align with ESG objectives or for areas recognized for their social necessity, such as national energy policies, support for the socially disadvantaged, and assistance to underdeveloped countries. In these cases, prior coordination with the ESG Manager is required to minimize social and environmental risks associated with any investments.

## II. Strategy

### ESG Investment and Evaluation Principles

#### ESG Business and Project Evaluation Process



### ESG Investment Approach by Asset Class

As a responsible investor, Korean Re has established and implemented ESG-integrated investment strategies to advance sustainable finance. Through these efforts, we aim to strike a balance between long-term profitability and effective risk management.

Our ESG investment policy is applied across the company's entire investment portfolio, covering both direct investments (e.g., bonds, equities) and indirect investments (e.g., corporate, real estate, and infrastructure as part of alternative investments).

	<b>Bonds</b>	We continue to invest in green bonds, social bonds, and sustainability bonds in accordance with the K-Taxonomy guidelines and internal responsible investment standards.
	<b>Corporate Investments</b>	We conduct preliminary reviews to determine whether the industry and core business activities of target companies qualify as ESG-aligned investments. We refrain from making new investments in high-carbon industries such as coal and oil.
	<b>Real Estate Investments</b>	Investment decisions reflect factors such as whether the property has obtained green or eco-friendly certifications (e.g., BREEAM, LEED, DGNB) and its level of energy efficiency.
	<b>Infrastructure Investments</b>	We continue to invest in renewable energy-related funds (e.g., solar and wind power) and infrastructure projects aligned with ESG implementation objectives.

### Management System for Investment Projects Overseeing Sustainability Bonds

Category	Project Category	Description
<b>Green</b>	<b>Renewable Energy</b>	Power plant/generation and related facilities/services for photovoltaic, solar heat, wind, hydro, marine, geothermal, hydrothermal, and biofuel energy
	<b>Green Transport</b>	Vehicles and agricultural/construction machinery using zero-emission fuels like electric, solar, and hydrogen
	<b>Green Buildings</b>	Green building/zero-energy building certifications (LEED, BREEAM, DGNB) for development/remodeling projects
	<b>Circular Economy Production Technologies</b>	Promotion of recycling, upcycling of waste, production of environmentally certified products, and essential components of eco-friendly products
	<b>Environmental Pollution Prevention/Control</b>	Reduction of negative environmental impact and pollution of air, soil, etc., and waste management
<b>Social</b>	<b>Job Creation/Job Security</b>	Loans and investments to companies recognized for excellent job creation or with a 5% or higher employment growth rate
	<b>Affordable Housing Supply</b>	Supply of public and social housing and related mortgage-backed securities (MBS)

In 2022, Korean Re issued KRW 230 billion in sustainability bonds that received the highest possible rating (STB1) in a financial authentication evaluation by Korean financial authorities. To enhance the transparency and effectiveness of its sustainability bond investment projects, we have established and operate a dedicated management system. The full proceeds from the bond issuance have been allocated to projects that contribute to social value creation, including renewable energy and affordable housing initiatives.

We regularly monitor our ESG investment activities and will continue to expand the scope of ESG investments, thus strengthening our commitment to environmental protection and social value creation as a global reinsurer.

# II. Strategy

## Strategy for Achieving 2050 Net-Zero Goals

### Decarbonized Underwriting

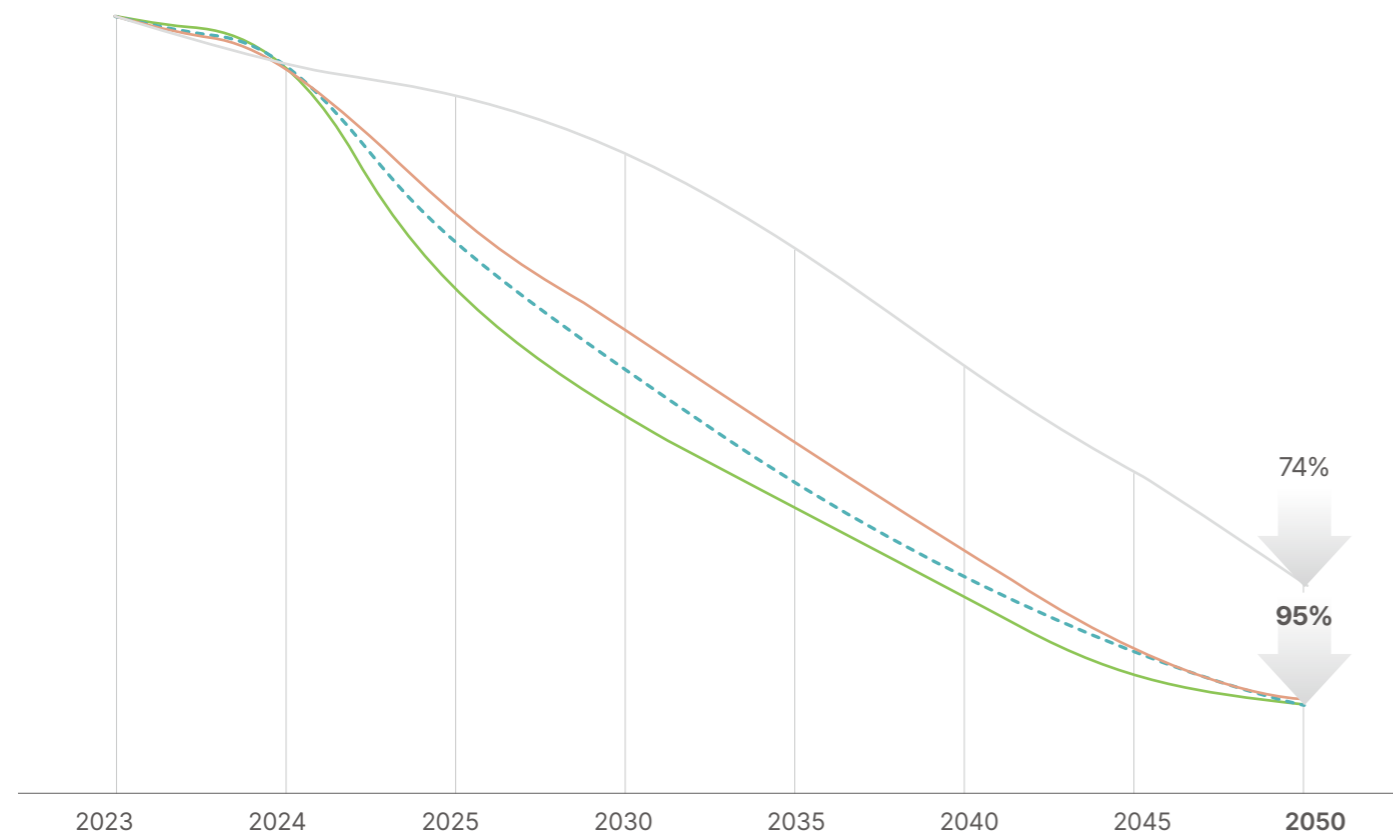
In support of the Net-Zero target, Korean Re has developed multiple scenarios based on market trends, regulatory developments, and projected underwriting volumes related to the coal industry.

Accordingly, our underwriting teams have established a coal phase-out policy and have been steadily reducing exposure to coal-related businesses. In certain regions, this policy has gone beyond the scope of the company's Declaration on the Phase-Out of Coal Financing by discontinuing not only new construction insurance but also coverage for operational risks.

In 2024, the proportion of construction insurance underwritten for coal-fired power projects declined significantly, resulting in a 16.4% year-on-year reduction in the share of coal-related businesses within our overall portfolio. By 2050—the Net-Zero target year—this share is projected to decline by approximately 95% compared to 2024 levels.

### Projected Gross Written Premiums from Coal-Fired Power Plant Projects by Scenario

- Failure in Phase-Outs
- Conditional Suspension of Coal Underwriting with Limited Exceptions
- Complete Suspension of New Coal Underwriting
- Projection under Coal Phase-Out Scenario

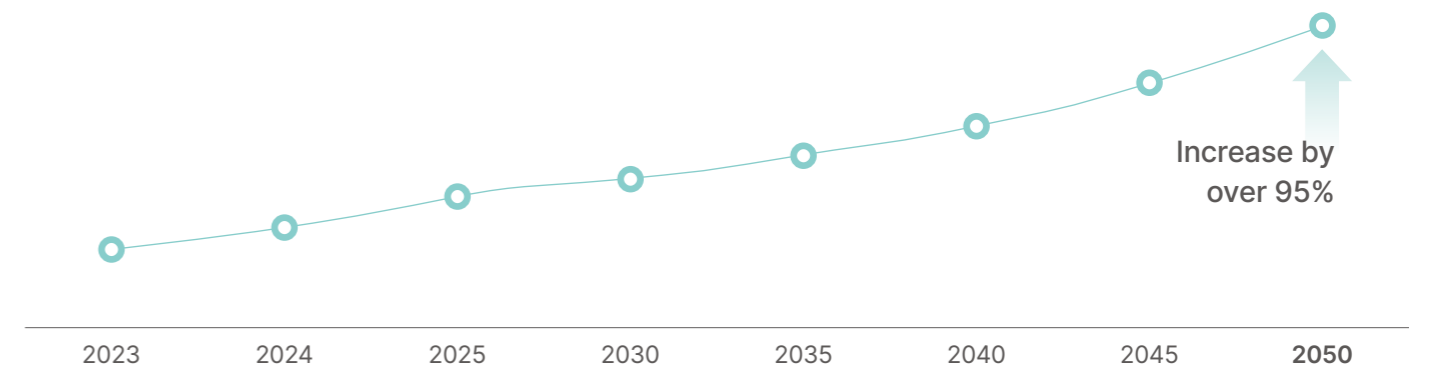


### Green Underwriting

Korean Re is actively exploring new eco-friendly markets to support the transition to a low-carbon society. In 2024, gross written premiums from the renewable energy sector increased by 24.2% year on year.

Looking ahead, the company plans to further expand its reinsurance underwriting of renewable energy projects, including solar, wind, and hydro power. By 2050, gross written premiums from green energy are expected to grow by more than 95% compared to 2024 levels.

### Projections of Gross Written Premiums\* for Green Energy



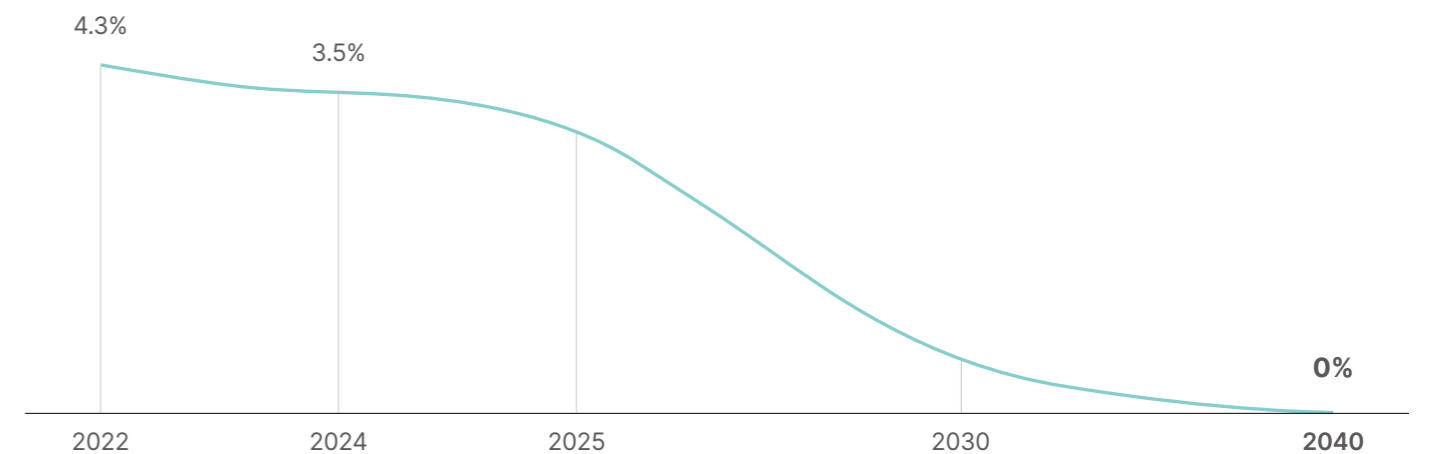
\* Gross written premiums in the power plant/energy sector as defined by K-Taxonomy

### Decarbonized Investment

To achieve our 2050 Net-Zero goals, we are aligning our investments with newly established target to phase out coal financing. We plan to continuously reduce the proportion of coal financing in our investment portfolio to support our commitment to a carbon-neutral future.

Assets	Coal Financing
Domestic Bonds	2.9%
Overseas Bonds	0.3%
Loans	0.3%
<b>Total</b>	<b>3.5%</b>

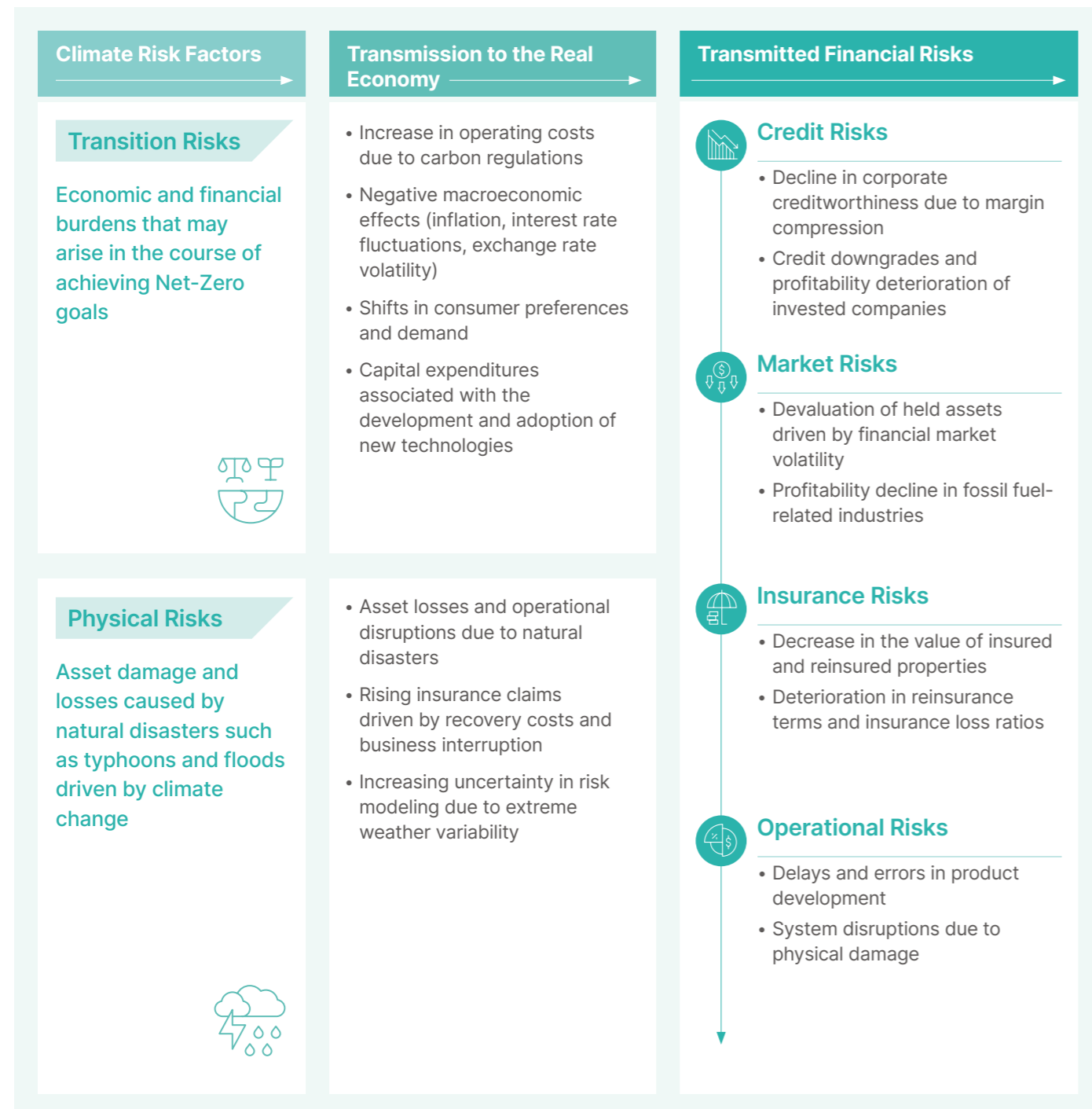
### Phasing Out Coal Financing



# III. Risk Management

## Approach to Identifying, Assessing, and Managing Climate Risks

### Climate Risk Transmission Mechanisms



### Risk Management at the Board Level

The Risk Management Committee identifies and evaluates climate-related risks through the following procedures:

<p><b>Approval of Solvency Assessment Based on Natural Disaster Scenarios</b></p>	<ul style="list-style-type: none"> <li>Scenario modeling that reflects 1-in-1,000-year catastrophic losses</li> <li>Maintaining solvency ratios above 100% under stress scenarios caused by natural disasters</li> </ul>
<p><b>Setting and Approving Accumulated Natural Catastrophe Underwriting Limits</b></p>	<ul style="list-style-type: none"> <li>Establishing limits to ensure cumulative losses from large-scale disasters do not exceed a threshold of available capital</li> </ul>
<p><b>Review and Reporting of Investment-Related Matters</b></p>	<ul style="list-style-type: none"> <li>Deliberating on key investment issues such as the annual asset allocation strategy, alternative investments, and ESG investments to ensure proactive risk management</li> </ul>
<p><b>Identification and Response to Emerging Risks</b></p>	<ul style="list-style-type: none"> <li>Regular selection, evaluation, and development of management plans for emerging risks</li> </ul>

The ESG Committee oversees and evaluates climate risk response activities.

<p><b>Review of Progress and Performance in Decarbonization Management</b></p>	<ul style="list-style-type: none"> <li>Monitoring the implementation status and outcomes of key climate-related initiatives</li> </ul>
<p><b>Carbon Neutrality Progress Report</b></p>	<ul style="list-style-type: none"> <li>Periodic review of carbon neutrality implementation milestones</li> </ul>

### Risk Management at the Executive and Operational Levels

ESG Management Committee		
<ul style="list-style-type: none"> <li>Monitoring environmental management KPIs and identifying areas for improvement</li> </ul>		
<p><b>Asset Management &amp; Underwriting Teams</b></p> <ul style="list-style-type: none"> <li>Reducing exposure to high climate-risk assets and excluding such risks when underwriting</li> </ul>	<p><b>Strategic Planning Office (ESG)</b></p> <ul style="list-style-type: none"> <li>Leading industry-academia research initiatives to enhance climate risk assessment</li> <li>Monitoring and disclosing climate risk indicators</li> </ul>	<p><b>HR &amp; General Affairs Team</b></p> <ul style="list-style-type: none"> <li>Strengthening employee capacity related to climate change awareness and response</li> </ul>

# IV. Metrics and Targets

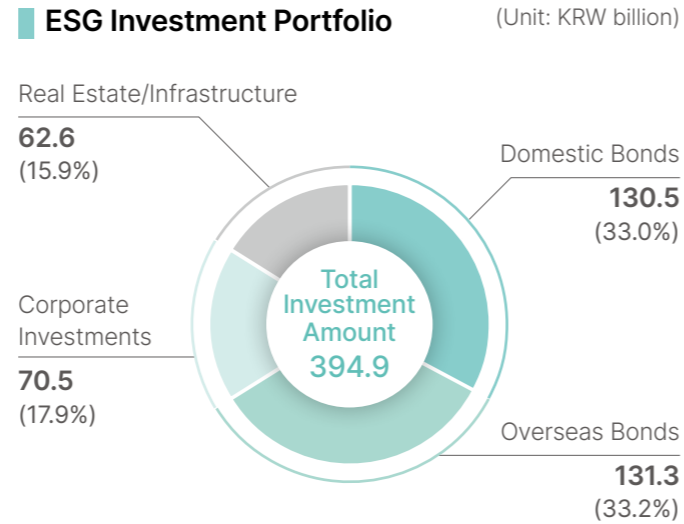
## Climate Risk-Related KPIs and Targets

### ESG Investment Goals and Performance

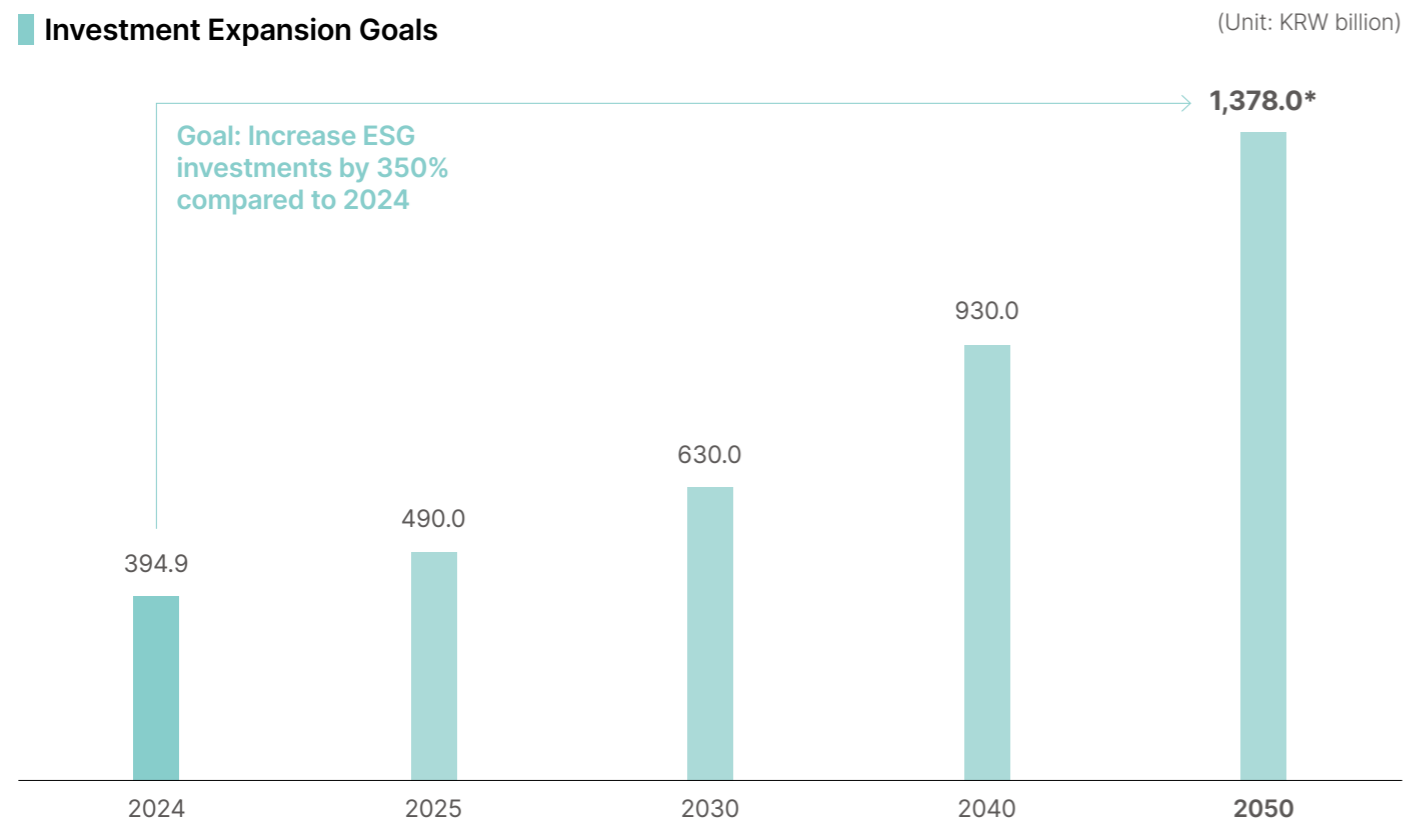
To achieve its Net-Zero goals, Korean Re is progressively increasing the share of ESG investments in its asset portfolio.

The company plans to increase the share of ESG investments in its general insurance-backed portfolio to 6.5% by 2050, which is more than three times the investment level in 2024.

Through the expansion of ESG investments, Korean Re seeks to both strengthen its income base and fulfill its responsibility in creating environmental and social value.



### Investment Expansion Goals



\* 6.5% of total invested asset portfolio for general insurance (excluding coinsurance)

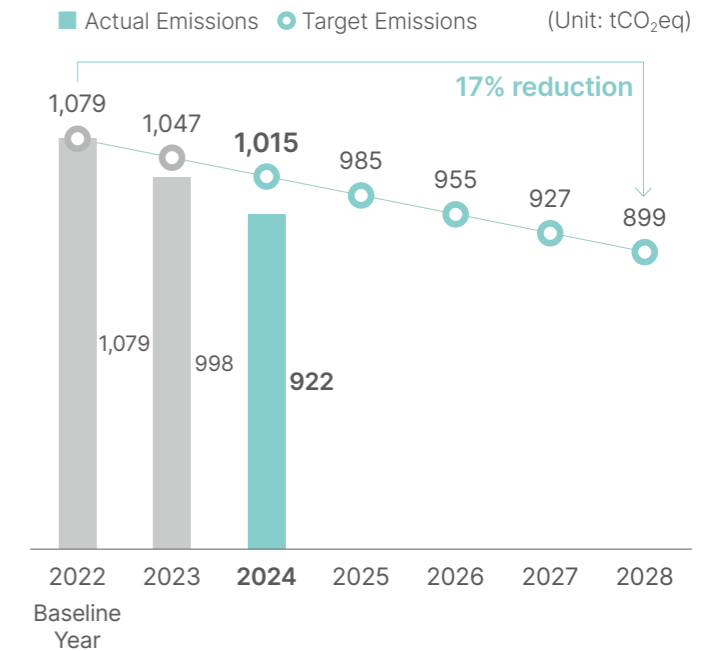
### Scope 1 & 2 Emissions Targets and Performance

To support the effective achievement of its 2050 Net-Zero goals, Korean Re has established a mid- to long-term target to reduce greenhouse gas (GHG) emissions by 3% annually from the 2022 baseline through 2028.

In 2024, Korean Re's GHG emissions totaled 922 tCO<sub>2</sub>eq, outperforming the annual reduction target and demonstrating meaningful progress ahead of schedule toward its mid- to long-term objectives.

Moving forward, Korean Re will continue to actively engage in environmental initiatives and energy-saving campaigns to sustain momentum in reducing emissions.

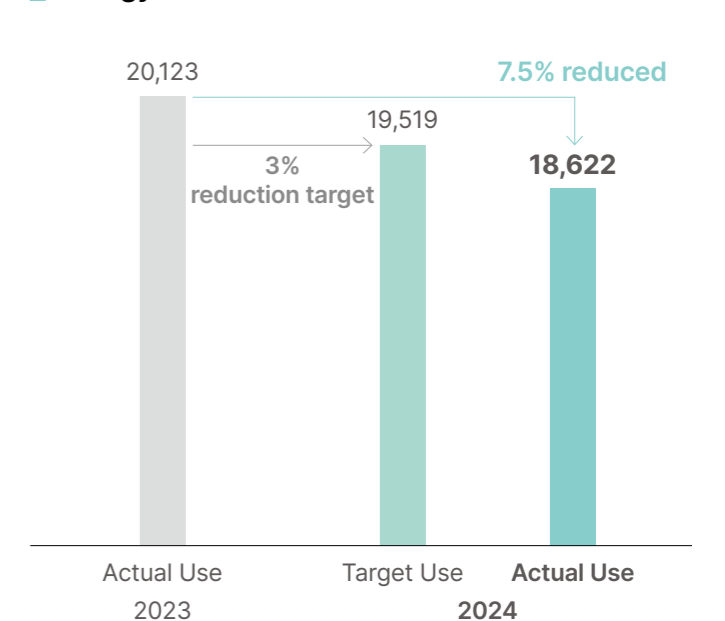
### Mid- to Long-Term GHG Reduction Targets and Actual Scope 1 & 2 Emissions



### Energy Use Targets and Performance

Recognizing the importance of energy efficiency, Korean Re has set a target of reducing energy consumption by 3% each year and has managed its performance accordingly. In 2024, the company achieved a 7.5% reduction in energy use compared to the previous year, significantly surpassing its goal.

### Energy Use Performance



# IV. Metrics and Targets

## Calculating Financed Emissions (Scope 3)

To systematically implement its decarbonization policies, Korean Re annually calculates and discloses the financed emissions of its asset portfolio.

As of the end of 2023, Korean Re assessed the financed emissions of its holdings in Korean sovereign bonds, corporate bonds, and listed equities using the global standard methodology from the PCAF\*. Compared to 2022, the scope of assessed assets expanded significantly.

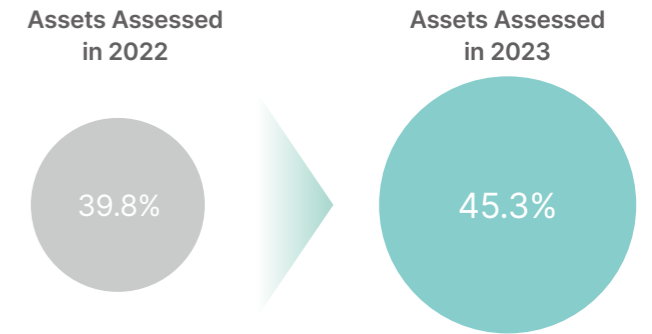
Analysis of financed emissions revealed that utilities and energy industries, particularly power generation and chemical sectors, exhibited higher emissions intensity\*\* than other industries. Korean Re plans to continuously monitor financed emissions in high-carbon sectors going forward.

The company will also progressively expand the scope of calculation and disclosure to ensure greater transparency in its climate-related reporting.

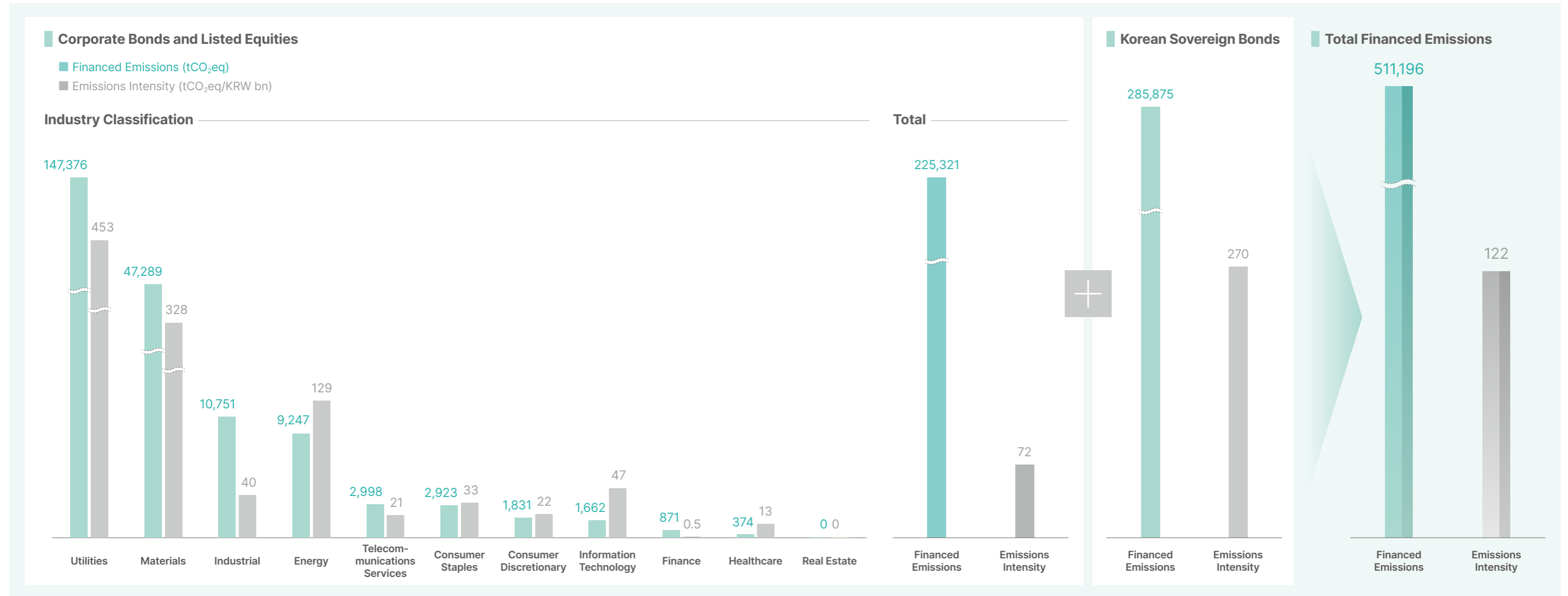
\* PCAF (Partnership for Carbon Accounting Financials): A global initiative led by financial institutions focusing on the calculation and disclosure of financed emissions resulting from their asset management

\*\* Emissions intensity: Financed emissions per investment amount

## Expansion of Financed Emissions Coverage within the Total Asset Portfolio



## Financed Emissions by Asset Type





# Commitment

Korean Re has established detailed sustainability management guidelines to ensure the company-wide implementation of key ESG elements—including sound corporate governance, health and safety, ethics and compliance, human rights management, and environmental management.

The guidelines serve as the foundation for fostering a corporate culture that promotes sustainable management practices across the board and reflect our commitment to becoming a more sustainable company, one that remains trusted in the eyes of our diverse stakeholders.



# Sustainable Management Guidelines

## Governance Charter

In 2023, Korean Re established and promulgated its Governance Charter, a set of corporate governance principles, based on the recognition that establishing efficient and transparent governance is essential to protecting the interests of its stakeholders.

The Governance Charter codifies the principles of shareholder and stakeholder protection, the roles and responsibilities of the Board of Directors (BOD) and audit organization, and fair corporate activities, providing a benchmark for sound governance.

The management board of Korean Re will continue to carry out responsible management under the supervision of a professional and independent BOD, aiming for shared growth with stakeholders based on a sound governance framework.

[Go to the Korean Re Governance Charter page](#)

## Health and Safety Management Policies

In 2024, Korean Re established Health and Safety Management Policies to enhance the management of health and safety issues for employees and stakeholders and to foster a culture of safety within the organization.

### Health and Safety Management Policies

	<b>1</b> Both the company and its employees will make every effort to comply with safety and health laws, international standards, regulations, and international agreements.
	<b>2</b> Management will continuously express its commitment to safety and health management, and all employees will lead the way in establishing a highly respected culture of safety.
	<b>3</b> The company will not compromise on employee safety and will strive for continuous management and improvement of the working environment to promote the health of all employees.
	<b>4</b> The company will seek the best support and cooperation to protect the safety of all stakeholders, including employees, customers, and partners.

[Go to the Korean Re Health and Safety Management Policies page](#)

## Ethical and Compliance Management System

### Ethics and Compliance Principles

Korean Re aims to cultivate strong ethical awareness among employees in the promotion of an ethical and credit society and the development of the insurance business through transparent, ethical management.

Grounded in principles of good faith, fiduciary duty, legal compliance, and a customer-first attitude, we have implemented a company-wide Ethical and Compliance Management System to foster an esteemed culture of business ethics.

#### Customer-First

The company and its members shall recognize that the development of clients is the development of the insurance industry and always think and act from the clients' perspective.

#### Exemplary Insurer

The company and its members at all levels shall establish the desired image of an insurer and strive for self-development to live up to that standard.

#### Legal Compliance

The company and its members shall be well versed in and fully comply with all laws and regulations related to insurance in performing their duties.

#### Good Faith

The company and its members shall perform their duties fairly and in a moral and ethical manner based on honesty and trust.

#### Fiduciary Duty

The company and its members shall strive to maintain professionalism with a sense of pride as members of the insurance industry and shall fulfill their duties for the continuous growth of the company and the development of the insurance industry.



[Go to the Korean Re Code of Conduct Page](#)

# Sustainable Management Guidelines

## Human Rights Management System

### Human Rights Management Declaration and Code of Conduct

Korean Re supports human rights protection and respects the guidelines and principles set forth by the UN Human Rights Council, the International Labour Organization, and domestic labor laws.

Our Human Rights Management Declaration and Code of Conduct provide a behavioral code applicable to all stakeholders.

#### Human Rights Management Code of Conduct

<p><b>Principles</b></p>	<ul style="list-style-type: none"> <li>Responsibility and obligation to uphold human rights management principles for all members, including top management</li> <li>Inclusion of principles such as non-discrimination, respect for diversity, prohibition of child and forced labor, and protection of human rights</li> </ul>
<p><b>Objectives</b></p>	<ul style="list-style-type: none"> <li>Implementation of human rights management activities that encompass all stakeholders</li> <li>Introduction of a grievance handling system and transparent disclosure</li> <li>Operation of ethical management reporting channels and regular surveys</li> <li>Enforcement of responsibility and obligation on all members to resolve human rights issues whenever they arise</li> </ul>
<p><b>Scope</b></p>	<ul style="list-style-type: none"> <li>Employees, customers, shareholders, and investors</li> <li>Stakeholders involving the products, services, and business activities of Korean Re</li> </ul>

#### Human Rights Policies

<p><b>for Employees</b></p>	<ul style="list-style-type: none"> <li>Prohibition of discrimination, fair evaluation and compensation, and prevention of wrongful labor practices</li> <li>Respect for freedom of association and collective bargaining</li> </ul>
<p><b>for Customers</b></p>	<ul style="list-style-type: none"> <li>Prohibition of discrimination</li> <li>Information security and privacy protection</li> <li>Restriction on underwriting contracts with any element of human rights violations</li> </ul>
<p><b>for Shareholders and Investors</b></p>	<ul style="list-style-type: none"> <li>Ensuring the accuracy and reliability of accounting data</li> <li>Disclosing information in a timely and fair manner</li> <li>Maintaining mutually trust-based relationships</li> </ul>
<p><b>for Local Communities</b></p>	<ul style="list-style-type: none"> <li>Paying attention and seeking solutions to human rights issues in the community</li> <li>Contributing to a sustainable positive influence</li> </ul>
<p><b>Others</b></p>	<ul style="list-style-type: none"> <li>Eco-conscious and socially responsible investments</li> </ul>

[Go to the Korean Re Human Rights Management Declaration and Code of Conduct page](#)

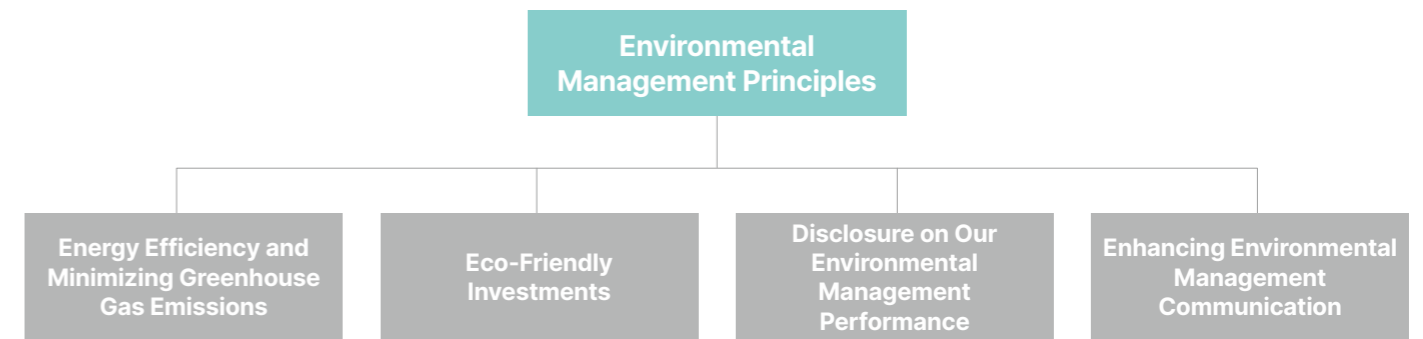
## Environmental Management System

### Environmental Management Declaration and Code of Conduct

Korean Re supports the Paris Agreement and recognizes its mission and responsibility as a global reinsurance company to limit the average temperature increase of the earth to 1.5°C or below compared to pre-industrial levels.

To ensure responsible environmental management by all employees, including top management, we established our own Environmental Management Declaration and Code of Conduct.

#### Environmental Management Code of Conduct



### Action Plans Based on Our Environmental Management Principles

<p><b>Principles and Objectives</b></p>	<ul style="list-style-type: none"> <li>Fulfillment of responsibilities by mindful and responsive top management and employees</li> </ul>
<p><b>Energy Efficiency</b></p>	<ul style="list-style-type: none"> <li>Monitoring energy use</li> <li>Setting targets for reducing greenhouse gas emissions</li> <li>Providing regular education to raise environmental management awareness</li> </ul>
<p><b>Eco-Conscious Investments</b></p>	<ul style="list-style-type: none"> <li>Adjusting the portion of high environmental risk assets in the investment portfolio (i.e., companies not mindful of climate risks or heavy-emissions projects)</li> </ul>
<p><b>Greater Transparency</b></p>	<ul style="list-style-type: none"> <li>Disclosing publically objective environmental management performance data with third-party assurance</li> <li>Joining domestic and international environmental initiatives</li> </ul>

[Go to the Korean Re Environmental Management Declaration and Code of Conduct page](#)

# Sustainable Business



In pursuit of our vision to become a global top-tier reinsurer, Korean Re is making comprehensive efforts across the environmental, social, and governance (ESG) spectrum to enhance our long-term sustainability.

First, we have in place an environmental management policy to systematically fulfill our environmental responsibilities. Specifically, we are integrating environmental management practices into our operations through a structured decision-making framework led by senior management that is supported by targeted employee training programs and environmental protection initiatives.

Second, on the social front, we are actively engaging with a diverse range of stakeholders to create enduring social value. Anchored by our Human Rights Management Declaration, we are cultivating a more inclusive and flexible organizational culture through internal policies and strategies designed to foster positive stakeholder relationships, including our employees.

Third, we remain committed to building a sound and transparent corporate governance structure. By strengthening the independence and expertise of our Board of Directors, we maintain a healthy system of checks and balances with management. At the same time, we are advancing stakeholder interests by promoting an ethical management culture through an array of governance and compliance initiatives.

Going forward, Korean Re will continue to listen to its stakeholders and transparently disclose its sustainability performance and outcomes.

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Environment	41
Employees & Society	44
Governance	55

Sustainable Business

# Environment

41 Environmental Management System

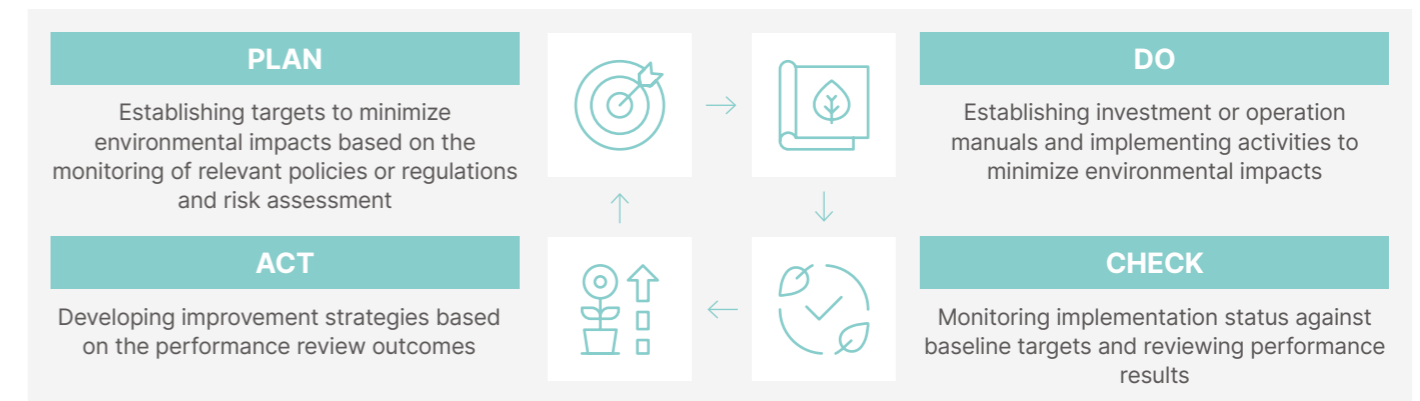
42 Internalization of Environmental Management

## Environmental Management System

### Environmental Management Focus Framework

Korean Re operates an environmental management framework based on the PDCA\* cycle, through which it draws ideas from relevant departments to reduce both our direct and indirect environmental impact. This approach ensures consistency across the entire process—from goal setting to performance management.

\* Plan-Do-Check-Act (PDCA): a business approach for continuously enhancing management activities through cycles of goal planning, strategy execution, result review, and improvement actions



### Formulating Environmental Management Strategies

Korean Re identifies the focus areas of environmental management every year and develops and implements strategies to address them.

Focus Areas	PLAN	DO	CHECK	ACT
<b>1</b> Reinforcing Environmental Management	<ul style="list-style-type: none"> <li>Setting targets to minimize our environmental impact</li> </ul>	<ul style="list-style-type: none"> <li>Declaring our commitment to environmental management</li> <li>Establishing greenhouse gas (GHG) reduction targets</li> </ul>	<ul style="list-style-type: none"> <li>Measuring GHG emissions</li> </ul>	<ul style="list-style-type: none"> <li>Setting annual and mid- to long-term targets</li> </ul>
<b>2</b> Scaling Up Green Finance	<ul style="list-style-type: none"> <li>Establishing mid- to long-term targets to achieve Net-Zero by 2050</li> </ul>	<ul style="list-style-type: none"> <li>Underwriting risks related to the eco-friendly energy business</li> <li>Phasing out from fossil fuel assets from our investment portfolio</li> </ul>	<ul style="list-style-type: none"> <li>Tracking revenue from eco-friendly gross written premiums</li> <li>Measuring financed emissions</li> </ul>	<ul style="list-style-type: none"> <li>Expanding ESG-integrated asset management</li> <li>Strengthening our proactive risk response to climate change</li> </ul>
<b>3</b> Participating in Ecology & Biodiversity Conservation Efforts	<ul style="list-style-type: none"> <li>Fulfilling eco-friendly social responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>Expanding employee participation in initiatives for ecosystem and biodiversity preservation</li> </ul>	<ul style="list-style-type: none"> <li>Compiling an employee participation status register and budget execution details</li> </ul>	<ul style="list-style-type: none"> <li>Continuously identifying environmental CSR activities</li> </ul>

# Internalization of Environmental Management

## Greenhouse Gas Emissions Reduction

### Participation in Lights-Out Events and Pursuit of Eco-Friendly Certifications

As part of our ongoing commitment to reducing energy consumption and greenhouse gas emissions, Korean Re actively takes part in global lights-off campaigns, including Earth Hour, World Environment Day, and Energy Day.

On these occasions, we temporarily switch off the building façade lighting, signage, and interior office lights for preset hours to help conserve energy and raise public awareness of energy conservation and environmental protection.

In addition, the new head office building project, which is scheduled to commence in 2025, is designed to achieve several green certifications, including LEED, Green Building Label, and Zero Energy Building Label, and will be implemented to ensure that over 20% of the new building's energy needs are met through renewable sources.



### Green Certifications Plans for the New Head Office Building

Certification	Targets and Plans
LEED	GOLD
Green Building Label	Green Label 1 (Top)
Zero Energy Building Label	Grade 5 or above
Energy Efficiency Grade	Grade 1++ or above
Renewable Energy	Sourcing 20% or more of power from renewable energy sources

## ZEVs and EV Charging Station

Korean Re currently operates 50% of its business vehicle fleet as zero-emission vehicles (ZEVs) as part of its efforts to reduce air pollution and greenhouse gas emissions.

To further promote electric vehicle (EV) adoption, we installed four EV charging stations in the outdoor parking area of our head office in 2023, making them accessible to both employees and visitors.

**ZEVs at Korean Re**

**50%**  
of all business vehicles

**EV Charging Station**

**4 chargers**

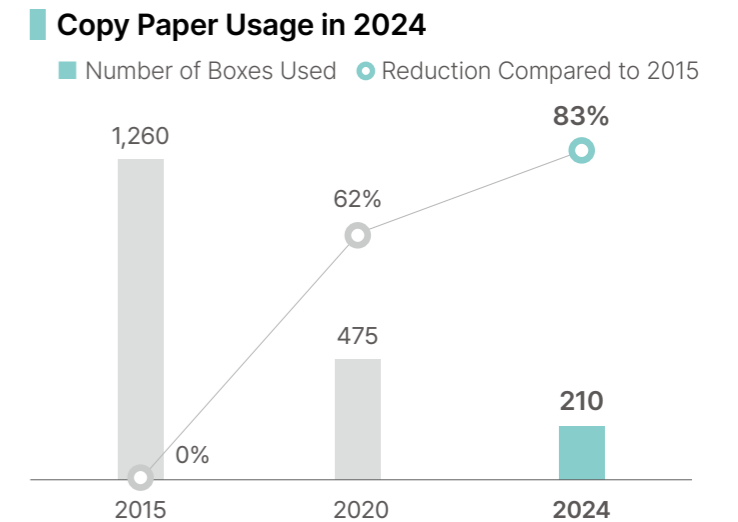
## Resource Recycling

### Paperless Office Initiative

Korean Re has been reducing the use of copy paper under a paperless office policy since 2016.

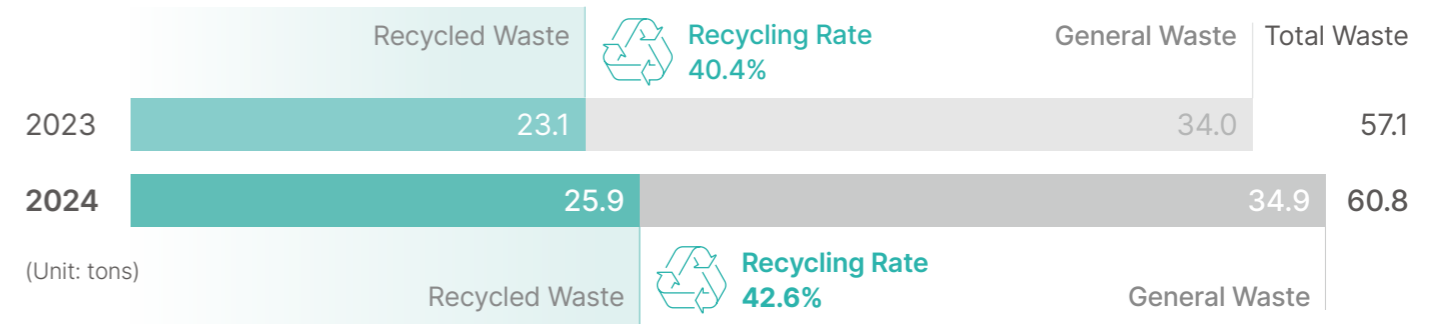
Employees have adopted video conferencing and remote work systems, significantly reducing unnecessary paper usage while enhancing overall efficiency and convenience in daily operations.

In 2024, copy paper usage totaled 210 boxes—an 83% reduction compared to 2015, prior to the adoption of the company's paperless policy. This has also led to a substantial decrease in greenhouse gas emissions associated with paper usage.



### Waste and Recycling Rates

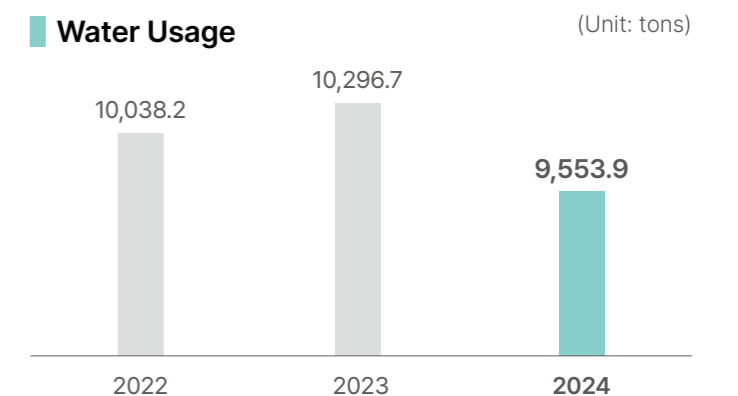
Korean Re regularly monitors waste generation and recycling rates to contribute to effective resource recycling initiatives.



## Water Usage

Korean Re continuously monitors its water usage and remains committed to reducing its consumption. In 2024, we achieved a 7.2% reduction in water usage compared to the previous year.

Looking ahead, we plan to implement advanced water management systems and facilities as part of our new head office building project to further enhance water efficiency.



## Environmental Protection and Biodiversity Conservation Activities

### Environmental Protection Activities

#### Marine Debris Clean-Up

Korean Re has regularly cleaned up the area around Yongmuchi Beach in Dangjin since adopting it as a partner beach in 2022. In 2024, over 80 Korean Re employees volunteered to collect marine debris at the beach, picking up 909 kg over five days.



### Biodiversity Conservation Activities

#### River Clean-Up

Since 2023, Korean Re has been carrying out a clean-up initiative at Yeouido Saetgang Ecological Park.

As part of this effort, we contributed to the natural restoration of the stream's self-purification function by throwing soil balls that contain eco-friendly microorganisms which help degrade pollutants into the water. Additionally, we removed nearly six tons of invasive plant species—such as Japanese hop and prickly sida—from the area and planted 900 spiraea shrubs, thus contributing to the conservation of biodiversity in the river ecosystem.



#### Urban Tree-Planting for Pollinator Habitats

In 2024, Korean Re participated in the Urban Forest for Bees campaign organized by the Korea Green Foundation, which promotes urban tree-planting projects. For our own part, we joined a planting activity at Noeul Park in Mapo-gu, Seoul.

Together with other participating companies, we planted a total of 3,000 trees from six species, including sawtooth oak, oriental cork oak, and konara oak. This initiative contributes to increased carbon absorption in urban areas, helps mitigate the urban heat island effect, and supports the creation of forage forests to combat colony collapse disorder among bees.



### Green Education

In August 2024, Korean Re hosted a breakfast seminar aimed at deepening employees' understanding of global climate change issues and their implications. A total of 201 employees participated, collectively strengthening awareness around carbon neutrality and the circular economy.

The seminar covered key themes discussed at the UN Climate Change Conference (COP), underscoring the importance of systematic efforts to implement decarbonization policies such as expanding the use of clean energy.



#### Climate Change Education Sessions in 2024

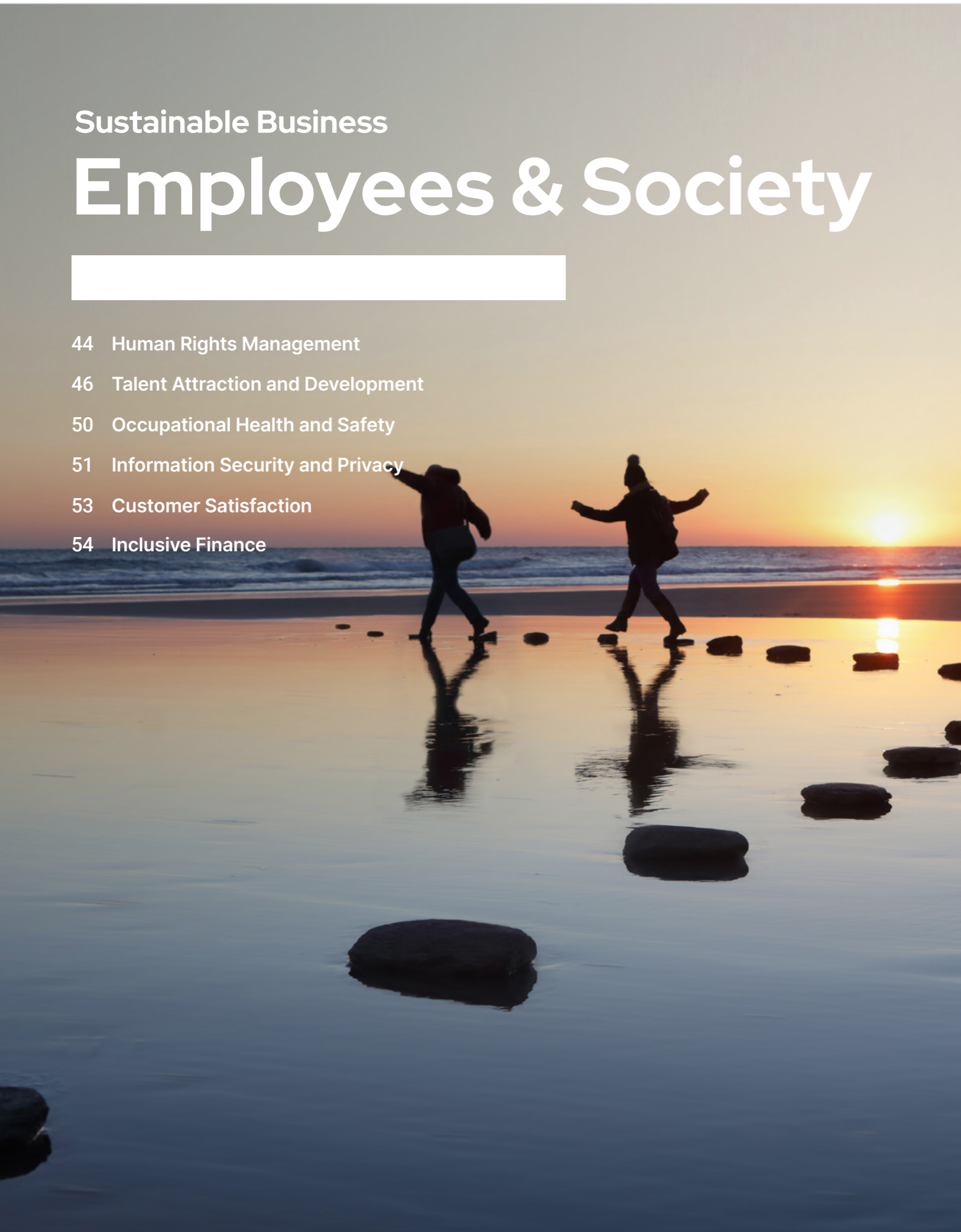
Date	Target	Topic
August 26, 2024	Employees	Global Climate Dialogue (COP28)
December 19, 2024	Outside directors	Typhoons and Climate Change



Sustainable Business

# Employees & Society

- 44 Human Rights Management
- 46 Talent Attraction and Development
- 50 Occupational Health and Safety
- 51 Information Security and Privacy
- 53 Customer Satisfaction
- 54 Inclusive Finance



## Human Rights Management

### Human Rights Management Process

#### Human Rights Management Policy

Korean Re has established mid- to long-term goals and set annual action plans to systematically enhance the effectiveness of its human rights management. We remain committed to respecting and protecting the human rights of all stakeholders.

#### Human Rights Management Roadmap

	2024	2025	2027	2030~
Goals	Strengthen our human rights management system	Internalize human rights management		Advance human rights management
Action Plans	<ul style="list-style-type: none"> <li>• Improve human rights impact assessments and establish mitigation measures for identified risks</li> </ul>	<ul style="list-style-type: none"> <li>• Specify human rights management processes</li> <li>• Expand employee education on human rights</li> </ul>	<ul style="list-style-type: none"> <li>• Improve responsiveness to human rights issues by expanding grievance channels and monitoring</li> <li>• Expand the scope of human rights impact assessments</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthen proactive management of human rights issues through continuous monitoring</li> </ul>

#### Human Rights Issue Management Process



## Human Rights Impact Assessments

### Scope of Human Rights Impact Assessment

Korean Re has identified employees, clients (business partners), and local communities as stakeholders potentially exposed to human rights risks. The assessment also includes vulnerable groups to ensure a comprehensive evaluation of human rights risks.

### Findings of the Human Rights Impact Assessment

Stakeholders*	Key Identified Risks	Mitigation Measures	Change in Risk (YoY)
Employees	Inadequate workplace safety and employee health management	Expand health checkups, mental health support, and safety training	↓ (Reduced)
	Internal corruption and unfair practices	Conduct corruption risk assessments and strengthen internal controls	↓ (Reduced)
	Inadequate human rights management framework	Introduce a Human Rights Management Declaration and related training	↓ (Reduced)
	Restrictions on freedom of association and collective bargaining	Regular operation of the Labor-Management Council	-
	Violations of basic human rights in the workplace	Operate grievance channels and provide human rights training	-
	Unreasonable work demands		-
	Discrimination in employment	-	
Clients (Partners)	Inadequate personal data & privacy protection	Enhance data protection systems and response protocols	↑ (Increased)
	Power abuse toward clients (partners)	Operate a compliance and ethics reporting system	-
	Human rights violations involving client employees		-
Local Communities	Infringement of local residents' environmental rights	Engage in local environmental conservation efforts	-

\* Due to the nature of our business, shareholders, investors, government and industrial associations are deemed to have minimal exposure to human rights risks.

The assessment found that risks previously considered high—such as inadequate health and safety measures, internal misconduct, and a lack of human rights management structure—have been mitigated thanks to the implementation and internalization of targeted improvement actions.

Conversely, the risk associated with personal data handling has risen due to heightened social awareness and evolving technological environments, which have increased organizational sensitivity to data privacy issues.

Furthermore, survey results show that women, temporary employees, and junior staff are more vulnerable to human rights risks. As a result, Korean Re intends to strengthen preventive training and internal communication channels tailored to these groups, while also improving the effectiveness of workplace inspections and grievance systems to manage human rights risks proactively.

## Human Rights Grievance Channels

Korean Re operates several anonymous channels to protect the human rights of stakeholders and to prevent unjust discrimination. For internal reporting of employee grievances, difficulties, and workplace misconduct, we utilize a system called Sinmungo, a whistleblowing channel under the direction of the CEO. Recently, we added a grievance check to the regular employee survey on our corporate culture to collect feedback for improving our grievance system.

Based on the latest human rights impact assessment findings, we amended the previous Misconduct Reporting Form into a Compliance Reporting Form. This updated form will serve as a channel for listening to the voices of external stakeholders, as well as employees.

The Compliance Reporting Form is available on the Korean Re website for anyone wishing to report human rights violations, such as unfair benefit requests by employees, sexual harassment, gender discrimination,

and discrimination against disabled persons. The confidentiality of both the reporter and the report content is strictly maintained. The Compliance Officer and Head of the Compliance Team must inform the reporter of the investigation results following a fair probe into the reported issue.

Under internal control regulations, Korean Re ensures that information about reports and reporters received through the grievance channels is not disclosed or leaked. It is explicitly stated that reporters will not face any form of personnel disadvantage as a result of filing a report, thereby ensuring the system's effectiveness.

We enforce a zero-tolerance policy against retaliation as a means to protect whistleblowers and have implemented institutional measures to ensure that all employees understand and uphold their responsibilities regarding human rights.

Reporting Subjects	How to Report
<ul style="list-style-type: none"> <li>Employee misconduct, unreasonable demands, and business-handling practices</li> <li>Embezzlement and bribery</li> <li>Soliciting and offering money and entertainment</li> <li>Human rights violations such as sexual harassment, gender discrimination, and discrimination against disabled persons</li> <li>Violations of the Fair Trade Act, including unfair collective actions and unfair trade practices</li> <li>Personal information leakage, unauthorized inquiries, and data breaches</li> <li>Labor law violations</li> <li>Other fraudulent and improper behavior</li> </ul>	<p><b>Internal Stakeholders</b></p> <ul style="list-style-type: none"> <li>Fill out and submit the Whistleblower Form on the Compliance Hotline (Sinmungo)</li> <li>Use the labor union's sexual harassment and bullying reporting and counseling services</li> </ul> <p><b>External Stakeholders</b></p> <ul style="list-style-type: none"> <li>Fill out the Compliance and Ethics Reporting form on the Korean Re website and submit it to the Compliance Team at <a href="mailto:compliance@koreanre.co.kr">compliance@koreanre.co.kr</a></li> </ul>

## Human Rights Education

Korean Re provides human rights education on an annual basis to foster a healthy organizational culture of mutual respect among employees. The education, which is offered to all employees, including those dispatched abroad and locally hired staff, covers topics such as the prevention of workplace and sexual harassment, as well as improving awareness of disabilities.

In 2024, the completion rate of the statutory human rights education for employees was 100%. We will continue to strive to enhance the awareness of and respect for human rights among all employees in the future.

# Talent Attraction and Development

## Employee Recruitment

### Fair Recruitment Process

Korean Re operates a structured talent acquisition framework that includes workforce demand forecasting, recruitment planning, and strategic hiring initiatives.

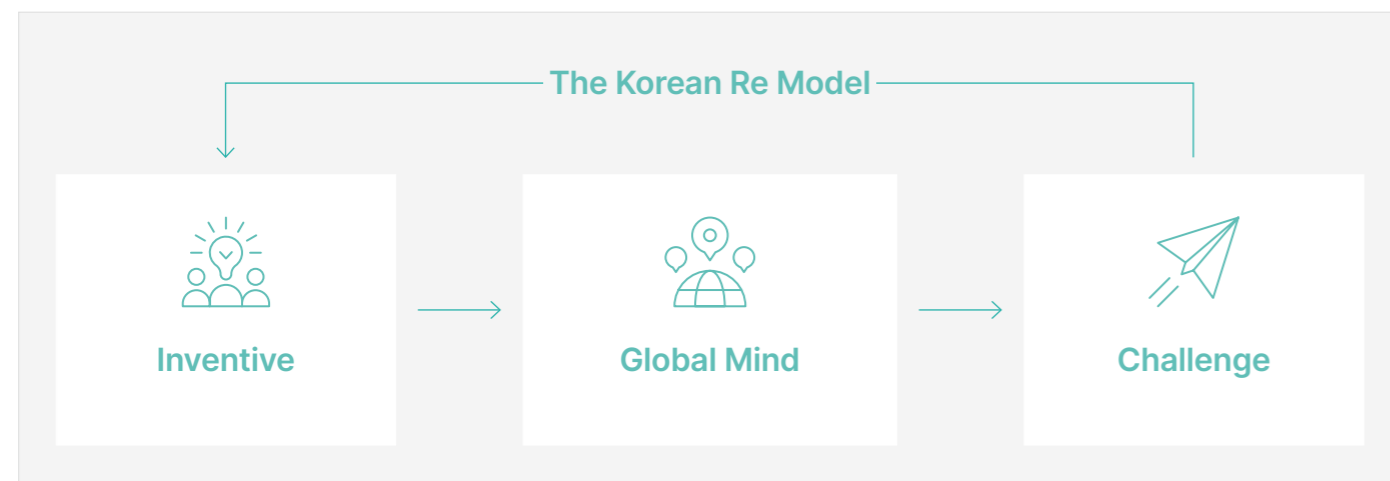
To ensure fairness and transparency in the hiring process, we maintain blind recruitment practices that exclude potentially discriminatory factors such as academic background and gender. We have also strengthened procedural equity and objectivity by introducing institutional enhancements, including AI-based competency assessments.

To attract future talent, we participate annually in joint job fairs organized by the financial sector. At these events, we operate a dedicated company information desk, offering job seekers direct access to our recruiters for real-time consultation and career guidance.



### The Korean Re Model

Korean Re aims to nurture top-level reinsurance professionals who think creatively and positively, act progressively and proactively in a way that contributes to the healthy development of the insurance industry, and have the kind of open mind best suited for the global market.

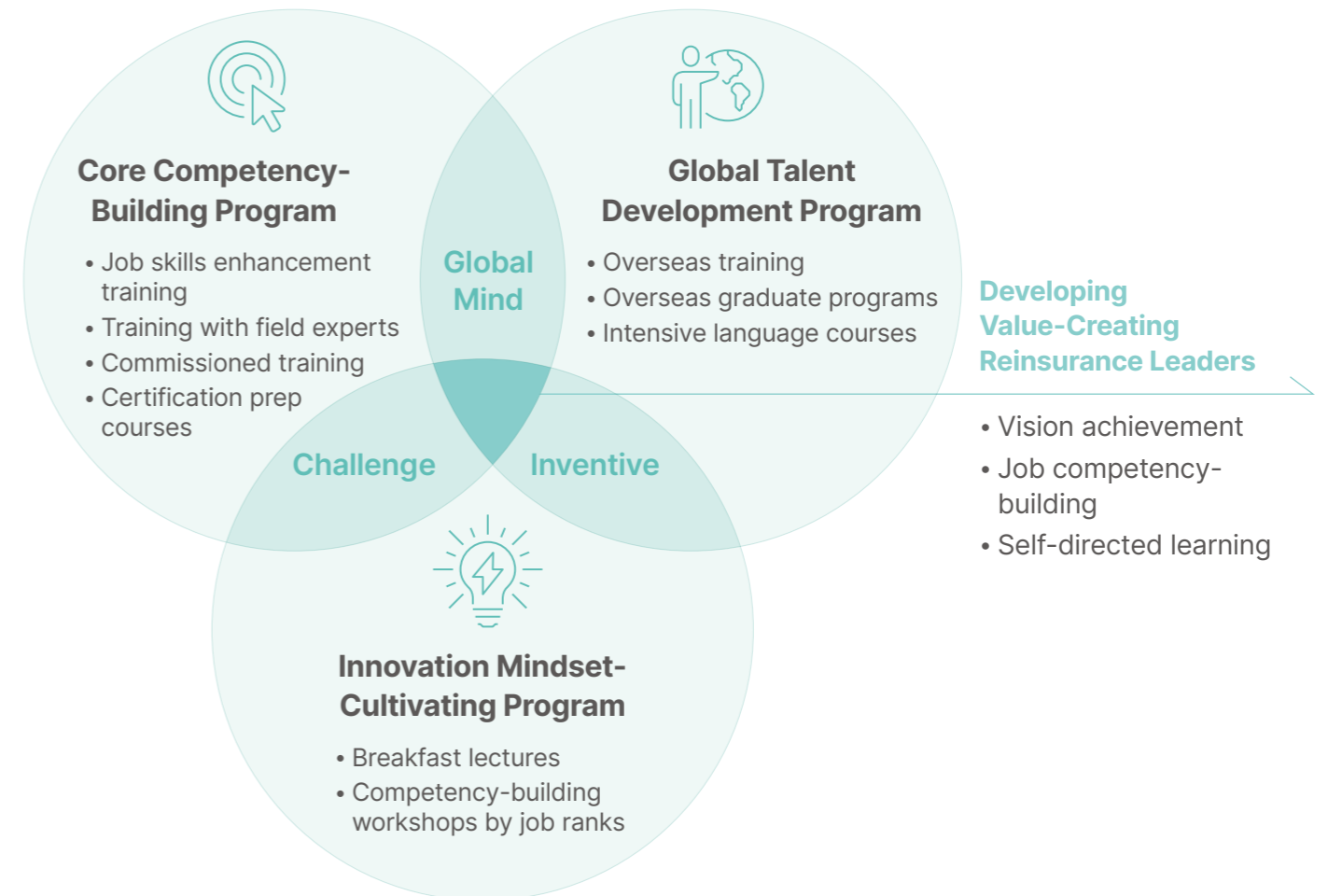


## Talent Development

### Talent Development Strategy

To foster globally competitive reinsurance professionals, we provide customized training for each work function to strengthen employees' core competencies.

Going forward, we plan to further advance our talent development strategy to retain highly skilled personnel and ensure the sustained competitiveness of our organization.



## Core Competency-Building Program

Korean Re operates a wide array of core competency development programs as part of its structured approach to strengthen the professional capabilities of all employees. These programs are open to all staff and designed to build role-specific expertise across the organization.

To equip employees with the professional knowledge and practical skills essential for their roles, we offer tailored training in various formats, including job-specific skill development courses, lectures by subject-matter experts, and outsourced programs delivered through the Korea Insurance Institute.

\* CPCU: Chartered Property Casualty Underwriter

To systematically strengthen employee capabilities in insurance and finance, we support certification prep courses for designations such as CPCU\* and actuarial credentials and provide financial assistance for tuition and exam fees. In 2024, a total of 52 employees obtained professional certifications through these initiatives.

We also run a seven-day intensive job training program for contract-based interns before their departmental placement. Following their onboarding, interns continue to receive weekly training sessions, ensuring a consistent and structured learning experience throughout their tenure.

### Job-Competency Building Programs

Function	Program
Common	Reinsurance Academy, Intensive Language Course, Overseas Short-Term Team-Based OJT
Accounting/Actuarial/Asset Management	Advanced Core Actuarial Specialist Course, IFRS Training at the Managerial Level, Derivatives Valuation Analysis Course, Global Asset Management Key Issues Forum
Product/Profitability	Actuarial Competency Enhancement, KRSA Pricing Course, Python Course, Advanced Course on Disease Incidence Trend Modeling
Administration/Support	CAT Management Course, AWS Cloud System Training, Legal Training on Economic Sanctions against Russia, Network Security Essentials
Underwriting	General Insurance Course, Reinsurance Practice Course, Package Insurance Course, Wording Seminar, Fundamentals of Casualty

## Global Talent Development Program

Korean Re provides a variety of education and training programs to equip employees with global competitiveness.

### Global Talent Development Programs

Program	Description
Overseas Training	Training programs for expatriates stationed in overseas locations, including Switzerland, Dubai, and Singapore
	Overseas training programs for junior employees
	International training for exploring future growth drivers (e.g., CAT management, AWS cloud computing training)
Graduate Studies Abroad	Support for master's degree programs in geophysics and natural hazard studies
Intensive Language Courses	Business English, second language programs, and pre-departure language training for overseas assignments

## Innovative Mindset Enhancement Program

Korean Re fosters employees' job competencies and creativity through its Innovation Mindset Enhancement Program.

In 2024, we hosted a total of five breakfast seminars covering a wide array of topics, including classical arts and culture, artistic creativity and productivity, demographic challenges such as low birth rates and aging populations, key climate change issues, and global economic outlooks.

### Innovation Mindset Enhancement Program

Program	Description
Breakfast Seminars	Seminars by external experts on topics including the humanities, IT, economics, science, social contribution, and climate risk
Competency-Building Workshops by Job Rank	Regular workshops to strengthen job competencies by job rank

## Onboarding Program

Korean Re operates a structured onboarding program designed to help new employees quickly adapt to the organization and internalize the corporate culture.

In 2024, the program combined foundational training on the company's vision and core values, along with job-specific training such as team-based mentoring sessions. The curriculum featured a range of hands-on, practical learning opportunities such as AI competency workshops, outsourced training through the Korea Insurance Institute, and field-based underwriting sessions.

To further instill a sense of social responsibility and corporate pride, participants also took part in ESG-aligned initiatives such as logging and international construction volunteer work. These activities offered meaningful ways to experience Korean Re's core values in action while fostering a strong sense of purpose as members of the organization.

## Leadership-Building Programs

To nurture the next generation of key talent, Korean Re provides a variety of leadership development programs.

Each year, selected employees are supported in completing master's programs at graduate schools of business. In addition, we host leadership workshops tailored for newly appointed and recently promoted

managers. These sessions are designed to build core leadership competencies, including strategic thinking, communication, and team management, equipping participants to lead effectively in a dynamic business environment.

### Leadership-Building Programs

Program	Topic
Leadership-Building Workshop for Managers	Organizational management for driving high performance
	Orientation by the HR & General Affairs Team on managerial roles
	Role-specific group discussions and self-reflection
	CEO special lecture: What it Takes to Be a Leader

## Self-Directed Competency-Building Program

Korean Re is dedicated to strengthening employees' self-directed competencies through a variety of initiatives.

We provide a wide range of educational opportunities via an e-learning platform, enabling employees to acquire any necessary knowledge individually. We continuously secure quality content for high-demand areas such as the English language and MS Office.

In addition, we encourage a culture of autonomous learning through underwriting study groups conducting job-related research and a proposal paper system designed to incentivize employees to identify reinsurance business growth drivers. Outstanding research and proposals are rewarded and recognized with additional performance evaluation points to help foster a more learning-conducive environment.

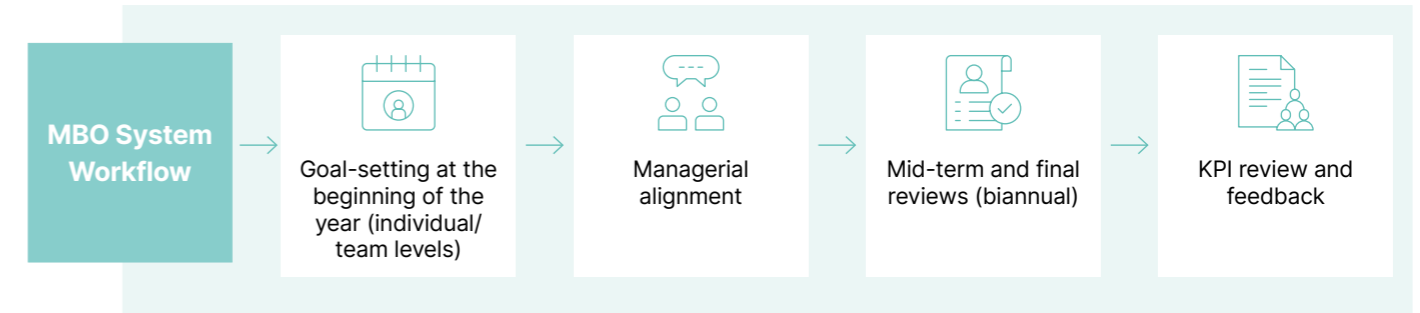
### 2025 Employee Education Program Goals

Goals	Programs
Fostering a Sense of Belonging through an Inclusive Culture That Respects Generational and Cultural Diversity	<ul style="list-style-type: none"> <li>Instilling a long-term vision through workshops for newly promoted and mid-level managers, as well as special lectures for new hires</li> <li>Company-wide competency-building workshops aligned with management strategy execution</li> <li>Continued implementation of communication and feedback training in line with plans to gradually enhance HR feedback processes</li> </ul>
Establishing an Efficient and Continuous Learning Culture through AI-Based Training	<ul style="list-style-type: none"> <li>Expanded support for international virtual programs in response to the era of big data and generative AI (including participation in overseas online courses on modeling, pricing, and specific insurance lines)</li> <li>Diversification and ongoing development of e-learning content in leadership, management, and global business operation (from 540 courses in 2022 to 1,279 in 2024)</li> <li>Implementation of AI-powered English training and exploration of other AI-enabled learning areas to support education without scheduling or location constraints</li> </ul>
Maximizing Organizational Performance by Expanding Skill-Based Training Aligned with Practical Needs	<ul style="list-style-type: none"> <li>Expansion of skills training essential to job performance, including level-specific programs in AI and emerging technologies such as prompt engineering and data engineering</li> </ul>
Developing Customized Learning Programs Based on Individual Employee Needs	<ul style="list-style-type: none"> <li>Introduction of targeted training for high-potential employees based on evaluation results, personal capabilities, and future potential through individualized development tracks</li> <li>Strengthening leadership capabilities and supporting employees' KPI achievements through dedicated training for high-performing mid-level managers</li> </ul>

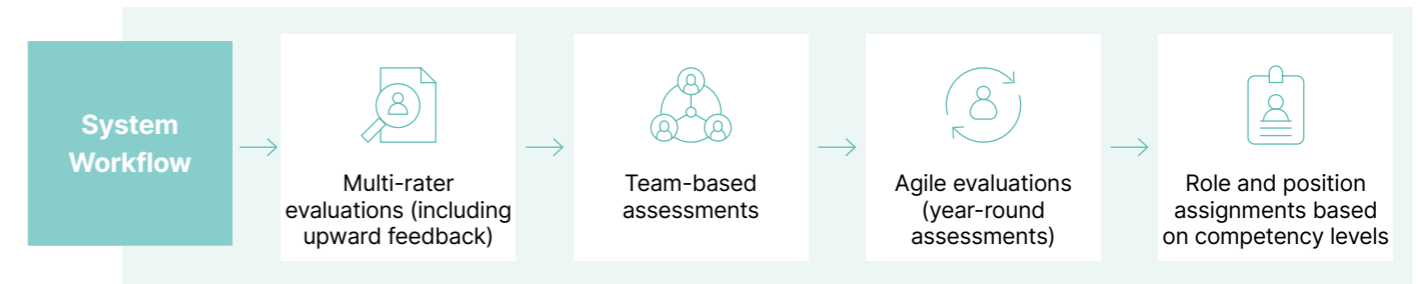
## Fair Evaluation and Compensation

### MBO and Evaluation

#### Management by Objectives (MBO) System



#### Performance Evaluation System



Korean Re operates a Management by Objectives (MBO) system that covers 90% of its entire workforce.

In addition, all employees are subject to a fair and objective performance evaluation framework designed to retain top talent and enhance the organization's competitiveness and long-term sustainability.

### Enhancing Performance Feedback

To improve transparency within the performance evaluation process, Korean Re has been progressively strengthening its feedback practices.

Since 2023, we have implemented company-wide training to foster open communication and constructive feedback, with a focus on encouraging motivation through personalized insights centered on individual strengths and capabilities.

Beginning with the 2025 performance cycle, we are adopting an agile evaluation model that incorporates ongoing assessments. We also plan to institutionalize regular, two-way feedback sessions between evaluators and team members, further reinforcing the fairness and transparency of our performance management system.

## Employee Communication

### Fostering Cooperative Labor Relations

At Korean Re, we strive to develop a flexible organizational culture grounded in open communication between the company and our workforce. To achieve this, we are committed to fostering cooperative labor relations. In compliance with all relevant laws, Korean Re guarantees employees' freedom of association and respects union activities. As of December 2024, 96.4%\* of our employees were union members. The union regularly communicates with the company's top management to address employee grievances and provide input on various issues.

We also operate a Labor-Management Council on an on-going basis throughout the year, which is composed of an equal number of representatives from both labor and management (four each). This council actively gathers opinions and concerns regarding the working environment, assesses and identifies areas for improvement in employee rights, and discusses a variety of consultation topics.

#### 2024 Labor-Management Council Meetings Agenda

Meeting	Agenda
Q1	<ul style="list-style-type: none"> <li>Reduction in the discount rate for surety insurance premiums for company and employee welfare fund loans</li> <li>Appropriateness of department operating expense levels</li> <li>Sharing of results from the company's corporate culture survey</li> </ul>

\* Unionization rate = (number of unionized employees) / (total number of eligible employees)

### Competency-Building Workshops by Job Rank

Since 2004, Korean Re has conducted annual Workplace Culture Innovation Workshops. In 2018, we developed these workshops into competency-building workshops tailored to the diverse needs of different job ranks. These events serve as venues where the company transparently shares various pending issues with employees, engage in in-depth discussions for practical solutions, and promote employee interaction away from daily work routines.

At the company-wide workshop held in April 2024, all employees participated in in-depth discussions on the topic of branding feedback. In September, a separate workshop was conducted for managers, during which they developed business strategies to achieve organizational goals, identified key initiatives, and established quantitative KPIs.

## Corporate Culture Survey

Korean Re conducts an annual corporate culture survey to cultivate a healthy workplace environment and actively incorporate employee perspectives into its operations.

The survey comprises 40 questions across 12 key areas, covering topics such as perceived growth potential, working conditions, communication practices, HR policies, and training programs. It assesses various dimensions of the employee experience, including job satisfaction, sense of purpose, work-life balance, and overall well-being.

To encourage honest and uninhibited feedback, the survey is conducted anonymously, and the aggregated results are shared company-wide to promote transparency and open communication among employees.

Survey outcomes are regularly reviewed to track the extent to which employee feedback is reflected in management practices. These insights are instrumental in evaluating organizational effectiveness and guiding continuous improvements to workplace policies and systems.

#### Corporate Culture Satisfaction Survey

	2021	2022	2023	2024
Corporate Culture Satisfaction Index *	High	High	High	High

\* Evaluated across three levels: High, Moderate, Needs Improvement

## Other Improvements to Organizational Culture

Korean Re operates a number of programs to cultivate a sustainable corporate culture.

### Employee Stock Ownership Plan (ESOP)



To instill a sense of ownership among employees, Korean Re operates an employee stock ownership plan (ESOP).

Under the plan, participating employees may purchase company shares and receive annual income tax deductions of up to KRW 4 million. The company matches employee contributions up to a designated limit.

As of 2024, 414 employees—representing 93% of the total workforce—were enrolled in the plan.

### Supporting Career Transitions



To support long-tenured and senior employees in preparing for a stable retirement, Korean Re offers career transition and retirement planning programs in collaboration with external experts.

In 2024, four employees successfully completed an 18-month program that included executive-level financial planning consultations and personalized career transition training. Participants received customized guidance aligned with their individual goals, including résumé refinement, job market analysis, and tailored career options—helping to reduce the psychological burden often associated with retirement.

In addition, Korean Re provided one year of post-program follow-up support to ensure a smooth and confident transition to the next stage of life.

# Occupational Health and Safety

## Health and Safety Initiatives

### Safety Management and Facility Inspections

Korean Re conducts annual safety checkups of its office buildings and facilities to maintain a safe work environment and proactively prevent potential hazards.

We also prepare and update comprehensive fire safety plans annually to support fire prevention, emergency preparedness, effective response, and recovery. These plans include clearly defined evacuation routes and up-to-date emergency contact protocols.

#### Regular Building and Facility Inspections

Type	2022	2023	2024	Frequency
Regular Checkups on Office Buildings	May, Nov.	May, Nov.	May, Nov.	Biannually
Electrical Facility Safety Checks	-	-	Nov.	Every three years
Regular Fire Safety Checkups	Apr., Oct.	Apr., Oct.	Apr., Oct.	Biannually
Fire Safety Checks on Special Buildings	Mar.	Mar.	Mar.	Annually
Fire Drills	May, Sep., Dec.	May, Sep., Dec.	May, Sep., Dec.	Three times a year
Elevator Safety Inspections	Sep.	Sep.	Sep.	Annually
Indoor Air Quality Checkups	Apr.	Apr.	Apr.	Annually
Office Building Disinfection	Year-round	Year-round	Year-round	Weekly
Soil Pollution Inspections	-	Aug.	-	Biennially
Air Emissions Facility Self-Checks	Mar., Oct.	Mar., Oct.	Mar., Oct.	Biannually
Heating Facility Inspections	Aug.	Aug.	Aug.	Annually
Tanked Water Quality Checkups	Nov.	Nov.	Nov.	Annually

### Safety Training

Korean Re conducts regular training to enhance employees' safety awareness.

In addition to our biannual fire drills, we also participate in the annual Eulji Drill—a public-private military drill organized by the Ministry of Public Administration and Security—to improve our responsiveness to various crisis scenarios, such as natural disasters and terrorism.

Korean Re will continue to enhance more safety training programs to ensure the safest possible working environment.

### Employee Health Checkups

Korean Re provides annual comprehensive health checkups for its employees to promote their health and safety. Employees may choose from a range of optional tests—such as MRIs, CT scans, and genetic testing—based on their individual health conditions and needs.

Since 2020, the eligibility for health checkups has expanded from spouses to include all direct family members, while the number of affiliated health checkup institutions has been continuously increased to enhance convenience and accessibility for employees.

### Employee Mental Health Management

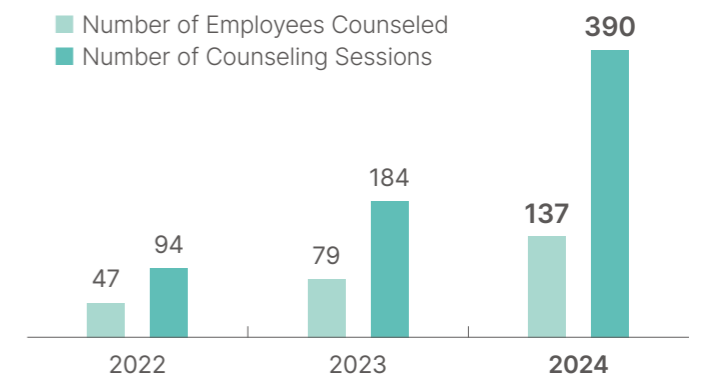
As part of its occupational health and safety policy, Korean Re operates an Employee Assistance Program (EAP)\* to promote the mental well-being of its employees. The program evaluates key indicators such as mental health status and emotional regulation to help individuals understand their stress levels and psychological condition.

To encourage broader participation, we have adopted incentive-based participation strategies, including prize draws. In 2024, we enhanced the program's accessibility and effectiveness by increasing the number of individual counseling sessions available per employee from 8 to 12 annually.

\* EAP (Employee Assistance Program): a support program implemented to enhance employees' motivation and assist in managing mental health

These efforts yielded meaningful results; the number of counseling sessions in 2024 increased by 112% year on year, while the number of employees receiving counseling sessions rose by 65%, reflecting a significant improvement. Korean Re remains committed to expanding its support for employee mental health, with continued investments aimed at fostering a healthier and more resilient workforce.

#### Employee Mental Health Counseling Sessions



#### Employee Mental Health Survey Results

Category	"Safe" Criteria	Employee Mental Health Survey Results			Change (points)	Remarks
		2022	2023	2024		
Stress Level	20 or below	17.5	16.9	17.3	0.4↑	Safe/Increased stress level
Job Stress	Bottom 25%	41	40.5	40.3	0.2↓	Safe/Decreased job stress level
Depression Level	15 or below	12.8	11.9	13.8	1.9↑	Safe/Increased depression level

# Information Security and Privacy

## Information Security and Privacy Governance

Korean Re has established a robust information security governance framework that extends from the Board of Directors and executive management to working-level teams, ensuring responsible and effective management of information security and personal data protection.

The Information Technology Operations Committee regularly convenes to deliberate and resolve key information security issues, setting a strategic direction and enhancing operational efficiency across the company-wide information security framework.

In compliance with the Credit Information Use and Protection Act, Korean Re's Credit Information Security Officer (CISO) submits an annual report on related activities to the CEO and the Board of Directors.

The role of the Chief Privacy Officer (CPO) is concurrently held by the Compliance Officer, as stipulated in Korean Re's internal regulations for personal data protection. The CPO, supported by a dedicated personal data protection team, oversees the company's privacy governance and ensures comprehensive protection of personal data throughout the organization.

## Information Security Initiatives

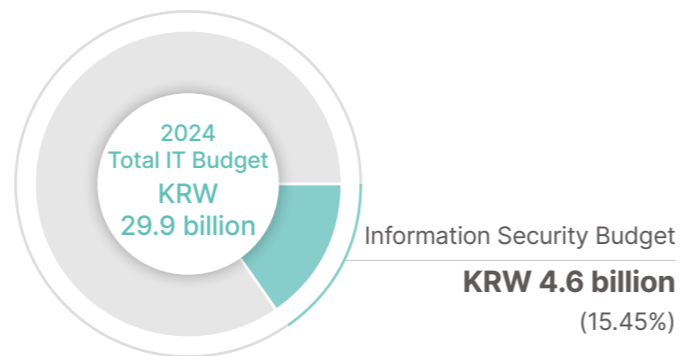
### Risk Assessment of Information Security Systems

To proactively identify risks inherent in its IT systems and operational procedures, Korean Re conducts independent third-party risk assessments of its electronic financial infrastructure.

Risk levels are evaluated based on two key criteria: the criticality of each information asset to business operations and the significance of potential risk factors identified, which reflects the magnitude of associated vulnerabilities. Based on the assessment outcomes, we have strengthened control measures for high-risk items to mitigate potential threats.

We remain committed to continuously evaluating and enhancing our information security posture through ongoing threat assessments and regular monitoring of our internal controls.

### Budgeting Information Security Enhancement



## Preventing Information Security Incidents

To prevent incidents caused by natural disasters and malicious external intrusions, Korean Re employs a multilayered protection strategy known as Defense in Depth for its core operations.

At the same time, we maintain a corporate information protection system and conduct internal control activities to prevent information leakage and mitigate information security incidents.

In addition, our internal control operations utilize a comprehensive checklist of technical, administrative, and physical IT security elements. Periodic inspections are also conducted to assess the security control and operational status of our branches in different countries.

In 2024, we further strengthened data security by launching a new reinsurance data reception system to ensure secure data transmission and by implementing a cloud database access control solution.

### Information Security Incident Prevention Activities

Defense in Depth	<ul style="list-style-type: none"> <li>Intrusion detection system</li> <li>Intrusion prevention system</li> </ul>	<ul style="list-style-type: none"> <li>DDoS response system</li> </ul>
Preventing Internal Information Leakage	<ul style="list-style-type: none"> <li>Network separation</li> <li>Data encryption</li> </ul>	<ul style="list-style-type: none"> <li>Control of data leakage via removable storage media</li> <li>Printer control and screen capture prevention system</li> </ul>
Security Management and Inspections	<ul style="list-style-type: none"> <li>Use of IT security checklists based on technical, administrative, and physical IT security elements</li> </ul>	<ul style="list-style-type: none"> <li>Periodic inspections</li> </ul>

## Response to Information Security Incidents

To ensure the stable and secure operation of its information security systems, Korean Re regularly reviews its incident response framework. Based on a standardized response manual, we conduct recovery drills that simulate a wide range of threat scenarios, including natural disasters and cyberattacks.

These drills are structured around predefined roles and responsibilities, enabling us to validate response workflows and enhance our ability to respond effectively

to incidents. By routinely conducting these exercises, we verify the practical effectiveness of our response protocols and continuously strengthen our organizational resilience.

In 2024, we further enhanced our incident response capabilities by refining simulation scenarios—such as server hacking drills—and by participating in joint cyber incident response drills organized by Korea's Financial Security Institute.

### Information Security Incident Response Activities

Integrated Security Monitoring System	<ul style="list-style-type: none"> <li>Company-wide threat management based on the cyber kill chain*</li> </ul>
Regular Security Training & Drills	<ul style="list-style-type: none"> <li>Annual mock drill simulating server penetration attacks</li> <li>Annual mock drills simulating DDoS attack scenarios</li> <li>Financial Security Institute-led penetration testing drills</li> </ul>
Ad Hoc Security Checks & Drills	<ul style="list-style-type: none"> <li>Designation of "Information Security Check Day"</li> <li>Security audits of outsourced operations</li> <li>Third-party electronic financial infrastructure risk assessment and vulnerability testing</li> </ul>

\* Cyber kill chain is a strategy that analyzes cyber-attacks as a process to identify threats at each attack stage, disrupt attacker objectives and activities, and enhance organizational resilience.

## Disaster Recovery Drills

Korean Re conducts regular disaster recovery drills to minimize disruptions and damage to information systems in the event of a disaster(s) and maintain business continuity.

### Disaster Recovery Drills

Drill	Frequency
Disaster Recovery System Simulation	Annually
Computer System Room Disaster Recovery	Monthly

## Commitment to Personal Data Protection

### Privacy Protection Policy

In compliance with relevant laws and regulations, Korean Re has established and maintains a comprehensive privacy policy to ensure the lawful processing of personal data and the protection of stakeholder information.

The policy clearly defines the purpose of data processing, outlines retention periods, and specifies conditions for sharing data with third parties. It applies company-wide and serves as the foundation for adequate and consistent personal data protection across all business operations.

To reinforce accountability and internal controls, the roles of personal data system developers and privacy control personnel are separated, enabling an effective system of checks and balances.

For our European operations, we have established a dedicated internal system aligned with the General Data Protection Regulation (GDPR), the European Union's standard for safeguarding personal data. Under this policy, all personal information contained in materials used for customer transactions and consultations undergoes de-identification measures to protect individual privacy.

Furthermore, Korean Re has enacted its Internal Regulations for Personal Data Protection, which set out more detailed protocols for handling personal information. Under these regulations, the Chief Privacy Officer is responsible for regularly reviewing our compliance with both technical and administrative safeguards.

The CPO reports the results of these reviews—along with any identified issues and proposed corrective actions—directly to the CEO, ensuring ongoing accountability and the effective implementation of our data protection practices.

\* GDPR (General Data Protection Regulation): a legal framework adopted by the European Union to strengthen and unify data protection for individuals within the EU.

### Key Policies on Personal Data Handling

Purpose of Data Collection and Use	No collection or processing of client companies' personal (credit) information; any other personal data is used solely for operational purposes, such as HR management.
Provision to Third Parties	In principle, no personal data is shared with third parties without prior consent from the data subject. If necessary, data may be provided with clear notification of purpose and scope, and only after obtaining informed consent in accordance with applicable laws.
Access, Correction, and Deletion	Rights may be exercised only upon fulfilling certain requirements, such as prior identity verification.
Data Security Measures	Technical and physical safeguards include encryption, security software installation and monitoring, and minimization of data handlers.
Data Destruction	Data is destroyed without delay upon achieving its intended purpose or after five years from the end of a transaction.

## Prevention of Personal Data Breaches

To prevent the inadvertent inflow of unnecessary personal credit information during reinsurance transactions, Korean Re promptly applies de-identification measures upon detection. In line with our Internal Regulations for Personal Data Protection, we also enforce a range of technical and administrative safeguards, including data encryption, to ensure data security.

The Compliance Team conducts quarterly inspections to detect the presence of personal credit information within our IT systems and to verify that appropriate de-identification procedures have been properly implemented.

### Activities to Prevent Personal Data Leakage

Upgrade of Personal Data Detection Solutions	<ul style="list-style-type: none"> <li>Automated detection of personal data to ensure legal compliance</li> <li>Control of data leakage via removable storage devices</li> <li>Monitoring and improvement of data misuse across internal and external networks</li> </ul>
Personal (Credit) Data Management Review	<ul style="list-style-type: none"> <li>Verification of encryption for masked data fields</li> <li>Review of de-identification implementation in all systems</li> </ul>
Regular Privacy Training	<ul style="list-style-type: none"> <li>Company-wide training sessions for all employees</li> </ul>

### Personal Data Protection Audit Activities

Internal Privacy Self-Assessment	<ul style="list-style-type: none"> <li>All employees complete a self-checklist on customer and employee data protection</li> <li>Internal controls for managing and deleting employee information</li> <li>Safety checks on personal data processing systems and use of CCTV</li> </ul>
On-Site Privacy Checks	<ul style="list-style-type: none"> <li>Annual inspections for incidentally collected personal credit information during closing processes</li> <li>Validation of necessity for personal credit data during actual business execution</li> </ul>
Solomon DB De-Identification Review	<ul style="list-style-type: none"> <li>Quarterly inspections (at minimum) of de-identification status for personally identifiable information (e.g., name, date of birth, address) stored in year-end closing databases</li> </ul>

## Personal Data Breach Response Protocol

Korean Re has established a comprehensive response protocol for personal data breaches, in accordance with its Internal Regulations for Personal Data Protection and Customer Information Breach Response Guidelines. In the event of a breach, an emergency response team is promptly activated in coordination with relevant departments and the General Insurance Association of Korea. This team investigates the details of the compromised personal (credit) information and takes immediate action to prevent further damage.

To ensure timely communication and support, we notify affected individuals and operate a dedicated incident response center to handle customer inquiries, complaints, and potential legal disputes. This structured approach enables a prompt and effective response to data breach incidents.

## Information Security and Privacy Protection Performance and Training

### Goals and Achievements

Korean Re sets clear objectives and operates a rigorous review and monitoring system to strengthen its information security and personal data protection capabilities. In line with internal policies, any violations are subject to predefined internal controls and disciplinary measures. Information security KPIs include metrics related to security operations, AI-based security frameworks, and the protection of critical information assets.

As a result of these efforts, we achieved a 100% completion rate for employee training on information security in 2024. Notably, no incidents of legal violations or personal data breaches were reported during the year.

### Key Performance Metrics

	Employee Information Security Training Completion Rate	Violations of Information Security Regulations	Personal (Credit) Information Breach Incidents
Goals	100%	0 Cases	0 Cases
Achievements	100%	0 Cases	0 Cases

### Internalization and Awareness Programs

Korean Re provides regular information security and privacy protection training to all employees, with content customized to their specific job responsibilities. This includes role-based training, phishing simulation drills, and education on identifying and responding to malicious emails.

In addition, all third-party IT personnel with routine access to Korean Re systems or facilities are required to sign a confidentiality and security agreement. This mandatory measure serves to prevent unauthorized access to data and mitigate the risk of potential security incidents.

### Information Security and Privacy Protection Training Programs

Program	Targets
Online Financial Information Security Training	All employees (including overseas assignees and trainees)
Personal (Credit) Information Protection Training	

## Customer Satisfaction

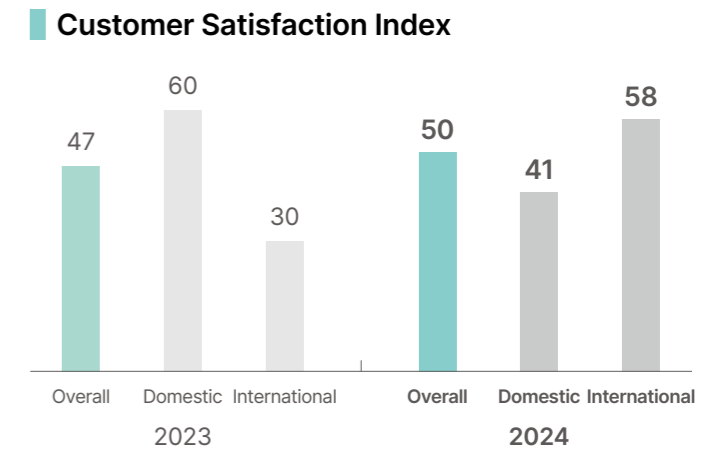
### Expanding Customer Engagement

#### Customer Satisfaction Survey Results

Korean Re actively gathers feedback from various stakeholders through an annual online survey targeting domestic and international customers, including primary insurers, reinsurers, and intermediaries. Based on the survey responses, we measure the Net Promoter Score (NPS\*).

In 2024, our NPS metric\*\* increased by 3 points to 50 points from the previous year's 47 points.

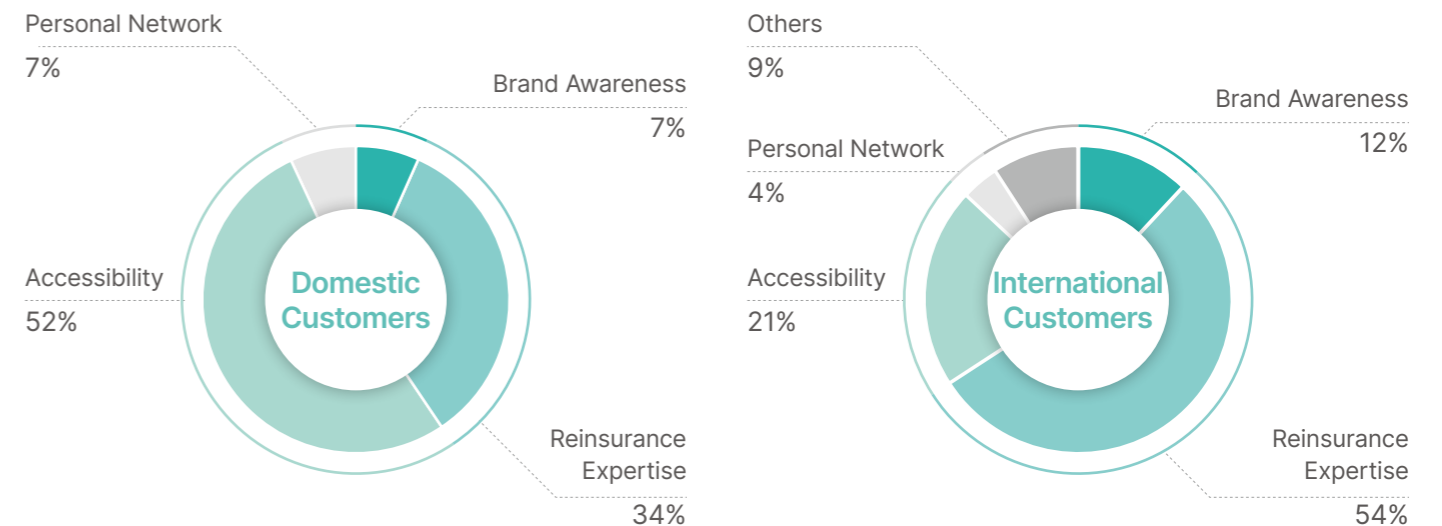
Korean Re remains committed to continuously providing reinsurance products and services that meet the diverse needs of both domestic and international customers.



\* Net Promoter Score (NPS) measures customer loyalty by subtracting the non-referrals percentage from the referrals rate among all respondents.

\*\* NPS metric: Decent (0-20 points), Good (20-50 points), Excellent (50-80 points), and World-Class (80-100 points).

### Distribution of Main Factors Driving Customer Referrals



# Inclusive Finance

## Inclusive Finance

### Our Commitment to Inclusive Finance

Korean Re is committed to advancing the socially responsible engagement of insurance by actively supporting the industry-wide efforts to promote inclusive finance.

Based on market research and customer feedback, we contribute to the development of insurance products tailored to financially underserved populations with limited access to coverage. By addressing insurance coverage gaps and underwriting products that compensate for

losses from natural disasters such as typhoons and floods, we help strengthen the essential role of insurance as a social safety net.

Furthermore, we pursue a wide range of non-financial and welfare-enhancing initiatives to support vulnerable groups, as we work to build a more sustainable and inclusive insurance ecosystem through collaboration with external stakeholders.

### Supporting the Development of Products for the Underinsured

Korean Re plays a key role in expanding access to insurance for previously underserved groups, including individuals with pre-existing conditions. We have supported the joint development and launch of insurance products tailored to high-risk segments, such as expectant mothers with health conditions, thereby offering real protection to those previously excluded from coverage. Granular risk assessment models are applied to ensure premiums reflect the actual risks, helping the industry expand its portfolio of inclusive offerings.

We also support the development of insurance products tailored to women, enhancing both accessibility and adequacy of protection for female policyholders. These include products that address gender-specific health conditions and fertility treatments, as well as age-specific surgical benefit riders designed to meet women's health needs across different life stages.

### Coverage Development for the People with Pre-Existing Conditions

(Unit: cases)

Target Group	Product Type	2022	2023	2024
People with pre-existing conditions	No. of Products	16	15	16

### Coverage Development for Women

(Unit: cases)

Target Group	Product Description	Development Support
Expectant Mothers with Pre-Existing Conditions	Eased disclosure requirements to improve accessibility	1
Women with Pre-Existing Conditions	Broadened eligibility for women with prior treatment history	1
Women	Development of stage-based surgical expense riders reflecting women's life cycles	2
	New riders for female-specific conditions and fertility treatments	4

### Reinsurance Support for the Financially Vulnerable Groups

Korean Re contributes to financial inclusion by reinsuring government-backed insurance programs designed for vulnerable populations, such as farmers and livestock producers.

Through crop and livestock insurance, we provide critical financial support to rural communities that are exposed to climate-related risks. This helps farmers recover from natural disasters, such as typhoons and heavy rainfall, and contributes to the sustainability of their livelihoods, particularly for aging farmers and small-scale producers.

We also reinsure windstorm and flood insurance products that offer coverage for residential properties and small business facilities. These products provide prompt compensation for damages caused by natural disasters or earthquakes, helping to mitigate economic shocks and support rapid recovery, thereby reinforcing the role of insurance as a social safety mechanism.

### Reinsurance Support for Government-Driven Insurance

(Units: No. of contracts, KRW million)

Group	Coverage Target	Category	2022	2023	2024
Farmers	Crops	Number of treaties	30	23	23
		Gross Written Premiums	270,626	274,514	104,799
Livestock Farmers	Livestock	Number of treaties	8	11	7
		Gross Written Premiums	115,887	109,338	99,198
Small Business Owners	Windstorms & Floods	Number of treaties	6	6	5
		Gross Written Premiums	37,192	42,972	27,723
Farmers	Agricultural Equipment	Number of treaties	1	1	1
		Gross Written Premiums	35,900	36,156	38,554



# Sustainable Business Governance

- 55 Sound Corporate Governance
- 59 Shareholder Value
- 59 Ethics & Compliance Management
- 62 Audit Organization
- 62 Risk Management

## Sound Corporate Governance

### Board of Directors (BOD)

#### BOD Composition

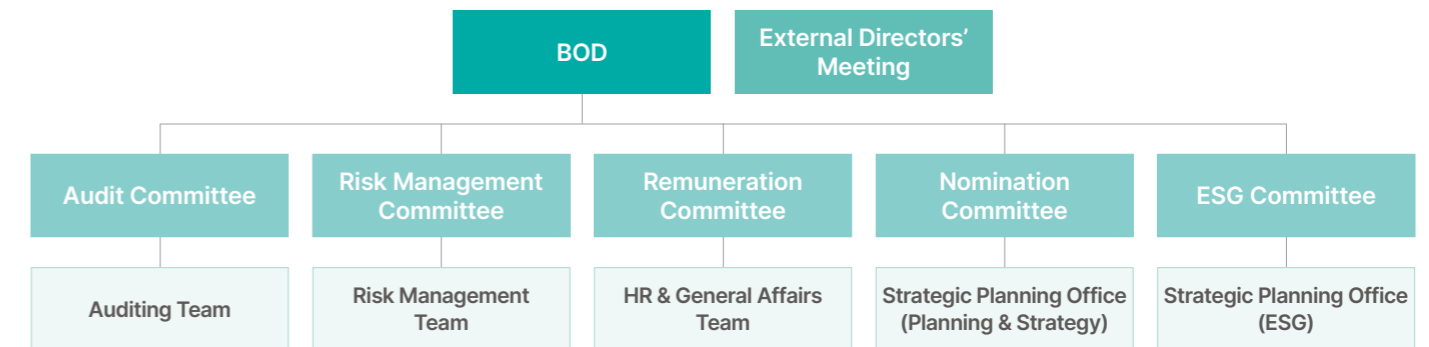
#### BOD, Committees and Supporting Teams

Korean Re's Board of Directors (BOD) is the company's top decision-making body. It consists of seven members: two internal, one non-executive, and four external directors.

A director's tenure is determined by the general shareholders' meeting (hereinafter referred to as "GSM") within a range of three years, while external directors can serve for up to five years to ensure continuity in their functions.

The BOD deliberates and decides on matters prescribed by law or Articles of Incorporation, issues delegated by the GSM, and major issues related to the company's management policies and business operations. The BOD also has the authority to appoint and dismiss the CEO and the chairman of the board.

The BOD operates five subcommittees so as to ensure expertise and independence in its activities.



### BOD Independence, Diversity and Expertise

#### Independence

Over the years, Korean Re has enhanced the independence of its BOD by separating the roles of the CEO and the chair of the BOD, thereby strengthening the company's accountability management system.

To establish effective checks and balances on management, the majority of the BOD consists of external directors, with the lead external director presiding over all regular meetings of the external directors.

All of the BOD's committees, except the Nomination Committee, are entirely composed of external directors. When appointing two or more Audit Committee members at the annual GSM, they are elected independently.

Additionally, to strictly protect the committee's independence, regulations prohibit re-voting on any decisions made by the Audit Committee.

## Diversity and Expertise

Korean Re upholds a commitment to fairness and inclusivity in the nomination and appointment of board members, without discrimination based on gender, age, or any other personal attributes. We also actively consider diversity in background and profession to prevent overrepresentation from any single group and to ensure balanced perspectives within the BOD.

The Nomination Committee prioritizes professional expertise and relevant industry experience when selecting candidates, particularly in areas such as finance, insurance, accounting, and investment. Per applicable regulations, at least one member of the Audit Committee is designated as an expert in accounting or finance. Additionally, the Risk Management Committee is composed of individuals with demonstrated knowledge and competencies in risk management, thereby strengthening the BOD's overall strategic and oversight capabilities.

### BOD Skills Matrix

Category	Internal Directors			External Directors			
Name	Jong-Ik Won	Jong-Gyu Won	Pil-Kyu Lee	Han-Suh Koo	So-Hie Kim	Sung-Sik Hwang	Jin-Won Jung
Gender	Male	Male	Male	Male	Female	Male	Male
Education	Mechanical Engineering, Kyunghee University	MBA, Yonsei University	Graduate School of Commerce, Seoul National University	MBA, Illinois State University	Master's in Economics, Southern Illinois University	Ph.D. in Business Administration, Korea Advanced Institute of Science and Technology (KAIST)	Ph.D. in Applied Economics, Hanyang University
Job Title	Chair of the BOD	CEO	Non-executive director	Chair of the Audit Committee Lead External Director	Chair of the Risk Management Committee Chair of the Remuneration Committee	Chair of the ESG Committee	Chair of the Nomination Committee
Tenure	March 2027	March 2027	March 2026	March 2025	March 2025	March 2026	March 2026
Expertise	Insurance	●	●	●	●	●	●
	Accounting		●		●	●	
	Finance		●	●	●	●	
	Law	●		●			●
	Risk Management	●	●		●	●	●

## Appointment of External Directors

### Appointment Procedures

Korean Re regulates the nomination process for external director candidates through the Nomination Committee Rules. The GSM appoints candidates nominated through this procedure.

External directors can be reappointed based on the results of annual performance evaluations on their expertise, fairness, and contributions during their preceding tenures.

### Strengthening the Expertise of External Directors

Korean Re notifies external directors of meeting agendas before all BOD meetings, allowing them ample time to thoroughly review agenda items and attend the meeting fully prepared.

In 2024, we held a total of seven training sessions to heighten the expertise of our external directors. All external directors participated fully, engaging in in-depth discussions on key business issues.

We have also established internal procedures to ensure that all necessary materials and information required for decision-making are provided in a timely manner through the relevant departments.

Going forward, we will continue to provide regular training on core business matters to further strengthen the knowledge and capabilities of our external directors and to support the BOD in making responsible, informed decisions.

### 2024 Training Sessions for External Directors

Date	Hosting Department	Attendees	Topic
March 2024	Strategic Planning Office	Han-Suh Koo, So-Hie Kim, Sung-Sik Hwang, Ji-Won Jung	Overview of the reinsurance market and Korean Re's business status
March 2024	Compliance Team	Han-Suh Koo, So-Hie Kim, Sung-Sik Hwang, Ji-Won Jung	Key internal control issues related to anti-money laundering
June 2024	Strategic Planning Office	Han-Suh Koo, So-Hie Kim, Sung-Sik Hwang, Ji-Won Jung	Analysis of amendments to the Capital Markets Act and its Enforcement Decree
September 2024	Accounting Team /Actuarial Team	Han-Suh Koo, So-Hie Kim, Sung-Sik Hwang, Ji-Won Jung	Implementation status and key issues under IFRS 17
September 2024	Investment Strategy & Operations Team	Han-Suh Koo, So-Hie Kim, Sung-Sik Hwang, Ji-Won Jung	Investment portfolio overview and related issues
September 2024	Risk Management Team	Han-Suh Koo, So-Hie Kim, Sung-Sik Hwang, Ji-Won Jung	K-ICS and ALM (asset-liability management)
December 2024	Research Institute of Insurance & Finance	Han-Suh Koo, So-Hie Kim, Sung-Sik Hwang, Ji-Won Jung	Typhoons and climate change

## BOD Committees

### Functions and Operations

#### Committees' Functions and Key Agendas for 2024

Committee	Function	Date	Agenda Items	Resolution/ Report	No. of Meetings in 2024
Audit Committee	<ul style="list-style-type: none"> <li>Supervision of the performance of duties by directors and executive officers</li> <li>Selection and supervision of the external auditor</li> <li>Supervision of internal audits and internal control systems</li> <li>Audit of the financial statements</li> </ul>	Mar. 12, 2024	Submission of the audit report	Resolution	5
		Mar. 29, 2024	Appointment of the committee chair	Resolution	
		June 20, 2024	Report on the 2024 audit plan and review of Q1 2024 financial statements	Report	
		Sep. 30, 2024	Review of the H1 2024 internal control evaluation	Resolution	
		Dec. 16, 2024	Report on the review of Q3 2024 financial statements	Report	
Risk Management Committee	<ul style="list-style-type: none"> <li>Establishment of risk management principles and policies</li> <li>Setting of risk limits</li> <li>Enactment and amendment of risk management regulations</li> <li>Crisis scenario analysis</li> </ul>	Mar. 14, 2024	Approval of the FY 2023 ORSA report	Resolution	5
		June 20, 2024	Appointment of the committee chair	Resolution	
		Sep. 30, 2024	Amendment to risk management regulations	Resolution	
		Nov. 12, 2024	Amendment to 2024 investment limits	Resolution	
		Dec. 16, 2024	FY 2025 risk management master plan	Resolution	
Remuneration Committee	<ul style="list-style-type: none"> <li>Design, operation, and payment decisions of executive remuneration schemes</li> </ul>	Feb. 15, 2024	Disclosure of 2023 remuneration report	Resolution	3
		Mar. 29, 2024	Appointment of the committee chair	Resolution	
		Oct. 23, 2024	Non-quantitative evaluation plan for FY 2024 performance-based pay	Resolution	
Nomination Committee	<ul style="list-style-type: none"> <li>Nomination of candidates for the CEO, external directors, and Audit Committee members</li> <li>Management and verification of the candidate pool</li> </ul>	Mar. 14, 2024	Shortlisting of CEO candidate finalists	Resolution	3
		June 20, 2024	Appointment of the committee chair	Resolution	
		Dec. 18, 2024	Management of the candidate pool for the CEO, external directors, and Audit Committee members	Report	
ESG Committee	<ul style="list-style-type: none"> <li>Establishment of company-wide ESG strategies and policies and internalization of ESG management practices</li> <li>ESG activities and performance review and management</li> </ul>	Mar. 29, 2024	Appointment of the committee chair	Resolution	2
		Dec. 18, 2024	FY 2024 ESG performance review and future plans	Report	

According to Article 6-2 of the BOD Regulations, each committee is authorized to seek external expert support when necessary to enhance operational efficiency.

## BOD Operations

### BOD Activities

In 2024, the BOD held six meetings, with a 100% attendance rate among board members.

All 22 resolutions presented were approved, and all 16 reports were accepted as presented.

Key Financial Agenda Items	Key Non-Financial Agenda Items
<ul style="list-style-type: none"> <li>Approval of financial statements and business reports</li> <li>Issuance of hybrid capital securities for refinancing</li> <li>Capital increase via reserve transfer for bonus issue</li> </ul>	<ul style="list-style-type: none"> <li>Revision of risk management and internal accounting control regulations</li> <li>Approval of the ORSA report</li> <li>Review of the CEO succession plan</li> </ul>

### BOD and Committee Operations Evaluation

Korean Re conducts annual evaluations to ensure that the BOD and its committees effectively fulfill their roles and responsibilities in accordance with all applicable laws and internal policies.

To enhance the objectivity and reliability of the evaluation process, a multi-dimensional assessment framework is employed. This includes self-assessments, employee evaluations, and attendance rate reviews. Final ratings are determined based on the aggregate scores of all components.

Self-assessments and employee evaluations are conducted through surveys and interviews, while attendance is quantitatively assessed based on overall attendance rates.

In 2024, the BOD received an overall rating of Grade A. The results were reported at the first BOD meeting of 2025. Areas identified for improvement will be continuously reviewed and incorporated into future BOD operations to strengthen governance effectiveness.

#### 2024 BOD and Committee Evaluation Results

Method	Evaluator	Criteria	Rating
Self-evaluation (60%) Employee Evaluation (30%)	Self-evaluation: BOD members Employee Evaluation: committee facilitators, BOD, CEO	<ul style="list-style-type: none"> <li>BOD Composition                             <ul style="list-style-type: none"> <li>Number of members</li> <li>Inclusion of external directors</li> <li>Expertise, experience, and knowledge of members</li> </ul> </li> </ul>	A
		<ul style="list-style-type: none"> <li>Frequency of BOD Meetings                             <ul style="list-style-type: none"> <li>Whether to be held regularly</li> </ul> </li> </ul>	
		<ul style="list-style-type: none"> <li>Adequacy of Meeting Duration                             <ul style="list-style-type: none"> <li>Sufficient time allocated for deliberation and review of all agenda items</li> </ul> </li> <li>Rationality of Decision-Making Procedures                             <ul style="list-style-type: none"> <li>Fair procedures that allow consideration of all members' opinions</li> </ul> </li> </ul>	
Attendance Rate Review (10%)		<ul style="list-style-type: none"> <li>Overall Attendance Rate of BOD Members                             <ul style="list-style-type: none"> <li>Scoring based on individual attendance rates</li> </ul> </li> </ul>	A

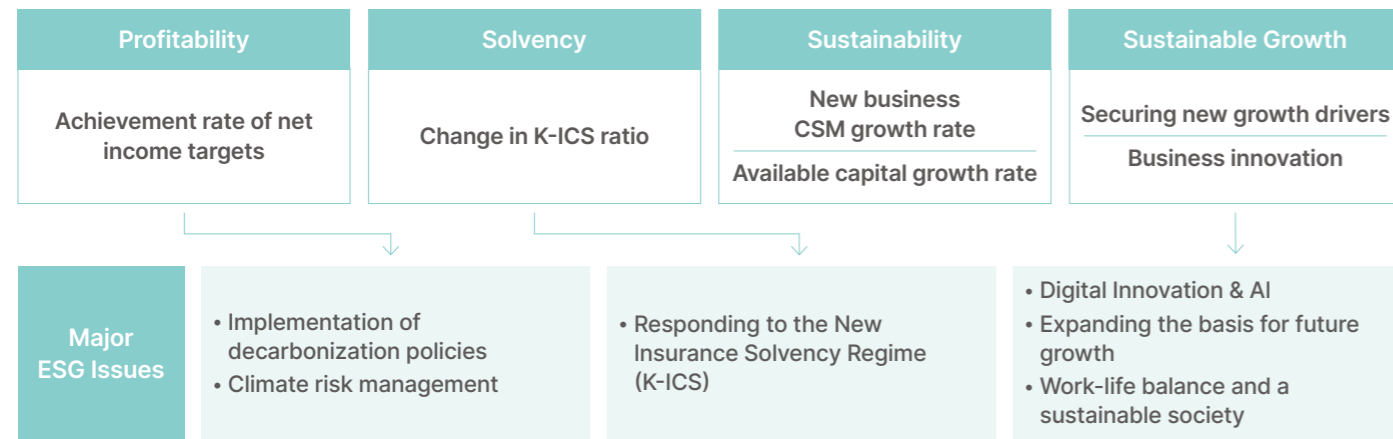
## BOD and Executive Remuneration

### Remuneration Scheme

Korean Re's executive performance-based pay scheme aligns with the fundamental principles to balance with the company's capital management. To that end, we peg the remuneration scheme to performance indicators that check profitability, sustainability, and soundness.

Notably, for sustainable growth, the key performance indicators (KPIs) for internal directors incorporate qualitative performance aspects such as major ESG issues reviewed by the BOD, the development of new growth drivers, and business innovation.

The performance evaluation and remuneration scheme is stipulated in the Executive Remuneration Policy and is finalized after the Remuneration Committee's review, within the compensation limits approved by the GSM.



### Policies concerning Deferral, Adjustments and Clawbacks of Executive Performance-Based Pay

Korean Re's executive performance pay scheme is designed to encourage executives' far-sighted approach in their sustainability management practices.

By calculating compensation based on the performance evaluation results, 40% of the determined amount is immediately paid in a lump sum, while the remaining 60% is deferred over the course of three years and pegged to the company's stock price performance.

If an executive's unethical behavior or legal violations cause significant losses to the company, the unpaid compensation can be withheld, and the paid amount can be adjusted and reclaimed.

Performance-based compensation is subject to adjustment or clawback under the following conditions:

- If the performance pay recipient is deemed to have caused significant damage to the company through intentional or negligent management activities
- If the company posts a net loss or the quantitative evaluation score based on business results falls short of the line
- If the executive voluntarily resigns against the company's wishes
- If the financial statements are corrected due to errors or fraud

## CEO Succession Plan

### Succession Rules for the CEO

Korean Re has established its own CEO succession rules to ensure leadership continuity and safeguard the interests of shareholders and stakeholders. This policy is designed to enable the appointment of a CEO with proven expertise and leadership capabilities in finance and reinsurance, thereby supporting the company's long-term strategic direction.

The rules outline the qualifications required for the CEO role, as well as the procedures for identifying, evaluating, and selecting candidates. The BOD carries out the appointment process fairly and transparently, strictly adhering to the established guidelines.

In addition, the BOD and the Nomination Committee review the CEO qualification criteria and succession procedures at least once a year. This review is conducted in accordance with corporate governance regulations to ensure the continued relevance and effectiveness of the company's internal succession framework.

### CEO Succession Process

The Nomination Committee thoroughly verifies the qualifications of CEO candidates based on substantial evidence. The BOD aligns its succession plans with the scheduled end of the outgoing CEO's term to ensure a smooth transition. Once a final candidate is selected, the BOD proceeds with the appointment process according to the company's bylaws and regulations. If the process is unavoidably delayed, an acting CEO is promptly appointed, and the updated schedule is announced.

In the event that the current CEO is unable to perform their duties due to health concerns or other unavoidable circumstances, the BOD promptly appoints an acting CEO and initiates the emergency succession process. The process must be completed within one month to minimize gaps in the company's control tower.



# Shareholder Value

## Shareholder Value

### Share Ownership

As of the end of December 2024, the largest shareholder and affiliated persons of Korean Re held a 20.33% stake, while major institutional investors had a 21.88% stake.

Korean Re owns 18,100,000 shares (9.29%) of treasury stock, and conducted a 20% bonus issuance of outstanding shares, excluding treasury stock, over the last three years in a row from 2022 to 2024 to strengthen shareholder value.

### Share Ownership (Unit: shares)

(as of December 31, 2024)

	Type	Number of Shares	Ownership Percentage
<b>Largest Shareholders</b>			
In-Soon Jang and 5 affiliated persons	Common	39,614,793	20.33%
<b>Major Shareholders</b>			
National Pension Service	Common	17,198,012	8.83%
Shinyoung Securities	Common	14,932,116	7.66%
SKAGEN AS	Common	10,501,539	5.39%
<b>Treasury Stock</b>			
Treasury Stock	Common	18,100,000	9.29%

### Protecting Shareholder Rights

Korean Re maintains an active shareholder return policy based on its stable business performance each year.

Despite heightened capital requirements and solvency regulations under the IFRS 17, we have continued to maintain a predictable dividend payout ratio, with plans in place to sustain a similar dividend policy going forward.

Additionally, we have introduced a provision that allows an interim dividend payment to enhance shareholder value and implemented proxy voting and electronic voting (e-voting) systems at the annual GSM to increase shareholder participation in all decision-making matters.

At the 62<sup>nd</sup> annual GSM in March 2024, 11% of the total shares exercised voting rights through e-voting.

### Shareholder Dividend Payout Performance

	2022	2023	2024
Dividends (KRW billion)	52.8	79.5	91.0
Payout Ratio (%)*	33.4	28.0	28.7
Dividend Per Share (KRW)	430	540	515
Dividend Yield (%)	5.9	6.8	6.3

\* Based on consolidated financial statements  
2024 and 2023 figures: based on IFRS 17  
2022 figures: based on IFRS 4

### Enhancing Shareholders' Right to Know

To enhance shareholders' right to know, Korean Re discloses major business performance and operational information on our website every quarter.

Furthermore, we strengthen communication with domestic and international shareholders by publishing Annual Reports and Fact Books summarizing the company's business results every year.

# Ethics & Compliance Management

## Ethics & Compliance Governance

### Internal Control System

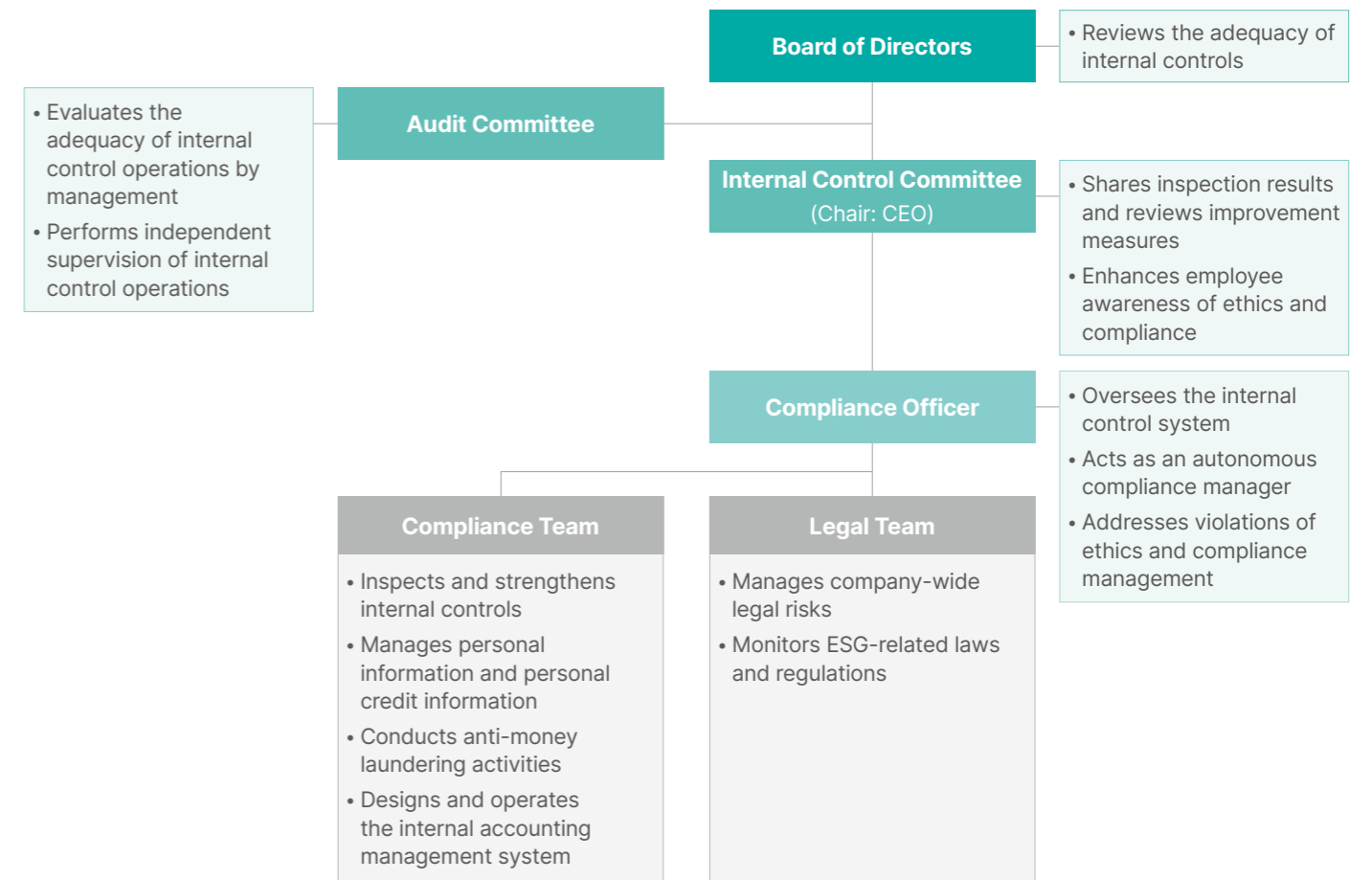
Korean Re convenes its Internal Control Committee, chaired by the CEO, semiannually to discuss major issues related to internal controls. The committee is responsible for continuous monitoring, inspection, and reporting of improvement measures concerning compliance, financial incidents, and internal control vulnerabilities. Additionally, the CEO reviews the internal control system and operations at least once a year, reporting the findings to the BOD.

The Audit Committee evaluates the adequacy of management's operation of the internal control system and reports its findings and any deficiencies to the BOD. The committee also has the authority to independently oversee internal control operations as needed.

Korean Re appoints a Compliance Officer through a BOD resolution. The Compliance Officer is tasked with overseeing the internal control system and operations. While the independence of this role is guaranteed to ensure the impartiality of his or her work, the Compliance Officer reports the compliance status of internal control regulations to the Audit Committee through pre-review procedures.

The Compliance Team handles the monitoring of internal controls, designing and operating internal accounting control systems, compliance tasks, fair trade compliance, and anti-money laundering efforts. For its part, the Legal Team proactively addresses legal risks by monitoring all related laws and regulations.

### Internal Control Governance Structure



## Ethical and Compliance Management Practices

### Internal Control Activities

Korean Re has established comprehensive internal control standards, including procedures and criteria, which employees must follow in performing their duties to ensure compliance with relevant laws while also protecting all stakeholders, including shareholders, through sound management.

Korean Re operates a comprehensive internal control framework under the leadership of the Compliance Officer. The dedicated Compliance Team is responsible for overseeing company-wide adherence to internal control policies and procedures. The team regularly monitors compliance across departments, identifies control weaknesses, and implements corrective actions as needed.

To further strengthen oversight, the Compliance Team conducts at least one internal control self-assessment annually. Using a standardized checklist, the team reviews regulatory compliance and identifies areas for operational improvement. The results are then reported to the Audit Committee and the BOD, and subsequently to the GSM.

In the event of any material violations, the matter is reported to the Audit Committee and followed by a formal resolution process. Employees found to be in breach of internal control rules are subject to disciplinary action in accordance with internal policies and the company's code of conduct.

Korean Re is also committed to maintaining a consistent and effective internal control framework across its global operations. Overseas branches and liaison offices operate in accordance with the internal control system established at the headquarters. For overseas subsidiaries, independent internal control systems are developed and implemented based on the relevant legal and regulatory environments of the host countries.

To ensure compliance and ethical conduct across all regions, Korean Re provides regular training on internal control standards and the company's code of ethics for both employees dispatched from the headquarters and those who are locally hired. These efforts support the ongoing development and enhancement of robust internal control systems at overseas operations.

### Written Pledge of Compliance

All Korean Re employees annually reaffirm their commitment to the code of ethics by signing a written pledge of compliance, reinforcing ethical awareness and a strong sense of compliance.

#### Compliance Pledge

1. I will faithfully perform my duties in compliance with all relevant laws, regulations, and orders from the company.
2. I will not divulge any of the company's confidential information or personal information, or disclose any archival documents, records, etc. to others, not only during my employment but also when I am no longer employed by the company.
3. I will endeavor to create a healthy, equitable work environment free of gender discrimination and sexual harassment within the company.
4. I will differentiate between public and private affairs with a firm sense of professional ethics, and decline any involvement in irregularities and injustices, such as soliciting or giving an advantage as an inducement for an action, giving or accepting money, or providing unfair benefits, under all circumstances.
5. If I cause damage or defamation to the company or its employees in violation of the above pledge, I agree to accept full responsibility for any resulting damages and face disciplinary action as determined by the company.

### Anti-Money Laundering (AML) Measures

Korean Re has established its anti-money laundering rules to prevent illegal money laundering through financial transactions and enhance transparency. Under these rules, we continuously report suspicious transactions and large cash transactions while strengthening internal control activities, including customer due diligence (CDD), to strictly prevent money laundering attempts.

Additionally, we conduct regular internal control inspections of our overseas branches and subsidiaries to assess the effectiveness of their AML practices. Company-wide AML training is also provided to all employees. Korean Re also conducts enhanced due diligence on counterparties based in jurisdictions designated as non-cooperative by the Financial Action Task Force (FATF), proactively blocking any potential money laundering activities from infiltrating its business operations.

\* FATF (Financial Action Task Force): an international organization established in 1989 to combat money laundering and terrorist financing.

### Ethics and Compliance Training

Korean Re regularly conducts ethical and compliance training to ensure all employees adhere to internal control standards and applicable laws in the course of their duties.

Training is delivered through a combination of in-person sessions and online modules, and is mandatory for all employees, including support staff and dispatched personnel. For individuals who fail to complete or only partially complete the training, supplementary sessions are provided to ensure full participation and completion across the organization.

To further reinforce the top-down approach of internal control culture, the Compliance Team provides specialized training exclusively for executives. The executives are encouraged to cascade the training content to their teams, promoting greater ethical awareness and regulatory compliance throughout the organization.

In 2024, two dedicated training sessions were held on the topic of the responsibility chart. Moving forward, Korean Re plans to expand the range of training topics to further enhance the ethical standards and compliance mindset of all employees.

#### Ethical and Compliance Training for All Employees

Category	Target	Online Completion Rate	Supplementary Training Completion Rate	Final Completion Rate
Internal Controls, Anti-Money Laundering	All employees (including overseas staff)	98%	1%	99%
Internal Accounting Management System	All employees	100%	-	100%
Personal (Credit) Information Protection	All employees	100%	-	100%
Anti-Corruption Law	All employees	100%	-	100%

#### Top-Down Training on Compliance for Executives

Course	Topic
Review of Major Financial Incidents and Key Implications from the Responsibility Chart Perspective	<ul style="list-style-type: none"> <li>• Overview of financial incidents and regulatory developments</li> <li>• Case studies of major financial incidents</li> <li>• Korean Re's response measures</li> </ul>
Understanding the Responsibility Chart	<ul style="list-style-type: none"> <li>• Introduction to the Responsibility Chart</li> <li>• Detailed process of implementing the Responsibility Chart</li> </ul>

## Ethical and Compliance Management Practices

### Identification and Assessment of Corruption Risks

Korean Re is committed to responsible management and accountability to its stakeholders. As part of this commitment, we proactively identify potential corruption risks and establish a structured response framework to address them.

Corruption risks are classified into seven categories. Using a combination of internal stakeholder surveys and other qualitative inputs, we conduct a comprehensive assessment that evaluates both the likelihood of occurrence and potential impact.

Based on the results of the initial assessment, we then re-evaluate the residual risks after factoring in the effectiveness of existing internal controls. Where necessary, additional mitigation measures—such as strengthening internal controls—are implemented.

Grounded in these findings, we continue to enhance monitoring systems and reinforce internal control activities. We remain dedicated to preventing corruption and upholding a culture of transparency through the ongoing advancement of our governance and internal control framework.

### Corruption Risk Assessment and Response

Risk Type*	Definition	Initial Risk Rating	Mitigation Measures (Internal Controls)	Post-Mitigation Rating
Embezzlement	• Risk of company funds being diverted for personal use or assets being misappropriated within the organization without approval	Medium**	• Job rotation and mandatory leave system, Internal Accounting Control System Policy for financial operations	Low
Concealment of Legal or Regulatory Violations	• An organizational culture that allows regulatory breaches or misconduct to go unreported or tacitly accepted	Low	• Operation of the Sinmungo (internal whistleblowing channel), execution of internal control self-assessment checklist	Very Low
Organizational Culture and Code of Ethics Risk	• An organizational structure that hinders reporting or resolution of misconduct, such as harassment, discrimination, or unethical decisions	Low	• Sexual harassment and bullying consultation service operated by the labor union, sexual harassment prevention training, human rights impact assessment	Very Low
Misappropriation and Abuse	• Use of financial or non-financial assets by specific employees for private purposes beyond their official authority	Low	• Strengthened internal controls over corporate credit card and expense management	Very Low
Bribery	• Potential for unofficial financial or convenience benefits exchanged with stakeholders	Very Low	• Operation of Ethics & Compliance Management reporting system, pre-review monitoring mechanisms	
Collusion with Clients (or Business Partners)	• Informal relationships with specific clients or partners that could influence contract terms	Very Low	• Operation of Ethics & Compliance Management reporting system, distribution of fair trade guidelines to business partners	
Recruitment Irregularities	• Risk of external influence (e.g., personal connections, lobbying, etc.) affecting HR and recruitment decisions	Very Low	• Adoption of blind recruitment process	

\* Based on the UNGC Anti-Corruption Risk Assessment and the Voluntary Guidebook on Ethical Business Practices for Corporations

\*\* Risk rating adjusted upward in consideration of the recent rise in financial incidents within the Korean financial industry

### Unfair Trade Risk Assessment

As part of our ongoing efforts to foster a fair and competitive business environment, we conduct an assessment of unfair trade risks. The assessment focuses on provisions of the Fair Trade Act under the jurisdiction of the Korea Fair Trade Commission (KFTC) that are most relevant to our business structure and transaction practices. Each provision is assessed for its relative risk level, taking into account expert legal opinions and precedent cases.

Looking ahead, Korean Re is committed to systematizing the regular review of unfair trade risks. We will continue to strengthen relevant internal policies and improve their effectiveness to maintain a sound and transparent trading order.

### Unfair Trade Risk Assessment and Response Measures

Risk Factor*	Rating	Grounds	Mitigation Measures	Post-Mitigation Rating
Prohibition of Abuse of Market Dominance	Medium	Relatively high likelihood of applicability	Pre-screening and exclusion of high-risk transactions, company-wide fair trade training	Low
Prohibition of Unfair Trade Practices	Medium	Relatively high likelihood of applicability	Pre-screening and exclusion of high-risk transactions, company-wide fair trade training	Low
Prohibition of Collusive Conduct	Low	Applicable in some cases	Ethics & Compliance Management reporting system (for reporting fair trade violations), issuance of compliance notices on fair trade, company-wide fair trading training	Very Low
Prohibition of Retaliatory Measures	Low	Applicable in some cases	Ethics & Compliance Management reporting system (for reporting fair trade violations), issuance of compliance notices on fair trade, company-wide fair trade training	Very Low
Use of Unfair Terms and Conditions	Very Low	Characteristically very low risk due to the nature of reinsurance transactions with professional counterparties (primary insurers)	Establishment of standards for management of base documentation** and monitoring of compliance with base documentation requirements	Very Low

\* Other provisions under the KFTC's jurisdiction were excluded from the assessment due to extremely low applicability

\*\* Base documentation includes insurance policy terms and conditions, product-specific sales guides, and premium and surrender value calculation methods.

### Fair Trade Compliance and Anti-Bribery Systems

Korean Re implements fair trade compliance and anti-bribery systems to achieve its business goals through fair and free competition. The Compliance Team ensures that there are no gaps in compliance management by conducting mandatory preliminary reviews of internal transactions between the company and its employees, affiliated groups, and related parties. In addition, we conduct preliminary checks on all types of foreign transactions exceeding a certain threshold amount and, if necessary, report them to the relevant executives for further review.

To foster a culture of ethical business conduct, we also send official notices twice a year to counterparties requesting their cooperation in upholding fair trade practices. In 2024, a total of 293 counterparties—including insurance brokers, asset management firms, IT service providers, and procurement vendors—received such notices.

### Fair Trade Training

To enhance employee awareness of fair trade practices, we conduct company-wide training sessions.

In addition to general education, tailored sessions are provided to employees working in areas identified as having elevated exposure to fair trade risks. These sessions focus on major violation cases and related enforcement actions.

Program	Schedule	Participants	Topic
Korea Fair Trade Education Center – Fair Trade Act Training	Nov.-Dec. 2024	All employees, including overseas assignees and trainees	Understanding the Fair Trade Act
Financial Supervisory Service – Unfair Trade Prevention Training	Nov. 2024	Employees in high-risk teams (e.g., Asset Management, Investment Strategy & Operations)	Major cases and regulatory actions related to insider trading and unfair practices

# Audit Organization

## Policy on External Auditors and Audit Committee Training

### Policy and Reasons for Selecting External Auditors

The Audit Committee establishes and operates the procedures and evaluation criteria for selecting external auditors. The final selection is based on criteria including the Auditing Team's capabilities, the accounting firm's capabilities, and the audit procedures' adequacy.

In 2022, following the internal selection process for the 2023-2025 audit cycle, Ernst & Young Hanyoung was ultimately appointed as the external auditor, having received the highest score among all evaluation criteria (98.46 out of 100 points).

### Policy and Details of the External Auditor Activity Evaluation

The Audit Committee receives reports on the external auditor's performance and collaborates with them through mutual exchanges to ensure effective external audits. The committee evaluates the external auditor's activities based on criteria such as the accomplishment of audit plans and the frequency of face-to-face meetings between the committee and the external auditor during the fiscal year.

Annual evaluations are conducted by Article 14, Chapter 3, of the Audit Committee Rules and Article 16 of the External Auditor Appointment Standards. Performance results are graded into three levels: Exceeds, Meets, and Below. In 2024, the performance of Ernst & Young Hanyoung was graded as Meets.

### Standards for Non-Audit Services

To maintain the independence of external auditors, we restrict non-audit services that could create conflicts of interest. Potential violations of independence are thoroughly reviewed when entering into any non-audit service contracts, and prior consultation with the Audit Committee is mandatory.

Additionally, any non-audit service engagements between Korean Re and the external auditor are transparently disclosed in the business report.

### Audit Committee Training

The Auditing Team conducts training sessions for all Audit Committee members at least once a year on significant updates to laws, such as the External Audit Act, and critical issues related to internal controls.

#### 2024 Audit Committee Training

Date	Dept. in Charge	Participants	Topic
Sep. 30, 2024	Auditing Team	Han-Suh Koo, Sung-Sik Hwang, Ji-Won Jung	Overview of IFRS 18 Presentation and Disclosure in Financial Statements: Key content, implementation timeline, and major impacts

# Risk Management

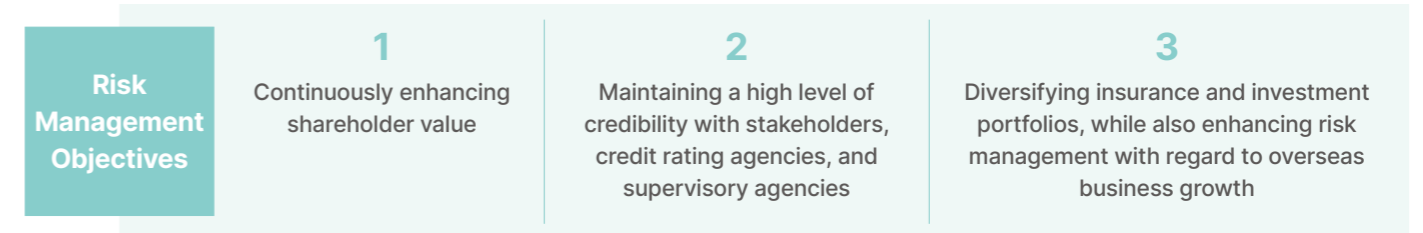
## Risk Management Framework

Korean Re recognizes the growing significance of social and environmental risks in today's rapidly shifting global economic and financial landscape. In proactive response to this, we have established a comprehensive, enterprise-wide risk management framework.

Risks are systematically identified and assessed in advance, with potential impacts evaluated in detail. Based on these assessments, we develop and implement targeted response strategies for each risk category, ensuring a structured and effective approach to enterprise risk management.

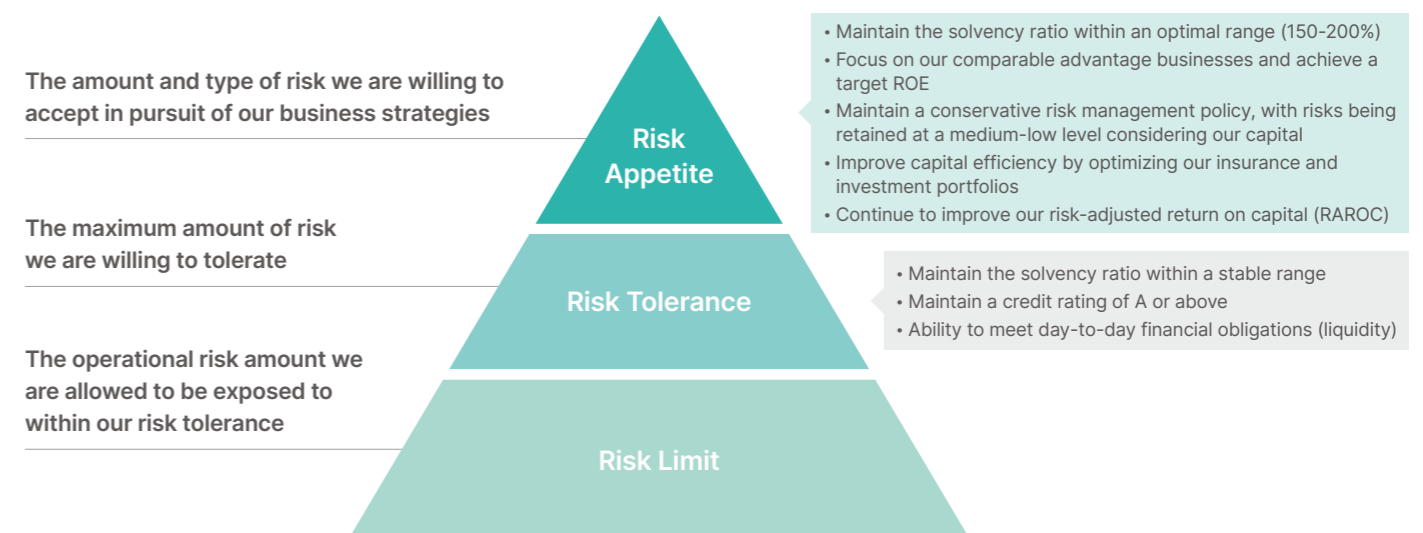
### Risk Management Objectives

Korean Re establishes and implements systematic risk management policies with clear goals and principles to protect the rights of various stakeholders, including shareholders and customers.



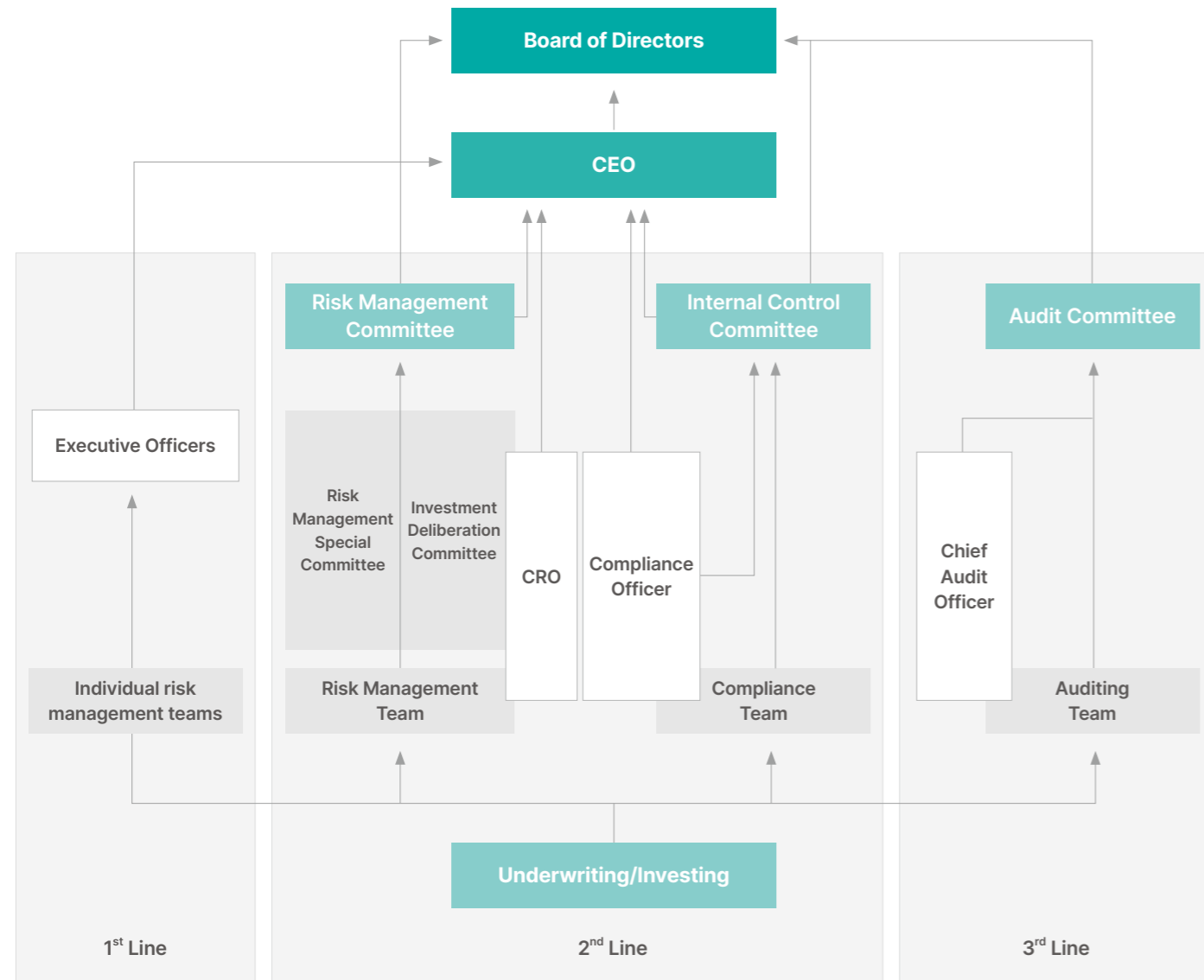
### Risk Appetite Framework

Korean Re has developed a detailed strategic framework to achieve its risk management objectives.



## Risk Management Governance

### Three Lines of Defense



Korean Re's risk management governance consists of three lines of defense, along with the Board of Directors (BOD) and its subcommittees.

The three lines of defense model includes: (1<sup>st</sup> line) working-level departments, (2<sup>nd</sup> line) risk management and compliance, and (3<sup>rd</sup> line) internal auditing. Risk factors identified from insurance and investment contract reviews are assessed for risk exposure and impact at each stage, with comprehensive analysis results reported to senior management and the BOD.

Responsible committees include the Risk Management Committee and its subcommittees (the Risk Management Special Committee and the Investment Deliberation Committee), the Internal Control Committee, and the Audit Committee. In order to effectively respond to a variety of risks, we appoint those who are well versed in overall risk management functions as Risk Management Committee members.

### Risk Management Organization and Functions

Organization	Functions
Board of Directors	<ul style="list-style-type: none"> <li>Makes final policy decisions on risk management</li> <li>Appoints the Chief Risk Officer (CRO)</li> </ul>
Risk Management Committee	<ul style="list-style-type: none"> <li>Performs key decision-making functions for risk management</li> <li>Establishes risk management fundamentals and policies</li> <li>Sets risk limits and handles exceptions</li> <li>Enacts risk management regulations and modifies risk measurement methodologies</li> <li>Reviews emerging risk management status and selects next year's emerging risk topics</li> </ul>
Risk Management Special Committee	<ul style="list-style-type: none"> <li>Assists the Risk Management Committee in its work, reviews the company's risk profiles, and makes practical decisions on risk management</li> <li>Establishes risk monitoring criteria and handles exceptions</li> </ul>
Investment Deliberation Committee	<ul style="list-style-type: none"> <li>Assists the Risk Management Committee in performing deliberative functions related to investments</li> <li>Undertakes preliminary screening of investments in derivatives and alternative investments</li> </ul>
Risk Management Team	<ul style="list-style-type: none"> <li>Oversees all risk management tasks</li> </ul>

### Risk Management Committee Training

The Risk Management Team conducts annual training sessions for all members of the Risk Management Committee, focusing on various risk-related issues and current matters.

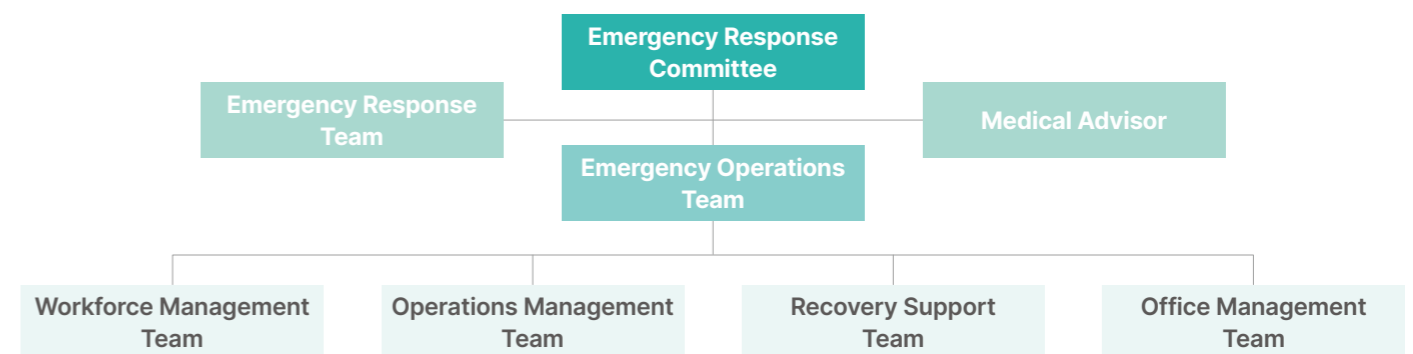
### 2024 Risk Management Committee Training Programs

Date	Department	Topic
Sep. 2024	Risk Management Team	K-ICS and ALM (asset-liability management)

### Business Continuity Plan Management

Korean Re operates business continuity plan (BCP) guidelines to ensure business continuity even in the event of disasters or emergencies.

The BCP provides scenario-based protocols for prevention, response, and recovery in the event of crises, such as pandemics or system outages. It clearly defines departmental roles and responsibilities, along with workforce deployment strategies, to ensure that essential business functions can be maintained without disruption even under emergency conditions.



## Risk Measurement and Management

### Risk Management Process

With the aim of enhancing our long-term sustainability, Korean Re has established a detailed risk assessment and response framework based on sound risk management principles.

Key risks that may significantly impact our capital adequacy are categorized into financial and non-financial risks, and are managed through a structured and differentiated approach.

Financial risks are quantified and managed using both a regulatory solvency regime (K-ICS) and internal models. We use Value at Risk (VaR) to measure the potential maximum loss over a one-year horizon and ensure that exposures remain within predefined risk limits.

Non-financial risks are managed through tailored processes, including internal risk checklists, to reflect the specific characteristics of each risk type.



### Measuring and Managing Risks

Type	Description	Responses
Financial Risks	<b>Insurance Risks</b> • Potential losses from paying out more than expected on insurance contracts due to abnormal conditions or changes in the economic environment	• Utilize dynamic financial analysis (DFA) and CAT models to accurately calculate expected financial impacts • Underwrite insurance considering risk exposure, impact, and risk tolerance
	<b>Market Risks</b> • Potential losses from a decline in portfolio asset value due to changes in market variables	• Define market variables such as interest rates, stock prices, and exchange rates; continuously monitor exposure levels to each factor • Analyze global economic and capital market outlooks
	<b>Credit Risks</b> • Potential losses from counterparties failing to fulfill their contractual obligations due to deteriorating credit ratings, defaults, or delinquencies	• Measure risks quantitatively using internal models that reflect counterparties' credit ratings; manage risk levels within set limits
	<b>Liquidity Risks</b> • Potential losses from failing to fulfill insurance contract obligations due to mismatches in fund operation periods and procurement	• Maintain a stable liquidity level using the S&P liquidity ratio as a standard; manage the liquidity ratio according to the Financial Supervisory Service's risk assessment system as a supplementary indicator
Non-Financial Risks	<b>Operational Risks</b> • Potential losses from inadequate internal procedures, personnel, systems, external events, reputation, as well as legal and regulatory issues	• Regular monitoring through risk management team checklists, key risk indicators (KRIs), and the Compliance Team's continuous monitoring system • Operate internal control procedures, including appropriate task assignments and reporting procedures
	<b>Emerging Risks</b> • Potential significant risks whose specific impacts are not yet identified	• Identify and establish responses for emerging risks at least once a year

### Developing Plans for Managing Key Emerging Risks

Korean Re defines emerging risks as uncertain threats that could have a significant impact on the company or the broader insurance industry, but for which the potential effects are not yet fully understood.

Since 2018, the Risk Management Special Committee has conducted regular reviews—at least once annually—of emerging risk management strategies. Through this process, we continue to enhance our ability to proactively identify, assess, and respond to potential risks before they materialize.

### Emerging Risk Management Process



### 2024-2025 Key ESG-Related Emerging Risks and Management Plans

Risk	Description	Responses
<b>Geopolitical Conflicts and Tensions</b>	• Escalation of armed conflicts may lead to mass migration and concentration of risk in specific regions • Heightened tensions may result in asset losses and business interruption due to strikes, riots, and civil commotion (SRCC) • Maritime disputes may increase marine insurance premiums and transportation costs	• Consider introducing modeling and risk assessment for geopolitical exposures • Strengthen underwriting standards and develop insurance products that reflect war and political risks
<b>Damage to Social Infrastructure from Increasing Natural Disasters</b>	• The compounding effects of disasters and the interconnectedness of critical infrastructure and supply chains can amplify accumulated losses • Damage to critical infrastructure may trigger claims under property and business interruption insurance	• Consider implementing multi-hazard scenarios and network-based modeling • Integrate risk management at the portfolio level to address compound disaster risks
<b>Cyber Risks</b>	• Increased potential for insurance losses due to cyber incidents (cybercrime, malware, ransomware attacks)	• Set limit of liability for cyber insurance products • Evaluate and consider implementing risk calculation and modeling for cyber risks
<b>Microplastics and PFAS (perfluoroalkyl and polyfluoroalkyl substances)</b>	• Potential insurance losses from product liability and environmental pollution claims against manufacturers and construction material companies using harmful substances, driven by lawsuits from environmental and consumer groups	• Continuously monitor related issues, regulatory actions, and litigation developments • Identify and monitor exposure to coverage related to harmful substances and take proactive measures

## Tax Risk Management

### Tax Risk Management

Korean Re systematically manages tax-related risks by continuously monitoring changes in domestic and international tax laws and policies. We ensure accuracy and reliability through tax adjustments and accounting treatments grounded in a robust internal control framework.

In cases of ambiguity in tax interpretation, we seek external expert opinions to apply consistent and objective standards, thereby minimizing any potential risks.

Through a risk-based tax management system, we strive to minimize the likelihood of errors and disputes while also enhancing tax transparency and corporate accountability.

### Tax Transparency

We disclose key tax-related information transparently through our business reports and publish our tax policy on the corporate website to strengthen trust with external stakeholders.

Going forward, we will continue to promote responsible tax practices and strengthen sustainable tax governance.

[Go to Korean Re's Tax Strategy](#)

### Tax Management

(Unit: KRW billion)

	2022	2023	2024
Pre-tax Profit	351.7	361.4	398.8
Corporate Tax Expenses	73.2	77.6	82.1
Effective Tax Rate	20.8%	21.5%	20.6%

\* Based on consolidated financial statements



## Key Research and Seminars on Risk Management

### The Risk

Since 1986, Korean Re has published *The Risk*, a regular publication focusing on insurance and risk topics. Through this platform, we have built a repository of analytical data and insights on risk management.

The publication serves as a channel for sharing academic and industry expert perspectives on key risk factors identified across the insurance sector. It also offers in-depth analysis of major insurance claim cases, providing readers with practical insights.

In recent years, *The Risk* has placed particular emphasis on emerging risks driven by rapid socio-environmental changes, helping both insurers and policyholders make more informed decisions.



### Risk Management Seminars

Korean Re hosts various risk management seminars covering an extensive range of topics in the insurance industry.

These seminars provide a venue for exchanging insights on the status of domestic and international insurance markets and major losses. They also provided analyses of emerging risks such as electric vehicle fires and proposed risk management standards and approaches for risk management tools, including CAT models.

We have also engaged in detailed discussions on strategic topics such as alternative energy, enhancing the industry's overall risk management capabilities and supporting the development and growth of related insurance products.

### Risk Management Seminars in 2024

Seminar	Topic
Korean Re Risk Management	<ul style="list-style-type: none"> <li>Trends and implications of property insurance claims in Korea over the past 10 years</li> <li>Case studies and countermeasures on lithium-ion battery fire accidents</li> <li>Case studies and countermeasures on electric vehicle fire accidents</li> <li>Introduction and application of Korea Landslide Early-Warning System (KLES)</li> <li>Case studies on major property insurance claims (H2 2023 – H1 2024)</li> </ul>
Maritime Safety Management	<ul style="list-style-type: none"> <li>Overview and claim statistics of cargo and aviation insurance markets</li> <li>Trends in ammonia-powered vessels and alternative fuels</li> <li>Domestic and international marine insurance market trends and loss data</li> </ul>
Claims	<ul style="list-style-type: none"> <li>Policy wording and case studies on D&amp;O liability and major corporate incident liability insurance</li> <li>Estimating expected losses using CAT models</li> <li>Analysis of construction project delays and liability periods</li> </ul>



# Appendix



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<b>Economic Performance</b>	67
<b>Key Performance Indicators</b>	67
<b>Association Membership and Contribution</b>	73
<b>IRO Long List</b>	73
<b>Sustainability Index</b>	74
<b>Independent Assurance Statement</b>	78
<b>Greenhouse Gas Verification Statement</b>	79

# Economic Performance

## Consolidated Financial Statements

### Summary of the Consolidated Statements of Financial Position

(Unit: KRW billion)

	2022	2023	2024
<b>Assets</b>	11,017.2	12,066.3	13,160.4
Cash and cash equivalents	827.1	887.7	680.1
Financial assets	7,618.1	8,798.6	10,184.8
Investments in associates	12.3	12.1	7.8
Insurance contract assets	2,279.8	2,073.0	2,046.9
Tangible and intangible assets*	236.1	243.0	219.2
Other non-financial assets	43.9	52.0	21.6
<b>Liabilities</b>	8,301.6	8,813.4	9,707.5
Insurance contract liabilities	7,808.8	8,265.6	9,167.3
Financial liabilities	28.8	29.8	50.5
Other non-financial liabilities	464.0	518.0	489.7
<b>Equity</b>	2,715.6	3,252.9	3,452.9
Capital stock	70.4	82.7	97.4
Other non-financial equity	181.6	235.2	224.0
Hybrid capital securities	558.6	808.1	808.2
Retained earnings	1,905.0	2,126.9	2,323.3

\* Total amount of tangible and intangible assets, investment properties, and right-of-use assets

### Summary of the Consolidated Statements of Comprehensive Income

(Unit: KRW billion)

	2022	2023	2024
<b>Insurance service result</b>	248.6	206.2	198.7
Insurance revenue	6,990.7	6,265.4	5,860.8
Insurance service expenses	(6,742.1)	(6,059.2)	(5,662.1)
<b>Investment result</b>	103.9	157.7	206.0
Investment revenue	695.1	694.1	1,091.9
Investment expenses	(591.2)	(536.4)	(885.9)
<b>Other operating result</b>	(0.1)	(0.2)	0.7
<b>Operating income</b>	352.4	363.7	405.4
Non-operating profit and loss	(0.7)	(2.2)	(6.6)
Income tax expenses	(73.2)	(77.6)	(82.1)
<b>Net income</b>	278.5	283.9	316.7
Other comprehensive income (loss)	(44.1)	100.1	5.1
<b>Total comprehensive income</b>	234.3	384.0	321.8
<b>Earnings per Share*</b>	1,468	1,379	1,556

\* The comparative figures have been retrospectively adjusted to reflect the bonus issue during the current period.

# Key Performance Indicators

## Environment

### Energy Usage and GHG Emissions

#### Energy Usage

		2022		2023		2024	
		GJ	TOE	GJ	TOE	GJ	TOE
Direct Energy Usage	LNG	4,586.8	109.6	4,228.5	101.0	4,130.7	98.7
	Business use vehicle fuel	1,022.4	24.4	1,157.6	27.6	994.2	23.7
	<b>Subtotal</b>	<b>5,609.2</b>	<b>134.0</b>	<b>5,386.1</b>	<b>128.6</b>	<b>5,125.0</b>	<b>122.4</b>
Indirect Energy Usage	Electricity	16,262.6	388.4	14,737.0	352.0	13,496.6	322.4
<b>Total Energy Usage</b>		<b>21,871.8</b>	<b>522.4</b>	<b>20,123.1</b>	<b>480.6</b>	<b>18,621.5</b>	<b>444.8</b>

#### Greenhouse Gas Emissions (Scope 1 & 2)

(Unit: tCO<sub>2</sub>eq)

		2022	2023	2024
Scope 1	LNG	232.5	214.3	209.7
	Business use vehicle fuel	68.8	78.1	66.9
	<b>Subtotal</b>	<b>301.3</b>	<b>292.4</b>	<b>276.5</b>
Scope 2	Electricity	778.3	705.2	645.9
<b>Total of Direct (Scope 1) &amp; Indirect (Scope 2)</b>		<b>1,079.6</b>	<b>997.6</b>	<b>922.4</b>

#### Intensity\*

(Units: GJ/100m<sup>2</sup>, tCO<sub>2</sub>eq/100m<sup>2</sup>)

		2022	2023	2024
Energy Intensity	Amount of energy used per 100m <sup>2</sup> of floor space	140.4	131.5	121.7
GHG Intensity	Amount of GHG emission per 100m <sup>2</sup> of floor space	6.9	6.5	6.0

\* Calculated based on the annualized ratio of Korean Re's occupation by total floor area of the head office building

## Environment

### Energy Usage and GHG Emissions

#### Asset Portfolio Financed Emissions (Scope 3)\*

(Units: tCO<sub>2</sub>eq, tCO<sub>2</sub>eq/KRW billion)

	2022		2023	
	Financed Emissions	Emissions Intensity	Financed Emissions	Emissions Intensity
Korean Sovereign Bonds	129,289.3	245.0	285,875.2	269.6
Corporate Bonds & Listed Stocks	310,535.4	114.1	225,320.7	72.1
<b>Total</b>	<b>439,824.7</b>	<b>135.4</b>	<b>511,195.9</b>	<b>122.1</b>

\* 1) Calculated using the PCAF approach

2) Calculation scope is limited to assets for which emissions data is available

3) 2022 Korean sovereign bonds financed emissions figure revised due to changes in related calculation data

#### Industry Classification

(Units: tCO<sub>2</sub>eq, tCO<sub>2</sub>eq/KRW billion)

	2022		2023	
	Financed Emissions	Emissions Intensity	Financed Emissions	Emissions Intensity
<b>Korean Sovereign Bonds</b>	<b>129,289</b>	<b>245.0</b>	<b>285,875</b>	<b>269.6</b>
Finance	129,289	245.0	285,875	269.6
<b>Corporate Bonds</b>	<b>310,532</b>	<b>114.8</b>	<b>225,148</b>	<b>72.2</b>
Finance	1,510.91	1.0	862.66	0.4
Utilities	223,763.49	617.6	147,376.41	453.3
Industrial	8,451.88	42.0	10,750.55	40.3
Materials	37,445.40	260.4	47,288.74	327.8
Energy	18,279.62	150.8	9,246.50	129.1
Telecommunications Services	1,793.77	15.6	2,834.03	20.2
Consumer Discretionary	3,829.76	41.7	1,830.85	21.9
Consumer Staples	12,351.14	258.9	2,923.47	32.6
Healthcare	1,365.05	47.3	373.49	13.1
IT	1,715.76	78.1	1,661.65	46.5
Real Estate	25.66	1.3	-	-
<b>Listed Stocks</b>	<b>3</b>	<b>0.2</b>	<b>172</b>	<b>17.3</b>
Finance	3	0.2	8	1.2
Telecommunications Services	-	-	164	49.8
<b>Total</b>	<b>439,825</b>	<b>135.4</b>	<b>511,196</b>	<b>122.1</b>

### Recycling of Resource

#### Water Resource Usage

(Unit: tons)

		2022	2023	2024
Water Usage*	Total water withdrawal amount	10,038.2	10,296.7	9,553.9

\* Calculated based on the annualized ratio of Korean Re's occupation by total floor area of Korean head office building

#### Waste Management

(Units: tons, %)

	2022	2023	2024
Total Waste Generated	52.5	57.1	60.9
Recycling Amount	16.4	23.1	25.9
Recycle Rate	31.2%	40.4%	42.6%

### Responsible Investment

#### Sustainable Investment

(Unit: KRW billion)

		2022	2023	2024
Green Investment	Renewable energy, green transportation, etc.	282.5	334.4	252.6
ESG Bond Issuance	Sustainability bonds	230.0	-	-

## Social

### Employees

#### By Employment Type\*

(Units: persons, %)

		2022		2023		2024	
Regular	Male	275	65.9%	276	64.8%	285	64.0%
	Female	134	32.1%	138	32.4%	146	32.8%
	<b>Subtotal</b>	<b>409</b>	<b>98.1%</b>	<b>414</b>	<b>97.2%</b>	<b>431</b>	<b>96.9%</b>
Temporary	Male	5	1.2%	6	1.4%	9	2.0%
	Female	3	0.7%	6	1.4%	5	1.1%
	<b>Subtotal</b>	<b>8</b>	<b>1.9%</b>	<b>12</b>	<b>2.8%</b>	<b>14</b>	<b>3.1%</b>
Total	Male	280	67.1%	282	66.2%	294	66.1%
	Female	137	32.9%	144	33.8%	151	33.9%
	<b>Subtotal</b>	<b>417</b>	<b>100.0%</b>	<b>426</b>	<b>100.0%</b>	<b>445</b>	<b>100.0%</b>

\* Employees include non-registered executives and employees as of the end of each year (employees exclude dispatched employees and locally hired staff at overseas operations, and outsourced service workers)

#### By Job Rank\*

(Units: persons, %)

		2022		2023		2024	
Executive	Male	9	2.2%	8	1.9%	9	2.0%
	Female	0	-	0	-	0	-
	<b>Subtotal</b>	<b>9</b>	<b>2.2%</b>	<b>8</b>	<b>1.9%</b>	<b>9</b>	<b>2.0%</b>
Management	Male	146	35.0%	151	35.4%	157	35.3%
	Female	30	7.2%	36	8.5%	38	8.5%
	<b>Subtotal</b>	<b>176</b>	<b>42.2%</b>	<b>187</b>	<b>43.9%</b>	<b>195</b>	<b>43.8%</b>
Working-level	Male	125	30.0%	123	28.9%	128	28.8%
	Female	107	25.7%	108	25.4%	113	25.4%
	<b>Subtotal</b>	<b>232</b>	<b>55.6%</b>	<b>231</b>	<b>54.2%</b>	<b>241</b>	<b>54.2%</b>
Total	Male	280	67.1%	282	66.2%	294	66.1%
	Female	137	32.9%	144	33.8%	151	33.9%
	<b>Subtotal</b>	<b>417</b>	<b>100.0%</b>	<b>426</b>	<b>100.0%</b>	<b>445</b>	<b>100.0%</b>

\* Employees include non-registered executives and employees as of the end of each year (employees exclude dispatched employees and locally hired staff at overseas operations, and outsourced service workers)

#### By Age\*

(Units: persons, %)

		2022		2023		2024	
Under 30	Male	33	7.9%	34	8.0%	43	9.7%
	Female	30	7.2%	35	8.2%	33	7.4%
	<b>Subtotal</b>	<b>63</b>	<b>15.1%</b>	<b>69</b>	<b>16.2%</b>	<b>76</b>	<b>17.1%</b>
30 to under 50	Male	204	48.9%	209	49.1%	210	47.2%
	Female	103	24.7%	102	23.9%	110	24.7%
	<b>Subtotal</b>	<b>307</b>	<b>73.6%</b>	<b>311</b>	<b>73.0%</b>	<b>320</b>	<b>71.9%</b>
50 and above	Male	43	10.3%	39	9.2%	41	9.2%
	Female	4	1.0%	7	1.6%	8	1.8%
	<b>Subtotal</b>	<b>47</b>	<b>11.3%</b>	<b>46</b>	<b>10.8%</b>	<b>49</b>	<b>11.0%</b>
Total	Male	280	67.1%	282	66.2%	294	66.1%
	Female	137	32.9%	144	33.8%	151	33.9%
	<b>Subtotal</b>	<b>417</b>	<b>100.0%</b>	<b>426</b>	<b>100.0%</b>	<b>445</b>	<b>100.0%</b>

\* Employees include non-registered executives and employees as of the end of each year (employees exclude dispatched employees and locally hired staff at overseas operations, and outsourced service workers)

#### Socially Responsible Employment

(Units: persons, %)

		2022		2023		2024	
Disabled	Male	1	7.1%	4	22.2%	6	28.6%
	Female	2	14.3%	2	11.1%	2	9.5%
	<b>Subtotal</b>	<b>3</b>	<b>21.4%</b>	<b>6</b>	<b>33.3%</b>	<b>8</b>	<b>38.1%</b>
Veterans	Male	4	28.6%	4	22.2%	4	19.0%
	Female	7	50.0%	8	44.4%	9	42.9%
	<b>Subtotal</b>	<b>11</b>	<b>78.6%</b>	<b>12</b>	<b>66.7%</b>	<b>13</b>	<b>61.9%</b>
Total	Male	5	35.7%	8	44.4%	10	47.6%
	Female	9	64.3%	10	55.6%	11	52.4%
	<b>Subtotal</b>	<b>14</b>	<b>100.0%</b>	<b>18</b>	<b>100.0%</b>	<b>21</b>	<b>100.0%</b>

#### Wage Level

(Unit: %)

	2022	2023	2024
Ratio of Female to Male Wages*	100	100	100

\* Based on the same job grade and pay step

## Social

### Employees

#### Collective Bargaining

(Unit: %)

	2022	2023	2024
Unionization Rate*	99.4	97.4	96.4

\* Unionization Rate = (number of unionized employees) / (total number of eligible employees)

#### Net Defined Benefit Liabilities

(Unit: KRW million)

	2022	2023	2024
Present Value of Defined Benefit Obligations	27,860	34,194	41,892
Fair Value of Plan Assets	591	872	927
<b>Net Defined Benefit Liabilities</b>	<b>27,269</b>	<b>33,322</b>	<b>40,965</b>

### Recruitment and Turnover

#### New Hires (by Gender)

(Units: persons, %)

		2022		2023		2024	
By Gender	Male	29	72.5%	17	50.0%	24	60.0%
	Female	11	27.5%	17	50.0%	16	40.0%
	<b>Subtotal</b>	<b>40</b>	<b>100.0%</b>	<b>34</b>	<b>100.0%</b>	<b>40</b>	<b>100.0%</b>

#### New Hires (by Age)

(Units: persons, %)

	2022		2023		2024	
Under 30	22	55.0%	27	79.4%	29	72.5%
30 to under 50	17	42.5%	7	20.6%	10	25.0%
50 and above	1	2.5%	-	-	1	2.5%
<b>Total</b>	<b>40</b>	<b>100.0%</b>	<b>34</b>	<b>100.0%</b>	<b>40</b>	<b>100.0%</b>

#### Employee Service Years

(Unit: Years)

		2022	2023	2024
Average Employee Tenure*	Male	10.5	10.8	10.5
	Female	9.2	9.6	9.9
	<b>Subtotal</b>	<b>10.2</b>	<b>10.4</b>	<b>10.3</b>

\* Calculated based on years of service for regular employees only

#### Voluntary Turnover (by Gender)

(Units: persons, %)

		2022		2023		2024	
By Gender	Male	8	67%	9	56%	9	69%
	Female	4	33%	7	44%	4	31%
	<b>Subtotal</b>	<b>12</b>	<b>100%</b>	<b>16</b>	<b>100%</b>	<b>13</b>	<b>100%</b>

#### Voluntary Turnover (by Age)

(Units: persons, %)

	2022		2023		2024	
Under 30	1	8.3%	1	6.3%	-	-
30 to under 50	8	66.7%	12	75.0%	6	46.2%
50 and above	3	25.0%	3	18.8%	7	53.8%
<b>Total</b>	<b>12</b>	<b>100.0%</b>	<b>16</b>	<b>100.0%</b>	<b>13</b>	<b>100.0%</b>

### Training and Performance Evaluation

#### Employee Training

(Units: KRW thousand, hour)

	2022	2023	2024
Training Cost per Person	3,712	3,872	4,083
Training Hours per Person	12.3	14.3	17.3

#### Employee Performance Evaluation

(Unit: %)

		2022	2023	2024
By Gender	Male	100.0	100.0	100.0
	Female	100.0	100.0	100.0
By Job Rank	Executives	100.0	100.0	100.0
	Managers	100.0	100.0	100.0
	Staff & Assistant Managers	100.0	100.0	100.0

#### Acquisition of Job-Related Certifications

(Unit: No. of acquired certifications)

	2022	2023	2024
Acquisition of Job-related Certifications*	49	69	52

\* Excluding language certification data

## Social

### Childcare Leave

#### Childcare Leave

(Units: persons, %)

		2022		2023		2024	
Employees eligible for childcare leave	Male	85	68.5%	96	72.7%	94	71.2%
	Female	39	31.5%	36	27.3%	38	28.8%
	<b>Subtotal</b>	<b>124</b>	<b>100.0%</b>	<b>132</b>	<b>100.0%</b>	<b>132</b>	<b>100.0%</b>
Employees on childcare leave*	Male	1	10.0%	2	15.4%	1	20.0%
	Female	9	90.0%	11	84.6%	4	80.0%
	<b>Subtotal</b>	<b>10</b>	<b>100.0%</b>	<b>13</b>	<b>100.0%</b>	<b>5</b>	<b>100.0%</b>
Employees returning to work after childcare leave	Male	1	14.3%	3	20.0%	-	-
	Female	6	85.7%	12	80.0%	6	100.0%
	<b>Subtotal</b>	<b>7</b>	<b>100.0%</b>	<b>15</b>	<b>100.0%</b>	<b>6</b>	<b>100.0%</b>
Employees who have worked for more than 12 months after childcare leave*	Male	-	-	2	16.7%	-	-
	Female	6	100.0%	10	83.3%	2	100.0%
	<b>Subtotal</b>	<b>6</b>	<b>100.0%</b>	<b>12</b>	<b>100.0%</b>	<b>2</b>	<b>100.0%</b>

\* The comparative figures have been revised due to changes in calculation data

#### Childcare Leave

(Unit: %)

		2022	2023	2024
Return-to-Work Rate after Childcare Leave	Male	66.7	100.0	83.3
	Female	70.8	82.9	89.7
	<b>Subtotal</b>	<b>70.4</b>	<b>85.0</b>	<b>88.9</b>

### Maternity & Childbirth Support

#### Medical Expenses

	2022		2023		2024	
	Beneficiaries	KRW thousand	Beneficiaries	KRW thousand	Beneficiaries	KRW thousand
Fertility Treatment	10	12,912	2	6,188	7	14,000
Egg Cryopreservation	1	2,000	1	2,000	-	-
Maternity Treatment Expense	15	21,000	11	19,000	16	25,000
<b>Total</b>	<b>26</b>	<b>35,912</b>	<b>14</b>	<b>27,188</b>	<b>23</b>	<b>39,000</b>

#### Congratulatory Allowances

	2022		2023		2024	
	Beneficiaries	KRW thousand	Beneficiaries	KRW thousand	Beneficiaries	KRW thousand
Childbirth Benefit	19	19,000	12	12,000	16	16,000
Baby Shower Gift	20	4,000	11	2,200	17	3,400
Childbirth Benefit for a Multichild Family	6	30,000	13	65,000	10	55,000
<b>Total</b>	<b>45</b>	<b>53,000</b>	<b>36</b>	<b>79,200</b>	<b>44</b>	<b>74,400</b>

### Human Rights Risk Grievance Handling

#### Human Rights Risk Grievance Handling Performance

(Unit: cases)

		2022	2023	2024
Grievance Handling through Internal/External Channels (Human Rights-Related)	Number of Reports	-	-	1
	Number of Cases Resolved	-	-	1

## Governance

### BOD and Subcommittees

#### BOD and Committee Meeting Frequency

(Unit: No. of meetings held)

	2022	2023	2024
BOD	7	6	6
Nomination Committee	3	3	3
Remuneration Committee	2	4	3
Risk Management Committee	5	6	5
Audit Committee	5	6	5
ESG Committee	2	2	2

### BOD and Committee Composition

#### BOD and Committee Composition

(Units: persons, %)

		2022	2023	2024
Internal Directors	Male	2	2	2
	Female	-	-	-
External Directors	Male	3	3	3
	Female	1	1	1
Non-Executive Director	Male	1	1	1
	Female	-	-	-
Number of External Directors on the Committee	Audit Committee	3	3	3
	Risk Management Committee	2	2	3
	Remuneration Committee	2	2	2
	Nomination Committee	2	2	2
	ESG Committee	2	2	2
Gender Diversity	No. of female director who is not the largest shareholder or related party	1	1	1

#### Positions in Committees

(Unit: No. of committees affiliated with)

	2022	2023	2024
Average No. of committees an external director serves on	2.75	2.75	2.83

#### BOD Tenure

(Unit: months)

	2022	2023	2024
Term of Office for Executive Directors	36	36	36
Term of Office for Non-Executive Directors	60	60	60

### BOD Operational Efficiency

#### BOD Operational Efficiency

(Units: days, %)

		2022*	2023	2024
BOD Avg. Attendance Rate	Total number of directors	100%	100%	100%
	Internal directors	100%	100%	100%
	External directors	100%	100%	100%
BOD Agenda Handling	Advance notice period for external directors' review	2.0	3.7	3.7

\* The unavoidable absence of one external director due to COVID-19 infection was not counted.

#### BOD Operation's Effectiveness

	2022	2023	2024
BOD Operational Review Frequency	Once a year	Once a year	Once a year

#### BOD Expertise

(Units: sessions, persons)

		2022	2023	2024
BOD	No. of training sessions	4	5	7
	Number of external directors and non-executive directors with work experience in insurance and/or financial industries	5	5	5
The Audit Committee's Expertise	Number of Audit Committee members who are experts in accounting and treasury	1	1	1
The Risk Management Committee's Expertise	Number of Risk Management Committee members with professional job experience in finance, accounting, and treasury	2	2	3

#### Remuneration Policy

(Units: Years, %)

		2022	2023	2024
Long-term Incentive Compensation for Executives	Proportion and deferral period of the compensation	3	3	3
CEO's Long-term Incentive Compensation	Proportion and deferral period of the compensation	3	3	3

# Association Membership and Contribution

## Contribution Amount per Association

### Contribution Amount per Association

(Unit: KRW million)

Participating Organization	2024
General Insurance Association of Korea	1,484.9
Financial Security Institute	198.3
Korea Chamber of Commerce & Industry	139.2
Korea Listed Companies Association	12.2
Korea Center for International Finance	10.0
Korea Life Insurance Association	10.0
The Institute of Actuaries of Korea*	7.5
Asia Guarantee & Credit Insurance Association (AGCIA)	6.7
Korea Exchange	5.6
Korean Insurance Law Association	5.0
Korean Insurance Academic Society	5.0
Society of Actuaries (SOA) / Casualty Actuarial Society (CAS)	5.5
International Underwriting Association (IUA)	4.6
Korea Management Association (KMA)	3.9
Financial Information Security Association	2.5
Korea IR Service	1.9
Korea Risk Management Society	1.0
<b>Total</b>	<b>1,903.8</b>

\* Only for amounts paid as a corporate member

Korean Re strictly adheres to Article 31 of the Political Funds Act, which prohibits corporate or organizational donations to political funds. Accordingly, we do not provide any political funds, election funds, or lobbying funds to any specific political organization or party.

# IRO Long List

Rank	Category	Core Issues	Stakeholder					Group Impact	
			Employees	Clients & Partners	Shareholders & Investors	Local Communities	Government	Business Impact	Financial Impact
1	E	Climate Risk Management		●	●	●	●	Very High	Very High
2	S	Strengthening Social Contribution Activities	●	●		●		Very High	Very High
3	G	Expanding the Basis for Future Growth	●		●			Very High	Very High
4	G	Responding to the New Insurance Solvency Regime (K-ICS)			●		●	Very High	Very High
5	S	Work-Life Balance and a Sustainable Society	●			●	●	Very High	Very High
6	S	Digital Innovation & AI	●	●			●	Very High	Very High
7	G	Ethics & Compliance Management	●		●		●	High	Very High
8	G	Internalization of ESG Management	●	●	●		●	Very High	High
9	S	Information Security and Privacy	●	●	●		●	Very High	High
10	G	Sound Corporate Governance			●			High	High
11	S	Constructive Labor Relations	●				●	High	High
12	G	Risk Management	●	●	●			High	High
13	S	Talent Attraction and Development	●		●		●	High	High
14	S	Occupational Health and Safety	●	●	●		●	High	Low
15	S	Diversity & Inclusion	●	●	●	●	●	Low	Low
16	G	Independence-Diversity-Expertise of BOD			●			Low	Low
17	G	Stakeholder Engagement & Communication	●	●		●		Low	Low
18	S	Human Rights Management	●		●		●	Low	Low
19	S	Customer Satisfaction		●				Very Low	Very Low
20	G	Increasing Sustainable Finance & ESG Investment			●			Very Low	Very Low

# Sustainability Index

## GRI 2021 Index

Category	Index No.	Indicators	Page	Note
<b>General Disclosures</b>				
GRI 2 : General Disclosures 2021	2-1	Organizational details	2	
	2-2	Entities included in the organization's sustainability reporting	2	
	2-3	Reporting period, frequency and contact point	2	
	2-4	Restatements of information	-	No restated information
	2-5	External assurance	78	
	2-6	Activities, value chain and other business relationships	5, 6	
	2-7	Employees	69, 70, 71	
	2-8	Workers who are not employees	-	
	2-9	Governance structure and composition	8, 55	
	2-10	Nomination and selection of the highest governance body	55, 56	
	2-11	Chair of the highest governance body	56	
	2-12	Role of the highest governance body in overseeing the management of impacts	8, 55, 56	
	2-13	Delegation of responsibility for managing impacts	8	
	2-14	Role of the highest governance body in sustainability reporting	8	
	2-15	Conflicts of interest	59, 60	
	2-16	Communication of critical concerns	9	
	2-17	Collective knowledge of the highest governance body	55, 56	
	2-18	Evaluation of the performance of the highest governance body	57	
	2-19	Remuneration policies	58	
	2-20	Process to determine remuneration	58	
	2-21	Annual total compensation ratio	-	Refer to Section VIII. Executives and Employees in the Business Report
	2-22	Statement on sustainable development strategy	4, 11, 12, 13	
	2-23	Policy commitments	31, 32, 38, 39, 44	
	2-24	Embedding policy commitments	32, 33, 42, 43, 45, 50, 60	
	2-25	Processes to remediate negative impacts	45, 51, 52, 60	
	2-26	Mechanisms for seeking advice and raising concerns	45	
	2-27	Compliance with laws and regulations	-	Refer to Section 3. Sanctions and Related Matters in the Business Report
	2-28	Membership associations	73	
	2-29	Approach to stakeholder engagement	9	
	2-30	Collective bargaining agreements	49, 70	

Category	Index No.	Indicators	Page	Note
<b>Material Topics</b>				
GRI 3 : Material Topics 2021	3-1	Process to determine material topics	10	
	3-2	List of material topics*	10	
	3-3	Management of material topics	10, 12, 13	
<b>Economic Performance</b>				
GRI 201 : Economic Performance 2016	201-1	Direct economic value generated and distributed	15, 24, 25, 67	
	201-2	Financial implications and other risks and opportunities due to climate change	28	
	201-3	Defined benefit plan obligations and other retirement plans	70	
	201-4	Financial assistance received from government	-	Not applicable
GRI 203 : Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	24, 25, 32, 68	
	203-2	Significant indirect economic impacts	32, 36, 68	
GRI 205 : Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	60, 62	
	205-3	Confirmed incidents of corruption and actions taken	62	
GRI 207 : Tax 2019	207-1	Approach to tax	65	
	207-2	Tax governance, control, and risk management	65	

### \* Material Topics and GRI Index

Material Topics	Index No.
Responding to the New Insurance Solvency Regime (K-ICS)	GRI 3-3
Expanding the Basis for Future Growth	GRI 3-3
Digital Innovation & AI	GRI 3-3
Work-Life Balance and a Sustainable Society	GRI 3-3, GRI 401
Strengthening Social Contribution Activities	GRI 3-3, GRI 203, GRI 413
Climate Risk Management and Implementation of Decarbonization Policies	GRI 3-3, GRI 305

## GRI 2021 Index

Category	Index No.	Indicators	Page	Note
<b>Environmental Performance</b>				
GRI 301 : Materials 2016	301-1	Materials used by weight or volume	42, 67	
	302-1	Energy consumption within the organization	35, 67	
GRI 302 : Energy 2016	302-2	Energy consumption outside of the organization	-	Not applicable
	302-3	Energy intensity	67	
	302-4	Reduction of energy consumption	35, 67	
GRI 303 : Water and Effluents 2018	303-5	Water consumption	42, 68	
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	Not applicable
GRI 304 : Biodiversity 2016	304-2	Significant impacts of activities, products and services on biodiversity	43	
	304-3	Habitats protected or restored	43	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	Not applicable
GRI 305 : Emissions 2016	305-1	Direct(Scope 1) GHG emissions	35, 67	
	305-2	Energy indirect(Scope 2) GHG emissions	35, 67	
	305-3	Other indirect(Scope 3) GHG emissions	36, 68	
	305-4	GHG emissions intensity	67	
	305-5	Reduction of GHG emissions	35, 67	
	305-6	Emissions of ozone-depleting substances (ODS)	-	Not applicable
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	Not applicable
GRI 306 : Waste 2020	306-1	Waste generation and significant waste-related impacts	42, 68	
	306-2	Management of significant waste-related impacts	42, 68	
	306-3	Waste generated	42, 68	
	306-4	Waste diverted from disposal	42, 68	
	306-5	Waste directed to disposal	42, 68	

Category	Index No.	Indicators	Page	Note
<b>Social Performance</b>				
GRI 401 : Employment 2016	401-1	New employee hires and employee turnover	22, 46, 70	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	22, 71	
	401-3	Parental Leave	71	
GRI 403 : Occupational Health and Safety 2018	403-1	Occupational health and safety management system	38, 50	
	403-2	Hazard identification, risk assessment, and incident investigation	50	
	403-3	Occupational health services	50	
	403-4	Worker participation, consultation, and communication on occupational health and safety	50	
	403-5	Worker training on occupational health and safety	50	
	403-6	Promotion of worker health	50	
	403-8	Workers covered by an occupational health and safety management system	50	
	404-1	Average hours of training per year per employee	70	
GRI 404 : Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	47, 48, 49	
	404-3	Percentage of employees receiving regular performance and career development reviews	48, 70	
	405-1	Diversity of governance bodies and employees	22, 56, 72	
GRI 405 : Diversity and Equal Opportunity 2016	405-2	Ratio of basic salary and remuneration of women to men	69	
	GRI 406 : Non- discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	45, 71
GRI 407 : Freedom of Association and Collective Bargaining 2016	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 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	-	Not applicable
GRI 409 : Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	Not applicable
GRI 413 : Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	24, 25, 43	
	413-2	Operations with significant actual and potential negative impacts on local communities	-	Not applicable
GRI 415 : Public Policy 2016	415-1	Political contributions	73	
GRI 418 : Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	53	

## SASB (Insurance) Index

Topic	Code	Metric	Response Status Description	Page	Description
Transparent Information & Fair Advice for Customers	FN-IN-270a.1	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of insurance product-related information to new and returning customers	-		
	FN-IN-270a.2	Complaints-to-claims ratio	-		Not applicable due to the nature of the reinsurance industry
	FN-IN-270a.3	Customer retention rate	-		Not applicable due to the nature of the reinsurance industry
	FN-IN-270a.4	Description of approach to informing customers about products	-		Not applicable due to the nature of the reinsurance industry
Incorporation of Environmental, Social, and Governance Factors in Investment Management	FN-IN-410a.2	Description of approach to incorporation of environmental, social, and governance(ESG) factors in investment management processes and strategies	Responsible Investment Standards, Sustainability Bonds Investment Project Management System	31, 32, 33	
Policies Designed to Incentivize Responsible Behavior	FN-IN-410b.1	Net premiums written related to energy efficiency and low carbon technology	ESG Underwriting	33	
	FN-IN-410b.2	Discussion of products and/or product features that incentivize health, safety, and/or environmentally responsible actions and/or behaviors	-		Not applicable due to the nature of the reinsurance industry
Financed Emissions	FN-IN-410c.1	Absolute gross financed emissions, disaggregated by (1) Scope 1, (2) Scope 2, and (3) Scope 3	Calculation of Greenhouse Gas (GHG) Emissions and Financed Emissions	34, 35, 67, 68	
	FN-IN-410c.2	Gross exposure for each industry by asset class	Calculating Financed Emissions	36	
	FN-IN-410c.3	Percentage of gross exposure included in the financed emissions calculation	Calculating Financed Emissions	36	
	FN-IN-410c.4	Description of the methodology used to calculate financed emissions	Calculating Financed Emissions	36	
Physical Risk Exposure	FN-IN-450a.1	Probable Maximum Loss (PML) of insured products from weather-related natural catastrophes	Managing Fiscal Solvency	29	Expected retained losses are calculated in the event of a natural disaster such as typhoon and earthquake occurring on a 1,000-year cycle
	FN-IN-450a.2	Total amount of monetary losses attributable to insurance pay-outs from (1) modelled natural catastrophes and (2) non-modelled natural catastrophes, by type of event and geographical segment (net and gross of reinsurance)	-		
	FN-IN-450a.3	Description of approach to incorporation of environmental risks into (1) the underwriting process for individual contracts and (2) the management of entity-level risks and capital adequacy	Managing Fiscal Solvency, ESG Underwriting	31, 32, 33, 34	Expected retained losses and the RBC ratio (K-ICS ratio) are calculated based on scenarios combining a climate change-related risk (including earthquake) event with other liquidity risks including extreme investment loss scenarios at strategic locations identified in the portfolio
Systematic Risk Management	FN-IN-550a.1	Exposure to derivative instruments by category: (1) total exposure to noncentrally cleared derivatives, (2) total fair value of acceptable collateral posted with a central clearinghouse, and (3) total exposure to centrally cleared derivatives	Notes to the Business Report: 16. Fair Value of Financial Instruments and 39.4 Credit Risk		
	FN-IN-550a.2	Total fair value of securities lending collateral assets	Notes to the Business Report: 16. Fair Value of Financial Instruments and 39.4 Credit Risk		
	FN-IN-550a.3	Description of approach to managing capital- and liquidity-related risks associated with systemic non-insurance activities	Fiscal Solvency Management, Risk Measurement and Management	64	

UN SDGs

Goal	Target	Korean Re's Response	ESG Issue Pool Mapping
	1.4	By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including Microfinance	Contributing to increased accessibility of various activities and services for community members by supporting the provision of stable housing through donations for mobile homes for disaster victims and homes for low-income, housing-insecure individuals, and sponsoring cultural sharing activities for culturally marginalized groups
	1.5	By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters	Contributing to the sustainable livelihoods of vulnerable groups by providing winter supplies and medical expenses to the underprivileged, and financial support for the economic independence of disabled athletes
	2.1	By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round	Contributing to the health maintenance of vulnerable groups, such as elderly people living alone, low-income families, and disabled workers, by providing food support and meals
	3.8	Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccine for all	Expanding community healthcare coverage through medical support programs for patients with cerebral palsy and pediatric cancer
	3.d	Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks	Supporting employee health management and promotion through health check-ups and mental health programs
	4.3	By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	Increasing educational accessibility by supporting activities that provide equal educational opportunities and foster artistic talents for marginalized and developmentally disabled youth
	4.6	By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	Supporting social independence and talent development by establishing a sports team for people with disabilities and sponsoring children with developmental disabilities through the Wings Cello Ensemble Sponsorship
	5.4	Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	Operating practical support systems to achieve work-life balance through various childbirth and childcare support programs
	6.b	Support and strengthen the participation of local communities in improving water and sanitation management	Participating in the Jongno-gu Smart Water Circulation City Project in collaboration with local governments to support the supply of public water and contribute to the improvement of water management in the community
	7.2	By 2030, increase substantially the share of renewable energy in the global energy mix	Reviewing the expansion of renewable energy through the concretization of the 2050 carbon neutrality goals and implementation scenarios
	8.10	Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all	Contributing to the stable operation and development of the domestic insurance industry through the expansion of reinsurance and enhancing the capabilities of financial institutions
			Strengthening Social Contribution Activities
			Occupational Health and Safety
			Work-Life Balance and a Sustainable Society
			Strengthening Social Contribution Activities
			Work-Life Balance and a Sustainable Society
			Internalization of Environmental Management
			Implementing Decarbonization Policies
			Responding to the New Insurance Solvency Regime (K-ICS)

Goal	Target	Korean Re's Response	ESG Issue Pool Mapping
	9.4	By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	Contributing to the development of clean energy technology through increased investment in and reinsurance for eco-friendly companies, such as those involved in renewable energy and eco-friendly transportation
	10.3	Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard	Declaring and ensuring that all stakeholders are guaranteed equal opportunities through the implementation of Human Rights Management Code of Conduct
	11.1	By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums	Contributing to the creation of social value through funding social projects such as job creation and the provision of affordable housing
	12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Actively participating in waste reduction and prevention activities by monitoring periodic waste generation and recycling rates, implementing paperless policies, using zero-emission vehicles, and introducing electric vehicle charging stations
	13.1	Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Efforts to contribute to climate risk response at the national level and within the domestic insurance industry by developing climate risk management models through the advancement and localization of CAT modeling tools
	13.3	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	Contributing to the enhancement of human resources' capacities related to climate change mitigation and adaptation by sharing expert knowledge on climate risk response with academia and the insurance industry through the monthly forums of the Climate Risk Management Task Force
	14.2	By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans	Adopting Yongmuchi Beach in Dangjin as a partner beach and contributing to the sustainable management of marine and coastal ecosystems through continuous environmental cleanup volunteer activities, such as marine debris removal
	15.4	By 2030, ensure the conservation of mountain ecosystems, including their biodiversity, in order to enhance their capacity to provide benefits that are essential for sustainable development	Increasing efforts to preserve biodiversity and ecosystems by removing invasive species and planting trees in Yeouido Saetgang Ecological Park, and improving river water quality through activities such as throwing mud balls containing pollutant-degrading microbes
	16.5	Substantially reduce corruption and bribery in all their forms	Preventing unethical activities in transactions with external stakeholders by monitoring employee compliance with the code of ethics and internal control activities, ensuring fair trade compliance, and conducting anti-bribery activities
	17.14	Enhance policy coherence for sustainable development	Operating a sustainability management governance and increasing policy coherence through the formulation and implementation of policies based on relevant principles
			Implementing Decarbonization Policies
			Human Rights Management
			Sustainability Management Strategies
			Internalization of Environmental Management
			Climate Risk Management
			Internalization of Environmental Management
			Ethics & Compliance Management
			Sustainability Management Framework

# Independent Assurance Statement

## To readers of Korean Re Sustainability Report 2024

### Introduction

Korea Management Registrar (KMR) was commissioned by Korean Reinsurance to conduct an independent assurance of its Sustainability Report 2024 (the "Report"). The data and its presentation in the Report is the sole responsibility of the management of Korean Reinsurance. KMR's responsibility is to perform an assurance engagement as agreed upon in our agreement with Korean Reinsurance and issue an assurance statement.

### Scope and Standards

Korean Reinsurance 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. 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 203 : Indirect Economic Impacts
  - GRI 305 : Emissions
  - GRI 401 : Employment
  - GRI 413 : Local Communities

As for the reporting boundary, the engagement excludes the data and information of Korean Reinsurance'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 Korean Reinsurance 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 Korean Reinsurance 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.

### Inclusivity

Korean Reinsurance 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

Korean Reinsurance 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

Korean Reinsurance 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 Korean Reinsurance's actions.

### Impact

Korean Reinsurance 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 Korean Reinsurance and did not provide any services to Korean Reinsurance that could compromise the independence of our work.



June 2025 Seoul, Korea

CEO *E. J. Hwang*

# Greenhouse Gas Verification Statement

GI-25240

## Verification Opinion Statement

### GHG Emissions Verification

Korean Reinsurance Company

#### Verification Target

Korean Foundation for Quality (hereinafter 'KFQ') has conducted a verification of 2024 Scope 1, 2 and 2023 Scope 3 Greenhouse Gas Emissions (hereinafter 'GHG emissions') of KOREAN Re (hereinafter 'Company'). KFQ is responsible for providing an assurance statement on the GHG emissions based on the verification scope and criteria described below, while the responsibility for the claims made regarding the GHG emissions rests with the company.

#### Verification Purpose

The purpose is to provide an independent verification opinion on the company's voluntary GHG emissions inventories.

#### Verification Scope

- Scope 1, 2 : Facilities and emission sources under the operational control and organizational boundary of company<sup>1)</sup>
- Scope 3 : Emission category<sup>2)</sup> selected by the company

1) Address (based on headquarters) : 68 Jongno 5 Gil (Susong-dong), Jongno-gu, Seoul, Republic of Korea  
2) Category 15

#### Verification Criteria

The following criteria and coefficients used by the company were applied.

- Criteria
  - ISO 14064-1:2018, ISO14064-3:2019
  - WBCSD/WRI, GHG Protocol Corporate Standard
  - WBCSD/WRI, Corporate Value Chain (Scope 3) Accounting and Reporting Standard
  - Rule for emission reporting and certification of greenhouse gas emission trading Scheme
- Coefficient
  - 2006 IPCC Guidelines for National Greenhouse Gas Inventories

#### Level of Assurance

The verification has been conducted in accordance with the verification principles and standards of the 'ISO14064-3:2019' with a limited level of assurance.

#### Verification Limitation

GHG emissions verification involves inherent limitations that may arise depending on the organization's data characteristics, calculations and estimates, sampling method, and limited assurance level. Additionally, this verification does not include responsibility for the accuracy of the original data provided by the company.

#### Conclusion

Based on the criteria and guidelines stated above, KFQ's verification opinion is as follows.

- 1) The data and information used in calculating the GHG emissions were appropriate, reasonable, and no significant errors or omissions could affect verification statement were not found.
- 2) GHG emissions were properly calculated according to the verification standards. The criteria and process established by the company for calculating GHG emissions were transparently documented in the internal calculation process to prevent potential misunderstandings.
- 3) Accordingly, KFQ provides a verification opinion that is "Unmodified".

May 26<sup>th</sup>, 2025

### Appendix A. Summary of GHG Emission Results

*Ji Young Song*

CEO Ji-Young Song  
Korean Foundation for Quality



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QA1500-05-GI(3)

## Appendix A. Summary of GHG Emission Results

#### Organization

KOREAN Re

#### Emission calculation period

Scope 1,2 emissions : from January 1st to December 31st, 2024

Scope 3 emissions : from January 1st to December 31st, 2023

#### Scope 1, 2 Emissions

Scope	GHG Emissions (tCO <sub>2</sub> eq)
Scope 1	276.55
Scope 2	645.88
<b>Total</b>	<b>922.43</b>

#### Scope 3 Emissions

Category	GHG Emissions (tCO <sub>2</sub> eq)
15 Investment	511,195.85

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QA1500-05-GI(3)

**KOREAN** Re